

**ONE HUNDRED THIRTY-THIRD STATED MEETING
MINUTES OF SALEM PRESBYTERY
February 15, 2022**

The One Hundred Thirty-Third Stated Meeting of Salem Presbytery, held on Tuesday, February 15, 2022 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	62	Lay Pastors	6
Ministers	92	Christian Educators	2
		Corresponding Members	3
		Presbytery Moderator Elect	1
		Stated Clerk	1
		Administrative Staff	1
		TOTAL:	176
		(+Visitors - 21)	197

The following were present for this meeting of Presbytery:

Ministers (92):

Anderson, Amanda	Hall, Randy	Moss, Stephen
Asher-Lawson, Marybeth	Harper, Kate	Mullen, Lisa
Barner, Taylor	Harris, Randy	Nesbit, Tom
Barrett Todd, Katie	Harrison, Evan	Otterbacher, Glenn
Bates, Timothy	Hazelrigg, Marti	Perkins, Sam
Beach, Kathy	Henry, David	Pharr, Steve
Berry, Kent	Heyward, Will	Phillips, Jon
Blankinship, Joe	Hoyle, Bill	Pitts, Wes
Bowers, Erin	Hoyle, Felicia Stewart	Priddy, Kim
Braswell, Steve	Huddelson-Gillespie, Karen	Rhodes, Paul
Burleson, Thomas	Johnson, John	Rigel, Jessica
Cagle, David	Jones-Johnson, Vicki	Riker, Cassandra
Campbell, Kathryn	Jordan, Steve	Schlaman Larsen, Emily
Cannada, Jeremy	Kerr, Russ	Scott, Stephen
Conley, Kevin	Kirby, Barrie	Sherrill, Butch
Cowan, Newton	Kirby, Randal	Sink, Paul
Curl-Dove, Keith	Kuzmovich, Khelen	Smith, Barbara
Dederer, Nancy Jo	Lambeth, Jay	Smith, David
Dew, Frank	Lansden, Phanta	Smith, Jay
Duffield, Jill	Layman, Debbie	Smith, Jeff
Ealy, David	Lee, Charlie	Snipes, Steve
Engle, Terri	Lenger, Ruth	Sockwell, Jeff
Fitch, Rachel	Levens, Kristen	Stevenson, Samuel
Fitchett, Judy	Lingan, Jodi	Todd, Mason
Fletcher, Pat	Manchester, Inger	Troyer, Elizabeth
Fruits, Dana	McCain, Vicki	Vazquez, Jorge A.
Gaither, Otto	McFarland, Bryan	Wilson, Alicia
Gaska, Jonathan	Milam, Judson	Wisner, Leigh
Glaser, Joanne	Milam, Travis	Zehmer, Lee
Goodman, Kyle	Mims, Ray	Ziglar, Kaye
Griffin, R. C.	Morritauk, Kate	

Ruling Elder Commissioners (62):

Alamance	Uniatowski, Judy	John Calvin	Curran, Jacqueline
Alamance	Dail, Graham	Logan	Woods, Elaine
Asheboro 1st	Watson, Susan	Mebane 1st	Jeffries, Harlece
Baird's Creek	Miller, Mary "Jinx"	Mocksville 1st	Alexander, Kelly
Bethany Statesville	Bass, Ronny	Mount Jefferson	Hines, Donna
Bethel McLeansville	Miles, Lois	Mount Tabor	Henry, Belinda
Burlington 1st	Baker, Chris	Mount Vernon	Hunter, Rachel
Calvary	Agnew-Wasson, Betty	New Creation	Barbara Clawson
Chapel in the Pines	Crosby, Tom	New Hope	Edwards, Janet
Clemmons	Hollomon, Bridget	Oak Ridge	Carlson, John
Clemmons	Ring, Jane	Parkway	Gustafson, Tom
Cooleemee	Dodd, Kevin	Pittsboro	Gailor, Frank
Covenant GSO	Kelly, Clara	Pleasant Grove	Jordan, Annette
Covenant W-S	Hoots, Gregory	Reid Memorial	Hall, Colby
Elkin	Tysor, Rusty	Reidsville 1st	Crabtree, Emma
Fellowship	Morgan, Carol	Rumple Memorial	Scott, Gary
Forest Hills	Salter, Cindy	Saint Paul High Point	Davis, Doris T.
Grace	Wilson, Carol	Salisbury 1st	Fisher, Diane
Greensboro 1st	Johns, Catherine	Salisbury 1st	Ware, John
Greensboro 1st	Mitchell, Christie	Shallowford	Scharling, Janet
Greensboro 1st	Morrisette, Allison	Sparta	Leys, Karen
Greensboro 1st	Norman, Charles	St. Andrews	Rimes, Eric
Greensboro 1st	Permar, Chip	Starmount	Anderson, Linda
Griers	Morris, Bill	Stony Creek	Barker, Janet
Guilford Park	Higgins, Martha	Taylorsville	Conley, Valerie
Gulf	McElroy, Harold	Third Creek	Hutchison, Chris
Hawfields	Beaudry, Sam	Thyatira	Vaughan, Keith
High Point 1st	Bethun, Scott	Trinity Salisbury	Green, Monica
Highland	Parker, Ed	Trinity Winston-Salem	Voelker, Jim
Highland	Abernethy, Miles	Unity	Turner, Robert
Jamestown	Ray, Darryl	Westminster	Hooker, Larry

