

**ONE HUNDRED TWENTY-SECOND STATED MEETING
MINUTES OF SALEM PRESBYTERY
MAY 14, 2019**

The One Hundred Twenty-Second Stated Meeting of Salem Presbytery, held on Tuesday, May 14, 2019 at Taylorsville Presbyterian Church, Taylorsville, North Carolina, was called to order with prayer by the Presbytery Moderator, the Rev. Felicia Stewart Hoyle at 9:00 a.m.

ENROLLMENT

| | | | |
|---------------|----|----------------------------|-----|
| Commissioners | | Commissioned Ruling Elders | 8 |
| Elders | 57 | Christian Educators | 2 |
| Ministers | 96 | Corresponding Members | 4 |
| | | Administrative Staff | 2 |
| | | Stated Clerk | 1 |
| | | TOTAL: | 170 |
| | | (+visitors – 22) | 192 |

The following is the record of ministers' attendance:

Attended:

Margaret Almeida, Lindsey Altvater Clifton, Marybeth Asher-Lawson, Taylor Barner, Kaye Barrow-Ziglar, Kathryn Beach, Joseph J. Blankinship, Erin Bowers, Edward L. Boyce, Kenneth L. Broman-Fulks, Olen V. Bruner, Thomas Brent Burleson, Kathryn Campbell, M. Gray Clark, Christy Clore, William Kevin Conley, Wallace Frank Covington, Franklin M. Dew, Will Eads, James David Ealy Jr., Judith Fitchett, Dana Fruits, Jonathan Gaska, Brian Gawf, Robert J. Goforth, Jon Kyle Goodman, Stephanie C. Hankins, William Stephen Hannah, Randy Harris, Evan Harrison, Marti Hazelrigg, Jennie Leake Hemrick, William Bailey Heyward, Bryan Earl Hovey, Charles H. Howell, Felicia Stewart Hoyle, William M. Hoyle, James Robert Jackson IV, Dorothy Campbell Jacobs, Samuel Jenkins, John W. Johnson, Sandra M. Kern, Barrie Miller Kirby, Randal V. Kirby, Jacqueline Lynn Kunkle, Jay Lambeth, Emily S. Larsen, George Lashley, Debbie Layman, Charlie Lee, Inger Manchester, Eustacia M. Marshall, Toure Marshall, Donald R. McCann, Patrick Edward McElwaine, Bryan McFarland, Judson J. Milam, Travis Milam, Raymond P. Mims Jr., Alfredo Miranda, Laura Kate Morrison, Stephen Moss, Joshua Musser Gritter, Lara Elene Musser Gritter, Jeffrey Payne Paschal, Samuel C. Perkins, Floyd Peter Peterson, Kim Priddy, John Caldwell Pruitt, Paul Rhodes, Jessica Rigel, Francis Rivers Meza, Brian Rummage, Mark Sandlin, Charles Frederic Sanford, Stephen W. Scott, Caroline Newman Sell, Nathan Sell, John E. Senior, Paul Sink, Jay D. Smith, Jeffrey S. Smith, Stevan Snipes, Jeffrey Sockwell, Laura Spangler, William Stacey Steck, Courtney Stevens, J. Stuart Taylor III, Ernest T. Thompson III, Katie Barrett Todd, Mason Todd, Jorge Vazquez, Dale Walker, Daniel Wilkers, Nancy Williams-Berry, Lee Zehmer

Excused:

Amanda C. Anderson, John Banasiak III, Kellie J. Browne, Samuel Dansokho, Melissa G. Davis, Nancy Jo Dederer, Neil Wayne Dunnavant, John C. Elam, Terri Engle, Diane Givens-Moffett, Hye Jin Hwang, Joel M. Long, Rosa Miranda, Susan Moorefield, Glenn Otterbacher, Rebecca Todd Peters, Paul Ridolfi, James Rissmiller, Ronald Shive, Mark Wallace Sinnett, J. Grant Sutphin, Alicia Wilson.

The following Churches were enrolled by the attendance of their elected Elder Commissioners:

A-D

Alamance Clint Ardelette, Graham Dail, **Allen Temple** Leonard Hall, **Asheboro First** Cheryl Russell, Scott Allen, **Baird's Creek** Jinx Miller, **Bethany (Graham)** Chip Allen, **Bethany (Statesville)** Edgar Ingram, **Bethel** Eva Allen, **Bixby** Sam Howard, **Boone First**, Katherine Logan, **Burlington First** Wendy Lunsford, **Calvary** Betty Agnew-Wasson, **Chapel in the Pines** Ed Park, **Church of the Covenant** Nancy Schaefer, **Church of the Cross** Joanne Miles, **Clemmons** Bev Sanford, Anne Welch, **Concord** Jane Patterson, **Covenant** Greg Hoots, **Dogwood Acres** Dickie Bennett.

E-J

Elkin Rusty Tysor, **Fellowship** Carol B. Morgan, **Forest Hills** Ann Grey, **Greensboro First** Michael Godwin, LaVonne Fisher, **Griers** Donna Kimbro, **High Point First** Billie Porter, **Highland** Jim Swing, Mark Queen, **Jamestown** Becky Brown, **John Calvin** Sammie Hinshaw.

K-R

Lexington First Ginger Briggs, **Lloyd** Purity Ruchugo, **Logan** Sarah McHenry, **Mebane First** Thomas Vinson, **Mocksville First** Dorothy Corriher, **Mount Jefferson** Karen Powell, **Mount Vernon** Catreliia Hunter, **New Creation Community** Virginia M. Driscoll, **New Hope** Ken Truelove, **North Wilkesboro** Gerald Lankford, **Oak Ridge** John Carlson, **Parkway** Lydia Latta, **Pittsboro** Jose Morel, **Rumple Memorial** Jay C. Diehl.

S-Z

Saint Andrews Debbie Nelson, **Salisbury First** Kathy Vestal, **Shady Side** Ken Davis, **Shallowford** Charley Rose, **Sparta** Dave Moulton, **Springwood** Cynthia Ingle, **Starmount** Joy Kronenfeld, **Taylorville** Donna Perkins, **Thomasville First** Jennifer Hege, **Trinity (Salisbury)** Annie Miller Bates, **Unity** James C. Moon.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

A-L:

Bethesda (Ruffin), Bethesda (Statesville), Beulah, Boonville First, Cameron, Cleveland, Collinstown, Community in Christ, Cooleemee, Cross Roads, Danbury Community, Dellabrook, Eben-ezer, Ebenezer, El Bethel, Faith, Fieldstone, Fifth Creek, Francisco, Franklin, Freedom, Glendale Springs, Glenwood, Grace, Graham, Greenwood, Guilford Park, Gulf, Hawfields, Hills, Joyce, Kernersville First, Korean First, Lake Norman Fellowship, Lansing, Laurel Fork, Love Valley.

M-Z:

Madison, Milton, Mocksville Second, Mt. Airy First, Mount Tabor, Mount Vernon Springs, New Salem, Oakland, Oakview, Old Providence, Piedmont, Pilot Mountain First, Pine Hall, Pine Ridge, Pleasant Grove, Prospect, Red House, Reid Memorial, Reidsville First, Saint James, Saint Paul (Greensboro), Saint Paul (High Point), Salisbury Second, Sandy Ridge, Sedgfield, Shiloh (Burlington), Shiloh (Statesville), Siler City, Smyrna, Speedwell, Spencer, Statesville First, Stoneville, Tabor, Third Creek, Thyatira, Trinity (Elon), Trinity (Winston-Salem), Vandalia, Wentworth, Westminster (Greensboro), Yadkinville, Yanceyville.

The following Church Educators were enrolled: Wes Pitts, Dianna Wright.

The following Commissioned Ruling Elders (Lay Pastors) were present: David Boger, Steve Braxton, Sid Crunk, John Groff, Nita Henderson, Samuel Jenkins, Sue Moore, Rick Purcell.

Stated Clerk present: David Vaughan

Corresponding Members present: Warren LeSane, Synod of the Mid-Atlantic; Marian Carmical, Coastal Carolina; Lynn Henderson, New Hope; Danny Massie, Charleston Atlantic

Administrative Staff present: Laurie Scott, Peggy Trenchard

CALL TO ORDER AND OPENING PRAYER

The Moderator, the Reverend Felicia Stewart Hoyle, called the meeting to order at 9:00 a.m. and constituted the meeting with prayer.

MORNING WORSHIP AND CELEBRATION OF THE LORD'S SUPPER

Salem Presbytery was led in worship by the Reverend Paul Sink, pastor of Taylorsville Presbyterian. Elder Donna Perkins, elder from Taylorsville Presbyterian, served as Liturgist. Rev. Sink preached the sermon, "Doors" using scripture readings from Psalm 46 and Luke 11:1-13. The Lord's Supper was celebrated following the sermon, co-presided by Rev. Sink and the Reverend Kate Morrison, pastor of John Calvin Presbyterian

WELCOME FROM HOST CHURCH

The governing body was welcomed by the Rev. Paul Sink, Taylorsville Presbyterian Church, Taylorsville, North Carolina. Information regarding the arrangements for this meeting was presented. Special thanks was given to Logan Presbyterian Church for assisting with the parking shuttle and Concord Presbyterian Church for the use of their church bus.

QUORUM

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

APPROVAL OF DOCKET

The docket was presented by the Moderator of Salem Presbytery, the Rev. Felicia Stewart Hoyle. No new business was added.

ACTION:

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

AND
INTRODUCTIONS

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

GREETINGS FROM ECUMENICAL GUEST

The Reverend Lisa Wolfe, Associate Pastor for Youth and Children from First Baptist Church, Taylorsville, was unable to attend the meeting, so Rev. Sink enumerated some of the many ways the congregations of First Baptist, First Methodist, Reformation Lutheran, and Taylorsville Presbyterian participate in ministry together in Taylorsville.

GREETINGS FROM SYNOD OF THE MID-ATLANTIC
Rev. Warren Lesane

The Executive and Stated Clerk of the Synod of the Mid-Atlantic, the Reverend Warren Lesane, brought greetings from the Synod and information about the work we do together in our Synod. Lloyd Presbyterian Church was recognized for tutoring students and received a grant for \$2500. Calvary Presbyterian Church was also recognized for providing a summer student enrichment program and received a grant for \$2500 to aid in that endeavor.

UNION PRESBYTERIAN SEMINARY IN CHARLOTTE
Rev. Tim Moore

The Reverend Tim Moore, Director of Donor Relations, brought greetings from Union Presbyterian seminary in Charlotte and from the Richmond campus. Rev. Moore highlighted the good news of work and growth on both campuses of the seminary.

RECOGNITION OF SALEM PRESBYTERY STAFF
Rev. Ken Broman-Fulks

The three associate Presbyters, the Reverend Bryan McFarland, the Reverend Alfredo Miranda, and Elder Dianna Wright were thanked for their years of faithful service in the presbytery. Salem Presbytery participated in a special worship service acknowledging and recognizing their time of service. The following tributes were offered.

