

**ONE HUNDRED THIRTY-FIRST STATED MEETING
MINUTES OF SALEM PRESBYTERY
AUGUST 14, 2021**

The One Hundred Thirty-First Stated Meeting of Salem Presbytery, held on Saturday, August 14, 2021 by Zoom, was called to order by the Presbytery Moderator, the Rev. Paul Sink at 9:00 a.m.

ENROLLMENT:

Commissioners		Commissioned Ruling Elders	11
Elders	68	Lay Pastors	4
Ministers	78	Christian Educators	0
		Corresponding Members	1
		Administrative Staff	1
		Stated Clerk	1
		TOTAL:	164
		(+Visitors - 48)	212

The following were present for this meeting of Presbytery:

Ministers (78):

Almeida, Margaret	Hankins, Stephanie	Musser Gritter, Lara
Anderson, Amanda	Harris, Randy	Nesbit, Tom
Asher-Lawson, Marybeth	Harrison, Evan	Otterbacher, Glenn
Barner, Taylor	Hazelrigg, Marti	Peters, Rebecca Todd
Barrett Todd, Katie	Hemrick, Jennie	Phillips, Caroline
Bates, Timothy	Heyward, Will	Pitts, Wes
Blankinship, Joe	Hoyle, Felicia Stewart	Pruitt, John
Broman-Fulks, Kenneth	Johnson, John	Rhodes, Paul
Browne, Kellie	Kern, Sandra	Riker, Cassandra
Burleson, Thomas	Kerr, Russ	Rissmiller, James
Cagle, David	Kirby, Barrie	Rummage, Brian
Campbell, Kathryn	Kirby, Randal	Sandlin, Mark
Conley, Kevin	Kuzmovich, Khelen	Simmons, Allison
Cowan, Newton	Lambeth, Jay	Sink, Paul
Curl-Dove, Keith	Lansden, Phanta	Smith, Barbara
Dederer, Nancy Jo	Larsen, Eric	Snipes, Steve
Dew, Frank	Layman, Debbie	Stevens, Courtney
Dollar, Jim	Lee, Charlie	Thompson, Ernie
Elam, John	Lingan, Jodi	Todd, Mason
Engle, Terri	McFarland, Bryan	Vazquez, Jorge A.
Fitchett, Judy	Milam, Judson	Walker, Dale
Fletcher, Pat	Mims, Ray	Wilson, Alicia
Fruits, Dana	Moorefield, Susan E.	Wisner, Leigh
Glaser, Joanne	Morrison, Kate	Wyche, Frank
Goodman, Kyle	Mullen, Lisa Florence	Zehmer, Lee
Griffin, R. C.	Musser Gritter, Joshua	Ziglar, Kaye

Ruling Elder Commissioners (68):

Alamance	Maness, Randall	Jamestown	Hannah, Krista
Alamance	Uniatowski, Judy	Jamestown	Johnson, Karen
Asheboro 1st	Watson, Susan	Jamestown	Stroud, Brian
Baird's Creek	Miller, Mary "Jinx"	John Calvin	Riggs, Emily
Bethany Graham	Purcell, Nancy	Lexington 1st	Herman, Teresa
Bethany Statesville	Bass, Ronny	Logan	Rucker, Faye
Bethel McLeansville	Andrews, Beth	Mocksville 1st	Mighion, Paul
Bixby	Robertson, Carter	Mount Jefferson	Hines, Donna
Burlington 1st	Blackburn, Jin-Jin	Mount Tabor	Reid, Tara
Calvary	Agnew-Wasson, Betty	Mount Vernon	Hunter, Rachel
Calvary	Scott, Patricia	New Creation	Driscoll, Virginia
Chapel in the Pines	Glidewell, Keith	North Wilkesboro	Gregory, Barbara
Church of the Cross	Hepburn, Cheryl	Oak Ridge	Plueger, Monie
Clemmons	Allred, Susan	Parkway	Dillard, John
Clemmons	Holton, Jennifer	Pittsboro	Lester, Geneva
Community in Christ	Bodkin, Jennie	Pleasant Grove	Wilson, Lori
Concord	Stikeleather, Janie	Reidsville 1st	Conroy, Ed
Cooleemee	Dodd, Leann	Saint Andrews	Heestand, Daryl
Covenant W-S	Gaylor, Laura	Saint James	Evans, Jasmine
Faith	Rissmiller, Betty	Saint Paul High Point	Davis, Doris T.
Fellowship	Layno, Charles	Salisbury 1st	Wenkee, Karen
Greensboro 1st	Albright, Erik	Salisbury 1st	Cook, Elizabeth
Greensboro 1st	Brabham, Wells	Shady Side	Davis, Ken
Greensboro 1st	Brown, Anne	Shallowford	Watkins, Lynn
Greensboro 1st	Cook, Lisa	Sparta	Moulton, David
Greensboro 1st	Eagle, Mary	Springwood	McNeal, Russell
Griers	Morris, Bill	Starmount	Kronenfeld, Joy
Guilford Park	Britt, Farmer	Statesville 1st	Dearman, Robert
Hawfields	Muller, Sandra	Stony Creek	Barker, Janet
High Point 1st	Deal, Judith	Third Creek	Snyder, Freda
High Point 1st	Hunt, Paula	Thyatira	Townsend, Keith
Highland	Collins, Emily	Trinity Salisbury	Green, Monica
Highland	Davie, Miriam	Trinity Winston-Salem	Hamilton, Donna
Immanuel	Brown, John	Unity	Fleming, Karen

Commissioned Ruling Elders (11):

Blankenship, Jerry	Harley, James
Braxton, Steve	Henderson, Nita
Browder, Bill	McElroy, Harold
Crunk, Sidney	Moore, Sue
Glaser, Timothy	Purcell, Rick
Groff, John	

Lay Pastors (CREs without current commission) (4):

Bates-Harley, LaQreshia A.	Jenkins, Samuel
Flippin, Sue	Williams, Parks

Corresponding Members (1):

Styers, Barbara (Presbytery of New Hope)

Stated Clerk, Salem Presbytery (1):

Vaughan, David

Presbytery Staff (1):

Ratlidge, Christine

CALL TO ORDER AND OPENING PRAYER

The Moderator, the Rev. Paul Sink, called the meeting to order at 9:00 a.m. and constituted the meeting with prayer. Special instructions for participating by Zoom were given.

