

P. O. Box 1763
Clemmons, NC 27012



www.salempresbytery.org
336-766-3393

November 7, 2025

TO: Members of Salem Presbytery and CREs
Elder Commissioners from Salem's churches
Certified Church Educators and all other church staff
Visitors and guests of the Presbytery

Meeting: Saturday, November 15, 2025

Worship will begin at 9:00am. Registration/check-in starts at 8:00am

PLACE: First Presbyterian Church, Statesville
125 North Meeting Street, Statesville, North Carolina 28677
704-873-7244

If you missed advance registration, in-person registration will be available prior to 10:00am on the day of the meeting, but lunch cannot be guaranteed for those who register on site.

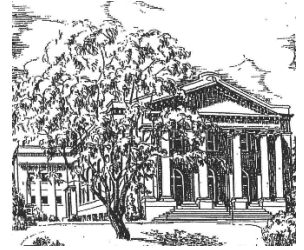
Please prepare for this meeting by reading the contents of this packet prior to arrival on Saturday morning in Statesville.

We are grateful to all who have worked to prepare us for our time together. We also share much gratitude with the congregation, officers, and staff of First Presbyterian Church in Statesville for hosting the meeting! We look forward to seeing you.

Commissioned Ruling Elder Steve Braxton, Moderator
Elder David Vaughan, Interim Stated Clerk

SPECIAL NOTE: If the way be clear, an addendum with one item of business will be posted to the Presbytery website on Monday, November 10 by Noon. Please make a note to check for this update.

The First Presbyterian Church in Statesville
125 North Meeting Street
Statesville, NC 28677
704.873.7244



28 October 2025

Hello, Colleagues & Friends of the Salem Presbytery,

As 31 October 2025 approaches, many of us may be thinking about candy for children and the joyful levity that accompanies Halloween. Yet, for many families, the real fright this season is not ghosts or goblins but the end of their SNAP and WIC benefits.

This government shutdown is a political issue, born of our leaders' inability to work together. Regardless of our opinions about its causes, we can all agree on its consequences: hunger will increase among those who already live with scarcity. As people of faith—rooted in the story of manna in the wilderness and in Christ's prayer for daily bread—our response must be unified, compassionate, and tangible.

As Chairperson of the Salem Presbytery Hunger Committee, I encourage you and your congregations to have honest conversations about how you can respond to this growing need. Hunger is not far away—it lives in our own neighborhoods.

Please consider a special contribution to Pennies for Hunger, our presbytery's shared ministry of hunger relief. Continue, too, the good work you're already doing through your congregational and community initiatives—whether that's filling Blessing Boxes, supporting local food pantries, or organizing meal programs.

At this month's Presbytery meeting, which the FPC, Statesville will host, I invite you to bring your congregation's Pennies for Hunger offering so we can immediately begin easing our neighbors' burdens.

If these circumstances continue for even a (prayerfully short) season, the rumble of hunger may become an accompaniment to our hymnody. But with faithful and proactive compassion, we can soften that sound before it swells into a symphony.

May God bless you and those you serve in this season of harvest and thanksgiving.
May God bless the saints—both triumphant and living—whose faith continues to feed the world.

The Rev. C. Jeremy Cannada
Pastor, First Presbyterian Church, Statesville
Chairperson, Salem Presbytery Hunger Committee

A Brief History of the First Presbyterian Church, Statesville

Our history begins near the western-most outpost of the British Carolina colony. In 1753, a group of pioneers established themselves as the Fourth Creek Congregation, and it's from this location that Statesville was born. For nearly 275 years, the congregation's meeting house has been in almost the same location, and the neighboring Fourth Creek Burying Ground attests to some of the oldest monuments in the area. Four miles from where we are, Fort Dobbs is the location of the only battle to take place in North Carolina of the noted Seven Years' War (French & Indian War).

Across nearly three centuries of ministry, we have grown with the expansion of our city, and we—like Statesville—are preparing ourselves for the rapid expansion that will take place as the North Mecklenburg (area north of Charlotte) metro area pushes northward beyond Mooresville and Troutman. Located forty miles north of Charlotte, forty-five miles west of Winston-Salem, and twenty-five miles east of Hickory, our location at the intersections of Interstates 77 and 40 reveal a bit of our city's motto: "Where It All Comes Together."

The FPCS holds weekly services at 11am, preceded by our Sunday School options. Of note, our "Young Men's Bible Class" is a continual Sunday School dating back over 100 years to the conclusion of World War I, when those young men returned from the war and were unable to take up with the Men's Bible Class because they had picked up smoking. They met in a hut near where the church's Manse currently sits.

We are a mission-minded congregation, serving people across the theological and social spectra. We do more than say people are welcome here; we include them in our family. And as we conclude each week's service with the same benediction, so we remind you:

God loves you, and so do we.

Wi-Fi Connection

Network: FPCGuest

Password: windyfog26

Parking

Special Needs Parking: We welcome those in need of handicap parking spaces to station nearest to our building. We do not have a lot of spaces, so we encourage people being dropped off at our rampway access, to the side of the Sanctuary building. We have an upper lot that attending members are welcome to use (though this gets tight).

General Parking:

* Across the street from our campus is the NCDMV parking lot. This lot can accommodate ~30-40 cars, and it will be available on Saturday morning.

* Also, we have partnered with our nearby Mitchell Community College to have parking available. GPS coordinates for this parking area: **35.784317, -80.894760**

For those who will park here, the walk is a gentle 10-minute walk, only two blocks from the church. We will have a shuttle available between the church and the lot beginning at 8:00am.

We will have volunteers offering direction and support to everyone planning to attend and promise not to let you get lost in our charming city.

Lunch

Lunch will be hosted in our Fourth Creek Meeting Hall. This is our fellowship space, and it is accessible via two sets of stairs (one, from the narthex of the church; the other, from exiting the Sanctuary at the front right set of double doors). We also have a 6-8 person capacity elevator that will move people between floors.

The menu will be a baked ziti with salad options. Desserts will be provided by church members. We welcome you to this free lunch, as a sign of our hospitality to you. If you feel led to make a contribution to the Presbytery's Hunger Program, we will have baskets available, a Square app with volunteer to run credit / debit cards, by check (made Payable to the FPC, Statesville with MEMO: Pennies for Hunger), or by online contribution to the Presbytery's giving portal.

Restrooms

Restrooms are located throughout the building. We admit our 100-year-old building does not give us the most "modern" facilities, so please be gentle speaking about it.

- a. A restroom for Men is located on the Basement level, in the middle of the hallway (between the stairs and the elevator);
- b. Two restrooms for Women are located on the Main and Basement levels, tucked into a nook. Signs will lead the way;
- c. A single-stall, universal restroom is available on the Main level in the middle of our hallway (between the stairs and the elevator);
- d. On the 2nd Level, you will locate two WCs at the ends of the hallway.

Our Vision

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

9:00amv **Call to Order and Opening Prayer** Commissioned Ruling Elder Steve Braxton, Moderator

Worship and Celebration of the Lord's Supper with Commissioning of Commissioned Ruling Elders

Worship has been planned and coordinated by
the Rev. Jeremy Cannada and COM Moderator the Rev. R.C. Griffin

10:15 **Organization of Presbytery** Moderator
Establishment of Quorum
New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.)
Approval of Docket

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

10:25 **Land Acknowledgement**

10:30 **Personnel Committee** Rev. Charlie Lee
STORM (Salem Task Force on Revitalizing Ministry) Rev. Kyle Goodman, Rev. Sam Perkins

10:45 **Designated Presbyter's Report** **pg. 7** Rev. Jodi Lingan

10:50 **Commission on Ministry** Rev. R.C. Griffin
Task Force on Examinations **pg. 9**
Quarterly Report **pg. 13**
Presentation of Calls

Retirements **pg. 20**

11:10 **Committee on Preparation for Ministry** **pg. 25** Rev. Courtney Montoya

11:25 **Stated Clerk's Report** **pg. xxx** Elder David Vaughan, Interim Stated Clerk

11:30 **Remarks from PCUSA Stewardship and Funds Development** Rev. Wilson Kennedy

11:35 **Synod of the Mid Atlantic 256th Assembly Report** **pg. xxx** Elder Lee Woods

	Greetings and Remarks from the Synod Exec/Stated Clerk	Rev. Flo Barbee-Watkins
11:45	Report from Orange Feather School and Salem Churches	Rev. Jay Smith, et al
11:50	Executive Council pg. 35 Nominees for COR Budget and Finance Committee pg. 36 STORM – Dismissal Policy pg. 61	Rev. Courtney Montoya Elder Ronda Tatum Rev. R.C. Griffin
12:10pm	Committee on Representation pg. 73	Rev. Sam Perkins
12:15	Peace & Justice pg. 75	Elder Beth Hooten, Elder Karen Worley
12:25	Church Growth and Transformation	Rev. Emily Wilson
12:35	New Business Announcements Adjournment with Benediction and Lunch Blessing	Moderator Braxton Moderator Braxton
	Lunch and Table Fellowship	Fourth Creek Meeting Hall

Next Presbytery Meeting:
Tuesday, February 11, 2026 beginning at 9:00am
All on ZOOM

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

Hope-filled Greetings Presbytery Siblings!

Church history records several major schisms - irreconcilable differences - across time, such as the Protestant Reformation. On October 1st, the Presbytery was called to meet, hear a report from the Administrative Commission (AC) at First Presbyterian Church Pilot Mountain (FPCPM), and vote on the existence of a **schism** within that church. This is an exceptionally unusual action in the PC(USA) and especially within Salem Presbytery where it has not occurred within anyone's memory. Despite the enormous amount of Presbyterian polity that occurred to bring us to this point, there remains some misunderstanding of what it means to declare a schism.



What a schism is *not*: a punitive action against PCUSA members who wish to be dismissed to another reformed denomination. The brokenness within FPCPM represents a failure of reconciliation that grieves us all. We recognize that this congregation has served faithfully in Pilot Mountain for generations, and many of its members—on both sides of this divide—have devoted themselves to Christ's church with sincerity and love. **What the vote did accomplish** is to acknowledge that a break exists within the congregation and the Presbytery now recognizes the group who wish to remain in the PC(USA) as the true church.

How did we get there? In March 2025, Salem Presbytery's Executive Council established an Administrative Commission with original jurisdiction over First Presbyterian Church Pilot Mountain after the congregation violated presbytery policy by recruiting an unauthorized, non-ordained speaker without proper approval. Despite multiple attempts at reconciliation over six months, the majority faction seeking dismissal to the Evangelical Presbyterian Church (EPC) consistently refused to recognize the Administrative Commission's authority or follow the Book of Order procedures. This has not occurred in any situation previously with a church requesting dismissal in this Presbytery. On every occasion the AC has offered the opportunity to discuss either reconciliation or assist in the appropriate dismissal process. On every occasion those offers were refused.

What does this all mean now? The declaration of schism enables us to move forward on assessing how FPCPM may further the mission and ministry of the PCUSA in Pilot Mountain and to *be* the Church.

**We will never
change the world
by going to church.**

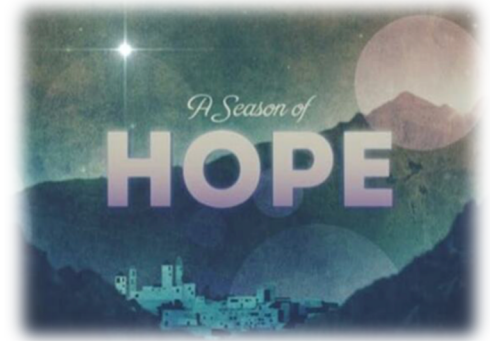
**We will only
change the world
by being the church.**

As I continue to worship and visit with our uninstalled churches, I am often greeted with stories about how someone a person knows has seen greatly increased attendance at another church – and that perhaps we might explore doing whatever that church is doing to bring folks to church. For most pastors, leading a church through any kind of rapid growth is not a

reality. In Salem Presbytery, the reality is that staying stable or a slight decline is more realistic (for now) because the majority of our smaller churches have either part time ministry or a vacant pulpit. Most of our churches just aren't large enough to support this type of growth. It is important to understand the difference between church growth and church health. **Our priority is on assisting congregations with new, healthy ways of *being* the Church.**

Right now, there are enormously hopeful signs of resilience and vitality within our Presbytery.

The STORM Task Force is a bold and courageous sign of leaning into the future. The Presbytery is also working diligently on adapting to the smaller size and financial limitations of all of our churches by finding the right balance between being the Church and the necessary (biblical!) polity around governing the Church. Today is richer than ever with opportunities to reach out to those who are experiencing hopelessness.



And so....as we prepare to enter the season of Advent, the season of waiting, may we rest with hope in the knowledge that in the midst of whatever uncertainty or anxiety exists, Jesus is here and coming!

With a grateful heart to be serving with you, jodi

COM TASK FORCE ON EXAMINATIONS

The Rev. Travis Milam, Moderator

For Information:

The Examinations Task Force has successfully examined the following for service in Salem Presbytery.

Faith Journey

Hyatt Grissom

My parents have been nominally religious for much of my life. Both they and my grandparents were originally Lutheran and part of the ELCA denomination; however, both have left over what they perceive as theological drift in the denomination. My parents were not “attend every Sunday” people and would sometimes bounce around different churches and even denominations, but little ever stuck.

As a child my fondest memories were staying the entire summer every year with my grandparents in South Carolina where they attended St. Matthias Lutheran Church. They were very active in church programs and outreach. I found beauty in the liturgy and symbolism common the Lutheranism. When I was eleven my grandmother had a massive stroke, which she lived through, but it ended my summers with them. This became a religious dark period for me – it was rare that I went to church, and I developed into an atheist by the time I was about thirteen.

In high school some of my friends, including my now wife, began discussing religion with me, and my lack thereof. They challenged me to really study it, and to really study the Bible itself. I do not have a Luther in a thunderstorm, or Paul on the road to Damascus moment, but by the time I was 16 I knew that I believed. As I was growing in my faith after that point, I decided I wanted to learn more about the God that I believed in. I had always wanted to be a teacher or college professor, and so becoming a professor of religion sounded like a great plan. I applied to many schools with Religious Studies programs but ended up attending Gardner-Webb University because they were the school that offered me the most money. To be clear, I was not and am not a Baptist by any stretch of the imagination – though many of the early churches I worked in were Baptist because of connections with the University.

While at university, I fell in with what was known as the young, restless, reformed crowd. Popular figures in the movement included John Piper, Mark Driscoll, Matt Chandler, Wayne Grudem, etc. I no longer agree with much of this movement but am thankful for this time as some of the people I am close with came from this movement and most are Presbyterian, though none are PCUSA. Also, during university, beginning at 18 I became a youth pastor, which I would be until I was 29. I also now know that 18 is far too young to be a pastor of anything and wonder what those churches were thinking.

My plan on graduation was to acquire an MA at Litfin Divinity School outside of Chicago. However, I had gotten married the summer before my senior year and a month before graduation and moving for my master’s we found out my wife was pregnant. Unfortunately, I did not have enough money to attend graduate school and start a family and so we moved back to my wife’s hometown.

After college is when I began leaving my young, restless, reformed ideas behind and began attending my wife’s home church which was a United Methodist church. I was youth pastor there until I was 29 at which point they began the process of disaffiliation with the United Methodist Church over ordination of homosexuals to ministry and have now become in essence a Baptist church – they now no longer believe in or practice infant baptism. This was hurtful for both my wife and me.

Since that time, we have attended a few different churches but have not been members anywhere. We were attending a non-denominational church which is the church that ordained me – and there were discussions about bringing me on staff as an associate pastor, but they have since gone in a direction that is opposed to things I cherish and hold dear. Without disparaging this church, they made a hard turn into modern evangelicalism which brings with it what I view as negatives. They are now trying very hard to be the next Elevation Church or something like it, and I have always had a strong preference for more liturgical churches which had been the plan during planting of the church.

Throughout the time following university, I have continued to study on my own. The most influential authors during this time of my life have been N.T. Wright, James Dunn, C.S. Lewis, G.K. Chesterton, Ben Witherington III, and Alvin Plantinga. In October of 2023 I was diagnosed with thyroid cancer. On December 14 of 2023 my thyroid was removed, and I have been cancer free for nearly three years. I am now in a bit of a waiting period – I'm not sure what God has for me in the future, but I do know that I am called to pastor a church. I have been serving as pulpit supply at Cooleemee Presbyterian Church since November of 2024 and have enjoyed my time there and the people. The church has grown by about 10 regularly attending in that time, which is encouraging to see.

Statement of Faith

Hyatt Grissom

My statement of Faith would be simple. I have always viewed the Apostles Creed as the simple boundary of what the Christian faith is. If there is agreement on the Apostles Creed, I consider the person to be a Christian and would be perfectly comfortable worshipping with that person, regardless of denominational affiliation. For me, the Apostles Creed is the minimum belief.

I believe that God is a spirit and therefore is neither male nor female. Due to this, I am comfortable with others using gendered language for God – although most often I tend to be rather gender neutral in my speaking about God. I believe that God created all that we see and what we cannot see and that God actively upholds all of creation moment by moment. I believe science is humanity grasping to understand what God has created, and I believe that all truth is ultimately God's truth. Therefore, science correctly applied has no contradiction with my faith. Touching creation, I am fine with any perspective on creation – I think that the point of Genesis is THAT God created and is not intended to be a science textbook. I lean more towards a theistic evolution or old earth perspective, though always admit that I may be wrong.

I am trinitarian and consider the doctrine of the trinity to be a boundary marker for the Christian faith as I find the creeds explicitly trinitarian. I believe that God eternally has existed and will exist in three persons of one substance and power. I find the Nicene Creed expresses this well.

I believe that God condescends to speak to humanity in ways and language that we can understand, although I believe that God is ultimately incomprehensible. If we could fully comprehend God, then God would not be God. I believe that God is love and that God is better than we can ever understand. I do believe that the Scriptures teach a doctrine of Hell, but I am hopeful that it will be empty. I believe that God does not need creation to exist but has freely chosen to create for God's own glory and for the benefit of humanity. I believe that God is holy and hates sin, which is why the message of the cross is both necessary and powerful.

Concerning the person of Jesus Christ, I hold to the Chalcedonian Definition that Christ is fully God and fully man united in one being (i.e. the hypostatic union). I believe that Jesus was born of a virgin and lived a life that we could not – in that he lived a perfect life. I believe that Jesus is the true

picture of humanity – a re-creation of sorts, as the new Adam. Christ is what Adam (as a representative of all humanity) was supposed to be. I believe that Jesus was crucified for our sins.

I understand the language about penal substitutionary atonement and am not necessarily opposed to that language, though I think I would perhaps take it in a different way. Penal substitutionary atonement typically comes with overtones of propitiation, i.e. that the wrath of God must be satisfied. I would agree with that, however, I think the wrath is directed more at sin itself and Satan than at humanity. I believe that our sin separates us from God, and that we are unable to repair that gap between us and God, which is the reason that Jesus died bringing victory over Satan, sin, and death (Christus Victor). So, for me, the atonement is a blending of those two perspectives. I believe in a literal resurrection of Jesus and after spending more time on earth with the disciples (men and women) he ascended into heaven and sits at the right hand of God.

I believe that Jesus, due to being fully human, understands the things that we go through and is sympathetic to our various struggles that we face on earth. I believe that Jesus is our great high priest and the only mediator between God and man – that he is the bridge between us and God. I believe that salvation is found through faith alone in Christ alone.

I believe that Jesus taught radical forgiveness, and that we are to practice this same forgiveness – seeking reconciliation whenever possible. I believe that a big piece of salvation is our adoption as sons and daughters of God, through the work of Jesus. I believe that Jesus taught compassion for the poor and care for “the least of these”, though who the least of these are can vary based on cultural and historical circumstances. I believe that as the creative agent in the creation, caring for God’s creation is also an important aspect of my faith.

I believe that the Holy Spirit is the third person of the Trinity. I believe that the Holy Spirit dwells within every Christian to comfort and confront. The Holy Spirit comforts us in our lowest spots and assures us of the love of God. The Holy Spirit confronts and convicts us when we go astray, or do not live into our calling. I believe the Holy Spirit teaches us and guides us into all truth.

I believe that it is the Holy Spirit at work in our lives that brings sanctification into our lives. Not that we would ever be perfect in this life, but the trajectory of our lives should be that we look more and more like Christ. I also believe that the Holy Spirit gifts the people of God, not for our own benefit, but so that we might serve others.

I believe in two sacraments – Baptism and the Lord’s Supper. I believe that the sacraments are an outward symbol of inward grace. I also believe that Jesus is present with us in the sacraments, not in the sense of transubstantiation, but that he is genuinely with us spiritually in them. I find the idea that they are merely symbols lacking. I believe that the sacraments are about the work of the Holy Spirit and not the person who is administering the sacrament.

I believe that baptism is tied to circumcision in the Scriptures. Circumcision marked an individual as belonging to the visible people of God. In like manner, baptism marks an individual as belonging to the visible people of God as a child of the covenant. I believe baptism is commanded by Christ but is not necessary to salvation. That being said, I would not want to be negligent or diminish baptism in any way.