THANKSGIVING FOR THE MINISTRY OF REV. BRYAN MCFARLAND
Rev. Kyle Goodman

I first met Bryan McFarland twenty years ago, in the spring of 1999. I was a student at UNCG and a member of the Presbyterian Campus Ministry's PNC tasked to call a new Campus Minister to serve that community. We interviewed a number of qualified candidates, but Bryan stood out to us. We loved his

humor, his experience in campus ministry, and his passion for spiritual formation. Bryan brought his distinctive presence to that call. He was part Celtic mystic, always garbed in earth tones, part pop culture aficionado, and part advocate for social justice. Bryan and I instantly hit it off.

The last Wednesday night program of that particular school year, Bryan showed up to the meeting with a guitar. We had no idea he played guitar, if you can imagine that. And then, he played and sang, and we were absolutely blown away! I said to him after the meeting, "Bryan, I was on the PNC! Why on earth did you not tell us you were a singer-songwriter." And I remember exactly what he said. He said, "Kyle, my ministry to you students is about students, not me playing guitar." That humility and self-awareness, I have never forgotten. Nevertheless, Bryan continued to show up with his guitar.

Bryan's gifts as a musician and a singer-songwriter have served him well over the years. When Campus Ministry funding in our Presbytery collapsed in the middle of the 2000's (Second Verse, Same as the First), Bryan began part-time congregational ministry and a call validated by this presbytery as a musician and workshop leader. Bryan produced three studio albums. Bryan wrote and sang songs about vocational discernment, self-care, sabbath, family, generosity, and justice, themes that clearly followed him in his work with our Presbytery.

About 13 years ago, Bryan became Salem Presbytery's part-time Hunger Action Advocate. That work involves much more than distributing Pennies for Hunger grants. It's about building partnerships between our presbytery and hunger relief ministries locally and globally. It's about advocating for justice and peace for the hundreds of millions of people who are hungry or food insecure, advocating in our congregations and in the community through organizations like Bread for the World. Bryan has told me more than once that every time he preaches for one of our congregations, he uses the weekly lectionary. And every time he preaches, he preaches hunger advocacy. He says that's possible because no matter what part of scripture appears, there is always something the text says about hunger.

Bryan's third album, *Until All Are Fed*, was the perfect union of Bryan's music and his work as Hunger Action Advocate. He ordered the album as a service of worship and themed the work as prophetic cry for justice for the poor and hungry. These songs have been sung at General Assemblies in our denomination and beyond it. They have carried him all over the country. Last year his song, *Until All Are Fed*, was accompanied not by a guitar but by a grand pipe organ in a cathedral church in Amsterdam during the Assembly of the World Council of Churches.

When Lemuel Garcia moved on, Bryan moved into his role as Associate Presbyter, first as an interim, and then full time. As our Associate Presbyter for SEND, Bryan has continued to be an advocate for justice in our Presbytery. As our East Neighborhood associate, Bryan has built friendships and community. He has helped organize monthly lunches in our Eastern counties, I'm sure a source of inspiration for the parish model we have recently adopted. Bryan has worked behind the scenes, creating matches for us clergy in the CLC, paving the way for our present calls. Bryan has been a source of pastoral care for clergy, taking us out to breakfast or out for a beer on his own dime.

During his tenure, he has also assumed the responsibility of communications coordinator, instituting a weekly email newsletter called *Salem Matters*, that if we would but subscribe and read it, would inform us of everything happening in our Presbytery. He has presided over the rebuilding of our website and the development of an online database that enables us to find the contact info for everyone in our Presbytery. He has integrated video conferencing into our office meetings and facilitated that for candidate interviews. Through technology, through his pulpit presence, and through his care, he has connected us all more deeply to the Presbytery. His work among us has been inspiring, indispensable, and transformative.

And through rhythm and rhyme, through countless meetings and visits, through his pastoral presence and his inspiring preaching, through hunger ministry and advocacy, Bryan has all the while been trying to teach us something about scarcity and abundance. Bryan has long proclaimed among us that the world believes in scarcity of food, water, material resource. That belief instills fear and breeds conflict. And it

stands in sharp contrast to the God who creates, the God who provides manna in the wilderness, to the God who speaks through the prophets, let all who are thirsty come to the water and eat food without money or price, to the God who feeds five thousand with five loaves and two fish. Bryan boldly proclaims to us that there is more than enough for everyone. And the issue is not whether there is enough to go around. The issue is whether or not we have hearts generous enough to share it. Let those who have ears....

Just personally, Bryan. When I think of all the times I have full-body laughed, a disproportionately large number of them have been with you. When I think about the hardest moments of my ministry and even some of my greatest joys, you have been there, because you have been a pastor, and even more so a friend. For you, and with you, I hurt today. And I'm not the only one. My prayer for you, for our staff, for our presbytery and the leadership God will call to it next, my prayer is the one you have taught us all so well. I pray for daily bread.

THANKSGIVING FOR THE MINISTRY OF REV. ALFREDO MIRANDA
Rev. Francis Rivers Meza

May the peace and spirit of Jesus be with you.

Thanks to Moderator Stewart-Hoyle for inviting me to participate in this recognition of the ministry of Alfredo Miranda, Hispanic Evangelist for Salem Presbytery from 2001 – 2019.

When I think of Alfredo, two passages from John's Gospel come to mind.

- Jesus turned and saw them [two disciples of John the Baptist] following [him], and said to them, "What do you seek?" And they said to him, "Rabbi (which means Teacher), "where are you staying?" He said to them, "Come and see." (John 1: 38-39)
- Do not marvel that I have said to you, "You must be born anew. The wind blows where it wills, and you hear the sound of it, but you do not know whence it comes or whither it goes; so it is with everyone who is born of the Spirit. (John 3: 7-8)

I want to thank Alfredo for showing me places and introducing me to situations in which I had no clue that the Spirit was present.

1. I was born in Mexico City, the child of a Mexican mother and a U.S. father. My parents brought me to the United States in 1963. I was three years old. I grew up bouncing back and forth between Rock Hill, SC and Charlotte, NC. Accordingly, I have come to think of myself as a "red-nexican." Alfredo was one of the first persons to talk with me about the pain and loneliness of growing up Latino in the southeastern United States during a time when this part of our country was unaccustomed to receiving large numbers of Latino immigrants. I did my best to help Alfredo feel welcome in North Carolina. In return, he helped me feel comfortable in my Mexican-American skin for the first time in my life.
2. Traveling to Siler City with Alfredo and meeting church members there forced me to come to terms with the wars that our country sponsored in Central America during the 1980s, wars that destroyed the governmental infrastructure in El Salvador, Guatemala, and Honduras—wars for which we now are paying the consequences on our southern border.
3. Preaching and helping Alfredo lead worship allowed me the privilege of interacting with some of the most impoverished yet resilient women I've ever met, to learn from them the tortured history of the state of Guerrero, Mexico, to understand at a deeper, more personal level the impact of narco-trafficking and NAFTA, and to see more clearly than I wanted what it means to be undocumented in the U.S., to "live in the shadows," and to fear the very real possibility of disappearing into the private prison system that your tax dollars and mine help to fund.
4. Finally, Alfredo taught me to wonder how the children who were born in this county of immigrant parents and reside within the boundaries of our presbyteries will find the encouragement and

support they need to withstand the hatred they see and hear every day in the news and on social media.

Thank you, Alfredo, for being my teacher. I have come to believe reluctantly but firmly that the Spirit blows where it wills. May the peace and spirit of Jesus accompany you as you leave this place and find new ways to be of service to God and the people whom you love.

THANKSGIVING FOR THE SERVICE OF ELDER DIANNA WRIGHT
Elder Purity Ruchugo

Dianna Wright. A sister, a friend, a person who serves God with her whole heart. Your life, my dear friend, has shown me that one can actually go on serving and serving. Many times, I have called and said, "Can we have coffee or something?" And she would say, "I have to prepare a sermon", or "I'm writing a sermon", or "I am going somewhere". She has travelled many, many miles for the Lord, and I know that this presbytery does appreciate her life. She is very committed to God. I have learned from her.

When I first met Dianna, I didn't know much about the presbytery, I did not know even how the Presbyterian church in America operates - but through prayer, God sent the Rev. Laura Spangler and Dianna my way. And because I had grown up Presbyterian in Kenya, I finally got back into the Presbyterian Church. Dianna is a loyal friend, and I truly believe that as you go on this journey, Dianna, one day God will say, "Well done, good and faithful servant. For you have served God." And I know you will continue to serve God. She lives her faith. I have never heard her say anything that was not Godly. And her commitment to helping people is amazing. A woman of integrity, I am proud to call you my friend, my sister.

About three years ago, Dianna traveled with me to Kenya to see what it is that we do in Sister-to-Sister International Outreach Ministry. She did not complain at all, all the way through all those hours of flying. And when we got there, she did everything possible to adjust and to get herself to fit-in with everyone else. But I'm going to tell you something about Dianna that was so moving: one day, we went to eat with the women in our Empowerment Program and, as we sat there, these women in Kenya could not tell the difference between Dianna ... and I ... or them - - because we are all Black people! And we saw the products that they were making, and then we shared testimonies. They talked about their experiences and they talked about their lives. I started to realize that Dianna was not responding as she should have! And they wondered, why is she not responding? So one woman who spoke to me said, "Does she understand what we're saying?????" And that was a teachable moment, because that opened the door for me to tell them that, though Dianna looks like us there in Kenya, she could not understand one word! And they said "why"? And I began to tell them that Dianna's ancestors came to America through slavery. Those people did not know about slavery, because not all Africans know about slavery. It has been kept a great secret, has not been taught, and by the time they came to realize exactly what happened to our people who came from all over Africa - the men and the women - in that room, there was not a dry eye. Everybody was crying, and Dianna was crying as well.

Why do I say this? It is because she was willing to take that journey, not knowing where she was going, but she knew and she heard me talk about people who are serving God, people who believe that their needs will be met because of Christ. And so we had a wonderful time. We went to the feeding program, and there she was, sobbing and feeding the children. To think that she will not be around the Presbytery office - every time I go for a meeting I get to see her ...

We have all been taught, every place we go, to leave things better than we found it. And I truly, truly believe that Bryan (my friend), Dianna (my friend and sister), Alfredo ... you all are leaving this Presbytery better than you found it.

It is my prayer that many doors will open for you, that someday you will be able to stand at a Presbyterian pulpit and testify to the goodness of the Lord - because when one door opens, he opens many more. Right now, you might wonder, "Where am I going? What is going to happen?" Allow the Lord to take over. Allow Him to do great and mighty things that you yet don't know about.

A song that my mother used to sing to us, and she would sing these words: "Don't let the Devil see your tears. Learn to smile through your fears. Hold your head up and give the world a smile. For it all will be worth it someday." And all this will be over after a while. My dears, my dear ones, go in God. This is not the end. This is only a beginning.

And if there was someone that will understand the four lines that I will sing here in Swahili, but somehow God will give them to you. And they say it like this: "I cannot do without you Lord."

<Elder Ruchugo sang a short stanza in the Swahili language.>

"But I don't understand what tomorrow holds. But I pray, God, that you would walk with me, and at the last day, God, will welcome me home because I've done my best."

God bless you, Dianna!

REPORT FROM TRANSITIONAL GENERAL PRESBYTER
Rev. Steve Scott

The Reverend Steve Scott expressed his appreciation for the work of Bryan McFarland, Alfredo Miranda, and Dianna Wright and thanked them for their ministry and witness.

Thanks were expressed again for the hospitality extended by the Taylorsville Presbyterian Church.