MORNING WORSHIP

Salem Presbytery was led in worship by CRE James Harley of Freedom Presbyterian Church and Elder Colby Hall of Reid Memorial Presbyterian Church using the scripture reading from Psalm 133:1-3 and Acts 2:40-47. Salem Presbytery was invited to participate in communion 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. Paul Sink.

ACTION:

1. Presbytery approved the docket as amended to reflect a report from the Stewardship Committee of the Executive Council.

WELCOME AND REPORT FROM THE MODERATOR
AND
INTRODUCTIONS

The Moderator welcomed Salem Presbytery to the meeting and extended a special welcome to Elders attending a Presbytery meeting for the first time. Visitors and guests were also welcomed and recognized.

REPORT FROM TRANSITIONAL GENERAL PRESBYTER
Rev. Barbara Smith

By the time you receive this report as a Presbytery, I will have finally been able to meet a good many of you face to face! Many thanks to our Engagement Pastors – Evan, James, Jess, Jodi, and Rainey for setting up those opportunities. In September, I plan to be in North Carolina from the morning of the 7th (Tuesday) until the evening of the 19th (Sunday). I will again be spending time in the parishes and will publicize that schedule through Salem Matters so you know where to find me and when! I welcome opportunities to be with you and your churches!

All that being said, Salem Presbytery will be moving into a both/and rather than an either/or environment. As you will hear in our Stated Clerk's report, we will utilize a hybrid model for nearly all Presbytery meetings through 2022. We will continue to use Zoom for committee meetings. And my permanent desk space will continue to be in Florida (for those of you who are used to seeing my china closet in the background) even though I'll be in person in North Carolina on a regular schedule.

I continue to be thankful for the opportunity to be in ministry with you, and as you'll see later in this meeting, presbytery leadership has already made some large strides to addressing some of the issues that have been identified as the "elephants in the room."

And we have something to celebrate! Our very own Bethesda Presbyterian Church has been awarded a grant from the Synod of the Mid-Atlantic for \$5,000 in order that they might replace the well at the manse. In their application, they shared "This grant would assist and provide affordable housing to a member and/or non-member of our congregation or community... This grant would allow local mission funds to be present within our own community and aid those needing shelter." Some members of the Bethesda community are here in our meeting today and I invite you to join me in congratulating them for their efforts!

STATED CLERK REPORT
David Vaughan

FOR INFORMATION:

Upcoming meeting of Presbytery - 2021

Tuesday, November 16, 2021 - This meeting will be conducted on the ZOOM platform, but presbyters (ministers and ruling elders - and guests) will be invited to gather at a church within your Parish. Finally, we will see each other again face-to-face! (If there is a pressing reason why a meeting participant cannot attend the Parish Gathering, ZOOM credentials will be supplied.) The Parish Engagement Pastor will be present in each location to welcome everyone, and hosts and "assistant stated clerks" will be appointed in each gathering space. This meeting will conclude before lunch. Should the public health crisis escalate, we will revert to an all-ZOOM meeting.

Presbytery Meetings in 2022

The Executive Council has ordered the 2022 Presbytery meeting schedule as follows:

Tuesday, February 15, 2022	A Virtual Meeting on the ZOOM platform
Tuesday, May 17, 2022 (Evening)	ZOOM, in Parish Gatherings*
Saturday, September 10, 2022	In-person meeting* (perhaps with family activity)
Tuesday, November 15, 2022	ZOOM, in Parish Gatherings*

* Host churches are needed for the May, September, and November meetings. If you are willing to host, please reach out to me. Otherwise, I'll come calling. May and November meetings are expected to garner more-than 10 individuals but fewer than 50. Perhaps as many as 200 individuals are expected for the September meeting.

Presbytery Minutes Review

I have completed the review of the minutes of the Presbytery of Abingdon and have submitted the good results to the Synod's Administration Committee. As of this writing, Salem's minutes have not yet been reviewed.

SYNOD OF THE MID-ATLANTIC – COMMITTEE ON REPRESENTATION Rev. Kaye Ziglar

Rev. Kaye Ziglar spoke on grant funding available through the Synod. Rev. Ziglar also highlighted the need for sessions, congregations and churches to adopt anti-racism bylaws and referred participants in the Presbytery meeting to the guide "What Lies Between Us" by Lucretia Carter Berry as a way to begin a pilot of anti-racism training to enact these policies.

COMMITTEE ON REPRESENTATION Rev. Sam Perkins and Rev. Sandy Kern, Co-Moderators Ruling Elder LaQreshia Bates-Harley presenting this report

For Information:

1. 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. There are three current and critical vacancies on Presbytery's Executive Council.
2. Salem COR's 2020 report to the Synod of the Mid-Atlantic is attached to this report.
3. GENERAL ASSEMBLY COMMISSIONERS FOR 2022: The COR has been advertising for nominees as Commissioners to the 2020 meeting (virtual and in-person) of the General Assembly. (Salem elects three clergy and three ruling elders - and is eligible to send one Young Adult Advisory Delegate.) As of this writing, a couple of clergy, a couple of ruling elders, and no potential YAADs (17-23 years of age) have expressed interest. The deadline for nominations is October 1 and a link to the application forms (together with other information) is available in the Presbytery's weekly e-blast, Salem Matters. (Don't read Salem Matters? Shame on you. Don't receive Salem Matters? Email <office@salempresbytery.org>!)