I believe that the Lord’s Supper was instituted by Jesus for the edification of the people of God. I believe that through this sacrament we become partakers in a spiritual sense of the body and blood of Christ. I understand the desire of some to fence the table, but I think this is misguided. I believe that the decision to take part of the table rests on the conscience of the individual.

I also have a relatively high view of the Scriptures, although probably not high enough for certain groups in my area. I am comfortable with the language of infallibility but would want to have the word defined to have an intelligent discussion on the topic. For me, infallibility is that the Word of God is infallible in teaching what it intends to teach. It is infallible in accomplishing the purpose that God has for it. I do not view it as a scientific textbook, or a historical textbook at that. The people who wrote the Bible wrote under the inspiration of the Holy Spirit but maintained their own cultural ideology and idiomatic expressions.

I am also not one who takes vows lightly. When I became an elder, I took vows to uphold Presbyterian principles and that is what I intend to do. The only major quibble that I would have with the confessions would be the emphasis on double predestination as presented in the Westminster Standards – although I also know I am not the first Presbyterian to have this issue as seen in the 1903 statement on chapter three of the confession. I find the confessions to be good guides and representations of the faith life of the church through time, but subordinate to the Scriptures. I do not believe that the Church was made perfect in the 1600s, but that we should be a people always reforming. When it comes to election, I am much more Barthian in my interpretation of Scripture.

Rev. R.C. Griffin, Moderator

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 **First Presbyterian Church**, High Point, North Carolina, in renewing the contract with the **Reverend David R. Smith** as Transitional Pastor for a period of six months beginning December 1, 2025.
2. Concurred with the Session of **Forest Hills Presbyterian Church**, High Point, North Carolina, in renewing the contract with the **Reverend Jon M. Phillips** as Transitional Pastor for a period of one year beginning October 1, 2025.

B. SECURING A STATED SUPPLY

1. Concurred with the Session of **Trinity Presbyterian Church**, Salisbury, North Carolina, in securing a Stated Supply contract with **Reverend Dr. Alberta McLaughlin** for a period of one year beginning October 1, 2025.

C. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Grace Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Stated Supply contract with the **Reverend Dr. Pamela Mitchell** for a period of five months beginning August 1, 2025.
2. Concurred with the Session of **First Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Maria Hanlin** for a period of one year beginning June 1, 2025.
3. Concurred with the Session of **Mt. Vernon Presbyterian Church**, Woodleaf, North Carolina, in renewing the Stated Supply contract with the **Reverend Otto Gaither** for a period of one year beginning August 1, 2025.
4. Concurred with the Session of **St. Paul Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Jay Lambeth** for a period of one year beginning November 1, 2025.

D. SECURING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **Rumple Memorial Presbyterian Church**, Blowing Rock, North Carolina, in securing a Parish Associate Agreement with the **Reverend Kate Mosley** for a period beginning August 18, 2025 and ending December 31, 2025.

E. RENEWING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **First Presbyterian Church**, Greensboro, North Carolina, in renewing a Parish Associate Agreement with the **Reverend Doug McLeroy** for a period of one year beginning June 1, 2025.

F. SABBATICAL PLAN APPROVAL

1. That the sabbatical plan for **Reverend Mason Todd** was approved (June or July 2026).
2. That the sabbatical plan for **Reverend Kathryn Campbell** was approved (May or August 2026).

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. SECURING A COMMISSIONED RULING ELDERS/LAY PASTOR

1. Concurred with the Session of **Cooleemee Presbyterian Church**, Cooleemee, North Carolina, in securing a contract with **Hyatt Grissom** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning November 1, 2025.
2. Concurred with the Session of **Bixby Presbyterian Church**, Advance, North Carolina, in securing a contract with **Hyatt Grissom** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning November 1, 2025.
3. Concurred with the Session of **Love Valley Presbyterian Church**, Statesville, North Carolina, in securing a contract with **Richard Collier** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of three months beginning August 15, 2025.

B. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of **Third Creek Presbyterian Church**, Cleveland, North Carolina, in renewing the contract of **Jerry Blankenship** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning November 1, 2025.
2. Concurred with the Session of **Old Providence Presbyterian Church**, Cleveland, North Carolina, in renewing the contract of **Jeffrey Bumgarner** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning November 1, 2025.
3. Concurred with the Session of **Laurel Fork Presbyterian Church**, Laurel Springs, North Carolina, in renewing the contract of **Jeffrey Bumgarner** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning November 1, 2025.
4. Concurred with the Session of **Siler City Presbyterian Church**, Siler City, North Carolina, in renewing the contract of **Richard LaDew** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning August 18, 2025.
5. Concurred with the Session of **Griers Presbyterian Church**, Leasburg, North Carolina, in renewing the contract of **Chris McClain** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning October 1, 2025.

C. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

1. That the **Reverend Liz Troyer** was transferred to New Hope Presbytery.
2. That the **Reverend J. Douglas Sterrett** was transferred to Shenandoah.

D. MODERATOR OF SESSION

1. That the **Reverend Bill Goodnight of Costal Carolina Presbytery** was appointed Moderator of Session for **Thyatira Presbyterian Church**, Statesville, North Carolina.
2. That the **Reverend Leigh Wisner** was appointed Moderator of Session for **Hills Presbyterian Church**, Pilot Mountain, North Carolina.
3. That the **Reverend Leigh Wisner** was appointed Moderator of Session for **Pine Ridge Presbyterian Church**, Pilot Mountain, North Carolina.
4. That **CRE David Boger** was appointed Moderator of Session for **Dellabrook Presbyterian Church**, Winston-Salem, North Carolina.

5. That the **Reverend Jodi Ligan** was appointed Moderator of Session for **Hills Presbyterian Church**, Pilot Mountain, North Carolina.
6. That the **Reverend Jodi Ligan** was appointed Moderator of Session for **Pine Ridge Presbyterian Church**, Pilot Mountain, North Carolina.
7. That the **Reverend Will Eads** was appointed Moderator of Session for **Collinstown Presbyterian Church**, Westfield, North Carolina.
8. That the **Reverend Will Eads** was appointed Moderator of Session for **Francisco Presbyterian Church**, Westfield, North Carolina.
9. That CRE **Rachael Brooks** was appointed Moderator of Session for **Fifth Creek Presbyterian Church**, Statesville, North Carolina.
10. That the **Reverend Jud Milam** was appointed Moderator of Session for **Grace Presbyterian Church**, Winston-Salem, North Carolina.
11. That the **Reverend Emily Wilson** was appointed Moderator of Session for **St. Paul Presbyterian Church**, High Point, North Carolina.
12. That the **Reverend R.C. Griffin** was appointed Moderator of Session for **Sparta Presbyterian Church**, Sparta, North Carolina.

E. REQUEST TO CELEBRATE COMMUNION

1. That Ruling Elder **Jimmy Coore** be allowed to celebrate communion on October 5, 2025, at Mount Vernon Springs Presbyterian Church.
2. That Ruling Elder **Janet Pence** be allowed to celebrate communion at Third Creek Presbyterian Church on September 14, 2025.
3. That Ruling Elder **Faye Rucker** be allowed to celebrate communion at Logan Presbyterian Church through October 2026.

F. PULPIT SUPPLY LIST

1. Added **Reverend Steve Scott** of Charlotte Presbytery to the pulpit supply list.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. MINIMUM COMPENSATION STANDARDS FOR 2026

That Salem Presbytery adopt the attached changes in the minimum compensation of Ministers of Word and Sacrament (both installed and non-installed), Commissioned Ruling Elders, and Certified Christian Educators, for 2026.

2026 MINIMUM ANNUAL COMPENSATION FULL-TIME INSTALLED MINISTERS OF THE WORD AND SACRAMENT

Salary:

\$36,796.46

Housing Allowance (or free use of manse including utilities) <i>(Note: if given a housing allowance, it must be specified in writing and recorded in the minutes of the Congregational Meeting that approves the Terms of Call.)</i>	\$11,398.88
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Auto Reimbursement:	Provided
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(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)

The church shall include supplemental income to the Pastor for ½ of Social Security costs. As the Pastor is considered self-employed by the government, the Pastor is responsible for paying 100% of this cost.

Board of Pensions

Pension & Disability Dues:	Provided
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Medical Dues:	*Provided
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(Use BOP Dues Calculator at www.pensions.org)

Continuing Education and/or Book Reimbursement	\$1,500
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It is recommended that this time be used creatively and with flexibility.

Vacation:	4 weeks
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Study Leave:	2 weeks
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Family Leave (with full pay) includes but is not limited to:	12 weeks
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- Leave to accommodate the birth, foster placement, or adoption of a child;
- Leave to provide care to an ill or disabled family member;
- Leave to heal following a loss or tragic event.

Days off per week	2 days
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Moving (to the field) expense reimbursement	Provided
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Triennial Boundary Training Expense	Provided
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If the ministers are provided with a manse in which to live, the churches to which such ministers are called are encouraged to establish an equity allowance for the minister.

In the seventh year of service, the congregation is expected to provide for a three-month Clergy/Educator Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for supply in the educator's absence. Congregations unable to provide this leave shall consult with the Commission on Ministry.

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

2026 COMMISSIONED RULING ELDERS MINIMUM COMPENSATION

Salary:	\$38,556.27
(based on 80% of the minimum annual compensation for full-time installed Ministers of Word and Sacrament	(\$741.47/week divided by number contracted hours)
In addition, please add \$100 for every year of service, up to ten (10) years.	
Vacation	4 weeks
(Four (4) weeks commensurate with the work week, including four	
(4) Sundays	

2026 MINIMUM ANNUAL COMPENSATION CERTIFIED CHRISTIAN EDUCATORS

Salary:	\$48,195.34
Auto Reimbursement:	Provided
(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)	
Board of Pensions	
Pension & Disability Dues:	Provided
Medical Dues:	*Provided
(Use BOP Dues Calculator at www.pensions.org)	
Professional Development:	\$1,500
It is recommended that this time be used creatively and with flexibility.	
Vacation:	4 weeks
Study Leave:	2 weeks
Family Leave (with full pay) includes but is not limited to:	12 weeks
• Leave to accommodate the birth, foster placement, or adoption of a child; • Leave to provide care to an ill or disabled family member; • Leave to heal following a loss or tragic event.	
Days off per week	2 days
Triennial Boundary Training Expense	Provided

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

In the seventh year of service, the congregation is expected to provide for a three-month Clergy/Educator Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for supply in the educator's absence. Congregations unable to provide this leave shall consult with the Commission on Ministry.

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

2026 MINIMUM ANNUAL COMPENSATION PART-TIME MINISTERS OF THE WORD AND SACRAMENT NOT IN INSTALLED POSITIONS

Salary: Compensation is to be calculated at a percentage of the full-	$\frac{3}{4}$ time: \$36,146.49
time minimum of \$48,195.34	$\frac{1}{2}$ time: \$24,097.66
	$\frac{1}{4}$ time: \$12,048.83
Housing Allowance:	A portion of the above compensation may be designated as "Housing Allowance" per IRS rules.
Vacation:	Four (4) weeks commensurate with the work week, including four (4) Sundays

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

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

In the seventh year of service, the congregation is expected to provide for a three-month Clergy/Educator Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for supply in the educator's absence. Congregations unable to provide this leave shall consult with the Commission on Ministry.

B. COMMISSION ON MINISTRY REORGANIZATION

1. That Salem Presbytery elect representatives to the Commission on Ministry (COM) rather than COM Task Forces, including those currently serving.

C. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

1. That the call of **First Presbyterian Church**, Greensboro, North Carolina, to the **Reverend Dr. Erin Bowers** to serve as Associate Pastor of Christian Formation 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 AAEEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is November 2, 2025.

Effective Salary

Cash Salary:	\$ 50,000
Housing Allowance:	\$ 30,000
Supplemental Income (SECA):	\$ 6,120
Other Allowances	<u>\$ 2,500</u>
TOTAL:	\$ 88,620

Other Paid Time Off

Days Off	2 days per week
Paid Vacation	4 weeks per year
Paid Continuing Education	2 weeks per year

*Full medical, pension, disability, and death benefit coverage under the Board of Pensions is provided. Twelve weeks family 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 **New Hope Presbyterian Church**, Lexington, North Carolina, to the **Reverend Mason Todd** to serve as Solo 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 AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is December 1, 2025. 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.

Effective Salary

Cash Salary	\$ 50,000.00
Housing Allowance	\$ 25,000.00
Automobile Expense	\$ 1,200.00
Business/Professional Expenses	\$ 1,500.00
Supplemental Income (SECA)	\$ 5,737.50
Continuing Education	<u>\$ 1,500.00</u>
TOTAL:	\$ 84,937.50

Other Paid Time Off

Days Off	2 days per week
Paid Vacation	4 weeks per year
Paid Continuing Education	2 weeks per year

*Full medical, pension, disability, and death benefit coverage under the Board of Pensions is provided. Twelve weeks family 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.

D. RE-COMMISSIONING OF COMMISSIONED RULING ELDER

1. That Commissioned Ruling Elder **Jerry Blankenship** be re-commissioned for a three year term.
2. That Commissioned Ruling Elder **Steve Braxton** be re-commissioned for a three year term.
3. That Commissioned Ruling Elder **Rachael Brooks** be re-commissioned for a three year term.
4. That Commissioned Ruling Elder **Jeffrey Bumgarner** be re-commissioned for a three year term.
5. That Commissioned Ruling Elder **Steven Stiles** be re-commissioned for a three year term.

E. RECOGNITION OF COMMISSIONED RULING ELDER RETIREMENT

1. That Salem Presbytery recognize the retirement of Commissioned Ruling Elder **Bill Bates**.

F. REQUEST FOR RETIREMENT

1. That the **Reverend Randy Kirby** be granted the status of Retired effective December 31, 2025.
2. That the **Reverend Bryan McFarland** be granted the status of Retired effective January 1, 2026.
3. That the **Reverend Virginia Wood** be granted the status of Retired effective May 1, 2025.

G. SERVICE OF RETIREMENT

1. That Salem Presbytery recognize the **Reverend Randy Kirby, Reverend Bryan McFarland, and the Reverend Virginia Wood** with a service of Retirement.

SERVICE OF RETIREMENT FOR COMMISSIONED RULING ELDERS (CREs)

Moderator: Bill Bates was clothed with Christ in baptism and called by God through the voice of the church to give particular service as a Commissioned Ruling Elder.

ALL: We remember with joy our common calling to serve Christ and celebrate God's call to all who minister among us.

Moderator: Let us pray:

Eternal God, we thank you for your servant, Bill, whose ministry we recognize today. We praise you for joys and accomplishments, and for your grace which has nurtured and sustained Bill and the Fifth Creek and Love Valley congregations. As we recognize Bill's ministry, we also pray for the Fifth Creek and Love Valley church congregations. Bind them ever closer to one another as they bear witness to your saving grace in Jesus Christ, in whose name we make our prayer.
Amen.

adapted from Thanksgiving for Faithful Service

SERVICE OF RETIREMENT FOR TEACHING ELDERS

Call to Worship

Moderator: Bless the Lord, O My soul,
and all that is within me, bless God's holy name.

**All: Bless the Lord, O my soul,
and forget not all God's benefits.**

Moderator: who forgives all your sins
and heals all your infirmities;

**All: who redeems your life from the grave
and crowns you with mercy and loving-kindness;**

Moderator: who satisfies you with good things,

All: and your youth is renewed like an eagle's. (Psalms 103:1-5)

Words of Celebration

Moderator: Presbytery members will find tributes to many of these retirees in today's packet.

Randy, Bryan and Virginia have completed active service as minister of Word and Sacrament.

We praise God for the grace that has filled your ministry, we give thanks for your faithful service to Christ's church, and we rejoice at the work of the Holy Spirit in you.

Now this presbytery confers upon you the status, Retired.

We value the gifts and experience God has bestowed on you, and we welcome your continued participation in the life of the church. You remain colleagues in ministry, and we will continue to seek your wisdom and your fellowship.

We pray that you will find new opportunities to fulfill your baptismal calling, as one marked by the Holy Spirit, a disciple of Jesus Christ.

May God continue to bring joy and peace to your life, just as you have blessed the church with your ministry and proclaimed the good news of Jesus Christ.

All: Thanks be to God! Amen.

Prayer of Blessing

Moderator: Eternal God, through all the years of our lives your love protects and guides us. By your Spirit you call us to varied ministries in the service of Jesus Christ. We praise you for your gifts to your servants - for their faithful proclamation of your word, their administration of the holy sacraments of Jesus Christ, and their pastoral care and leadership in the church. Grant, to each one, time for refreshment and rest, reflection and rejoicing, and the fullness of your peace. Through your Holy Spirit, bless each of us that we may remember the love of Jesus Christ, which unites us in the service of our Lord. In the name of Christ we pray. **Amen.**

Liturgy adapted from *Book of Common Worship, Pastoral Edition*, Westminster John Knox Press, 2018

Salem Presbytery Retirement of the Rev. Bryan McFarland

This is the second time I've been invited to "eulogize" the ministry of Bryan McFarland among us in Salem Presbytery. In 2019, I shared much of this story when we celebrated our outgoing staff. I'm honored to share it again.

I first met Bryan in the spring of 1999. I was a student at UNCG and a member of the Presbyterian Campus Ministry's PNC. We interviewed several qualified candidates, but Bryan stood out. We were drawn to his humor, his experience with campus ministry, and his passion for spiritual formation. He was part Celtic mystic, part pop culture aficionado, and part social justice advocate. Bryan and I instantly hit it off.

The last meeting of that first school year, Bryan showed up with a guitar. A whole year had passed, and none of us knew he played. He sang a song he'd written, and we were blown away. I said, "Bryan, I was on the PNC! Why did you keep that talent hidden from us?" He smiled and said, "Kyle, my ministry here is about students, not me playing guitar."

That humility and self-awareness made an impression. Nevertheless, with our encouragement, Bryan started bringing his guitar more often.

Bryan's gifts as a musician and songwriter have served him well. When Campus Ministry funding collapsed in the mid-2000s, he shifted into part-time congregational ministry and a validated call as musician and workshop leader. Bryan produced three studio albums. His songs are about vocation, self-care, sabbath, family, generosity, and justice- themes that followed him throughout his ministry.

About eighteen years ago, Bryan became Salem Presbytery's part-time Hunger Action Advocate. That work was about far more than distributing Pennies for Hunger grants. He built partnerships between our presbytery and hunger relief ministries, locally and globally, and advocated for justice for the millions who are hungry or food insecure. He worked with organizations like Bread for the World and preached hunger awareness wherever he went. Bryan would often say that no matter what scripture appears in the lectionary, there's always something that speaks to feeding hungry people.

Bryan's third album, *Until All Are Fed*, united his music and his hunger ministry. Structured as a service of worship, it was a prophetic cry for justice for the poor and hungry. Its songs have been sung at General Assemblies and beyond. In 2018, "Until All Are Fed" was performed, this time not with guitar, but on grand pipe organ in a cathedral in Amsterdam during the General Assembly of the World Council of Churches.

During another staff transition, Bryan became our associate presbyter. As Associate Presbyter for Send, he continued to be an advocate for justice and a builder of community. As East Neighborhood associate, Bryan fostered friendships and helped organize clergy lunches in our eastern counties, a forerunner to the parish model our presbytery later adopted. Behind the scenes, he made matches for clergy in the CLC and offered pastoral care, frequently taking us to breakfast or out for a beer on his own dime.

He also assumed responsibility as communications coordinator, creating *Salem Matters*, rebuilding the website, and overseeing our online directory. He integrated video conferencing into committee meetings long before Covid forced us all onto Zoom. Many of us were better equipped for that abrupt transition because of his work for our presbytery.

Through rhythm and rhyme, countless meetings and visits, his pastoral presence and inspiring preaching, his hunger advocacy and prophetic witness, Bryan's ministry to Salem declared something vital about scarcity and abundance. He proclaimed that the world does not lack food, water, or resources; there is enough for everyone. Our problem lies not abundance but in our generosity. There is enough, if only our hearts are willing enough to share it.

When staff restructuring ended Bryan's position in 2019, his ministry to Salem entered one more chapter. He was called as transitional pastor at Community in Christ Presbyterian. It was his first congregational pastorate in 35 years, but it went so well that CIC sought permission to call him as installed pastor. Bryan brought to CIC all the same gifts he had shared with the presbytery: pastoral care, Celtic spirituality, technological skill, and a passion for justice and advocacy.

The church I serve is in the same community in southeast Guilford. It was a joy to have my friend close by. Our relationship allowed our churches to partner in ways they hadn't before, and his ministry at CIC helped that congregation flourish.

On a personal note, when I think of the times in ministry, I've full-body laughed, a disproportionate number have been with Bryan McFarland. In my hardest moments and greatest joys, Bryan has been one of my first phone calls. He has been a pastor to me, and, more importantly, a dear friend.

I join this presbytery in giving thanks for him. We pray his retirement will be restful and rejuvenating, filled with meaning and purpose. Thank you, Bryan, for your ministry, your music, your witness, and your friendship.

The Rev. Dr. Kyle Goodman

Dear Bryan,

"Don't you feel it growing day by day? / People getting ready for the new / Some are happy, some are sad / Whoa, we gotta let the music play.

"What the people need is a way to make 'em smile. / It ain't so hard to do if you know how. / Gotta get a message; gotta get it on through....

Whoa-oh-whoa, listen to the music....”

