

## ONE HUNDRED FORTY-THIRD STATED MEETING MINUTES OF SALEM PRESBYTERY AUGUST 6, 2024

The One Hundred Forty-Third Stated Meeting of Salem Presbytery, held on Tuesday, August 6, 2024, at Jamestown Presbyterian Church in Jamestown was called to order by the Presbytery Moderator, Commissioned Ruling Elder Steve Braxton at 9:00 a.m.

### ENROLLMENT:

Commissioners		Commissioned Ruling Elders	7
Elders	60	Lay Pastors	1
Ministers	69	Executive Presbyter	1
		Presbytery Staff	1
		Presbytery Moderator	1
		Stated Clerk	1
		Certified Christian Educator	1
		TOTAL:	142
		(+Visitors - 28)	170

The following were present for this meeting of Presbytery:

### Ministers (69):

Beach, Kathy	Hoyle, Felicia Stewart	Otterbacher, Glenn
Beck, Fred	Huddelson-Gillespie, Kate	*Phillips, Caroline
Bowers, Erin	Johnson, John	Pitts, Wes
Burleson, Thom	Jones-Johnson, Vicki	Phillips, Jon
Clark, Gray	Jordan, Steve	Priddy, Kim
Cowan, Newton	Kunkle, Lynn	Pruitt, John
Crews, Evelyn	Lambeth, Jay	Quandt, Boni
Dew, Frank	Lawson, Scott	Rigel, Jess
Duffield, Jill	Layman, Debbie	Rummage, Brian
Durham, Larry	Lenger, Ruth	Schafer-Coates, Susanne
*Finch-Burriss, Carrie	Leshner-Thomas, Troy	Schaick, Steve
Fletcher, Pat	Levens, Kristen	Sink, Paul
*Fruits, Dana	Lingan, Jodi	Smith, David
Griffin, R.C.	Martin, Jon	Smith, Jay
Harper, Kate	Martin, Susanne	Stevens, Courtney
Harris, Randy	McCain, Vicki	**Styers, Barbara
Harrison, Evan	McCutchen, Joe	Troyer, Liz
Hazelrigg, Marti	Milam, Judson	**Tuttle, Carrie
Henry, David	Milam, Travis	Tysinger, Arlo
*Heyward, Will	Mims, Ray	Williams-Berry, Nancy
Higgins, Cindy	Mullen, Lisa	Wilson, Alicia
Horan, Amanda	Musser-Gritter, Joshua	Wilson, Emily Schlaman
Hoyle, Bill	Musser-Gritter, Lara	Wisner, Leigh

### Ruling Elder Commissioners (60):

Alamance	McCall, Beth	Burlington 1st	Perkins, Nan
Alamance	Wells, Katherine	Calvary	Minkins, Sarah
Asheboro 1st	Pugh, Ruth	Clemmons	Geyer, Robert
Bethany, Graham	Allen, Chip	Community in Christ	Bumgarner, David
Bethel	Miles, Lois	Dellabrook	Coaxum, Thomas
Burlington 1st	Grady, Don	Elkin	Combs, Randy
Burlington 1st	Kernodle, Harold	Faith	Maready, Bonnie

Fellowship	Davis, Julie	Pine Ridge	Taylor, Sally
Forest Hills	Drewry, Brenda	Pittsboro	Morel, Bobbie
Greensboro 1st	Vanderwertt, John	Pleasant Grove	Jordan, Annette
Greensboro 1st	Leonard, Pual	Reidsville 1st	Coleman, William
Greensboro 1st	Wilson, Elizabeth	Rumple Memorial	Apker, Jenny
Greensboro 1st	Younce, Charles	Rumple Memorial	Scott, Gary
Guilford Park	Amick, Heather	Salisbury 1st	Vestal, Kathy
Guilford Park	Jones, Lisa	Salisbury 1st	Loggin, Steve
Highland	Bain, John	Sparta	Leys, Karen
Highland	Pendrich, Margaret	Speedwell	Balsley, Wade
Highland	Payne, Nancy	Springwood	Bleiler, Jim
High Point 1st	Frakes, Alane	St. Andrews	Lambert, Bonnie
High Point 1st	Martz, Susan	St. Paul, HP	Davis, Doris
Hills	Hooks, Shannon	Starmount	Williams, Parks
Jamestown	Graham, Charles	Taylorsville	McCoy, Vickie
Jamestown	Seay, Nancy	Third Creek	Steele, Gary
John Calvin	Ward, Shannon	Thomasville 1st	Hampton, Barb
Lexington 1st	Team, Robin	Thyatira	Hall, David
Logan	Tatum, Ronda	Trinity, Salisbury	Green, Monica
Mt. Tabor	Barber, Lizzie	Vandalia	Gardner, Lynn
New Creation	Wright, Dan	Westminster	Hooker, Larry
North Wilkesboro	Pruitt, Polly	Westminster	Owens, Jack
Oak Ridge	Drugman, Dave		
Parkway	Tatum, Sheila		

**Commissioned Ruling Elders (7):** Beard, James  
Blankenship, Jerry  
Brooks, Rachael  
Harley, James  
Langston, Shannon  
Purcell, Rick  
Stiles, Steven

**Lay Pastors (CREs without current commission) (1):** Bates-Harley, LaQreshia A.

**Certified Christian Educators (1):** \*Nance-Allbright, Charlotte

**Executive Presbyter (1):** De La Rosa, Tony

**Presbytery Moderator (1):** Braxton, Steve

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

**Presbytery Staff (1):** Ratledge, Christine

\*attended via livestream  
\*\* corresponding member

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### CALL TO ORDER AND OPENING PRAYER

The Presbytery Moderator, Commissioned Ruling Elder Steve Braxton, called the meeting to order at 9:00 a.m. and constituted the meeting with prayer.

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MORNING WORSHIP AND CELEBRATION OF THE LORD’S SUPPER

Salem Presbytery was led in worship and celebrated the Lord’s Supper under the leadership of Rev. Dr. Jay Smith and CRE Tony De La Rosa. Rev. Dr. Victor Aloyo Jr., President of Columbia Theology Seminary of Decatur, GA, presented a previously taped sermon entitled “A New Day.”

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, Commissioned Ruling Elder Steve Braxton.

**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.

LAND ACKNOWLEDGEMENT

A Land Acknowledgement statement was offered by Elder Beth Hooten, to recognize Indigenous Peoples who are the original stewards of the lands on which we now live.

GREETINGS FROM THE PRESBYTERIAN MISSION AGENCY  
Sy Hughes, Ministry Engagement Advisor

Sy Hughes is the ministry engagement advisor for the Southeast region, which includes the synods of the Mid-Atlantic and South Atlantic. Sy presented Clemmons Presbyterian and Springwood Presbyterian with a flag for their consecutive giving to the One Great Hour of Sharing program over the past 25 years. The One Great Hour of Sharing program supports Presbyterian Disaster Assistance, the Presbyterian Hunger Program, and Self-Development of People.

REPORT FROM EXECUTIVE PRESBYTER  
CRE Tony De La Rosa, Executive Presbyter

Dear Friends:

As we gather at Jamestown this summer, I am mindful of the myriad changes we have experienced in just the past few months since we last gathered at Concord in May. New pastors are being welcomed into Salem congregations, and other seasoned pastoral leaders are retiring or have retired. We are bidding a fond farewell to our beloved Presbytery Stated Clerk and preparing to welcome his successor. Our delegation of six commissioners and a young adult advisory delegate are brimming with news of the 226th General Assembly meeting in Salt Lake City and its prayerful and prophetic

actions. Nationally, we are encountering new faces who seek to lead our country for the next four years. 4

Change can be awesome, breath-taking, and inspiring. But change can also be hard. How well our Church navigates the changes we undertake—and those we must take—is so dependent on us as church leaders (both ruling and teaching elders) that the prospect seems daunting. Facing hard and difficult decisions is what we do as church officers because God has called upon us to make them. Nonetheless, our theology dictates that God is in charge, and that all we seek to do in God's name is ultimately subject to divine ordinance. The journey through a season of changes may be rocky and storm-tossed, but God always is with us, both in the tumult and the calm.

One huge change that all of us faced was the COVID pandemic since that continues to impact our lives since its onset in 2020. The General Assembly was not immune (pun intended) to the virus' presence, and a number of attendees fell ill, both during and following the gathering. Thanks be to God, all have now recovered. Let it never be said that church service entails no risk or sacrifice! I can also affirmatively state without reservation that our Salem Presbytery delegation was singularly insightful in their discernment and deliberation over the tough issues this Assembly grappled with. I give thanks to God for them and their commitment, and I commend to your reading their written reports provided in this meeting's document packet. They were all engaged and devoted advocates for the interests of Christ's Church, and we all owe them a debt of gratitude for their service. Please be sure to express your appreciation for their work. They were:

- Presbytery Moderator & CRE Steve Braxton – Trinity, Elon
- Ms. Caroline Beach-Verhey (YAAD) - Rumble Memorial, Blowing Rock
- Elder Courtney Hunter - Mt. Vernon, Woodleaf
- Rev. Phanta Lansden - St. James, Greensboro
- Rev. Wes Pitts – First, Reidsville
- Elder Susan Stewart - Elkin, Elkin
- Rev. Liz Troyer – Concord, Statesville.