Commissioned Ruling Elders (8):

Beard, James	Crunk, Sidney
Blankenship, Jerry	Harley, James
Braxton, Steve	Moore, Sue
Browder, Bill	Purcell, Rick

Lay Pastors (CREs without current commission) (6):

Bates-Harley, LaQreshia A.	Groff, John
Collier, Richard	McElroy, Harold
Flippin, Sue	Ratchford, Rainey

Christian Educators (2)

Chase, Donna
Nance-Allbright, Charlotte

Corresponding Members (3):

Lesane, Warren (Presbytery of Charlotte) Mount Shoop, Marcia (Presbytery of Western NC)
Murchison, Cam (Presbytery of Western NC)

Presbytery Moderator Elect (1):

Hunter, Catreliia

Stated Clerk, Salem Presbytery (1): Vaughan, David
Presbytery Staff (1): Ratledge, Christine

CALL TO ORDER AND OPENING PRAYER

The Moderator, the Rev. Paul Sink, called the meeting to order at 9:00 a.m. and constituted the meeting with prayer.

MORNING WORSHIP

In observation of Black History Month, the Rev. Phanta Lansden and St. James Presbyterian Church led Salem Presbytery in worship. Reverend Gregory J. Bentley, Co-Moderator of the 224th General Assembly, preached a sermon on the psalmist's meaning of the word "blessed." The Lord's Supper was celebrated following the sermon.

QUORUM

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

APPROVAL OF DOCKET

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

ACTION:

1. Presbytery approved the docket.
-

WELCOME AND REPORT FROM THE MODERATOR
AND
INTRODUCTIONS

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

REPORT FROM TRANSITIONAL GENERAL PRESBYTER
Rev. Barbara Smith

The Rev. Dr. Barbara Smith presented her report and welcomed Salem Presbytery to this meeting:

Happy 2022! I'm excited for the intentional ways Salem Presbytery is proposing and planning to interact with our churches this year.

You have hopefully, by now, heard through Salem Matters and seen in the materials for this meeting, a recommendation from Executive Council to create the position of Designated Presbyter for Transformational Ministry. Along with that, a FAQ document has been created with an invitation to share specific questions that may not have been addressed. We look forward to good discussion later in this meeting.

Missioninsite training has - by the time of this meeting - been completed with the exception of a follow-up sometime down the road. We had a hiccup at the third training session which was to be held the third week of January that had to be rescheduled to February 9. I have a list on my desk of those of you who have reached out asking for more information. I hope that you have begun to hear from those of us who have been trained. Church Growth and Transformation is making Missioninsite available to Salem Presbytery churches as a gift for the year 2022!

Starting at this meeting and through 2023, we will talk about the 7 Marks of Vital Congregations, from the Vital Congregations Revitalization initiative introduced by the PCUSA some five years ago. The Initiative was created to be a two-year journey of study, congregational assessment and decision-making. As the leader of a Presbytery chosen to pilot this Initiative, I can tell you it was valuable work, but a lot of work. So rather than having Salem's churches work through this initiative formally - in a time when the Presbytery itself is in transition - it was decided that we would visit the seven marks one by one over seven presbytery meetings.

Today, I will introduce the 7 Marks and, for the next seven presbytery meetings, someone from Church Growth and Transformation will address one of the seven marks in more user-friendly detail. They are:

Lifelong Discipleship Formation
Intentional Authentic Evangelism
Outward Incarnational Focus
Empower Servant Leadership
Spirit Inspired Worship
Caring Relationships
Ecclesial Health

Following those meetings, you will be encouraged to take that mark back to your congregation to engage - for yourselves - how you feel you are meeting that mark.
Blessings on the journey!

STATED CLERK REPORT
David Vaughan

FOR INFORMATION:

Presbytery Meetings in 2022

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

Tuesday, May 17, 2022 {6pm}	ZOOM, in Parish Gatherings*
Saturday, September 10, 2022	In-person meeting* (perhaps with family activity)

Tuesday, November 15, 2022

ZOOM, in Parish Gatherings*

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

Session Minutes Reviews

I am working on a schedule of these gatherings, to take place from March-May in various parish locations. Clerks of Session should watch upcoming editions of *Salem Matters*.

Report of the Committee on Preparation for Ministry

CPM has no verbal report for today's meeting, but I urge you to review their attached written "good news" report. We continue to be grateful to the CPM for its constant and careful work with our inquirers and candidates.

Boy Scouts Lawsuits

Salem Presbytery has been named in two lawsuits, by two different individuals, in the Boy Scouts sexual abuse scandal. Two of our churches are involved in these particular lawsuits. Two other churches in Salem are involved in suits where the Presbytery was not named. All insurance carriers have been notified.

Presbytery member moving

A faithful member of Salem - the Rev. Dr. Samuel Stevenson (Honorably Retired), has told me of his and Mable's plan to move to Kennesaw, Georgia in mid-March 2022 - to be closer to their daughter and her family. Sam's email address and cellphone number will remain the same, and his new mailing address will be entered into the Presbytery directory (which is available to Presbytery members) in due course. On the Presbytery's behalf, I thank Sam and Mable for their unwavering witness to the Gospel in our presbytery, and wish them all the best in this next phase of their lives. Dr. Stevenson will retain his membership in Salem.

