

**ONE HUNDRED TWENTY-SEVENTH STATED MEETING
MINUTES OF SALEM PRESBYTERY
NOVEMBER 10, 2020**

The One Hundred Twenty-Seventh Stated Meeting of Salem Presbytery, held on Tuesday, November 10, 2020 by Zoom, was called to order by the Presbytery Moderator, the Rev. Paul Sink at 9:00 a.m.

ENROLLMENT:

| | | | |
|---------------|----|----------------------------|-----|
| Commissioners | | Commissioned Ruling Elders | 8 |
| Elders | 61 | Lay Pastors | 3 |
| Ministers | 94 | Christian Educators | 4 |
| | | Corresponding Members | 2 |
| | | Administrative Staff | 1 |
| | | Stated Clerk | 1 |
| | | TOTAL: | 174 |
| | | (+Visitors - 35) | 209 |

The following were present for this meeting of Presbytery:

Ministers (96):

| | |
|-----------------------|------------------------|
| Almeida, Margaret | Harris, Randy |
| Anderson, Amanda | Harrison, Evan |
| Barner, Taylor | Hazelrigg, Marti |
| Barrett Todd, Katie | Hemrick, Jennie |
| Barrow-Ziglar, Kaye | Heyward, Will |
| Bates, Timothy | Horner, Fred |
| Beach, Kathy | Hoyle, Felicia Stewart |
| Berry, Kent | Hoyle, William |
| Braswell, Steve | Johnson, John |
| Broman-Fulks, Kenneth | Jones Johnson, Vicki |
| Browne, Kellie | Kern, Sandra |
| Burleson, Thomas | Kirby, Barrie |
| Cagle, David | Kirby, Randal |
| Campbell, Kathryn | Lambeth, Jay |
| Cannada, Jeremy | Larsen, Eric |
| Cheek, Hillary | Layman, Debbie |
| Clifton, Lindsey | Lenger, Ruth |
| Conley, Kevin | Lingan, Jodi |
| Dederer, Nancy Jo | Manchester, Inger |
| Dew, Frank | Marshall, Gordon |
| Dove, Keith | Mauney, Alexandra |
| Duffield, Jill | McCain, Vicki |
| Dunnavant, Neil | McFarland, Bryan |
| Elam, John | Milam, Judson |
| Engle, Terri | Milam, Travis |
| Fitchett, Judy | Mims, Ray |
| Fletcher, Pat | Morrison, Kate |
| Fruits, Dana | Moss, Stephen |
| Gatewood, Griff | Mullen, Lisa Florence |
| Gipe, Will | Musser Gritter, Lara |
| Goodman, Kyle | Otterbacher, Glenn |
| Griffin, R. C. | Patterson, Curtis |
| Hankins, Stephanie | Perkins, Sam |

Pitts, Wes
Priddy, Kim
Rhodes, Paul
Ridolfi, Paul
Rigel, Jessica
Riker, Cassandra
Rissmiller, James
Sell, Caroline
Sell, Nate
Senior, John
Shive, Ronald
Sink, Paul
Smith, Barbara
Smith, Jay

Smith, Jeff
Snipes, Steve
Spangler, Laura
Stevens, Courtney
Stevenson, Samuel
Taylor-Troutman, Andrew
Thompson, Ernie
Todd, Mason
Troyer, Elizabeth
Vazquez, Jorge A.
Walker, Dale
Wilson, Alicia
Wisner, Leigh
Zehmer, Lee

Ruling Elder Commissioners (61):

Alamance
Baird's Creek
Bethany Graham
Bethany Statesville
Bethel
Boone 1st
Burlington 1st
Burlington 1st
Calvary
Chapel in the Pines
Church of the Cross
Clemmons
Community in Christ
Concord
Covenant Gso
Covenant W-S
Faith
Fellowship
Forest Hills
Greensboro 1st
Greensboro 1st
Greensboro 1st
Greensboro 1st
Griers
Guilford Park
Hawfields
High Point 1st
High Point 1st
Highland
Highland
Jamestown

Cimino, Tom
Miller, Mary "Jinx"
Brown, Helen
Bass, Ronny
Flippin, Jimmie
Liljestrand, Todd
Johnson, James
Wagoner, Avery
Agnew-Wasson, Betty
Roodkowsky, Mary
Peeples, Kaylene
Sheehan, Lisa
Rife, Hope
Hedrick, Penny
Cauthen, Ralph
Hoots, Gregory
Rupard, Daphne
Harrison, Jeanie
Utley, Claire
Brown, Marshall
Seymour, Kelly
Vartanian, Joseph
West, Debbie
Morris, Bill
Setzer, George
Jenkins, Tina
Clinard, Aaron
White, Bonnie
Collins, Emily
Gee, Elizabeth
Schoepske, Kim

John Calvin
Lexington 1st
Lloyd
Logan
Mocksville 1st
Mount Jefferson
Mount Tabor
Mount Vernon
New Creation
North Wilkesboro
Oak Ridge
Parkway
Reidsville 1st
Rumple Memorial
Saint Paul High Point
Shady Side
Shallowford
St. Andrews
Starmount
Statesville 1st
Stony Creek
Taylorsville
Third Creek
Thomasville 1st
Thyatira
Unity
Westminster
Westminster
Westminster
Westminster