Another aspect of COVID's legacy has been the focus on the need for quality health care. The recent Board of Pensions' revisions to its medical plan remains a constant focus for me and the members of the COM Task Force on Policy and Benefits. We continue to try to find ways that any adverse outcomes from the benefits redesign impacting either coverage or finances can be minimized. I strongly encourage churches to send their treasurers and/or personnel committee chairs to the post-presbytery meeting gathering on August 6th at Jamestown to review the benefits changes in detail and beginning the process of planning for their 2025 personnel budgets.

Finally, I have been blessed with the opportunity to visit with congregations during Sunday worship and major celebratory events. The 40th Anniversary celebration of the Danbury Community Church on July 21 was a delight with several Salem Presbytery members gathered together to honor an exceptional congregation of Christ's gracious welcome to all in the heart of Stokes County. I was honored to receive invitations to preach at Chapel in the Pines on June 2, Jamestown PC on June 26, and First PC in High Point on August 2. If you are interested in having me come preach in your church during the coming months, please reach out to me at your earliest opportunity to get on my calendar. It gets full quickly!

Whether preaching or participating in worship as an attendee, my interactions with the people of Salem Presbytery remain for me a source of constant joy and gratitude. I am so blessed and thankful to God for the opportunity to serve you as your Presbytery Executive. May God continue to guide us and comfort us in this season of changes.

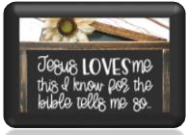
In Christ,  
Tony De La Rosa, Executive Presbyter

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REPORT FROM DESIGNATED PRESBYTER  
Rev. Jodi Ligan

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

~Salem Presbytery Vision Statement



As I sit down with Sessions, even when I begin with “I’m here on behalf of the Presbytery to bring words of hope”, this *always* gets translated into “how are you going to save our church?” The truth is that every church has a lifespan, as heartbreaking and challenging as that is to accept. Money and property will not save a church; spiritual energy and proactive leadership are critical. Leaning into how the Spirit is calling is the hard part. But Jesus loves us. **These are the words of hope – and that we are the connectional community of churches standing together to undertake the hard realities of a dynamically changing landscape.**

Thanks to the hard work of Felicia Hoyle and the COM, we have an updated picture of clergy leadership in our 132\* churches. Although each of these categories is subject to change, at this moment, **Salem’s calls to ministry reflect:**

Installed: 48	(36%)
Transitional: 9	(7%)
Vacant: 24	(18%)
Temporary Supply (PCUSA): 8	(6%)
Temporary Supply (non-PCUSA): 16	(12%)
Stated Supply: 8	(6%)
CREs: 20	(15%)



\*This includes 1 New Church Development (El Buen Pastor), Eben-ezer (Hispanic), 2 churches dissolving in September (Oakland and Flat Rock), and 1 community church (Danbury).

You can interpret these numbers many ways. In the past two years, though, our uninstalled churches have increased from 55% to 57%. Another church voted this month to dissolve. **The important question is not if a church will survive or not, not if the denomination will survive or not but how we live in hope;** Jesus has given us that promise. We are the people who must be working to deepen our awareness that God is present in the midst of whatever opportunities surround us. Proactive leadership is key.



**What holy conversations are we initiating? or encouraging? in areas that are not necessarily comfortable?** Bivocational ministry...selling a property...becoming a community church...serving together with another congregation to make a more impactful difference? This is the heart of transformational ministry and they are all happening in Salem. I’d love to hear what your church is doing – better yet, **our other churches would love to hear what your church is doing - let’s talk...soon!**

We are the ones blessed to be leading these conversations!  
With a grateful heart to be serving with you, Jodi

STATED CLERK REPORT  
David Vaughan

**FOR INFORMATION:**

**Synod of the Mid-Atlantic - Review of Presbytery Minutes**  
Salem Presbytery's 2023 minutes were reviewed by Stated Clerk Cam Murchison (Western North Carolina Presbytery). (I was assigned to review New Hope Presbytery's minutes; this has been completed and my report filed with the Synod.) Dr. Murchison's report for 2023 follows.

**2025 Meetings of Presbytery**  
The Executive Council has ordered 2025 Presbytery meetings in accordance with the following schedule:

Tuesday, February 11, 2025	All via ZOOM
Tuesday, May 13, 2025	In-person; host needed
Tuesday, August 5, 2025	In-person; host needed
Saturday, November 15, 2025	In-person; host needed

## Session Minutes Reviews

The summer has slipped by. I will be glad to work with my successor in scheduling these gatherings during the fall.

David Vaughan, Stated Clerk  
statedclerk@salempresbytery.org

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### COMMISSIONER REPORT FROM 226<sup>th</sup> MEETING OF THE GENERAL ASSEMBLY Tony De La Rosa, Executive Presbyter

#### **Caroline Beach-Verhey (Young Adult Advisory Delegate) Member, Rumpel Memorial PC**

Before I sat down to write my report about my time at the 226th General Assembly, I knew it would be hard to put into words. In the months leading up to my departure to Salt Lake City, I found it hard to imagine what it would be like, making me uneasy and anxious. I questioned whether I would be a good fit or ready to help make decisions that would shape the future of the PCUSA. While I was packing, I tried to convince myself that God had called me to use my young voice to fight for what I believe is right. I walked into the Charlotte airport without a clue of what was ahead of me. But when I sat down at my gate, I found three other YAADs, who were on the same flight as me. God knew that I needed support and encouragement. Before I arrived in Salt Lake City, Eva, Meredith and I were friends. I was not expecting to meet some of my best friends at the General Assembly, but the Lord had another plan for me.

When committee placements were sent out, I was worried about where I would be placed. But again, God showed me that He was looking out for me. I was placed on the Race, Sexuality, and Gender Justice Committee, three of my greatest passions. Through this committee, we were able to approve the Transgender Day of Visibility, and a resolution that addressed the inequality and unequal treatment that the Hispanic/Latin-X community faces in the United States. This committee lit a spark within me and helped me to "Live into Hope," the theme of the 226th General Assembly. God called us to be truthful and honest, and to be honest, I was not hopeful for what the older generation might have to offer. But I was proven wrong. I am forever grateful that I was wrong. It was a refreshing breath of fresh air to know that many of the older generation are fighting for progressive ideas and are showing their love and acceptance for my generation and the generations to come! The General Assembly proved to me that the time is now, and I am not the only one that believes that.

I left General Assembly living into hope. Hope for acceptance, peace, community, equality, and most importantly love. God taught us all to love without measure, to love our neighbor, and to love our siblings in Christ. General Assembly also taught me that while we were doing important work, nonetheless, there is always room for fun and laughter. I will forever cherish the memories of dance breaks, jokes from the co-moderators, and time spent with my Presbytery. I am here to say thank you for allowing me to represent the Salem Presbytery. I made life-long friends, participated in important debates, helped make significant decisions on behalf of the church, and, most importantly, learned to "Live Into Hope."

I will be forever grateful for this opportunity and cannot wait to see what the future of the church is capable of.

With all my love.

#### **Steve Braxton, Moderator of Presbytery (RE Commissioner) Commissioned Ruling Elder, Trinity PC (Elon)**

I admit that I was skeptical of why we decided to have GA in Salt Lake City in early July, knowing that it gets really hot there in the summer. So, I chalked it up to our Scottish ancestors being very careful with their money and that the Salt Palace was probably a good deal this time of year. Let me say upfront, "I was wrong". Yes, it was warm the day we arrived, but the following days were milder than they were here in NC with cool mornings and moderate afternoons. But the real reason was not climatological...it was hospitable. Our hosts from the Presbytery of Utah were some of the most attentive hosts for whom one could ever ask. Salt Lake City (never before visited in my world travels) was a pleasant city with good hotels, convenient restaurants, and a really great convention center.



From the time we arrived at the airport, Utah Presbyterians were there, in blue vests, to provide directions and get us where we needed to be. I was welcomed and my discounted fare (I'm old) on the light rail system was even paid by our hosts who had a pocketful of quarters just for that reason (\$1.50 in lieu of the normal \$2.50), just in time to catch the next car headed downtown. 7

Sunday morning, we were hosted by variety of churches in the area. I was among several who were bused to Trinity Presbyterian Church in Ogden, about 38 miles away where we were welcomed warmly and given both lunch and mementos by a church whose architect incorporated as many triangles as possible in the design. They also had a 25' or longer communion table symbolizing that there is room at the table for all. I was saddened to hear that this lovely church, built in 1967 in a prosperous Ogden neighborhood, had about the same attendance on Sunday morning as does the church I serve, Trinity Presbyterian in Elon.

That hospitality extended all week, with the very purposeful care of our Salem General Presbyter, Tony De La Rosa, who accompanied us, shepherded us, fed us, and in my case), assisted me in getting home as the first victim of COVID to be hit (along with 2 others) in our delegation.

If you've never been in a large space with 1,000 or more people all talking at once, you should try it sometime. But if you're all trying to get on the same technology, expect there to be issues. Of the many presbyteries represented there, each was given the number of delegates according to their membership. While there were a dozen or so nationwide with as many delegates as Salem, only two other presbyteries had more than the six delegates and one YAAD we brought; Greater Atlanta and Chicago each had 8. The majority of presbyteries were represented by 2 or 4 delegates. Know that Salem is at the very heart of being Presbyterian...and that phrase was repeated time and time again when folks learned we were from NC.

