

TO: Members of Salem Presbytery and Commissioned Ruling Elders
Ruling Elder Commissioners from Salem's churches
Certified Church Educators and all other church staff
Corresponding Members (PCUSA ministers in other presbyteries and other Christian ministers
Visitors and Guests of the Presbytery

Meeting: Tuesday, November 15, 2022

Worship will begin at 9:00 am.

PLACE: ZOOM Virtual Platform - Registration required prior to 5:00pm, 11/14/2022.

Register here, if you haven't already:

https://us02web.zoom.us/meeting/register/tZMscuGurTsjH9PcgwcjA7s-rzS4_KtH2aYn

This meeting and our February 2023 meeting will be on the ZOOM platform. We are planning to be in person again in May 2023!

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

Elder Catrelia S. Hunter, Moderator
Elder David Vaughan, Stated Clerk

Our Vision

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

9:00am	Call to Order and Opening Prayer	Elder Catrelia Hunter, Moderator
	Worship and Celebration of the Lord's Supper pg. 4 Worship led by CRE Rainey Ratchford (Parish E)	
9:45	Organization of Presbytery Establishment of Quorum New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.) Approval of Docket	Moderator Stated Clerk
	Moderator's Welcome Corresponding Members (Teaching Elders from other Presbyteries and ministers of other Christian denominations) Ruling Elder Commissioners attending for the first time Visitors and Guests	Moderator
9:55	Land Acknowledgement	
10:00	Transitional General Presbyter's Welcome and Report pg. 5	Rev. Barbara Smith
10:05	Designated Presbyter's Welcome and Report Stated pg. 6	Rev. Jodi Ligan
10:10	Clerk Communications & Report pg. 8	Stated Clerk
10:15	Executive Council pg. 13 Budget and Finance Committee pg. 22 Personnel Committee pg. 14 Future staffing plan Stewardship Committee	Rev. Jennie Hemrick Deacon Ronda Tatum Rev. Ernie Thompson Rev. Kyle Goodman, Rev. Kim Priddy
10:40	Church Growth and Transformation Committee	Rev. Lee Zehmer
10:50	Salem Reports EQUIP Hunger Committee Presbyterian Youth Connection (PYC) Peace and Justice Task Force pg. 38	Educator Donna Chase Rev. Leigh Wisner Rev. Taylor Barner Rev. Wes Pitts, Rev. Jess Rigel
11:15	Committee on Preparation for Ministry pg. 39 Advancing to Candidacy: Taylor Austin, Steve Marks	Rev. John Senior

11:35	Commission on Ministry	Rev. Amanda Anderson, Rev. John Johnson
	Task Force on Examinations	pg. 42
	Welcome Liturgy	pg. 50
	Quarterly Report	pg. 51
	CRE Commissioning	pg. 54
	Presentation of Call	
	Service of Honorable Retirement	pg. 55
	The Rev. William Hoyle, The Rev. Andre Resner	
12:15pm	New Business	Moderator Hunter
	Announcements	
	Adjournment with Benediction	

Next Presbytery Meeting:
Tuesday, February 21, 2023
All on ZOOM platform

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.

Gathering

Call to Worship

(from Psalm 32:1-2)

One: Blessed is the one whose transgressions are forgiven, whose sins are covered.

Many: We come to worship, not because we are spotless, but because we know the One who has made us spotless.

One: Blessed is the one whose sin the Lord does not count against them and in whose spirit is no deceit.

Many: With grateful hearts, we come to worship the God of grace.

Opening Prayer and Lord's Prayer

Special Music: Let It Start With Me Words and Music by Gloria and William Gaither
Debbie Coles, piano
Craig Tidline, soloist
Myra Dobbins, Ricky Holbrook, MaulDean Williams, Arlie Bynum,
Natalie Dobbins-Denny, Lisa Rodriguez, Micheline Coles
Beulah Presbyterian Church, North Wilkesboro

Call to Confession

Prayer of Confession

Gracious God, we often focus on what seems like our own agenda, and end up missing what you have planned. Forgive us when we see our work as a career instead of a call. Holy Spirit, when you have called us and led us toward a place of fellowship with people unlike us, sometimes we gather around you with the usual folks, forgetting those who want in. Lord Jesus, help us to follow where you lead us, out to those you are already calling. Amen.

Assurance of Pardon

The Church as Christ's Body

Prayers of the People

The Word

Scripture: Luke 19:1-10

Sermon: Does Your Asset Map Have a Tree?

Eucharist

Invitation

Prayer of Thanksgiving

The Words of Institution

Prayer

Sending

Hymn: Blessed Assurance

Benediction

Two weeks ago, on November 1, I began my third and final year with you as your Transitional General Presbyter. And today marks the next step – a very important step - on your journey toward installed leadership!

In my most recent report to the Presbytery's September 2022 meeting, I shared that future staffing conversations had been, and would be, happening with Budget and Finance, Personnel, and Executive Council. Long, in depth, discerning conversations have indeed taken place. And today, marks the next step – a very important step - on your journey toward installed leadership as that plan is before you – the body of Salem Presbytery – for conversation and vote!

The next step is electing the people who will search for your new General Presbyter. Do you have a desire to serve? Is God speaking to your heart? If so, let me know and I will pass your name on to Executive Council. In accordance with our Presbytery Manual, Executive Council will present, for nomination at our February 21, 2023 meeting, the names of seven members to constitute this Special Committee on Representation. Once elected, they can hit the ground running.

In the meantime, let me highlight the important work of our five Engagement Pastors. At the risk of restating what may be obvious to some, the Engagement Pastors – Evan Harrison, Frank Dew, Leigh Wisner, James Harley, and Rainey Ratchford – have been working tirelessly. Originally envisioned to connect churches, it became clear early in their tenure that the work of the Engagement Pastors would be first to connect the church leaders. I hope you have taken advantage of the opportunities for meals, happy hours, picnics, or learning opportunities, or even a one-to-one conversation with your Engagement Pastor. They have each in their own way been a valuable link in the presbytery communication network as Salem seeks to move into the future in a more connected way. If you haven't yet connected, please make this a priority in 2023.

Have you taken advantage of our presbytery's subscription with MissionInsite to determine the opportunities you might have for mission and ministry right around your church? If you haven't, I have good news. The Church Growth and Transformation Committee has voted to renew our subscription with MissionInsite for 2023 – the gift that keeps on giving!

Finally, I want to express my heartfelt appreciation for all your prayers, texts, emails, and expressions of concern when Hurricane Ian decided to stop by for an uninvited visit. It was a terrifying experience, but one from which we emerged virtually unscathed. We lost a few roof tiles and had a few torn lanai screens. Our houses are built like bunkers. We never lost power. We did lose cable and internet for a few days. Our minor inconveniences paled in comparison to the total devastation experienced by our brothers and sisters not much further south within the bounds of Peace River Presbytery (where my husband holds his membership). While Presbyterian Disaster Assistance puts plans in place to welcome workers, we have partnered with Inspiritus, the ELCA's version of PDA.

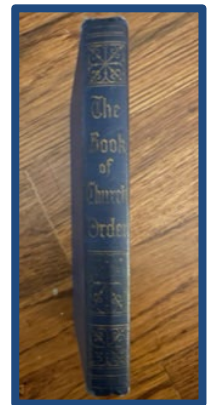
May God richly bless your holidays of Thanksgiving and Christmas and – stay safe!

The Rev. Dr. Barbara A. Smith
Transitional General Presbyter

Greetings of Gratitude Salem Presbytery!

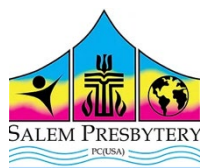
My first memory of church came from walking as a five-year-old with my grandfather to church. He let me ring the church bell, took me to Sunday School, and then fed me Reeds Cinnamon Candies to get me through the interminably long service that stood between me and Sunday supper. The church men (including the other Presbyterian church across the river) came over to play bridge and smoke (mostly pipes and cigars). The Circle luncheons (Presbyterian Women from across the county) were long afternoon affairs that required matching tablecloths for all the card tables and the latest jello recipes. So began a faith life that, at that young age, could only be defined by an ethos of love. Decades later, when we were relocating my grandparents to a nursing home, I was grateful to inherit their collection of “church books”, which I remembered being mostly hymnals and songbooks.

Imagine my surprise when, just three years ago, as we were packing boxes to move from Virginia to North Carolina, I discovered this little gem: my grandfather’s 1952 Book of Order (BOO) from one of the many times he served as a Ruling Elder. The entire book is ~250 pages printed and bound in a 3”x5” book the size of my cell phone. The Presbyterian historians among us will recognize that this BOO belonged to the Presbyterian Church in the United States (two mergers away from today’s PCUSA). Major similarities with today’s BOO are there, however in 1952, as a woman I would not have been allowed ordination, all pastors were automatically retired at the age of 70, and that the “posture of people in public [worship] be as far as possible uniform.”¹



So, we are always reforming – in ways that seem inconsequential and others that are transformational in every sense. As we work through how best to serve as God’s children, the hallmark of our tradition is that we do it together. The Scripturally based polity in all those iterations of the Book of Order is what continues to hold us together denominationally. But our connectivity lives and breathes in our relationships to each other as we live out communal worship. Salem Presbytery is made up of a variety of urban and rural, small and large churches. Over half of our denomination was not born into a Presbyterian cradle. It is the relationship of all of our churches that define the place where grace and gratitude and love lead us forward.

Many of our non-installed churches, however, are not present with us on the journey: 85% did not attend the July Presbytery meeting; 92% did not attend September’s meeting. At the September Presbytery meeting I told you that by November’s meeting, the new Task Force for the Changing Church, will be walking alongside at least 10 churches as they proactively begin revisioning their ministries based on their Church Empowerment Assessments (CEA) and especially God’s call. Just five churches have completed the CEA, with one church requesting shepherding team support. Follow up conversations with churches have revealed that while some churches don’t want



¹ The Book of Church Order (1052), p. 175

Presbytery's help, some churches are not capable of receiving our help (they do not have the energy level), but most distressing is that some churches are *afraid* of our help (Presbytery "is coming to shut us down", "take our property", "just wants our money").

We don't socially gather in the same way churches did 50 years ago. Our polity has changed significantly. We must, however, rediscover that ethos of love between our churches. These are challenging places where we are called to bear witness and no church should walk alone. Hope for the future calls us to the place where we live out being the hands and feet of Christ through our relational connectedness. This really is the only thing Jesus commanded us to do (love God and each other ~Matt. 22:37-39). May every day bring the knowledge that we, as beloved, belong together on this journey.



In Christ's love, jodi

A generous heart is always open, always ready to receive our going and coming. In the midst of such love we need never fear abandonment. This is the most precious gift true love offers – the experience of knowing we always belong. ~bell hooks

FOR INFORMATION:

Meetings of Presbytery - 2023

The Executive Council has ordered 2023 Presbytery meetings according to this schedule:

February 21, 2023 (Tuesday) - all on ZOOM
May 16, 2023 (Tuesday) - in person
September 9, 2023 (Saturday) - in person
November 14, 2023 (Tuesday) - format TBD

Annual Statistical Reporting and Salem documents

Clerks of Session and pastoral leaders have received an email from me regarding the annual statistical reporting process and the Salem documents that are needed from each of our chartered congregations. Please let me know if you have questions.

Sabbatical Leave

I am grateful to the Personnel Committee and the Executive Council for affording me a six-week sabbatical leave that will begin tomorrow and conclude on December 31, 2022. Barbara Smith, with assistance from Christine Ratledge, will cover my responsibilities during this brief period.

Synod Assembly

Please see the highlights and summary of the 250th Assembly of the Synod of the Mid-Atlantic, published in this packet.

Proposed amendments to the Book of Order

The Office of the General Assembly has released the booklet outlining numerous proposed constitutional amendments that came from the work of the 225th General Assembly this past summer. I will develop a plan to address these proposed amendments and forward this plan to the Executive Council. (I'll be looking toward splitting this matter for action at the next two meetings of Presbytery.) This deserves your careful review prior to the February 2023 meeting of Presbytery.

Proposed Amendments Booklet (English) is here:

https://www.pcusa.org/site_media/media/uploads/oga/pdf/ga225_book_amendments_2022_final.pdf

Proposed Amendments Booklet (Spanish) is here:

https://www.pcusa.org/site_media/media/uploads/oga/pdf/ga225_book_amendments_2022_final_es.pdf

Proposed Amendments Booklet (Korean) is here:

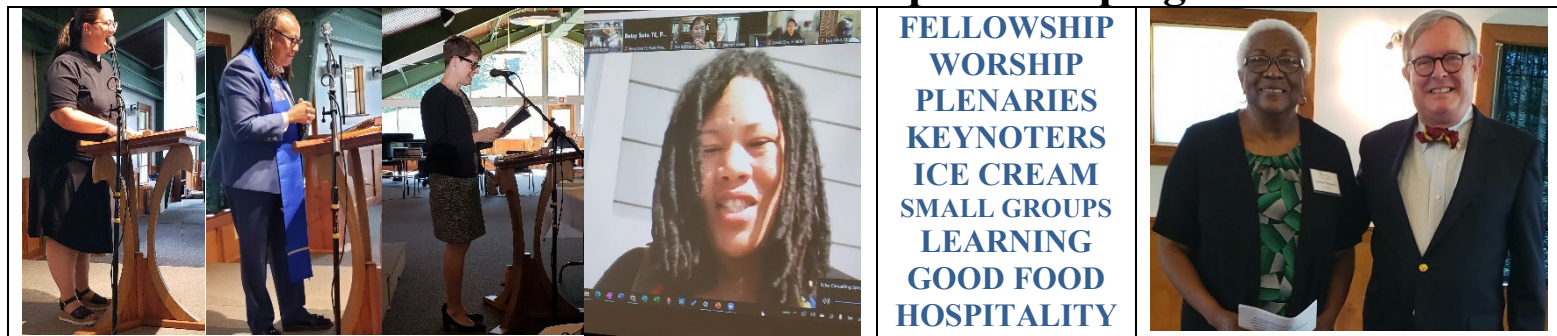
https://www.pcusa.org/site_media/media/uploads/oga/pdf/ga225_book_amendments_2022_final_ko.pdf

David Vaughan
Stated Clerk



250TH ASSEMBLY

Matthew 25 – The Poor Peoples Campaign



The Synod Assembly met at Massanetta Springs Camp and Conference Center for its first hybrid Synod Meeting. Six commissioners, presbytery leaders and observers connected by zoom and 35 persons attended in person. The Assembly's work was designed around the Poor People's Campaign which was reflected in worship, plenaries, small groups, and fellowship. Intentional time was provided for fellowship as well as for individuals who need to retreat unto themselves.