Caddell, Joyce
Black, Beverly
Ruchugo, Purity
McHenry, Sarah
Hadley, Sandra
Gervasi, Wanda
Chunn, Vanessa
Hunter, Rachel
Driscoll, Virginia
Bell, Carolyn Gwyn
Carlson, John
Parker, Dee
Conroy, Ed
Hutchens, Jerry
Davis, Doris T.
Davis, Ken
Rose, Charles
Chipman, Darlene
Buchanan, Virginia
Austin, Lamar
Barker, Janet
Mitchell, Dwight
Steele, Elizabeth
Griffin, Anice
Patterson, Douglas
Turner, Robert
Bell, Robert
Johnson, Caryl
Rosendale, Pamela
Woodard, Melanie

Commissioned Ruling Elders (8):

Bates, Bill
Beard, James
Blankenship, Jerry
Braxton, Steve
Browder, William
Glaser, Timothy
Moore, Sue
Terry Fred

Lay Pastors (CREs without current commission) (3):

Bates-Harley, LaQreshia McLeroy, Harold
Flippin, Sue

Christian Educators (4)

Chase, Donna Ferguson, Heather
Evans, Jasmine Wright, Dianna

Corresponding Members (2):

Lansden, Phanta Presbytery of Charlotte
Lesane, Warren Executive and Stated Clerk, Synod of the Mid-Atlantic

Stated Clerk, Salem Presbytery (1): Vaughan, David

Presbytery Staff (1): Scott, Laurie

CALL TO ORDER AND OPENING PRAYER

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

MORNING WORSHIP

Salem Presbytery was led in worship by the Rev. Katie Barret Todd, Executive Director of Ukirk Greensboro, and the Rev. Mason Todd, Transitional Pastor of Stony Creek Presbyterian Church. Mr. Russell Martin Kerr III, candidate for ordination by Salem Presbytery, preached a sermon on prayer using the scripture reading from Matthew 6: 5-13. Salem Presbytery was invited to participate in communion.

QUORUM

The Stated Clerk, Elder David Vaughan, advised the Moderator that a quorum was present for conducting the business of Presbytery.

APPROVAL OF DOCKET

The docket was presented by the Moderator of Salem Presbytery, the Rev. Paul Sink.

ACTION:

1. Presbytery approved the docket as amended.
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WELCOME AND REPORT FROM THE MODERATOR
AND
INTRODUCTIONS

The Moderator welcomed Salem Presbytery to the meeting and extended a special welcome to Elders attending Presbytery for the first time. Visitors and guests were also welcomed and recognized. A special welcome was extended to the Rev. Warren J. Lesane Jr., Executive and Stated Clerk of the Synod of the Mid-Atlantic.

ECUMENICAL AND PRESBYTERIAN MOMENTS

Rev. Jess Rigel, Associate Pastor at Alamance Presbyterian Church, brought greetings and information from the North Carolina Council of Churches. A link to resources from the NC Council of Churches was provided.

The representative for the Presbyterian Historical Society in Philadelphia, David, Staniunas, provided information on the myriad ways that the Historical Society serves the Presbyterian Church (U.S.A) and encouraged congregations to utilize the services offered there.

Olanda Carr, East Region representative for the Presbyterian Foundation, introduced himself to Salem Presbytery and highlighted the ways that the Foundation can be a partner to congregations during this difficult time of global pandemic.

REPORT FROM NEW TRANSITIONAL GENERAL PRESBYTER
Rev. Dr. Barbara A. Smith

The Rev. Dr. Barbara Smith introduced herself to Salem Presbytery and expressed her gratitude for the welcome she had received, her anticipation in getting to know members, and her commitment to meeting the problems and challenges ahead.

STATED CLERK REPORT
David Vaughan

FOR INFORMATION:

Upcoming meetings of Presbytery - 2021

Tuesday, February 9, 2021 - Virtual Meeting
Tuesday, May 11, 2021 - First Presbyterian Church, Boone
Saturday, August 14 or 21, 2021 - Thyatira Presbyterian Church, Rowan County
Tuesday, November 16, 2021 - Presbyterian Church of the Covenant, Greensboro (co-hosted with UKirk Gso)

Out of debt!

Congratulations to St. Paul Presbyterian, High Point, which has successfully paid its building debt! We rejoice in this good news!

Annual Statistical Reporting

The season for preparing the Annual Statistical Report and other Salem documents is upon us. Clerks of Session will soon receive information from me in this matter.

2019 Mission Challenge Award

The income from the Mission Challenge Fund will be used by the Presbytery to encourage churches to increase their mission funding. Each year, the Presbytery shall select two churches each to receive 50% of the fund's income. The churches' use of the money will be restricted to a mission project of its choice. Those receiving the awards for 2019 are as follows:

* To the church achieving the highest percentage increase of annual funding for the Presbytery's mission budget: **Laurel Fork Presbyterian Church**

* To the church spending the highest percentage of their annual budget on mission:
Sedgefield Presbyterian Church

FOR ACTION:

Dismissal of Administrative Commission for Hills PC

I constituted an Administrative Commission for Hills PC at the request of the Central COM. The AC consisted of Rev. Travis Milam (moderator), CRE Doug Brinkley, Rev. Griff Gatewood, and Rev. Jennie Hemrick. The purpose of this AC was to consult and advise the Session regarding a conflict within the family of faith. The AC has submitted its final report, one of success, and the Central COM has endorsed the dismissal of the AC. I will ask the Presbytery to dismiss the AC with its thanks.

ACTION:

2. The Administrative Commission for Hills Presbyterian Church was dismissed with thanks.

COMMITTEE ON PREPARATION FOR MINISTRY
Rev. Margaret Almeida and Rev. John Senior, Co-Moderators

FOR INFORMATION:

The CPM offers the following report from the most recent quarter of 2020:

1. Former CPM candidate Hannah Trawick was ordained to the Ministry of Word and Sacrament in the role of Community Pastor of First Presbyterian Church in Rocky Mount, NC. Her ordination was on September 13, 4 pm via Zoom.
2. Former CPM candidate Savannah Demyunck was ordained to the Ministry of Word and Sacrament as Pastoral Resident on Sunday, September 26 at Myers Park Presbyterian in Charlotte.