Each day we began with worship, hearing some enlightened sermons, taking an offering for a particular purpose, and singing together, especially the hymn we find in the old Blue Presbyterian Hymnal "Live into Hope", which was designated as the theme of the conference. One hope was fulfilled at the very outset of the assembly and that was the idea of 'Equity'. Everyone there was given the right to speak, the right to oppose or support any idea being considered. On occasion, one's request for recognition may not have been honored if all persons who had not yet spoken were on the same side (for or against), and the question had been called. But whether you had spiked pink or purple or green hair, or in my case, NO Hair...you had just as much opportunity to express your opinion, your experience, or a persuasive argument as anyone else. And that right was evident in our Advisory delegates, many of whom were Youth, but also Theological Students and other advisory delegates and whose opinions, having been expressed, were also put to a vote on any matter at hand, for the benefit of those commissioners (400+) who were voting. I also commend our new General Assembly Co-Moderators on honoring a request that if your perspective was in the majority, that much applause and celebration should not accompany a decision, especially if by a narrow majority, for those who opposed on said vote were also honest, sincere, and thinking persons with an investment of time or talent or thought and not to be snubbed.

The first order of business was to elect new co-moderators and a new stated clerk (as we here in Salem are going to have to do as David Vaughn ends his term with us). We had had the opportunity to meet the four people, each pair a woman and a man, who were running for that office. Both pairs were available at a welcome reception at the Marriott across from the convention center on Saturday evening. Both pairs were pleasant, but the pair we elected, the Revs. CeCe Armstrong and Tony Larson stood out in person for two reasons. Both were more than welcoming, each coming into the crowd and introducing themselves, not waiting to be approached. Besides being placed into nomination by our own Rev. Dr. Phanta Lansden, they were storytellers...in a room full of storytellers. Co-Moderator Larson approached me that evening, and we found common ground as he had been here in NC for many years and we were both UNC graduates (decades apart, I should point out). We then elected a very capable young Korean candidate (the Rev. Jihyun Oh) for Stated Clerk, and her extended family were there and participated in her installation. Each was installed with the invocation of Humility, Honesty, and Humor.

General Assembly takes up what the presbyteries bring them, in the form of overtures. First individual committees met via Zoom the week before the GA plenary to discuss, and as needed, modify or 'perfect' the overtures before they were brought to the plenary session in SLC. Each of our delegates had been on a different, randomly selected committee (and some as advisors to other committees if they were part of the initiating presbytery). The Standing Rules Committee on which I served worked long into the night (11:30pm Eastern time) to present changes as directed by the last GA as to how we do things. Then, the entire 400+ delegates considered each paragraph and either changed or approved the committee's changes. At times that gets tedious and much emotion and opinion are exhibited. And not every proposal is the final version. One, brought to us by the Environmental Justice committee was approved after much debate, but only by the narrowest of margins. When a

better overture was presented later, the first proposal was reconsidered, defeated and replaced by the better ideas of the second. I attribute that to a good reading of the delegates by our General Assembly Co-Moderators. 8

As Salem's General Presbyter said often, we can be proud of the Salem Delegation, all of whom were active members in the proceedings, and who spoke or attempted to speak to important matters being considered. We were seated right down in front on the second and third rows. Unfortunately, I contracted COVID, possibly even as early as Sunday, and was in miserable shape by Wednesday and excused myself from the group to not spread it any further. Two other members of our delegation also were victims of the virus. I'm hoping by the time of this Presbytery meeting that all three of us have mended.

Thank you, Salem, for the opportunity to experience and be a part of this General Assembly. Despite the COVID outbreak, it was a blessing to have been a part of it.

**Courtney Hunter (RE Commissioner)  
Member, Mount Vernon PC**

Dear Christian Friends,

I want to express my sincere appreciation to Salem Presbytery supporting me at the 226th General Assembly in Salt Lake City, Utah. Your personal commitment was incredibly generous! I was able to engage in a unique experience and serve as a Ruling Elder at the assembly. As a member of Mt. Vernon Presbyterian Church, I was honored to serve and represent Salem Presbytery. At the assembly, I participated in a virtual session each day with my General Assembly Committee "Domestic Engagement" on June 25th-June 27th. My committee had the following items of business:

- Solitary Confinement
- Children Living Free from Gun Violence
- Protecting Utah's National Monuments (wildlands for ecology and justice)
- A.I & Faith Recommended Study
- Supporting U.S. Constitution to Abolish the Exception in the 13th Amendment (Permits Those Who Are Convicted of a Crime to be Enslaved)
- Social Witness Policy (White Christian Nationalism Recommended Study)
- Internal Displacement Crisis within the U.S.

Next, the week of July 1st-July 5th I attend in person General Assembly plenary sessions that consist of morning prayer, opening devotion, and presentation of different items of business for each General Assembly committee. I really appreciated the use of the My GA application which allowed me to seek recognition to speak, ask a question, make a motion, and to vote as a Ruling Elder for each item of business. Thank you again Salem Presbytery for supporting me! "I can do all things through Christ that strengthens me" Philippians 4:13.

**Phanta Lansden (TE Commissioner)  
Pastor, St. James PC**

Greetings Beloved,

It was an honor to represent Salem Presbytery at the 226th GA of the PCUSA. I especially enjoyed getting to know the other commissioners and committee members. Although there were many technological challenges, I believe our national office provided top tier technology options for us to navigate a hybrid Assembly with committee meeting online the week leading up to the in-person Assembly. The online training in addition to the Synod led orientation was helpful preparation.

I served on the Financial Resources Committee that was responsible for reviewing overtures related to the financial elements of the Assembly. All matters of our committee were approved on the Consent Agenda except one. This means the work of the committee was approved as determined by the committee without further discussion or deliberation on the assembly floor.

Below are a few items that were part of the consent agenda:

- A Clergy Pay Equity Task Force will be created to explore and create a model for equitable pay for PC9USA) clergy.
- Approval of the Board of Directors for Investment and Loan Program.



- The Mission Responsibility Through Investment Committee (MRTI) has been approved to develop a task force to review the Divestment Strategy of the PC(USA). 9
- MRTI has been approved to move forward with divestment with General Electric and Palantir Technologies, Inc. in 2025 and 2026 due to the support of military production and human rights violation in Israel/Palestine
- We approved the unified budget totaling \$94,859,983 in 2024 with a surplus of \$3,021,389 to make up for the shortfall in 2026. It was extensive and well organized.
- Divestment from governmental debt held by countries maintaining a prolonged military occupation specifically in Israel, Morocco and Turkey.
- Approval of minutes from the Presbyterian Foundation and Investment and Loan Program.

The single item presented on the Assembly floor was FIN-12. This overture referred to changes to Special Offerings. FIN-12 was discussed extensively due to the removal of percentages kept at the local congregation level currently offered through the Pentecost and Peace and Global Witness offerings. Many representatives of congregations expressed concern related to how these changes would impact the current mission work they are engaged in.

FIN-12 proposes the following changes:

The offerings will be reduced from four to three. The rationale for this is based on the decrease in giving over the years with a trend of continued decrease. The offerings will change from use of percentages to supporting causes. The below list of offerings are the new changes.

- Christmas Joy Offering - This serves at risk-children, young adults, leadership development for people of color etc.
- One Great Hour of Sharing – Focuses on disaster assistance, hunger, poverty, climate change and immigration, migration and refugee assistance.
- World Communion Offering – Supports racial justice, gender justice, peacemaking, global witness, ecumenical and interfaith relations.

FIN-12 changes the special offerings to allow more money to be obtained at the local congregational level and used as designated by the grant process. All congregations will have an opportunity to submit a grant proposal to the Presbyterian Mission Agency (PMA) for funding of their mission project(s). The removal of percentages allows congregations to access financial support that spans beyond the limited percentage amounts currently in place. This expands the work congregations can engage in.

It was a privilege to serve as a commissioner on the Financial Resources committee. It was also an honor and privilege to be asked by my friends and colleagues to introduce our new Co-Moderators Rev. CeCe Armstrong and Rev. Tony Larson, and to present them for nomination. They are faithful servants of God and I know they will serve us well in the years to come.

Salem Presbytery, thank you for the opportunity to represent you and for the gift of serving God faithfully with my other commissioners at the 226th General Assembly.

Grace and peace.

**Wes Pitts (TE Commissioner)  
Pastor, FPC Reidsville**

Friends and colleagues,

It was a great honor and privilege to again serve Salem Presbytery as a commissioner to General Assembly. Having also served as a commissioner to the 225th GA, in committees met in person and plenary was online, it was a joy to gather with the full breadth of the PC(USA) in Salt Lake City. I was assigned to the Environmental and Climate Justice Committee (ENV), which ended up being one of the most controversial and consequential committees of GA. Initially scheduled to meet only two of the three days given for committee work, we ended up needing to meet for half of the third day, primarily to discuss a commissioner's resolution assigned to our committee. Of our committee's six items of business, four were approved on the consent agenda. Because they were not debated by the plenary, less is known about them, but provide a lot of important information. They were:

ENV-01 - Adoption of the One Billion for Peace Pledge

The One Billion for Peace Pledge states, "Sustainable peace entails the physical, material, psychological, cultural/religious, and ecological well-being of all peoples. We declare our organizational intention to pursue sustainable peace in our work and our lives." In order to live into

this pledge, the Presbyterian Mission Agency is to develop a strategy to mitigate the effects of climate change, to join with other other Christian denominations in that effort, and to report back to the 227th General Assembly on progress. In addition, individuals, churches, presbyteries, and synods are encouraged to join the pledge. This action, because of the directive given to PMA, increased per capita by \$0.02 for 2025 and 2026. 10

#### ENV-03 - On Becoming Free from Plastic Pollution

In order to become better stewards of God's creation, this action encourages (but does not require) individuals, churches, mid-councils, etc. to transition away from single-use plastics. Part of this action commends several resources to all settings of the church to learn about the harms of plastic pollution and encourages concrete steps to end plastic pollution, like transitioning from disposable to recyclable or reusable materials and participating in public clean-up events.