Plans for the ongoing work of Presbytery during the current time of transition were discussed, and members of Salem Presbytery were encouraged to sign up for presbytery committees to participate fully in its ongoing work.

WOLFE MISSION CHALLENGE AWARDS
Rev. Steve Scott

The Wolfe Mission Challenge awards were presented to Rumple Memorial Presbyterian Church and Kernersville First Presbyterian Church. Rumple Memorial received the award for the highest increase in budgeted mission giving, and Kernersville First received the award for the highest percentage of its budget spent on mission. Both churches received a certificate and a check for \$1800.

GREETINGS AND REPORTS FROM PRESBYTERS

Associate Presbyter, Bryan McFarland, Associate Presbyter, Dianna Wright, and Hispanic Mission Evangelist, Alfredo Miranda brought greetings and reports of the work of the Presbytery.

STATED CLERK REPORT
David Vaughan

The Stated Clerk encouraged Ministers and Elders to prayerfully consider applying to represent Salem Presbytery as commissioners at the General Assembly in Baltimore in 2020.

FOR INFORMATION:

Upcoming meetings of Presbytery - 2019 and 2020

2020 meeting dates have been established by the Executive Council. Salem Presbytery's upcoming meetings are as follows:

| | |
|----------------------------|---|
| Saturday, August 17, 2019 | Jamestown Presbyterian Church |
| Tuesday, November 12, 2019 | First Presbyterian Church, High Point |
| Tuesday, February 18, 2020 | <host needed> |
| Tuesday, May 12, 2020 | <host needed> |
| Saturday, August 15, 2020 | Thyatira Presbyterian Church, Salisbury |
| Tuesday, November 10, 2020 | <host needed> |

Session Minutes Reviews

Session minutes will be reviewed following the adjournment of today's meeting in the Church Parlor (main church building).

Since the most recent meeting of Presbytery, Session minutes from the following churches have been reviewed:

| | |
|-----------------------------------|------------------------|
| Alamance | Mebane, First |
| Baird's Creek | Mocksville, First |
| Bethel | Mount Airy, First |
| Burlington, First | Mount Vernon |
| Chapel in the Pines | New Creation |
| Community in Christ, Presbyterian | North Wilkesboro |
| Concord | Old Providence |
| Cross Roads | Pilot Mountain, First |
| El Bethel | Pittsboro |
| Faith | Pleasant Grove |
| Fifth Creek | Reid Memorial |
| Forest Hills | Salisbury, First |
| Franklin | Sedgefield |
| Freedom | Siler City |
| Glendale Springs | Sparta |
| Griers | Saint Andrews |
| Hawfields | Starmount |
| High Point, First | Statesville |
| Highland | Third Creek |
| Hills | Thomasville, First |
| Jamestown | Trinity, Salisbury |
| John Calvin | Trinity, Winston Salem |
| Lansing | Unity |
| Logan | Westminster |

I am grateful for the assistance of Beverly Dye (CIC-P), Darryl Heestand (St. Andrews), David Parker (Statesville, First), Charlie Sink (North Wilkesboro), Deanna Tate (Cross Roads), and Frank Thomason (Franklin) in hosting these minutes review gatherings.

Annual Statistical Reporting for 2018

The period for Annual Statistical Reporting for 2018 closed on St. Valentine's Day 2019. The following churches in Salem did not complete this constitutionally-required exercise:

| | |
|----------------------------|--------------------|
| Bethany (Graham) | Lloyd |
| Bethesda (Ruffin) | Love Valley |
| Bixby | Mt. Tabor |
| Calvary | Mt. Vernon Springs |
| Cleveland | Oakland |
| Ebenezer (Ashe County) | Oakview |
| Eben-ezer (Chatham County) | Piedmont |
| Grace | Red House |
| Greenwood | Smyrna |
| Joyce | Tabor |
| Lake Norman Fellowship | Yadkinville |

Dismissal of Administrative Commission for Christ Presbyterian Church

In August 2017, I appointed (with Presbytery's authority) the following individuals to an Administrative Commission to assist in the closing of Christ Presbyterian Church in High Point: Rev. Erin Bowers (First, High Point), Ruling Elder Doris Davis (St. Paul, High Point), Rev. Ken Meeks (HR), Rev. Kim Priddy (Sedgefield), Rev. Jim Rissmiller (HR), Ruling Elder Eileen Stroud (Christ), and Ruling Elder and Associate Presbyter Dianna Wright. Mr. John McCully of the Forest Hills congregation assisted the Administrative Commission. The AC's work has been successfully concluded. I ask the Presbytery to dismiss with gratitude this Administrative Commission.

ACTION:

2. Salem Presbytery dismissed with gratitude the Administrative Commission for Christ Presbyterian Church.

PREPARATION FOR MINISTRY

Margaret Almeida and John Senior, Co-Moderators

Recommendations:

1. That the Salem Presbytery examine Savannah Caccamo, a member of First Presbyterian Church in Greensboro and a student at Austin Presbyterian Theological Seminary, and that following her successful examination, she be enrolled as a Candidate for the office of Minister of Word and Sacrament.
2. That the Salem Presbytery examine Nick Demuynck, a member of First Presbyterian Church in Greensboro and a student at Austin Presbyterian Theological Seminary, and that following his successful examination, he be enrolled as a Candidate for the office of Minister of Word and Sacrament.
3. That the Salem Presbytery examine Anne Galliher, a member of First Presbyterian Church in Statesville and a graduate of the Candler School of Theology of Emory University, and that following her successful examination, she be enrolled as a Candidate for the office of Minister of Word and Sacrament.

Savannah Caccamo: Faith Journey

Growing up as the middle child in a family of five, we went to church every Sunday at First Presbyterian Church in Greensboro, attending both worship and Sunday school. Both of my parents were very active in the church. My dad was a ruling elder. My mom, as Director of Outreach started working at our church when I was in third grade. I grew up knowing God through prayer and thoughtful conversations about faith on our drive home from church. Once I got to middle school, I became very active in my youth group. My middle school youth director described me as a “cheerleader for God” because I was so excited about my faith. This description has stuck with me as I have grown, reminding me that my excitement about God and my faith are gifts.

My junior year of high school, I was asked to be a youth elder; a responsibility that really helped me to think about the role faith would play in my life. Around that time, I felt a call to ministry that stemmed from the excitement of sharing my faith journey with others. In college, I started attending Presbyterian Campus Ministry (PCM), which was not only a source of spiritual renewal but also became my primary friend group in college. Through PCM, I was encouraged to work at Montreat Conference Center for two summers and had my first church internship at Chapel in the Pines in Chapel Hill. These experiences gave me hands-on experiences of what ministry might look like for me. I felt the movement of the Spirit in these spaces. During this period of college, my parents decided to get divorced, and my mom moved across the country. I found myself face-to-face with the brokenness I claimed to experience in the world.

After college, I felt it was important to have some experience in the world before attending more school. I decided to spend a year volunteering with the Young Adult Volunteer program. I moved to Miami and began working for a local non-profit, living in community, and learning about God inside and outside of the church walls. This year gave me a sense of some of the injustices that are a reality to so many of God’s children throughout the world, specifically regarding immigration and worker injustices. This year further affirmed my call, not only to work for justice in the world but to work through the church and alongside those affected to create the type of changes that Jesus taught. I saw mission in new light, working with those most affected, asking questions before deciding what might be the next step. I saw myself as a vessel of the mission of Jesus Christ in the world. I felt the call to include everyone in this mission by working through the existing structures to create change.

My whole life since high school, my entire adult life so far, has been centered around faith communities. I met my best friends from college through PCM, I met my husband while interning at my home church, my first job after college was through a volunteer program in the Presbyterian Church, and the list continues. At this stage of my life, it feels like all of my big life decisions have been greatly influenced by my faith and relationship with God, as well as the important role of religion in my life. It is clear to me that this is the witness of God moving through me and calling me to witness to Jesus Christ.

Now that I am halfway done with seminary and working in a local congregation, I am excited to be able to put practice next to theory. When I entered seminary, I was interested in nonprofit ministry, but through my education, I have discovered a love of worship and a love for local congregations. Through my internship at University Presbyterian Church in Austin, I have been able to explore the ins and outs of pastoral ministry. I feel called to be in ministry with congregations, exploring where God is calling us, individually and communally. We live in a world that is often broken and lonely, and the church’s witness in the world is a comforting reminder to me that God is still at work. I feel called to live into this work by following the example of Jesus Christ through the power of the Holy Spirit.

Nick Demuyne: Faith Journey

I grew up in a devout Roman Catholic household. Both of my parents grew up Catholic, as did their parents, and so on. Every Sunday morning, we were at church for mass and catechism. Then every Sunday evening we attended evening programming. My mom was always my Sunday school teacher and was one of our youth sponsors at the church. Being at church was never really an option for my siblings and me. It was just an expectation. It was also an expectation that all of us would receive the various sacraments, regardless of whether we wanted to or not. For me, church became more like checking off boxes before I was free to do what I wanted, rather than a spiritual gift that I received fully. I knew that

once I was done with confirmation, I would be able to decide whether I wanted to go to church, so I just needed to get to that point.

In hindsight I wish I took the sacraments, and specifically confirmation, more seriously because I see how powerful they can be for the youth I lead now. I never really took ownership of them for myself while I was growing up. This is something that I have really worked on since I started going to church for myself and not as a requirement. I have been intentional about letting the importance of the sacraments sink in while participating in them and allowing myself to reflect on what this means for me as I am participating in them.

After graduating high school and starting undergraduate at NC State, I was sure that I would take a break from church and pick it back up when I finished school, but this is not exactly what happened. My freshman roommate was part of the Presbyterian Campus Ministry (PCM) at NC State and constantly invited me to go with him. For a while I successfully turned him down and avoided going, but one Sunday night I just didn't have it in me to turn him down again and ended up going to PCM with him. I am so glad that I did. I went to their informal worship service called "Sanctuary" and immediately felt more connected to this community of faith than I ever did growing up. The care and outward love they shared for each other was truly amazing to me, and it filled a gap in my life that I didn't know needed to be filled. From that point on I began attending Wednesday night programming and Sunday evening Sanctuary service as often as I could. These imperfect people became my family while at school. We checked in on each other, ate meals with each other, hung out together outside PCM, and talked about our faith in ways I had never talked about it before. They welcomed my insecurities and ambivalence toward the church, and they accepted me as I was. To this day I still think that this was one of the best embodiments of what the Church is called to be that I have experienced.

In between my junior and senior year, I accepted my first position working within the church. I was hired to be the youth ministry summer intern at Saint Andrew's Presbyterian Church in Raleigh. During that summer I kept having a weird feeling that this work was the type of work I wanted to continue to do, but I wasn't sure what that meant. I wasn't sure if the call I was feeling was just something that made me feel good, or if it was really a call from God. The next year, I decided to take a position at another local church in the area as their College Youth Director. Within that year I continued to develop how I was feeling the Spirit move within me and what this sense of call meant for my life. This was the first time I had to pick out curriculum, plan a confirmation year, run a youth Sunday service, and lead the weekly Sunday evening programming. It was overwhelming but exciting at the same time. I felt like I was once again filling a void that I didn't know I had within my life. And what I didn't know at the time, but would later recognize, was that I was discerning a call towards church ministry within a pastoral role.