Featured presenters included the following and their video presentation will be posted on the www.synatlantic.org

- **The Reverend Dr. Liz Theoharis** is Co-Chair of the Poor People's Campaign: A National Call for Moral Revival with the Rev. Dr. William J. Barber II. She is the Director of the Kairos Center for Religions, Rights, and Social Justice at Union Theological Seminary. She is an ordained minister in the Presbyterian Church (USA) and teaches at Union Theological Seminary in New York City. Dr. Theoharis received her BA in Urban Studies from the University of Pennsylvania; her M.Div. from Union Theological Seminary in 2004 where she was the first William Sloane Coffin Scholar; and her PhD from Union in New Testament and Christian Origins.
- **The Reverend Dr. Teri McDowell Ott** is the editor and publisher of the *Presbyterian Outlook*, a Presbyterian minister and past dean of the chapel at Monmouth College, a Presbyterian-related college in Monmouth, Illinois. She earned her undergraduate degree from Alma College in Michigan; a Master of Divinity from Louisville Presbyterian Theological Seminary; and a doctorate in ministry from McCormick Theological Seminary in Chicago. Ott nurtured her passion for writing — with her work being published in the *Outlook* and *Christian Century*; with a book "Necessary Risks: Challenges Privileged People Need to Face" published by Fortress Press; and creating a blog, "Something to Say: Honest words about religion, Scripture and life."
- **The Reverend Dr. Floretta Barbee Watkins** is a teaching elder and serves as the Lead Presbyter for Vision and Collaboration in the Presbytery of the James, a new position created in 2021 through the presbytery's strategic plan. A native of Atlanta GA, Barbee-Watkins

received a Master of Divinity with an emphasis in homiletics and Christian education from JCSTS and Doctorate in Education in Organization Leadership from Northcentral University. Throughout her ministry, she has served the Church with heart and soul in a variety of ways.

- **The Reverend Shavon Starling Louis** - With a tally of 203-151 Commissioners to the 225th General Assembly elected the Rev. Shavon Starling-Louis and the Rev. Ruth Santana-Grace as Co-Moderators. Together they will serve a two-year term and are the fourth straight team of Co-Moderators elected by the PCUSA. Moderator Shavon is a member of Charlotte Presbytery where she is the esteem Pastor of Memorial Presbyterian Church.

INFORMATIONAL ITEMS: Sunday evening provided a time of remembrance TE Tom Holden (HR) a resident of Sunny Side Retirement Center provided Vesper honoring 9/11. The songs, litany and prayers set the stage for Monday and Tuesday. Moderator Stephen Scott guided the Assembly effortlessly from the convening prayer until relinquishing the gavel. Monday morning provided a time for zoom orientation. Designated Committees along with presbytery leaders met to discuss business relevant to their needs. The Hybrid Assembly was produced by Donna and Patrick Lanaghan staff and members of Shenandoah Presbytery, assisted by Synod Administrator Tami Scott.

ACTION ITEMS:

- ✚ The Assembly received the Monacan Nation leader, Chief Kenneth Branham, who brought greetings and shared the journey of the Monacan Peoples. The Assembly was emotionally moved by his personal journey and testimony. Moderator Scott presented Chief Branham with an eight by twelve framed picture of the six Native American Tribes in Virginia who received federal recognition from the United States.
- ✚ The Assembly received with a standing ovation Co-Moderator Shavon Starling-Louis who attended remotely. She brought greetings and provided a brief overview on the State of the Presbyterian Church (USA).
- ✚ The Assembly participated in the Celebration of Worship through singing, praying, sharing the Lord's Supper, and hearing the preached word. The TE Floretta Barbee-Watkins evoked a prophetic word from Numbers 21:4-9 entitled, "Fix Your Focus."
- ✚ The Assembly enrolled Corresponding Members composed of presbytery leaders and committee chairs. It acknowledged visitors/observers and gave presenters the privilege of the floor.
- ✚ The in- person attendance exceeded the quorum which enabled the Assembly to reinstate the Synod Standing Rules and to affirm all actions of previous zoom assemblies. The Standing Rules now include provisions for electronic meetings.
- ✚ The Synod Executive/Stated Clerk report was received as information and included the following:
 - a. Acknowledgement of denominational service as chair of the PMAB Board, member of Board of Pensions and Presbyterian Foundation
 - b. \$5,000 Disaster Relief Grant was made to Abingdon Presbytery to assist with recovery efforts from July flash flooding.
 - c. Synod continues to work with attorneys on 8-lawsuits in which synod is named as one of the defendants.
 - d. Urging presbyteries to make use of Synod Matthew 25 Grants of \$6,900 and acknowledging that the 1000th Matthew 25 church was Highland PC, Salem Presby.

- e. Baltimore and Abingdon Presbyteries are non-compliant in the failure to provide the synod with two commissioners.
 - f. Presbyteries leadership is in place. We celebrate the retirement of Fred Holbrook and the arrival of Floretta Barbee-Watkins in James Presbytery
 - g. The Synod Exec/SC will take a 3-month sabbatical September 15-December 15, 2022
 - h. Synod Minute Review from 2020 and 2021 was approved by General Assembly without any exceptions.
 - i. The Synod in 2023 will focus on visioning its future. More to come!
- ✚ The Assembly approved the Omnibus Motion which included:
- The 249th Synod Stated Meeting Minutes
 - Kate B. Reynolds Fund Report - Approved *authorization on June 10, 2022, to distribute \$665,765.06*. This figure represents one-half of four percent of a three-year rolling average of the Kate Bitting Reynolds Fund market value, minus administrative fees of the Synod and Presbyteries. The distribution should be made in equal shares of \$1,463.22 to the certified ministers and that Wells Fargo Bank further be instructed to distribute to the ministers the odd cents guaranteeing that the entire \$665,765.06 is disbursed.
 - Jubilee Committee Fund Report- Approved that the Synod remove the \$2,500 maximum amount award of the Jubilee Fund Grant
 - The Committee on Representation Report

GRANTS COMMITTEE APPROVAL:

- ✓ **Small Church Grants:** Matthew Murkland PC (CHA) was approved \$5,000 to replace the church sanctuary's A/C unit; Hillsville PC (ABI) was approved \$5,000 to assistance to in purchasing Food for the Church Food Pantry; Bethany PC (CHA) was approved \$4,000 to assistance funding its After School Program; and Grant PC (BAL) was approved \$5,000 to replace the fellowship hall A/C unit.
- ✓ **Peacemaking Grants:** "Men in the Mirror" (WNC), a training program for Police Chaplains was approved \$5,000.00 and "Every Table Ministry" (JAM), a leadership and training program to train Chaplains was approved \$20,000.00.
- ✓ **Visionary Grant:** Faith PC (NHO) was approved \$5,000 to implement a Hybrid Evangelism Ministry Model.

FINANCE COMMITTEE APPROVAL:

- The 2021 Financial Review received as information.
- The 2023 COLA for synod staff was set at 3.5 percent
- The 2023 Mission and Operating Budget was approved.
- Synod of the Mid-Atlantic Per capita for 2023 remains at \$1.15.
- The optional standard mileage reimbursement rate is .625 percent for July – December 2022

ADMINISTRATION COMMITTEE APPROVAL:

- ❖ TE Stephen Scott was hired as "Part-Time Interim Synod Executive/Stated Clerk" for the period September 15 – December 15, 2022, with a remuneration during the Synod Executive's sabbatical.

- ❖ Supported the COLA for Synod staff for 2023, in accordance with the recommendation of the Finance Committee.
- ❖ The new Sexual Misconduct Policy (attached), replacing the policy from 1994.
- ❖ Revisions to the Synod's Personnel Policies.
- ❖ Revision to the Procedural Guide was approved
- ❖ The Synod Presbytery Review for 2021 Minutes was approved
- ❖ Instruct the Synod Clerk to notify those presbyteries with exceptions to request their adherence by the next review.
- ❖ Synod Assembly dates for 2023 are: March 10-11, 2023, and September 10-12, 2023, and the Clerk will communicate to presbyteries these dates.

EMERGING IDEAS COMMITTEE:

- \$6,500 was awarded to the Next Generation of African American Leadership Initiative during their meeting August 31, 2022
- \$8,000 was awarded to The Wild Church Network during its meeting September 12, 2022

NOMINATION COMMITTEE APPROVAL:

- TE Addie Peterson (EVA) was elected **Synod Moderator** and TE Eunil David Cho (AKAP) was elected **Synod Vice Moderator**.
- TE Rachel Hebert (EVA) was elected to the class of 2025 on the **Committee on Representation**.
- TE Jose Lopez (BAL) was elected to the class of 2025 on the **Jubilee Fund Committee**.
- RE John Barker (ABI) class of 2023 and TE Leigh Gillis (EVA) class of 2023 were elected to the **Nominating Committee**.
- TE Elnoria Harris (EVA) class of 2027 was elected to the **Permanent Judicial Commission**.
- Abingdon, National Capital, Peaks and Western North Carolina continue to have vacancies to be filled on synod committees.

EXECUTIVE COMMITTEE APPROVAL:

- Doug Sensabaugh as co-chair of the Synod Nominating Committee.
- The 249th Synod of the Mid-Atlantic Minutes.
- Approved the allocation of \$30,000 to Emerging Ideas for envisioning.
- Requiring that masks be worn by all attending the 250th Synod Assembly face-to-face.
- Allowing the Synod Assembly Planning Team to plan the 250th Synod Assembly.
- Recommend that 2023 per capita remain at \$1.15 for presbyteries.
- Increasing the mileage reimbursement rate from .585 to .625 for July-Dec 2022.
- Request from Synod Presbyterian Women to celebrate Communion during their annual Zoom gathering (July 2022).

CLOSING WORSHIP:

Moderator Scott presided during the closing devotion and Installation Services. He was assisted by TE Tracy Keenan (NEW) and RE Amanda Pines (EVA) and installed TE Addie Peterson (EVA) and Eunil David Cho (AKAP) Moderator and Vice Moderator respectively. Presentations were made to commissioners completing their time of service. Moderator Addie Peterson gaveled the meeting adjourned at 12:20 p.m. Meetings for 2023 will be held March 10/11 (Friday/Saturday); September 10,11,12 (Sun-Tues). Commissioners who attended the Assembly via zoom, your Synod Swag will be in the mail shortly.

The Rev. Jennie Hemrick, Moderator

The Executive Council (EC) met on September 15 and October 20.

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

For Information – The Executive Council:

Acting on behalf of Presbytery:

- Appointed an Administrative Commission of the Presbytery to assist the Session and Congregation of Covenant Presbyterian Church of Winston-Salem to close, effective January 31. The following individuals will serve on this AC: Ruling Elder David Boger (Sedgefield, serving as Moderator), Ruling Elder Laura Gaylor (Covenant), Teaching Elder Jodi Ligan (Presbytery staff), Ruling Elder Betty Rissmiller (Faith), and Teaching Elder Jeff Sockwell (Shallowford). The Stated Clerk, Transitional Executive Presbyter, Teaching Elder Alfredo Miranda (HR) and Administrative Assistant Christine Ratledge will serve as resources as needed.

Business of the Executive Council:

- Approved the docket for the November 2022 meeting of Presbytery;
- Received regular, detailed financial reports from the Budget and Finance Committee;
- At the recommendation of the Budget and Finance Committee, affirmed the Salem per capita rate at \$41/member;
- At the recommendation of the Budget and Finance Committee, affirmed the plan to open an Allegacy Business High Tier Money Market account;
- At the recommendation of the Personnel Committee (in collaboration with representatives of Budget and Finance), affirmed a Staffing Plan for Salem effective 11/1/2023 and approved the descriptions of the positions of General Presbyter, Designated Presbyter, and Stated Clerk; Personnel Moderator Ernie Thompson will present this matter at this meeting of Presbytery;
- Received the results of the 2021 financial audit, which resulted in an unqualified opinion of the 2021 financial statements (the audit report will be on Salem's website in due course);
- Approved the proposed 2023 budget for Salem Presbytery;
- Approved the addition of Christine Ratledge as a signator on Salem accounts, replacing the Rev. Bill Hoyle who is retiring;

For Action –

1. The Executive Council asks the Moderator to recognize Deacon Rhonda Tatum and the Rev. Ernie Thompson to speak before the Presbytery on behalf of the Budget and Finance Committee and the Personnel Committee.
2. The Executive Council asks the Moderator to recognize the Rev. Kyle Goodman and the Rev. Kim Priddy to speak to the Presbytery on behalf of the Stewardship Committee.

Presbytery Personnel Staffing Recommendations

The Presbytery Personnel Committee met on 9-13-22 to discuss the staffing scenarios proposed by the Budget and Finance Committee. Ronda Tatum, chair of the B&F committee joined us for the conversation.

The Personnel Committee recommends a variation on scenario 1:

- Plan to hire a General Presbyter at the end of the Designated General Presbyter's term on 10-31-2023.
- Keep the Stated Clerk's position at 10 hours/week as part of our long range staffing plan.
- Extend the Designated Presbyter for Transformational Ministry position with an additional two-year period beginning 11-1-2023 through 10-31-2025. A permanent position may be created if funding allows to support needs of churches.
- After funding the two-year extension of the Designated Presbyter for Transformational Ministry position, use any additional money generated by the closing of churches to create a permanent funding source to support Presbytery staffing needs using an endowment and/or a property development projects.

The Personnel Committee also discussed staff raises and bonuses. The committee recommends:

- Include a 4% increase in the 2023 staffing budget for cost-of-living adjustments and raises for the staff.
- Use a portion of any 2022 budget surplus to give bonuses of up to 4% to current staff.

SALEM PRESBYTERY POSITION DESCRIPTION

TITLE: GENERAL PRESBYTER

Overview: Serves as the head of staff for Salem Presbytery, while focusing on the administrative functions of Salem Presbytery to support the ongoing work of pastors and presbytery members, and overseeing the presbytery's resources and standing committees.

Reports to: The General Presbyter and is accountable to the Executive Council through the Personnel Committee of Salem Presbytery.

Supervises: The Designated Presbyter for Transformational Ministry, Engagement Pastors, Communications Director, Financial Administrator, and Administrative Assistant.