For Action:

1. Moderator of Presbytery 2022-2024: The COR nominates Ruling Elder Catreia Steele Hunter, Mount Vernon Presbyterian Church. Dr. Hunter is a retired higher education professor and administrator, and served as President of our denomination's Presbyterian Women organization. Dr. Hunter is the widow of the late Rev. George Hunter, former pastor of Trinity, Salisbury. If elected, Dr. Hunter will take up the office of Moderator following the February 2022 meeting of Presbytery and she will serve through the February meeting of 2024.

2. Committee Service: The COR nominates the following for service on Presbytery and Synod committees:

Church Growth and Transformation:

Rev. Jill Duffield, Class of 2024 (Greensboro, First)

COM Task Force on Examinations:

Elder Davis Hankins, Class of 2023 (Rumple Memorial)

COM (Task Force to be assigned):

Elder Beverly Dye, Class of 2023 (Community in Christ, Presbyterian)

Rev. Allison Simmons, Class of 2021 (Validated Ministry, hospital chaplain)
Committee on Preparation for Ministry:
Rev. Keith Dove, Class of 2022 (Faith/New Creation)
Personnel:
Rev. Charlie Lee, Class of 2022 (Starmount)
Synod Permanent Judicial Commission:
Elder David Parker, Class of 2027 (Statesville First)

ACTION:

2. Catrelia Steele Hunter was elected as next Moderator of Salem Presbytery beginning in February 2022 to February 2024.
 3. The following were elected to Presbytery Committees: Rev. Jill Duffield, Elder Davis Hankins, Elder Beverly Dye, Rev. Allison Simmons, Rev. Keith Dove, Rev. Charlie Lee, Elder David Parker.
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PYC-PRESBYTERIAN YOUTH TRENNIUM
Rev. Taylor Barner

Rev. Taylor Barner reported on Presbyterian Youth Triennium taking place July 24-27, 2022, in Indianapolis, Indiana. This is a gathering for youth, youth leaders, and young adults. The theme will focus on Matthew 25.

IN MEMORIAM: THE REV. DOROTHY (“DOLLY”) CAMPBELL JACOBS
Rev. Barbara Smith and Rev. Kim Priddy

Dolly Jacobs, an Associate Pastor at FPC Greensboro, died suddenly on Thursday, July 29. A Service of Witness to the Resurrection will be conducted at FPC-G in the context of morning worship on Sunday, August 15. At this meeting of Presbytery, Rev. Barbara Smith and Rev. Kim Priddy led a brief memorial to allow Presbytery members to give God thanks for Dolly's work and witness among us.

COM TASK FORCE ON EXAMINATIONS
Rev. Bill Hoyle and Rev. Debbie Layman, Co-Moderators, Jim Norris, Clerk

The following individuals have met with our committee and been examined by their writing and verbal answers. Our committee recommends approving them for service in our Presbytery.

Rev. Phanta Lansden

Faith Journey

I was born and raised in a small town of Morganton, NC with my mother, father, brother, and multiple family pets. My parents raised us in a Christian home where we attended Sunday School, Worship, VBS, and multiple Sunday afternoon “singings.” These “singings” were worship services where my father’s southern gospel quartet, The Gospel Enforcers, would sing along with other gospel groups and sometimes choirs producing a grand musical worship experience. Needless to say, my father impressed upon me a love for music from beach music, R&B, Soul, Country, Classical, and Gospel music at a young age. My mom was an accountant and a brilliant woman of God. She made the best cakes and really any dessert or food she touched was scrumptious! As a woman of deep faith, she taught me the importance and love for prayer. My mother’s love

language was cooking, offering a listening ear and prayer to her siblings (all twelve of them) and others who called on her for advice or comfort.

Based upon my upbringing I began singing in my church choir at a young age and in a local gospel youth choir when I was a teenager. I also participated in youth groups such as the Buds of Promise and Young Adult Missionary groups. In college, at UNCG, I was part of the Neo Black Society Gospel Choir and after moving to Charlotte, in my mid-twenties, I served as a preachers steward, praise team member, gospel choir member and fitness instructor. Through these avenues, I discerned a call for ministry.

I grew up in the AME (African Methodist Episcopal) Zion church and while attending Rockwell AME Zion church in Charlotte, NC I began to sense a call for ministry; I was 26 years old. I struggled with the call for many reasons. I didn't see many women in pastoral roles growing up, and it was taught, in various churches I attending in college and otherwise, that women were not to lead within the church in that way. I always wanted to be a missionary and wear white dresses, hats, and gloves like the other ordained women. You can imagine the wrestling that took place within my mind when the call for pastoral ministry began ruminating in my heart. With much trepidation, I mustered up the courage to talk with my pastor. I remember like it was yesterday. With my heart beating rapidly, I waited until almost everyone had left the sanctuary after worship and my pastor was still at the front greeting a few people. I rose from the pew with my legs shaking and heart beating so rapidly that I could feel the pulses as I walked to the front. I took a deep breath and said, "Can I speak with you." He invited me into his office, as I entered with fear and trembling while holding a burning tug on my heart and with a quivering voice I said, "I think I am called to ministry". He replied, "Okay, I want you to go home, read scripture, and pray for confirmation." I was scared, I didn't know what was happening to me, but I knew God was doing something as I wrestled with an urgent call. After following my pastor's instructions, I received confirmation within a week or so and began the journey toward accepting the call. In the AME Zion church I was to preach an initial sermon, then be welcomed into the conference as a local preacher before going into conference studies to become a Pastor. I was terrified to preach a sermon, but I did about 2 years after feeling the initial tug. It was Feb. 26th, 2006, at Rockwell AME Zion church in Charlotte with a sanctuary full of people who loved and supported me. A few months later in May 2006 I married the love of my life and joined his church, C.N. Jenkins PC, and from there continued the training for pastoral ministry under the leadership of Rev. Dr. Jerry L. Cannon and the CN Jenkins faith community.