After my undergraduate studies, I continued to work in the church in youth ministry for the next eight years at White Memorial Presbyterian Church in Raleigh, NC and First Presbyterian Church in Greensboro. Throughout that time, I would continue to develop my pastoral identity and call to pastoral ministry, but I was never sure whether I was truly called to it or not. I always fought myself and would tell myself that this couldn't be what God is calling me to do. I was sure that there would be people better fit to be in ministry: people who knew the bible better, or were more pastoral, or even had been in the Presbyterian church long enough that they felt comfortable with the denomination. This job was just supposed to be the stopgap between college and the next thing I did. But every time I would begin to look at other career paths, there would be something in me telling me that this was where I need to be. I was doing meaningful, life-giving, work, and I needed to continue with it. I was meeting the youth where they were, helping them grow and be active in their faith, and being there pastorally for them in their times of need. This work was giving me a sense of purpose, but I could not help but fight it for some reason.

Finally, after fighting it for around ten years, I decided to listen to God's call in my life and pursue a call towards pastoral ministry. The discernment of where to go to seminary was also a process that I truly trusted in the Spirit to guide me in. I was not sure where might be the right fit for me when I began the search process, but by the end I felt like the Spirit was guiding me towards Austin Presbyterian Theological Seminary. It was where I saw my gifts within ministry flourishing and my growing edges being pushed to grow. While I have discerned that youth ministry might not be my long-term path, the time I have spent doing it has been an invaluable experience in developing who I am called to be. It has given me the skills I believe I need to be a successful pastor within a church. My calling continues to unfold as I

move throughout my time in seminary, but I am opening myself up to where the Spirit is moving me. I am continuing to listen to God's will within my ministry.

Anne Galliher: Faith Journey

I grew up in a church that felt like family. Even now, when I walk into the sanctuary at First Presbyterian Church in Statesville, I feel that I am returning home. The faces of the many surrogate parents and grandparents who occupied the spaces of my youth smile back at me, and I can't help but praise God for the ways that they disciplined me. That church, those people, have been woven into my story, providing a foundation for my life of faith. I never realized just how important my faith community was to me until I left Statesville to go to college. I decided to attend Furman University because I received a scholarship to study music. I was having difficulty deciding where to attend school. When I received the scholarship, I thought that surely I was being called to Furman. For a season, I believed I was indeed called there, but all the while I felt as if I was rubbing against sandpaper. There was something I struggled to name that did not feel right about Furman, and I felt deeply anxious and worried. For the first time, I felt like I was in constant conversation with God. I looked to God for comfort, for wisdom, for direction. I prayed for a big change. Slowly, God revealed to me that Furman was simply not the right place for me. One of the first times in my life that I can clearly articulate a sense of call was God's call to transfer to Appalachian State. This move did not make sense, and yet every time I visited Boone, that feeling of sandpaper melted away. I knew that App was the place for me. God invited me to walk forward faithfully, so and nervous and scared, I transferred to App.

I was happy to go to App, but I had no idea what immense goodness was in store for me there. Hungry for community, I found myself landing in a campus ministry that was quite different from the faith tradition that I grew up in. This group focused heavily on evangelism and witnessing conversions all over campus. I was frustrated by how often I felt they offered simple answers to complex problems, and I began to feel a real sense of dissonance. I was majoring in social work and working in a service office on campus where I was hearing messages about justice and inclusion that I believed in to my core. And yet, I was hearing messages in this ministry that seemed to exclude certain people. Throughout college, I struggled to find a way to bring together my love for God and my commitment to social justice and care for God's people. In my senior year, I did not know why exactly I needed to go to seminary, but I knew that I was being drawn to spending time studying theology, learning about the Bible, and asking hard questions. I thought perhaps I would like to be a chaplain, frequently saying that I would likely never end up in a church or pursuing ordination and that I didn't want to engage in the politics of congregational ministry. I wanted to remain outside of the walls of the church doing God's work.

Slowly, that began to change. Motivated by a need to secure part-time employment, I found a job as an administrative coordinator at First Presbyterian Church of Atlanta and started working during my second week of seminary. In taking this job, God transformed my life and ministry forever. I completed my supervised ministry internship at First, and little by little, my closed-off approach to congregational ministry began chipping away. I agreed to co-lead a young adult retreat on spiritual disciplines with my supervisor, never having met any of the participants. We gathered together outside on a crisp fall morning, and I nervously began to teach and facilitate discussion. I was surprised by how natural this felt. People were participating eagerly and seemed genuinely interested, and my anxiety melted away as I settled into my role and began to enjoy myself. I felt like I was flying. I felt so completely myself, as though I was doing what I was created for. That retreat was one of the first times I began to see myself as a pastor. Ministry feels natural to me in a way that nothing else in my life has. To walk alongside people through their joy and sorrow, to advocate, worship, teach, pray, connect, serve – these things feel like breathing. In God's great kindness, that young adult community has become akin to my first congregation. They have taught me more about myself and about God's church than I could have imagined, and I feel grateful that they have supported and loved me as I explore this call.

ACTIONS:

3. Salem Presbytery examined Savannah Caccamo, a member of First Presbyterian Church in Greensboro and a student at Austin Presbyterian Theological Seminary, and approved her enrollment as a Candidate for the office of Minister of Word and Sacrament.

4. Salem Presbytery examined Nick Demuynck, a member of First Presbyterian Church in Greensboro and a student at Austin Presbyterian Theological Seminary, and approved his enrollment as a Candidate for the office of Minister of Word and Sacrament.

5. Salem Presbytery examined Anne Galliher, a member of First Presbyterian Church in Statesville and a graduate of the Candler School of Theology of Emory University, and approved her enrollment as a Candidate for the office of Minister of Word and Sacrament.

CAMPUS MINISTRY
Rev. Katie Barrett Todd

Rev. Katie Barrett Todd brought greetings and information from the various campus ministries in Salem Presbytery. The funding for this ministry is precarious, and Salem Presbytery was encouraged to participate in helping fund campus ministry by individuals giving \$20.19 to their closest campus ministry in honor of the class of 2019.

RETIREMENT OF THE REVEREND JOE BLANKINSHIP

Recognition of Honorable Retirement

Call to Worship

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

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

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

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

Moderator: who satisfies you with good things,

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

Remarks

Transitional General Presbyter Steve Scott will reflect on the ministry of the Rev. Joe Blankinship.

Words of Celebration

Moderator: Joe has completed active service as a minister of Word and Sacrament.

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

All: Thanks be to God!

Moderator: Now this presbytery confers upon you the status, Honorably Retired.

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

All: Thanks be to God!

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

All: Thanks be to God!

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

All: Thanks be to God! Amen.

Prayer of Blessing

Moderator: Eternal God, through all the years of our lives
your love protects and guides us.
By your Spirit you call us to varied ministries
in the service of Jesus Christ.
We praise you for your gifts to your servant Joe,
for his faithful proclamation of your word,
his administration of the holy sacraments of Jesus Christ,
his leadership in the work of the Presbytery,
and his pastoral care and leadership in the church.

Grant to Joe time for refreshment and rest,
reflection and rejoicing,
and the fullness of your peace.

Through your Holy Spirit bless each of us
that we may remember the love of Jesus Christ,
which unites us in the service of our Lord.

In the name of Christ we pray. **Amen.**

***Hymn 726: Will You Come and Follow Me (The Summons)**

KELVINGROVE

The Moderator presented Rev. Blankinship with a certificate of retirement.

Members of the Presbytery greeted Rev. Blankinship with expressions of gratitude.

CHURCH GROWTH AND TRANSFORMATION

Rev. Lee Zehmer

The Reverend Lee Zehmer reported on the work of the Church Growth and Transformation Committee which commends the following initiatives to Salem Presbytery:

- 1) Elders on the Loose – This plan calls for a few Elders in every church to visit other churches during worship to gain insight and perspective into new and fresh ideas to be brought home for consideration. A one-page reflection guide will be provided for this use.
- 2) Gospel on the Go – A Presbytery wide pulpit exchange is being promoted for September 29. Congregations would have the opportunity to hear a fresh voice in the pulpit, and ministers are encouraged to employ the theme of transformation.
- 3) Members of the Church Growth Committee would be willing to come guide Sessions through a reflective exercise encouraging thoughts of where God is leading the congregation.

SEND

Rev. Ray Mims

The Reverend Ray Mims presented the following information about the work of the SEND Mission Committee:

The Mission (Send) Committee continues to plan mission opportunities with our congregations and to encourage participation in disaster assistance efforts. The Presbytery, in partnership with Hebron USA (Hebron USA coordinates trips and funding for the Presbyterian ministries in Chiapas), sponsored two weeks of Medical Mission trips to Ocosingo, Mexico in February. During those trips, some 19 mission travelers with medical or language skills served over 1,500 people at Los Manos de Cristo (The Hands of Christ) Clinic. Built by Salem Presbytery congregations, the clinic opened in 2012. Six hundred folks received reading glasses donated by our congregations and Lions Clubs. Churches collected medical supplies to restock the Clinic. Clean water filters were distributed, and people were trained how to use and maintain them. (Contaminated water is the source of many of the diseases encountered by our medical teams.)

Ten youth and adults went in mission to the city of New Orleans the week after Easter to help rehab homes lost during hurricane Katrina. They were housed and led in their work by members of St Charles Avenue Presbyterian Church through their Rhino Project (Rebuilding Homes in New Orleans). Some congregations are continuing to send teams to Eastern North Carolina to rehab homes lost during hurricanes and tornados. Many additional mission efforts are planned by congregations of Salem Presbytery. Salem Presbytery is planning a construction/education trip to Chiapas, Mexico in June to help build a new Presbyterian Church in Ocosingo. Traveler applications can be found on the Presbytery web site. Two more weeks of medical mission service are planned for the coming fall.

Mission travelers return renewed from their experiences of serving with brothers and sisters in great need. Acting on Christ's Great Commission, Salem Presbytery congregations have blessed the lives of many through their mission efforts.

Upcoming Mission Trips

June 29-July 6, 2019 Construction/Ch. Ed. Trip - Chiapas, Mex.
-Leader: [Neil Huffman, mnhuff@earthlink.net](mailto:Neil.Huffman@earthlink.net)

October 5-13, 2019 Medical Trip - Ocosingo, Mex.
-Leader: Bill Herring, walnutcovefarm@yahoo.com

October 12-20, 2019 Medical Trip - Ocosingo, Mex.
-Leader: Bill Herring, walnutcovefarm@yahoo.com

Other trips to Puerto Rico, Florida and Haiti are being considered for the future. Medical supplies and reading glasses are being collected at the Presbytery office to be carried by travelers going in mission.

The following list of items are needed by mission teams who go down four times a year to serve at our Los Manos de Cristo (Hands of Christ) Clinic in Chiapas, Mexico. Items are begin collected at the Salem Presbytery office to be carried down by our mission travelers. The Presbytery also accepts cash donations to be used to purchase prescription drugs needed by the teams.