Act on Presbytery of Western North Carolina's Proposed Overture to the 225th General Assembly
Rev. Marcia Mount Shoop

The Presbytery of Western North Carolina respectfully overtures the 225th General Assembly (2022) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.0505 be amended by deleting in its entirety G-2.0505b. [Text to be deleted shown by ~~strikethrough~~.]

b. ~~Upon enrollment, the minister shall furnish the presbytery with evidence of having surrendered membership in any and all other Christian churches with which the minister has previously been associated.~~

Rationale:

1. The Presbyterian Church (U.S.A.) has a stated commitment to dismantling systemic racism in our own systems and structures and building strong and trustworthy ecumenical relationships. In order to embody this commitment more fully, the PCUSA Book of Order should amend its bar on recognizing dual ordination. This bar is especially problematic in relationship to historically Black denominations in the United States. Removing it will embody solidarity with traditionally Black denominations and more fully share in ministry with our siblings in Christ who have valued ties to other denominations.
2. Removing the bar for dual ordination clears space for congregations and presbyteries to develop deeper partnerships and ministry relationships with pastors from historically Black denominations as well as other denominations. This change will be an affirmation of the ecumenical commitments expressed in G-5.0101.

3. Grace Covenant Presbyterian Church in Asheville, NC and Faith 4 Justice, Asheville have been building a partnership since 2016. The Rev. Tami Forte Logan, the Equity Missioner for Faith 4 Justice, Asheville is an AME Zion Pastor who is working with many congregations and faith leaders to "provoke justice for and with black and brown bodied people." Rev. Forte Logan is in deep relationship with multiple congregations, including many white-dominant congregations like Grace Covenant. As our relationships deepen, her connection to the work and mission of the Presbyterian Church (U.S.A.) is deepening, too. As we navigate our denominational processes for ordination in the PCUSA for Rev. Forte Logan, we realize that the bar that currently exists for dual ordination in the Book of Order is not conducive to cultivating the PCUSA's own stated values around racial equity, ecumenical partnerships, and congregational vitality. Our partnerships with Black and Brown leaders like Rev. Forte Logan have given us new perspectives on the negative impact of the bar on dual ordination. This institutional barrier does not encourage, but discourages the growth required for us to embody equity, ecumenism, and vitality as a denomination. Presbyteries (per G-2.0610) can decide about some accommodations they want to make. Removing the bar established by G- 2.0S0Sb leaves the door open for presbyteries to discern together in relationship with the partners with whom they have real relationship.

ACTION:

2. Salem Presbytery concurred with the overture from the Presbytery of Western North Carolina (adopted in its stated meeting on January 29, 2022).

BOARD OF PENSIONS, PCUSA
Elder Elizabeth Little, Church Consultant

Elder Elizabeth Little spoke about the grant programs being offered to active members, pastors and retirees of Salem Presbytery. Elizabeth also revealed a new care navigation system offered by the Board of Pensions called Quantum that may be used by members to answer health care questions. Covid test reimbursement was also discussed along with a vision eyewear and employee assistance program being added for retirees. Finally, it was requested that minister salaries be reported to BoardLink at this point in the new year.

UNION PRESBYTERY SEMINARY
Reverend Tim Moore, Director of Advancement

The Rev. Tim Moore with Union Presbytery Seminary shared a video related to the upcoming celebration of the 20 year anniversary of Union Presbytery Seminary located in Charlotte.

SALEM PRESBYTERY HUNGER COMMITTEE
Reverend Frank Dew

The Rev. Frank Dew announced the upcoming Hunger Committee meeting to review grant applications for the spring cycle. He also encouraged churches to raise funds for Pennies for Hunger during the season of Lent.

PEACE AND JUSTICE TASK FORCE COMMITTEE
Reverend Wes Pitts and Reverend Jess Rigel, Co-Moderators

The Rev. Jess Rigel spoke about the upcoming events hosted by the Peace and Justice Task Force. Rev. Wes Pitts discussed the Racial Equity Training Policy that will be added to the Salem Presbytery manual in the future and fielded questions regarding this policy. Rev. Pitts notified the Presbytery that adopting the proposed new policy would be a part of the May 2022 meeting of Presbytery.

COM TASK FORCE ON EXAMINATIONS
Co-Moderators, Rev. Debbie Layman and Rev. Travis Milam

Faith Journey

Kristen Levens

I grew up going to church. It was what you did in my farming community in Southeastern Guilford County. My parents and grandparents had always gone to that church as well. My family was an integral part of the church community. It was a UCC church, and I was incredibly lucky that the first pastor I ever knew was a vibrant young woman who knew how to relate to everyone—from the gruff, blue-collar men like my maternal grandfather, winning them over while also challenging them to think differently and love deeper, to the small children like me, helping them to know they were each a beloved child of God. Throughout my adolescence, I was the youth representative on any committee that would have me, sang in the choir, played handbells, and was just generally always at church any time it was open.

By the end of middle school, in the early 2000s, like many churches, ours had noticed a decline in attendance of young people and willing adult volunteers and our youth program fizzled. I missed that part of my life tremendously, so in my early high school years, I started hanging out with the Presbyterians because it was a larger youth group where a few of my friends attended. In that space, my faith took on a life of its own and scripture came alive in ways I hadn't previously experienced. For the first time, my faith wasn't just about being at church all the time—though I was still, maybe even more than before. God's love became a living breathing part of the world around me, and I sought out ways to experience it more and more for myself and to share it with others and be a part of making it seem real for others in the same way it was to me.