God has consistently reminded me to remain faithful to the call on my life and remain attuned to the voice of the Lord in all things. I know God will never lead me astray. God has dispelled the lie that women are not called to lead in the church in Senior Pastor roles and otherwise. God has helped me to see the gifts I have for ministry and leadership. God has helped me to love myself for who God created me to be unapologetically and unashamed to let my light shine. God has helped me to be confident while leading with grace and love and God continues to show me new gifts and a greater capacity to lead in the church and world. I am grateful for what God has done and continues to do in and through me.

Rev. Phanta Lansden

Statement of Faith

Faith is not only the belief that God exists, it is a trust in God and firm and certain knowledge of God's love for us. My faith is founded upon the truth of the Triune God and scripture is a means by which I come to a firm and certain knowledge of who God is and who I am. Scripture also provides guidance and wisdom for my life.

Through scripture, I know God is my Father, Mother, and creator of heaven and earth. I am made in the image of God. "God so loved the world that he gave his only begotten son so that whosoever believed in him shall not perish but have eternal life" (John3:16). The sending of God's only begotten son who was fully human and fully divine changed the world. God's love and grace

through Jesus Christ transforms humanity and creation. Jesus Christ reconciles us to God through his death on the cross and resurrection, therefore, we are in right standing with God.

My faith in Jesus Christ as Lord and savior unites me to other believers as one body: the church. The church is a body of believers that have a mission to go into the world and make disciples of all nations baptizing them in the name of the Father, Son, and Holy Spirit. The church is sent into the world to proclaim the love, grace, and redeeming power of our Lord and Savior Jesus Christ. The church is called to be kingdom people praying, "thy kingdom come, thy will be done on earth as it is in heaven," and working toward justice and peace. We, the body of Christ, are called to participate in what God is doing in the world and rely on the Holy Spirit to lead and guide our work.

The church nurtures its members and welcomes diversity in community of fellowship, mutual accountability, and sharing of gifts so God may be glorified. The church grows through the teaching, study, and proclamation of scripture. The church celebrates the sacraments of baptism and the Lord's Supper, a sign of God's grace and love. In Baptism God's spirit, love, and grace claims us as beloved children of God. In the Lord's Supper, we remember the forgiveness of sins, love, redemption, and grace that was freely given through Christ's death and resurrection.

The Holy Spirit is a comforter and guide. As I trust in the Lord with all my heart and lean not unto my own understanding, but in all my ways acknowledge God, then I am relying on the Spirit to direct my paths (Proverbs 3:5-6). She directs my path as I seek and trust in the Lord. She bears witness to God and allows me to come into a deeper knowledge of God. She brings revelation and truth, sustenance, guides, comforts and is who I rely on in my daily walk of faith. She is gentle and kind and helps me to love myself for who God created me to be.

I believe I am called to live out my faith in real and practical ways giving glory to God, acting justly, walking humbly, loving mercy, sharing the love and grace found in Jesus Christ with all people, and relying on the Holy Spirit for guidance.

Rev. Caroline Phillips**Faith Journey**

I am a cradle Presbyterian. Church was always a place where I felt at home. It was also at church where I began to recognize a deep sensitivity within me. One moment when my faith became more real was on a mission trip to Appalachia where something was stirred deep inside of me. It was on this trip where I started to understand what it means to follow Jesus. I am not sure if the work we did there was of any help, but perhaps, as Thomas Merton once said, "Our desire to please the Lord did in fact please Him." In the years to come, faith accompanied with service would become my calling. While at Rhodes College, I became involved in many service activities that were faith-based. When it came time to plan what I was going to do after college, it was clear that God was calling me to do a year of mission with the Presbyterian Church Young Adult Volunteer Program. In September of 2004, I moved to Miami, Florida. There I lived with three other women my age in an old manse in Little Havana. I loved being exposed to and learning about all the different cultures in Miami. I worked as a director of youth and young adults at a multicultural Methodist congregation, and I eventually was hired at my church and at a parachurch organization. I stayed in Miami two additional years beyond my volunteer year. While there, I launched an after-school program at the church. I left Miami in the summer of 2007, and returned home to Alabama, where I would live for one year before starting seminary. I realized then that I was not the same person I had been and that I didn't fit into my southern home the way I once did. Coming home was a shock. I spent about six months just simply grieving the work that I left behind and struggling to be in a place that was so segregated after leaving a place with so much rich diversity. That year, to manage my grief and anxiety about my next steps, I took up running. I had never been an athlete, nor even exercised on a consistent basis, but I did a "couch to 5K" program and it taught me how to be a runner. Through this process, I discovered a new coping technique and spiritual discipline. Running has taught me that I can do anything if I try and it has also deepened my relationship with God. In the past year, running has also helped me process the sudden death of my dad in 2019, the birth of my youngest daughter shortly thereafter, and the