FOR ACTION:

The CPM requests that Jasmine Evans, a member of St. James Presbyterian Church in Greensboro and third-year student in the Master of Divinity program at Wake Forest University School of Divinity, be examined on the floor of presbytery and charged with a blessing for her continuing journey in the ordination process as a candidate for Ministry of the Word and Sacrament. Jasmine's candidacy was already approved by the Executive Council in its September 17 meeting.

ACTION:

3. Salem Presbytery examined and welcomed Jasmine Evans as a candidate for Ministry of the Word and Sacrament in Salem Presbytery.

EXAMINATIONS

Rev. Bill Hoyle and Rev. Debbie Layman, Co-Moderators, Jim Norris, Clerk

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

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| Rev. Dr. Barbara A. Smith |
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| Faith Journey |
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Born and raised in the Presbyterian Church, church involvement has nearly always been an important part of my life. And, just last week, when someone asked me when I accepted Jesus as my Savior, I responded as I always do – I can't remember a time when he wasn't.

I grew up hearing the stories of Scripture in Sunday School, and sitting between my parents in the pew. I have memories of Sunday School pins, cherub choir, church talent shows, and annual turkey dinners. I can still picture myself putting on my father's hat and coat and picking up his briefcase proudly stating that I wanted to go to Session too.

As I became a teen, youth group was a bit part of my life and my church friends were my school friends. We all attended "Communicant's Class" together, and I publicly professed my faith in the church where I was nurtured with more than 20 other young people. I was so geared toward the activities of the church, I even typed and duplicated the church bulletins for a time.

In the early years of my first marriage, church attendance waned but my faith never did. Once my children were born, they too were raised in the church albeit a different community than my formative years. As they found their own way through the church hallways, I was first ordained a Deacon and then an Elder. (I finally got to go to Session too!) I sang in the choir and was a member of the bell choir. I chaired the church's annual fundraiser. I was a wedding coordinator.

So it was no surprise to people when, on Christmas Eve of 1988, during the singing of Silent Night, I felt an intense sense of peace, and the question "what do you want to be when you grow up" had an answer. I felt a call to ministry. And I ran away from it. For a month. And for a month I felt like a hunted woman – like I was being followed. Until I could run no more and finally said "yes" to God's call.

I enrolled in night school to finish my Bachelor's Degree while working full time. And then I went off to seminary as a commuter student and embraced the reality that God doesn't call the equipped, but equips the called. In fact, as I was beginning seminary, my pastor preached a sermon in which he said that I was going to seminary having done everything there was to do in the church except sit behind the pastor's desk.

I was ordained in 1995, in the church where I raised my children. My father read Scripture, my sons helped me put on my robe, and my mother put a stole over my shoulders. And I thought there was nothing I couldn't do.

I've had my twists and turns, my ups and downs along the journey. I've questioned God's intent and timing and I've told God what I won't do. And I can just imagine God laughing and saying, "you seem to forget who is in charge."

My faith, while always present, has evolved. I have always held tight to the words of Jeremiah 29:11, "For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a

future with hope.” As I mature, and as I look back on my journey of life and faith, I know I have not walked alone. And I also know that I won’t walk alone in the future.

Rev. Dr. Barbara A. Smith

Statement of Faith

In the beginning, the powerful hand of God created the heavens, the earth, the sea and the dry land. At my beginning, the gentle hand of God gave me life. We know God as Father through the words of Jesus, “Abba, Father.” We know God as Creator who makes each of us in God’s image. We know God as Redeemer as manifested in the person of Jesus Christ. We know God as Sustainer - the giver, renewer and guide of life – in the presence of the Spirit.

The God of continuing creation, acting to overcome the sinfulness and corruption of the world, became human in the person of Jesus, the eternal Word of God. Since humanity’s first instance of sin in the garden, we have continued to turn away from God. Throughout the Old Testament, we read of God’s desire to restore God’s relationship with humanity seen in God’s covenants with Abraham, Moses and the Israelites. In the words of the Apostle Paul recorded in his letter to the Galatians [4:4-5], “When the fullness of time had come, God sent his Son, born of a woman, born under the law, in order to redeem those who were under the law, so that we might receive adoption as children.” Through his self-sacrifice, Jesus - fully human, fully God - suffered and died a shameful death on a cross so that those who come to him in repentance might have life eternal in his name. Grace abounds.

God’s Holy Spirit comes to us at times as fierce as the roaring winds of March, and at other times as gentle as a summer’s ocean breeze. God, through the Holy Spirit, is present as Comforter, as Sustainer, and as that still, small voice at the very depths of our being that speaks to us through the words given to Jeremiah [29:11]: “For surely I know the plans I have for you...plans for your welfare and not for harm, to give you a future with hope.”

As the inspired word of God to God’s people, Scripture has – and continues – to come alive for me in new and more personal ways. When I practiced hospice ministry, I offered the stories, encounters and promises of Scripture as a living testimony to the presence and promises of God and of God’s son, Jesus Christ. As a parish pastor, I have approached Scripture from the perspective of teacher and preacher, seeking to equip the saints within the body of Christ for ministry in his name, according to the gifts bestowed on each. In my most recent call, I have seen God’s promise of a future with hope come alive as God’s people set aside their own agendas in order to “let go and let God.”