Responsibilities:

- Directs the work of Salem Presbytery, serving alongside the Designated Presbyter for Transformational Ministry and other presbytery staff members as a witness to the Lordship of Jesus Christ.
- Represents the Presbytery to all Boards of the P.C.(U.S.A.)
- Works in conjunction with the Designated Presbyter for Transformational Ministry and Engagement Pastors to provide pastoral care to members of presbytery.
- Coordinates the work of all committees and commissions of the presbytery, except for the Permanent Judicial Commission.
- Maintains oversight of the Salem Presbytery budget striving to ensure short and long-term financial stability.
- Assist teaching elders, educators, and ruling elders to function effectively in their leadership roles by having a keen awareness of denominational leadership.
- Connect pastors and educators to faith formation/denominational training opportunities (NEXT, Credo, etc.).
- Provide tools and resources for healthy pastors and congregations.
- Coordinate internal and external resources (coaching, consultants, facilitators) to assist leaders/congregations.
- Supports and promotes Racial Ethnic Ministries in coordination with the Designated Presbyter for Transformational Ministry.
- Effectively handles diversity in racial, cultural, and theological matters while seeking to maintain the peace, unity, and purity of the Body of Christ.

- Provides a listening ear and sound wisdom to any person or constituency for advice and encouragement, or when conflicts arise within particular congregations of within the Presbytery.
- Be visible among the churches/pastors by worshipping at different locations with installed leadership (Designated Presbyter for Transformational Ministry responsible for non-installed leadership).
- Communicates mission and ministry to churches in Salem Presbytery.

Qualifications:

- Ordination as a P.C.(U.S.A.) Minister of the Word and Sacrament or Ruling Elder with demonstrated skills in administration, communication, organization, leadership, coaching, and conflict management.
- Has an understanding of the adaptive challenges facing the P.C.(U.S.A.), and can identify opportunities for adaptive change.
- Is resourceful, creative, and innovative within the bounds of Presbyterian polity.
- Is proactive, can foresee opportunities and put the resources in place to go after them.
- Excellent written and verbal communication skills.
- Demonstrates attention to detail.
- Demonstrates skills in cross-cultural ministry.
- It is preferred that the General Presbyter live within the bounds of Salem Presbytery.
- Shall maintain membership in Salem Presbytery.

Personal Characteristics:

- Is attentive to the presence of the Holy Spirit in themselves and in others and believes that God is up to something good in our churches and communities.
- Is able to understand and respect the theological diversity and faith and ministry expressions present in Salem Presbytery.
- Is accountable and holds others accountable with pastoral sensitivity.
- Functions effectively and constructively through uncertainty and conflict.
- Meets challenges with resourcefulness.
- Loves and encourages innovation.

SALEM PRESBYTERY POSITION DESCRIPTION

TITLE: DESIGNATED PRESBYTER FOR TRANSFORMATIONAL MINISTRY

Overview: Connects with and promotes “out of the box” thinking in small churches without installed leadership, or where there is no plan for installed leadership; identifies opportunities for new and expanded ministries; and connects and mobilizes congregations to work together.

Purpose: To help grow healthy and vibrant congregations and ministries in Salem Presbytery. The Designated Presbyter for Transformational Ministry will partner with congregations with no installed leadership to discern God’s will for their present and future, to identify strengths and opportunities for transformation and growth, and to help equip congregations and ministries in the faithful fulfillment of Christ’s call to be missionaries of love and justice in the world.

Reports to: The General Presbyter and is accountable to the Executive Council through the Personnel Committee of Salem Presbytery.

Term: through October 31, 2025.

Responsibilities:

Working with the COM Task Force on Ministry for the Changing Church in churches where there is no installed leadership or plan for installed leadership -

- promoting adaptive change, church revitalization, and – when necessary – helping a congregation identify their legacy;
- identify opportunities for new and expanded ministries through discernment and data (i.e. MissionInsite);
- works with congregations to devise plans for health (i.e. 7 Marks of Congregational Vitality – PCUSA Vital Congregations Initiative);
- supports small congregations in the execution of their growth and vision through active consultation and engagement, which includes pointing congregations to external resources (i.e. coaches) as needed;
- works with Engagement Pastors to identify specific areas of need;
- works with the Communication Director to assist congregations in taking advantage of technologies for enhanced communication and ministry;
- be available for *short-term* preaching and moderating Sessions of churches without leadership.

Qualifications:

- Has a clear understanding of the adaptive challenges facing the PCUSA and of the culture and polity which shape those challenges.
- Able to help congregations retool in light of these new challenges and opportunities.
- Can think theologically about ministry from a Reformed perspective and can articulate that perspective within the current context of the church in creative and innovative ways to help inspire transformation. (i.e. storytelling).
- Can help congregations assess current life cycle and map and measure opportunities for adaptive change and growth.
- Can connect congregations with common interests and offer guidance and resources for new and existing mission and ministry opportunities.
- Can facilitate large and small groups, develop healthy interpersonal relationships and promote organizational development with an emphasis on helping congregations transform and grow.
- Is a good listener, speaker and writer.
- Is a collaborative team player and team builder.
- Is able to coach and mentor healthy leadership in others.
- Is able to think outside the box and conveys an innovative spirit.
- It is preferred that the Designated Presbyterian live within the bounds of Salem Presbytery.
- Shall maintain membership in Salem Presbytery.

Personal Characteristics:

- Is attentive to the presence of the Holy Spirit in themselves and in others and believes that God is up to something good in our churches and communities.
- Is able to understand and respect the theological diversity and faith and ministry expressions present in Salem Presbytery.
- Is accountable and holds others accountable with pastoral sensitivity.
- Functions effectively and constructively through uncertainty and conflict.

Education:

- A Masters in Divinity degree with experience in congregational/organizational leadership is preferred.

Certifications:

- Ordination as P.C. (U.S.A.) Teaching Elder/ Minister of the Word and Sacrament is preferred.

SALEM PRESBYTERY POSITION DESCRIPTION

TITLE: STATED CLERK

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

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

Responsibilities:

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

- Refer to Committee on Ministry ministers and sessions with consecutive absences from meetings of Salem Presbytery.
Receive from, process, and return to OGA the Annual Statistical Reports.
- Act as consultant to the Commission on Ministry (COM) and staff regarding COM matters and constitutional procedures.
- Collaborate with the Communications Director in preparation and distribution of presbytery docket and accompanying documents.
- Conduct or provide for orientation for new commissioners to presbytery meetings.
- Supervise, in collaboration with the Administrative Assistant, registration and check in for presbytery meetings.
- Coordinates the work of the Permanent Judicial Commission.

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

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

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

Qualifications:

- Excellent written and verbal communication skills.
- Demonstrates attention to detail.
- Demonstrates skills in cross-cultural ministry.

Personal Characteristics:

- Is attentive to the presence of the Holy Spirit in themselves and in others and believes that God is up to something good in our churches and communities.
- Is able to understand and respect the theological diversity and faith and ministry expressions present in Salem Presbytery.
- Is accountable and holds others accountable with sensitivity.

- Functions effectively and constructively through uncertainty and conflict.

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

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

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

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

Salem Presbytery
Statement of Financial Position
as of September 30, 2022

		Assets			
1		Cash - General Fund		200,426	
2		Cash - Savings		57,852	
3		Cash - Hunger Fund		74,103	
4		Cash - Allegacy Money Market		249,049	
5				581,430	
6					
7		Pledges Receivable from previous year end		5,822	
8		Investments (\$359,649 available in Gen Fund)		1,901,567	
9		Note Receivable - Current		1,577	
10		Sales Tax Receivable		134	
11		Other Receivables		10,237	
12		Current Assets			2,500,767
13					
14		Land, Building, Equipment		499,926	
15		Less Accumulated Depreciation		(167,582)	
16		Land, Building, Equipment Net		332,345	
17		Notes Receivable - Long-term		3,459	
18		Non-current Assets			335,803
19					
20		Total Assets			2,836,570
21					
22					
23		Liabilities and Net Assets			
24		Liabilities:			
25		Accounts Payable		16,802	
26		Other Liabilities		35	
28		Current Liabilities			16,837
29					
30		Net Assets:			
31		Unrestricted		2,380,573	
32		Temporarily Restricted		633,898	
33		Permanently Restricted		141,875	
34		Net Income		(336,612)	
35					2,819,734
36					
37		Total Liabilities and Net Assets			2,836,570

Salem Presbytery
Notes to Financial Statements
September 30, 2022

Statement of Financial Position

		Merrill				
		<u>Lynch</u>	<u>New Cov</u>	<u>Pres Fdn</u>	<u>PILP</u>	<u>Total</u>
1.	Investments: at Last statement	1,543,649	155,987	229,535	73,779	2,002,950
	Income	8,566	0	0	81	8,647
	Fees	(1,291)				(1,291)
	Gain/Loss on disposition	(6,804)				(6,804)
	Additions/(Withdrawals)	10,000				10,000
		1,554,120	155,987	229,535	73,860	2,013,502
	Unrealized Gain (Loss)	(111,935)	0			(111,935)
	Current Balance	1,442,185	155,987	229,535	73,860	1,901,567
Asset Allocation:						
	Fixed Income	69%				
	Equities	28%	100%	99%		
	Cash/Money Accounts	3%		1%	100%	

- | | | <u>Current</u> | <u>Long-Term</u> | <u>Total</u> |
|----|---|----------------|------------------|--------------|
| 2. | <u>Note Receivable</u> balance includes: Grace Presbyterian | 1,577 | 3,459 | 5,036 |
3. Other Receivables: Compensation and Board of Pensions premium paid for Rev. Griff Gatewood to be reimbursed by Mt. Airy.
4. Other Liabilities - Fidelity and BoP premiums for supplemental benefits withheld from employees' pay.

[illegible]

	Salem Presbytery							
	Statement of Activities							
	Through September 30, 2022							
	Non-Budget							
	Pass-Throughs							
		REVENUE						
32			PCUSA	116,460				
33			Local Validated Causes	17,606				
38				134,066				
34		EXPENDITURES						
35			PCUSA	116,460				
37			Local Validated Causes	17,606				
39				134,066				
40		Revenue in Excess of Expenditures		0				
41								
42		Presbytery Funds						
43		REVENUE						
44			Campus Ministry	150				
45			Catawba Camping Scholarships from Synod	969				
46			Church Growth	75,600				
47			Decentralized Office Costs	5,431				
48			EC Approved Strategic Initiatives	131,800				
49			Hispanic Ministry	34,071				
50			Hunger	75,577				
51			New Covenantat Funds	(30,004)				
52			Office Building Proceeds	(85,744)				
53			Peace & Justice	8,329				
54			Presbyterian Foundation	(36,101)				
55			Seminary Education Scholarship	311				
56			Roxanna Atwood Fund	(4,444)				
57				175,945				
58		EXPENDITURES						
59			Black Caucus	550				
60			Church Growth	7,836				
61			Decentralized Office Costs	4,353				
62			Hispanic	76,240				
63			Hunger	102,400				
64			Mission Challenge	3,600				
65			Peace & Justice	1,280				
66			Roxanna Atwood Fund	648				
67			Seminary Education Scholarship	2,950				
68				199,857				
69		Presbytery Funds Expenditures in Excess of Revenue		(23,912)				
70		Total Expenditures in Excess of Revenue		(336,612)				

[illegible]

	Salem Presbytery								27
	Report of Fund Balances								
	Activity Year to Date through September 30, 2022								
			<u>Beginning Balance</u>	<u>Income</u>	<u>Change in Mrkt value</u>	<u>Expense</u>	<u>Transfers</u>	<u>Ending Balance</u>	
1		General Fund	1,387,229.62	514,704.36	(166,363.17)	456,590.70	(204,450.00)	1,074,530.11	
2		Presbytery Designated							
3		Campus Ministry	107,182.57	150.00				107,332.57	
4		Office Building Proceeds	554,039.37		(85,743.59)			468,295.78	
5		Decentralized Office Costs	8,991.65	7,436.49	(2,005.65)	4,353.01		10,069.48	
6		Strategic Initiatives by EC	-	-			131,800.00	131,800.00	
7		Church Growth Funds:							
8		Whispering Pines	50,438.74					50,438.74	
9		Church Growth	116,173.09			7,836.00	75,600.00	183,937.09	
10		General Loan	150,000.00					150,000.00	
11		Missions	967.52					967.52	
12		Youth Triennium	5,000.00					5,000.00	
13			2,380,022.56	522,290.85	(254,112.41)	468,779.71	2,950.00	2,182,371.29	
14		Temporarily Restricted							
15		Professionals & Pastors	4,432.50					4,432.50	
16		African American Leadership Dev	7,000.00					7,000.00	
17		Black Caucus	2,129.74			550.00		1,579.74	
18		Camp/Conference Scholarship	14,407.87	968.72				15,376.59	
19		Hispanic Ministry	92,241.35	34,071.08		76,240.70		50,071.73	
20		Hunger International	90,486.38	37,788.41		55,000.00		73,274.79	
21		Hunger Domestic	16,322.50	37,788.41		47,400.00		6,710.91	
22		Peace & Justice	26,070.56	8,329.08		1,280.25		33,119.39	
23		Seminary Education	21,321.99	310.50			(2,950.00)	18,682.49	
24	NC	Virgil Ashbaugh	14,571.28	55.51	(2,490.05)			12,136.74	
25	NC	Cora Harrison	4,551.25	17.67	(793.80)			3,775.12	
26	NC	Maryland Hickerson	1,883.44	9.14	(409.82)			1,482.76	
27	NC	Stone Estates	151,122.10	601.77	(26,994.20)			124,729.67	
28	PF	Campus Co-Op Ministries	20,735.00	256.02	(2,586.58)			18,404.44	
29	PF	Latta Scholarship	11,596.48	474.37	(4,793.08)			7,277.77	
30	PF	DP Foust (Church Growth)	95,238.03	458.44	(12,104.65)			83,591.82	
31	PF	Ruby Robertson	-	159.28	(1,609.57)			(1,450.29)	
32	PF	Mission Challenge	56,155.63	1,796.37	(18,151.15)	3,600.00		36,200.85	
33		Roxanna Atwood	3,631.64	411.48	(4,855.35)	648.14		(1,460.37)	
34			633,897.74	123,496.25	(74,788.25)	184,719.09	(2,950.00)	494,936.65	
35									
36		Permanently Restricted							
37	NC	Virgil Ashbaugh	520.00					520.00	
38	NC	Cora Harrison	260.00					260.00	
39	NC	Maryland Hickerson	600.49					600.49	
40	NC	Stone Estates	12,482.34					12,482.34	
41	PF	Latta Scholarship	21,727.65					21,727.65	
42	PF	Ruby Robertson	10,719.56					10,719.56	
43	PF	Mission Challenge	70,565.42					70,565.42	
44		Roxanna Atwood	25,000.00					25,000.00	
45			141,875.46	-	-	-	-	141,875.46	
46			3,155,795.76	645,787.10	(328,900.66)	653,498.80	-	2,819,183.40	