- Tom Johnston, The Doobie Brothers, *Listen to the Music*

Begging your indulgence for a bit of pop culture in this tribute to my dear friend Bryan McFarland, this song tracks through my brain when I attempt to describe this caring musician and pastor.

Bryan made a lasting impact in Salem Presbytery through his original music and his advocacy for hunger-relief efforts. His unique ministry combined songwriting, musical performance, his love of Christ, and concern for feeding the hungry with a passionate urgency to share the message.

“I’m singing my heart out to God ... / God is my strength; God is my song, and, yes! God is my salvation. *This* is the kind of God I have / and I’m telling the world. / This is the God of my father – I’m spreading the word far and wide!” Exodus 15:1 *The Message*

When talking with Bryan, one can feel music in a spiritual connection, as if his very words might translate into song. He seems to function best to the music within and surrounding him. Bryan hears in music, he thinks in music, he loves in music, and he communicates this with us most effectively when his activities include music. Like a stringed instrument, Bryan’s very life thrums with music.

Thank you, Bryan, for your musical message, your passion to feed our world’s hungry, and your obvious love of our Lord, that you shared with us so graciously throughout your journey with us here in Salem Presbytery. May your retirement be a song of joy and songs of Hallelujah to our Lord who gave you this gift. Now, throw that guitar in the trunk of your car, and may you continue to share the music you hear with eager ears and hungry hearts for many good years to come.

“Whoa-oh-whoa,” listen to the music....”

Elder Jinx Miller

Salem Presbytery Retirement of The Rev. Dr. Randy Kirby

On the occasion of his retirement, Salem Presbytery celebrates and gives thanks for the ministry of Randy Kirby. Randy has served with a steady presence, compassionate care, well-rounded wisdom, and a generous spirit that makes one hopeful for the church.

Randy received an MDiv from Columbia Theological Seminary in 1982. Randy was ordained in September 1982 by Birmingham Presbytery. He served as pastor of Fairfield Highlands Presbyterian Church in Midfield, Alabama, Chaplain at Richmond Memorial Hospital in Richmond, Virginia supply pastor of Milford Presbyterian Church in Milford, Virginia. He and his wife Barrie co-pastored in southside Virginia while he earned his PhD in from Union Theological Seminary and Presbyterian School of Christian Education. His dissertation was *Toward a Pastoral Theology of Hope: Correlation of Hope in the Selected Theological works of Jürgen Moltmann and the Family Systems Theory of W. Robert Beavers*. In 2001, Randy took a call to serve as Associate Pastor at First Presbyterian Church in Salisbury, North Carolina where he has served for the past 24 years. In Salisbury, Randy also taught courses on grief, marriage, and family systems at Hood Theological Seminary as an Adjunct professor.

By the numbers, Randy has officiated over 260 funerals, delivered 250 prayer shawls, taught weekly bible study for 23 years, attended 18 confirmation retreats, 15 youth mission trips, served with 6 heads of staff, and made countless pastoral visits. Yet, numbers convey only a fraction of the impact of Randy’s ministry.

God has richly blessed First Presbyterian Church through Randy’s ministry these last 24 years. He has served with the young and old alike always guiding them further up and further into God’s hopeful future as it unfolds all. Like a ballast keeping a ship upright in both calm and rough waters, Randy has steadied the church through two pastoral transitions, several sabbaticals, and two parental leaves. Sitting in Randy’s office, many have received the blessing of being truly heard and the gift of well-rounded wisdom. Randy’s generous spirit was evident throughout his ministry having shared ministry with his wife as co-pastors and later in welcoming and supporting two young co-pastors in leadership at First Presbyterian Church. His wise counsel has more than once kept them on the right path. His generosity continued in the founding of the Stephen Ministry program at First Presbyterian Church where he equipped others to share in the ministry of care and support. Randy has been a man of integrity leading by example with faithful wisdom, generosity, and care.

Randy is also known for his love of Disk Golf where he is a top contender for his age group in Virginia tournaments. His is a loving father and grandfather.

Randy's ministry at First Presbyterian Church will be greatly missed but we give thanks to God for gift of Randy's longstanding love.

The Rev. Lara Musser-Gritter

**Salem Presbytery
Retirement of The Rev. Virginia Wood**

We are grateful for Rev. Virginia Wood's faithful service in Christian ministry for thirty years. During her fulfilling career she served as a Christian Educator at Westminster Presbyterian Church in West Hartford, CT; as Associate Pastor of the West Avon Congregational Church in Avon, CT (in a dual appointment with the Presbyterian denomination); as Senior Pastor at Presbyterian Church of Madison in Madison, NJ; at Guilford Park Presbyterian in Greensboro, NC, and at Madison Presbyterian Church, Madison, NC, both in Salem Presbytery.

Virginia's personal tragedy in 1996, near the beginning of her seminary study, shaped her ministry and witness throughout her pastoral appointments. She experienced the heartbreaking loss of her precious young daughter, Samantha, from a vehicular accident. When others may have questioned or rejected their faith and purpose, Virginia found her calling into the area of pastoral care. Many times Virginia has seen God's hand in the twists and turns of her life. She is a testimony to Romans 8:28 and is an inspiration to others.

Virginia's compassion, kindness and empathy comforted our congregation through losses of aging long-time members. In several instances during her tenure, we lost vibrant young members. Virginia guided the church and those families through the pain of illnesses and transition while celebrating God's great mercy and promises of everlasting life.

A 1999 graduate of Yale Divinity School, Virginia crafted her sermons in a way which reflected her theological education encased in relevant and relatable examples and explanations to encompass the understanding of God's Word. She is notable for the variety of experiential worship services she led which provided sensory connections to biblical teachings. Our Biblical Dinner and Tenebrae service included guests from the community, a menu of biblical foods (including Virginia's delicious Roast Lamb), and meaningful reflection of scripture.

While Madison Presbyterian Church is small, Virginia guided the church to actively participate in community affairs and put faith into practice. A women's craft group continues to make blankets and prayer shawls. The Backpack ministry continues to deliver food to students in the local schools. She also mentored those who currently lead the church.

We are grateful for Virginia Wood's ministry and for the opportunity to commend her good and faithful service, particularly while at Madison Presbyterian Church in Salem Presbytery.

Carolyn Hughes, Ruling Elder Diane Peebles,
Ruling Elder Anthony Wall, Ruling Elder Janet
Silvers, Deacon Jean Bullins

Rev. Courtney Montoya, Elder Beth Hooten, and Elder Alice Milam, Co-Moderators

The CPM offers the following report:

1. CPM approved candidate Elizabeth Barksdale for Certified Ready to Receive a Call status.

The CPM moves the following motion:

1. That Salem Presbytery examine Grace Kim, member of Korean First Presbyterian Church of Greensboro and a graduate student of Union Presbyterian Seminary in Charlotte, and that following her successful examination, she be enrolled as a Candidate for the office of Teaching Elder.

Grace Kim- Journey of Faith Statement

“For God gave us a spirit not of fear but of power and love and self-control.” (2 Timothy 1:7)

As if it were yesterday, I remember the day I completed my Women’s Leadership Program in 2020 at my previous seminary in New York City. During the graduation ceremony, my mentors blessed me with this scripture. In that moment, I felt an incredible surge of electricity running through my body—an indescribable strength as if I had been zapped with courage I had never known before. With boldness I proclaimed, *“Yes, God for You I will go wherever You lead me.”* Looking back, I claim that this was truly the moment when my journey of seeking God’s presence and “God sightings” in my life began in a new and faithful way.

My journey of faith has been a continual discovery of God’s grace, guidance, and presence in every season. From an early age, I was surrounded by the stories of Scripture and the love of a faith community, which planted in me the seeds of belief in a God who is both loving and faithful. Over time, I have come to understand that faith is not simply a set of beliefs but a living relationship with God one that shapes how I see the world, how I treat others, and how I respond to life’s challenges.

As a Korean American woman, finding my place in leadership and having my voice heard has been a challenging journey. Yet I know this struggle is not mine alone, it is one faced by women in the Korean community for generations. My grandmother made a courageous move in the 1970s: not only by immigrating to a foreign country, but also by finding her voice through attending seminary and being ordained in a non-Korean Christian denomination. Her bold step in leadership inspired my mother, who also became an ordained reverend.

Now, in this present time, I believe I have received the baton to continue this movement one that extends beyond Korean American women to include women from all backgrounds. My hope is that they, too, may find strength and a firm foundation to live out the calling God has placed on their lives. Our identity is not to be restrained by culture or limited by traditions that sometimes overshadow our faith. Instead, our identity is in Christ beloved as we are and empowered as we are called to be by God.

Of course, there have been moments of doubt and struggle. Yet in those times, I have experienced God’s faithfulness, learning to persevere by trusting in God’s love. I have seen how God meets us both in the ordinary and the extraordinary, often revealing grace in unexpected ways. My experiences in worship, prayer, and service have deepened my trust in God and shown me how God works through ordinary people to bring hope, healing, and transformation to others.

My sense of call to ministry grew out of these experiences. I have been drawn to teaching, mentoring, and shepherding others in faith, and I have witnessed the ways God equips ordinary gifts for extraordinary purposes. Through these opportunities, I have learned that ministry is not about personal recognition but about walking alongside others as God works in and through their lives.

I believe that God continues to shape me through Scripture, prayer, and community. My journey has taught me to listen for God's guidance, to trust in God's timing, and to act with courage and humility. As I step forward in this calling, I do so with a heart committed to serving God and the church, eager to share the hope, love, and life I have received in Christ.

My journey is ongoing, and I remain deeply grateful for the people, experiences, and challenges that have drawn me closer to God. I am committed to following God faithfully, trusting that each step whether joyful or difficult is part of God's unfolding story in my life.

Dear Friends:

I know that you join me in expressing gratitude for the strong leadership of the Rev. Paul Sink as our Stated Clerk. Paul is everyone's friend, and his ministry as Stated Clerk was marked by his steady, loving, calming, and precise presence. We pray God's continued blessings on Paul's continuing pastoral leadership at Taylorsville. He has (always) been a source of reliable counsel to me – and I am grateful for his friendship and witness. Thank you, Paul, for your continued commitment to the Gospel of Jesus, and to your faithful presence in Salem Presbytery.

For Information:

Report from Executive Presbyter

Attached is a report from our Executive Presbyter, CRE Tony De La Rosa, which I commend to you.

2026 Meetings of Presbytery

The Executive Council has ordered Presbytery meetings in 2026 as follows:

Tuesday, February 10, 2026 (all via ZOOM)

Tuesday, May 12, 2026 (in person)

Tuesday, September 1, 2026 (in person)

Saturday, November 7, 2026 (in person)

We have received inquiries from several churches about hosting the May/September/November meetings. Please watch Salem Matters for these announcements.

Don't be fearful of hosting the Presbytery in your church house! Ask previous hosts about their experiences in hosting the Presbytery. Without fail, every single church reports a resurgence of congregational energy, excitement, and enthusiasm when preparing to host the Presbytery. And my experience is that, when there is such energy, guests overlook minor snafus. We'd be delighted if smaller congregations would bind together with neighboring Presbyterian church(es) to host.

Committee on Representation – Annual report to Synod of the Mid-Atlantic

The COR's annual report to the Synod of the Mid-Atlantic follows.

For Action:

St. Andrews Presbyterian Church of Winston-Salem: The Session of St. Andrews PC seeks approval of Salem Presbytery to sell two pieces of real property that are contiguous to the church property. These two lots were acquired in the 1990s in anticipation of the expansion of the church plant, but are no longer needed. One lot/house sale is expected to yield approximately \$175,000; the second is expected to yield \$225,000. The Session intends to use the proceeds of the sale to (a) satisfy the current congregational debt on a line-of-credit; (b) provide a supplement to the church budget to offset the loss of rental income, and, (c) to invest funds to support the church's future program of mission, outreach, work, and worship. I will move approval of the St. Andrews request to market and sell these two properties, pending affirmative action on the part of the congregation.



P. O. Box 1763
Clemmons, NC 27012

SALEM PRESBYTERY
Presbyterian Church (USA)

Exec@salempresbytery.org
(336) 766-3393, ext. 128

Tony De La Rosa, General Presbyter

November 1, 2025

Dear Friends:

Our Presbytery's Mission Statement declares, "Salem Presbytery connects, supports, and strengthens local congregations and worshiping communities to carry out Christ's transformative work of love and justice in the church and in the world." In my final report to you as your Executive, I want to continue to advance this mission by once again highlighting how our local congregations are carrying out Christ's transformative work in their communities and beyond.

Second PC, Salisbury – Confronting Human Trafficking

On August 12th of this year, Second Presbyterian Church in Salisbury hosted an ecumenical workshop confronting some of the brutal truths surrounding human trafficking, including how various societal institutions—including schools, churches, and even law enforcement—unwittingly enable the worst offenders through their inattention and lack of vigilance. Shari Evans, Executive Director of Project Light Rowan, led a presentation that provided participants from a number of Salisbury-area congregations with tools and insights to combat the scourge of human trafficking. Ms. Evans noted that the greater Charlotte area was one of a several centers of human trafficking activity in the U.S., largely due to the presence of Charlotte airport as a transportation hub.

Ms. Evans offered the workshop attendees harrowing stories of victims who were able to escape their captors through thoughtful and sensitive interventions by everyday people and ways they can be watchful of potential trafficking situation. One example featured students in a truck driving school being taught to recognize possible cases of trafficking in interstate rest areas and truck stops and how to report suspicions to law enforcement.

The eye-opening workshop concluded with the church representatives present receiving information and resources to be shared with their respective worshipping communities. Kudos to Second Presbyterian Church and Parish D Engagement Pastor, CRE James Harley, for having led the organizing effort to sponsor and promote this timely and troubling opportunity for churches to bring healing to a broken world.

Lloyd PC, Winston-Salem & Fieldstone PC, Mooresville – Food Ministries

The headline above does not quite accurately describe the scope of what both the Lloyd and Fieldstone congregations are doing. Most might assume that by "food ministry" the hungry

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are fed through provision of a community food pantry or soup kitchen, and indeed, many of our Salem congregations are engaged in just this sort of essential offering to their neighbors in need. Lloyd and Fieldstone, however, are both using food to augment their mission in appealing—and notably delicious!--ways. Much like the efforts undertaken by First PC, Kernersville and their chocolate Easter egg ministry I reported on last spring, Lloyd and Fieldstone have applied their unique culinary skills toward mission fundraising.

On September 27, Lloyd's Clerk of Session and Administrative Commission member Elder Purity Ruchugo and a team of volunteers prepared a culinary feast of native Kenyan dishes for a standing room only crowd of attendees at her home. The event served as a fundraiser for Sister2Sister International Outreach Ministry which operates a children's home and school in Ngong, Kenya which also provides much-needed feeding and support services for teen mothers and their infant children. Elder Ruchugo's tireless efforts on behalf of this important mission effort have made both local and national news. For additional information about Sister2Sister, please check out their website at: <https://sistersinternationalwomen.org>.

On October 18, Fieldstone PC, Mooresville, held their annual BBQ cookout fundraiser for their community mission projects. Volunteers from the church spent days of preparation for the event, leading up to a marathon 24-hour session featuring a rotating team of cooks monitoring the BBQ smokers and the pork shoulders within. The scrumptious heaps of BBQ pulled pork, along with Carolina-style coleslaw and candied yams prepared by even more volunteer cooks from Fieldstone, were served up to a packed church hall of sit-down diners and a block-long line of cars retrieving their drive-up to-go orders. In one day's worth of sales, Fieldstone netted approximately \$6,500 which will go directly to funding the church's mission efforts. Fieldstone's pastor and new Salem Presbytery member Rev. Carrie Finch-Burriss helped to lead her committed congregation to another successful year of BBQ preparation and sales.

Whether chocolate Easter eggs, Kenyan delicacies, or Carolina BBQ, food lovingly and graciously prepared can be an important source of both community outreach and provision of needed dollars to serve Christ's transformative work in our mission fields.

Rumple Memorial PC, Blowing Rock – Hope After Helene Event

On September 27, people throughout the North Carolina High Country observed the first anniversary of the devastating floods and destructive wind damage from Hurricane Helene. The unprecedented loss of life and property in region will impact the region for decades to come. As an important step in the ongoing recovery effort in the region, Rumple Memorial PC Parish Associate Rev. David Henry, his psychologist wife Dr. Jackie Henry, and other ecumenical representatives of area churches and the Appalachian State University Presbyterian Episcopal Campus Ministry led organizing efforts to host a series of events to mark the occasion and foster ongoing healing from the wide-ranging experiences of mourning and loss.

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With funding from area congregations and local charities, as well as a \$7,500 grant from Presbyterian Disaster Assistance (PDA), the anniversary included a series of events designed to process collective grief and commemorate the area's resilience in the slow recovery efforts in both the past and the future. The day's events included:

- a community quilting project making a quilt square intended as a form of creative expression for those impacted by Helene that will then be displayed throughout North Carolina;
- a resource fair with fifteen local service groups, including nonprofits and faith-based organizations who have worked on the disaster recovery process, including PDA;
- High Country poet laureates Hilda Downer and Joseph Bathanti reading from their works focused on Hurricane Helene and its impact on the region;
- A keynote speech and concert reflecting on loss and hope performed by noted speaker and performing artist David LaMotte;
- a musical theater performance from Lees-McRae College on a new work, "1940," recalling another historic flood's impact on the town of Valle Crucis; and finally,
- A free drop-in community meal open to anyone seeking nourishment and comfort from the painful memories occasioned by the anniversary's observance.

In addition to Rev. and Dr. Henry, Parish E Engagement Pastor Rev. Kate McGregor Mosley and App State Chaplain Rev. Stephanie Hankins played important roles in the organization of the day. Also present for the day reporters for the Presbyterian News Service who posted a comprehensive article, photos, and video presentation on the day's events: <https://pcusa.org/news-storytelling/news/2025/10/1/western-north-carolina-reflects-anniversary-hurricane-helene>. I can think of fewer more powerful examples of enabling Christ's transformative work for a weary and hurting people in our High County.

Farewell

As has been communicated to you previously, I have tendered my resignation as Executive Presbyter of Salem Presbytery effective December 31 of this year. While this has been a personally painful and disappointing decision, please know that I harbor no ill will toward anyone involved in this outcome. Above all, I remain adamant in the position that nothing involved in my departure should in any way undermine your ongoing support for the Presbytery. Distractions occasioned by leadership transitions remain only that: distractions.

My prayer is that Salem's ongoing discernment processes will foster and not impede commitment to its mission "to carry out Christ's transformative work of love and justice in the church and in the world." As evidenced by all the congregations mentioned in my report above, that mission remains meaningful, inspiring and relevant—today, more than ever. Thank you for the opportunity to serve you these past two years. Be blessed, dear friends!

In Christ,

Tony De La Rosa

PRESBYTERY REPORT TO SYNOD ON REPRESENTATION

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2025 Form for Year 2024

Presbytery Salem

I a If you have a COR:

how often does it meet? QUARTERLYdoes it meet with the Presbytery Nominating Committee? how does it report to Presbytery? WRITTEN & VERBAL REPORT

b If you do not have a COR, please state how you handle oversight of appropriate representation?

Our COR has become a part of the Constitutional Ministries Committee, which also considers nominations.

II What is the size of your presbytery? Churches 129 Members What percentage of members are minorities?

III. Of the leadership positions with in your presbytery (Leadership includes all Presbytery level committee members) :

How many are filled by women? 58 How many are filled by men? 47

IV. In the past 5 years, have you had a non-majority Moderator?

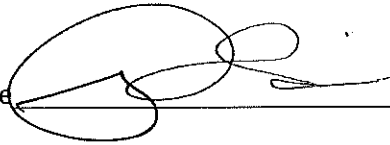
Yes X No

V. What actions or initiatives has your COR taken to try and improve your record of representation on committees?

As part of our meetings, we consider the parity of ruling and teaching elders, parity of men and women, and representation across our six presbytery neighborhoods, in addition to racial representation.

VI. What might the Synod COR do to assist your efforts to be more effective in your work?

Report submitted by SAM PERKINS Signature TE



Phone # 630.631.6509 e-mail Sam.perkins@westpreschurch.org

This document was/will be part of COR's report to Presbytery on 15 NOVEMBER 2025

Stated Clerk David Vaughan

Signature



Date 9/11/2025

Please return this form on or before (In office Deadline Date of August 12, 2025): via email to cmotley@synatlantic.org or to Synod of the Mid-Atlantic, 3601 Seminary Avenue, Richmond, VA 23227.

VI.

2025 COMMITTEE ON REPRESENTATION REPORT

PRESBYTERY NAME:

Committee	Total	Male Clergy	Male Laity	Female Clergy	Female Laity	Asian Amer.	African	African Amer.	Hispanic Latino	Native American	Multi-Cultural	Middle Eastern	White	Other Self Ident	Person With Disability	Youth 25/ Under	Young Adult 26-35	Adult 36-64	Senior Adult 65+
Budget & Finance	9	0	3	1	5			4					5						
Church Development	9	1	1	5	2			2					7						
Committee on Ministry	49	21	5	13	10			6					43						
Presbytery Officers	3	2	1										3					2	1
Presbytery Council	13	5	0	5	3			3	1				9						
Nominating Committee	9	4	0	2	3			2					7						
Commissioner to 226 GA																			
Commissioners to 253 rd SOMA Assembly	2		1	1									2					1	1
Committee on Preparation	11	3	0	3	5			1					10						
TOTAL	105	36	11	30	28			18	1				86						

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Synod of the Mid-Atlantic (PCUSA)

256th Assembly Highlights

September 8–9, 2025 • Drury Plaza Hotel, Richmond, VA

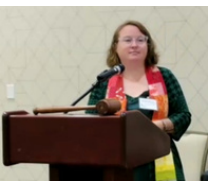
Two days of worship, courageous conversation, and hopeful decisions to serve our congregations and communities.