global pandemic that changed our world. In the fall of 2008, I moved to Chicago and started an M.Div. at McCormick Seminary. I went on to finish both my M.Div. and MSW. While in grad school, I did a total of four internships in three years. Out of all these internships, I found CPE to be the most valuable to my professional and personal development. I have often been someone who has been deeply in tune to her heart. CPE helped me use my head. It taught me how to step away from the heart when I needed to. It also helped me process some of my own grief, so that my heart would be less tender. CPE was something that I learned to believe in right away. I finished my first unit of CPE wanting more. After I finished graduate school, I completed my CPE residency from 2012 to 2013. I learned that year that I loved hearing people's stories. Really this is not that surprising. I had for many years been indulging in stories in other ways through my love of memoirs, documentary films, and story-telling podcasts. But there was something about hearing someone's story in person and then sharing parts of my own story with those in my CPE group that I loved. Helping someone understand their own story seemed like a true act of service and a gift to be able to participate in that process. This was my ministry, and a new way to follow Jesus. I finished my residency knowing that I would one day come back to CPE, and eventually become a CPE educator. At that point, I had been in the ordination process for nearly five years, and so I wanted to become ordained. I also wanted to work towards getting my LCSW. So, I took a part-time call as a solo pastor in Park Forest, Illinois and a part-time job as an intake coordinator for a community mental health center in Matteson, Illinois. I look back at my first three years in ministry in Miami, and wonder how that experience would have been different if I had had CPE beforehand. I enjoyed being a pastor. I loved caring for my flock and appreciated so much the ways they cared for me and looked to me as their leader. As a small church, they were wrestling with big questions about their future and they were very open to me helping them envision that. I also loved working in community mental health, and listening to peoples' stories each day. I got to meet with those struggling with depression and those who had spent more than half their life coping with schizophrenia and other psychotic disorders. For nearly three years, I managed to split my time between both of these jobs. I am grateful for that busy season of my life, and for my partner Jon that he has been there as my rock. What ultimately led me to enter into the CPE supervisory process was my gratitude for the ways in which CPE allowed me to reflect on my life, my upbringing, the person I am, and the person I want to be. I cherished the intense and often difficult conversations that I had in supervision, and ways in which I was able to experience relationships in a new and honest way. Because CPE shaped me in such an important way, I wanted to be able to be a part of that molding process with others. I am grateful to now have begun this new chapter in my ministry as Assistant Director of Clinical Pastoral Education at Moses Cone Hospital here in Greensboro.

Rev. Caroline Phillips

Statement of Faith

I believe in the one true sovereign, omnipotent God who created both the Heavens and the Earth. As our creator, God breathed life into everything that is a part of our universe. God also created human life in God's image and knows our every thought and word before we even say it (Psalm 139). God gives us hope and provides us with the unconditional love no matter how much we fail.

As humans, we fall short of perfection and our sinful human beings. Therefore Jesus Christ, the son of God was sent by God to teach the gospel of love. I believe that Jesus was both human and Divine and that he preached the truth not only through his words, but also through his actions by healing the sick, feeding the poor, and befriending sinners. Jesus had followers, whom he called his disciples. We too are Christ's servants and are called to show love to our neighbors. While Jesus dwelled on earth, he was crucified for his radical teachings and bore the tremendous pain of the cross. The crucifixion was in no way just, but as Christ suffered the most painful of human deaths all our sins were forgiven and through the power of God's grace we were given eternal life, so that we too may one day dwell with God in Heaven.

The Holy Spirit is our sustainer, God's ongoing presence that we feel every day we breathe life. The Spirit gives us the ability to have a relationship with God here on earth through prayer. We are

enriched each day by the power of the Holy Spirit, as we are taught to love and grow closer to God through meditation, scripture reading, and worship with fellow believers.

I also believe in the two Holy sacraments of the Eucharist and Baptism. I believe that the Eucharist is the symbolic act of eating the bread and wine to represent Jesus' broken body and blood, which were shed for all believers that we might have eternal life. I believe that baptism in the same way is an "outward sign of inward grace" and that it is always done in community, representing our commitment to nurture each other on our faith journeys.

I believe that God, Jesus and the Holy Spirit are three in one. I feel strongly that God has called us "to seek justice, love kindness, and walk humbly with our God." (Micah 6:8) Even though we may stray, God has empowered us through our faith and the power of the Holy Spirit to strive each day to serve others as Jesus did. God is full of strength, mystery, hope, and most of all love. I believe that Christian hope is all-encompassing. There is no part of my belief in Jesus Christ that does not center on hope. To have hope in the Lord Jesus Christ, is to have hope for all of humanity and all of God's creation, though evil and sin still exist in the world. Also, thinking beyond hope for our own personal salvation, we must also have hope for others and our communities. God is not only my God. Jesus is not only my Jesus. The triune God belongs to all of those who believe, and with this hope we are called to share that hope with others.

I believe the Church is called to be the Resurrection. This resurrection, just as that of Christ, is one that breaks down walls and barriers that separate us from one another. Whether those walls are race, class, or hate, when we join together, truly seeking God's will, we become unified by the Spirit, remembering that every person is made in God's image.

Mr. Blake Tickle

Faith Journey

My own sense of vocation is the understanding that God has first and foremost called me to a life of dedication and service to the mission of the Church of Jesus Christ. I grew up in the small town of Pilot Mountain in Surry County, North Carolina and my spiritual growth and development was nurtured at an early age by my parents and grandparents who were faithful and devoted to their faith and their service to their congregations. Throughout my life, I was taught the importance of a personal relationship with Jesus Christ and living a life in service to God and others. When I was ten years old, I was baptized in the Dan River near the church we attended as I sought to answer some of life's biggest questions. Despite my age, I took seriously the commitment I made that day. I listened carefully to pastors and teachers who maintained that God required a life of holiness, submission, and strict literal adherence to the Biblical text. I grew to believe that God would only love me if I did each of these things. I suppressed all my deepest questions and fears about God, for fear that I would upset my parents, and would thereby "dishonor" them and dishonor God. Throughout middle school and high school, I struggled to come to terms with who I was growing to be. However, I never stopped attending church. In fact, I leaned into it in many ways and began using my artistic abilities both onstage as a musician, as well as in the audio/visual ministry of my church each Sunday morning.

In the fall of 2009, I began my undergraduate studies at Catawba College and began working as a "choral scholar" for several local churches in Salisbury, including First United Church of Christ and First Presbyterian Church. This exposure to congregations of different denominations was life changing. I fell in love with the sound of the choirs, the sophistication and complexity of the liturgy, and most of all, the welcome and affirmation I received as a person very much in discernment about my religious beliefs and the calling God placed on my life.