When I graduated from high school, I wasn't sure how to move forward. Youth group was over, but I knew that I wasn't ready to lose the opportunities to keep making God's love and faith and scripture seem alive. I began volunteering with middle school youth, becoming one of the main leaders, and participated in campus ministry, all the while never really considering that God was calling me to do more than just be at church in my free time. During my sophomore year of college, I took a religious studies class, and in combination with all of the time I was spending in faith communities, I realized that there was something pulling me towards deeper study and leadership in the church.

Many voices had been speaking that pull into being in my life long before I was able to, and it was those voices and communities that pushed me to hear God's voice in my own life—calling me to continue showing the love and radical hospitality of a God who never gives up to communities and to people, calling me to continue working to make sure that young people know they are loved, welcomed, and wanted in the church and most especially by God, calling me to love.

Through practical work experience, I discerned a love of worship leadership and service in the community. Through my studies, I found a passion for the ways our lived, embodied experiences impact our faith, for the ways marginalized voices shape our faith communities, and for the intersection of food, faith, and theology in our world. Through my own lived experience as a chronically ill person and survivor of trauma, I came to know that Christ's broken body, still present even after resurrection, is the holy, incarnational God among us. Our God knows the depths of all we experience.

I am still learning and growing every day. I am still seeing God in in new and different ways. My faith continues to shift and change and deepen, challenged by realities I see in the world and experiences of my own life and the lives of those around me. I am grateful to walk that journey alongside people in the faith communities with which I have shared and will share in ministry.

Statement of Faith

Kristen Levens

I believe we are called to live in community, worship the triune God, creator of the universe, and bear witness to Christ through our shared lives.

I believe God's care for all people is so deep that God desires to hold us as family. Human history is marked by God's pursuit of and choice to be in relationship with us. In this same history, we see God's people continuously fail to be worthy of this relationship by being unfaithful to God and unloving to one another. Despite this, God graciously offers mercy, forgiveness, and reconciliation to us. God's grace is extended to us freely in the spirit of God's deep love for humanity, and is bigger than any other being can give.

I believe God sent Jesus Christ, God's son who was one with God all along, to earth to show the world how to fulfill humanity's obligation to God in faith and love for God and for others, as well as to welcome all humans into relationship with God. Jesus's ministry and life shows us how to live in true community, as God calls us. Even though we, as humans, are unable to ever live up to the obligations we have to God and each other, Jesus's life is our example and our guide. I believe Jesus Christ's crucifixion, death, and resurrection served to show that the unjust, oppressive structures that led to the cross did not have the last say. Things do not have to be that way. With a broken body, Jesus rose appeared to his disciples and many others through presence, word, scripture, and eucharist. Showing us how we can reveal resurrection in our own world.

I believe God sends the Holy Spirit, to the world to inspire, prod, guide and connect human beings, both inside and outside the Church. This Spirit is of the same divine substance of God and Jesus, and its work enables human faithfulness to God and ministry to one another. I believe the Holy Spirit moves like wind through trees, moving and guiding people and things without being visible to the human eye.

I believe the Triune God shows up fully in the sacramental traditions of the Church. In baptism, we are grafted into covenant relationship with God and with the larger community. At the Lord's Table, we share in the covenantal relationships that Jesus exemplified between people, remember the death of our Lord, and bear witness to the redemptive and life-giving resurrection that feeds us and gives us strength.

I believe Holy Scripture bears witness to the relationship between God and God's people, as well as the relationships between humans in history. Scripture is inspired by the Holy Spirit but was written by human hands. Therefore, its messages should be read, interpreted and proclaimed with the guidance of the Spirit.

The Church is Christ's body, made up of people who strive to live faithfully with God and in community with one another, seeking to widen the table and welcome all who would seek to know God into the fold.

Faith Journey

David R. Smith

I was born into a Presbyterian (PCUS) missionary family in Brazil. My parents, Paul and Janet Smith, served for 22 years. When I was 10 years old, we returned to the States where my father served two yoked churches in Kershaw, South Carolina. One of the most meaningful ways I experienced God during my teen years was in an interdenominational youth group in our community.

I attended Purdue University where I met my future wife Bonita and participated in Intervarsity Christian Fellowship. I graduated with a degree in Computer Science, went to work for IBM (later to become Lexmark) in Lexington, Kentucky. Bonita and I were married that same year. We joined Maxwell Street

Presbyterian and served together as youth leaders. I served as a deacon and an elder. Our daughter Rachel and our son Dan were born while we attended there.

During this time Maxwell Street experienced a revitalization under the leadership of Pastor Dana Jones and Associate Pastor Elizabeth Ayscue. I felt a strong pull towards ministry thanks to the positive examples of Dana and Elizabeth. It took me a couple of years of struggling with this call. In 1994, I enrolled at Lexington Theological Seminary. God made it possible for me to work part time at Lexmark. I know it was a challenge for my family as I juggled seminary, work, and interning at Maxwell Street.