Gathering in Spirit

We opened in prayer with a land acknowledgment honoring the Pamunkey, Mattaponi, Chickahominy, Nansemond, and Rappahannock peoples, entering the weekend grounded in truth, justice, and compassion. Worship featured a message from Rev. Dr. Rebekah Motley on inclusion and discernment, with Communion shared alongside Rev. Kim Priddy.

Plenary 1



Bringing All to the Table

With Rebekah Motley and colleagues: practical ways to engage conflict with grace and compassion—speaking truth in love while listening deeply.

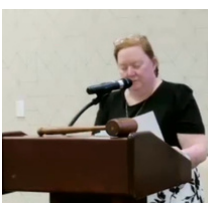
Plenary 2



Topics of Conversation

Tony Larson introduced “Road Trip Theology” and the C.A.R. Framework—Communication, Alignment, Relationship—for courageous dialogue.

Plenary 3



Hearing All the Voices

Leah Epps led storytelling with the THINK model (True, Helpful, Inspiring, Necessary, Kind), helping us listen with “the ear of the heart.”

A New Chapter of Leadership

The Assembly unanimously elected Rev. Dr. Floretta Barbee-Watkins as Synod Executive and Stated Clerk. Well known through the Next Generation Initiative, she brings seasoned pastoral, presbytery, and national leadership.



Rev. Leah Epps was installed as Moderator and RE Debbie Reese as Vice Moderator

Business in Brief

- Approved the 2026 budget and the terms of call for the new Synod Executive/Stated Clerk.
- Per capita set at \$1.50 per member; Emerging Ideas funding increased to \$35,000.
- Authorized purchase of a Synod vehicle (cap \$40,000).
- Jubilee Fund: \$5,000 grant to New Hope Presbyterian Black Caucus to support African American first responders.
- NGI: advancing revitalization through research, partnerships, and new communications.
- Administration: office tech upgrades, Microsoft 365 rollout, and Antiracism Policy Task Force launched.
- Grants: \$28,000 approved for small church needs and renewal projects.

Special thanks to Rev. Bill Reinhold, Cameron Motley, Cindy Hollingshead, and Montressa Barbee-Watkins for steady leadership during this transition.



Passing the Torch

The Assembly closed in worship as Leah Epps was installed as Moderator and RE Debbie Reese as Vice Moderator. Outgoing commissioners were honored, and Past Moderator Barry Parks received a warm thank-you.



www.synatlantic.org



804-342-0016

Rev. Courtney Montoya, Moderator

The Executive Council met on September 2, September 18, October 16, and October 27, 2025.

The Executive Council received regular reports from Tony De La Rosa, Jodi Ligan, and David Vaughan.

FOR INFORMATION:*Actions Taken on behalf of Presbytery:*

- On recommendation of the Administrative Commission, agreed to execute the sale of the Dogwood Acres PC property. The church has closed.
- Agreed to the sale of the property of the Presbyterian Church of the Covenant (Greensboro). The congregation remains, using space belonging to UKirk of Greensboro.
- Elected Elder David Vaughan to the office of Stated Clerk (Interim) of Salem Presbytery for a term concluding February 28, 2026.

Business of the Executive Council:

- Approved the appointment of the Rev. Jill Duffield as Vice Moderator of Salem Presbytery;
- Established dates for 2026 meetings of Presbytery: February 10 (via ZOOM), May 12, September 1, and November 7, 2026;
- Agreed with Budget & Finance Committee that the Presbytery conduct a full financial audit on a five-year cycle, with a full audit being conducted for 2025 financials, and a financial review being conducted for the succeeding four years (unless changes in accounting services for financial anomalies occur);
- Authorized Budget and Finance to re-bid auditing services for 2026;
- Endorsed Budget and Finance's plan to participate in the General Assembly's "Funding Model Development Team program," if participation is offered to Salem;
- Empowered STORM to propose revisions to the Gracious Dismissal Policy, to re-imagine how funds from dismissal and sales of churches would be deployed, and to extend the work of STORM, targeting a final report for the February 2026 Presbytery meeting;
- Heard regular reports from Salem's Black Caucus;
- Endorsed Budget and Finance's proposed 2026 budget;
- Approved STORM's engagement with the Rev. Wilson Gunn (a retired mid-council leader in National Capital Presbytery) as a consultant on proposed Presbytery staffing complement;
- Approved minutes of previous meetings of the Executive Council and the Presbytery.

FOR ACTION:

1. The Executive Council nominates the following individuals for service on the Presbytery's Committee on Representation: CRE LaQreshia Bates-Harley, Elder Jinx Miller, Rev. Paul Sink – all for the Class of 2028.
2. The Executive Council will ask the Moderator to recognize Elder Ronda Tatum to bring a report from the Budget and Finance Committee.
3. The Executive Council will ask the Moderator to recognize the Rev. R.C. Griffin (STORM) to present a revised Gracious Dismissal Policy for the Presbytery.

Together We Are Salem Presbytery

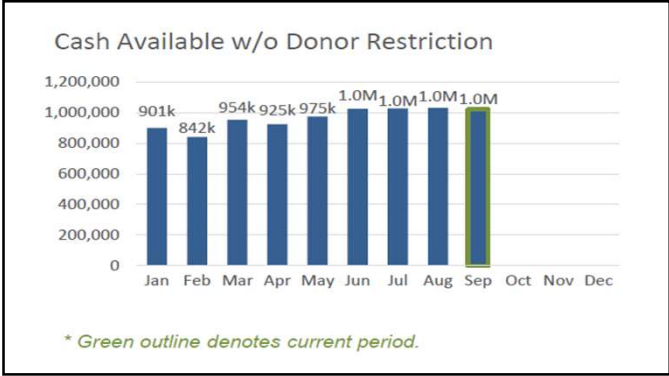
Budget & Finance
Committee Report

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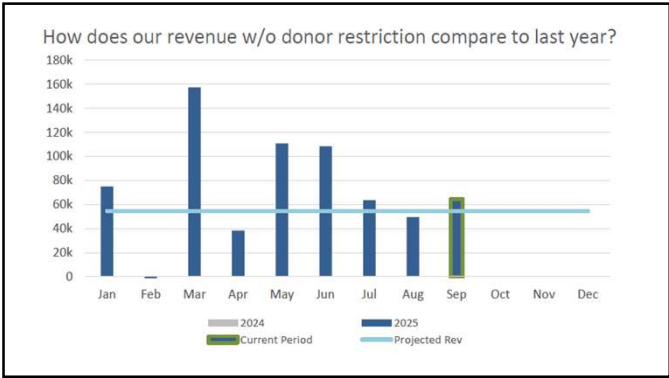
Financials

- Link to monthly Financial Statements in Salem Matters
- No 2024 Audit as of 10.31.2025
 - Work will not begin until November 7th. Information made available to auditors in March! ☹️
 - **Seeking a New Audit Firm**
 - If you're aware of any firms we can reach out to for the 2025 audit, please send Christine or Jud Milam the names and contact information.

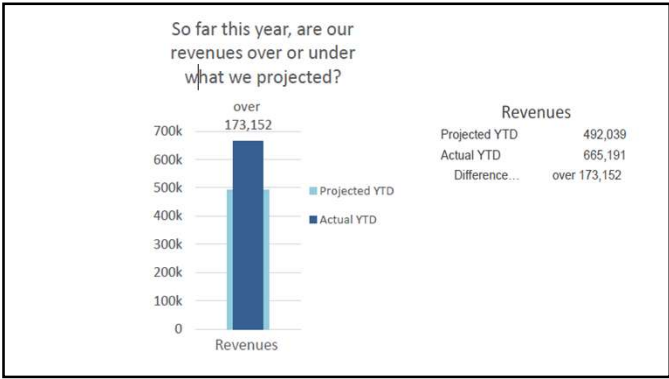
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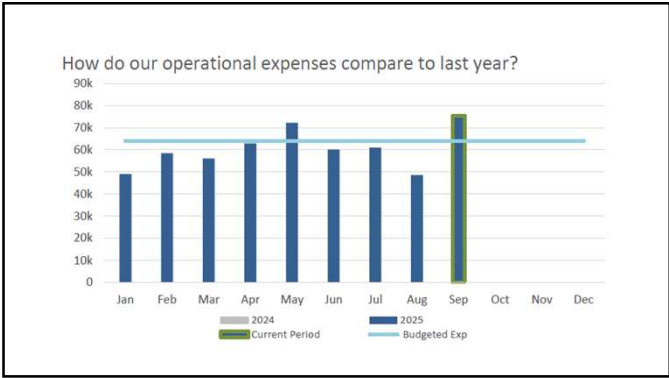
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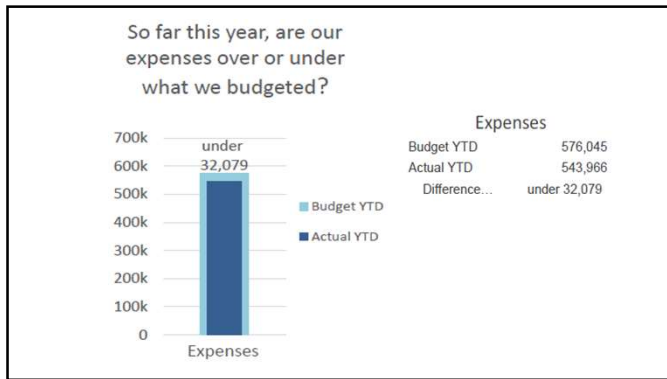
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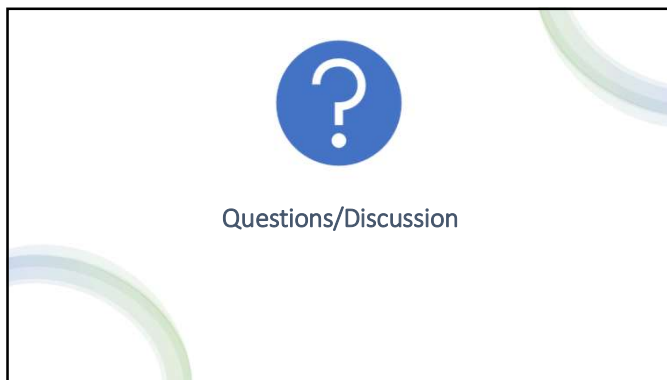
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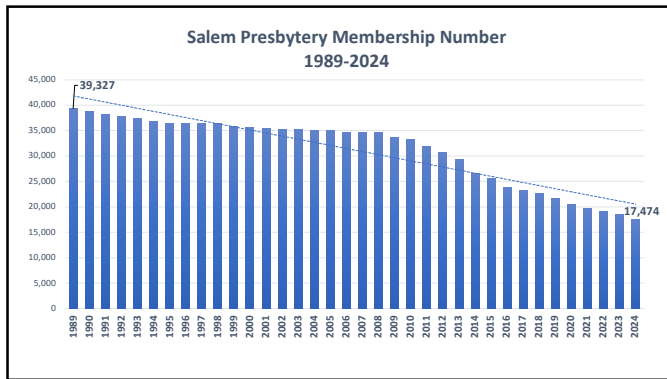
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2026 Interim Budget

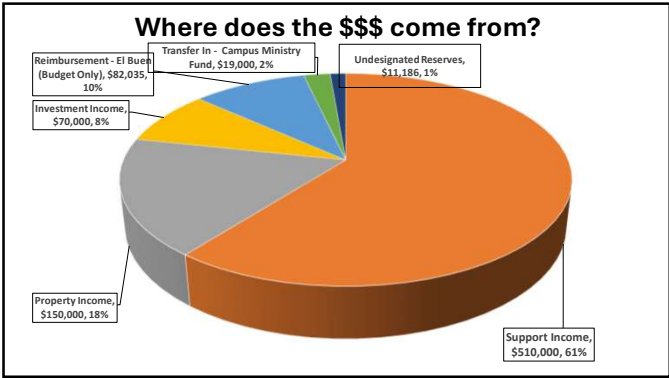
- Proposing an interim budget to have something in place January 1 to pay staff and bills.
- Proposed budget balanced = \$842,221
- Staffing remains the same as 2025
 - All staff EXCEPT Executive Presbyter position assumes 3% COLA
 - Executive Presbyter position funded at same level as when Presbyter started in 2024. Only question mark would be Board of Pension costs – employee only vs family coverage
 - Stated Clerk remains Part Time until Personnel Committee informs differently

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Additional 2026 Items NOT Impacting Operating Budget

- Remittance – 2nd year pledge payment for Massanetta Springs Capital Campaign - \$35,000 total pledged
 - From DP Foust Fund
 - Year 1 – 2025 – remitted \$12.5k in January
 - Year 2 – 2026 - \$12,500
 - Year 3 – 2027 - \$10,000

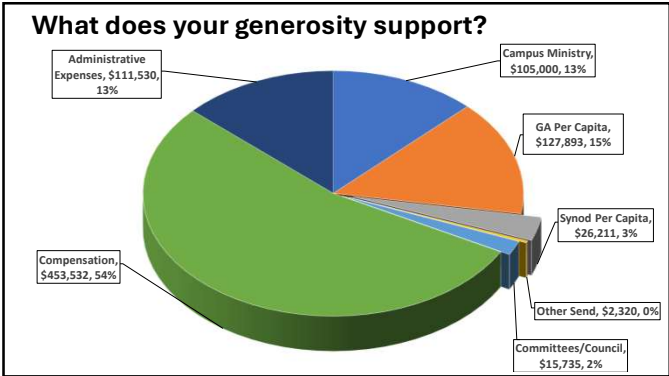
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REVENUE	2026 Endorsed	2025 Amended	\$ Change
Support Income	\$510,000	\$578,571	(\$68,571)
Investment Income	70,000	77,485	(7,485)
Property Income	150,000	0	+150,000
Reimbursement - El Buen – B/O	82,035	77,585	+4,450
Designated Reserves	0	90,488	(90,488)
Transfer in – Campus Ministries Fund	19,000	10,000	+9,000
Undesignated Reserves	11,186	11,520	(\$334)
Total	\$842,221	\$845,649	(\$3,428)

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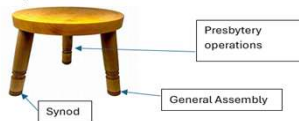
Expenditures	2026 Proposed	2025 Amended	\$ Change
Campus Ministries	\$105,000	\$96,000	+\$9,000
Per Capita – General Assembly	127,893	129,950	(2,057)
Per Capita - Synod	26,211	21,210	+5,001
Other Send (NC Council of Churches/Resource Center)	2,320	2,320	0
Committees/Council	15,735	15,735	0
Compensation	371,497	428,409	(56,912)
Administrative/Operating Expenses	111,530	74,440	+37,090
Hispanic Ministry – Budget only	82,035	77,585	+4,450
Total Proposed Expenditures	\$842,221	\$845,649	(\$3,428)

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Compensation - 2026	Compensation & Benefit Schedule	Compensation /Housing Allow	BoP, FICA/Medi, & SECA	Total
	*Executive Presbyter	\$103,000.00	\$23,758	\$126,758
	**Presbyter for Transformational Ministry/Associate Presbyter?	85,231	31,575	116,806
	***Stated Clerk	61,925	1,677	23,602
	Communications Director	14,632	1,120	15,752
	Administrative Assistant	60,416	22,867	83,283
	Dental/Vision – Employee only offering to eligible employees		2,196	2,196
	Employee Compensation Totals	\$285,204	\$83,193	\$368,397
- All staff, excluding Executive Presbyter position, includes a 3% COLA adjustment				
*Executive Presbyter position BOP costs estimated				
** Presbyter for Transformational Ministry – assumes retention of this Presbyter position for 2026				
*** Stated Clerk at Part Time until decision made by EC/Personnel Committee				
- All eligible staff receive employee-only dental & vision coverage (annual cost \$2,196). Does not include Director of Communications.				

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2026 Per Capita Discussion – The 3-legged Stool



- Synod Per Capita budgeted 100% - \$21,210
 - Decrease from 2025 due to lower member number (17,474 vs 18,443)
- GA Per Capita - \$129,950 (65% of the 2026 assessment)
 - 100% = \$199,922
- Presbytery portion – pays for staff, committees, operating expenses, Insurance, campus ministries, etc.
- 2026 Local Support Ask - \$45 per member – same as 2025 ask

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2026 Budget Proposal



Local Church Ask
Increases to \$45 per member
Same as 2025 ask
Lower member number being used from 2024 YE Statistical Report



Maintaining GA send at 65% of assessment same as 2025
Fully funding Synod Assessment



Personnel Assumptions
1FT Executive Presbyter
1FT Associate (formerly Designated Presbyter)
1FT Office Manager
1PT Comm Director
1PT Stated Clerk

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SALEM PRESBYTERY 2026 BUDGET		INTERIM 2026 PROPOSED BUDGET ENDORSED BY EXECUTIVE COUNCIL		
		2026 Budget	2025 Amended	Yr to Yr Change
INCOME				
Acct #	SUPPORT INCOME			
3010	¹ Support Receipts	10,000	15,000	(5,000)
3020	² Local Church Support/Pledges	500,000	563,571	(63,571)
3030	Other Receipts	-	-	-
	TOTAL SUPPORT INCOME	510,000	578,571	(68,571)
	³ INVESTMENT INCOME			
3310	Investment Income	30,000	60,000	(30,000)
3350	Other Interest	40,000	17,485	22,515
3360	Unrealized Gain/(Loss)	-	-	-
3370	Gain (Loss) on Investments	-	-	-
	TOTAL INVESTMENT INCOME	70,000	77,485	(7,485)
	⁴ PROPERTY INCOME			
3610	Proceeds - Property Disposals	50,000	-	50,000
3620	Sales Proceeds for Carrying Costs	100,000	-	100,000
	TOTAL PROPERTY INCOME	150,000	-	150,000
	OTHER SOURCES & TRANSFERS FROM OTHER FUNDS			
	Reimbursement - El Buen	82,035	77,585	4,450
	EC Approved Use of Designated Reserves (10 months)	-	90,488	(90,488)
	⁵ Withdrawal from Undesignated Reserves	11,186	11,520	(334)
	⁶ Transfer in from Campus Ministry Fund	19,000	10,000	9,000
	TOTAL OTHER SOURCES & TRANSFERS FROM OTHER FUNDS	112,221	189,593	(77,372)
	TOTAL INCOME	842,221	845,649	(3,428)
EXPENDITURES				
	⁶ CAMPUS MINISTRY			
4010	Appalachian State University	37,000	36,000	1,000
4020	St James Ministry at A&T (FaithPointe)	28,000	20,000	8,000
4030	Ukirk of Greensboro	36,000	35,000	1,000
4050	Listening Post (UNC School of the Arts)	4,000	4,000	-
4055	Korean Presbyterian Church	-	1,000	(1,000)
	Campus Ministry Total	105,000	96,000	9,000
	SEND			
4210	⁷ GA Per Capita	127,893	129,950	(2,057)
4220	⁸ Synod Per Capita - (100% x \$1.50/member x 17474 membership)	26,211	21,210	5,001
4040	Resource Center	1,320	1,320	-
4230	NC Council of Churches	1,000	1,000	-
	Send Total	156,424	153,480	2,944
	COMMITTEES/COUNCIL			
4310	Committee on Ministry	8,100	8,100	-
4320	Preparation for Ministry	7,535	7,535	-
4360	Comm on Representation	100	100	-
	Committees/Council Total	15,735	15,735	-
	ADMINISTRATION			
	⁹ Compensation			
5010	Salaries	258,680	273,406	(14,726)
5020	Housing	26,524	25,750	774
5080	Hispanic Ministry Compensation	82,035	77,585	4,450
5090	Salary - SECA	16,077	7,959	8,118
5110	Insurance/Benefits	61,374	95,567	(34,193)
5120	Employer Payroll Taxes (FICA/Medicare)	5,742	14,927	(9,185)