- 1. Adults and Children's vitamins**
- 2. Ibuprofen**
- 3. Naproxen (Aleve)**
- 4. Tylenol (adult and child)**
- 5. Antibiotic cream/ointment**
- 6. Anti-fungal cream**
- 7. Hydrocortisone cream**
- 8. Reading Glasses (new or used, strengths 1.00-3.75)**
- 9. Sunglasses (new or used)**
- 10. Elastic bandages (4" & 6")**
- 11. Elastic stockings (new or used)**
- 12. Hemorrhoid Cream**
- 13. Pregnancy test kits**
- 14. Tums (antacid tablets)**
- 15. Vaseline (small jars)**
- 16. Gauze Pads (4X4, 2X2)**
- 17. Small plastic bottles**
- 18. Alcohol wipes**
- 19. Glucometer strips-One Touch Ultra Mini**
- 20. KY jelly**
- 21. Eye Drops (artificial tears/lubricating drops)**
- 22. Benadryl tablets**

The Committee members are available to meet with congregational Mission Committees, to share Minutes for Mission, to provide fellowship supper programs or to assist in planning mission activities. Churches are asked to share their mission plans with the Committee and to provide contact information for congregational mission leaders so that overall efforts can be coordinated and celebrated. Individuals interested in serving on the Presbytery Mission Committee may contact the Committee Moderator. For additional mission information check the Presbytery web site: www.salempresbytery.org or by mail at Salem Presbytery, P.O. Box 1763, Clemmons, NC 27012 or call the Presbytery office at (336) 766-3393.

Elder Donna Chase

Salem Presbytery was reminded of the day retreat for church professionals to be held at Saint Frances Springs Prayer Center on May 20, 2019 and encouraged to register before the registration deadline of May 14, 2019. Bookmarks are available with aids on church finances. Equip and COM are jointly writing policies and helps on church finance. EQUIP is preparing educators to talk about faith formation in local churches and encouraged the congregations of Salem Presbytery to issue invitations for this opportunity.

LUNCH ADJOURNMENT

Directions for lunch plans were given by Rev. Paul Sink as well as a blessing of thanksgiving for the meal. Salem Presbytery was dismissed for lunch provided by the Mobile Café, an ecumenical food ministry in the Taylorsville community that feeds 100 to 150 individuals each day and is supported by the presbytery's Pennies for Hunger program.

PRAYERS OF INTERCESSION AND THANKSGIVING

The Moderator reconvened the gathering of Salem Presbytery with prayers of intercession and thanksgiving for needs throughout the Presbytery, country and world.

NECROLOGY

Salem Presbytery participated in a service of remembrance and appreciation for those ministers and elders of our congregations who died in the previous year.

Moderator: Our help is in the name of the Lord, who made Heaven and Earth.

Come, let us worship the Lord our God.

HYMN: For All the Saints

SINE NOMINE

For all the saints, who from their labors rest,

Who thee by faith before the world confessed,

Thy name, O Jesus, be forever blest. Alleluia! Alleluia!

Moderator: We give you thanks, O God, for all who have fought the good fight, finished their race, and kept the faith, and for those dear to us who are at rest with you ...

The Moderator will read the names of ministers who died in 2018:

| | |
|---------------------|------------------|
| Wilkes D. MacAulay | January 30, 2018 |
| Michael A. Warren | January 31, 2018 |
| Lawrence W. Avent | April 25, 2018 |
| Frank A. Davison | May 1, 2018 |
| George C. Carpenter | July 27, 2018 |
| Joe L. Spears | August 11, 2018 |

| | | |
|--------------------------|-----------------------|-------------------|
| FRANCISCO | James Randall Collins | August 30, 2018 |
| GREENSBORO, FIRST | Anne Prillaman Gay | February 21, 2018 |
| Bennie Inman | March 28, 2018 | |
| Sidney B. Jeffreys, Jr. | September 4, 2018 | |
| Judith F. Mincher | November 3, 2018 | |
| Jean Troyke King | November 29, 2018 | |
| Martha Sue Ray Harden | December 29, 2018 | |

A period of silence will be kept, following the reading of the names.

**HYMN: O blest communion, fellowship divine!
We feebly struggle; they in glory shine;
Yet all are one in thee, for all are thine. Alleluia! Alleluia!**

Moderator: God of all generations, we praise you for all your servants who, having been faithful to you on earth, now live with you in heaven.

A representative of the congregation will rise and read the name(s) of those Ruling Elders who died in 2018.

In the absence of a congregational representative, the Neighborhood Presbyter will read the name(s).

| | | |
|--------------------------|--------------------|-------------------|
| GUILFORD PARK | Harold Shelton | January 27, 2018 |
| Betty Sutton | January 29, 2018 | |
| Richard Bean | October 4, 2018 | |
| Albertine Hooks | November 16, 2018 | |
| GULF | Effie Jean Poe | November 13, 2018 |
| HIGH POINT, FIRST | Earl Haskins | January 4, 2018 |
| Arthur Glover | March 2, 2018 | |
| Sam Kasias | December 6, 2018 | |
| HIGHLAND | Betty Grigg | February 24, 2018 |
| Charlie Gunn | September 28, 2018 | |

| | | |
|-------------------|-------------------------|--------------------|
| JAMESTOWN | Peggy Corey | February 2, 2018 |
| KERNERSVILLE | Norma Stikeleather | May 28, 2018 |
| | Vivian Stowe | December 5, 2018 |
| LAUREL FORK | Imo Jean Miller | September 13, 2018 |
| LEXINGTON, FIRST | John Moore | January 18, 2018 |
| | David Ulmer | April 13, 2018 |
| | Sid Hood | July 30, 2018 |
| LEXINGTON, SECOND | Thomas Leslie Stevenson | January 12, 2017 |
| | Jerry Kent Neal | April 12, 2017 |
| | Sylvia J. Gallimore | April 26, 2017 |
| | Lynda Jones Leonard | June 23, 2017 |
| | Fred Garland Fritts | August 18, 2017 |
| MILTON | James Oliver Yarbrough | May 31, 2018 |
| MOCKSVILLE, FIRST | Margaret Eckerd | January 25, 2018 |
| | Don Holston | September 19, 2018 |
| MOUNT AIRY | Thomas M. Faw | March 24, 2018 |
| MT. JEFFERSON | Freda McNeill | April 4, 2018 |
| OAK RIDGE | Richard Cram | April 20, 2018 |
| PARKWAY | Coretta Blanchette | December 3, 2018 |

A period of silence will be kept, following the reading of the names.

**HYMN: And when the strife is fierce, the warfare long,
 Steals on the ear the distant triumph song,
 And hearts are brave again, and arms are strong. Alleluia! Alleluia!**

Moderator: Eternal God, your love is stronger than death, and your passion more fierce than
 the grave. We rejoice in the lives of those whom you have drawn into your
eternal embrace.

A representative of the congregation will rise and read the name(s) of those Ruling Elders who died in 2018.

In the absence of a congregational representative, the Neighborhood Presbyter will read the name(s).

| | | |
|-------------------------|----------------------|--------------------|
| PIEDMONT | Shirley Myers | July 5, 2018 |
| PINE HALL | William H. Glidewell | March 9, 2017 |
| Robert B. Parker | October 28, 2018 | |
| PITTSBORO | Noah Wilson | June 3, 2018 |
| PROSPECT | Richard Beaver | September 15, 2018 |
| Celeste Wilkinson | October 4, 2018 | |
| RUMPLE MEMORIAL | Barbara Lentz Wright | January 17, 2018 |
| Douglas Herman Holstein | October 26, 2018 | |
| ST. ANDREWS | Willis Bodenhamer | September 29, 2018 |
| Robert DuRant | November 25, 2018 | |
| ST. JAMES | Elmer Legrand | May 3, 2018 |
| Joycestene Malcolm | June 3, 2018 | |
| ST. PAUL, Greensboro | Andrew Taylor | January 19, 2018 |
| ST. PAUL, High Point | Henrietta R. Gill | March 1, 2018 |
| Joyce S. Clark | March 26, 2018 | |
| SALISBURY, FIRST | John Larson | February 19, 2018 |
| Bobby Lomax | October 3, 2018 | |
| James Wilson | November 6, 2018 | |
| SHALLOWFORD | Dorothy Redfern | January 4, 2018 |
| SPRINGWOOD | L'Wanna Donnell | June 27, 2018 |
| STATESVILLE, FIRST | Jane Grier Hawthorne | May 9, 2018 |
| Bill Sherrill | September 1, 2018 | |
| Elizabeth Boyd | October 10, 2018 | |
| Sue Walser | December 18, 2018 | |
| THOMASVILLE, FIRST | Silas Langfitt | October 26, 2018 |
| TRINITY, SALISBURY | Louise Slade | February 8, 2018 |
| Cleopatra Lyerly | June 23, 2018 | |
| Virginia Elese Reid | September 30, 2018 | |

| | | |
|----------------------|----------------------|------------------|
| VANDALIA | Abel Noleh Ndingwan | January 14, 2018 |
| WESTMINSTER | Douglas W. Henderson | February 4, 2018 |
| Dwight W. Holshouser | May 1, 2018 | |
| Maurice K. Bason | May 8, 2018 | |
| E. Earle Smith | May 9, 2018 | |
| Shuford M. Wall | September 6, 2018 | |
| Carol W. Thomas | October 1, 2018 | |
| Ann Barr | November 6, 2018 | |

A period of silence will be kept, following the reading of the names.

Moderator: Lord our God, accept the fervent prayers of your people.

In your great mercy, look with compassion on us and all who turn to you for help, for you are gracious, O lover of souls. To you we give glory, O blessed Trinity, now and forever. **Amen.**

**HYMN: From earth's wide bounds, from ocean's farthest coast,
Through gates of pearl streams in the countless host.
Singing to Father, Son, and Holy Ghost - Alleluia! Alleluia!**

RESOURCE CENTER
Beth Hayes

Beth Hayes, the Director of Congregational Life and Ministries for the Moravian Church, highlighted the many church resources available to borrow or purchase in our joint ecumenical Resource Center. Salem Presbytery was informed of some curriculum changes for PCUSA educational materials.

VOTING ON CONSTITUTIONAL AMENDMENTS
Rev. Emily Larsen

The Reverend Emily Larsen presented the amendments from the 2018 General Assembly. Ballots were distributed, each amendment was explained, information about the voting across the denomination was shared, and ballots were marked. (Results of the voting were announced prior to adjournment.)

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

Vicki McCain – Faith Journey

I was born in Rocky Mount, NC as the youngest daughter of my parents. At an early age, my mother introduced me to Jesus Christ. It was through my involvement in church activities, youth programs and summer camps that I learned more about the love and grace of God. It was through outreach programs in my community that I was able to share God's love with those who were less fortunate. At a young age, I realized my gift of singing and God allowed it to be further developed in the church choir and shared during community outreach programs. Since my childhood, I have always kept God first in my life. Prayer and the study of God's word have always been a part of my daily regimen.

After college and marriage, I returned to Greensboro and began to look for a church home. My husband introduced me to Saint James Presbyterian Church. That introduction has afforded me the opportunity to experience the liveliness of the gospel, exhilarating joy and to experience the compassion and the love for Christ within the walls of Saint James. The outpouring of support was infectious and helped me to develop and grow in my faith journey. I was intrigued by Presbyterian order and was willing to allow God to use me, and my talents, for the Lord's glory at Saint James.

I used my profession as an accountant to serve God by developing an accounting system and establishing an accounting process at Saint James. The successful implementation allowed me to use my financial planning and analytical skills to help churches in and outside of my community. I enjoy supporting the building of God's kingdom through teaching good stewardship and the use of sound financial practices.