Salem Presbytery 2023 Proposed Budget

<i>See Budget Notes on Page 3</i>	2023 Proposed	2022 Amended	2022 Original	\$ Change from Amend
REVENUE				
¹ Per Capita - Presbytery	441,299	430,100	430,100	11,199
Per Capita - GA	116,108	106,400	106,400	9,708
Per Capita - Synod	22,593	23,500	23,500	(907)
² Other Receipts	20,000	10,400	10,400	9,600
Investment Income	20,000	20,000	20,000	
Interest	500	600	600	(100)
Reimbursement - El Buen	71,940	70,951	-	989
³ EC Approved Use of Designated Reserves	116,711	80,000	-	36,711
Campus Ministries Designated Fund	-	5,469	-	(5,469)
⁴ Withdrawal from Undesignated Reserves	15,849	25,000	25,000	(9,151)
TOTAL REVENUE	825,000	772,420	616,000	52,580
EXPENDITURES				
CAMPUS MINISTRY				
ASU	18,048	18,048	18,048	
NC School of the Arts	4,096	4,096	4,096	
St James at A&T	16,832	16,832	16,832	
Ukirk of Greensboro	26,752	26,752	26,752	
⁵ W-S Area Campus Ministry	9,920	15,389	9,920	(5,469)
W-S State - Grace Pres	5,280	5,280	5,280	
Campus Ministry Total	80,928	86,397	80,928	(5,469)
SEND				
GA Shared Mission	-	-	-	
⁶ Per Capita - General Assembly	116,108	106,400	106,400	9,708
⁷ Per Capita - Synod Mid-Atlantic	22,593	23,500	23,500	(907)
NC Council of Churches	1,000	1,000	1,000	
Send Total	139,701	130,900	130,900	8,801
COMMITTEES/COUNCIL				
Church Growth/Transformation	250	250	250	
Committee on Ministry	10,000	10,000	10,000	
Council	-	-	-	
⁸ Engagement Pastors	10,800	10,800	10,800	
Personnel	-	-	-	
Preparation for Ministry	9,535	9,535	9,535	
Resource Center	1,620	1,620	1,620	
Stated Clerk	2,000	2,600	2,600	(600)
Youth	4,000	4,750	4,750	(750)
Other Related Commissions	300	400	400	(100)
(Stewardship = \$0; Missions = \$200; Representation = \$100)				
Committees/Council Total	38,505	39,955	39,955	(1,450)

	2023 Proposed	2022 Amended	2022 Original	\$ Change
ADMINISTRATION				
⁹ Compensation				
Salaries	243,707	209,015	174,400	34,692
Housing	41,667	42,308	25,000	(641)
Salary - SECA	13,342	11,070	7,100	2,272
Insurance/Benefits	115,603	99,557	77,850	16,046
FICA/Medicare	8,488	8,200	8,200	288
Staff Appreciation	250	250	250	
Compensation Total	423,057	370,400	292,800	52,657
Compensation - Hispanic Ministry				
Hispanic Ministry Compensation	71,940	70,951	-	989
Compensation - Hispanic Ministry Total	71,940	70,951	-	989
Continuing Education				
General/Administrative Presbyter	2,000	2,400	2,400	(400)
Other Employees	-	500	500	(500)
Communications Director	-	500	500	(500)
Presbyter of Transformation	1,000	800	-	200
Continuing Education Total	3,000	4,200	3,400	(1,200)
Travel & Professional Expenses				
General Presbyter	7,500	9,000	9,000	(1,500)
Presbyter of Transformation	2,000	1,600	-	400
Communications Director	1,000	1,000	1,000	
Other Staff	1,000	1,500	1,500	(500)
Engagement Pastors	2,500	2,500	2,500	
Travel & Professional Expenses Total	14,000	15,600	14,000	(1,600)
Communications				
Telephone/Internet	5,600	6,000	6,000	(400)
Computer	8,500	8,800	8,800	(300)
Website	400	500	500	(100)
Communications Total	14,500	15,300	15,300	(800)
Administrative Expenses				
Dues & Subscriptions	-	100	100	(100)
Office Supplies	1,000	1,000	1,000	
Postage/Copying/Printing	5,100	5,100	5,100	
Professional Fees	13,000	13,000	13,000	
Bank & Payroll Fees	2,300	2,300	2,300	
Miscellaneous	1,369	1,217	1,217	152
Administrative Expenses Total	22,769	22,717	22,717	52
Insurance				
Insurance	16,600	16,000	16,000	600
Insurance Total	16,600	16,000	16,000	600
TOTAL EXPENSES	825,000	772,420	616,000	52,580

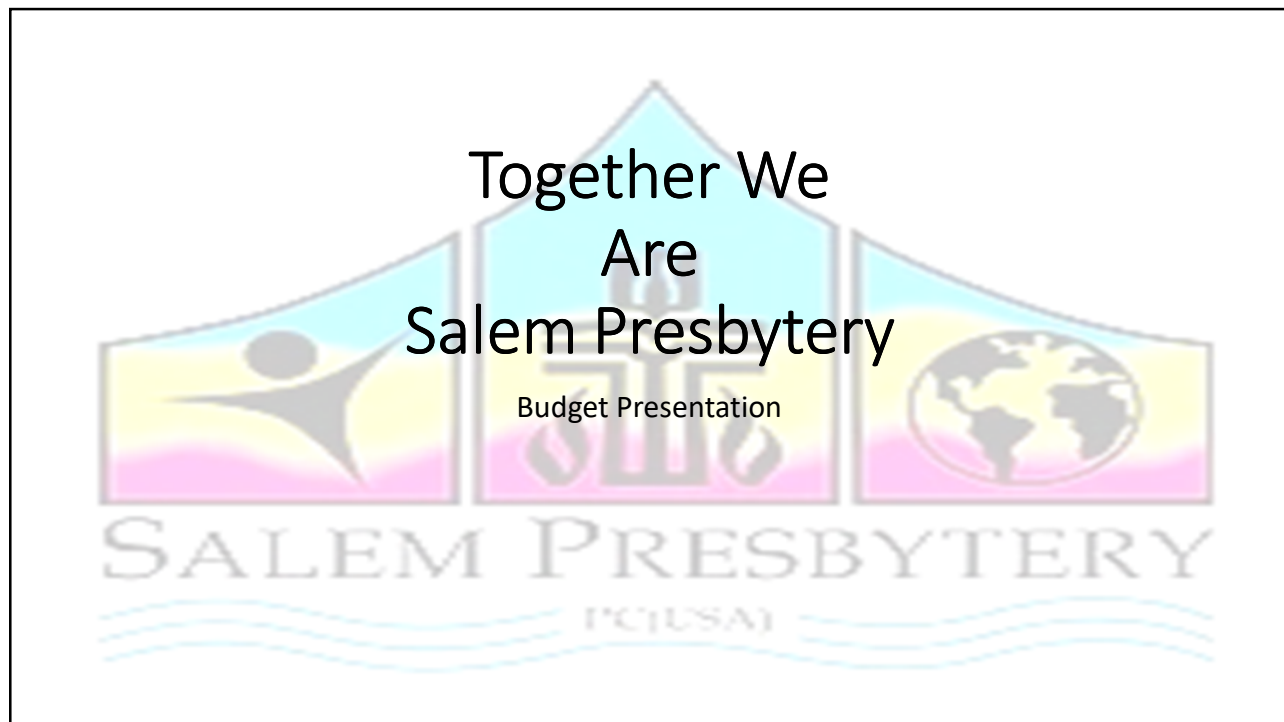
Notes to the 2023 Budget Proposal:

- 1 Per Capita - Presbytery** - we are asking our churches for an increase in per capita from \$40 to \$41. Meeting this ask provides the necessary funding for our staffing model and allows for an increase in our per capita to General Assembly.
- 2 Other Receipts** - This is not new revenue. The \$9,600 increase is related to one of the 2 programs Salem Presbytery participates in through Brotherhood Mutual (Safe Ministry Program & Ministry Partner Program). In 2022, we did not budget \$10,000 for the Safe Ministry Program because of an insurance claim by El Buen for a roof replacement but it was received. We are anticipating receipt of this \$10,000 in 2023. The Safe Ministry Program is on a historical claims basis and we do not know if Salem Presbytery will be penalized for this claim.
- 3 EC Approved Reserves** - Executive Council Approved Reserves from the Strategic Initiatives Fund to fund the Designated Presbyter position. 10 months of the funds were approved in 2022 in the initial 18-month contract for the Designated Presbyter for Transformational Ministry position. November & December 2023 will be additional funds from the Strategic Initiatives fund (\$23,342). This includes a 4% increase for the proposed salary adjustment plus associated benefits and 2% increase in Board of Pension requirements.
- 4 Withdrawal from Undesignated Reserves** - used to balance the budget. If churches increase their per capita contributions and the number of churches increase their support, our Presbytery will not have to rely on our already depleted reserve funds. It is the intent not to have to use reserves to cover operating expenses.
- 5 Campus Ministries** - in 2022, W-S Area Campus Ministry received an extra stipend from the Campus Ministry Designated Fund in order to fully fund their program in 2022. The W-S Area Campus Ministry is seeking new ministry partners to help fund their budget in 2023. The 2023 budget is back to the 2022 original allocation.
- 6 Per Capita - General Assembly** - the increase reflected in this area is due to the increase in G.A. per capita of \$9.85 per member 2023. The full apportionment for 2023 based on \$9.85 x 19,646 would be \$193,513. The proposed budget reflects 60% of the apportionment which is an increase over the 2022 budget. The member number used is as of 12/31/2021(19,646) compared to the member number of 20,438 used in 2022.
- 7 Per Capita - Synod of the Mid-Atlantic** - the decrease reflected in this area is due strictly to the decrease in the membership number used for 2023. This is 100% of the 2023 apportionment for Synod for Salem Presbytery. The Synod per capita for 2023 remains \$1.15 per member. The member number used is as of 12/31/2021 (19,646) compared to the member number of 20,438 used in 2022.
- 8 Engagement Pastors** - Engagement Pastors receive a stipend of \$180 per month. There are 5 Engagement Pastors, one per Parish. (\$180 per month x 5 Engagement Pastors x 12 months). They also receive mileage reimbursement for travel within their parishes if requested.

9 Compensation - 2023 Compensation & Benefit Schedule	Salary	*Benefits	Total
Administrative Presbyter (FT)	\$75,575	\$68,683	\$144,258
Designated Presbyter for Transformational Ministry (FT)	\$57,165	\$59,546	\$116,711
Stated Clerk (PT)	\$13,640	\$1,043	\$14,683
Director of Communications (PT)	\$26,780	\$2,049	\$28,829
Administrative Assistant (FT)	\$47,133	\$17,550	\$64,683
Financial Secretary (PT)	<u>\$23,415</u>	<u>\$30,228</u>	<u>\$53,643</u>
Compensation Totals	\$243,708	\$179,099	\$422,807

**Benefits include Board of Pensions, FICA, Housing Allowance, SECA if applicable*

General Presbyter & Designated Presbyter receive Housing Allow, BoP & SECA; Admin Asst & Financial Secretary receive Medical Coverage through BoP. Also include FICA for Director of Comm, Stated Clerk, Admin Asst & Financial Secretary



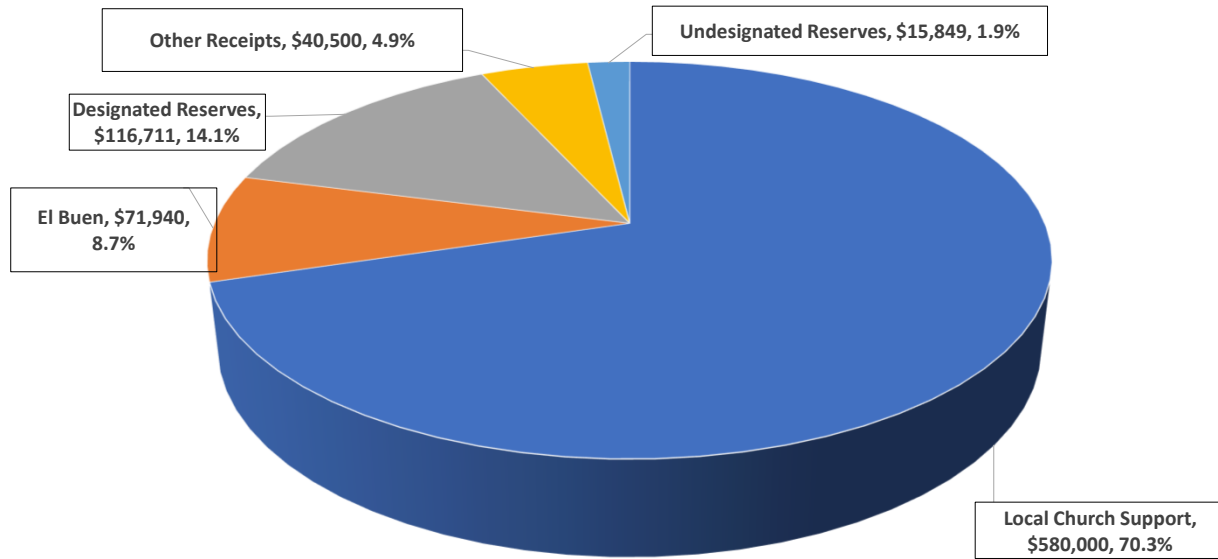
1

The 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

2

Where does it come from?