Upon graduation in the spring of 2013, I felt the call to continue working in ministry. At this time, I felt the call to congregational ministry, but chose instead to "stay in my lane" and do what I knew how to do well, directing and making music with those around me. It wasn't until early in 2017 that I finally decided to answer "yes" to God's call on my life and pursue graduate education through the Wake Forest University School of Divinity. Throughout the next few years, I experienced

tremendous changes in my spiritual growth and development. Through my experiences in Divinity School, my internships, and experiences in my personal life, I gained the ability to view Biblical texts, engage in worship in community, and tend to my personal spiritual development in new and challenging ways. After graduation, I began a residency year as a chaplain at Wake Forest Baptist Medical Center.

Throughout this year, I have been challenged in ways I could have never imagined. My theology of grief, loss, and trauma have been greatly impacted and shaped. Despite the challenges, I continue to boldly profess faith in God who is alive and always moving in our midst through the work of the Holy Spirit, and I believe this to be the next step in answering God's call to service as a Minister of the Word and Sacrament called to validated ministry as a hospital chaplain.

Mr. Blake Tickle

Statement of Faith

I believe in God, the Creator of all that was, is, and forever will be.¹ I believe God defies and transcends gender, race, class, or any other physical human characteristic. In this way, God remains an incomprehensible mystery to us as human beings.² I believe and trust in Jesus Christ, both fully human and fully Divine, begotten not created, who was sent by God to walk among us. I believe that He gathered crowds great and small in order to convey God's love, compassion, and forgiveness to all. I believe He uplifted and embraced those who were marginalized and labeled by society as outcasts, unclean, sinful, or otherwise condemned. He visited the sick and comforted the suffering. Scripture informs me that Jesus also challenged powerful institutions.

Ultimately, he was betrayed, tortured, and crucified at the hands of an unjust government. He willingly accepted a fate he did not deserve, so that humanity might have access to God's mercy and grace.³ Through his self-sacrificing love, humanity was reconciled, saved, and redeemed.⁴ I trust that scripture accurately records that God raised Jesus from the dead after three days. Jesus ascended and now sits at God's right hand where he serves as our intercessor. I trust and believe in the Holy Spirit, who is the Giver of Life. This Holy Spirit, one with God the Creator and Jesus Christ, serves to sanctify us and regenerate us.⁵ The Holy Spirit promised to us by Jesus Christ to be our Advocate also comforts, guides, and unites us together as God's people in all times and all places. This Holy Spirit inspired the Prophets of the Bible, enables the Holy Scriptures to come alive and makes them accessible to our limited human minds today, and is the power of God which gathers and empowers God's people to do God's good work in the world.

I believe human beings are inherently sinful and flawed, but we are forgiven by God, who promises to forgive us each time we ask. In this way, God reveals God's unconditional love for humanity and brings us to repentance and new life.⁶ As church father Martin Luther famously said, "Simul Justus et Peccator" - we are creatures simultaneously sinful and justified. Our sinful nature is inevitable and yet, we can find through the confession of our sins a declaration of God's forgiveness. Each time we are faithful to confess our sins, we can be assured of God's forgiveness. I believe that when we as humans fully understand sin and are confident in God's forgiveness, we are able to fulfill our purpose to live a life that glorifies God and uplifts God's good creation. The covenant of grace given to us by God out of God's love for humanity is an everlasting covenant we can trust and believe to be true.

I trust that God calls together faithful believers in every age to be a church united.

As the church, we are called to embody Christ's love. We do this when we worship, pray, fellowship, study, learn, grow, and serve each other and the world. I believe the church should be diligent in carrying out its call to love God and to love our neighbor. One of the ways we participate in this work is by welcoming and inviting all into our worship spaces and welcoming them at the table of God's grace and love as they are, not as we would wish them to be.

Through the teachings of the church, I believe in two sacraments: Baptism and the Lord's Supper, which serve as the signs and seals of our faith as Christians. I believe that when we are baptized,

we are signed and sealed into the covenant of God's grace, and called into new life as Christ followers, empowered by the Holy Spirit to carry out God's good work in the world.⁷ I believe that each time we approach the Table of God's grace and sacrificial love at the communion table, we are both remembering and renewing our covenant of grace with Christ, remembering his passion, death, and his resurrection, just as he promised. It is the ultimate sign and seal of the reconciliation we find only at the table as we eat and drink together, remembering that in life and in death, we belong to God and we are called according to God's purpose to exemplify Christ's radical love, grace, and compassion in the world.

Each day I am informed, renewed, and transformed by God's inspired word, the Holy Scriptures, which testify to Jesus Christ, the *logos* or God's living word. I trust that through careful examination, exegesis, and interpretation, the scriptures can serve as a faithful guide to direct our path closer to God's purpose for our lives and our vocations.⁸ I believe, in accordance with our denomination's polity, that Scripture is to be used as the basis of our church's government⁹, as well as in our daily lives as Christ followers.¹⁰

I believe as human beings, we are incapable of fully understanding God's involvement in the world. We as a human race are imperfect and cannot do anything that is good apart from the Holy Spirit that guides us. However, in response to God's forgiveness of our sins and God's covenant of grace that binds us together with God, we are to respond by living our lives in such a way that we honor God with our thoughts, words, and deeds.¹¹ Scripture informs us that we can have confidence and faith in God, believing that in life and in death we do indeed belong to God and nothing can separate us from God's love.

¹ Book of Confessions (BOC), 5.032

² BOC 3.01

³ BOC 9.07

⁴ BOC 7.021-7.028

⁵ BOC, 3.12

⁶ BOC 9.14

⁷ BOC, 6.039, 6.040, 6.149, 6.154

⁸ BOC 3.19, 6.001-6.010

⁹ Book of Order (BOO), F-1.0401

¹⁰ BOO, W-5.0202

¹¹ BOC, 4.001

ACTION:

4. Salem Presbytery approved the ordination of Blake Tickle following his preaching and examination.
-

COMMISSION ON MINISTRY

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

Rev. Amanda Anderson presented the following report on the work of the Commission on Ministry.