I completed seminary in 1997 and received a call as pastor at the First Presbyterian of Hartford City, Indiana. This church had wonderful members who were patient with my mistakes, supported new mission endeavors, and loved one another deeply. Their example taught me much about God's grace. Our children grew up in this community and we formed meaningful friendships. I was blessed to be a part of our presbytery's Hispanic ministry which included mission trips to Cancun and the establishment of a Hispanic ministry in Fort Wayne.

In 2013, I began my second call as solo pastor of First Presbyterian of Marietta, Ohio. The staff was larger at this church (admin, building super, music director, bell choir director, organist, and youth director). We were able to work collaboratively on the diverse ministries of the church. I learned much from each of them.

Our church tutoring program brought me into contact with 4th and 5th graders and some middle school students who just kept coming after they had graduated from the program. A capital campaign that supported the addition of a parking lot and my attendance at the Stewardship Kaleidoscope conference exposed me to new ideas about giving and challenged my own generosity. The clerk of our session, who ran our monthly community meal, taught me about gratitude – she always found unique ways thank volunteers and staff. A couple in the church shared the produce of their garden with Bonita and me – their faith was inspiring.

The isolation and the disruption to my regular schedule by the pandemic exposed my weaknesses. I know I could have handled the inevitable criticism better, and at times, I found my stamina faltering. This year I enrolled in the Lombard Mennonite Peace Center's Clergy Clinic. The first three-day session just ended, and the Family System Theory concepts have helped me recognize ways that I need to adjust my approach to ministry. I also see God's presence in my life through my family in ways I hadn't recognized before.

Personal circumstances play a large role in this latest move. We purposely are moving closer to family. Our daughter and grandsons live in Greensboro. My mother is in Stokesdale. Our son just moved to Charlotte. My brother also lives in Greensboro. God is providing me the chance to put into practice Bowen's wisdom that anxiety and reactivity are best dealt with by spending time in our families of origin. I look forward to what God will teach me if I become a part of the Salem Presbytery.

Statement of Faith

David R. Smith

I believe in God: Father, Son, and Holy Spirit. God called everything into existence and sustains it with abundant, life-giving grace. God created humanity, intending us to live in loving harmony with God, with one another, and with creation.

We rebelled against God's will. God did not abandon us to our sin, but spoke to men and women, offering covenant relationships. God spoke to Noah, to Moses, to Joshua, to Deborah, to Samson, to Hannah, to Samuel, and many others. God promised a covenant that would change hearts and transform the world. God met these people in their context and culture and does the same for us.

God entered the world in the person of Jesus of Nazareth. He was the Messiah promised by the prophets, but he was much more than the prophets ever expected. Jesus was born of the Virgin Mary, truly God and truly human. Most of his time on earth was a normal, humble, human existence. He worked, shared in family life, and practiced the faith of an orthodox Jew.

Jesus' public ministry began with his baptism by John and his temptation in the wilderness. He called and trained disciples, healed the sick, fed the hungry, delivered the spiritually oppressed and proclaimed God's reign on earth. He forgave sinners and directed them to sin no more. He challenged the powerful with his words and spoke out against political and spiritual corruption. He made enemies of both religious leaders and political oppressors. They reacted by crucifying him.

God the Father did not abandon his Son to the grave but raised him to life. Jesus appeared to his disciples, commanding them to continue his work, by calling and training disciples, healing the sick, feeding the hungry, delivering the oppressed, and proclaiming God's reign of justice in the world. God sent the Holy Spirit to fill the church with the power, the boldness, the gifts, and the wisdom to carry out this mission.

Redemption is described in a variety of ways in scripture. Paul uses legal language in Romans to speak of a debt paid. Philippians describes Jesus as yielding his life as a servant. Hebrews uses the language of sacrifice and mystery. The prophets proclaimed freedom from oppression and economic enslavement. All these images and others help us gain understanding of the mystery of what God wrought through Christ's life, death, and resurrection.

The Scriptures testify to the story of redemption. Within the pages of scripture with the assistance of the Holy Spirit, we find light for the path, guidance for our decisions, comfort when we weep, healing power to transform lives, and clear signposts to the One who was, who is, who is to come again – Jesus the Christ.

God gave the church two sacraments which powerfully proclaim God's reign coming into the world. Baptism ushers us into the reign. The Lord's Supper sustains us for the journey and reminds us of Jesus' promise that he would return.

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. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Baird's Creek Presbyterian Church**, Vilas, North Carolina, in renewing the Stated Supply contract with the **Reverend Keith Freeman** for a period of one year beginning January 1, 2022.
2. Concurred with the Session of **Mt. Tabor Presbyterian Church**, Cleveland, North Carolina, in renewing the Stated Supply contract with the **Reverend Timothy Porter** for a period of one year beginning January 1, 2022.

B. INTERIM/TRANSITIONAL PASTOR CONTRACT

Concurred with the Session of **Thyatira Presbyterian Church**, Salisbury, North Carolina, in securing a contract with the **Reverend David R. Smith** as Interim/Transitional Pastor for a period of twelve months beginning January 17, 2022.

C. INTERIM/TRANSITIONAL PASTOR RENEWAL

Concurred with the Session of **First Presbyterian Church, High Point**, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Lee Zehmer** for a period of six months beginning December 15, 2021.

D. SECURING A PARISH ASSOCIATE AGREEMENT

Concurred with the Session of **Clemmons Presbyterian Church**, Clemmons, North Carolina, in securing a Parish Associate Agreement with the **Reverend Leigh Wisner** for a period of twelve months beginning January 1, 2022.