#### ENV-04 - Lithium Mining Paper

On the other side of the "green revolution" is the tremendous cost that the mining of rare earth minerals needed for the batteries at the heart of non-fossil fuel energy sources, especially lithium. Along with commending to all the reading of the Lithium Mining Paper, Presbyterian Agencies are directed to act based on this reality, including MRTI, the Office of Public Witness, and the Presbyterian Mission Agency.

#### ENV-07 - On Docketing time for Treasury Department to Educate about Inflation Reduction Act

For the first time in history, tax-exempt organizations, like churches, can receive tax credits for expenditures that reduce its carbon footprint equal to 80% of the cost of the project. Churches can learn more by viewing the webinar from July 23 found at <https://presbyearthcare.org/>

By far the most divisive issue at General Assembly revolved around ENV-02 and ENV-06, two items of business that proposed different visions for how to address the climate crisis through the PC(USA)'s investments. ENV-02 advocated the immediate divestment from any company whose primary source of income comes from the exploration, development, or production of fossil fuels. ENV-06, on the other hand, utilized Mission Responsibility Through Investing (MRTI) to step up efforts to push fossil fuel companies to meet goals set by the Paris Agreement. After spirited debate, ENV-02 was initially approved until representatives from MRTI stated that the action was unlikely to result in much divestment because of various organizational and legal requirements. The assembly then reconsidered and voted down ENV-02 in favor of approving an amended ENV-06, adding a requirement that MRTI identify the top ten fossil fuel companies with which no meaningful engagement can be had and recommend immediate divestment from them. While I voted in favor of ENV-02 and would personally prefer that the PC(USA) not benefit from the wealth created from fossil fuels, I also recognize that it's a tremendously difficult and nuanced issue and am proud of our denomination for engaging in this conversation with so much energy and faithfulness.

I serve a "purple church," a designation that many of the congregations in Salem can claim, though is becoming increasingly rare in our world (and especially in the county in which I live). The engagement that took place at General Assembly gives me tremendous hope that the PC(USA) will continue to be a place where people of faith can disagree with love and find a path forward through our trust in Jesus Christ. While all won't agree with every decision made at GA - I certainly don't, and indeed there were only two items of business (I believe) unanimously approved - we should all feel confident that the commissioners engaged prayerfully and thoughtfully with each and every item of business. The stories we heard were powerful testimonies that we were engaging in meaningful work, work that will transform communities for the better. I've so appreciated being able to serve our denomination in this way and encourage all, teaching elders and ruling elders alike, to consider if you are being called to serve our Presbytery as a commissioner or the OGA as a volunteer - I know I can't wait for GA227 in Milwaukee.

In peace.

**Susan Stewart (RE Commissioner)  
Member, Elkin PC**

Being able to attend the 226th General Assembly as a Ruling Elder Commissioner from Salem Presbytery was nothing short of EXTRAORDINARY. After nine days, including three long days of online committee work before leaving for Salt Lake City, and many hours of in-depth deliberation, I am full of respect and admiration for our denomination. I was incredibly heartened by the diversity within PCUSA and the passion of our young adults and seminarians. We are stronger because of our diversity and because of our young leaders who are committed to the unity, integrity, mission, and relevancy of our church.

Several months before General Assembly, we were all randomly assigned to a specific committee. I was assigned to the Ordination Committee which studied and discussed six overtures submitted from various Presbyteries. One of the most notable overtures involved Commissioned Ruling Elders and called for their commission to extend beyond their service to a specific congregation or ministry. I was impressed by the tremendous amount of respect given CREs and the recognition of the crucial role that they play within our denomination. The biggest concern about the overture was that there is no standard process for preparation and instruction of CREs, as there is for Ministers of the Word and Sacrament. The standards vary widely from Presbytery to Presbytery. While Salem Presbytery has a rigorous process of preparation and instruction for CREs, other Presbyteries only require a few hours of instruction. Given this concern, the Ordination Committee referred this overture to the Task Force to Explore the Theology and Practice of Ordination that was created by the 225th General Assembly in 2022 to study issues such as this. Similarly, our committee referred to this Task Force an overture to review the preparation for ministry process, with particular attention to ordination exams. The full body of the General Assembly approved both of these recommendations to refer. The Task Force to Explore the Theology and Practice of Ordination has been directed by GA to present its report at the 227th GA in 2026.

Perhaps the most publicized overture before GA was assigned to the Polity Committee and was known as the Olympia Overture (it turned out that it was not the most controversial – that distinction went to the overture calling for PCUSA’s immediate divestment of fossil fuels). As you will recall, in 2010-2011, changes to the Book of Order were approved by the General Assembly and a majority of Presbyteries that permitted the ordination of individuals without regard to sexual orientation or gender identity. In 2014-2015, the same was done to permit the marriage of individuals without regard to sexual orientation or gender identity. At the GA in 2018, the denomination further affirmed our inclusiveness in this regard; however, language had never been added to the Book of Order to affirm that PCUSA does not discriminate based on sexual orientation or gender identity. Part 1 of the overture from the Presbytery of Olympia simply proposed adding to F-1.0403 this non-discrimination language to the list of categories against which we do not discriminate (along with race, ethnicity, age, sex, disability, geography, or theological conviction). GA passed Part 1 overwhelmingly by a vote of 389 to 24.

Part 2 of the Olympia Overture proposed adding language to G-2.0104b which would specify that councils responsible for ordination would examine a candidate’s ability and commitment to “principles of participation, representation, and non-discrimination found in F-1.0403” (these were actually already within the purview of examination). The Polity Committee amended the overture as presented by Olympia and struck the word “non-discrimination” from the new language proposed in G-2.0104b. When the newly amended Olympia Overture was presented on the floor of GA, another amendment was immediately proposed to modify the above language to include, “the Historic Principles of Church Order (F-3.01)” in the language outlining what a candidate would be examined on. This amendment was very well received as it was proposed by a young gay minister who is also a General Presbyter and he made this amendment to assuage the concerns of some that councils would no longer have “freedom of conscience” in ordination decisions. The Historic Principles of Church Order, F-3.01, specifically states that “God alone is Lord of the conscience . . . . Therefore we consider the rights of private judgment, in all matters that respect religion, as universal and unalienable.” Prior to voting, we were advised multiple times by Rev. Christian Boyd, Stated Clerk of the Presbytery of Milwaukee and a member of the Advisory Committee on the Constitution, that this overture does not change the ability of elected members of local councils, sessions, or presbyteries to vote their conscience on decisions of ordination (effectively speaking, the status quo is not changed by this amendment – it only serves to reinforce). GA passed this amended version of Part 2 of the Olympia Overture by a vote of 297 to 130.

Both of these proposed amendments to the Book of Order must be approved by 50% of the Presbyteries before they may become effective.

I understand now why it is said in our beloved denomination that our deliberative work together is sacred, a form of worship all its own because all present are given room to share what is in their heart and discern where the Holy Spirit is leading our communal body of Christ. PCUSA is doing so much good in this world and I am grateful to be a part of such a loving church.

It is difficult to summarize a 9-day experience in few short paragraphs. Invite me to coffee and I'll be happy to talk at length about all of the things we experienced. Suffice it to say, this was a life-changing and faith affirming experience for me.

I have grown maybe a little weary and a bit despondent about the church and its future. I've grown up hearing about General Assembly that were angry and divisive, with sides vying for supremacy, with name-calling and vilification the order of the day. I was concerned about the possibility for tension, especially given the online discourse before and during the event.

These expectations could not have been further from what I experienced. We did not agree on everything, and strong feelings were shared. People spoke with emotion from the depths of their hearts. Each of us experienced frustration when we were on the "losing" side of an issue. Despite these facts, people were universally kind and generous in their speech. Stories of honesty and vulnerability were shared and respected. And, more than once, I saw speakers who had been on opposite sides of the debate engaged in meaningful conversation after the vote had been taken. We prayed before, and after, and during discussions.

The Spirit moved in real and tangible ways.

I served on the General Assembly Entity Coordination (GAEC) committee. We oversaw the seven different agencies that make up the work of the PC (USA), which meant, primarily, learning a lot of acronyms. We heard from representatives of PMA, OGA, PPC, BOP, PF, RAEC, PILP, PDA, and more, all of whom work on our behalf to facilitate the ministry of national body and to extend that ministry beyond its walls. We also learned about the spider web of a complicated structure that has become more complicated overtime and in need of some reorganization.

The first task, then, for our group was to hear from the Task Force overseeing the unification of the Presbyterian Mission Agency and Office of the General Assembly. The General Assembly is the body of representatives from each Presbytery, with these two groups being the primary mechanism through which the General Assembly directives are accomplished. The Presbyterian Mission Agency is the program side of our denomination, the hands and feet on the ground. The Office of the General Assembly of the inward facing folks who handle the administrative tasks of keeping a nation-wide (and international) denomination running. The Task Force was tasked with unifying these two bodies so tasks can be shared, when possible, and a unified budget could be created creating a clarifying picture of the exact financial flow of our per capita dollars.