5130	FSA Fees	100	-	100
5150	Continuing Education - Executive Presbyter	2,000	2,000	-
5160	Continuing Education - Other Staff	1,000	1,000	-
	Compensation Total	453,532	498,194	(44,662)
	Travel & Professional Expenses			
5210	General Presbyter	10,000	7,000	3,000
5215	Stated Clerk	2,230	2,230	-
5220	Engagement Pastors	2,500	2,500	-
5230	Transformational Ministry Presbyter	4,800	4,000	800
5240	Communications Director	1,500	1,500	-
5240	Other Staff	3,000	2,500	500
	Travel & Professional Expenses Total	24,030	19,730	4,300
	Administrative			
6010	¹⁰ Engagement Pastors	10,800	10,800	-
6015	Office Supplies	1,100	1,100	-
6020	Telephone/Internet	3,000	5,900	(2,900)
6030	Computer Support	2,200	7,700	(5,500)
6040	Website	1,000	1,000	-
6050	Dues & Subscriptions	5,500	-	5,500
6060	Postage/Copying/Printing	1,900	1,900	-
6110	¹¹ Professional Fees (Audit, Legal Fees, Consultant)	20,000	14,000	6,000
6120	¹² Bank & Payroll Fees (Miller Mgmt Contract)	18,000	2,500	15,500
6130	Insurance Expense	17,000	17,110	(110)
6210	¹³ Bad Pledge Expense	2,500	-	2,500
6310	¹⁴ Closed Church Expense	3,000	0	3,000
	Miscellaneous	1,500	500	1,000
	Administrative Total	87,500	62,510	24,990
	TOTAL EXPENDITURES	\$842,221	\$845,649	<u>- \$3,428</u>
2026 PER CAPITA ASK		\$45		

Notes to the 2026 Budget Proposal:

1	Support Receipts - Salem Presbytery participates in 2 programs through Brotherhood Mutual (Safe Ministry Program & Ministry Partner Program). \$0 is for the Safe Ministry Program & \$10,000 for the Ministry Partner Program. The Safe Ministry Program award is based on the total dollar amount of claims divided by earned premium. Because the past year's percentage was above 45%, Salem Presbytery did not earn that reward. The program review starts in December each year. The 2026 budget assumes no receipt of the Safe Ministry Program reward.
2	Local Church Support/Pledges - The ask of churches is \$45 per member . The 3 parts to the Per Member Ask are: 1) <u>Per Capita for GA</u> ; 2) Per Capita for Synod Assessment at 100% of assessment ; and 3) General operating funds for the Presbytery which includes staff expenses, insurance, committees, engagement pastors, campus ministries, annual audit, etc.
3	Investment Income Category: Includes 4 categories of investment activity: 1) Investment income is based on the General Fund portion of the investment portfolio. The investment policy allows for use of investment income to go towards operating expenses thereby minimizing use from reserves. Currently all investments associated with the General Fund are through Merrill Lynch. Potentially moving investments to Presbyterian Foundation/New Covenant in 2026 to assure compliance with socially responsible investment practices of the PCUSA; 2) Other Interest is interest income from the Allegacy checking, savings, and Money Market accounts; 3) Unrealized Gain/(Loss) is not budgeted because it is it refers to an increase or decrease in the value of an asset held, but not yet sold. These gains/losses are considered "unrealized" because they only exist on paper and do not affect the financial situation until the instrument is sold; 4) Gain/(Loss) on Investments refers to the profit or loss realized from selling an investment and is the difference between the selling price and purchase price.
4	Property Income - This category of income includes funds available from the sale of closed churches. 1) Proceeds - Property Disposals is based on 10% of the net sales available for general operations. 2) The Sales Proceeds for Carrying Costs is based on 20% of the net sales proceeds to be used to offset the carrying costs for unsold properties (i.e. lawn maintenance, utilities, insurance, etc.). There is some movement to look at designated funds to create an endowment that would be help possibly cover the cost of a position(s) and this would change the current sale of property policy that allocates 70% of net proceeds of church property sales to Church Growth & Transformation.
5	Withdrawal from Undesignated Reserves - used to balance the budget. The intent is to have other revenues received, including pledges, be sufficient to cover operating expenses.
6	Campus Ministries - Request from Campus Ministries Task Force = \$105,000. Base budget of \$86,000 from Presbytery & recommend using \$19,000 from Campus Ministries Fund to make up the difference. As of 8/31/2025 - Campus Ministries Fund has a balance of \$84,089.24.

7	GA Per Capita - The full G.A. assessment for 2026 is based on \$11.26 per Presbytery member based on the 2024 member number (17,474) or \$196,757.24. 2026 Proposed Send is based on the GA rate of \$11.26/member and remitting 65% of the assessment. ($11.26 \times 17,474 = \$196,757.24 \times .65 = \$127,892.21$ rounded to \$127,893).			
8	Per Capita - Synod of the Mid-Atlantic - Based on remitting 100% of the assessment at \$1.50 per member using the 2024 member number of 17,483 or \$26,224.50			
9	Compensation - 2026 Compensation & Benefit Schedule @ 3% COLA	<u>Salary/Housing Allowance</u>	<u>BoP/SECA/FICA/Medi</u>	<u>Total</u>
	Executive Presbyter - FT	\$103,000	\$23,758	\$126,758
	Presbyter - Transformational Ministry or Associate Presbyter - FT	\$85,231	\$31,575	\$116,806
	*Stated Clerk - PT	\$21,925	\$1,677	\$23,602
	Communications Director - PT	\$14,632	\$1,120	\$15,752
	Administrative Assistant - FT	\$60,416	\$22,867	\$83,283
	Dental/Vision Employee Only Offering to eligible employees		\$2,196	\$2,196
	Employee Compensation Totals	\$285,204	\$83,193	\$368,397
	- Budget includes FSA (flexible spending account) fees not been previously budgeted.			
	- Executive Presbyter position budgeted with no 3% COLA included for 2026			
	*Assumes status quo with Part Time Stated Clerk. No decision has been made as of this document generation.			
	- All eligible staff receiving Covenant Plan benefits for 2026			
	- All eligible staff receive employee-only dental & vision coverage. Does not include Director of Communications.			
10	Engagement Pastors - Engagement pastors receive a \$180/month stipend. 5 Parishes x \$180 per month x 12 months = \$10,800. They also receive mileage reimbursement for travel within their Parishes if requested as well as reimbursement for supplies (meals, refreshments) for parish meetings.			
11	Professional Fees - The 2026 budget includes funds for a complete annual audit of the 2025 financials because we changed accounting services. Council has approved a Budget & Finance committee recommendation to move to a 5-year full audit cycle where a complete audit will be conducted on the 2025 financials and then a financial review (less expensive) will occur for the next 4 years. A full financial audit will be triggered IF there are 1) changes in accounting firms or 2) there is any financial discrepancy/issue during the year. Council also approved a recommendation to change audit firms due to the long delay in receiving prior year financial audits. Increased for potential legal fees.			
12	Bank & Payroll Fees - Salem Presbytery engaged Miller Management Services to provide accounting services to the Presbytery in 2025. The contract amount for 2026 is unchanged at \$17,479. Budget number rounded up to \$18,000 to account for any bank services charges.			
13	Bad Pledge Expense - Write off of bad pledges from prior years. Unknown what expense will be each year but conservatively placing a number in the budget. This was not budgeted in prior years but is an annual expense, therefore to better reflect costs, an assumed amount is being budgeted for 2026.			
14	Closed Church Expense - Costs of maintaining closed churches that have not been sold or transferred title. Costs offset with Sales Proceeds for Carrying Costs.			



2026 Pledge to Salem Presbytery

"Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received...so that God may be glorified in all things through Jesus Christ." - 1 Peter 4:10-11

_____ Presbyterian Church of
_____, NC pledges the
following amount to support the mission and
ministry of Salem Presbytery, the Synod of the Mid-
Atlantic, and the General Assembly. Our 2026
commitment is based upon a total per capita rate of
\$45 per member.

TOTAL PLEDGE AMOUNT for 2026:

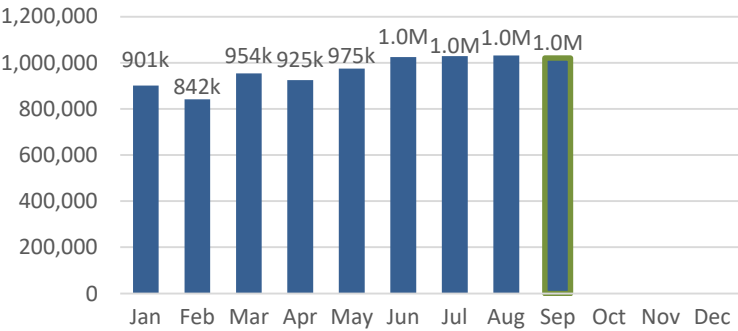
\$_____ payable _____ monthly
_____ quarterly
_____ annually

Salem Presbytery Corporation

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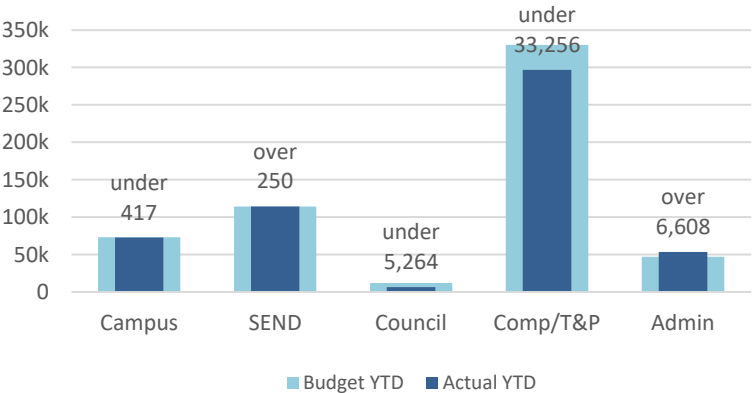
September 2025
Month 9 of 12

Cash Available w/o Donor Restriction

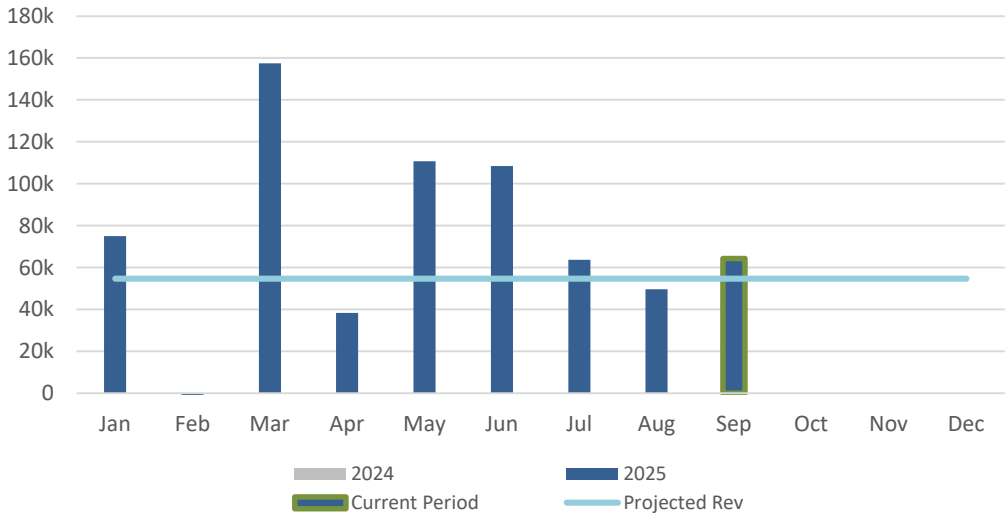


* Green outline denotes current period.

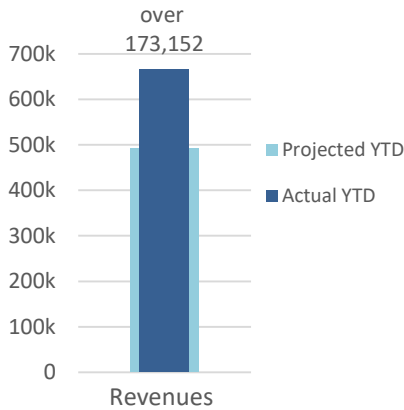
So far this year, are we over or under budget (by category)?



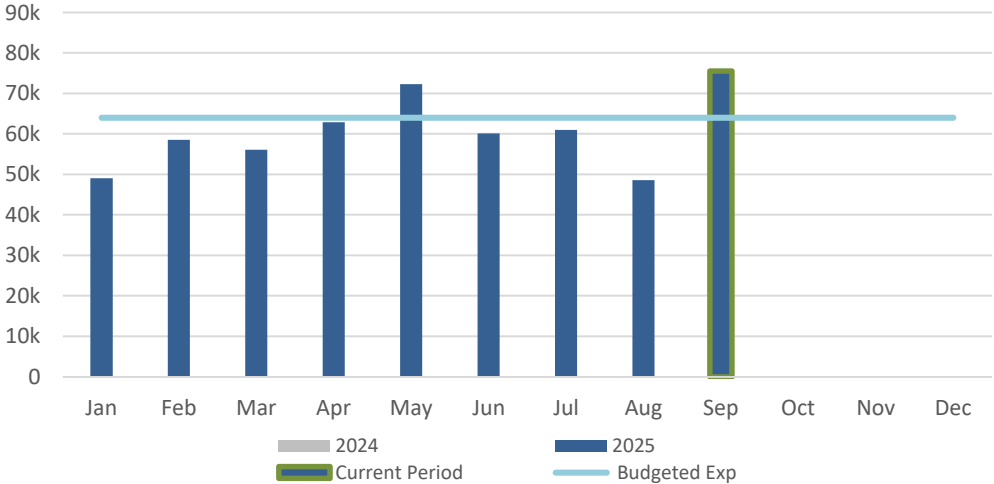
How does our revenue w/o donor restriction compare to last year?



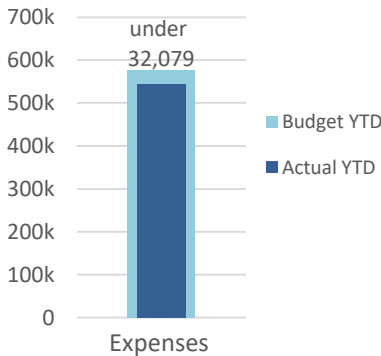
So far this year, are our revenues over or under what we projected?



How do our operational expenses compare to last year?



So far this year, are our expenses over or under what we budgeted?



So far this year: Revenues w/o Donor Restrictions - Operational Expenses = \$121,225

Cash Available w/o Donor Restriction

Month	Cash & Cash Equivalents	Liabilities & Restricted Cash	Cash Available
Jan	3,443,359	(2,542,688)	900,671
Feb	3,284,058	(2,442,353)	841,705
Mar	3,751,187	(2,797,132)	954,055
Apr	3,655,908	(2,730,772)	925,135
May	3,732,455	(2,757,543)	974,912
Jun	3,786,081	(2,761,819)	1,024,262
Jul	3,796,022	(2,767,177)	1,028,845
Aug	3,766,455	(2,735,558)	1,030,897
Sep	3,788,674	(2,769,064)	1,019,609
Oct			
Nov			
Dec			

Budget Expense Category, Actual vs. Budget

Expense Category	% of Total Actual	Actual YTD	Budget YTD	Variance
Campus	13%	72,573	72,990	under 417
SEND	21%	114,370	114,120	over 250
Council	1%	6,535	11,799	under 5,264
Comp/T&P	55%	296,990	330,246	under 33,256
Admin	10%	53,498	46,890	over 6,608
Total...	100%	543,966	576,045	under 32,079

Revenue w/o Donor Restriction Comparison

Month	2024	2025	% Change	2025 Projected Rev
Jan	-	74,914		54,671
Feb	-	(1,950)		54,671
Mar	-	157,420		54,671
Apr	-	38,296		54,671
May	-	110,678		54,671
Jun	-	108,331		54,671
Jul	-	63,630		54,671
Aug	-	49,626		54,671
Sep	-	64,247		54,671
Oct	-			54,671
Nov	-			54,671
Dec	-			54,675
Total...	-	665,191		656,056

Revenues	
Projected YTD	492,039
Actual YTD	665,191
Difference...	over 173,152

Overall % change compared to this time last year... N/A

* YTD January - April 2023 split pro-rata

Operational Expense Comparison

Month	2024	2025	% Change	2025 Budgeted Exp
Jan	-	49,062		64,005
Feb	-	58,524		64,005
Mar	-	56,053		64,005
Apr	-	62,848		64,005
May	-	72,271		64,005
Jun	-	60,107		64,005
Jul	-	60,989		64,005
Aug	-	48,575		64,005
Sep	-	75,535		64,005
Oct	-			64,005
Nov	-			64,005
Dec	-			64,009
Total...	-	543,966		768,064

Expenses	
Budget YTD	576,045
Actual YTD	543,966
Difference...	under 32,079

Overall % change compared to this time last year... N/A

Blue highlights denote months with 5 weeks.

MONTHLY FINANCIAL STATEMENTS**SALEM PRESBYTERY
CORPORATION****SEPTEMBER 2025****PREPARED BY:**

Miller
MANAGEMENT 
— Good Faith Accounting Partners —

GoodFaithAccounting.com

Management Responsibility

The organization's management is responsible for the information contained in these reports and for the development, implementation, and adherence of all financial policies and procedures. We recommend management carefully review all transactions contained in these reports to ensure accuracy and clarity.

Table of Contents

➤ Statement of Financial Position

The statement of financial position gives a financial picture of the organization as of the end of the reporting period. It reflects the assets, liabilities, and net assets of the organization.

Definition of Fund Accounting Terms

Net Assets – Total Assets minus Total Liabilities. Net Assets fall into one of two categories:

1. **With Donor Restriction** – funds that may be spent only as restricted by the donor.
2. **Without Donor Restrictions** – funds available for general operations. These may be further separated as follows:
 - a. **Net Investment in Fixed Assets** - total fixed assets minus accumulated depreciation minus any loans related to fixed assets.
 - b. **Board Designated** - although not donor restricted, these amounts have been segregated by the board (or finance committee, elders, etc.) for special purposes.
 - c. **Prior Years' Net Balance** - cumulative net activity (revenue minus expenses) from all prior years.
 - d. **Current Year Net Balance** - current year net activity (detailed on the Statement of Activities).

➤ Statement of Activities

The statement of activities reflects the revenues and expenses of the organization for the current period of time - typically the current month and year-to-date. It can also be used to compare actual revenues and expenses to those budgeted.



Salem Presbytery Corporation
Statement of Financial Position
September 30

		<u>2025</u>
Assets		
Current Assets		
1010	Allegacy Checking x0602	\$ 70,321.59
1020	Allegacy Restricted x0603	46,876.15
1030	Allegacy Savings x0601	1,879.08
1040	Allegacy MM x6401	812,085.67
1080	PayPal	40.00
1090	Petty Cash	100.00
1110	Merrill Lynch	1,891,764.89
1120	New Covenant Mutual Funds	228,924.76
1130	Presbyterian Foundation	276,100.32
1140	PCUSA Investment Loan Program	77,150.12
1150	Certificate of Deposit	383,431.03
Total Current Assets		<u>3,788,673.61</u>
Receivables		
1210	Accounts Receivable - Pledges	-
1220	Accounts Receivable - Other	579.95
1290	Allowance for Doubtful Accounts	-
Total Receivables		<u>579.95</u>
Sales Tax		
1310	Buncombe	-
1320	Forsyth	-
1330	Guilford	-
1335	Surry	-
1340	2% Food Tax	-
Total Sales Tax		<u>-</u>
1410	Prepays	-
Fixed Assets		
1510	Land	151,988.00
1520	Building & Improvements	303,647.00
1540	Vehicles	19,366.50
1550	Other Equipment	8,280.53
1560	Computer & Software	17,688.15
1590	Accumulated Depreciation	(198,702.06)
Total Fixed Assets		<u>302,268.12</u>
Notes Receivables		
1610	Monte Sinai Iglesia	398,449.99
1620	Grace Presbyterian Church	-
Total Notes Receivables		<u>398,449.99</u>
Total Assets		<u><u>\$ 4,489,971.67</u></u>



Salem Presbytery Corporation
Statement of Financial Position
September 30

		<u>2025</u>
Liabilities & Net Assets		
Current Liabilities		
2005	Accounts Payable	\$ -
2010	Federal Taxes Payable	-
2020	NC Taxes Payable	-
2030	FSA Plan	698.04
2040	403b Payable	-
2050	Garnishments	-
2060	Voluntary Withholding	0.12
Total Current Liabilities		<u>698.16</u>
Total Liabilities		<u>698.16</u>
Net Assets		
With Donor Restrictions		733,657.25
Without Donor Restrictions		
	Board Designated	2,034,709.03
	Prior Years' Net Balance	1,589,682.02
	Current Year Net Balance	131,225.21
Total Without Donor Restrictions		<u>3,755,616.26</u>
Total Net Assets		<u>4,489,273.51</u>
Total Liabilities & Net Assets		<u><u>\$ 4,489,971.67</u></u>

Cash Available for General Operations

Cash & Cash Equivalents	\$ 3,788,673.61
Less:	
Current Liabilities	698.16
Net Assets With Donor Restrictions	733,657.25
Net Assets With Board Designations	2,034,709.03
Total Unavailable	<u>2,769,064.44</u>
Total Cash Available for General Operations	<u><u>\$ 1,019,609.17</u></u>



Salem Presbytery Corporation
Statement of Net Assets with Donor Restrictions and Board Designations
For the 9 Months Ending September 30, 2025