Through my call as Ruling Elder and while leading Saint James' Discipleship and Christian Education Ministry, my call to become a Teaching Elder began to emerge. The Ruling Elder position allowed me the opportunity to equip Christians with the Word of God by researching and selecting curriculum for study, teaching Sunday school and leading Vacation Bible School. Christ has always been the head of my life and sharing with others is an important part of my life. I was surprised by God's "call"; however, I "fear" not doing what God has "called" me to do with my life. Therefore, I am happily pursuing a Master of Divinity at Union Presbyterian Seminary in Charlotte. It is with a solid academic foundation that I will share with others the "good news" of Jesus Christ.

As a Ministry Intern at the Presbyterian Church of the Cross, I have learned a great deal about church dynamics and am nurtured and encouraged by their congregation. As the first Clinical Pastoral Education Chaplain Intern for Greensboro Urban Ministry, I have gained experience in providing pastoral care to persons who have found the challenges of life to be unfriendly and to share the importance of depending on the promises of Jesus Christ in order to cope with day-to-day circumstances and struggles. As a Wake Forest Baptist Medical Center Chaplain, I have been provided with the opportunity to be a beacon of light for people who are experiencing health concerns or are having crisis in their lives. It has made me better understand the fragility of our bodies and the importance of serving God while we are physically able.

As a mother and wife, I have learned a great deal about being pulled in a million directions all at once. At times, it can be physically straining and challenging to care for their needs and mine. I have learned that with moderation I am able to balance and make sound decisions for the family as a whole. I believe that all the aforementioned experiences are God's way of providing me with the grace, strength and knowledge for my life as a servant to the church and to the world. For all of these reasons, I am thankful.

Vicki McCain - Statement of Faith

I believe in an infinite and living God who created heaven and earth and humankind equally in God's image by providing the breath of life for each of us and pronounced that it was good. I believe humanity was created to worship and serve God, but because of human disobedience, we turned away from God

and sinned which changed a pure relationship. God's grace and love for humankind prevailed and therefore God sent his only Son, Jesus, to save humans from sin. Our lives are sacred, and humans have been given the responsibility to be good stewards of all things on earth.

I believe in a Triune God who is Father, Son and Holy Spirit. I believe that Jesus Christ was conceived by the Holy Spirit, born of the Virgin Mary, crucified, died on the cross for human sin as a sacrificial offering and was resurrected and lives. This Jesus experienced emotions, hunger, and thirst as humankind does. Welcoming strangers, caring for the sick and lowly, and sharing love for children as an example of how we are to treat our neighbors and fellowship with one another. Through God's work in Jesus Christ and no work of our own, humans were gifted salvation which allows us to grow in faith and glorify God with our lives.

I believe that until Jesus comes again the Holy Spirit dwells in us to renew, sustain, guide and intercede on our behalf with God. I believe God is the head of all life. With the help of the Holy Spirit, we are urged and charged to live as Christ did among us and exhibit the kingdom of heaven on earth, by promoting equality among all people. I believe the Holy Spirit strengthens, comfort and empowers us to live out the purpose of our lives which call each of us to worship and glorify God with our actions and in our service to the world. The Holy Spirit quickens us to proclaim God's grace, seek God's forgiveness and protect God's creation.

I believe the purpose of our lives is given to us through the written word of God, Scripture. Scriptures communicate God's history in a unique, complete and authoritative manner giving us an account of God's activities in the created world. The word of God is where I find peace, comfort and guidance. Scripture reveals God's vision, character and desire for human relationships. I believe in the authority of scripture. It is to be examined, wrestled with and it challenges Christians to trust in its relevance for our lives today.

I believe in the holy catholic church. I believe the church connects us to all believers as members of the one body of Christ. The sacraments make the unifying and continuing presence of Christ visible. As baptized members, we are grafted into the body of Christ, marked as Christ's own for a life of service and are charged to be witnesses of the good news of Jesus Christ. God alone graciously acts first and out of faithfulness to Jesus Christ we respond. We are to love and care for one another just as Christ cares for us. I believe that God's grace is sufficient for Christian's presence in the world until Christ comes again and that we are the hands, feet, mind, and heart of Christ in the world today. It is my belief that all things are possible through prayer just as Jesus exemplified in scripture. At the table of Christ, we meet our risen Lord renew our ministry and practice our faith until Jesus comes again.

Allison (Bubba) Simmons – Faith Journey

Dr. Hobbie: "If you aren't changing, then you are doing something wrong. Because God is always calling you to change and drawing closer to God". These are words that have stuck with my since I was in college and they ring true to my faith journey and my statement of call. The mystery of God calls us into a relationship with God and that call requires change because who we are as a child of God is never finished; God is always working in us. In my life as God has been pulling me closer and things about myself have changed for the better.

When I was a child my family, my mom and dad, attended First United Presbyterian Church of Dale City in Northern Virginia. It's about 25-30 miles south of Washington, DC. I remember attending church with my parents, sometimes begrudgingly but always together, on Sunday mornings. I attended children's choir, watched as my mother played handbells, Sunday school, and attended church functions together. I was active in Girl Scouts and I participated in the God and Me program with the leadership of my pastors. When I was in middle school, I began attending youth choir, middle school youth group, homeless prevention and awareness walks, my first 30-hour famine, and confirmation class. I remember this being the first time I began to engage my faith from what I had learned, to some level of practical application of living what I had learned. But from the beginning of 8th grade to the end of my 9th grade

year, my faith and belief in who and what I believed about the triune God and sin was pressed to my personal faith.

On 9/11/2001, I was in 8th grade art class, when my world, my landscape, and my faith changed. I remember thinking, once the shock of what had happened had worn off enough to begin to process, "where was this God I had always believed and known? Why didn't God stop what had happened? What did it mean to be beloved by God in the rubble?" Then almost a year to the day during my 9th grade year of high school, the "DC Sniper(s)" attacks on the Maryland, DC, and Virginia areas happened. I thought, "God we haven't even healed from a year ago and now this?" At this point, I was attending youth group, youth choir, Sunday school, corporate worship, but my heart was missing. I was still trying to reconcile the God who was taught to me as a child to the God I was experiencing now. But in January of my 9th grade year, I went on a mission trip to Chetumal, Mexico. My friend and I had jokingly signed up to go on this mission trip, that had always been an adult trip, laughing because neither of us thought our parents would let us go; however, we were deeply wrong because we had to go. During that trip, God had a message for me. While playing keep away from the children in the village, I ran into a barbed wire fence. I started to hyperventilate and because I had never experienced this feeling before, I began to have a panic attack and had trouble breathing. While sitting in the hut, I saw the faces of the children looking through the wooden planks of the walls and our host began to pray over me. Immediately I could breathe and had a calm spirit and it was that moment that I realized, God is not a God that sits above humanity but is in the valleys and messiness of our lives journeying with us and never abandoning us. It was then I realized God won't take the pain from us but promises we are not alone in any aspect of our lives and God is constantly pulling grace out of those situations.

After those years, I noticed I was not like the other students my age; my faith, spirit, ministry was all different than the peers of my age. Much like Esther, I was different than others, but I had a value to offer to God's people that I hadn't come to terms with and am still wrestling with Go. During that time my mother, mentors, spiritual leaders, friends, classmates and the like would always tell me, "You'd make a good youth director" or "God is calling you to ministry" or "God is calling you to be a pastor". I promptly said no, of course God was not calling me to that ministry. I was confident that God was not calling me to ministry.

I felt God calling me to Presbyterian College where I participated in several campus ministries and I fought God's calling toward ministry. However, I knew God called me to major in Religion and Philosophy where I thought, "I won't use this degree ever in a church or ministry." After college and a job at a bank, God called me to a Presbyterian church in Kings Mountain, NC to be their youth and children's ministry director; again, I thought only for a time such as this but not forever. God led me to another opportunity to take a few classes at Gardner-Webb University in Boiling Springs, NC. Because I refused to accept the call of working in ministry, I decided not to seek ordination at first. Because I wasn't going to use an MDiv to do ministry and yet again God's mystery pulled me in and forced me to change my path to God's path. During my time at Gardner-Webb, I felt God's presence pulling me deeper and knew God was calling me toward ordination. I began the process as an inquirer. During that time, I resigned from my job at the church in Kings Mountain and accepted a yearlong internship at First Presbyterian Gastonia. That year really gave me the space and safety for wrestling with what God was calling me toward. I was able to do a variety of ministries such as pastoral, teaching, preaching, leading worship, participating in various worship services, and various other ministries. As I was finishing my M.Div., I was required to take a unit of CPE to complete my Pastoral Care and Counseling courses. During that one CPE unit at CaroMont Medical Center in Gastonia, NC, I found the I-Thou moments with God I had so deeply craved during my life. I found God's presence with me in every encounter and for the first time in my life, I didn't fight the path to which God was calling me at that moment. I didn't know what road lay ahead, but I knew this chaplaincy was the steps God was calling me into for our relationship.

After that one CPE unit, I found my voice God had given me much like Esther found hers to save God's people. I realized then, I don't know how God is going to use me, my ordination, or my ministry but I know God is in this journey with me. Part of that journey that God was pulling me was to a Chaplain

Residency which is a yearlong residency at a hospital. I was a Chaplain Resident at Spartanburg Regional Medical Center in Spartanburg, SC where my specialty unit was Behavioral Health. I was the resident chaplain for three behavioral health units: Voluntary, Involuntary, and Geriatrics. There I joined with patients for a small moment where they can begin or continue to see God in their lives. During times of crisis, I am a participant of what God is doing in that journey, during that time for them, and seeing how God is not abandoning them in their time of need.

Toward the end of my residency, I began the process of looking for a job and what a job meant to my call. I prayed and sought God which led me to an open position as the Director of Pastoral Care at Iredell Memorial. For me, God had opened a door that I had so longed for and never knew how fulfilling it could be. At Iredell, the patients offer me the clinical and diverse setting my spirit so longs for and the staff offer me the parish community my heart loves.

I identified with Esther earlier who is a strong woman God called and I am a strong woman God is calling. I have felt different than my peers during my life, but in my journey of calling, I am seeing how God is right beside me reminding me I may not know the destination, but I know my journey companion the triune God. Jesus who emulates the parts of humanity I try deeper to achieve, the Holy Spirit who never abandons me, and God who in my journey changes me. I find the place where I belong and in that belonging, I will obediently and prayerfully continue the journey beside God in faith to my call.

Allison (Bubba) Simmons – Statement of Faith

I believe in God, the Creator Almighty who created Heaven and Earth. I believe in the triune God: God, Son, and Holy Spirit; all one and yet in three distinct persons. I trust and believe in the triune God when the triune God is tangible and in the mystery; those moments I don't feel, see, hear, smell God. Because I believe in God's sovereignty, I know this to be true. God is and has been working throughout history to fulfill God's plan for God's creation. And I believe that in life and death we belong to the triune God.

I believe in Jesus Christ, God's only son who was fully human and fully divine. I believe Jesus Christ to be the Word of God made flesh who preached the Good News. Although Jesus was innocent, Jesus was persecuted and killed on the cross, in accordance with God's plan, for the salvation of the world and breaking the power of sin and evil. I believe after his death, Christ had a bodily resurrection and ascended to heaven and will one day, through God's plan, come to earth again.