Through corporate worship within a community of God’s people, brothers and sisters in Christ, I am strengthened in my personal faith. The vision of table, font and pulpit are an ever-present reminder of who and whose I am. The sacraments of Baptism and the Lord’s Supper, as instituted by Christ, are visible signs of God’s grace received by faith alone. Unlike the raging waters of flash floods, the gentle waters of Baptism signify the gift of new birth in God through Christ. Baptism is a holy reminder that God claims us as God’s own even before we are able to make a conscious decision. In the Sacrament of the Lord’s Supper, we remember Christ’s great sacrifice on our behalf, and we anticipate the day when God will complete creation through the promised return of Jesus Christ.

I anticipate the day when people will no longer be divided by race, religion, socio-economic status or sexual orientation. I do not believe that Christians are called to sit back and wait for Christ to come again. Christians are called to service and witness in Christ’s name, called to make the kingdom visible even now, while at the same time fully aware that nothing that is done or said will make that day come any sooner. In my daily work, and in my personal life, I seek to break down walls that divide, by gentleness of spirit, openness and respect of others.

I wholeheartedly echo the words of Paul to the Ephesians [3:20-21], “Now to him who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to him be glory in the church and in Christ Jesus to all generations, forever and ever. Amen.”

When I consider how my faith was shaped, I think primarily about people. My earliest memories of faith include two differing forms of worship. My family went to the United Church of Canada on Sunday mornings in Halifax, Nova Scotia, but during the week my sister and I attended Catholic school where we went to mass. One service in its simplicity emphasized God's near presence with us, the other with its majesty taught of God's mysterious eminence. Despite the notable differences, both places shared a message of God's love, grace, and goodness.

My parents, both medical professionals, modeled compassion, embodying what it looks like to value all kinds of people. My mom worked as a nurse at a regional children's hospital where sick children far from home often had lengthy stays. We would go see my mother at work, eating in the cafeteria, watching her interact with patients, her peers, and those she supervised. Her treatment of people in her vocation mirrored the words I heard on Sundays. While she never named this connection, I look back and recognize my parents as living out an essential tenet of our Reformed faith: saints are everyday disciples being and seeing the face of Christ in their daily interactions with others. Our baptismal is made manifest in how we move about the world.

At school, the Sisters imparted discipline, structure and high expectations both academically and ethically. My art teacher, Sister Marie Horne, particularly shaped my faith. She would create small, pencil drawings of her students, write our name at the bottom and present them to us with the assurance that we were uniquely created by God and beloved. Her declaration embedded in me a sense of being a loved child of God and the belief that each and everyone I encounter is, too. To this day this remains a foundational tenet of my faith.

My family emigrated to the United States the summer before my fourth-grade year. We arrived in Mt. Gilead, N.C. where my dad began his medical practice. Everything was strange. Iced tea, not hot tea. Fried chicken, not fish and chips. The sound of tree frogs and cicadas, not sirens and car horns. My peers said I talked funny, I struggled to understand them. One place of familiarity existed in my new world: the sanctuary of First Presbyterian Church. The Apostles' Creed and Blest Be the Tie that Binds, the Doxology and Gloria Patri, these remained consistent amidst all the change. Worship, coupled with people genuinely glad to see me, provided rest for my anxious soul.

Our years in rural North Carolina cemented my love of Jesus through my love of His Body, the church, that loved me so well. Watching my father interact with patients approaching him at the grocery store or occasionally show up at our door during dinner, confirmed for me the importance of following our Incarnate Lord in tangible, daily ways. When he said, "So, tell me what's going on." He genuinely wanted to know in order to help. People who loved the Lord, loved me, and showed me how to love others. Hence, when I heard the call to ministry shortly after graduating from college, I went to seminary not at all confident in my abilities, sure of my unworthiness, but absolutely convicted that God works through ordinary people, in less-than-noteworthy places, to demonstrate the love, grace, and mercy of Jesus Christ and to enact God's justice and kindness as they, as we, humbly seek to walk with our Lord. I am still certain of this truth and overwhelmed with gratitude for the people who taught it to me with their lives.

I believe in the Triune God who created all that is seen and unseen and called it good. God's performative Word of creation means all the world, every creature, grass blade and person, is good in a divine declared way that cannot be undone, taken away or overruled. Everyone is created in God's image, beloved, and proclaimed good. No exceptions.

Sin in real. God's Good News of great joy for all people is not uncontested. The powers and principalities, however proximate and bound for ultimate defeat, have notable runs of success. "Total depravity" describes not only what I read the paper, but what I see in the mirror. I can never be sin-less. I am, however, through the sacrifice of Jesus Christ, his life, death and resurrection, forgiven, freed, given new life and made inseparable from the love of God.

The death of Jesus atones for my sin and the sin of the world. When I pray, "Lord, have mercy on me, a sinner," God answers with the gift of God's only Son, grace and truth, glory, redemption and reconciliation. I cannot forget the price paid for this new life of mine and the world. The cost is immeasurable. Jesus was arrested, tortured and executed to spare me condemnation, estrangement and death. The cross is the place where God's love and justice meet. The empty tomb and risen Lord proof positive that God's promise of life abundant and eternal is sure. Not even death can defeat our God.

The Holy Spirit breathes, burns, speaks, shakes up human assumptions, breaks down dividing walls, and drives us to the wilderness and back so we might discern and do the will of God. Praying, "Come, Holy Spirit" is dangerous because that Spirit consumes our dross and gives us words that are not our own. The Spirit compels us to stand with and seek justice for, widows, aliens, orphans, the least and the last. We are to go where Jesus went, preaching the Good News to those hungry in body and soul. The Spirit goes ahead of us, sends us, sustains us, until Christ comes again, and suffering is no more.