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

A. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **Covenant Presbyterian Church**, Winston-Salem, North Carolina, in renewing a Temporary Supply contract with the **Reverend Lisa Mullen** for a period of twelve months beginning January 1, 2021.
2. Concurred with the Session of **Francisco Presbyterian Church**, Westfield, North Carolina, in renewing a Temporary Supply contract with the **Reverend Will Eads** for a period of twelve months beginning April 22, 2021.
3. Concurred with the Session of **Mt. Vernon Presbyterian Church**, Woodleaf, North Carolina in renewing a Temporary Supply contract with the **Reverend Otto Gaither** for a period of twelve months beginning July 1, 2021.

B. INTERIM/TRANSITIONAL PASTOR CONTRACT

1. Concurred with the Session of **Elkin Presbyterian Church**, Elkin, North Carolina, in securing the Interim/Transitional contract with the **Reverend Patricia Fletcher** for a period of twelve months beginning September 1, 2021.
2. Concurred with the Session of **New Hope Presbyterian Church**, Lexington, North Carolina, in securing the Interim/Transitional contract with the **Reverend Mason Todd** for a period of twelve months beginning September 8, 2021.

C. INTERIM/TRANSITIONAL PASTOR RENEWAL

1. Concurred with the Session of **Guilford Park Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Interim/Transitional contract with the **Reverend David Cagle** for a period of twelve months beginning July 1, 2021.

C. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Pastoral relationship between the **Reverend Stacey Steck** and **Thyatira Presbyterian Church**, Salisbury, North Carolina, effective July 31, 2021, pending the affirmative vote of the Thyatira congregation.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of **Pine Ridge Presbyterian Church**, Pilot Mountain, North Carolina, in renewing the contract of **Doug Brinkley** to serve as their Commissioned Ruling Elder/Lay Pastor for a period of one year beginning April 22, 2021.
2. Concurred with the Session of **Hawfields Presbyterian Church**, Mebane, North Carolina in securing the contract of **Sam Jenkins** to serve as their Commissioned Ruling Elder/Lay Pastor for a period of three months beginning May 31, 2021.

B. TRANSFER MINISTER INTO SALEM PRESBYTERY

1. That the **Reverend Phanta Lansden** was transferred from Charlotte Presbytery effective September 20, 2021.
2. That the **Reverend Caroline Phillips** was transferred from Chicago Presbytery effective July 22, 2021.

C. MODERATOR OF SESSION

1. That **Elder Bob Hill** was appointed Moderator of Session for **Stony Creek Presbyterian Church**, Burlington, North Carolina.
2. That the **Reverend Ken Broman-Fulks** was appointed Moderator of Session for **St. Paul Presbyterian Church**, High Point, North Carolina.
3. That the **Reverend Inger Manchester** was appointed Moderator of Session for **Thyatira Presbyterian Church**, Salisbury, North Carolina.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. COMMISSIONED RULING ELDERS

1. That **Elder Lorraine ("Rainey") Ratchford** be commissioned as the Commissioned Ruling Elder/Lay Pastor for the **Concord Presbyterian Church**, Statesville, North Carolina for a period of two months following the birth of the pastor's (Rev. Liz Troyer) child. The CRE will celebrate the sacraments and moderate the Session.

B. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

1. That the call of the **Faith Presbyterian Church** and **New Creation Presbyterian Church**, Greensboro, North Carolina, to the **Reverend Keith Curl-Dove** 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 AAEEOPolicy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is June 13, 2021.

Terms of Call	Faith	New Creation
Cash Salary	\$12,250	\$12,250
Housing Allowance	\$12,750	\$12,750
Utilities Allowance	0	0
Other Allowances	\$1,500	\$1,500
Automobile Expenses	0	0
Business Expenses	0	0
SECA	0	0
Continuing Education	0	0
Moving Costs (up to)	\$1,750	\$1,750
Paid Vacation	4 weeks	4 weeks
Paid Continuing Education	2 weeks	2 weeks

Full medical, pension, disability, and death benefit coverage under the Board of Pensions. Two months maternity leave at full pay or two 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.

2. That the call of the **Community in Christ, Presbyterian**, Greensboro, North Carolina, to the **Reverend Bryan McFarland** 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 AAEEOPolicy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is August 15, 2021. Under the terms of G-2.0504(c), this call may be established only by a three-fourths vote of the members of Presbytery present and voting.

Cash Salary	\$52,675
Housing Allowance	\$10,000
Utilities Allowance	0
Other Allowances	\$1,500
Automobile Expenses	\$500
Deferred Compensation	\$1,200
SECA	\$4,539
Continuing Education	\$1,125
Moving Costs (up to)	0
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 two 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.

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

1. That the call of the **St. James Presbyterian Church**, Greensboro, North Carolina, to the **Reverend Phanta Lansden** 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 her hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-3.0307) and the AAEEOPolicy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is September 20,2021.

Cash Salary	\$30,000
Manse: Fair Rental Value	\$25,000
Manse: Utilities Allowance	\$5,000
Other Allowances	\$46.80
Automobile Expenses	\$6,000
Business Expenses	\$5,000
SECA	0

Continuing Education	\$3,500
Moving Costs (up to)	\$4,000
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 two 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.