I believe the Holy Spirit, revealed at Pentecost, who justifies us by grace through faith and is the same spirit that called the prophets in the Old Testament and was there at creation. The Holy Spirit flows from the triune God into worship, our gifts, convicting us of our sins, and building up the church through the mysticism of the triune God.

I believe the Bible is the God's word given to us by the inspiration and revelation of God through human beings. I believe the Bible testifies to who Jesus Christ was and is and provides human beings through faith and life; thus, it is a living word that transcends space and time; connecting the communion of saints of every time and place. Because the Bible was written in a specific time and place and written to a specific group of people, its interpretation is still being revealed to us through proclamation.

I believe in the one holy catholic church, which was instituted by God, the Sustainer, and empowered by the Holy Spirit to be about the work of God here on earth. That work includes but not limited to: worshiping God, building disciples, a place of refuge, offering God's love to God's people, serving all God's people, and working toward justice. It is the duty of the church to administer the sacraments of Baptism and the Lord's Supper, which are commands by Jesus but also engrafts believers to the triune God, and preach the word of God.

I believe humanity was made in the triune God's image at creation but chose to fall into sin by disobeying God's command. From that point forward humanity was fallen and continued to be a sinful people evident through scripture. Humanity was unable to maintain the law, and God, through God's plan, offered a broken humanity a relationship without law through the sacrifice of Jesus on the cross. Jesus thus becomes the new covenant. However, since the death of Jesus, humanity still sins, but the Holy Spirit continues to work in and through us for God's kingdom.

Jorge Antonio Vazquez Jimenez – Biografia / Biography

Mi nombre es Jorge Antonio Vázquez Jiménez, nací el 21 de marzo de 1969 en Berriozabal Chiapas Mexico; en la frontera sur de la República mexicana. Fui dado de alta en el registro civil el 20 de septiembre de 1969, dato que uso en todos los documentos oficiales.

My name is Jorge Antonio Vázquez Jiménez. I was born on March 21, 1969 in Berriozabal Chiapas, Mexico, on the southern border of the Mexican Republic. I was registered in the civil registry on September 20, 1969, a fact that I use in all official documents.

Mi padre se llamó Antonio Vázquez Pérez y mi madre se llama Candelaria Jiménez de la Cruz. Soy el séptimo hijo de una familia de 10 miembros; tres de los cuales murieron. Mi familia fue llamada por gracia a formar parte del Reino de Dios en el año de 1979.

My father was named Antonio Vázquez Pérez and my mother's name is Candelaria Jiménez de la Cruz. I am the seventh child of a family of 10 members, three of whom died. My family was called by grace to be part of the Kingdom of God in 1979.

Mis primeros estudios hasta parte de la preparatoria los hice en mi pueblo, y fue a los 18 años que sentí el llamado del Señor Jesucristo para pastorear su amada iglesia. Fui capacitado en un instituto Bíblico llamado Juan R. Kempers en honor a un misionero que fue pieza clave en la evangelización y en la enseñanza en la zona, en la época de los 70. Ingrese al Seminario Teológico Presbiteriano de México donde obtuve el Bachillerato en Sagrada Teología. Estudie la licenciatura y la maestría en divinidades en el Seminario Teológico de Edimburgo, en Texas, USA.

I attended primary school and part of high school in my town, and when I was 18, I felt the call of the Lord Jesus Christ to pastor his beloved church. I was trained in a Bible institute called Juan R. Kempers in honor of a missionary who played a key role evangelizing and teaching in the region in the '70's. I entered the Presbyterian Theological Seminary of Mexico where I obtained a high school diploma* in Theology. I studied for my Bachelor's and Master of Divinity degrees Edinburg Theological Seminary in Texas, USA.

Fui ordenado Pastor en la ciudad de Reynosa Tamaulipas, México; en la Primera Iglesia Presbiteriana "Ministerio de Fe".

I was ordained a Pastor in the city of Reynosa Tamaulipas, Mexico, in First Presbyterian Church "Ministry of Faith."

Jorge Vasquex Jimenez - Mi Credo (My Creed)

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| Creo en Dios Padre creador y sustentador de todo cuanto existe en el cielo, tierra y mar. | I believe in God the Father, creator and sustainer of all that exists in heaven, earth and sea. |
| Creo en la Santísima Trinidad. | I believe in the Holy Trinity. |
| Creo en Jesucristo como único y suficiente salvador | I believe in Jesus Christ as the only and sufficient savior |
| Creo en la segunda venida personal de Jesucristo como Juez | I believe in the personal second coming of Jesus Christ as Judge |
| Creo en el Espíritu Santo como nuestro consolador y guía en esta vida | I believe in the Holy Spirit as our comforter and guide in this life |
| Creo en la Biblia como palabra de Dios y única regla de fe y conducta | I believe in the Bible as the word of God and the only rule of faith and conduct |
| Creo en la iglesia como cuerpo de Cristo y puesta en este mundo para hacer presente el Reino de Dios y la predicación de su evangelio. | I believe in the church as the body of Christ, placed in this world to make manifest the Kingdom of God and preach the gospel. |
| Creo en los dos sacramentos instituidos por nuestro Señor Jesús el "bautismo y la Santa Cena. | I believe in the two sacraments instituted by our Lord Jesus: baptism and Holy Communion. |
| Creo en el bautismo de infantes como señal del pacto de Dios con su pueblo | I believe in the baptism of infants as a sign of God's covenant with God's people |
| Creo en las doctrinas características de la iglesia reformada: | I believe in the defining doctrines of the Reformed Church: |
| <ul style="list-style-type: none"> ● La soberanía de Dios ● La depravación total del hombre ● Predestinación ● Elección incondicional ● Justificación por la fe en Cristo ● Llamamiento eficaz | <ul style="list-style-type: none"> ● The sovereignty of God ● The total depravity of humankind ● Predestination ● Unconditional election ● Justification by faith in Christ ● Effective calling |

- La perseverancia de los santos

Acepto los símbolos doctrinales como:

- Confesión de Fe de Westminster
- Catecismo mayor de Westminster
- Catecismo menor de Westminster
- La institución de la religión cristiana
- Segunda Confesión Helvética
- Confesión belga
- Cánones de Dort
- Catecismo de Heidelberg
- Credos cristianos Editar
- Credo de los Apóstoles
- Credo Niceno
- Credo de Atanasiano
- Credo de Calcedonia

Todo esto es lo que en la iglesia Presbiteriana se me ha enseñado y lo cual e aceptado como mi credo.

- The perseverance of the saints

I accept the doctrinal symbols such as:

- Westminster Confession of Faith
- Westminster Longer Catechism
- Westminster Shorter Catechism
- The institution of the Christian religion*
- Second Helvetic Confession
- Belgic Confession
- Canons of Dort
- Heidelberg Catechism
- Christian creeds
- Apostles' Creed
- Nicene Creed
- Athanasian Creed
- Chalcedonian Creed

All this is what I have been taught in the Presbyterian Church and accepted as my creed.

Jorge Vasquez Jimenez - Camino de femenio (Faith Journey)

Mi nombre es Jorge Antonio Vazquez Jimenez, fui alcanzado por la gracia una noche cálida del mes de mayo de 1979, a la edad de 10 años; en una de esas campañas evangelisticas tan eficaces en aquellos tiempos para llevar el evangelio.

Las negras circunstancias que rodeaban mi vida y Mi Pueblo (pobreza, alcoholismo, marginación, etc.) fueron usadas por el Señor para que la luz de su presencia brillara más, la cual se hizo presente como un vaso de agua fresca en el desierto, no solamente para mí, sino para todos los habitantes de aquel pequeño pueblo, trayendo esperanza, libertad y amor.

El instrumento que Dios uso se llama Ramon Gutierrez un hombre que apasionado por Cristo y su evangelio no perdió ni un minuto de su vida

My name is Jorge Antonio Vazquez Jimenez. I was reached by grace on a warm night in May 1979, at the age of 10; in one of those evangelistic campaigns [revivals] which were so effective at spreading the gospel in those times.

The dark circumstances that surrounded my life and My People (poverty, alcoholism, marginalization, etc.) were used by the Lord so that the light of the Lord's presence shone more, which was manifest like a glass of fresh water in the desert, not only for me, but for all the inhabitants of that small town, bringing hope, freedom and love.

The instrument that God used is named Ramon Gutierrez, a man who was passionate about Christ and Christ's gospel, and did not waste a

para transmitir de todas las formas posibles la buena noticia.

Fue así que nació la primera iglesia Presbiteriana llamada "La Hermosa" de la cual fuimos, juntamente, con mis padres unos de los primeros fundadores.

Recibí el llamado para formar parte de los obreros del Señor, a los 18 años de edad, después de haber sido librado milagrosamente de cuatro accidentes muy peligrosos el mismo día . En mi obligatorio momento de reflexión, considere que estaba ignorando el llamado que Dios me hacía ya desde varios meses atrás. No me quedo más que obedecer y fui a un pequeño seminario donde instruían los candidatos a futuros pastores de la iglesia presbiteriana. Así comenzó mi peregrinar en este ministerio lleno de misterios y maravillas hasta hoy.

minute of his life, but spread the good news in all possible ways.

That is how the first Presbyterian church called "La Hermosa" ("the Beautiful") was born, of which we were, together with my parents, some of the first founders.

I received the call to become part of the Lord's workers, at 18 years of age, after being miraculously delivered from four very dangerous accidents on the same day. In my obligatory moment of reflection, I realized that I was ignoring the call that God has been making to me since several months ago. The only thing left for me to do was obey, and I went to a small seminary where candidates for future pastors of the Presbyterian Church were instructed. Thus began my pilgrimage in this ministry full of mysteries and wonders until today.

George T. Lashley - Statement of Faith

I believe in the living Triune God: Father, Son and Holy Spirit, who live together in unity and a harmonious relationship, who shares purposes for creation's life, redemption, and continuing renewal. God lives within the Godhead in relationship and therefore, desires to be in relationship with us and to reveal God's self to us.

In Jesus Christ, the Son, God is perfect and completely revealed, fully human, fully divine, as God-with-us. Christ bears witness to what it means to be created in God's image, perfect, good, and without sin. Christ's life among us reveals God's love for the world, God's will to redeem it and to restore it to a right relationship with God. Jesus Christ is the living Word of God who lived, died, and was raised, and by whose grace we are assured of God's final victory over both sin and death. We come to this assurance through the power of the Holy Spirit, which calls and binds us to Christ, and inspires our faith in Jesus Christ as Lord.

Through the testimony of the Holy Spirit, God's presence and activity in the world are authoritatively revealed in the written Word of God, the Holy Scriptures. The Spirit through God's Word, gives testimony to God's power as Creator, as Sovereign Lord of the universe, governing, sustaining, and directing all things according to God's purpose. The Spirit inspires the Written Word, seals it in our hearts, calling us into Christian community as God's own people and empowering us to worship, love, and serve God by being followers of Jesus Christ.

Through the Sacraments, God's Word is made visible to God's people and is sealed in their hearts through the power of the Holy Spirit. In Baptism, we are grafted into the Body of Christ, the Church, receiving the promise of new life in Christ that enables our obedience and service. Through Baptism we are buried and raised with Christ, hidden in the risen Christ until He comes again in final glory. The

Church, in bearing faithful witness to the good news of Jesus Christ, is a sign in and for the world of the Kingdom of God.