	Current Month			Beginning Balance	Year to Date			Ending Balance
	Revenues	Expenses	Transfers		Revenues	Expenses	Transfers	
With Donor Restrictions								
2305 Professional & Pastors	\$ -	\$ -	\$ -	\$ 4,432.50	\$ -	\$ 1,000.00	\$ -	\$ 3,432.50
2310 African American Leadership Dev	-	-	-	7,000.00	-	1,500.00	-	5,500.00
2315 Black Caucus	-	-	-	1,172.46	910.00	999.00	-	1,083.46
2320 Camp/Conference Scholarship	-	-	-	17,150.90	-	-	-	17,150.90
2325 Hispanic Ministry	-	-	-	42,522.66	-	-	-	42,522.66
2330 Hunger International	2,748.33	-	-	72,211.03	41,012.05	58,012.10	-	55,210.98
2335 Hunger Domestic	2,748.31	-	-	10,347.20	41,161.69	44,907.10	-	6,601.79
2340 Peace & Justice	110.85	305.00	-	30,673.56	1,519.74	3,036.40	-	29,156.90
2345 Seminary Education	-	-	-	21,799.99	-	-	-	21,799.99
2370 Campus Co-Op Ministries (PF)	702.96	-	-	20,562.76	1,887.38	1,000.00	-	21,450.14
2380 DP Foust (Church Growth) (PF)	3,201.48	-	-	98,293.62	6,506.43	12,500.00	-	92,300.05
2550 Virgil Ashbaugh (NC)	810.04	-	-	16,435.19	1,605.59	-	-	18,040.78
2555 Cora Harrison (NC)	138.65	-	-	4,629.96	1,100.61	2,500.00	-	3,230.57
2560 Maryland Hickerson (NC)	157.30	-	-	2,190.03	288.25	-	-	2,478.28
2565 Stone Estates (NC)	10,362.01	-	-	171,326.97	18,985.33	-	-	190,312.30
2580 Latta Scholarship (PF)	1,302.57	-	-	6,537.31	3,497.29	2,000.00	-	8,034.60
2585 Ruby Robertson (PF)	437.44	-	-	1,986.42	1,174.46	-	-	3,160.88
2590 Mission Challenge (PF)	4,932.83	-	-	43,996.86	13,244.15	-	-	57,241.01
2595 Roxanna Atwood	-	-	-	3,186.32	-	(201.09)	-	3,387.41
2610 Special Offerings	36.21	5,110.28	-	-	64,021.54	63,262.89	-	758.65
2615 Selected Giving	-	400.00	-	-	933.30	1,033.30	-	(100.00)
2620 Disaster Relief	520.00	645.00	-	-	31,251.50	36,937.96	-	(5,686.46)
2625 Missionary Support	683.33	50.00	-	-	4,933.31	4,333.31	-	600.00
2715 Children's Hope Alliance	-	-	-	-	1,245.00	1,842.99	-	(597.99)
2720 El Buen Pastor, NCD	15,400.52	4,264.62	-	-	60,934.65	44,435.28	-	16,499.37
2735 Theological Education PF	187.50	-	-	-	6,954.52	6,400.02	-	554.50
2750 Other Local Causes	-	-	-	-	962.50	187.50	-	775.00
Non-Endowed Restrictions	44,480.33	10,774.90	-	576,455.74	304,129.29	285,686.76	-	594,898.27
Endowed Funds (Permanent Restriction)								
2350 Virgil Ashbaugh (NC)	-	-	-	520.00	-	-	-	520.00
2355 Cora Harrison (NC)	-	-	-	260.00	-	-	-	260.00
2360 Maryland Hickerson (NC)	-	-	-	600.49	-	-	-	600.49
2365 Stone Estates (NC)	-	-	-	12,482.34	-	-	-	12,482.34
2375 Latta Scholarship (PF)	-	-	-	21,727.65	-	-	-	21,727.65
2385 Ruby Robertson (PF)	-	-	-	7,603.08	-	-	-	7,603.08
2390 Mission Challenge (PF)	-	-	-	70,565.42	-	-	-	70,565.42
2395 Roxanna Atwood	-	-	-	25,000.00	-	-	-	25,000.00
Total Endowed Funds (Permanent Restriction)	-	-	-	138,758.98	-	-	-	138,758.98
Total With Donor Restrictions	44,480.33	10,774.90	-	715,214.72	304,129.29	285,686.76	-	733,657.25

Salem Presbytery Corporation
Statement of Net Assets with Donor Restrictions and Board Designations
For the 9 Months Ending September 30, 2025

	Current Month			Year to Date			
	Revenues	Expenses	Transfers	Beginning Balance	Revenues	Expenses	Ending Balance
With Board Designations							
2810 Campus Ministry	-	-	-	94,089.24	-	-	(10,000.00) 84,089.24
2815 Office Building Proceeds	-	-	-	428,501.96	-	-	428,501.96
2820 Decentralized Office Costs	-	-	-	61,036.55	-	-	61,036.55
2840 Church Growth & Transformation	-	341.75	-	1,115,158.66	357,380.00	225,131.48	1,247,407.18
2841 Church Growth: Whispering Pines	-	-	-	50,438.74	-	-	50,438.74
2842 Church Growth: General Loan	-	-	-	150,000.00	-	-	150,000.00
2850 Missions	-	-	-	1,022.24	58.36	-	1,080.60
2855 Youth Triennium	-	-	-	5,000.00	1,385.60	537.30	5,848.30
2860 PDA Grant to Lansing Presbyterian Church	-	-	-	3,817.07	-	3,817.07	-
2861 PDA Grant to Six Western NC Churches	-	-	-	6,000.00	-	6,000.00	-
2862 Synod of Mid-Atlantic - WNC Relief	-	-	-	7,500.00	-	1,193.54	6,306.46
2865 PDA Grants	-	-	-	-	9,500.00	9,500.00	-
Total With Board Designations	-	341.75	-	1,922,564.46	368,323.96	246,179.39	(10,000.00) 2,034,709.03
Total Net Assets with Restrictions/Designations	\$ 44,480.33	\$ 11,116.65	\$ -	\$ 2,637,779.18	\$ 672,453.25	\$ 531,866.15	\$ (10,000.00) 2,768,366.28

Salem Presbytery Corporation
Statement of Activities Summary
For the 9 Months Ending September 30, 2025

	Current Month		Year-to-Date			Annual Budget	Budget Remaining
	Actual	Budget	Actual	Budget	Variance		
Revenues							
Support Income	\$ 46,791	\$ 48,214	\$ 363,850	\$ 433,926	\$ (70,076)	\$ 578,571	\$ 214,721
Investment Income	17,455	6,457	148,221	58,113	90,108	77,485	(70,736)
Property Income	-	-	153,120	-	153,120	-	(153,120)
Total Revenues	64,247	54,671	665,191	492,039	173,152	656,056	(9,135)
Expenses							
Campus Ministry	7,917	8,110	72,573	72,990	417	97,320	24,747
SEND	12,597	12,680	114,370	114,120	(250)	152,160	37,790
Council / Committees	-	1,311	6,535	11,799	5,264	15,735	9,200
Compensation	38,536	35,051	285,420	315,459	30,039	420,609	135,189
Travel and Professional Expense	2,501	1,643	11,570	14,787	3,217	19,730	8,160
Administrative	13,984	5,210	53,498	46,890	(6,608)	62,510	9,012
Total Expenses	75,535	64,005	543,966	576,045	32,079	768,064	224,098
Change in Operating Net Balance	(11,288)	(9,334)	121,225	(84,006)	141,073	(112,008)	(233,233)
Other Income/(Expense)							
Other Income/(Expense)	-	8,501.00	10,000.00	76,509.00	(66,509.00)	102,008.00	92,008.00
Change Net Balance	\$ (11,288)	\$ (833)	\$ 131,225	\$ (7,497)	\$ 138,722	\$ (10,000)	\$ (141,225)



Salem Presbytery Corporation
Statement of Activities
For the 9 Months Ending September 30, 2025

		Current Month		Year-to-Date			Annual Budget	Budget Remaining
		Actual	Budget	Actual	Budget	Variance		
Income								
Support Income								
3010	Support Receipts	\$ -	\$ 1,250.00	\$ 0.03	\$ 11,250.00	\$ (11,249.97)	\$ 15,000.00	\$ 14,999.97
3020	Pledges	46,691.49	46,964.00	362,186.14	422,676.00	(60,489.86)	563,571.00	201,384.86
3030	Other Receipts	100.00	-	1,664.00	-	1,664.00	-	(1,664.00)
Total Support Income		46,791.49	48,214.00	363,850.17	433,926.00	(70,075.83)	578,571.00	214,720.83
Investment Income								
3310	Investment Income	2,183.35	5,000.00	24,497.30	45,000.00	(20,502.70)	60,000.00	35,502.70
3350	Other Interest	2,032.25	1,457.00	30,439.64	13,113.00	17,326.64	17,485.00	(12,954.64)
3360	Unrealized Gain / Loss	13,239.89	-	93,284.16	-	93,284.16	-	(93,284.16)
3370	Gain (Loss) on Investments	-	-	0.03	-	0.03	-	(0.03)
Total Investment Income		17,455.49	6,457.00	148,221.13	58,113.00	90,108.13	77,485.00	(70,736.13)
Property Income								
3610	Proceeds - Property Disposals	-	-	51,040.00	-	51,040.00	-	(51,040.00)
3620	Sales Proceeds for CarryingCost	-	-	102,080.00	-	102,080.00	-	(102,080.00)
Total Property Income		-	-	153,120.00	-	153,120.00	-	(153,120.00)
Total Income		64,246.98	54,671.00	665,191.30	492,039.00	173,152.30	656,056.00	(9,135.30)
Expenses								
Campus Ministry								
4010	Appalachian State University	3,000.00	3,000.00	27,000.00	27,000.00	-	36,000.00	9,000.00
4020	St. James Ministry at A&T	1,667.00	-	15,003.00	-	(15,003.00)	-	(15,003.00)
4030	Ukirk of Greensboro	2,917.00	2,917.00	26,253.00	26,253.00	-	35,000.00	8,747.00
4035	Faithpointe	-	1,667.00	-	15,003.00	15,003.00	20,000.00	20,000.00
4040	Resource Center	-	110.00	1,320.00	990.00	(330.00)	1,320.00	-
4050	UNC School of the Arts (Listening Post)	333.00	333.00	2,997.00	2,997.00	-	4,000.00	1,003.00
4055	Korean Presbyterian Church (GSO)	-	83.00	-	747.00	747.00	1,000.00	1,000.00
Total Campus Ministry		7,917.00	8,110.00	72,573.00	72,990.00	417.00	97,320.00	24,747.00
SEND								
4210	Per Capita-General Assembly	10,829.16	10,829.00	97,462.44	97,461.00	(1.44)	129,950.00	32,487.56
4220	Per Capita-Synod of Mid-Atlanti	1,767.50	1,768.00	15,907.50	15,912.00	4.50	21,210.00	5,302.50
4230	NC Council of Churches	-	83.00	1,000.00	747.00	(253.00)	1,000.00	-
Total SEND		12,596.66	12,680.00	114,369.94	114,120.00	(249.94)	152,160.00	37,790.06
Council / Committees								
4310	Commission on Ministry	-	675.00	3,000.00	6,075.00	3,075.00	8,100.00	5,100.00
4320	Preparation for Ministry	-	628.00	3,535.06	5,652.00	2,116.94	7,535.00	3,999.94
4330	Stated Clerk	-	-	-	-	-	-	-
4360	Comm on Representation	-	8.00	-	72.00	72.00	100.00	100.00
Total Council / Committees		-	1,311.00	6,535.06	11,799.00	5,263.94	15,735.00	9,199.94

Salem Presbytery Corporation
Statement of Activities
For the 9 Months Ending September 30, 2025

	Current Month		Year-to-Date			Annual Budget	Budget Remaining
	Actual	Budget	Actual	Budget	Variance		
Compensation							
5010 Salaries	15,761.69	22,784.00	148,334.64	205,056.00	56,721.36	273,406.00	125,071.36
5020 Housing	5,769.24	2,146.00	54,807.78	19,314.00	(35,493.78)	25,750.00	(29,057.78)
5080 Hispanic Minister Compensation	-	-	-	-	-	-	-
5090 Compensation - SECA	1,130.98	663.00	11,486.70	5,967.00	(5,519.70)	7,959.00	(3,527.70)
5110 Insurance / Benefits	15,354.22	7,964.00	65,222.71	71,676.00	6,453.29	95,567.00	30,344.29
5120 Employer Payroll Taxes	516.46	1,244.00	4,318.40	11,196.00	6,877.60	14,927.00	10,608.60
5130 FSA Fees	3.90	-	35.10	-	(35.10)	-	(35.10)
5150 CE - General Presbyter	-	167.00	1,215.00	1,503.00	288.00	2,000.00	785.00
5160 CE - Other Staff	-	83.00	-	747.00	747.00	1,000.00	1,000.00
Total Compensation	38,536.49	35,051.00	285,420.33	315,459.00	30,038.67	420,609.00	135,188.67
Travel and Professional Expense							
5210 T&P - General Presbyter	733.60	583.00	5,407.86	5,247.00	(160.86)	7,000.00	1,592.14
5215 T&P - Stated Clerk	-	-	-	-	-	-	-
5220 T&P - Engagement Pastors	-	208.00	197.03	1,872.00	1,674.97	2,500.00	2,302.97
5230 T&P - Transformational Ministry	368.20	333.00	2,604.00	2,997.00	393.00	4,000.00	1,396.00
5240 T&P - Other	1,399.61	519.00	3,361.01	4,671.00	1,309.99	6,230.00	2,868.99
Total Travel and Professional Expense	2,501.41	1,643.00	11,569.90	14,787.00	3,217.10	19,730.00	8,160.10
Administrative							
6010 Engagement Pastors	900.00	900.00	7,050.00	8,100.00	1,050.00	10,800.00	3,750.00
6015 Office Supplies	401.23	92.00	540.13	828.00	287.87	1,100.00	559.87
6020 Telephone/Internet	359.91	492.00	3,510.23	4,428.00	917.77	5,900.00	2,389.77
6030 Computer Support	-	642.00	455.94	5,778.00	5,322.06	7,700.00	7,244.06
6040 Website	19.00	83.00	711.00	747.00	36.00	1,000.00	289.00
6050 Dues and Subscriptions	1,250.30	-	6,902.38	-	(6,902.38)	-	(6,902.38)
6060 Postage/Copying/Printing	47.74	158.00	1,107.18	1,422.00	314.82	1,900.00	792.82
6110 Professional fees	5,371.21	1,167.00	6,519.58	10,503.00	3,983.42	14,000.00	7,480.42
6120 Bank & Payroll Processing Fees	1,535.20	208.00	13,390.59	1,872.00	(11,518.59)	2,500.00	(10,890.59)
6130 Insurance Expense	3,405.81	1,426.00	6,595.60	12,834.00	6,238.40	17,110.00	10,514.40
6210 Bad Pledge Expense	-	-	2,800.00	-	(2,800.00)	-	(2,800.00)
6310 Closed Church Expense	681.34	-	2,617.23	-	(2,617.23)	-	(2,617.23)
6510 Miscellaneous	12.00	42.00	1,298.00	378.00	(920.00)	500.00	(798.00)
Total Administrative	13,983.74	5,210.00	53,497.86	46,890.00	(6,607.86)	62,510.00	9,012.14
Total Operating Expenses	75,535.30	64,005.00	543,966.09	576,045.00	38,686.77	768,064.00	215,085.77
Change in Net Balance	(11,288.32)	(9,334.00)	121,225.21	(84,006.00)	205,231.21	(112,008.00)	(233,233.21)
Other Income/(Expense)							
9010 Transfer/Release Restricted/Desig	-	8,501.00	10,000.00	76,509.00	(66,509.00)	102,008.00	92,008.00
Total Other Income/(Expense)	-	8,501.00	10,000.00	76,509.00	(66,509.00)	102,008.00	92,008.00
Change in Net Balance	\$ (11,288.32)	\$ (833.00)	\$ 131,225.21	\$ (7,497.00)	\$ 138,722.21	\$ (10,000.00)	\$ (141,225.21)

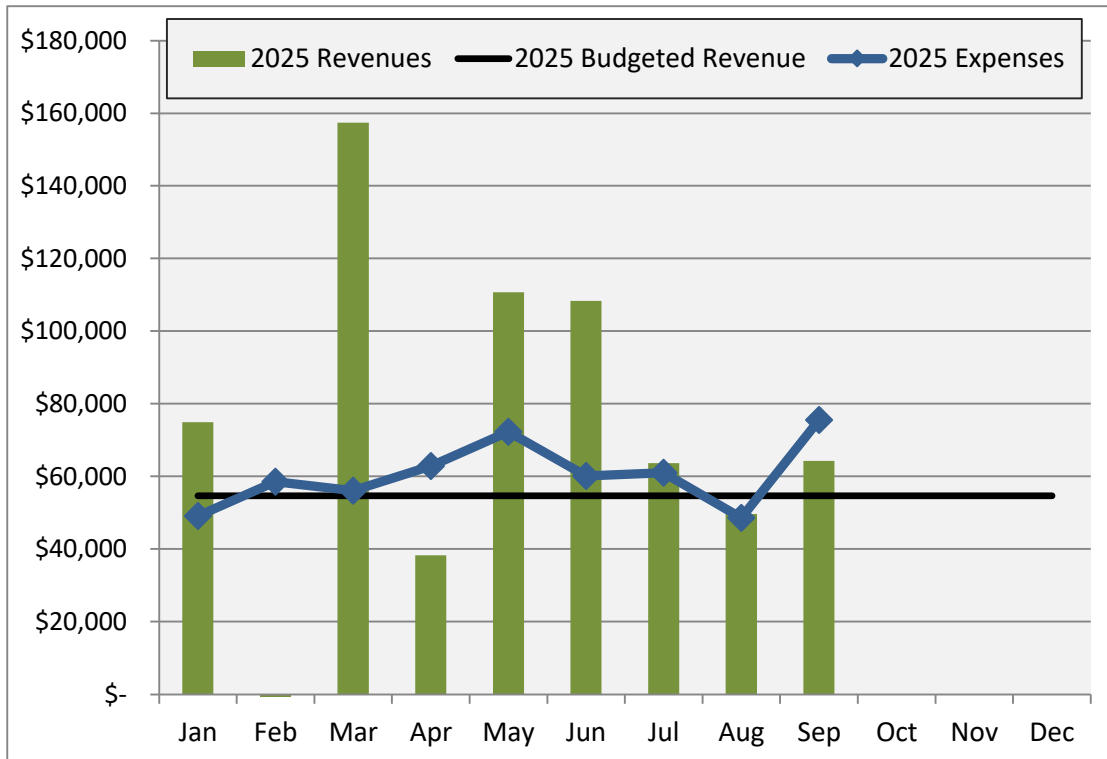
Salem Presbytery Corporation
Total Operating Revenue & Expense Comparison
For the 9 Months Ending September 30, 2025

	Weeks	Revenues	Expenses
	2025	2025	2025
January	4	\$ 74,914	\$ 49,062
February	4	(1,950)	58,524
March	5	157,420	56,053
April	4	38,296	62,848
May	4	110,678	72,271
June	5	108,331	60,107
July	4	63,630	60,989
August	5	49,626	48,575
September	4	64,247	75,535
October	4		
November	5		
December	4		
YTD Totals	39	\$ 665,191	\$ 543,966
Totals	52	\$ 665,191	\$ 543,966

Weekly Average

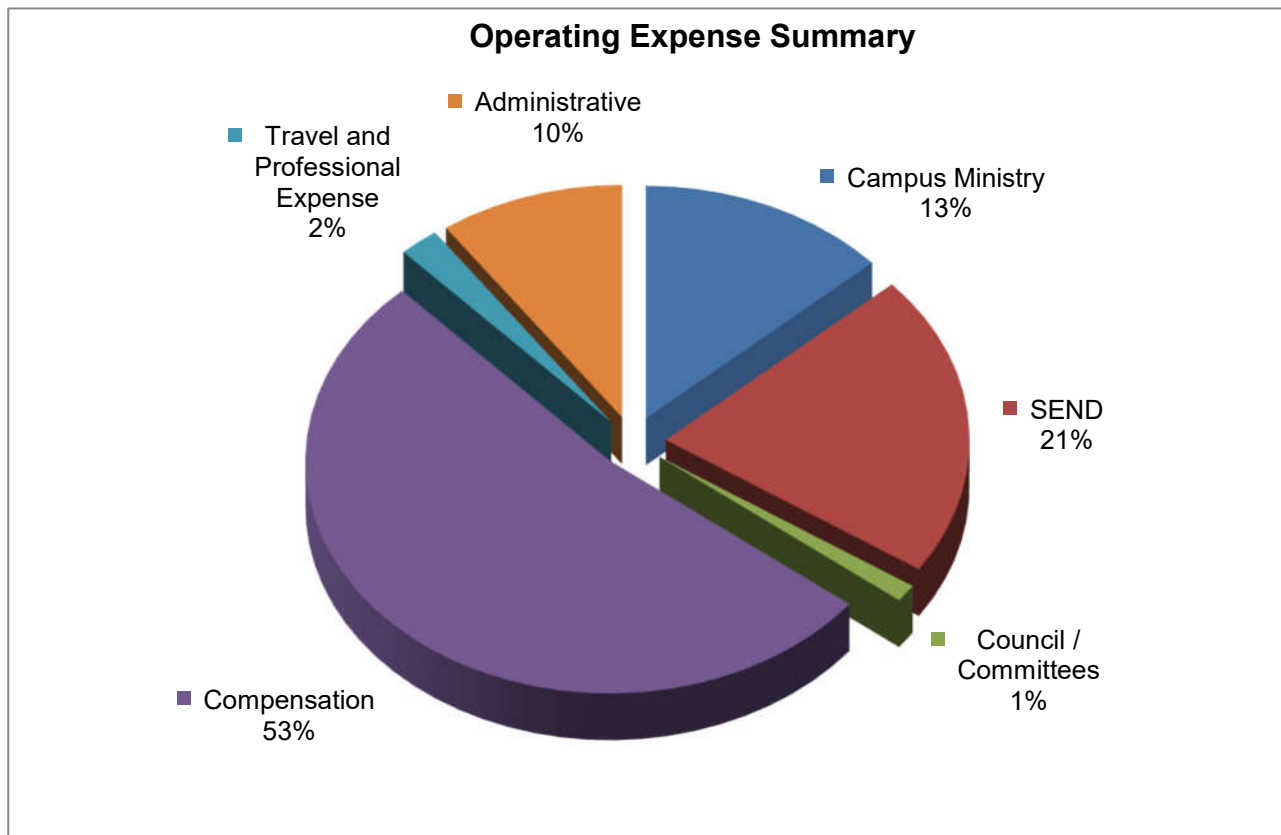
\$ 17,056

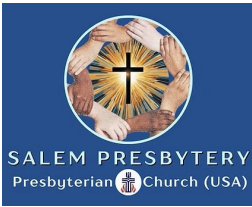
\$ 13,948



Salem Presbytery Corporation
Operating Expense Summary
For the 9 Months Ending September 30, 2025

Operating Expenses	
Campus Ministry	\$ 72,573
SEND	114,370
Council / Committees	6,535
Compensation	285,420
Travel and Professional Expense	11,570
Administrative	53,498
Total Operating Expenses	<u><u>\$ 543,966</u></u>





2026 Pledge to Salem Presbytery

“Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received...so that God may be glorified in all things through Jesus Christ.” - 1 Peter 4:10-11

_____Presbyterian Church of
_____, NC pledges the
following amount to support the mission and
ministry of Salem Presbytery, the Synod of the Mid-
Atlantic, and the General Assembly. Our 2026
commitment is based upon a total per capita rate of
\$45 per member.