3

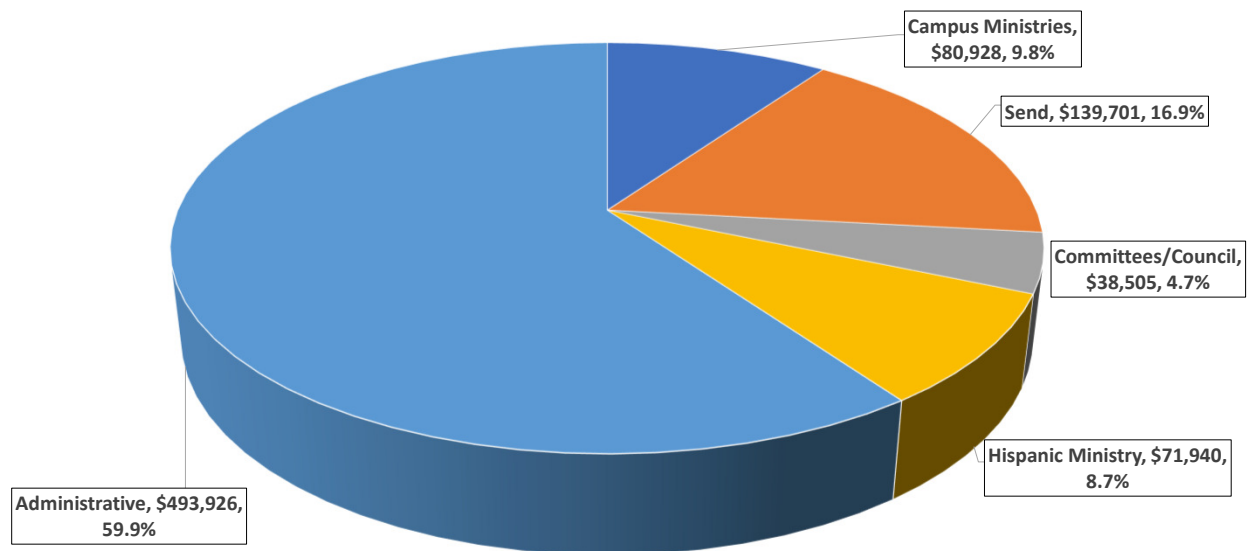
REVENUE	2023	2022	2022	\$ Change
	Proposed	Amended	Original	from Amend
¹ Per Capita - Presbytery	441,299	430,100	430,100	11,199
Per Capita - GA	116,108	106,400	106,400	9,708
Per Capita - Synod	22,593	23,500	23,500	(907)
² Other Receipts	20,000	10,400	10,400	9,600
Investment Income	20,000	20,000	20,000	
Interest	500	600	600	(100)
Reimbursement - El Buen	71,940	70,951	-	989
³ EC Approved Use - Designated Reserves	116,711	80,000	-	36,711
Campus Ministries Designated Fund	-	5,469	-	(5,469)
⁴ Withdrawal from Undesignated Reserves	15,849	25,000	25,000	(9,151)
TOTAL REVENUE	825,000	772,420	616,000	52,580

4

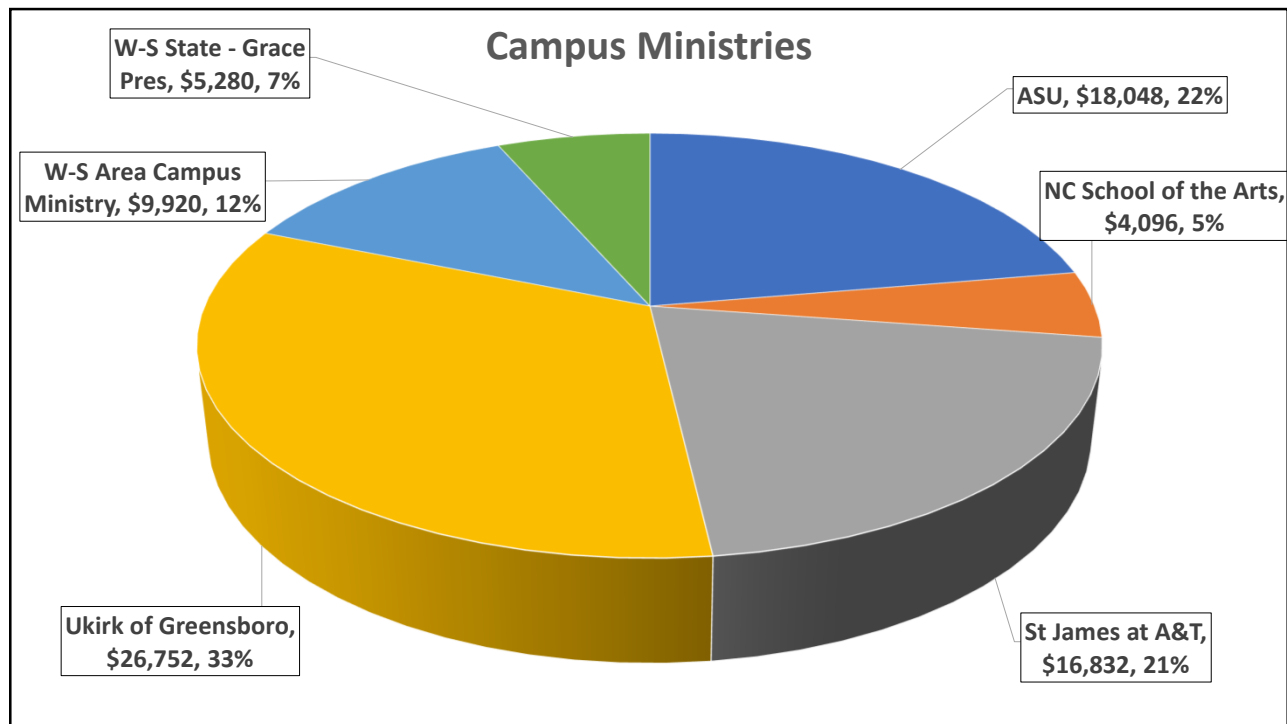
- 1 **Per Capita - Presbytery** - we are asking our churches for an increase in per capita from **\$40 to \$41**. Meeting this ask provides the necessary funding for our staffing model and allows for an increase in our per capita to General Assembly.
- 2 **Other Receipts** - This is not new revenue. The \$9,600 increase is related to one of the 2 programs Salem Presbytery participates in through Brotherhood Mutual. In 2022, we did not budget \$10,000 for the Safe Ministry Program because of an insurance claim by El Buen for a roof replacement but it was received. We are anticipating receipt of this \$10,000 in 2023. The Safe Ministry Program is on an actuarial basis, & we do not know if Salem Presbytery will be penalized for this claim.
- 3 **EC Approved Reserves** - Executive Council Approved Reserves from the Strategic Initiatives Fund to fund the Designated Presbyter position. 10 months of the funds were approved in 2022 in the initial 18-month contract for the Designated Presbyter for Transformational Ministry position. November & December 2023 includes additional funds from the Strategic Initiatives fund (\$23,342). This includes a 4% increase for the proposed increase in salary plus associated benefits & the 2% increase in Board of Pension requirements.
- 4 **Withdrawal from Undesignated Reserves** - used to balance the budget. If churches increase their per capita contributions & the number of churches increase their support, our Presbytery will not have to rely on our already depleted reserve funds. It is the intent not to have to use reserves to cover operating expenses.

5

What does your generosity support?



6

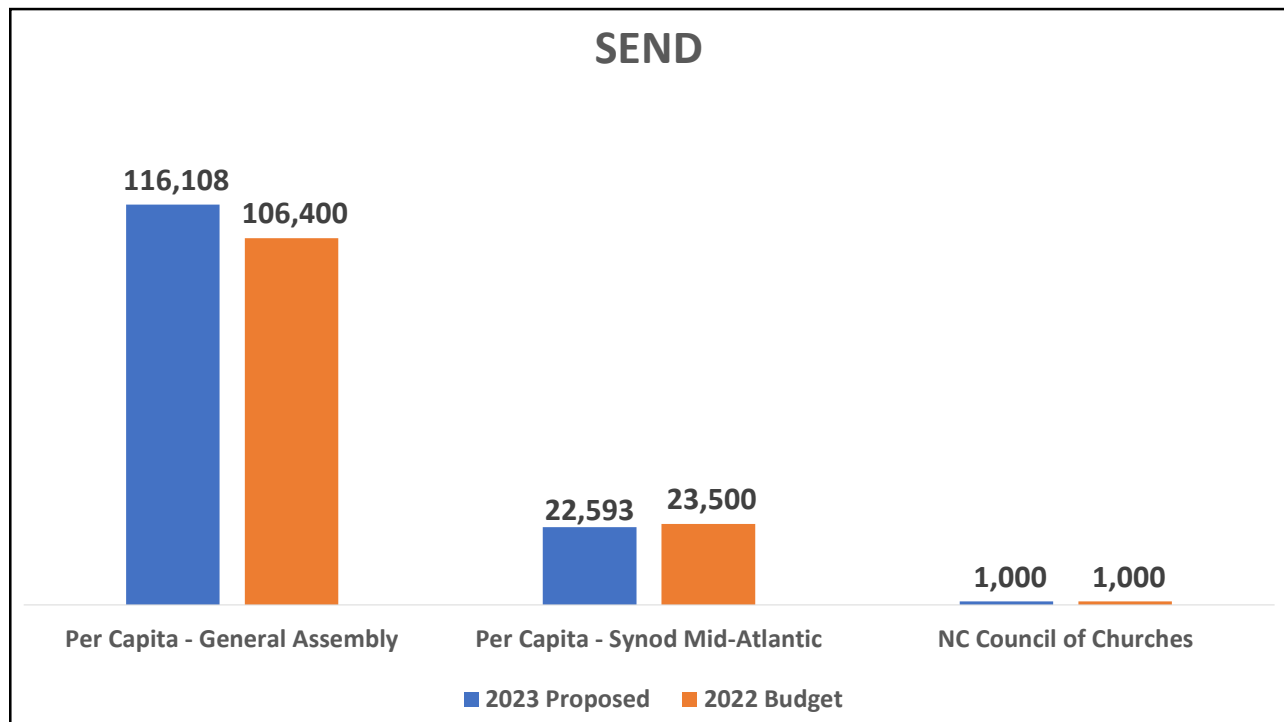


7

Campus Ministries

- In 2022, W-S Area Campus Ministry received an extra stipend from the Campus Ministry Designated Fund in order to fully fund their program in 2022. The W-S Area Campus Ministry is seeking new ministry partners to help fund their budget in 2023. The 2023 budget is back to the 2022 original allocation.

8



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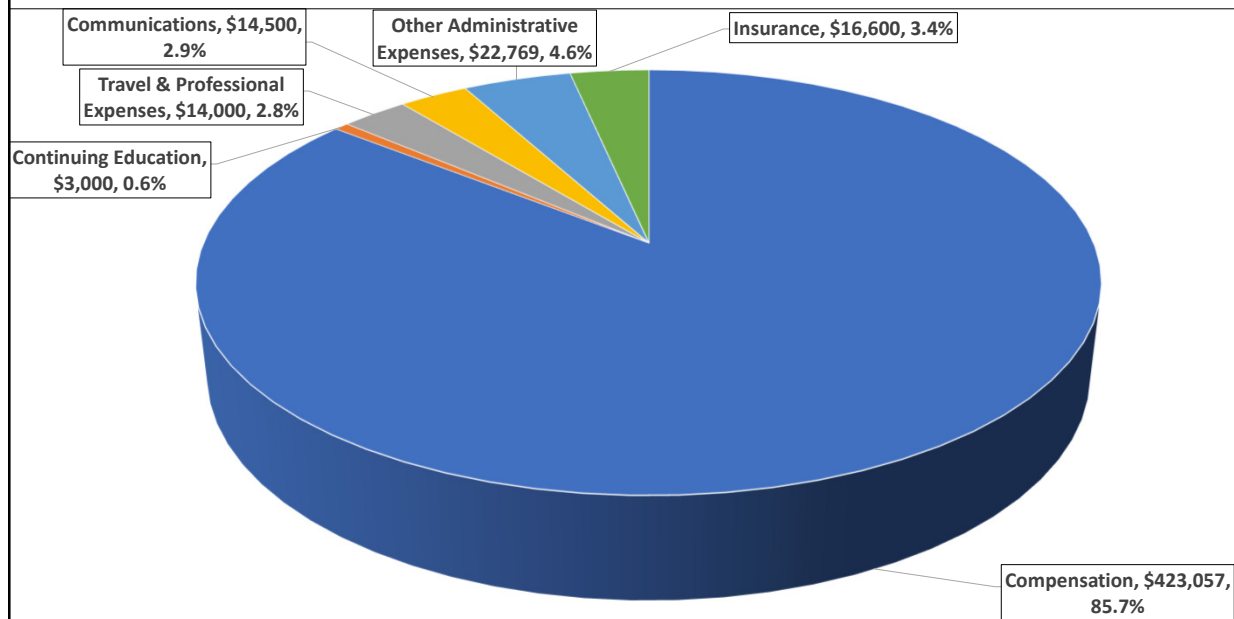
Send - Per Capita

Per Capita - Synod of the Mid-Atlantic - the decrease reflected in this area is due strictly to the decrease in the membership number used for 2023. The member number used is the 12/31/2021 number of 19,646 compared to the member number of 20,438 used in 2022.

Per Capita - General Assembly - 100% apportionment for 2023 is \$9.85 x 19,646 or \$193,513. The proposed budget is 60% of the apportionment or \$116,108, higher than 2022 which was 58% of the apportionment. While not 100%, it is a step in the right direction.

10

Administrative Costs



11

Compensation Expenses

2023 Compensation & Benefit Schedule	Salary	*Benefits	Total
Administrative Presbyter (FT)	\$75,575	\$68,683	\$144,258
Designated Presbyter - Transform Ministry (FT)	\$57,165	\$59,546	\$116,711
Stated Clerk (PT)	\$13,640	\$1,043	\$14,683
Director of Communications (PT)	\$26,780	\$2,049	\$28,829
Administrative Assistant (FT)	\$47,133	\$17,550	\$64,683
Financial Secretary (PT)	<u>\$23,415</u>	<u>\$30,228</u>	<u>\$53,643</u>
Compensation Totals	\$243,708	\$179,099	\$422,807

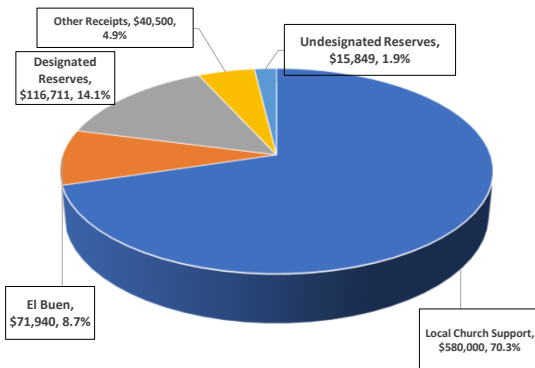
*Benefits include Board of Pensions, FICA, Housing Allowance, SECA if applicable

General Presbyter & Designated Presbyter receive Housing Allow, BoP & SECA; Admin Asst & Financial Secretary receive Medical Coverage through BoP. Also include FICA for Director of Comm, Stated Clerk, Admin Asst & Financial Secretary

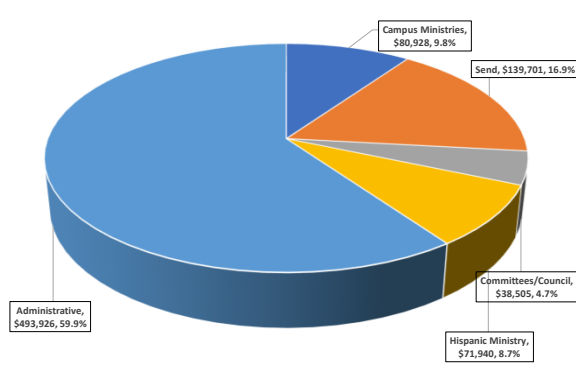
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2023 Proposed Budget

Revenue = \$825,000



Expenditures = \$825,000



13



Questions

14

Peace & Justice Task Force

Rev. Wes Pitts and Rev. Jess Rigel, Co-Moderators

Salem Presbytery Peace and Justice Task Force Congregational Peacemaking Grant Application

Salem Presbytery's Peace and Justice Task Force makes monies available for congregations to host peacemaking related workshops, events, trainings, etc., to mitigate costs. The requested funds should be no more than \$2,000. To request and receive funds, you are required to show how your event will benefit your congregation or the Presbytery. If you have any questions, please reach out to [Rev. Jess Rigel](#) or [Rev. Wes Pitts](#). Applications will be reviewed on a quarterly basis. Email completed applications to Rev. Rigel or Rev. Pitts by January 1st, April 1st, July 1st & October 1st. Grantees will be announced at the Presbytery meeting following the month of application review.