ACTION:

5. Presbytery approved Elder Lorraine ("Rainey") Ratchford to be commissioned as the Commissioned Ruling Elder for the Concord Presbyterian Church.
 6. Presbytery approved the call to the Reverend Keith Curl-Dove from Faith Presbyterian Church and New Creation Presbyterian Church, Greensboro, North Carolina and the call was placed in his hands.
 7. Presbytery approved the call to the Reverend Bryan McFarland from Community in Christ, Presbyterian, Greensboro, North Carolina and the call was placed in his hands.
 8. Presbytery approved the call to the Reverend Phanta Lansden from St. James Presbyterian Church, Greensboro, North Carolina and the call was placed in her hands.
-

EXECUTIVE COUNCIL

Rev. Kathy Beach, Moderator
 Rev. Jeff Sockwell, Vice-Moderator
 Rev. Jennie Hemrick presenting this report

The Executive Council (EC) met on May 20, June 17, and July 15, 2021.

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

For Information –

- Approved minutes of previous EC and Presbytery meetings;
- Agreed to the Presbytery's membership in the Association of Presbyterian Church Educators (APCE);
- Received word that Salem's previous unpaid per capita to the Synod of the Mid-Atlantic has been forgiven;
- Committed to paying the full per capita for 2021 to the Synod of the Mid-Atlantic by using a portion of funds from the proceeds of the sale of the Christ PC (High Point) property;
- Received full monthly reports from the Budget and Finance Committee;
- Transferred the balance of the "Simms Fund" to Parkway Presbyterian Church in accordance with instructions from the donor;
- Approved a proposal from Campus Ministries to conduct a special offering annually (in August) to benefit campus ministries supported by Salem Presbytery;
- Addressed unfinished work of the Implementation Team: Recruitment and on-boarding of Engagement Pastors (completed); review and revise the Presbytery *Manual* (underway, with target of November 2021); new model of conducting Presbytery meetings (underway, with experimentation); develop a 3-5 year strategy for abandoning the reliance of operating on a deficit budget (underway through discussion);

- Brainstormed on future meetings of Presbytery, i.e., providing learning opportunities for clergy and elders, a "hybrid model" of meetings (virtual, in-person), developing and building relationships and connections; shift around agendas;
- Clarified disposition of proceeds from building sales, affirming the decisions made by Presbytery in February 2019;
- Reviewed an extensive report commissioned by the Budget and Finance Committee and conducted, in a very large part, by Deacon Rhonda Tatum (Logan) with assistance from Financial Secretary Renee Carter, and asked a task force to study and analyze the report and develop recommendations for subsequent EC action; acted on a number of recommendations from this task force to re-direct Council-designated funds so that they can be used effectively by Presbytery bodies (i.e., Church Growth and Transformation, Campus Ministries, Missions Committee, Peace and Justice Task Force);
- Learned that the funding for the buyer of the Christ PC property did not materialize, and authorized the re-listing of the property;
- Endorsed a plan to conduct the November 2021 Presbytery meetings in a single gathering within each of the five parishes - and asked the Stated Clerk to begin to develop logistical and practical plans for this model;
- Heard a presentation on the "Elephants in the Room" by the Transitional General Presbyter, and asked Dr. Smith to develop a proposal for presenting these matters to the presbytery at its August 2021 meeting of Presbytery;
- Approved the August 2021 Presbytery docket, allowing staff and officers to make non-substantive changes as necessary;
- Ordered 2022 Presbytery meetings according to the following schedule:
 - Tuesday, February 15, 2022 (virtual)
 - Tuesday, May 17, 2022 (virtual, in parishes, in the evening)
 - Saturday, September 10, 2022 (in person, perhaps with family activity)
 - Tuesday, November 15, 2022 (virtual, in parishes)
- Received a proposed "Gift Acceptance Policy" from the Budget and Finance Committee and made suggestions for refinement;
- Continued to pray for Salem congregations, members, and matters of acute concern within our faith community.

For Action –

1. The Executive Council asks the Moderator to recognize the Rev. Kyle Goodman to speak and present a video to the Presbytery on behalf of the Stewardship Committee.
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. Barbara Smith to make a presentation to the Presbytery from the Executive Council.

ACTION:

9. The Presbytery Moderator recognized Rev. Kyle Goodman (Moderator, Stewardship) who shared a video highlighting several ministries supported by the Presbytery.

10. Rev. Jay Lambeth presented financial reports to the Presbytery. Word was received of an unqualified opinion on the 2020 financial audit. Those reports are attached at the conclusion of the minutes of this meeting.

11. The Transitional General Presbyter shared the findings of the Executive Council and others regarding "elephants in the room" (matters of strategic or operational importance that may not be addressed successfully) and invited feedback.

CHURCH GROWTH AND TRANSFORMATION COMMITTEE

A video was introduced by Rev. Jodi Lingan concerning the ministries of El Shaddai Vision Community. Their greatest need at the moment is a meeting place, rent free, for their congregation.

ANNOUNCEMENTS

Rev. Leigh Wisner gave an update about grant applications for the Hunger program.

ADJOURNMENT AND BENEDICTION

The Moderator announced the date of the next Presbytery meeting, November 16, 2021. This meeting will be held in small gatherings taking place at local churches in parishes and via Zoom. The Moderator adjourned the meeting with the benediction. Following the adjournment, several remained for a breakout period of fellowship online.

Recorded by:
Christine Ratledge
Administrative Assistant



David Vaughan
Stated Clerk

Appendix A

Ministers Absent from the August 2021 Presbytery Meeting

Beach, Kathryn

Braswell, Steve D.

Cannada, Jeremy

Duffield, Jill

Ealy Jr., James David

Gaska, Jonathan

Gatewood, Kenneth Griffin

Gipe, Will

Harrison, James

Hoyle, William M.

Kim, Ki Seok

Larsen, Emily S.

Manchester, Inger

McCain, Vicki

Milam, Travis

Priddy, Kim

Shive, Ronald

Smith, Jay D.

Smith, Jeffrey S.

Sockwell, Jeffrey

Taylor-Troutman, Andrew

Troyer, Elizabeth

Wray, Tom