This task force has done great work, especially in creating a third body, the Administrative Services group, who will handle the administrative tasks (like accounting, legal, and Human Resource) work of each of the 7 entities. This will greatly reduce costs and streamline those operative services. More work is to be done, but I felt this group was tackling some of the thornier issues of combining two long standing, and separate, groups into one cohesive unit.

The second task we considered was the repurposing of the Self-Development of People (SDOP). We heard from several Overture Advocates (these are regular folks who have information or opinions they'd like to share about the overture to be considered). The advocate for the repurposing spoke movingly about the great need in African-American churches for intervention and assistance. They have been hit harder by the national decline of all mainline churches than many white churches, especially in the high rate of empty pulpits. We learned about the unique situations of Black churches with insurance companies, property values, and often being situated in poorer neighborhoods. I came away convinced special attention needs to be paid in our denomination.

Which is when we heard from the Rev. Denise Anderson. She is the head of the Denomination's department of Racial/Ethnic ministries and a former moderator. She went through an extensive history of the SDOP program, the current efforts being done by the denomination to address the issues of the Black Church, and new efforts the 225th General Assembly put in place to specifically address the idea of reparations in a more systemic structure. We heard about the Center for the Repair of Historic Harms, which does as its name suggestions, seeking to aid all communities affected by system oppression, especially those who are descendants of, or victims themselves of racist policies like Jim Crow. It is a well-funded and resourced program that is just getting its feet off the ground as is led by Rev. Anthony Jermaine Ross-Allam who spoke at length about his work. I am interested to see its future impact on our churches and am hopeful how it can bring about much needed change.

Ultimately, our committee decided to disapprove the recommendation based on the strength of his 13 work and the attention already being given to this need, with the feeling changing SDOP would harm more than help us reach the desired goals.

And finally, a word of Board of Pensions. While our committee was not able to affect the change many might have wanted, we need craft the strongest request we could to ask BOP to focus especially on the effect the coming change will have on small churches. I'm hoping that discussion will gain some purchase.

Even when we did not get the change we want, the agencies and directors heard our feedback. I saw changes made in the language and approach, and our concerns were heard. I came away from this process trusting more in our system and the people who we entrust to run it for us. I believe our denomination is in good hands, with agency leadership who understand the assignment and are equipped to lead us into the future.

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PEACE AND JUSTICE TASK FORCE  
Elder Beth Hooten, Committee Member

Elder Beth Hooten gave a reminder about the upcoming Racial Equity Training session taking place October 8th. The next book for the book club is entitled "American Idolatry: How Christian Nationalism Betrays the Gospel and Threatens the Church" by Andrew Whitehead. Rev. Frank Dew presented a resource entitled "Faithful Voter Reflection Guide: North Carolina." This guide is used to inform the reader concerning issues facing North Carolina voters in the upcoming election.

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COM TASK FORCE ON EXAMINATIONS  
Rev. Travis Milam, Moderator

**For information:**

The Examinations Committee has successfully examined Dr. James Lunde for service in Salem Presbytery. The COM has received him to membership in Salem Presbytery.

**Faith Journey Statement**

**Rev. Dr. Carrie Finch-Burriss**

I was born into a family who went to church. My parents were active members of First Presbyterian Church of Garner, NC, and that is where I began to learn about God, and where the roots of my faith were planted. When I think back to fond memories of childhood, many are there- at the church, at church camps and VBS'es- all of them, laying the foundation of a safe place to be loved, to be inquisitive, and to explore.

When I was in high school, our church called a new pastor, and with his arrival, my church plugged in to the Presbytery's (newly renamed New Hope) youth programs and I attended my first Presbytery youth retreat and immediately after returning home from that weekend, I applied to be on it's youth council. I would spent the next few years serving on the council, being trained as a counselor at Presbyterian Point, being a camp counselor at Massanetta Springs and going to Montreat Youth Conference. My first real sense of call to ministry came when I was 15 years old while I was on a sailing camping trip as part of my CIT training at Presbyterian Point. (That was also the summer where I preached my first sermon, on the lakeside of Kerr Lake).

After I graduated from high school, I attended college at UNC-Wilmington. In my junior year, I had to do programatic leadership as part of a class, and so I set up with Winter Park Presbyterian Church the opportunity to assist and lead certain aspects of a youth lock-in with them, and, then I stayed on with the church for the last two years of college volunteering with their middle and high school youth ministry.

In the fall after I graduated from college, I returned back to my home area, and my pastor from Garner called me up to ask me to help with youth programming there. I spent the next two years volunteering with Garner, and, when the DCE left, she recommended that the church hire me as their next youth minister for she was convinced that I was called to ministry. I spent two years working part time for the church overseeing the youth programs while the call to ministry grew within me. And so I left Garner and



accepted a full-time job as the youth pastor of Trinity Avenue Presbyterian Church (Durham, NC), where I would work for the next 4 years.

At Trinity Ave., the leadership there allowed me to do more than youth ministry- I preached on occasion, attended session and deacon meetings, I visited the sick, I went on and led mission trips, put out the church's newsletter. And it was there that I realized that I longed to serve the whole church, and so it was that I went under care of New Hope to begin the process of becoming a teaching elder. When I left Trinity Avenue to attend seminary (Austin Presbyterian Theological Seminary in Austin, TX) I left as a candidate for ministry and a season of non-ordained ministry under my belt.

After graduating and searching for that first call, I was finally ordained, almost 19 years after that first call to ministry on July 24, 2010. The experiences and people I have walked alongside of leading up to this moment and the ones since, I could fill pages upon pages of that have shaped who I am as a person and a pastor, but suffice it to say, all of them have shaped me in some way, for my faith journey is on-going. God is still working on me, and for that, I am thankful.

### **Statement of Faith**

**Rev. Dr. Carrie Finch-Burriss**

I believe in the one triune God, God the Father/Creator, God the Son and God the Holy Spirit. God the Father, creator of all things, is our Lord and through God we have our being. God the Son is the manifest of God, both fully human and fully divine. I believe Jesus was born of Mary and the Holy Spirit. Jesus lived in this world, he taught, he preached and he healed the sick. He came to fulfill the Law. Jesus was then betrayed, beaten, crucified and died. But death was not the final ending for God, the Son. Jesus rose from the dead, he conquered death and conquered sin for all. The Holy Spirit moves amongst us and is the living breath of God. The Holy Spirit also comforts and sustains us.

I believe that God made us in the image of God and therefore desires us to be in relationship with God and all of creation. For that reason, God extends grace to us and forgives us of our sins, without our own merit, and by no means other than God's desire and will. We, who are not worthy of this gift, receive it freely and with abundance.

I believe the Bible, through the power of the Holy Spirit, is the unique and authoritative witness that testifies to God's on-going presence in the world that the Lord has made. The Holy Scriptures point to and are completed in the life, death and resurrection of Jesus Christ.

I believe in the two sacraments, Baptism and Eucharist, which were instituted by God and given to us by Jesus. I believe they are the signs and symbols of the real presence of God. In our one baptism we are brought into the death and into the life of Jesus Christ. In our Eucharistic feast we partake in the death and resurrection of Jesus Christ. I believe that the table belongs to the Lord and is open to all.

I believe in the universal church of Jesus Christ. Christ is the head of the church. We gather together to worship and praise the Lord. Through the church, we are the community of saints. The church is called to go out into the world and teach about and spread the love of God in all creation.

### **Faith Journey Statement**

**Rev. Dr. Troy Leshar-Thomas**

As a teenager, growing up in the rural Shenandoah Valley of Virginia, I came to the church through Scout Sunday. My parents did not attend church - both were deeply wounded by the church - but they allowed and even blessed my participation following my introduction by getting me to church events and never suggesting that I should not be a part of the church's fellowship.

Following those formative years when ruling elders in the church took me under their wing and my pastor connected me to leaders and opportunities across the presbytery, I found my sense of call to ministry replacing my dreams of becoming a pharmacist. I graduated from Virginia Tech and went directly to Richmond, Virginia, enrolled first at the Presbyterian School of Christian Education, then later at Union-PSCE (now Union Presbyterian Seminary).

I have never left my connection to the rural church. While I have served in urban settings, I feel most connected to congregations who feel a connection to the values, seasons, and habits of rural-minded folk. I sense there's a strong appreciation for family, an understanding of the value of stabilizing traditions, and an incredible resolve to meet challenges together. My path of ministry has led me through Christian education, camp and conference ministry, solo pastorates, interim ministry, and service to the wider church at both the presbytery and synod levels. I feel extraordinarily blessed to be at this place in ministry - almost 25 years of ordained ministry - and still be energized and ready for the Spirit's leading.



My wife, Mitzi, whom I married while in Richmond, is my life partner, best friend, and hiking buddy. Mitzi is an ordained PC(USA) minister not currently serving and is on disability. We have two children, Mackenzie and Andrew. Mackenzie is a graduate of Western Carolina University (May 2024) and Andrew is a rising junior at the same school. I'm looking forward to being a bit close to them in my new call.