While we wait in hope, eagerly anticipating Christ's return, God does not leave us orphaned. With the Holy Spirit, we are given the Church, the Body of Christ, our siblings, the household of God, the communion of saints. The Church is the provisional outpost of the Kingdom, a witness to the world, however flawed, of the will of God. We are to make manifest the one faith, hope and baptism into which we were baptized, forgiving one another as Christ has forgiven us, bearing one another's burdens, speaking the truth in love, proclaiming the saving grace of God in word and deed.

Christ has given the church the sacraments of baptism and the Lord's Supper. In baptism, we are engrafted in Jesus Christ, cleansed of our sin and "reborn into newness of life and into the fellowship of Christ." In the Lord's Supper, we are welcomed by Christ and nourished for service. We are lifted into the presence of the ascended Christ and given a foretaste of the heavenly banquet.

The church is also given the rich and relentless gift of Scripture. The Bible tells the great salvation narrative, reveals the character of God, and shows us our identity and purpose, our beginning and end. I believe the Bible is God's inspired, living word and God's word to me.

Russell M Kerr III

Statement of Faith

I believe in an all knowing, all loving triune God—Father, Son, and Holy Spirit in three persons yet one. God created the earth, the universe, and all that is in it. The Bible, God's unique and Holy Scripture is the authority on which we understand God in many forms—God is a father, a loving parent, that God is light, that God is like a mother hen gathering her chicks, and that God is alive and active in our world, all powerful unfolding creation towards something that is inherently good.

We, humans, were created in God's image. I believe humans once lived in harmony and goodness with God but are now estranged from God who desires to be in relationship with us. Sin has separated us from God. Sin is ugly. It is wicked. It is a disease from which there is no quick fix. So in corporate confession, together we ask that God heal us from our sin.

The Good News is that God loved us so God dwelled among us revealing Godself to us as God's only son, Jesus Christ. This Jesus of Nazareth walked with people who lived on the margins—women, children, and those who were diseased preaching that the kingdom of Heaven has come near and that it belongs to those whom we cast aside. Because of this radical message of inclusion, Jesus was executed at the hands of the state dying on a cross. Thus Jesus, fully human and fully divine, made a sacrifice for all humans that we may be redeemed to God and thus, saved. In Christ's resurrection there is power, mystery, and a great joy. There is also healing, forgiveness of sin, there is liberation, and a new life. This salvation is a gift. It is active. It can neither be earned nor achieved. We are saved only by grace through faith.

I trust in the work of the Holy Spirit. The Bible describes the spirit in many different forms—Spirit, wind, comforter, ghost, and advocate. She is like a strong rushing wind. She is like a life breath that breathes in our own lives startling us time and again. The Spirit dwells among us when we are in community. I believe the Holy Spirit empowers us to reach across the human-made borders of race, class, economic divide, and political identities to engage with and be present for one another. The Holy Spirit empowers us to discern together where God is calling us next. I believe we surrender to the Holy Spirit asking for guidance through tough conversations.

I believe the church is a community of people claimed by God and empowered by the Holy Spirit to gather as an example of God's love and light in this broken yet sacred world with Jesus Christ as its head. We worship together in order to glorify God, share in the sacraments, and to uplift one another. When we participate in the Lord's Supper we ask the Holy Spirit to lift us up into Christ's presence, we join in communion with the risen Christ and all the saints, and then we are sent out to share this good news. It is a foretaste of life to come when every tear shall be wiped away.

Though we fall short of the glory of God, the Sacraments, Baptism and Communion, remind us that this new life offered by God is a gift freely given. These are visible signs of an invisible grace. In our Baptism we are claimed by God, called by God to share the good news of the Gospel with the world, and that God is never finished with us.

Russell M Kerr III

Faith Journey

I believe God called me to ministry at an early age. Though I spent most of my life ignoring those gentle nudges, I reached a point in which I was unable to deny these outright signs any longer. Perhaps it was the affirmative, "I could see you as a preacher," from family and friends that finally guided me toward answering the call.

I was baptized in 1989 by my grandfather, Rev. Russell M. Kerr at Covenant Presbyterian Church in Charlotte, N.C. where my parents met. My grandfather served as the pastor at Philadelphia Presbyterian Church in Mint Hill, N.C. for 30 years, so there has always been a pastoral theme to my life.

It was in 2014 working as a community organizer through the Young Adult Volunteer program in Miami that this call rang through loud and clear. The first response from my family was an enthusiastic, "welcome to the family business!" as my grandpa, aunt (Rev. Mary Jane Kerr Cornell), and cousin (Rev. Alex Kerr Lee-Cornell) are all Ministers of Word & Sacrament in the P.C. (USA). This familiar connection to the church prompted me to reflect on how this call is uniquely and authentically mine. As much as I was honored to follow in my family's footsteps, I wanted my journey to be uniquely mine. And as I get nearer and nearer to ordination, I am assured that this story is authentically my own.

I was ordained as a Deacon in high school and spent my summers working as a youth leader for the Massanetta Middle School conference. In addition to leading and attending conferences, I spent my summers in college working for Montreat Conference center where messages of God's love, mercy, and grace were proclaimed from the chancel of Anderson Auditorium.

I graduated from Emory & Henry College in 2012 with a degree in theatre. Theatre remains a hugely influential part of my work as a preacher, teacher, and pastoral caregiver. I left Emory, VA to move to Sarasota, FL to work at Florida Studio Theatre as an intern then Company Manager. Looking back, I realize how much I value my experience with so many different people (upwards of 85-150 people) and how it taught me the skills needed for pastoral ministry. I learned about working with people who have differing opinions. I practiced conflict management and instituting boundaries. But something was still missing. That's when I decided I would either apply to the YAV program or apply to seminary. I took one year in the YAV program to then apply to seminary.