E. PASTOR EMERITUS

Concurred with the Session of **New Hope Presbyterian Church**, Lexington, North Carolina, in their request to name **Reverend J. Randy Hall** as Pastor Emeritus.

F. SECURING A TEMPORARY SUPPLY

Concurred with the Session of **Forest Hills Presbyterian Church**, High Point, North Carolina, in securing a Temporary Supply contract with the **Reverend Lisa Mullen** for a period of three months beginning January 1, 2022.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. 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, 2021.
2. 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, 2021.
3. Concurred with the Session of **Unity Presbyterian Church**, Cleveland, North Carolina, in renewing the contract of **Sue Moore** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning January 1, 2022.

B. TRANSFER MINISTER INTO SALEM PRESBYTERY

1. That the **Reverend David R. Smith** was transferred from the Muskingum Valley Presbytery effective December 2, 2021.
2. That the **Reverend Kristen Levens** was transferred from Philadelphia Presbytery effective January 27, 2022.

C. MODERATOR OF SESSION

That **Reverend Jodi Lingan** was appointed Moderator of Session for **Covenant Presbyterian Church**, Winston-Salem, North Carolina.

D. PULPIT SUPPLY LIST

Added **Commissioned Ruling Elder Rainey Ratchford** to the pulpit supply list.

E. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

That the Reverend Caroline Sell was transferred to Western Carolina Presbytery December 2, 2021.

F. REQUEST TO WAIVE REQUIREMENT

Concurred with the Session of **Oakland Presbyterian Church**, Statesville, North Carolina, in their request to waive the requirement for limitations of service on the Session.

Concurred with the Session of **El Bethel Presbyterian Church**, Eden, North Carolina, in their request to waive the requirement for limitations of service on the Session.

Concurred with the Session of **St. James Presbyterian Church**, Greensboro, North Carolina, in their request to waive the requirement 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 **Stony Creek Presbyterian Church**, Burlington, North Carolina, to the **Reverend Kristen N. Levens** to serve as Pastor be found in order; and the terms of the call (printed below) be approved; and that the call be placed in her hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-3.0307) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is February 17, 2022.

Cash Salary	\$35,000
Housing Allowance	\$10,000
Automobile Expense	\$4,800
Other Allowances	\$1,500
Moving Costs	Provided (up to \$5,000)
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. REQUEST FOR ELDER TO CELEBRATE COMMUNION AND MODERATE SESSIONS

That **Commissioned Ruling Elder Steve Marks** be allowed to celebrate communion in Parish E of Salem Presbytery and moderate sessions for one year.

C. REQUEST FOR HONORABLE RETIREMENT

1. That the **Reverend Steve Snipes** be granted the status of Honorably Retired effective February 1, 2022.
2. That the **Reverend Erich Thompson** be granted the status of Honorably Retired effective February 1, 2022.
3. That the **Reverend Neil Dunnivant** be granted the status of Honorably Retired effective March 1, 2022.

D. SERVICE OF HONORABLE RETIREMENT

That Salem Presbytery recognize the **Reverend Steve Snipes, Reverend Erich Thompson, and the Reverend Neil Dunnivant** with a service of Honorable Retirement.

E. RECOGNITION OF COMMISSIONED RULING ELDER RETIREMENT

That Salem Presbytery recognize the retirement of **Commissioned Ruling Elder John Groff**.

ACTION:

3. Presbytery approved the call to the **Reverend Kristen N. Levens** from Stony Creek Presbyterian Church, Burlington, North Carolina and the call was placed in her hands.
 4. Presbytery approved the Commissioned Ruling Elder Steve Marks be allowed to celebrate communion in Parish E of Salem Presbytery and moderate sessions for one year.
 5. The **Reverend Steve Snipes** was granted the status of Honorably Retired effective February 1, 2022.
 6. The **Reverend Erich Thompson** was granted the status of Honorably Retired effective February 1, 2022.
 7. The **Reverend Neil Dunnivant** was granted the status of Honorably Retired effective March 1, 2022.
-

* * * * *

Announcement regarding Boundary Training

The COM Task Force on Policy and Compensation has as part of its responsibilities the oversight of our Healthy Boundaries program. After operating under the same framework for the past several years, and with the reality of COVID effecting attendance and offerings, plus the fact that a good number of our clergy are not in compliance with the requirements, the Task Force has evaluated several options moving forward for this very important program.

What was formerly known as the Healthy Boundaries training will now be a Clergy Ethics module offered online using the resources of CongregationU.com. This is a 6-module course that should take 2 hours or less to complete. It can be taken at any time and at your own pace. The cost of the course is \$22. Once the course has been successfully completed, participants will receive a certificate of completion, that should be emailed to Christine Ratledge at the presbytery office, so that presbytery records can be updated to reflect being in compliance with the requirements. The deadline for completing this course is August 31st. To stay in compliance, as per Presbytery insurance requirements, this course must be repeated every three years. More information about this online course can be found at the CongregationU website. To get started, you will need to set up an account and purchase this course.

If you have any questions, please contact COM or the presbytery office. More information and links will be in *Salem Matters*.