TOTAL PLEDGE AMOUNT for 2026:

\$_____ payable _____ monthly
_____ quarterly
_____ annually

Salem Presbytery: Dismissal Policy

INTRODUCTION¹

The 218th General Assembly (2008) of the Presbyterian Church (U.S.A.) approved Commissioners' Resolution Item 04-28 that urged: "...that presbyteries and synods develop and make available to lower governing bodies and local congregations a process that exercises the responsibility and power 'to divide, dismiss, or dissolve congregations in consultation with their members' (Book of Order, G-3.0301a) with consistency, pastoral responsibility, accountability, gracious witness, openness, and transparency." Believing that trying to exercise this responsibility and power through litigation is damaging to the cause of Christ, impacting the local church, other parts of the Body of Christ and ecumenical relationships, and our witness to Christ in the world around us, the General Assembly urges congregations that consider leaving the denomination, presbyteries and synods to implement a process using the following principles:

- **Consistency:** The authority of the Presbytery is guided and shaped by our shared faith, service and witness to Jesus Christ.
- **Pastoral responsibility:** The requirement in G-3.0301a to consult with the members of a church seeking dismissal highlights the presbytery's pastoral responsibility that must not be submerged beneath other responsibilities.
- **Accountability:** For a governing body, accountability rightly dictates fiduciary and connectional concerns, raising general issues of property (G-4.02) and specific issues of schism within a congregation (G-4.0207). But full accountability also requires preeminent concern with "caring for the flock".
- **Gracious witness:** Scripture and the Holy Spirit require a gracious witness from us rather than a harsh legalism.
- **Openness and transparency:** Early, open communication and transparency about principles and process of dismissal necessarily serve truth, order and goodness, and work against seeking civil litigation as a solution.

The rationale supporting this resolution stated that it is tempting to "emphasize the property trust responsibilities of presbytery/synod oversight to the exclusion of the pastoral responsibility of caring for the congregations (members staying and leaving) and the responsibility of public witness to Christ with the larger body of Christ and the community and world." Secondly, it was suggested that presbyteries should strive for consistency in their response to congregations seeking dismissal and that all parties should engage in a grace-filled exchange.

PRINCIPLES AND PROCESS

As followers of Jesus, we are called to live lives that glorify God; that advance the work of the Kingdom of God, that show forth his love in how we honor and relate to one another as colleagues and friends in service to the Lord. While we desire to preserve the peace, unity and purity of the PC(USA), we realize that in days of controversy, friends and colleagues

¹ Salem Presbytery would like to thank Presbytery of the Peaks for their work in developing a faithful and balanced policy that is gracious both to potentially departing congregations and to the Presbytery at large. We have drawn heavily upon their work. Salem also thanks Grand Canyon Presbytery who wisely and explicitly put forth the legal justification for the policy, especially concerning matters of property.

Salem Presbytery: Dismissal Policy

may differ. Yet Jesus calls us to exercise his love even in the midst of disagreement.

This love may be tested when some of us come to the place where we sense that faithfulness to our understanding of Jesus' call and to our denomination seems at odds. We may even hold to the conviction that continued shared ministry within the boundaries of the PC(USA) has become untenable.

We do not believe it is proper to divide congregations and denominations if it is avoidable. Separation should not be done lightly. But we believe that when it becomes clear that friends and colleagues can no longer walk together, it is not conducive to the larger mission of the presbytery or the PC(USA) to engage in protracted disputes with a church desiring to depart. Thus, we have sought to create a clear and respectful process by which these sad waters may be navigated; one that even in the midst of painful disagreement can still proclaim the love of Christ that binds us together.

STATEMENT OF VALUES

A. Unity

The congregations and members of Salem Presbytery ("the Presbytery") seek to uphold one another, respect each other's integrity and affirm freedom of conscience, even as we acknowledge significant differences in our views of what the Bible teaches about a number of issues. We desire to encourage peace and unity, while minimizing confrontation between our congregations and members, as we seek together to find and represent the will of Christ. In all that we do, it is our prayer to strive to be a church modeled on the body of Christ, a church made up of many different parts, all of which are necessary "for its mission in the world, for its sanctification, and for its service to God"(F-1.0202). Our spiritual unity is derived from the grace of the Lord Jesus Christ, the love of God and the fellowship of the Holy Spirit (2 Corinthians 13:14).

B. Decision-making

Presbyterians have always recognized significant differences of opinion on issues that matter. This ethos is currently noted in the historic language found at F-3.0105: ... "We also believe that there are truths and forms with respect to which men of good characters and principles may differ. And in all these we think it the duty both of private Christians and societies to exercise mutual forbearance toward each other." Our covenant demands that we strive to work together in peace and unity, even in the midst of our diversity. Through our theology, we understand that "Presbyters are not simply to reflect the will of the people, but rather to seek together to find and represent the will of Christ." "Decisions shall be reached in councils by vote, following opportunity for discussion and discernment, and a majority shall govern" (F-3.0204 and F-3.0205). At the same time, the church is committed to being open to voices sharing minority opinions. At some points in our history, minority views eventually became those of the majority. Thus, the Constitution of the Presbyterian Church (U.S.A.) recognizes "The church reformed, always to be reformed according to the Word of God in the power of the Spirit" (F-2.02).

Salem Presbytery: Dismissal Policy

There are times when members find they cannot in good conscience go along with the majority. The Presbytery encourages all presbyters and congregations to "...concur with or passively submit to" the vote and wisdom of the majority (G-2.0105, footnote 1). If their consciences will permit neither, the Presbytery will be gracious in considering requests by congregations and presbyters with strong issues of conscience to pursue peaceable withdrawal through dismissal to another Reformed body.

A congregation that is convinced that to be faithful to the Lord Jesus, it must disassociate from the PC(USA) and the Presbytery, should do so in strict accordance with the Book of Order and in a way that seeks to promote the unity of that congregation. Closely divided congregations should remain as they are and where they are as a consensus has not yet been achieved.

C. Dialogue and Reconciliation

The goal of this Presbytery will always be reconciliation and continued relationship with all congregations in the Presbytery, without the threat of isolation, estrangement or blame. The Presbytery is to be a servant to the congregations God has entrusted to us, encouraging and supporting them toward becoming healthy, growing congregations. This is especially true for those congregations for whom the bonds of unity are stretched and ecclesiastical connections are frayed over issues of conscience to the point of considering disaffiliation.

1 John 4:18 states: *"There is no fear in love, but perfect love drives out fear. For fear has to do with punishment, and he who fears is not perfected in love."*

The Presbytery's commitment to this passage means that we are to engage the leaders of a congregation, or the congregation as a whole, without threat of punishment. It is likewise incumbent upon the leaders of congregations wrestling with issues of conscience to share their concerns with Presbytery leadership in a timely manner, being assured that the response will not be hostile, but instead one of prayerful dialogue and a commitment to act in love and in the best interests of the congregation as well as the Presbytery's mission.

D. The Property Provisions

The Form of Government ("FOG") section of the Book of Order contains several provisions which establish that all real and personal property (regardless of legal or record title) held by a congregation or its trustees belongs to the PC(USA) and the denomination's respective presbyteries. For instance, according to the Book of Order (G-4.0203): *"All property held by or for a congregation, a presbytery, a synod, the General Assembly, or the Presbyterian Church (U.S.A.), whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of a congregation or of a higher council or retained for the production of income, is held in trust nevertheless for the use and benefit of the Presbyterian Church (U.S.A.)."*

As a Presbytery, we recognize that Chapter Four of the FOG states that except where otherwise provided, *"all property held by or for a congregation, a presbytery, a synod, the General Assembly, or the Presbyterian Church (U.S.A.) ... is held in trust nevertheless for the use and*

Salem Presbytery: Dismissal Policy

benefit of the Presbyterian Church (U.S.A.)". Presbytery, at its discretion, may dismiss congregations from the PC (USA) in possession of their property (G-3.0303b). We affirm the responsibility of the Presbytery to provide for and insure the mission, church property and government of the PC(USA) throughout its geographical district (G-3.0301).

We also affirm to each congregation its right to seek dismissal under chapters three and four, of the Book of Order, and we ask all of our congregations to act with love, forbearance, dignity and discretion in pursuing this right (G-4.02; G-3.0303f).

It is our hope that as this policy is followed by all involved, litigation in secular courts can be avoided in light of our mutual recognition of these respective rights in this regard, as defined and set forth in the FOG. In the spirit of the Apostle Paul (1 Corinthians 6:1-8), we peacefully seek to resolve any disagreements as brothers and sisters in Christ to avoid the harm that is done to the Gospel and Christ's body when Christians resort to civil litigation and public disputes.

Section 2 (Property) of *The Legal Resource Manual for Presbyterian Church (USA) Councils and Churches*, 4th ed., 2020 shall serve as a guiding resource for Salem Presbytery in addressing property-related matters.

All conversations and actions regarding issues of dismissal/dissolution shall be undertaken in accordance with current *Book of Order*, *Book of Order Annotated Edition*, and relevant Permanent Judicial Commissions cases. The following summary of pertinent decisions shall be considered when pursuing such conversations and actions.

- Each case must be considered on a case-by-case basis. (PJC [2014, 221-03, Tom et al v. Pby of San Francisco]).
- When dismissing a particular congregation within its geographic region, the presbytery must fulfill its fiduciary duty under the Trust Clause (G-4.0203) to consider the interest of the PC(USA) as a beneficiary of the property.
- A full fiduciary review must be undertaken in all cases (PJC [2014, 221-03, Tom et al v. Pby of San Francisco]).
- There is no unilateral right of a Presbyterian Church (USA) congregation to depart from the denomination or its presbytery of membership. No authority is given to a congregation or to session to vote to leave the denomination. (GA [218th, Item 4-20]; see also PJC Sundquist v. Heartland, Remedial case 210-02, 2008. See G-1.0503 and G.-3.02).
- Presbyterian Churches may only be dismissed to another reformed denomination. The other option that a congregation has which desires to leave the PC(USA) is to seek to be dissolved. Those people may then reconstitute themselves as whatever type of community that they desire. It may be possible for the Presbytery to then sell them the building at a negotiated rate, or otherwise work to seek the viability of that congregation (G-4.0205). The procedure for dissolution in this type of case, shall be the same as the procedure for dismissal in this policy. (This policy shall not guide dissolutions of local

Salem Presbytery: Dismissal Policy

congregations for other reasons.)

- It is important for the presbytery to prayerfully discern and consider the mission of the church in its district and of the whole church as it decides whether to dismiss or dissolve a congregation (G-3.0301; G-3.0303a).
- The full presbytery, meeting in plenary, has exclusive right to determine the final terms of dismissal/dissolution (G-3.0301a).

In acceptance of the above polity provisions, the presbytery is disallowed from creating a formula by which all dismissals/dissolutions will proceed. Therefore, each request for a dismissal/dissolution shall construct such terms as negotiated by the Administrative Commission and the congregation, through its Session or a Session authorized committee, according to the values articulated above.

INITIAL PROCESS

A. Initial Contact and Exploration

When a session notifies the Presbytery that a congregation may be in disagreement with Presbytery and/or the denomination to the extent of considering withdrawal from the Presbyterian Church (U.S.A.), this information should be brought immediately to the attention of the General Presbyter or Stated Clerk, who will notify the COM. The COM will appoint a small team of 3-5 people to initiate communication and discussion with that session and church staff. At the initial meeting, the Session shall provide a written rationale for their desire to seek dismissal as well as a current membership roster with up-to-date contact information for all members (physical/mailling addresses, phone numbers, and email addresses).

If it appears that progress can be made toward reconciliation through continued and constructive dialogue, congregational leadership and the COM Team will establish a mutually agreeable timeline for talks to be held, and proceed to engage in such dialogue. If not, then the session will proceed with the steps outlined below.

B. The First Congregational Hearing

The session of a church shall request that the Presbytery call for a congregational hearing for the purpose of discussing the question, "Shall our congregation consider being dismissed from the PC(USA)?" Due notice of such hearing shall be given to all active members of the congregation by mail and orally at regular worship services on at least ten (10) days, including two (2) Sundays. At least 50% of the active members of the congregation shall be present.

At this hearing, the representatives from the COM Team will be present to hear reasons for the request, outline the process, answer questions, and clarify any misinformation. These representatives shall have the privilege of the floor. The purpose of this hearing is not to "request dismissal" as the congregation has no authority to do so (G-1.0503). Rather it allows for a "straw poll" for the purpose of giving the Presbytery a sense of the congregation's desire regarding dismissal. After discussion and prayer, further guidance on this question may be

Salem Presbytery: Dismissal Policy

sought by a secret written ballot - the only choices being "Continue to consider being dismissed" or "Do not consider being dismissed." The Session can take the results of this straw poll under advisement as they continue in their discernment process.

C. Following the First Congregational Hearing

Following the first Congregational Hearing, if the Session is still determined to proceed, the Session should provide to the COM Team, in written form, a formal request to proceed with dismissal along with minutes from the Session meeting at which that decision was made. Once received, the COM shall request that the Stated Clerk, if s/he has not already done so, appoint an Administrative Commission (AC), which shall include some with financial expertise - the membership of the AC is at the discretion of the Stated Clerk. The AC shall work with the session to review the terms of possible dismissal, plan any additional hearings with the congregation and review the property and financial records of the congregation.

The Session will provide to the AC copies of all executed documents concerning the congregation's incorporation and by-laws, real property (including cemeteries and columbariums) and other assets including, but not limited to, current deeds of trust, loan agreements, liens, property and casualty insurance, and statements of tangible and intangible assets. Concerning cemeteries and/or columbariums, the Session shall provide documentation of compliance with current State law regarding such property. The AC shall obtain an appraisal of the property by a licensed appraiser (selected by Presbytery in consultation with the Session), the cost of which shall be borne solely by the Session seeking to be dismissed.

Representatives of the Session and the AC will review these documents to determine whether Presbytery, synod or any Presbyterian Church (U.S.A.) body is named therein and/or is exposed to any liability claims that exist or may arise under these documents. Due consideration should be given in cases where the church has received grants from an entity of the PC(USA) within the past 12 years.

In order for the dismissal process to proceed, steps must be taken to repay in full any indebtedness owed to or guaranteed by the Presbytery, the synod, or the Presbyterian Church (U.S.A.) or to refinance such indebtedness through an independent creditor without support from the Presbytery, synod, or the Presbyterian Church (U.S.A.).

Appropriate action must also be taken to amend any organizational documents, as necessary, and to ensure that adequate insurance coverage of all property is maintained until dismissal is completed. Similarly, if the congregation has established a foundation or received grants or endowment(s), related documentation must be examined to identify any terms or restrictions affected by the proposed dismissal involving the Presbytery, Synod or the Presbyterian Church (U.S.A.). Action must be taken as appropriate.

The church shall be responsible for paying all legal and other costs incurred by both sides in this negotiation. The church shall, unless granted a waiver by the Presbytery, remit all back payments of the per capita assessment.

At this time, the Session will work to procure a Letter of Transfer from the Stated Clerk of the

Salem Presbytery: Dismissal Policy

Reformed body to which the Session seeks dismissal, providing that letter to the AC.

The AC will notify the Executive Council, who shall engage in a discernment process to identify the Presbytery's mission plan for the area served by the departing congregation.

D. The Second Congregational Hearing

With concurrence from the AC, the Session shall call for a second hearing of the congregation to discuss dismissal the AC will represent the Presbytery. The AC will be responsible for working with the church's leadership in ensuring a decent and orderly process by which the wisdom of this request can be discerned as God's call for both this congregation and the larger mission of the Presbytery. As part of this process, the following procedures shall govern this request for separation:

- Due notice of such a hearing shall be given to all active members of the congregation by mail, and orally at regular worship services for ten (10) days, including two (2) Sundays.
- Though the Presbytery may not set the quorum, it is hoped that at least one-half of the active membership will be present.
- The AC, along with related Presbytery staff, shall be present throughout and shall have the right to speak and to present the separation proposal. The AC will represent the Presbytery.
- The question to be discussed is: "Shall our session request the Presbytery for dismissal to _____ according to the terms agreed upon by the Session and the AC?"
- Ample time shall be provided for speakers wanting dismissal and speakers wanting to stay with the PC(USA).
- After discussion and prayer, further guidance on this question shall be sought by a secret written ballot - the only choices being "Request dismissal" or "Do not request dismissal."
- Again, as the congregation has no authority to request dismissal, the Session will take the results of this second straw poll under advisement as they discern whether they will or will not formally request the Presbytery to dismiss the congregation to another Reformed body.
- After reviewing the proposed terms of dismissal negotiated between the AC and session as outlined below, it is expected that the Presbytery may approve or disapprove the terms of dismissal. Whether to dismiss the congregation is a purely discretionary decision on the part of the Presbytery.
- If any member contests the regularity of the congregational meeting, he or she may initiate a complaint pursuant to Chapter VI of the Rules of Discipline.

TERMS OF DISMISSAL

A. Status of Minister Members of Presbytery

If a congregation is to be dismissed by Presbytery, one of the paramount concerns of this process is to ensure that the rights and status of minister members are considered and

Salem Presbytery: Dismissal Policy

handled according to the constitution

Ministers may request transfer to the Reformed body to which the congregation is requesting dismissal, or they may remain as members of the Presbytery. If transfer is not requested and their call at the church ends, the minister may request to be granted member-at-large status that will allow the minister to seek calls within the PC(USA) and to receive a severance package negotiated among the congregation, the AC, and the Committee on Ministry and approved by the Presbytery. Transfers may be requested concurrently with the congregation's request or they may occur separately. If the transfer is not requested or granted concurrently, the minister may request to labor outside the bounds of the Presbytery to serve the church which has been dismissed for a period of up to 12 months following the dismissal of the congregation (G-2.0503). This service will ordinarily be designated as a validated ministry of the Presbytery and is understood as a gracious means for facilitating continuity in ministry during a limited period of transition.

Transfers to another Reformed body will normally be approved unless the minister is the subject of a pending judicial or investigative action (per D-10.0105). The reasons for not granting transfer may be communicated by the Presbytery's Stated Clerk to appropriate persons.

B. Status of Members Under Care of Presbytery

Special attention should be given to members of the congregation who are preparing for ministry and are under the care of Presbytery. Each member under care, together with his/her liaison from the Committee on Preparation for Ministry ("CPM"), should be advised immediately of the congregation's desire to seek dismissal. The member under care will be given the option of being dismissed with the congregation or transferring their membership to another congregation within Presbytery and/or the PC(USA) (G-2.06). If a transfer to another congregation within Presbytery and/or the PC(USA) is requested, the AC and the CPM liaison will assist the member in seeking a waiver of the usual six-month requirement for church membership in order to maintain care status.

C. Status of Members of the Congregation

It is important that, throughout the dismissal process, both the session and the COM Team/AC communicate carefully so that divisiveness is minimized between those in the congregation who wish to withdraw and those members who want to remain in the PC(USA). Upon Presbytery's approving a congregation's dismissal, the Stated Clerk in consultation with the Clerk of Session shall contact all members as to their desired membership status. The AC, on behalf of the Presbytery, will follow up with those wishing to remain with the PC(USA).