I struggled in seminary at first. Called. Openly gay. I enrolled as an Inquirer with the CPM of the Charlotte Presbytery in 2015, the year the Book of Order changed the definition of marriage. This was the year I met my CPM liaison, Nancy Finlayson, who continues to be my cheerleader. She inspires me on difficult days and reminds me that there is room for everyone in God's house.

I am proud to say that I graduated from Union Presbyterian Seminary in Richmond, V.A. with a M.Div. in May 2018. Since then, I worked on the Ministry Team at Montreat Conference Center and in August 2018 accepted the job as Director of Children's Ministry at Rivermont Presbyterian Church in Chattanooga, T.N.

I have so many people to thank. There have been those who have walked with me on this journey of faith, and for them I am so grateful. I am thankful for my parents who nurtured my faith as a child, and they continue to champion me as I follow this call. I am thankful for all the mentors and pastors who have believed in me from the very beginning. I am thankful for a therapist who was one of the first women ordained in the PC (USA). Her stories inspire me and they guide me in my own journey of faith and ministry. I am thankful for friends who encourage me. Each of these stories, each of these people reminds me ministry is a communal effort. I am ready to stand and be a leader in this church, with God's help.

ACTION:

4. Salem Presbytery voted to sustain the examination of Russell Martin Kerr III and approve him for ordination.
-

COMMISSION ON MINISTRY

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

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

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

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

1. Concurred with the Session of **First Presbyterian Church**, Lexington, North Carolina, in securing the contract with the **Reverend Nancy Jo Dederer** as Transitional Pastor for a period of twelve months beginning October 6, 2020.
2. Concurred with the Session of **First Presbyterian Church**, Thomasville, North Carolina, in securing the contract with the **Reverend Kevin Conley** as Transitional Pastor for a period of twelve months beginning November 1, 2020.

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

1. Concurred with the Session of the **First Presbyterian Church**, Greensboro, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Dr. Daniel W. Massie** for a period of seven months beginning May 31, 2020.
2. Concurred with the Session of the **Clemmons Presbyterian Church**, Clemmons, North Carolina, in renewing the Interim/Transitional associate pastor contract with the **Reverend Jodi Lingan** for a period of six months beginning October 1, 2020.
3. Concurred with the Session of the **Faith Presbyterian Church**, Greensboro, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Hillary Cheek** for a period of three months beginning December 1, 2020.

4. Concurred with the Session of the **Community in Christ Presbyterian Church**, Greensboro, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Bryan McFarland** for a period of six months beginning November 1, 2020.

5. Concurred with the Session of the **First Presbyterian Church**, Asheboro, North Carolina, in renewing the Interim/Transitional contract with the **Reverend John Muse** for a period of six months beginning November 1, 2020.

C. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **New Salem Presbyterian Church**, Stony Point, North Carolina, in renewing the Temporary Supply contract with the **Reverend Curtis White** for a period of twelve months beginning September 27, 2020.

D. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Second Presbyterian Church**, Salisbury, North Carolina, in renewing the Stated Supply contract with the **Reverend Margaret Taylor Almeida** for a period of one year beginning September 1, 2020.

2. Concurred with the Session of **St. Paul Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Dr. Jay Lambeth** for a period of one year beginning November 1, 2020.

3. Concurred with the Session of **Danbury Community Church**, Danbury, North Carolina, in renewing the Stated Supply contract with the **Reverend Eric Larsen** for a period of one year beginning July 8, 2020.

4. 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 1, 2020.

E. DESIGNATED CO-PASTOR RENEWAL

1. Concurred with the Session of **Forest Hills Presbyterian Church**, High Point, North Carolina, in renewing the Designated Co-Pastor contract with the **Reverend Lindsey Altvater Clifton** for a period of one year beginning September 1, 2020.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of the **Siler City Presbyterian Church**, Siler City North Carolina, in renewing the contract of **Mr. Richard LaDew** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning September 1, 2020.

2. Concurred with the Session of **Laurel Fork Presbyterian Church**, Laurel Springs, North Carolina, in renewing the contract of **Mr. Jeffrey W. Bumgarner** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning November 1, 2020.

3. Concurred with the Session of **Old Providence Presbyterian Church**, Cleveland, North Carolina, in renewing the contract of **Mr. Jeffrey W. Bumgarner** to serve as their Commissioned Ruling Elder for a period of twelve months beginning November 1, 2020.

B. MINISTER TRANSFERRING TO SALEM PRESBYTERY

1. That the **Reverend Dr. Barbara Ann Smith**, a member of Peace River Presbytery, was received by Salem Presbytery on August 27, 2020.
2. That the **Reverend Jill Duffield** a member of Presbytery of the James was received by Salem Presbytery on September 24, 2020.

C. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

1. That the **Reverend Edward Boyce** was transferred to Mission Presbytery August 27, 2020.

D. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Pastoral relationship between the **Reverend Kate Davelaar Guthrie** and **New Creation Presbyterian Church**, Greensboro, North Carolina, effective October 31, 2020.

E. MODERATOR OF SESSION

1. That the **Reverend Travis Milam** was appointed Moderator of Session for **Hills Presbyterian Church**, Pilot Mountain, North Carolina.
2. That the **Reverend Leigh Wisner** was appointed Moderator of Session for **Pine Hall Presbyterian Church**, Pine Hall, North Carolina.