This Grant Application Form can be accessed here:

https://docs.google.com/document/d/1zvV_0wkt_fPknjO-DfKUvnfWNtksYffe/edit

Salem Presbytery Peace and Justice Task Force Individual Peacemaking Grant Application

Salem Presbytery's Peace and Justice Task Force makes monies available for individuals to attend peacemaking related workshops, pilgrimages, training, etc., to mitigate the cost of many of these programs. The requested funds should be no more than 25% of the total cost of attending. To request and receive funds, you are required to show how your attendance will benefit your faith community or the Presbytery. If you have any questions, please reach out to [Rev. Jess Rigel](#) or [Rev. Wes Pitts](#). Email completed applications to Rev. Rigel or Rev. Pitts no more than 1 month before the date of the event for which funds are requested.

This Grant Application Form can be accessed here:

https://docs.google.com/document/d/1A34_cuS_4AoerH4cjXZrOYc5TeN3iVA-/edit

Rev. John Senior and Rev. Courtney Stevens, Co-Moderators

The CPM moves the following two motions:

1. That Salem Presbytery examine Taylor Austin, a member of Westminster Presbyterian Church in Greensboro and a graduate of Princeton Theological Seminary, and that following his successful examination, he be enrolled as a Candidate for the office of Teaching Elder.
2. That Salem Presbytery examine Steve Marks, a member of First Presbyterian Church in Boone, and a student at Union Presbyterian Seminary, and that following his successful examination, he be enrolled as a Candidate for the office of Teaching Elder.

* * * * *

Faith Journey

Taylor Austin

I have discerned a call to ministry in my life for the last 16 years, ever since I was in high school. God has consistently called me to vocational ministry in two ways: (1) through the internal prompting of the Holy Spirit; and, (2) perhaps most prominently, through the external prompting and affirmation of the saints of the Lord: pastors and those of the priesthood of all believers alike.

Not long into high school, I began noticing the Spirit calling me to ministry in nearly all aspects of my life: in corporate worship; when reading Scripture in small groups and alone; during and after service mission trips; and, at school amongst friends, especially those who were hurting due to various circumstances. While I did not particularly hear God call me to ministry through my parents, I must note here that they modeled a commitment to faith and the church in their continued discipleship and lay leadership, and they have always supported my involvement in ministry. In corporate worship and when reading Scripture, I regularly felt an intimate connection with God that was deeply personal and, in turn, pointed me toward the hurting, cast out, and mistreated in the world. While reading Scripture the Spirit taught me new things about God as revealed in Jesus Christ, which evoked in me a desire for more knowledge and encounters with God. Scripture also challenged me intellectually and in my faith; it was full of heroic characters whom I looked up to, but who also had flaws and struggles of their own, to which I could relate. I longed to be like these characters who responded to God's call to lead God's people out of Egypt or as their king or as their prophet while in exile; and I had hope that I could be like them because they were not perfect, just like me. While on service mission trips in San Francisco, Los Angeles, and Tijuana, Mexico, I had experiences and glimpses of life in extreme poverty, and ever since and on regular occasion through the present day I have felt a convicting discomfort at the comfort and self-justifying privilege of American society at large which even invades the Church. The frustration with the inequity and lack of concern by those at the other, comfortable end of that spectrum would linger with me for months. And, while I was at school, I would often find myself in contact with friends or acquaintances who were experiencing using drugs and alcohol, self-harm, parents going through a divorce, and sexual assault. I suppose others knew about some of these struggles, but I felt the Spirit leading me back to these individuals in response to the stories they would share with me. I am sure the experience of my sister's life, with her multiple teen and early-twenties pregnancies and drug and alcohol use and losing guardianship of her children to my parents, nurtured a compassionate heart within me.

The church, as it consists of the saints of the Lord, regularly called and affirmed my call to ministry. From high school on I have been invited to specific ministries, including—in loosely chronological order—middle or high school youth, media and sound, music, elder leadership, preaching, teaching, and hospital chaplaincy. My first youth pastor Shawn instilled a love for God in me. Curtis, my second youth pastor, further nurtured that love and first awakened me to God's calling of me to ministry; he would later invite me to numerous specific ministries, and even later become a colleague and share in ministry and advice with reciprocity. Erik and Pastor Rick, too, would invite me to ministry leadership. Pastors Wil, Charlie, and Kara walked with me through the aftereffects of my divorce, picking me up where Curtis had to let me go (because I had moved away to finish my undergraduate degree), while simultaneously challenging me academically, theologically, and pastorally. Pastors Jess and Lauren affirmed my call when I struggled to know where specifically God was calling me. And my friends, Pastors Aaron, Matt, and Walter, and my wife Mary Ellen have affirmed and encouraged my call to ministry, even as it has moved from congregational music ministry, to broader and more encompassing congregational ministry, and now to hospital chaplaincy.

God has spoken to me in myriad ways, in every season of life including marriage, divorce, and remarriage; in ministry and for-profit contexts; through Scripture, the Spirit, and lay and ordained leaders of the church; and even by the brokenness and healing of people and the world. In all, I have listened and paid attention to these calls of God, responded in faith, been affirmed, and stumbled. And I will continue that cycle of discernment for another 16 years, and even beyond.

Faith Journey

Stephen Marks

As a teenager in the 1970s, I began to ponder the intention of my life. Was I to become famous or invent something special or be recognized as an expert in my chosen field? For many years I struggled with why I was placed on this earth. It wasn't until 2001 when I began attending Fellowship Presbyterian Church in Greensboro, North Carolina that I really recognized my purpose. And though I gained an understanding and appreciation of serving God, it would be a few more years before I really was able to accept this calling as a way of life.

In the summer of 2007 I was baptized and ordained as an Elder at Fellowship Presbyterian Church, and my journey of faith began in earnest. I had finally come to the realization that my purpose in life was not to be self-serving, but rather to serve God. As a member of session, I began working with the youth and became more involved with managing the program. I was blessed to have a wonderful mentor in our Pastor, Gray Clark. Our time was cut short, however, when Gray retired from the church.

I believe that when one door closes, God is right alongside to open another. God led our family to Westminster Presbyterian Church in Greensboro where I quickly found myself involved once again with the youth. Within a year I was offered a staff position to assist in the management of the program. I was also provided many valuable resources to aid in my journey, which by now had been dramatically accelerated. After a couple of trips to Montreat, I began exploring options to attend seminary.

Sometimes God opens new doors even before existing ones close. My faith journey was in overdrive in the nurturing environment provided by the staff and congregation of Westminster Presbyterian Church. However, somehow God had a plan for me and my family in the High Country. In April

2011, we were warmly welcomed at First Presbyterian Church in Boone where I have continued on with my journey. A year later I began coursework in the CLP/CRE Program at University of Dubuque Theological Seminary.

I have served First Presbyterian Church in both staff and volunteer capacity over the years, working with students and adults. I have continued my spiritual growth under the mentoring of Pastor Joel Long and Pastor Jeff Smith. All the while, I have struggled with how to best utilize my gifts. God has been most gracious and patient with me. Thankfully, I have come to embrace that my plan is not mine, but rather God's plan. I completed my CRE coursework but felt that something was still missing. After much contemplation and prayer, and with the support of our session and pastor, I enrolled in Union Presbyterian Seminary and began my journey on an ordination track.

Rev. Travis Milam, Moderator**For information:**

The Examinations Committee has successfully examined the following for service in Salem Presbytery. The COM has received all of these to membership in Salem Presbytery (except Rev. Danny Trapp, whose membership will remain in the Presbytery of Charlotte and CRE Rachael Brooks, whose membership will remain in her Salem home congregation, Pine Ridge).

Faith Journey**CRE Rachael Brooks**

I have always known there was a God and have always believed despite wherever circumstances led, someone was looking out for me.

Credit must be given to a strict Catholic home, school and life experience. I learned the discipline of prayer, commitment and worship and the understanding of an omnipotent God. For part of my childhood I lived in a Convent and the *Sisters of the Blessed Virgin Mary* made Jesus' life, teachings, and sacrifice tangible. One of my best memories was the Lenten practice of attending the stations of the cross and to this day I look for opportunities to attend with my Catholic friends.

Yet despite being inundated by religion, I did not develop an understanding of the work and purpose of the Holy Spirit or a habit of reading and understanding scripture. This first became clear when I was a pre-teen attending the summer program at a Baptist church near our neighborhood. My mother was sick and the neighbor who looked after me insisted I attend with her girls. I loved it! In fact, I loved it so much that when the school year began I wanted to continue to attend. The lessons seemed to be so practical and I began to understand the third person of the Trinity as being quite real. My parents, alarmed by the sudden interest in the Baptist church consulted with our priest who refused permission to attend. Then, I confess, though not proud to confess, I started lying to my parents on Wednesday nights. I told them I was going to a study group but in reality I was heading over to the Presbyterian church with a different neighbor.

Over time I realized there were some teachings, some aspects of Catholic theology, which did not hold up under scrutiny and most certainly were not supported by my own reading of scripture when challenged by Protestant friends. With only a sense of curiosity and no sense of urgency some teachings remained murky while others became clear until the time I became a parent. Suddenly, the experience of being a parent pushed me to really want to know what was real, true and essential. Parenting does that... quite the wake-up call.

My adult experience really began in the Moravian church raising our children and continued down Reformed lines until I decided to attend seminary. Raising our children and attending seminary was challenging but made easier by the introduction of online education through one of the early adopters of technology, Liberty University. A Baptist church in Winston agreed to sponsor me and I was able to finish my MAR after moving unexpectedly to Kentucky. There, I served as a Christian education director and a pastor in reformed churches until returning to North Carolina.

I still believe God is looking out for me. The difference is that I have a more concrete understanding of who God is and what my purpose is. I find nothing more gratifying than sharing what I have learned and watching the spark of curiosity and understanding light in the faces of others when they too come to know what I know. I love being a person of choice, created by God to serve. I am excited to teach and preach and I come to know God more fully by being part of a community of believers. I hold some strong convictions but I also know I would be foolish to not allow some room for doubt, human fallibility and future corrections. My past has definitely shown me one cannot stop growing, thinking and doing.

Statement of Faith

CRE Rachael Brooks

My beliefs are solely informed by scripture. I hold to the statement, "In essentials, unity, in non-essentials, liberty and in all things, charity".

I believe scripture to be the authoritative word of God, written by humans, compiled by humans and inspired by the Holy Spirit. When interpreting each book of scripture it is important to determine the original authors intent within the considerations of genre, original language, context, purpose, etc. Scripture provides a cohesive theology throughout the entire scope of the bible and it is important to give equal consideration to both the old and the new covenants, always determining what is prescriptive and what is descriptive.

The laws of God are ultimately the words of Christ as expressed in the Sermon on the Mount and can be succinctly summarized in all situations as, "Love God and love others."

I believe scripture, when preached correctly, and when heard by all, will often provide different practical applications for different listeners and this must be respected as a work of the Holy Spirit. While I am respectful of other's faith traditions, My faith journey has led me to the conclusion there is one God. That one God exists in trinity – traditionally known as the Father, Son and Holy Spirit.

While the "Father" has no gender, I choose to use the term for myself because that is the designation Christ used. I understand the first person of the Trinity to be the creator of all things, sovereign, unchangeable and constantly present and at work in the world using both the good and the bad for ends I may not ever see or understand.

I believe that Jesus Christ is the son of God and Savior, fully human and fully divine. I believe he lived on earth, made disciples, died as an atonement for sin and was bodily resurrected. Christ's resurrection is the first of all resurrections that will be experienced by believers.

The Holy Spirit is our guide and advocate. I understand the Holy Spirit, to be a personality to be fully relied upon by Christians. It is the Holy Spirit who calls each follower of Christ and continues as comforter, guide and inspiration in all aspects of life and spirituality. In reality, it is the Holy Spirit we most connect with on a practical, day to day basis.

I believe salvation is through faith – understanding and living as though I believe Jesus is who he says he is and that our "works" are a visual manifestation of what is happening internally through our thoughts and motivations. I believe salvation is accessible to *everyone* no matter their background, circumstances, intelligence, personality, race, gender, or previous sin and I do not believe there is any sin unforgivable other than the willful, complete and utter rejection of God. That determination however, lies solely in the hands of an omniscient God abundantly full of grace and compassion for his creation.

I believe in the spiritual realm though I do not begin to believe I have an understanding of the spiritual world. I do believe that death on earth is a transition into a greater world which is often described as "heaven" where one is completely sanctified and reconciled with God and one another.

I believe Christianity to be a religion of choice, inspired by the Spirit, and a religion of community. Because of this it is vital for us to gather to worship and do the work of God and to support one another through every challenge. I believe God desires us to be confident, joyful and to spread his word.

Faith Journey

Rev. Seulki (John) Kim

I grew up in a Christian household in where two of my uncles were Presbyterian ministers. Church was my second home, and I was taught the Bible before I could even read or write. Until I turned five, I had a very ordinary upbringing. But when I turned five, my parents relocated to the United States for a better job

opportunity, leaving me in the care of my grandmother. Although my parents made the choice to give me a better life, it had left a deep-seated void in the heart of that five-year-old. This was the beginning of my struggles with the sense of abandonment.

My grandmother took care of me trying to fill every void with her love and affection. While her love for me was certainly great, it couldn't fill the void of my parents. When I had turned ten, my parents made the decision to bring me to the U.S. because they realized that no amount of money could make up for the time they missed. I thought that things would get better now that I was finally reunited with my parents. Unfortunately, life as an immigrant meant that my parents were still absent majority of the time. I was angry and disappointed because I had so much expectation towards my parents. I looked forward to making up the lost time but instead the only time we spent together was on Sunday attending Sunday worship together as a family.