As I reflect on my journey of faith, I'm struck by the constancy of God throughout providing me with communities to serve that according to my wife, "I always fall in love with." She's correct and I've come to own it. I do fall in love with these communities because I think that no matter our political preferences, our relational categories, our thoughts on scripture, or our life experiences, we are all "children of God" (Belonging to God - A First Catechism Q.1). When we take a moment to accept this equalizing placement within the web of relationships we all find ourselves in, I believe great things can happen. It's not pie in the sky thinking. Being a family is never quite as easy as we want it to be. But in the end, the bonds of family - bestowed upon us by God - are not for us to break. We are all siblings, one to each other. Thanks be to God.

### **Statement of Faith**

**Rev. Dr. Troy Lesher-Thomas**

I believe the church is called to be a provisional representation of what God intends for the world: a place of forgiveness, reconciliation, peace, hope, and joy. Because of our sinfulness, God is constantly forgiving and renewing, equipping and gathering us into this purpose. The church gathers not as its own hope, but confident of the promises in Christ who is head of the church. Christ is our salvation and calls us to a life of repentance and renewal.

I believe in God - Father, Son, and Holy Spirit. I believe God created all that is seen and unseen. I believe Jesus Christ is my Lord and Savior. I believe that the Holy Spirit tethers us together in faith and service. I believe that God's relationship revealed in the Holy Trinity models for the church and for individuals the nature of holy relationships which instructs the church. I believe that God is always active, revealing Godself through the Trinity in this broken world which God is redeeming. The church embraces God's intent by placing its trust in God, by offering God worship and praise, by seeking righteousness, practicing forgiveness, and through acts of reconciliation.

I believe the church has two sacraments, instituted by Christ, which are gifts for the church. The sacrament of baptism demonstrates God's grace in calling, claiming, and choosing us to be the church. Baptism seals the promises of God in the community of faith for the world to see. Baptism binds us together in the same promise, making us one body, the church. In baptism we are forgiven, cleansed, and renewed. The sacrament of the Lord's Table gathers the Church to dine with our Risen Lord who is always at the table. Communion proclaims God's grace for all people while also serving as a means of grace. Together, we are invited to the Table, fed by our Risen Lord while giving thanks, equipped for the ministry of the church, and sent in God's name.

I believe the scriptures to be the Hebrew and Greek Testaments and they are inspired by God, made alive for the church through the illumination of the Holy Spirit, and bear witness to God's eternal word - Jesus Christ. The scriptures are necessary to understand, grow, and teach the faith of the church.

I believe the world we now see is but a glimpse of the promised kingdom. And, I believe that in this world God breaks open the veil so that we can visualize the kingdom of heaven. From night skies torn open by angels, to prisons broken open to those captive, to masses of people being fed by five loaves of bread, to the recovery of sight for the blind - heaven is always nearer than we think. God is pleased to offer us these glimpses while we do the work God has called us to recognize that our hope always remains in the Lord.

### **Faith Journey Statement**

**Rev. Steve Schaick**

God saw fit to raise me in a Jesus-loving, church-attending family. Emmanuel United Church of Christ stood for my family and me as an integral part of life. With never a hint of coercion, worship and Christian fellowship anchored the weekly cadence of our family.

At the age of ten, I had a string of frightful nightmares that revolved around death and dying. I had heard plenty of both heaven and hell, and my soul needed to settle my fate. Then one night, my Dad asked about my tears. Through sobs, I confessed my sorrow. And in his own words he shared with me the essence of John 3:16. Joy and peace filled my heart. The nightmares ceased. Internally motivated prayer and Bible reading ensued.

Following high school, I enlisted into the United States Air Force. The base chapel and a para-church organization called The Navigators became my faith community. With many of my faith companions being

pilots, conversations about faith always included flying. So, when my enlistment was up, I headed to the University of Wisconsin and ROTC to become a pilot.

With my aspiration of flying completely on track, I accepted a friend's invitation to attend a missions conference. And on the last event of a three-day conference, Billy Graham spoke. If ever the Holy Spirit spoke to a human, it was to me that night. I cried. I prayed that God would not deprive me of my deep desire to fly. Yet my "calling" to ministry kept growing. And following a lengthy Jacob-like wrestling match (Gen 32), I set my sights on seminary.

Following three-years at McCormick and ordination into the UCC, I became the Associate Pastor of Mount Zion UCC. Three years later I accepted an invitation to become a USAF Chaplain, merging my calling to ministry with love of the military (and airplanes).

I am blessed beyond measure. Denise and I have been married 41 years; we have two married children and four grandchildren. I have seen God show up on battlefields and at each of the 800 funerals I led at Arlington National Cemetery. Peter said, "So prepare your minds for service and have self-control." (1 Pet 1:13a). This is my prayer. To God be the glory!

## **Statement of Faith**

**Rev. Steve Schaick**

I believe God can be known and a relationship with God enjoyed by and through two forces working in harmony: 1) The Holy Scriptures and 2) a worshipful encounter with creation. The Holy Scriptures are divinely inspired and when responsibly interpreted afford us an unparalleled witness to the heart, nature and longings of God. When a soul has been exposed to the grace and mercy of God, evidence of God's generous presence will be found in the most ordinary of life's moments and in the majesty of creation. These worshipful encounters are nurtured in the communal proclamation of the Word and in the sacraments of Holy Communion and Baptism. Communion remembers the moment Jesus secured for believers the forgiveness of sin through His life, death and resurrection. Baptism acknowledges the unmerited sign and seal of God's promised grace. These, practiced in a caring community of believers and in hospitality to those outside the faith, constitute the Church that Christ established, the Holy Spirit empowers, and God actively ordains.

I believe the most succinct rendering of God's nature is found in the Apostles' Creed. The Creed reveals our triune God as 1) God our Father (Parent) and Creator; 2) Jesus, God's incarnate Son and our Lord and Savior; 3) the indwelling Holy Spirit. When we proclaim:

- I believe in the Holy Spirit,
- the holy catholic church,
- the communion of saints,
- the forgiveness of sins,
- the resurrection of the body, and
- the life everlasting...

we acknowledge that our soul's deepest longings have been satisfied in and through the loving initiative of God on our behalf.

Finally, I believe my true "Faith Statement" is uttered by my life. I cannot earn God's favor, but to live my life in grateful appreciation seems only appropriate. The stewardship of my time, talents and treasures; the love and respect I show my family and others; and my personal piety all speak to the truth of what I believe. St. Francis of Assisi is credited with saying, "Preach the Gospel at all times, and if necessary, use words." James tells us that "Religion that is pure and undefiled before God and the Father is this: to visit orphans and widows in their affliction, and to keep oneself unstained from the world." (James 1:27) My personal life mission comes from Peter as he tells a discouraged, persecuted Church: "Prepare your mind for service; and have self-control." (1 Peter 1:13a)

To humbly imitate Jesus while seeking daily to act justly, love mercy and walk humbly with God is my life's calling and joyful privilege.

Intertwined with my journey of faith has been all the various denominations, churches, and spiritualities that I've either involved myself with or studied in depth or cursorily. That said, this account contains only a sliver of my experience.

Being born into a family that worshiped three times a week at an Independent Baptist Church, some of my earliest memories are of being bored in the pew and hearing frightening sermons about hell. Despite transitioning to a United Church of Christ church during my preadolescence (when my parents separated and divorced), Christianity appeared to me to be about avoiding hell. This perspective dominated my adolescence. From this presumption arose alternating periods of indignance and rebellion, attempted bouts of conversion and piety, and, more often, indifference. Like so many who encounter this form of Christianity, it was far easier to resign myself to a life of reprobation and, ultimately, an eternity in hell. This attitude, then, naturally afforded me a purported freedom from the conventions and rules which surrounded me. My mother deemed affable, charismatic persons as "good Christians" (even if they happened to be another religion or no religion). Many times, these "good Christians" wronged her or swindled her, and so I naturally developed a distrust towards superficiality. My stepfather, when watching the evening news, pronounced his belief in acts of destruction and suffering as God's wrath. It all left a bitter taste in my spirit. Still, it was impossible for me to easily write off Christianity.

During my undergraduate years, I achieved a major in Religious Studies because I took many courses in early Christian history and theology. The central aim for taking these courses was to refute Christianity from inside, utilizing its own methods. While this aim momentarily succeeded, I also encountered a rich history that resembled nothing I was familiar with. It was also the first time I paid attention to the words of the Apostle's Creed, echoed by many Church Fathers: "I believe in... the holy, catholic Church". Only a couple years later, encountering mortality in the event of my grandfather's death, I turned to religion for answers. Recalling my knowledge about the early Church, I decided upon becoming Roman Catholic, where I remained for six years until I outgrew it. This was a rich but bi-polar period for my faith journey, full of periods of great devotion and piety interspersed with agonizing scrupulosity over sin and a traumatic fear of hell. My priests tried instructing me about grace, but I was so focused on my own ugliness that I easily forgot it.

Recovering from this self-inflicted trauma has taken years of therapy and self-introspection. Becoming involved with an intentional Christian community deserves credit as being a key moment when I started understanding grace and inclusivity. I married into the Presbyterian Church in 2014. The intervening years have been full of faith's ups and downs; one moment experiencing satisfaction in relationship to God performing God's mission, the next moment doubting the reality of God and all Christian creedal affirmations. Even so, even at my lowest, there is a spark that refuses to give up on God. Now I am more inclined to speak about 'faith' not as faith *in* something/someone, but as *faithfulness* towards. Thus, when my personal faith wanes for intellectual, emotional, or spiritual reasons, my faithfulness nonetheless remains steady and keeps moving forward because I ultimately trust in God's grace.