F. ADMINISTRATIVE COMMISSION APPROVED

1. Stated Clerk approved the administrative commission to ordain and install the **Reverend Cassandra Riker** as Associate Pastor at **Jamestown Presbyterian Church, Jamestown**, North Carolina, on September 13, 2020.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. CALL EXTENDED TO CANDIDATE ACCEPTING A CALL IN SALEM PRESBYTERY

ACTION:

5. Following his successful examination, the call of the **Rumple Memorial Presbyterian Church**, Blowing Rock, North Carolina, to **Russell Kerr**, a candidate under the care of Charlotte Presbytery to serve as Associate Pastor was found in order; and the terms of the call (printed below) were approved; and the call was placed in his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the **Book of Order** (G-3.0307) and the AAEO Policy adopted by Salem Presbytery (July 1993) in offering this call, pending his successful examination and ordination. The effective date is October 12, 2020.

| | |
|--------------------------------|-------------|
| Cash Salary | \$37,300 |
| Housing Allowance | \$ 7,200 |
| Business/Professional Expenses | \$ 4,500 |
| SECA | \$ 3,684.60 |
| Moving Costs | Provided |
| Vacation | 4 weeks |
| Study Leave | 2 weeks |

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

B. ADMINISTRATIVE COMMISSION

ACTION:

6. The following Administrative Commission was approved for the ordination and installation of **Russell Kerr** as Associate Pastor of the **Rumple Memorial Church**, Blowing Rock, North Carolina on November 15, 2020:

| NAME | RESPONSIBILITY | MINISTER/ ELDER |
|------------------------|---|------------------------|
| Jeff Smith | Preside & Propound the Constitutional Questions | Min |
| Tricia Dillon Thomas | Preach the Sermon | Min |
| Mary Jane Kerr Cornell | Charge the Minister | Min |
| Davis Hankins | Charge the Congregation | Elder |
| Kathy Beach | Prayer of Ordination/Installation | Min |
| Jennifer Ring | Lead in Worship | Elder |
| Jinx Miller | Lead in Worship | Elder |

C. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

ACTION:

7. The call of the **First Presbyterian Church**, Greensboro, North Carolina, to the **Reverend Margaret Jill Duffield** to serve as Pastor was found in order; and the terms of the call (printed below) were approved; and the call was 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 AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is December 1, 2020.

| | |
|---|-----------|
| Cash Salary | \$105,000 |
| Housing Allowance | \$ 40,000 |
| Other Allowances | \$ 7,500 |
| Moving Expense | \$ 25,000 |
| Vacation | 4 weeks |
| Study Leave | 2 weeks |
| Full medical, pension, dental, vision, disability, and death benefit coverage under Board of Pensions. Three-month Clergy Renewal Leave in the seventh year of service. One- month paternity leave or two months maternity leave. | |

D. WELCOME LITURGY

E. REQUEST FOR TRANSFER OF MEMBERSHIP

ACTION:

8. Salem Presbytery approved the transfer of the **Reverend Jeffrey Paschal** to Charlotte Presbytery.

F. SERVICE OF HONORABLE RETIREMENT

ACTION:

9. Salem Presbytery recognized the **Reverend Barrie Miller Kirby** and the **Reverend Jennie Leake Hemrick** with a service of Honorable Retirement.

G. REPORT FROM COMPENSATION AND RELATIONSHIPS SUB-COMMITTEE (For Information)

1. COM does not recommend any change in minimum compensation for 2021.

PEACE AND JUSTICE
Rev. Frank Dew

The Rev. Frank Dew reminded Salem Presbytery of its commitment to become a Matthew 25 presbytery and offered support for congregations as they determine ways to live out this commitment.

HUNGER
Rev. Frank Dew

The Rev. Frank Dew highlighted the ongoing need for Salem Presbytery to support the Pennies for Hunger program. He recognized Rosa Saavedra, the Bread for the World state organizer for North and South Carolina, who urged advocacy action on behalf of those who rely on the SNAP program and emergency funds during the pandemic.

CAMPUS MINISTRIES
Rev. Katie Todd

Rev. Katie Todd provided a slide presentation on the work of the various campus ministries in Salem Presbytery. Members of the presbytery were encouraged to donate \$20.21 to the work of campus ministry for the coming year.

IMPLEMENTATION TEAM
Rev. Ken Broman-Fulks

The Rev. Ken Broman-Fulks reported on the work of the Implementation Team invoking Todd Bolsinger, author of *Canoeing the Mountains*.

EXECUTIVE COUNCIL
Rev. Jeff Sockwell, Moderator and Rev. Kathy Beach, Co-Moderator

The Executive Council (EC) met on August 27, September 17, October 15, and October 28, 2020.

Regular reports were received from David Vaughan, Stated Clerk.

For Information –

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

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

- Interviewed Inquirer Jasmine Evans (St. James PC) and approved her advancement to the Candidacy phase;
- Elected Rev. R. C. Griffin to a term on the COM-West.