CHURCH GROWTH AND TRANSFORMATION
Rev. Lee Zehmer, Moderator

The Rev. Lee Zehmer presented a video on ways to revitalize the church and reach people with the Good News and the Ministry of the Gospel. Rev. Zehmer will highlight 7 different marks to revitalize congregations at future presbytery meetings. Today's topic focused on Lifelong Discipleship Formation.

EXECUTIVE COUNCIL
Rev. Jennie Hemrick, Moderator

The Executive Council (EC) met on December 9, 2021 and January 20, 2022.

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

For Information –

- Approved minutes of previous EC and Presbytery meetings;
- Received regular detailed reports from the Budget and Finance Committee;
- Continued the review of an extensive report on Presbytery funds as commissioned by the Budget and Finance Committee;
- Approved an emergency non-interest-bearing loan to a Salem church, a victim of embezzlement (which has, at the writing of this report, been fully repaid);
- Approved a "Gift Acceptance Policy" as proposed by the Budget and Finance Committee;
- Approved revisions to the Presbytery's Personnel Manual;
- Elected the Rev. Jennie Hemrick as EC Moderator for 2022, and elected the Rev. Kathy Beach as Vice-Moderator for 2022;
- Approved the temporary leasing of the Christ PC campus to "The Greater Remnant Church";
- Endorsed the plan to establish a position as "Designated Presbyter" to support our churches without installed pastoral leadership, along with a plan to fund the position - and agreed to place this plan in the hands of the Presbytery at the February meeting;
- Approved the February 2022 Presbytery docket, allowing staff and officers to make non-substantive changes as necessary;
- Continued to pray for Salem congregations, members, and matters of acute concern within our faith community.

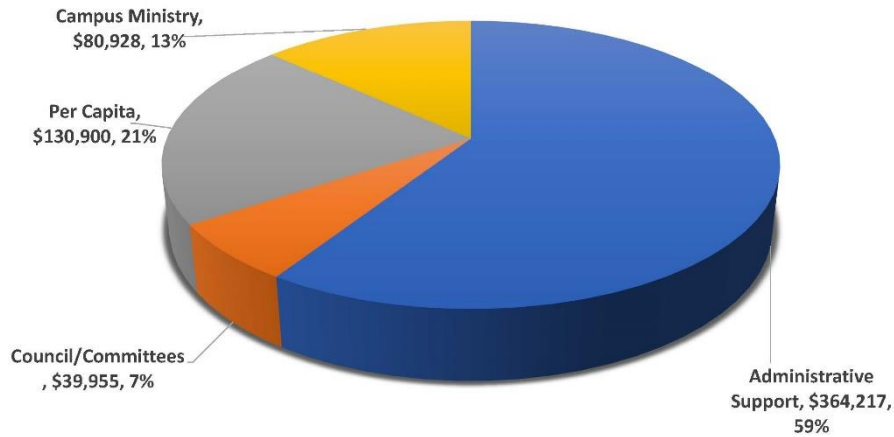
For Action –

1. The Executive Council moves the establishment of the position of "Designated Presbyter" as defined by documents in this meeting packet, and asks the Moderator to recognize Transitional General Presbyter Barbara Smith and others to address the Presbytery in this regard.
2. The Executive Council asks the Moderator to recognize the Rev. Kyle Goodman to speak to the Presbytery on behalf of the Stewardship Committee.
3. The Executive Council asks the Moderator to recognize Deacon Ronda Tatum, Moderator of the EC's Budget and Finance Committee, to speak before the Presbytery on behalf of the Budget and Finance Committee.

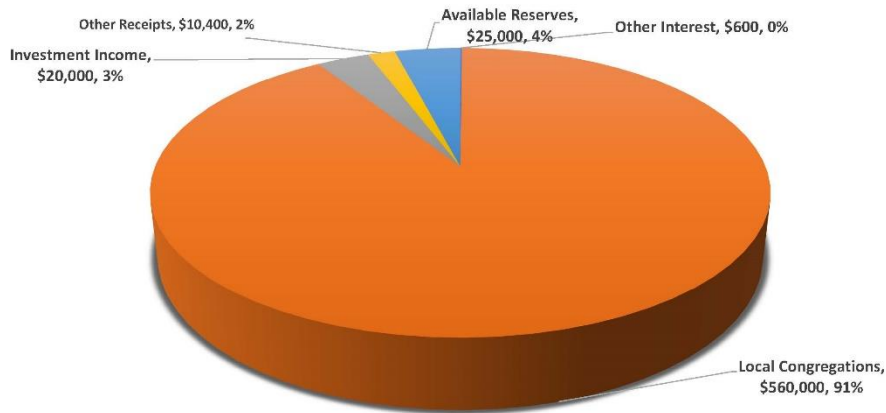
Budget Comparison					
	2022 Budget	2021 Budget	\$ Difference	% Difference	
REVENUE					
1	Local Church Support	\$560,000	\$570,000	(\$10,000)	-1.8%
2	Per Cap Presbytery	\$430,100	\$456,000	(\$25,900)	-5.7%
3	GA	\$106,400	\$102,600	\$3,800	3.7%
4	Synod	\$23,500	\$11,400	\$12,100	106.1%
5	Prior year per capita receipts			\$0	
6	Other Receipts	\$10,400	\$20,000	(\$9,600)	-48.0%
7	Investment income	\$20,000	\$20,000	\$0	0.0%
8	Other Interest	\$600	\$1,220	(\$620)	-50.8%
9	Reserves	\$25,000	\$54,192	(\$29,192)	-53.9%
10	Total Revenue	\$616,000	\$665,412	(\$49,412)	-7.4%
EXPENSES					
11	Campus Ministry	\$80,928	\$101,160	(\$20,232)	-20.0%
12	GA & Synod Support	\$130,900	\$115,000	\$15,900	13.8%
13	Council/Committees	\$39,955	\$34,820	\$5,135	14.7%
14	Administrative	\$364,217	\$414,432	(\$50,215)	-12.1%
15	Compensation	\$292,800	\$341,832	(\$49,032)	-14.3%
16	Continuing Education	\$3,400	\$2,900	\$500	17.2%
17	Travel Expense	\$14,000	\$12,500	\$1,500	12.0%
18	Communications	\$15,300	\$17,600	(\$2,300)	-13.1%
19	Other Administrative	\$38,717	\$39,600	(\$883)	-2.2%
20					
21	Total Expenses	\$616,000	\$665,412	(\$49,412)	-7.4%
22	Operating Revenue (Under)/Over Expenses	\$0	\$0	\$0	