The anger and the disappointment turned to depression. When I had entered my teenage years, I began to express my feelings by causing trouble. It was my call for attention and cry for help. I rebelled against my parents by doing things that I thought would cause them pain. I began to surround myself with peers that were like me, who were angry, disappointed, and depressed. As dysfunctional as we were, we were trying to be each other's families but being teenagers without proper guidance, we were misguiding each other to further troubles.

By the time I entered high-school I was already struggling with substance abuse. Not knowing how to deal with the overwhelming depression, I was heavily reliant on drugs that made me feel excited. Problem with such drugs was that when the effects wore off, it led to deeper emotional downs and I struggling with thoughts of suicide as well. I knew that I needed help and tried seeking help, but I seemed to repeat the same patterns. One day after one of my highs, I found myself really feeling worthless and pathetic. I felt that no one would care even if I disappeared from this world.

I made the decision to end my life that day. But as I was coming to executing the plan to end my life, I felt compelled to give my ultimatum to God. I felt like God should hear about how much I am suffering before I go and end my life. I found a church where no one knew me. I was going to go in and give my last prayer. But the moment I crossed the doors, I broke down before God. I cried my heart out before God. As I was pouring myself out before God, I had a vision of my life playing before me. I recollected all the moments in my life where I felt alone and abandoned. These were distinctive memories that had left significant wounds. But as I was remembering all these moments, I saw a presence in each moment. Without any explanation, somehow, I knew that this was Jesus. Moment by moment, as I saw these moments turn from being alone to being with Jesus, my tears turned to joy. In that moment I heard an internal voice telling me that God is with me and that I am never alone. I could feel all the deep-seated burdens I had been carrying all my life literally being lifted. Later, the minister of the church that I had entered told me that I literally went from rolling on the floor crying in agony to laughing in joy.

That was day one for me with God. Incredibly, my dependence on substances seized. I was no longer reliant on other things to fill my void because I knew that I was no longer alone. Since then, my walk with God has been a constant reminder of God's presence in my life.

Statement of Faith

Rev. Seulki (John) Kim

I believe the bible is God's perfect word that was written by men through divine inspiration. As God's perfect word it is inerrant and infallible. It is the absolute authority in any and all matters of faith and life.

I believe that there is one God, forever existing in three persons of the trinity: God the Father, God the Son and God the Holy Spirit. I believe that the trinity worked together in creation. In six days God created the world through the Word. God created mankind in God's image and gave stewardship over the earth. But in disobedience rejected and must suffer the consequences of knowing evil.

I believe in the deity of Jesus Christ and His virgin birth. He came in flesh, lived a sinless life and chose to die as an atoning sacrifice. He died, was buried, He resurrected from the dead in three days and ascended to heaven. He sits at the right hand of God as the intercessor. He will return in glory to judge all people according to faith.

I believe in the Holy Spirit and the indwelling of the Holy Spirit as the witness of salvation in all believers. Holy Spirit enables all believers to grow in maturity in Christ.

I believe that the Lord's Supper represents Christ, the bread being His body and the cup we drink from being His blood. By the breaking of the bread and drinking from the cup, we receive the benefits of His death on the cross.

I believe that baptism represents our death to sin and resurrection in Jesus Christ. I believe in infant baptism and the baptism of believers. Through the baptism we renounce the old life and begin a Christian life in which the Holy Spirit dwells within us leading us to a life of holiness.

I believe the church is the body of Christ and Christ the head of the church. Founded in the Word of God and confession of faith. As the body the church must serve the will of God and for His glory must proclaim the gospel, strive for justice, exercise compassion, seek peace and to make disciples.

I believe that only through faith in Jesus Christ as the Savior and the Lord of one's life receive salvation. Both the believers and the non-believers will be resurrected in the end. Both will be judged accordingly but only the elect will be justified by the righteousness of Christ.

Faith Journey

Rev. Dr. Frederick F. Ritsch

I grew up in Spartanburg, SC, son of a college professor father and an artist mother. I was fourteen years old when I accepted Christ at a summer camp. At the time I had been feeling lost. Faith in Jesus gave me purpose and focus that continue to shape my life.

Despite my evangelical influences, I didn't identify with traditional white evangelicalism. It was the 70s and schools were being integrated. I related better to Black Christians who were using school politics as a way to achieve racial justice and equity. We formed an alternative Christian group that studied Dr. King, sang "We Shall Overcome" at our meetings, and developed strategies to promote interracial dialogue in school. Though I didn't know it at the time, we were practicing the Beloved Community and committing ourselves to *tikkun olam*, the healing of the world. This early experience shaped my faith and ministry. I believe that God calls us to make the hope we have in Christ for justice and a community founded on love a material reality here on earth.

My teenage conversion coincided with my discovery that my mother was mentally ill. Our family system unconsciously organized itself around her illness. I felt torn between trying to "fix" my mom and wanting to escape it all. My desire to understand how God is at work in such troubling situations led me to do a lot of CPE and to study family systems theory in depth. Sadly, my mom succeeded in killing herself the week after Margaret's and my first child was born. The juxtaposition of something so good with something so bad has had a powerful influence on my own theology. I have found myself far more comfortable with a paradoxical faith, a more Calvinist faith, that holds that God must be in both events. Otherwise, mom's troubled life and death, and suffering in general, are meaningless. It has also strengthened my hope in life after death; I believe God has overcome the hell she lived on earth with gracious eternal love.

My study of family systems theory, which I originally undertook because I thought I'd become a counselor, actually led me back to the church. When I understood family/group dynamics, I realized that the church could by God's grace be a virtuous alternative family system, one that could heal. In my teen years, my own home PCUS church and the Episcopal fellowship group I attended in college modelled this possibility. Sadly, sometimes churches do the opposite. Related to this is that churches often do not claim their *power*, to use

an organizing term, to act for good in the world. Recognizing the power of God's Spirit to accomplish both, I have sought in my ministry to help churches see their potential to heal and to act within the congregation, the world, and the communities where they live.

Along the way, my own faith has changed. I identify as progressive, but I have never abandoned some key principles of evangelicalism. I believe that we are called to a deep, personal relationship with God. The Bible forms the foundation of my faith, but the Spirit is continually at work to help us understand this living document in new ways. I love the Gospels because in Jesus' life I find the pattern for how I am to live. I am aware that I am a sinner, and so my hope in God's grace grows stronger day by day. I reject the spiritualized faith of many evangelicals and believe that God intends God's people to work for material justice and peace.

Trusting God in Christ is a challenging, fascinating, ever-changing journey toward a grace that I can't fully see or understand but which is very real, for me personally and for the world.

Statement of Faith

Rev. Dr. Frederick F. Ritsch

I believe that in Jesus Christ, God Incarnate, we learn everything we need to know about God and being human.

In Jesus, God gives God's self to us with self-sacrificial love.

In Jesus, God values the material world, not simply the spiritual, by taking human form. God physically and spiritually recreated God's self in the human image. To be human therefore is to be "little lower than the angels yet crowned with glory and honor."

In Jesus we find God's answer to the human problem of sin. Forgiveness is the practical way we participate in God's redemption. In Jesus, God addresses the problem of human suffering not with an explanation, but with solidarity. Jesus suffers with us and for us. His suffering redeems humanity in the cross; hope triumphs in the resurrection.

In Jesus, God's Lordship is established. He brings the Reign of God, making it present in the world. He is proven Lord of all things because He defeats death. He will return again and God's *shalom*, peace and healing, will reign forever.

In Jesus' life and teachings, we are shown how to live and what is worth dying for. In His teachings, we learn what God is really like and what God's intentions really are. In Jesus' resurrection, we discover that life awaits us after death, and that the healing of the world, the *tikkun olam*, has begun. Because He was raised bodily, we know that bodies are as eternal as souls: therefore we understand that how we address the physical needs of the world is as important as its spiritual needs.

Jesus accepted and blessed those who did not share His faith, often saying their faith was an example to His disciples. As God's people, we are called to be a blessing to those of different faiths, and to hear what God says to us through them.

Jesus lives in us and so God lives in us. God's Spirit lives in us. Forgiveness, reconciliation, and love have, by God's grace, supernatural power in the world. We participate in God's *tikkun olam* when we practice them, even when they seem ineffective and risky. They are the seed planted that bears the fruit of God's Reign. Christians are called to practice a new politics of forgiveness, reconciliation and love. God calls the church to be the place where such politics are practiced, as a sign to the world. While the church never practices such politics perfectly, nonetheless they have transformative power in individuals and society.

Through the sacraments of baptism and the Lord's Supper, we discover the mystery of God in the commonplace: water, bread, wine, the staples of life in the ancient world. When we take the sacraments faithfully, we reenact, and are one with, Christ's sacrifice and resurrection. They symbolize His oneness

with His church and our reciprocal willingness to participate in his death and resurrection through lives of faithfulness, love, forgiveness, service and community together as the body of Christ. All our faith is encapsulated in these symbolic acts.

The Bible is the authoritative story of Jesus and the redemptive work of Yahweh from the beginning of time until time is consummated.

Faith Journey

Rev. Suzanne Schafer-Coates

My earliest memories are of church. Mom was the organist of our small country Presbyterian church in Sykesville, Maryland, and Dad was a Deacon (in the days when Deacons were the equivalent of Trustees). (Later Dad was an Elder/Chair of Worship/Clerk of Session. Later still, Mom was ordained an Elder.) I learned my faith, and it was nurtured by worship (hymns and the Apostles' Creed which I could recite by age three), my family, kind pastors, and the people of the church; I was probably about six years old before I realized that they weren't all related to me.

My journey of faith has been a constant journey throughout my life. It has taken me on many highways and byways, including high peaks and "sloughs of despond." It has taken me to an Episcopal boarding school (7-12 grades), Presbyterian Church camp, Presbyterian college (Florida Presbyterian/Eckerd), six years as a chorister in several Anglican churches, a conservative bible college (in London), Princeton Theological Seminary, and finally brought me into the UPCUSA (later PCUSA) as a newly minted M.Div.

I went to Seminary searching; I felt a Call during my Field Ed (Seminary Intern) experiences. My faith grew as I learned and experienced more about the love of the Triune God through my Seminary studies, daily chapel services, interaction with colleagues/peers, and the mentoring of my Field Ed supervisors.

Thirty-eight years as an active Pastor in the same Presbytery (Monmouth, NJ) showed me many sides of the Church, and sometimes my faith was severely tested. My Call and my faith stayed strong and I grew in trust that God was always with me...except for one time, when I was so wounded by the church that I felt empty, and for that period of time, my faith was carried for me by my colleagues and my loving congregation, until I emerged stronger; looking back, I know that God was with me in that wilderness.

Now, in retirement, God is, as God always is, as close to me as breathing. My journey in faith will continue beyond the bounds of this life. *"Were the whole realm of nature mine, that were a present far too small; Love so amazing, so divine, Demands my soul, my life, my all."* Issac Watts, 1707

Statement of Faith

Rev. Suzanne Schafer-Coates

Before the dawn of time, the Lord God began to create. How God formed every thing that exists, earth, sky, moon, stars, the Milky Way and all that is beyond, no one knows. "My thoughts are nothing like your thoughts," says the LORD. "And my ways are far beyond anything you could imagine." (Isaiah 55.8) After God created every thing there is, God created human beings, "in God's likeness" and forged with them a covenant of love. In God's likeness we might be, but God gave us the freedom to be fallible, sinful, and over and over again from time immemorial we broke the covenant of love with God, and wandered away, got lost. Over and over again God forgave us and brought us back, to the point where God came to live on earth with us in the human body of Jesus Christ. In Jesus we saw and felt God's love, mercy, and justice and we couldn't stand it, so in sin we killed him. We deserved to be abandoned by God, but God in Jesus promised never to leave us or forsake us, not even in death, so God raised Jesus from death, thus assuring us that our sins will never separate us from God's covenant of love, even in our own death. And if we wander far away from God's love, God's Holy Spirit, a gift to us, will lead us back, and we'll find that we were never lost at all. The Scriptures of the Old and New Testament witness to me of this love, and I have come to believe in Jesus, the Word of God, through the words of the many writers who testify to him. The body of Believers who form the Church of Jesus Christ carry this witness into the present time, through the power of the Holy Spirit. In the Sacraments of Baptism and the Lord's Supper, we proclaim that the living Christ is with us and enfolds us in his love. My call as a servant and minister of the risen Christ is to proclaim and embody his love to those he calls to be his own, that is everyone. *"Here might I stay and sing, no story so divine; Never*

was love, dear King! Never was grief like Thine. This is my Friend, in whose sweet praise I all my days could gladly spend." (Samuel Crossman, 1664)

Faith Journey

Rev. Danny Trapp

When I think back on my journey of faith I tend to view it in three distinct phases; indoctrination, wilderness and wonder.

Indoctrination – I was born and raised in the Southern Presbyterian Church in Sumter SC. Along with that came all of the usual things one might imagine; Sunday school and church every week, church camp, retreats and mission activities. I was confirmed at 12 or 13 years of age having recited the Westminster Shorter Catechism and took part in youth leadership. At the same time I was also involved with more evangelical churches in town through friends and was exposed to the Billy Graham Teen Crusade and other typical elements of the time. I grew up as a believer in Christ, said the words to be “saved,” and just assumed I was good to go. I was never exposed to questioning anything I was told and in fact, was simply encouraged to just believe.

Wilderness – Once I went off to college I fell out of the church habit and did not really pursue God or questions of faith and belief at all. I believed what I was told to believe and was fine with that. The occasional times I did go to church was usually back home with my parents. In my mid-twenties I married my first college girlfriend, who also grew up Presbyterian. We planned to make church more of a priority but work and travel always got in the way. We finally started visiting Presbyterian churches in the late 1980’s and settled on one to join. We found a Sunday school class, got involved in some mission work and small groups, but I still did not give my faith much thought. I was doing all the right things without knowing why. Finally, after influences from pastors and friends I began to ask questions about what I believed and why. I still felt that I was just supposed to believe all of those things I learned as a kid, but the foundations of that were beginning to crack. In the mid-1990’s I began working with homeless ministry through the church which really helped me to begin questioning my preconceived notions of faith, belief, sin and heaven and hell.

The summer of 1997 was a pivotal time that jump-started me on a 10 year struggle with God and my call to ministry. Three specific things happened. I left the large bank I was working for, without another job lined up, and took time to pray, reflect and discern my next steps. I began working more closely with one of the local homeless ministries becoming more immersed in their lives and stories and I led an adult mission group from church to the Mexican border. During the mission trip I was exposed to PCUSA mission co-workers who were living out their faith every day and also learned about liberation theology and ways of approaching the Bible that were more thought provoking. I ended up going to work for a much smaller company, escaping the so-called “security” of a large corporation which also allowed me more time an opportunity to engage in work with the homeless. And I began to devour anything I could find regarding the Bible and faith that came from a more progressive perspective.