Other actions taken:

- Approved minutes of previous EC meetings and of the August 2020 meeting of Presbytery;
- Called the Rev. Dr. Barbara A. Smith to a three-year term as Transitional General Presbyter for Salem Presbytery;
- Dismissed, with thanks, the Search Committee that identified Dr. Smith as our TGP; the Committee consisted of Rev. Randy Harris and Elder Penny Hedrick (co-moderators), Educator Donna Chase, Elder LaQreshia Bates-Harley, Educator Donna Chase, and Rev. Brian Rummage;
- Discussed the attempts to sell the former Christ PC property in High Point to another Christian faith community;
- Heard that our grant proposal to the Lilly Foundation was not approved for funding; Lilly had nearly 900 proposals and could make only 90 awards. Credit was paid to the team that put our proposal together, especially the Rev. Jill Crainshaw who provided content and edited the proposal;
- Moved the December meeting date from 12/17 to 12/10/2020;
- Authorized Renee Carter and Laurie Scott to secure access to the materials in the Presbytery's safe deposit box;
- Moved the February 2021 Presbytery Meeting to a virtual platform;
- Received a proposal from the Stewardship Committee regarding fundraising for Presbytery, Synod, and OGA mission and ministry, and approved a plan for distribution of gifts made effective January 1, 2021 (a report will be given regarding this matter);
- Received the proposed 2021 Presbytery budget, and learned that this budget was developed in collaboration with the Stewardship Committee, the Implementation Team, and the Personnel Committee;
- Heard from the Personnel Committee that they had made clarifying changes to the position description of the Transitional General Presbyter, insuring that the head of staff would be directly involved in the evaluation of other staff; and heard that the Personnel Committee would soon begin a search for the Administrative Assistant as outlined in the plan the Presbytery adopted in February 2019;
- Approved the docket for the November meeting of Presbytery.

ACTIONS:

10. The following were named to the Committee on Representation: Rev. Kyle Goodman (2021), Rev. Lindsay Altvater Clifton, Rev. Ray Mims, Rev. Sam Perkins, and Rev. Kim Priddy (all in the class of 2023).
11. The Rev. Kyle Goodman and the Rev. Kim Priddy, co-moderators of the Stewardship Committee, were recognized to speak before the Presbytery about Stewardship.
12. Salem Presbytery approved the 2021 budget presented by the Rev. Jay Lambeth.

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

The Rev. Ray Mims presented the report and requested action on the nominee for Personnel.

For Information:

Ministers and Elder Commissioners are encouraged to nominate individuals for service on Presbytery committees. A flyer describing committees of Presbytery, together with a nominating form, is a part of this meeting's packet.

For Action:

1. The Committee on Representation nominates the following for service on Presbytery committees:

Budget and Finance:

Class of 2023 - Rev. Jay Smith, Jamestown Presbyterian
Mr. Doug Patterson, Thyatira
Ms. Margaret Elliott, Trinity Winston-Salem

Church Growth and Transformation:

Class of 2023- Rev. Jennie Hemrick, HR
Rev. Olen Bruner, Trinity Salisbury
Rev. Timothy Bates, Calvary and Cameron
Rev. Liz Troyer, Concord
Rev. Nate Sell, Starmount

Commission on Ministry East:

Class of 2023 - Rev. Amanda Anderson, MAL
Mr. Parks Williams, Starmount
Rev. Doug McLeroy, HR
Mr. Larry Hooker, Westminster

Commission on Ministry Central:

Class of 2021 - Rev. Nancy Jo Dederer, Lexington First
Class of 2023 - Mr. Jim Beard, CRE Immanuel
Rev. Sandy Kern, HR
Ms. Betty Wasson, Calvary
Rev. Thom Burleson, Parkway

Commission on Ministry West:

Class of 2023 - Rev. R. C. Griffin, North Wilkesboro
Rev. Tom Nesbit, VM Hospice of Sparta

Committee on Preparation for Ministry:

Class of 2023 - Rev. Caroline Sell, Westminster
Rev. John Senior, VM Wake Forest Divinity
Rev. Katie Todd, Ukirk Greensboro
Rev. Kathryn Campbell, Fellowship

Examinations:

Class of 2021 - Rev. Bill Hoyle, Clemmons
Class of 2023 - Mr. Steve Braxton, Trinity Elon
Rev. Ruth Lenger, HR
Rev. Dan Wilkers, HR, IP Elkin

Executive Council:

Class of 2021 - Rev. Will Heyward, Mt. Jefferson
Class of 2023 - Rev. Lindsey Altvater Clifton, Forest Hills
Mr. John Carlson, Oakridge

Permanent Judicial Commission:

Class of 2026 - Rev. Kim Priddy, Sedgfield
Mr. Wade Harrison, Burlington First
Mr. Ed Gregory, North Wilkesboro

Personnel:

Class of 2021 - Rev. Randy Harris, Highland
Class of 2023 - Ms. Julie Davis, Fellowship
Rev. Nancy Jo Dederer, Lexington First

Liaison to Implementation Team – Ms. Shirley Harris, Ruple Memorial
Rev. Ken Broman-Fulks, HR

Commissioner to Synod of the Mid-Atlantic:

Class of 2021 - Rev. Felicia Stewart Hoyle< MAL

Synod Nominating Committee:

Rev. Kim Priddy, Sedgefield

ACTION:

13. Salem Presbytery approved the slate of nominees for service on the committees as they are listed.

ADJOURNMENT AND BENEDICTION

The Moderator announced the date of the next Presbytery meeting, February 9, 2021. It will also be held by zoom. The Moderator adjourned the meeting with the benediction.

Recorded by:

Laurie Scott
Office Manager

David Vaughan
Stated Clerk

These minutes were approved by Presbytery's Executive Council, 12/10/2020

**FORMER MEMBERS OF
SALEM PRESBYTERY'S PERMANENT JUDICIAL COMMISSION
(D-5.0206b)**

Rev. Fred Beck (2016)
4424 Brookhaven Drive, Greensboro, NC

Mr. Dan Hawkins (2016)
1553 Cherry Lane, Haw River, NC

Mr. Steve Nicholson (2014)
2320 Buffalo Shoals Road, Statesville, NC

Mr. David Parker (2014)
666 Normandy Road, Mooresville, NC