D. Issues of Property

The issue of property should not be a means by which order and discipline are to be maintained, but the interests of the various constituencies must be guarded in a fair and equitable way. In making its recommendations on property, the AC will assess the needs of the congregation, those wishing to continue in the PC(USA), and the overall needs and

Salem Presbytery: Dismissal Policy

mission of the Presbytery.

If the AC in its process of consulting with members of the congregation decides that they are united in their conviction to disassociate from the PC(USA), the AC may recommend to the presbytery that the congregation be allowed to depart with the real and personal property the congregation or its trustees then hold under such conditions as have been negotiated (as per Section C in the process above).

The Session and the AC must negotiate any terms of dismissal based on God's call to mission to the faction within the congregation desiring to be dismissed; God's call to the faction within the congregation desiring to remain in the PC(USA) and God's call to the Presbytery regarding ministry in the geographic location in which the congregation is located.

The AC may recommend that the congregation be dismissed with all of its property with the following provisions:

- In consideration of the ongoing work, ministry, and life of the presbytery the departing congregation will agree to pay any past due per capita apportionments² as well as at least three (3) years of the most recent requested per capita apportionments. This will give the Presbytery time to make necessary adjustments going forward. Full payment may be made prior to the third year or other specified payment completion date. For any congregation that makes such financial contributions to the Presbytery subsequent to the adoption of these policies, such action shall be memorialized in a written binding agreement between that congregation and the Presbytery.
- Originals of all extant minutes of the Session, Board of Deacons, and congregation, as well as records of baptisms, marriages, burial and membership rolls to the date of dissolution or dismissal, and other historical church memorabilia shall be conveyed to the Presbytery's Stated Clerk for appropriate historical repositories prior to the date of dissolution or dismissal.
- The name of the PC(USA) congregation is an action of the Presbytery that must be negotiated and/or preserved appropriately. Therefore the future name of the dismissed or dissolved congregation shall be a part of the settlement between the congregation and the AC.
- All PC(USA) signage, logos, iconography, and other PC(USA) memorabilia shall be removed from the property within 3 months.
- Dismissal may not occur unless and until the terms of an agreement that includes both the matters set forth above and the retaining by Presbytery of a right of reverter* for ten (10) years have been reduced to writing and approved by the Presbytery. Upon such signing and

² Salem Presbytery began stating Per Capita apportionments in 2022. Thus, departing congregations are required to be current on their Per Capita apportionments from 2022 to the present – even if the congregation has a longer history of financial disconnection from the Presbytery.

Salem Presbytery: Dismissal Policy

approval, the congregation may be dismissed even if the financial terms are not completely fulfilled for a number of years.

Congregations that are divided on the question of dismissal from the PC(USA) must work out a property settlement with the AC that provides a proportional settlement for the ministry and worship needs of the minority. This may be done through establishment of a designated fund under the auspices of the Presbytery for the minority or by agreement with another congregation of the PC(USA) with which the minority may associate and worship and serve the Lord or any other means acceptable to the Presbytery.

- Once this settlement has been reduced to writing, the AC may then recommend to the Presbytery approval of the settlement and dismissal of this congregation with real and personal property held by the congregation or its trustees as part of its report at the Presbytery meeting described below.
- Originals of all extant minutes of the Session, Board of Deacons, and congregation, as well as records of baptisms, marriages, burial and membership rolls to the date of dissolution or dismissal, shall be conveyed to the Presbytery's Stated Clerk for appropriate historical repositories prior to the date of dissolution or dismissal.
- The name of the PC(USA) congregation is an action of the Presbytery that must be negotiated and/or preserved appropriately. Therefore the future name of the dismissed or dissolved congregation shall be a part of the settlement between the congregation and the AC.
- All PC(USA) signage, logos, iconography, and other PC(USA) memorabilia shall be removed from the property within 3 months.
- Dismissal may not occur unless and until the terms of an agreement that includes both the matters set forth above and the retaining by Presbytery of a right of reverter* for ten (10) years have been reduced to writing and approved by the Presbytery. Upon such signing and approval, the congregation may be dismissed even if the financial terms are not completely fulfilled for a number of years.

THE MEETING OF PRESBYTERY

At the meeting of Presbytery to consider a request for dismissal, the Presbytery shall hear from the AC:

- On the recommendations it brings regarding the request for dismissal, based on the guidelines noted above;
- On provisions that will be made for those members who wish to remain in the PC(USA);
- On provisions that will be made for any Teaching Elders, Christian Educators or Commissioned Ruling Elders for Particular Ministry associated with the congregation;
- On how the congregation's dismissal will affect the larger mission and ministry of the Presbytery;

Salem Presbytery: Dismissal Policy

- On any financial contributions to the congregation by the Presbytery, synod or General Assembly.

It should be noted that renegotiation of the terms for dismissal through use of amendments from the floor of Presbytery would invalidate months of work between the AC and the congregation. The AC will bring recommendations to the Presbytery concerning the negotiated agreement. The proposal will be presented as a whole with the request that it be accepted and voted on without amendment.

The effective date of dismissal will occur no earlier than ninety (90) days after the Presbytery vote, provided the Presbytery is satisfied the congregation has met all agreed upon terms and conditions by that date.

THE VOTE

After hearing from the AC and allowing for discussion and prayer, and if no substantive amendments have been approved, the Presbytery shall then vote by written ballot on this question: "Shall the congregation of _____ be dismissed to _____ according to the terms agreed upon by the AC, the session, and the congregation?"

The only choices shall be "Yes" or "No".

If a two-thirds majority of those present and voting, votes in favor, the congregation shall be dismissed according to the terms agreed upon.

ACTUAL DEPARTURE

A final worship service will be conducted in which representatives of the Presbytery, the congregation and the new Reformed denomination will be invited to meet, worship and transfer the congregation to its new denominational home. As part of this worship gathering, both representatives of the Presbytery and the departing congregation will offer prayers on each other's behalf, give thanks for the years of ministry shared together, and share words of blessing even as we go separate ways.

MINISTERIAL CONDUCT

Following the provisions of our constitution, we affirm that it is our policy not to take action to remove a pastor or session solely as a result of a decision to discuss withdrawal or seek dismissal to another denomination. Elders and pastors engaged in these difficult decisions are to conduct themselves in a Christ-like manner. How we treat one another reflects and impacts directly our witness to Christ in this geographic area. Faithfulness to our witness compels us to conduct ourselves in a way that honors God and one another if we are to expect God's blessing to reside upon our ministries going forward. We should conduct ourselves in such a way as to bring honor upon the gospel in the eyes of neighbors and potential members from our communities.

WAIVER OR DEVIATION BY PRESBYTERY

Salem Presbytery: Dismissal Policy

Presbytery retains the absolute authority and discretion to waive and deviate from any of the terms, conditions and procedures set forth above in the Gracious Dismissal Policy.

AUTHORITATIVE INTERPRETATION

In response to the ruling of the General Assembly Permanent Judicial Commission in Remedial Case 2012-221-03 (Tom et al. v San Francisco Presbytery), Salem Presbytery shall understand and interpret its Gracious Dismissal Policy (adopted 5-10-12) as follows:

To honor the Trust Clause (G-4.0203) of the Constitution of the Presbyterian Church (U.S.A.), exercising its mandated fiduciary duty, Salem Presbytery shall take into consideration the financial position and the value of property used by any congregation that seeks dismissal with that property, prior to authorizing any transfer of that property or any portion thereof. In determining how such financial position and property value impact the mission of Jesus Christ in its district, the Presbytery shall proceed on an ad hoc basis, not relying on any particular formula to provide the basis for settlement of a request for dismissal. Further, to assure that a congregation dismissed to an approved Reformed denomination is encouraged to settle down in its new denominational home, the Presbytery shall retain a right of reverter* for ten years upon the real property of such congregation, such right to be exercised should the congregation seek to leave its new home for another denomination or independency or should the congregation fail to fulfill all the agreed-to obligations in the separation agreement. This right of reverter* may subsequently be waived by vote of the Presbytery in particular circumstances.

Definition of Right of Reverter: A right of reverter gives an organization the opportunity to resume ownership of property when that property is not being used in accordance with the requirements laid out upon the transfer of the title of that property.

Rev. Sam Perkins, Moderator**For Action:**

1. The following individuals are nominated for committee service in Salem Presbytery:

Budget and Finance:	Craig James (2028) Jennifer Apker (2028)
Church Growth and Transformation:	Kristen Levens (2026) Ginny Taylor-Troutman (2028) Janet Silvers (2028) Lucia Ward Alexander (2028)
Commission on Ministry:	Kate Harper (2026) Phanta Lansden (2028) Steve Braxton (2028) Ruth Lenger (2028) Jim Beard (2028) Christopher McClain (2028) Jeff Smith (2028) Carrie Finch-Burriss (2028) Shannon Ward (2028) David Mount (2028) Cindy Salter (2028) Newton Cowan (2028) Tim Parker (2028) Hyatt Grissom (2028)
Committee on Preparation for Ministry:	Karen Watts Yehudah (2028) Karen Huddleson-Gillespie (2028)
Personnel:	Dana Fruits (2028) Lynn Gardener (2028)
Synod Commissioner, Elder	James Harley (2028)
Synod Jubilee Fund Committee	Dwayne Culbertson (2028)

2. The following individuals are nominated as Commissioners to the 227th General Assembly (Summer 2026):

Teaching Elders:

Rev. Matt Bussell (Presbytery Moderator-Elect) (First, Greensboro)
Rev. Kyle Goodman (Alamance)

Rev. Vicki McCain (Church of the Cross)

Ruling Elders:

CRE Rick Purcell (Bethany, Graham)

RE Ronda Tatum (Logan)

RE Carol Wilson (Grace)

Young Adult Advisory Delegate:

Rebekah Rich (UKirk, Greensboro)

For Information:

Included in this packet is a description of Presbytery committees. A nomination form is also included for you to use liberally to self-nominate or nominate others for service on Presbytery committees. A summary of continuing vacancies will be published in Salem Matters very soon.

Salem Presbytery Racial Equity Equipping: 2021-2026

History and Timeline

Beginning in March 2021, a small group of Peace and Justice Task Force (PJTF) Members gathered to craft a Racial Equity Equipping (REE) Policy Proposal for Salem Presbytery. Existing policy statements from four other presbyteries in the PC(USA) provided a foundation from which the group developed a draft policy. It was presented and approved at the May 17th, 2022 Presbytery Meeting.

In anticipation that the proposal would be approved, this same small group of PJTF Members recruited a contingent to participate in racial equity training provided through Charlotte Presbytery in the Spring of 2022. This ultimately led to the selection of the curriculum, What LIES Between Us: Fostering First Steps Toward Racial Healing by Lucretia Carter Berry (available through brownicity.com). This curriculum utilizes a faith based framework built around the California Newsreel documentary, Race: The Power of An Illusion (2003) and has been used for eight training events with a ninth planned for November 2025 and a tenth in March 2026.

The REE Facilitation Team evolved from the group of PJTF members who crafted the policy and consisted initially of RC Griffin, Beth Hooten, Wes Pitts and Jess Rigel. Amanda Horan joined the team in 2024.

Participation Through September 2025

In August 2022 and January of 2023, trial presentations of the curriculum What LIES Between Us were undertaken with invited participants across the presbytery. Feedback from these events helped to refine the program and in May 2023, the first official REE event was held for participants (with a registration fee of \$30 which covered the cost of the text as well as lunch/snacks). Beginning in 2026, the registration fee will increase to \$50 as the cost of the text has doubled.

Subsequent REE events have been held in April 2024, May 2024, October 2024, May 2025, September 2025 and are planned for November 2025 and March 2026. Information about the curriculum, registration links, etc. may be found at the Salem Presbytery Racial Equity Equipping [homepage](#).

There is a provision in the policy for people to apply for alternative training experiences to count toward compliance with the policy (examples include Racial Equity Institute Phase 1 and RISE!). To request approval for alternative training, follow the link on the homepage noted above.

Given that the first open registration Racial Equity Equipping did not occur until May of 2023, the three year interval runs through April 2026.

A summary by category of participant is provided in the table below. Of the 144 individuals who are presently in compliance with the REE policy, 15 completed alternative training.

Racial Equity Equipping Compliance		
Participant Type	Number in Category (Percentage of Total)	Proportion of May 2025 Roll (*For Anyone Serving a Church, Denominator is Drawn from Salem Presbytery Directory Listing)
Teaching Elders (including VM, MAL)	63 (44%)	63/92 = 69%
Honorably Retired TE	19 (13%)	19/126 = 15%
Commissioned Ruling Elder/Lay Pastor	18 (12%)	18/45 = 40%
Certified Christian Educators (CCE) and any other identifying as Christian Educators	3 (2%)	Active CCE 2/2 = 100% There are an additional 7 retired CCE's in Salem Presbytery.
Other (Presbytery Staff/ Presbytery Committee Members/Church Staff Members/Ruling Elders)	34 (24%)	Denominator Unknown
Moved From Salem Presbytery	7 (5%)	This category includes 4 TE, 2 CRE/ LP and 1 Other (Church Staff) who have left Salem Presbytery since completion.
TOTAL NUMBER OF COMPLETERS AS OF 31 OCTOBER 2025	144	Currently, an additional 16 people are on tap to complete training in November 2025 or March 2026.
Anyone Serving a Church*	72	72/125 = 58%

Plans for 2026 and Beyond

What LIES Between Us will continue to be offered at least once per year. Recognizing that people learn in different ways as well as having received feedback indicating a desire for broader/different opportunities for learning around racial equity (including hearing from different voices/perspectives), the REE Facilitator team is planning for additional opportunities that will afford continued compliance with the policy as we enter the next three year interval beginning in May 2026. This includes a commitment to making materials available in Korean and Spanish, in concordance with general PC(USA) guidance.

Racial Equity Policy Training Requirements

For your reference, the full policy rationale and statement may be found [here](#); the principal requirement as to whom the policy applies is summarized below.

Racial Equity Equipping shall be required once every three years for:

- Ministers of Word and Sacrament actively serving as pastors to congregations or otherwise engaged in a validated ministry within the bounds of Salem Presbytery;
- Commissioned Ruling Elders actively serving a congregation;
- Certified Christian Educators;
- Salem Presbytery Members-At-Large; and
- Presbytery Staff.

Racial Equity Equipping is strongly encouraged for:

- Honorably Retired Ministers of Word and Sacrament
- Ruling Elders serving Salem Presbytery Committees and Task Forces or representing Salem Presbytery
- Candidates for ministry under care of Salem Presbytery
- Members of individual Sessions and Church Staffs within the Presbytery; and
- Any other leaders within the church.

Sponsored by Parish B

Narcan Training for Clergy, Ruling Elders, and Church Staff

Wednesday, November 19
1:30 P.M. (Zoom)



RSVP



Facilitated by Rev. Wes Pitts (First Presbyterian Church, Reidsville)

You're invited to a Zoom gathering on **Wednesday, November 19, at 1:30 P.M.** for a training session on Narcan (Naloxone), the life-saving drug that can reverse an opioid overdose. Narcan is a nasal spray that is easy to administer, entirely safe for use, and readily available. Many churches are now keeping a supply of Narcan on hand as a safety measure, either for use on-site or to distribute to congregants who may need it. The session will be led by Wes Pitts, Pastor of First Presbyterian Church of Reidsville, and is sponsored by Parish B. This training is open to all ruling elders, teaching elders, and church staff who wish to learn more about how Narcan works, how to obtain it, best practices for distribution, and how to educate congregations on the importance of Narcan's availability. Please RSVP by [clicking here](#). For any questions, feel free to email Parish B Engagement Pastors, Stephen and Tricia Fearing, at sfearing@guilfordpark.org. We look forward to seeing you there!

A free evening of music and storytelling with

David LaMotte

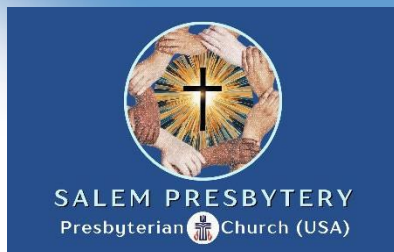
Saturday, February 21, 2026 at 7:00 pm



Scan to reserve your
free tickets.



Jamestown Presbyterian Church



Be a part of a Presbytery Committee

Budget and Finance

Reviews and advises on the financial operations of the Presbytery. Responsible for preparing and recommending the annual Presbytery budget. *Meets monthly on the third Tuesday at 9:30 a.m.*

Campus Ministry

Encourage, support, advocate for, and promote campus ministries and their local boards in Salem Presbytery. *This Committee will meet at least two times per year with one of those meetings with Campus Ministers. The Campus Ministers will meet quarterly for information sharing and mutual support.*

Church Growth & Transformation

Encourages creative approaches to growing vital churches and cares for small churches. *Meets monthly on the second Tuesday at 10:00 a.m.*

COM Task Force on CRE Training and Oversight

Responsible for overseeing all CREs in Salem Presbytery in their roles as pastors of churches or other validated ministries. The Task Force is also responsible for approving and monitoring the training of CREs in the Presbytery. *Meets monthly on Tuesday at 11:00 am during the week of the 4th Thursday of the month.*

COM Task Force on Examinations

Meets to examine ministers and persons ready to receive a call to service and membership in Salem Presbytery. *Meets most months on the fourth Thursday at 9:30 a.m.*

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

Discerns best policies and practices for pastoral relationships in Salem Presbytery; this task force also provides resources for churches seeking mediation or other specific leadership needs. *Meets monthly on the fourth Wednesday at 12:30 p.m.*

COM Task Force on Temporary Ministry and Pulpit Supply

Supports the work of ministers and churches utilizing temporary pastoral relationships, as well as maintaining the presbytery's pulpit supply list. *Meets the Tuesday before the fourth Thursday of the month at 3:00 p.m.*

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

Provides support for members of Salem Presbytery who are honorably retired, serving in validated ministry beyond church walls, members-at-large, and our certified Christian educators. *Meets monthly on the fourth Thursday at 11:00 a.m.*

COM Task Force on Transformational Ministry for the Changing Church

Supports and coaches churches as they discern their mission and pastoral needs. *Meets monthly on the fourth Tuesday at 1:00 p.m.*

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

Oversees the transitional process for churches with installed pastors beginning with the moment the current pastor alerts the congregation they are leaving, through the transitional time until the new pastor is called. *Meets monthly on the fourth Thursday at 1:00 p.m.*

Committee on Preparation for Ministry

Supports our inquirers and candidates preparing for ministry. *Meets monthly on the first Tuesday at 12:30 p.m.*

Committee on Representation

Reviews committee vacancies, seeks candidates, confirms their willingness to serve, and presents to Presbytery for election. *Meets 2 to 3 times each quarter.*

Equip

Equips congregations for ministry today by resourcing, curating, connecting and communicating. *Meets monthly on the 3rd Wednesday at 1:00 p.m.*

Executive Council

Coordinating body of Salem Presbytery; works on behalf of the presbytery. *Meets monthly on the third Thursday at 1:00 p.m.*

Hunger Committee

Seeks to educate, advocate, and equip non-profit agencies and churches across Salem Presbytery who are working to address food insecurity. The committee reviews international and domestic hunger grants and addresses opportunities to advocate more equitable distribution of the world's resources. *Meets quarterly.*

Peace & Justice Task Force

Salem Presbytery's advocacy arm, connecting congregations and individuals to the justice movements happening in the bounds of Salem and beyond. *Meets monthly on the first Tuesday at 2:30 p.m.*

Permanent Judicial Commission

Meets when a legal case arises, only as needed.

Personnel Committee

The Personnel Committee exercises proper oversight over the staff of the Presbytery including evaluating the work of the General Presbyter/Stated Clerk, assures that evaluation of other staff members is carried out annually, maintains the Personnel Policies of the Presbytery, makes recommendations on compensation and benefits, and provides resource and support to the General Presbytery as needed in dealing with personnel issues as they relate to Presbytery. *The Committee meets as needed.*

Presbyterian Youth Council – Adults

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

Property Management Task Force

Oversees real estate owned by Salem Presbytery, addressing any needs that arise. *Meets as needed.*

Send Mission Committee

Oversee the mission-related outreach and justice ministries for the Presbytery, and aids congregations in developing their own outreach and justice endeavors. Inspires and models local and global mission ministries. *Meets quarterly.*

Stewardship Committee

To build a culture of generosity through year-round stewardship efforts to support our Salem Presbytery, Synod, and General Assembly budget. *Meets monthly on the third Monday at 2:00 p.m.*



Nominations for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

E-mail: _____

Church: _____

Status: ☐ Teaching Elder/Clergy
☐ Ruling Elder
☐ Deacon
☐ Church Member

Committee of Interest: _____

Briefly state relative experiences:

Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

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

P. O. Box 1763
Clemmons, NC 27012



www.salempresbytery.org
336.766.3393

Commissioner Report Form

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

II. **Presbytery would like our INPUT about:**

III. **The Presbytery requested we ACT to:**

IV. **We might consider asking the Presbytery to do:**

V. **A church or pastor which needs our PRAYERS:**

VI. **One Presbytery initiative which needs our SUPPORT:**

VII. **Next Presbytery Meeting:**

Tuesday, February 10, 2026 – All on ZOOM

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