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### Statement of Faith

Christopher Speaks

I believe in one God, Father, Son, and Holy Spirit; the God who creates, redeems, sustains, rules, and transforms all things and all people; the God who is revealed to all humankind in the person of Jesus of Nazareth; and the God who is to be experienced here and now by the Holy Spirit. The righteousness of God is made known through the covenant promises which God has made to all humankind; promises which speak of God's grace, love, redemption, and reconciliation. God invites all humankind to participate in the new creation of God's Kingdom here on earth, forgiving our ineluctable sinfulness, reconciling and gathering all things and all humankind unto God, and utilizing our fragility and vulnerability in order to reveal God's glory.

I believe that in the fullness of time God sent his Son, the Word of God, in the person of Jesus of Nazareth, who proclaimed good news to the poor, release to the captives, and liberty to the oppressed; who devoted himself to the work of God: baptizing, healing the sick, curing the afflicted, feeding the hungry, welcoming the stranger and the alien, and preaching the sovereignty of God; who was unjustly condemned to die a criminal's death on a cross; who died, was buried, and who was resurrected by the power of God; who has been revealed to be the Messiah, the Son of David; who has been exalted by God where he reigns with God and the Holy Spirit. Through Jesus Christ, God accomplished the consummate act of salvation for the world.

In Jesus Christ, we are deemed the righteous people of God, gathering in his name as the Body of Christ: a community of faith responding to Jesus' call to follow him on the road of discipleship; bearing witness to

the truth of God's reign and God's will for all people; proclaiming the Word of God through the holy Scriptures; celebrating the sacraments of Baptism and the Lord's Supper. 18

I believe that the Spirit of God, who was present at the creation of the world, and who has spoken through the prophets and authors of Scripture, has been given to us in these days by the righteousness and grace of God. The Spirit of God is the Spirit of life, love, peace, reconciliation, comfort, and faithfulness; revealing God's grace, inspiring our faith; teaching, guiding, correcting, and instructing all believers; working in us to perpetually turn us toward God and accomplishing God's purposes; offering us glimpses of the Kingdom of God; and encouraging our practice of discipleship.

I believe that the Triune God has been actively involved in the creation, redemption, and reconciliation of the world since the beginning. As a result of our sinfulness, we rebel against God, violating the image of God in whose likeness we were created, decimating and impoverishing the Earth, reaping great misery for ourselves and our planet. In the end, God will prove faithful, restoring to humankind the divine image and likeness, manifesting a new creation, reconciling all of creation unto God, revealing God's glorious Kingdom forevermore.

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COMMISSION ON MINISTRY  
Rev. Felicia Stewart Hoyle, Moderator

**I. COMMITTEE ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY**

**A. SECURING A STATED SUPPLY**

1. Concurred with the Session of **Trinity Presbyterian Church**, Salisbury, North Carolina, in securing a Stated Supply contract with **Robert Moore** for a period of three months beginning July 1, 2024.
2. Concurred with the Session of **Cross Roads Presbyterian Church**, Mebane, North Carolina, in securing a Stated Supply contract with **Allison Buikema** for a period of three months beginning May 12, 2024.

**B. STATED SUPPLY RENEWAL**

1. Concurred with the Session of **Collinstown Presbyterian Church**, Westfield, North Carolina, in renewing the Stated Supply contract with the **Reverend Will Eads** for a period of one year beginning April 22, 2024.
2. Concurred with the Session of **Francisco Presbyterian Church**, Westfield, North Carolina, in renewing the Stated Supply contract with the **Reverend Will Eads** for a period of one year beginning April 22, 2024.
3. Concurred with the Session of **Grace Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Stated Supply contract with the **Reverend Pamela Mitchell** for a period of one year beginning July 4, 2024.
4. Concurred with the Session of **Dellabrook Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Stated Supply contract with the **Reverend Alberta McLaughlin** for a period of one year beginning April 1, 2024.

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

Concurred with the Session of **Westminster Presbyterian Church**, Greensboro, North Carolina, in securing the contract with the **Reverend Dr. Steven Schaick** as Transitional Pastor for a period of one year beginning August 19, 2024.

**D. RENEWING A CONTRACT WITH AN INTERIM PASTOR/TRANSITIONAL MINISTER**

1. Concurred with the Session of **John Calvin Presbyterian Church**, Salisbury, North Carolina, in renewing the contract with the **Reverend Lisa Mullen** as Transitional Pastor for a period of one year beginning June 1, 2024.

2. Concurred with the Session of **New Hope Presbyterian Church**, Lexington, North Carolina, in securing the contract with the **Reverend Mason Todd** as Transitional Pastor for a period of six months beginning March 8, 2024.
3. Concurred with the Session of **Thyatira Presbyterian Church**, Salisbury, North Carolina, in securing the contract with the **Reverend David Smith** as Transitional Pastor for a period of six months beginning July 1, 2024.
4. Concurred with the Session of **Shiloh Presbyterian Church**, Burlington, North Carolina, in securing the contract with the **Reverend Kevin Conley** as Transitional Pastor for a period of six months beginning July 1, 2024.

#### **E. SECURING A PARISH ASSOCIATE AGREEMENT**

1. Concurred with the Session of **Starmount Presbyterian Church**, Greensboro, North Carolina, in securing a Parish Associate Agreement with the **Reverend Scott Lawson** for a period of one year beginning January 1, 2024.
2. Concurred with the Session of **First Presbyterian Church**, Burlington, North Carolina, in securing a Parish Associate Agreement with the **Reverend Caroline Tuttle** for a period of six months beginning July 1, 2024.
3. Concurred with the Session of **Westminster Presbyterian Church**, Greensboro, North Carolina, in securing a Parish Associate Agreement with the **Reverend Cindy Higgins** for a period of one year beginning January 1, 2024.

#### **F. SABBATICAL PLAN APPROVAL**

1. That the sabbatical plan for **Rev. Erin Bowers** was approved.
2. That the sabbatical plan for **Rev. Timothy Bates** was approved.

## **II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY**

### **A. MODERATOR OF SESSION**

1. That the **Rev. Allison Simmons** was appointed Moderator of Session for **Cleveland Presbyterian Church**, Cleveland, North Carolina.
2. That the **Rev. Allison Simmons** was appointed Moderator of Session for **Bethany Presbyterian Church**, Statesville, North Carolina.
3. That the **Rev. Pat Fletcher** was appointed Moderator of Session for **Trinity Presbyterian Church**, Salisbury, North Carolina.
4. That the **Rev. Cindy Higgins** was appointed Moderator of Session for **Westminster Presbyterian Church**, Greensboro, North Carolina.
5. That the **Rev. Willie Teague** was appointed Moderator of Session for **Cross Roads Presbyterian Church**, Mebane, North Carolina.
6. That the **Rev. Joe McCutchen** was appointed Moderator of Session for **Bethel Presbyterian Church**, McLeansville, North Carolina.

### **B. COMMISSIONED RULING ELDERS (RENEWAL)**

1. Concurred with the Session of **Greenwood Presbyterian Church**, Reidsville, North Carolina, in renewing the contract of **Wayne Robertson** to serve as their Commissioned Ruling Elder for a period of one year beginning March 1, 2024.



2. Concurred with the Session of **Trinity Presbyterian Church**, Elon, North Carolina, in 20 renewing the contract of **Steve Braxton** to serve as their Commissioned Ruling Elder for a period of one year beginning March 16, 2024.
3. Concurred with the Session of **Glendale Springs Presbyterian Church**, Glendale Springs, North Carolina, in renewing the contract of **Sid Crunk** to serve as their Commissioned Ruling Elder for a period of one year beginning May 1, 2024.
4. Concurred with the Session of **Lansing Presbyterian Church**, Lansing, North Carolina, in renewing the contract of **Mae Weed** to serve as their Commissioned Ruling Elder for a period of six months beginning July 1, 2024.
5. Concurred with the Session of **Second Salisbury Presbyterian Church**, Salisbury, North Carolina, in renewing the contract of **James Harley** to serve as their Commissioned Ruling Elder for a period of one year beginning June 1, 2024.

**C. VALIDATED MINISTRY**

That the validation of the ministry of **Christopher Speaks** as a Chaplain at Cone Health was approved for 2024.

**D. VALIDATED MINISTRY RENEWAL**

That the revalidation of the ministry of the following individual was approved for 2024:

*CHAPLAINCY* - **Reverend Jonathan Freeman** – Alamance Regional Medical Center

**E. MINISTER TRANSFERRING OUT OF SALEM PRESBYTERY**

That the **Reverend Jeff Sockwell** was transferred to **New Hope Presbytery** effective June 15, 2024.

**F. MINISTER TRANSFERRING INTO SALEM PRESBYTERY**

That the **Reverend Dr. Steve Schaick**, a member of New Hope Presbytery, was received by Salem Presbytery on July 25, 2024.

**G. REQUEST FOR ELDER TO CELEBRATE COMMUNION**

That **Elder Carla Pence** be allowed to celebrate communion in Old Providence Presbyterian Church and Fifth Creek Presbyterian Church for one year beginning May 28, 2024.