A

What Does Your Generosity Support?



Where Does the Presbytery Financial Support Come?



ACTION:

8. Presbytery approved the establishment of the position of "Designated Presbyter."
 9. Presbytery approved the provisional budget for 2022 as the official budget for 2022 of Salem Presbytery.
-

INSTALLATION OF NEW PRESBYTERY MODERATOR

Ruling Elder Dr. Catrelia Steele Hunter (Mt. Vernon) was installed as the 2022-2024 Presbytery Moderator. Tribute was paid to Rev. Paul Sink (Taylorsville) for his two years of excellent service as Salem Presbytery's moderator. Rev. Sink has the distinction of moderating all meetings of Salem via the Zoom technology during his tenure.

HONORING PAUL SINK

On behalf of Salem Presbytery, it is my distinct honor today to express appreciation to the Rev. Paul Sink for his outstanding leadership of the Salem Presbytery family during the unusual times of the past two years. I am grateful that our paths of service have crossed many times over the years, and that we share in this special moment today.

Paul, you have indeed led us with exceptional energy, and you have embodied the leadership of God through Jesus Christ in ways that have nourished and strengthened our Salem Presbytery family and helped to guide us by faith.

We give thanks for you today for your committed leadership and all that Salem has accomplished during these pandemic days. The years of your service have brought challenges that none of us could have imagined. Our nation and our world have changed - as we learned how to stay together, work together, and accomplish our task while remaining so far apart. By God's grace, you have led Salem in staying focused on our vision and continuing our vital ministries. We are indeed grateful that God sent the Rev. Paul Sink for such a time as this. And we celebrate your work this day with thanksgiving.

Let us pray -

God of Grace, we thank you for the gifts of ministry given in your servant Paul. We celebrate the years of his faithful work as our Moderator of Salem Presbytery. We ask that you give him a sense of fulfillment and completion, and that you inspire him with new and continuing opportunities for service to this body, and for living the good news of your love in Jesus Christ. **Amen.**

Catreliia S. Hunter, Moderator
Presbytery of Salem
February 15, 2022

ACTION:

10. Salem Presbytery installed Elder Catreliia Hunter as Moderator for Salem Presbytery.
-

ADJOURNMENT AND BENEDICTION

The Moderator announced the date of the next Presbytery meeting, May 17, 2022. This meeting will be held in various parish locations. The Moderator adjourned the meeting with the benediction.

Recorded by:
Christine Ratledge
Administrative Assistant



David Vaughan
Stated Clerk

These minutes approved by Executive Council, 3/17/2023.

Appendix A

Ministers Absent from the February 2022 Presbytery Meeting (excluding HR, unless she/he is currently serving a congregation)

Banasiak, John	Hwang, Hye Jin	Rummage, Brian
Cheek, Hillary	Inman, Elizabeth	Sandlin, Mark
Christman, Virginia	Kim, Ki Seok	Sell, Caroline
Cochran, Hilton	Kunkle, Jacqueline	Sell, Nathan
Crainshaw, Jill	Larsen, Eric	Seo, Changwon
Dansokho, Samuel	Lawrence, William	Sharp, Grant
Davee Lomax, Amanda	Lee, Insook	Sinnett, Mark Wallace
Davis, Jim	McLeroy, Douglas	Spangler, Laura
Davis, Melissa	Moorefield, Susan	Steck, William
Elam, John	Musser Gritter, Joshua	Stevens, Courtney
Ellenwood, Lee	Musser Gritter, Lara	Styers, Barbara
Faust, Eric M.	Osmer, Richard	Summers, Kathryn
Freeman, Jonathan	Owens, Jo	Sutphin, J. Grant
Gillespie, Carter	Peters, Rebecca Todd	Tickle, Austin
Givens-Moffett, Diane	Peterson, Floyd	Walker, Dale
Gofroth, Robert	Phillips, Caroline	Wilburn, Elinor Ware
Greene, Sandra Lee	Pruitt, John	Wood, Virginia
Hankins, Stephanie	Resner, Andre	Wray, Tom
Hazelrigg, Peter	Ridolfi, Paul	
Hemrick, Jennie	Rivers Meza, Francis	