Wonder – By 2007 I had struggled with my sense of call to the point where the question wasn’t do I look into enrolling in seminary but rather how do I not explore seminary? I also left the corporate world at this same time and began working in non-profit social services, specifically with programs advocating for those in the criminal justice system. I entered Union Presbyterian Seminary at Charlotte in the fall of 2007 and my journey for the next 6 years was that of seminary education and work with the incarcerated and the court system. During seminary I began serving as a supply preacher and honed those skills in local churches large and small.

I am still in a stage of wonder. Of what God has done in my life, of how serving churches as an intentional interim has served my hunger to help advance the Good News of Christ and at how my faith continues to expand and evolve.

Statement of Faith**Rev. Danny Trapp**

My experience of faith is that it is dynamic and always presenting itself in new and provocative ways. Because we have a living God and are constantly introduced to new experiences in our daily lives, my faith today is different than it was yesterday and will be different again tomorrow. Even so, there are foundational statements that serve to keep me grounded in Reformed faith.

- I believe in the living Triune God and God's initiative call on my life. God exists mysteriously in three persons, Father, Son and Holy Spirit and is yet One. Not one as an individual person but One as a community of Persons.
- I believe through the life, death and resurrection of Jesus Christ the world was reconciled to God.
- I believe Scripture to be authoritative to the life of a Christian but also a work of God- inspired humankind and thus needs to be constantly read, interpreted, discussed, studied and prayed over, so that it can be a living and saving Word yesterday, today and tomorrow.
- I believe Christians are called into an active and participatory relationship with God through Jesus Christ and the Holy Spirit.
- I believe the sacraments, Baptism and the Lord's Supper, to be visible signs of God's invisible grace.

Welcome into membership of Salem Presbytery

Fritz, Seulki ("John"), and Suzanne have been received into membership of Salem Presbytery, and we welcome Danny to labor among us. Let us join in celebration as they are welcomed.

Presbytery Moderator: As a people striving to participate fully in God's mission, we delight in the newness of fellowship as more saints join in God's work in Salem Presbytery -

**All: saints called again into service,
and new voices and visions that join the strain!**

Presbytery Moderator: Our celebration becomes more joyful in worship and work as people of all ages, races, ethnicities, and worldly conditions join together as the body of Christ at work in the world.

All: We delight in the brilliant diversity of mind, body, and spirit that God calls into such hard and holy work.

Presbytery Moderator: So bless these new faces and voices, bodies and beings, striving ever-faithfully to respond to the call to serve you.

All: And bless us all as we learn to work joyfully together.

Presbytery Moderator: Most importantly, we rejoice this day in the gift of remembering our common call:

All: seeking, by God's grace to pray for and serve the people with energy, intelligence, imagination, and love.

Presbytery Moderator: And we serve this common call better as we are faithful to one another, praying for and supporting our new members as they discover their gifts in this new ministry.

All: Come, Holy Spirit, and move in us that we may become of one heart - loving all people and working for the reconciliation of the world.

Presbytery Moderator: Let us join our hearts in prayer –

Spirit of Unity, Covenant God, we have come from many places for a little while. We have come on journeys of our own to a place where journeys meet here in this time and place. Charge us to be ever-grateful for the gifts to share and celebrate as new passion, energy, and service join the teeming saints of Salem Presbytery. Guide us faithfully forward, most gracious Jesus, as we work together to be your hands and feet in the world. For the sake of the kingdom - here and coming - we pray, Amen.

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

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

A. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Lloyd Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Stated Supply contract with the **Reverend Laura Spangler** for a period of one year beginning September 18, 2022.
2. Concurred with the Session of **St. Paul Presbyterian Church**, High Point, North Carolina, in renewing the Stated Supply contract with **Reverend Angela Roberson** for a period of one year beginning September 1, 2022.
3. Concurred with the Session of **Bixby Presbyterian Church**, Advance, North Carolina, in renewing the Stated Supply contract with the **Reverend Pete Peterson** for a period of one year beginning September 1, 2022.
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, 2022.

B. INTERIM/TRANSITIONAL PASTOR CONTRACT

1. Concurred with the Session of **First Presbyterian Church**, Mt. Airy, North Carolina, in securing a contract with the **Reverend Fritz Ritsch** as Transitional Pastor for a period of twelve months beginning October 1, 2022.
2. Concurred with the Session of **Fieldstone Presbyterian Church**, Mooresville, North Carolina, in securing a contract with the **Reverend Danny Trapp** as Transitional Pastor for a period of twelve months beginning October 31, 2022.

C. INTERIM/TRANSITIONAL PASTOR RENEWAL

1. Concurred with the Session of **First Presbyterian Church**, Thomasville, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Kevin Connelly** for a period of two months beginning November 1, 2022.
2. Concurred with the Session of **New Hope Presbyterian Church**, Lexington, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Mason Todd** for a period of 12 months beginning September 8, 2022.

D. TEMPORARY SUPPLY RENEWAL

Concurred with the Session of **Elkin Presbyterian Church**, Elkin, North Carolina, in renewing a Temporary Supply contract with the **Reverend Steve Snipes** for a period of three months beginning October 1, 2022.

E. SABBATICAL PLAN APPROVAL

1. Approved sabbatical plan for **Reverend Paul Sink** to take place August through October, 2023.

2. Approved sabbatical plan for **Reverend Kaye Ziglar** to take place January through March, 2023.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of **Fifth Creek Presbyterian Church**, Statesville, North Carolina, in renewing the contract of **Bill Bates** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning November 1, 2022.
2. 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 September 1, 2022.
3. 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, 2022.
4. 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, 2022.
5. 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, 2022.
6. Concurred with the Session of **Love Valley Presbyterian Church**, Love Valley, North Carolina, in renewing the contract of **Bill Bates** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning August 1, 2022.

B. TRANSFER MINISTER INTO SALEM PRESBYTERY

1. That the **Reverend Fritz Ritsch**, a member of Grace Presbytery, was received by Salem Presbytery on October 1, 2022.
2. That the **Reverend Seulki (John) Kim**, a member of the Eastern Korean American Presbytery, was received by Salem Presbytery on September 11, 2022.

C. MODERATOR OF SESSION

1. That **Reverend Ed Lewis** was appointed Moderator of Session for **Bethesda Presbyterian Church**, Statesville, North Carolina.
2. That **Reverend David Ealy** was appointed Moderator of Session for **Mebane First Presbyterian Church**, Mebane, North Carolina.

D. MINISTER LABORING WITHIN THE BOUNDS OF SALEM PRESBYTERY

That the **Reverend Danny Trapp** was given permission to labor within the bounds of Salem Presbytery as the Transitional Pastor of **Fieldstone Presbyterian Church**, Mooresville, North Carolina.

E. REQUEST TO WAIVE REQUIREMENTS

Concurred with the Session of **Flat Rock Presbyterian Church**, Flat Rock, North Carolina, in their request to waive the requirements for limitations of service on the Session.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

That the call of **First Korean Presbyterian Church**, Greensboro, North Carolina, to the **Reverend Seulki (John) Kim** to serve as Associate Pastor be found in order; and the terms of the call (printed below) be approved; and that the call be placed in her hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-3.0307) and the AAEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is September 11, 2022.

Cash Salary	\$34,000
Housing Allowance	\$24,000
Reimbursable Expenses (by voucher)	
Continuing Education	\$2,000
Business/Professional	\$500
Automobile Expense	\$500
SECA Supplement	\$4,000
Deferred Compensation	\$2,000 (403E)
Moving Costs	Provided (up to \$2,000)
Day Off	1 per week
Vacation	4 weeks
Study Leave	2 weeks

Full medical, pension, disability and death benefit coverage under the Board of Pensions. One month paternity leave or two months maternity leave at full pay. Three-month Clergy Renewal Leave in the seventh year of service.

B. COMMISSIONED RULING ELDER

That **Rachael Brooks** be commissioned as the Commissioned Ruling Elder-Lay Pastor of the Pine Ridge Presbyterian Church, Winston-Salem, North Carolina, for a one-year period beginning October 2, 2022, and that she be granted permission to celebrate the Sacraments and Moderate the Session.

C. REQUEST FOR HONORABLE RETIREMENT

1. That the **Reverend Bill Hoyle** be granted the status of Honorably Retired effective December 4, 2022.
2. That the **Reverend Andre Resner** be granted the status of Honorably Retired effective November 1, 2022.

D. SERVICE OF HONORABLE RETIREMENT

That Salem Presbytery recognize the **Reverend Bill Hoyle** and **Reverend Andre Resner** with a service of Honorable Retirement.

Commissioning of a Certified Ruling Elder (CRE)

Moderator: We come now to commission Elder Rachael Brooks (Pine Ridge PC) for service.

COM Leader: The call of Christ is to willing, dedicated discipleship.
Our discipleship is a manifestation of the new life we enter through baptism.
Discipleship is both a gift and a commitment, an offering and a responsibility.

Moderator: Rachael, the grace bestowed on you in baptism is sufficient for your calling because it is God's grace. By God's grace we are saved, and enabled to grow in the faith and to commit our lives in ways that serve Christ.

God has called you to particular service. Show your purpose by answering these questions.

Who is your Lord and Savior?

Brooks: Jesus Christ is my Lord and Savior.

Moderator: Will you be Christ's faithful disciple, obeying his word and showing his love?

Brooks: I will, with God's help.

Moderator: Do you welcome the responsibility of this service because you are determined to follow the Lord Jesus, to love neighbors, and to work for the reconciling of the world?

Brooks: I do.

Moderator: Will you serve the people with energy, intelligence, imagination, and love, relying on God's mercy and rejoicing in the power of the Holy Spirit?

Brooks: I will, with God's help.

The COM Co-Moderator will lead the Presbytery in a Prayer of Commissioning.

Moderator: Rachael, you are commissioned to service as a Ruling Elder.
Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him.

Recognition of Honorable Retirement

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: I draw the attention of the Presbytery to the citation honoring the Rev. Dr. William Hoyle that is included in this meeting packet.

Bill and Andre have completed active service as ministers 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, Honorably 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 a colleague 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 Bill and Andre -
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 Bill and Andre, 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.**

SALEM PRESBYTERY

The Rev. Dr. William Marshall Hoyle Honorable Retirement

On the occasion of his retirement, Salem Presbytery celebrates and gives thanks for the ministry of Bill Hoyle. Bill received a Master of Divinity Degree from Princeton Theological Seminary in 1982, a Master of Theology from Southeastern Seminary in 1985, and a Doctor of Ministry from Union Theological Seminary in Virginia. Bill was ordained to the ministry of Word and Sacrament on March 17, 1985 by the American Baptist Church USA and later moved his ordination to the Presbyterian Church (U.S.A.).

He has served five churches in his 37 years of ministry. He began at Binkley Memorial Baptist Church in Chapel Hill, where he served with Dr. Robert Seymour who was well known for his advocacy of civil rights, and where Dean Smith was an active member of the church. Bill treasures the letters he has saved from both men and what he learned from them. He then served as an interim pastor at Peace Presbyterian Church in Winterville NC, before taking a position with the Hudson Memorial Presbyterian Church in Raleigh. Bill then served as pastor at First Presbyterian Church in St. Albans West Virginia for 8 years, and for the last 21 years, he has served as pastor and head of staff the Clemmons Presbyterian Church in Clemmons.

The Clemmons Presbyterian Church has grown in both membership and in faith during Bill's time as their pastor and leader. Plans for a new sanctuary, which were just a dream when he arrived, became a reality after years of hard work by Bill and the congregation. Bill has also welcomed diversity in the church and worked hard to maintain the unity of the church in the midst of that diversity. Bill is known for his engaging and inspiring preaching, for his faithful pastoral care to members and others in the community, and for his commitment to serving the community and world. Bill is a leader who makes things happen.

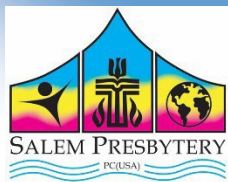
Bill began volunteering with Habitat for Humanity while at the Binkley church and has continued to be an active with Habitat everywhere he has been. He has volunteered at Samaritan Ministries in Clemmons, spending nights in their shelter. Bill is also a member of the Rotary Club where he has developed a wide range of friendships in the community.

Throughout his ministry, Bill has been a friend and support for other pastors, both in the Presbytery and in the community. He has also been a faithful Presbyter, serving in Salem Presbytery as a member of the Committee on Ministry and as chair of the Task Force on Examinations for 12 years, as well as serving on the Stewardship Committee, the Executive Council, and as a commissioner to the General Assembly. This has garnered Bill wide respect in Salem Presbytery with both ministers of the Word and Sacrament and elders.

Bill is also known for his love of golf, where regularly wins any bets with his deadly accuracy in chipping and putting.

Bill's ministry among us will be deeply missed, but we will all be grateful for his continued friendship and wisdom.

The Rev. Dr. Ronald L. Shive
The Rev. Dr. Ernest T. Thompson, III



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 (Installed Leadership)

Encourages creative approaches to growing vital churches and cares for small churches. *Meets monthly on the second Tuesday at 11:00 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 10:00 a.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 3:00 p.m.*

COM Task Force on Transformational Ministry for the Changing Church

(formerly COM Task Force on Transformational Ministry for the Changing Church, and COM Task Force on Temporary Ministry and Pulpit Supply)

Supports and coaches churches with Temporary Pastoral Relationships as they discern their current and future 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

Oversees personnel/human resource matters for the Presbytery office staff. *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.*

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 on a non-recurring schedule.*



Nomination for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

E-mail: _____

Church: _____

Status: ☐ Teaching Elder/Clergy

☐ Ruling Elder

☐ Deacon

☐ Church Member

Committee of interest: _____

Briefly state relative experiences:

Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

Please return form to:

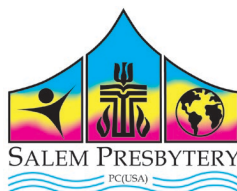
Salem Presbytery

P.O. Box 1763

Clemmons, NC 27012

cratledge@salempresbytery.org

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Clemmons, NC 27012



www.salempresbytery.org
336 -766-3393

Commissioner Report Form

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

II. Presbytery would like our INPUT about:

III. The Presbytery requested we ACT to:

IV. We might consider asking the Presbytery to:

V. A church or pastor which needs our PRAYERS:

VI. One Presbytery initiative which needs our SUPPORT:

VII. Next Presbytery Meeting:

Tuesday, February 21, 2023: 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.