**III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY**

**A. CALL EXTENDED TO MINISTER TRANSFERRING TO SALEM PRESBYTERY**

1. That the call of **Clemmons Presbyterian Church**, Clemmons, North Carolina, to the **Reverend Dr. Troy Leshner-Thomas** to serve as Senior Pastor and Head of Staff be found in order; and the terms of the call (printed below) be approved; and that the call be placed in his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-3.0307) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is August 1, 2024.

**Effective Salary**

Cash Salary:	\$ 61,000
Housing Allowance:	\$ 4,000
Supplemental Income (SECA):	\$ 5,738
Board of Pensions Medical and Retirement Benefits:	\$ 29,250
403b Contribution:	<u>\$ 10,000</u>
TOTAL:	\$109,988



**Reimbursable Expenses (by voucher)**

Automobile Expenses:	\$ 1,800
Cellphone Allowance:	\$ 720
Education and Books:	\$ 1,750
Discretionary Fund:	\$ 500
Moving Expenses:	Up to \$4,000
Other Compensation: 403(b) Matching	Up to \$1,830

**Other Paid Time Off**

Days Off:	2 days per week
Paid Vacation:	4 weeks per year
Paid Continuing Education:	2 weeks per year
Sabbatical:	1 per seven years

\*Full medical, pension, disability, and death benefit coverage under the Board of Pensions is provided. Clemmons Presbyterian Church commits to continue providing full family (spouse and children) medical care through 12/31/2025.

2. That the call of **Fieldstone Presbyterian Church**, Mooresville, North Carolina, to the **Reverend Dr. Carrie Finch-Burriss** 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 September 1, 2024.

**Effective Salary**

Cash Salary:	\$ 36,600
Manse:	\$ 21,600
Deferred Compensation (Manse Equity \$1000/HSA \$800):	\$ 1,800
TOTAL:	\$ 60,000

**Reimbursable Expenses (by voucher)**

Automobile Expenses: (provided)	At IRS rate per mile
SECA Supplement:	\$ 4,590
Continuing Education:	\$ 1,500 per year
Moving Costs:	\$ 5,000

**Other Paid Time Off**

Days Off:	2 days per week
Vacation:	4 weeks per year
Study Leave:	2 weeks per year
Family Leave:	12 weeks
Sabbatical:	1 per seven years

\*Full medical, pension, disability, and death benefit coverage under the Board of Pensions

**B. REQUEST FOR RETIREMENT**

1. That the **Reverend Francis Rivers Meza** be granted the status of Retired effective February 13, 2024.
2. That the **Reverend Jeff Sockwell** be granted the status of Retired effective December 31, 2023.
3. That the **Reverend Steve Braswell** be granted the status of Retired effective September 8, 2024.

**C. SERVICE OF HONORABLE RETIREMENT**

That Salem Presbytery recognize the **Reverend Francis Rivers Meza, Reverend Jeff Sockwell** and **Reverend Steve Braswell** with a service of Retirement.

**2025 Minimum Salaries:** The COM Task Force on Policy, Compensation, Mediation, and Church Officer Development is recommending no change to the 2024 minimum salaries for 2025. The Task Force recommends that congregations consider up to a 3% salary increase for 2025.

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**ACTION:**

2. Salem Presbytery approved the call to the **Reverend Dr. Troy Leshor-Thomas** from Clemmons Presbyterian Church and the call was placed in his hands.
  3. Salem Presbytery approved the call to the **Reverend Dr. Carrie Finch-Burriss** from Clemmons Presbyterian Church and the call was placed in her hands.
  4. Salem Presbytery approved the ordination of **Christopher Speaks** following his examination.
  5. Salem Presbytery approved granting of the status of Retired to the **Reverend Francis Rivers Meza** effective February 13, 2024, and participated in a Liturgy of Retirement.
  6. Salem Presbytery approved granting of the status of Retired to the **Reverend Jeff Sockwell** effective December 31, 2023, and participated in a Liturgy of Retirement.
  7. Salem Presbytery approved granting of the status of Retired to the **Reverend Steve Braswell** effective September 8, 2024, and participated in a Liturgy of Retirement.
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EXECUTIVE COUNCIL

Rev. Jennie Hemrick, Moderator Elder

Since the previous meeting of Presbytery, Salem's Executive Council (EC) has met twice: on June 20 and July 18, 2024.

**FOR INFORMATION:**

The EC received regular reports from the Executive Presbyter, Designated Presbyter, and the Stated Clerk.

Additionally, the Executive Council:

- Received monthly financial reports from the Budget/Finance Committee and its moderator, Elder Ronda Tatum
- Approved minutes of previous EC and Presbytery meetings
- Endorsed partnering with New Hope Presbytery to seek Synod funding for Permanent Judicial Commission training
- Continued a discussion about the provision of interactive/hybrid meetings of Presbytery
- Received the annual audit report, which was presented with an unqualified opinion.
- Endorsed PILP loans for Boone/First and North Wilkesboro PCs
- Ordered 2025 Presbytery meetings according to this schedule:
  - Tuesday, February 11, 2025      all via ZOOM
  - Tuesday, May 13, 2025          in-person
  - Tuesday, August 5, 2025        in-person
  - Saturday, November 15, 2025    in person
- Approved the docket for the August 6 meeting of Presbytery

**FOR ACTION:**

1. The Executive Council asks that the Moderator recognize Elder Ronda Tatum (Logan) to present an update from the Budget and Finance Committee.
2. The Executive Council asks that the Moderator recognize the Rev. Kim Priddy who will address the Presbytery on behalf of the Stewardship Committee.

3. The Executive Council asks that the Moderator recognize the Rev. Randy Harris, temporary moderator of the Personnel Committee and chair of the Stated Clerk Search Committee - who will offer a nominee for a term as Stated Clerk of Salem Presbytery.

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**ACTION:**

8. Salem Presbytery received a thorough report from the Executive Council's Budget and Finance Committee regarding the Presbytery's financial sustainability.
  9. Salem Presbytery received a report from the Stewardship Committee: The Mission Challenge Fund is used by the Presbytery to encourage churches to increase their mission funding. Each year the Presbytery selects 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 their choice. The first award will go to that church achieving the highest percent increase of annual funding for the Presbytery's mission budget during the most recent fiscal year. This year's recipient is Bethesda Presbyterian Church in Statesville. The second award goes to the church spending the highest percent of their annual budget on missions during the most recent fiscal year. This year that award goes to Vandalia Presbyterian Church. The Committee gave thanks to the congregations who are giving and sending their pledges to support the Presbytery.
  10. Salem Presbytery elected Rev. Paul Sink as Stated Clerk for a three-year term.
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**ADJOURNMENT AND BENEDICTION**

The Moderator announced the date of the next Presbytery meeting, November 16, 2024 at First Presbyterian Church in Reidsville. The Moderator adjourned the meeting with the benediction.

Recorded by:  
Christine Ratledge, Administrative Assistant

David Vaughan, Stated Clerk

## Appendix A

### Ministers Absent from the August 2024 Presbytery Meeting (excluding HR, unless she/he is currently serving a congregation)

*Asher-Lawson, Marybeth	Gipe, Will	Moore, Timothy
Austin, Taylor	Glaser, Timothy	Nesbit, Thomas
Barrow-Ziglar, Sandra Kaye	Godbey, Sarah	Newsome, Stedman
Bates, Timothy	Goodman, Jon Kyle	Oliver, (Gregory) Jones
Bates, William	*Greene, Patricia	Peifer, Nathan
Berry, Kent	Greene, Sandra Lee Breeden	*Perkins, Sam
Boger, David	Griffin, R.C.	Peters, Toddie
Braswell, Steve	Hankins, Stephanie	Porter, Timothy
Brim, Marty	Hanlin, Maria	Puryear, Sam
Bumgarner, Jeffrey	Hill, Julie	Rives, G. Wilborn
*Bussell, Matt	Hoffman, Kymberley	Robertson, Wayne
Caldwell, Lynne	Ingle, Cindy	Robison, Lee
*Campbell, Kathryn	Joyce, Boyd	Sandlin, Mark
Cannada, Charles	Kim, Ki Seok	Sarvis, Michael
Choplin, Patty	Kim, Peter	Schooley, Kit
Collier, Richard	Kim, Seulki (John)	Senior, John
*Conley, Kevin	*Kirby, Randal V.	Simmons, Allison
Conner, Deborah	Kisner, Jeff	Smith, Jeffrey
Coppage, Jeffrey A.	LaDew, Richard	Sutphin, J. Grant
Crunk, Sydney	Lansden, Phanta	Taylor-Troutman, Andrew
Davee Lomax, Amanda	Larsen, Eric	Taylor-Troutman, Mary Virginia
Dodd, Kevin	Lee, Charlie	Tickle, Austin
Donovan, Jack	Levens, Kristen	Todd, Katie Barrett
Eads, Will	Lunde, James	Todd, Mason
Ealy Jr., James David	Marshall, Gordon	Trapp Jr., Marvin
Fearing, Stephen	McClain, Christopher	Vazquez, Jorge
Freeman, Keith	McFarland, Bryan	White, Curtis
Freese, Scott	McLaughlin, Alberta	Wood, Virginia
Fulp, William	Mitchell, Pamela	Wray, Tom
Gaither, Otto	Moore, Robert	Zacarias, Rigoberto
Gaska, Jonathan	Moore, Sue	

\* Notes an excused absence