Through the Sacrament of the Lord's Supper, the Church signifies the unity of Christ's body, created and sustained by God's gracious act of saving love, a love poured out through Christ's death on the cross. Through the power of the Holy Spirit, Christ's body and blood are spiritually present through the elements of the bread and wine, through which the Church receives the benefits of Christ's death and resurrection. Through the Supper, the Church gives thanks for the gracious gift of Jesus Christ and is united with Him in faith, joining with all God's people, and the risen Christ in bringing justice and healing to a broken and sinful world until Christ comes again.

George T. Lashley - Statement of Faith Journey

I am a native North Carolinian, the fifth of nine children, growing up in a small, textile town. Both of my parents worked in textiles. My home was not what I considered to be a Christian home, although I, along with my siblings, was taken to church as young children. My mother was a Baptist and church was a place where love was shown and everyone seemed to enjoy being present. While I do not remember hearing a prayer in our home, I vividly remember my mother reading her Bible nightly at the kitchen table after we children were in bed.

As a preteen most of my friends attended the Nazarene church and were members of the Boy Scout troop there. It was through two Scout Masters I was led to accept Christ and I began attending church regularly. One of these men was also my Sunday School teacher and the other became my young adult teacher. Both of these men and their families seemed to adopt me into their families. It was through their parenting and leadership that kept me in church and guided me as I grew and developed as a young man and a Christian, especially following the death of my father when I was fifteen.

In my senior year in high school, I met and fell in love with Linda Godwin, who became my wife five years later. Much of our dating included being together in church (UCC) and church activities. Due to a lack of financial resources, attending college was out of the question, so following high school graduation I entered the U. S. Army, serving four years as an Army Ranger. Military experience provided me with discipline, time to mature, and to begin gathering a perspective about life. After military service, I married and began to work and train as an industrial engineer while attending college at night as well as starting a family.

My secular work experience includes eleven years as an industrial engineer, six years as a plant manager and Director of Manufacturing with Buster Brown Textiles before my call to ministry in 1983. Part of my call to ministry included completing college at Elon University in order to attend Columbia Theological Seminary. As a second career student, I fell in love with learning in college and seminary as well as continuing my education in the pastorate earning two additional post-graduate degrees. I served six pastorates in three different Presbyteries where in each I experienced the love of God and His people. I have been an active and engaged member of each Presbytery. While I have not achieved all that God has in store for me as I continue this journey of life and faith, pressing on in the upward call of Christ Jesus, trusting in God's providence and love seeking to be a life-learner and follower of Christ.

I continue to be married to my high school sweetheart and love of my life. Together have two grown sons, their spouses and five grandchildren. Our nest however, is not empty; we have a cat that adopted us following our return to NC, and who provides us with affection and love on his own terms. I enjoy spending time with my best friend and wife, spending time with friends, working in my yard, reading, taking long walks and fishing. Throughout my life I see how God has blessed me and in retirement continues to watch over, providing, and guiding my life as I seek to always live in the center of His loving will. In retirement I remain a Minister of Word and Sacrament looking forward to opportunities for witness and service to God and His Church.

ACTIONS:

6. Salem Presbytery voted to approve the ordination of Ms. Vicki McCain.
 7. Salem Presbytery voted to approve the ordination of Ms. Allison M.G. Simmons.
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COMMISSION ON MINISTRY
Rev. Joe Blankinship and Rev. John Johnson, Co-Moderators

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

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

1. Concurred with the Session of the **Unity Presbyterian Church**, Woodleaf, North Carolina, in renewing the interim contract with the **Reverend William Kevin Conley** for a period of one year beginning September 11, 2018.
2. Concurred with the Session of the **First Presbyterian Church**, Reidsville, North Carolina, in renewing the interim contract with the **Reverend Christy Clore** for a period of four months beginning February 24, 2019.

B. SECURING A TEMPORARY SUPPLY

1. Concurred with the Session of **Flat Rock Presbyterian Church**, Mount Airy, North Carolina, in securing the temporary supply contract with **Mr. G. Wilborn Rives** for a period of twelve months beginning January 15, 2019.
2. Concurred with the Session of **Francisco Presbyterian Church**, Westfield, North Carolina, in securing the temporary supply contract with the **Reverend Will Eads** for a period of twelve months beginning April 22, 2019.
3. Concurred with the Session of **Collinstown Presbyterian Church**, Westfield, North Carolina, in securing the temporary supply contract with the **Reverend Will Eads** for a period of twelve months beginning April 22, 2019.

C. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **Mt. Tabor Presbyterian Church**, Cleveland, North Carolina, in renewing the temporary supply contract with the **Reverend Timothy Porter** for a period of twelve months beginning January 1, 2019.
2. Concurred with the Session of **St. Paul Presbyterian Church**, High Point, North Carolina, in renewing the temporary supply contract with **Ms. Laetitia Wells** for a period of twelve months beginning January 1, 2019.

D. STATED SUPPLY RENEWAL

1. Concurred with the Session of the **First Presbyterian Church**, Thomasville, North Carolina, in renewing the Stated Supply contract of the **Reverend Jennie L. Hemrick** for a period of one year beginning August 1, 2018.

2. Concurred with the Session of the **Allen Temple Presbyterian Church**, Cleveland, North Carolina, in renewing the Stated Supply contract of the **Reverend Alberta McLaughlin** for a period of one year beginning March 3, 2019.

E. PARISH ASSOCIATE AGREEMENT

1. Approved the Parish Associate position between the **Reverend Judy Fitchett** and **Jamestown Presbyterian Church**, Jamestown, North Carolina.
2. Approved the Parish Associate position between the **Reverend Stevan Alan Snipes** and the **Wilkesboro Chapel** Campus of North Wilkesboro Presbyterian Church, North Wilkesboro, North Carolina.

F. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Co-Pastoral relationship between the **Reverend Eric Larsen** and **St. Andrews Presbyterian Church**, Winston-Salem, North Carolina, effective March 31, 2019.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of the **Second Presbyterian Church**, Mocksville, North Carolina, in renewing the contract of **Mr. Frederick N. Terry** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning March 1, 2019.
2. Concurred with the Session of the **Hills Presbyterian Church**, Pilot Mountain, North Carolina, in renewing the contract of **Mr. Douglas Brinkley** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning April 22, 2019.
3. Concurred with the Session of the **Pine Ridge Presbyterian Church**, Pilot Mountain, North Carolina, in renewing the contract of **Mr. Douglas Brinkley** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning April 22, 2019.
4. Concurred with the Session of the **Freedom Presbyterian Church**, Statesville, North Carolina, in renewing the contract of **Mr. James Harley** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning February 17, 2019.
5. Concurred with the Session of the **Reid Memorial Presbyterian Church**, Mooresville, North Carolina, in renewing the contract of **Mr. James Harley** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning February 19, 2019.
6. Concurred with the Session of the **Mr. Vernon Springs Presbyterian Church**, Siler City, North Carolina, in renewing the contract of **Mr. Bill Browder** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning February 1, 2019.
7. Concurred with the Session of the **Dogwood Acres Presbyterian Church**, Asheboro, North Carolina, in renewing the contract of **Mr. Joseph T. Brown** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning March 3, 2019.
8. Concurred with the Session of the **Trinity Presbyterian Church**, Elon, North Carolina, in renewing the contract of **Mr. Steve Braxton** to serve as their Commissioned Ruling Elder Lay-Pastor for a period of one year beginning March 15, 2019.

9. Concurred with the Session of the **Sandy Ridge Presbyterian Church**, Sandy Ridge, North Carolina, in renewing the contract of **Mr. David E. Stratton** to serve as their Commissioned Ruling Elder Lay-Pastor for a period of one year beginning January 14, 2019.

B. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

1. That the **Reverend Katie Lee Morrison** was transferred to Peace River Presbytery effective March 28, 2019.

C. MODERATOR OF SESSION

1. That the **Reverend Stevan Snipes** was appointed Moderator of Session for **North Wilkesboro Presbyterian Church**, North Wilkesboro, North Carolina.

D. VALIDATED MINISTRY APPROVED

1. That the chaplaincy at Alleghany County Hospice in Sparta, North Carolina, was approved as a validated ministry for the ordination of **The Reverend Tom Nesbit**.
2. That the revalidation of the ministry of the **Reverend Sandra Lee Breeden Greene** at Wake Forest Baptist Health and Faith Health was approved for 2019.
3. That the revalidation of the ministry of the **Reverend Alicia Wilson** at Atrium Health was approved for 2019.
4. That the revalidation of the ministry of the **Reverend Lynn Kunkle** as Chaplain at Gordon Hospice House in Statesville, North Carolina was approved for 2019.
5. That the revalidation of the ministry of the **Reverend Tommy Brown** at F.A.R.M. café in Boone, North Carolina was approved for 2019.
6. That the revalidation of the ministry of the **Reverend Eric Thompson** as artist in woodworking was approved for 2019.
7. That the revalidation of the ministry of the **Reverend Larry Freeman** as a counselor was approved for 2019.
8. That the revalidation of the ministry of the **Reverend Kent Berry** as a counselor was approved for 2019.

E. ADMINISTRATIVE COMMISSION APPROVED

1. Stated Clerk approved the administrative commission to ordain and install the **Reverend Tom Nesbit** to a validated ministry as chaplain at Alleghany County Hospice in Sparta, North Carolina, on March 31, 2019.
2. Stated Clerk approved the administrative commission to install the **Reverend Jorge Vazquez** as pastor of El Buen Pastor on April 21, 2019.

F. MINISTER TRANSFERRING TO SALEM PRESBYTERY

1. That the **Reverend George T. Lashley**, a member of Central Florida Presbytery, was received by Salem Presbytery on February 28, 2019.
2. That the **Reverend Jorge Vazquez**, a member of the National Presbyterian Church of Mexico, was received by Salem Presbytery on February 28, 2019.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

- A. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

ACTION:

- 8. The call of **Presbyterian Church of the Covenant**, Greensboro, North Carolina, to the **Reverend Mark Sandlin** to serve as Pastor was found in order; and the terms of the call (printed below) were approved; and that upon the signing of the Book of Ministerial Obligations, the call was placed in his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the **Book of Order** (G-3.0307) and the AAEEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is January 1, 2019.

| | |
|---|----------|
| Cash Salary | \$30,860 |
| Housing Allowance | \$29,140 |
| Automobile Expense | \$ 1,000 |
| Business/Professional | \$ 3,000 |
| Board of Pensions | Provided |
| Vacation | 4 weeks |
| Study Leave | 2 weeks |
| Three-month Clergy Renewal Leave after seven years, retro-active to December 5, 2015. | |

B. CALL EXTENDED TO CANDIDATE OF SALEM PRESBYTERY

ACTION:

- 9. Following her successful examination, the part-time call of the **Presbyterian Church of the Cross**, Greensboro, North Carolina, to **Vicki Hinton McCain**, a candidate under the care of Salem Presbytery to serve as Pastor was found in order; and the terms of the call (printed below) were approved; and that upon the signing of the Book of Ministerial Obligations, the call was placed in her hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the **Book of Order** (G-3.0307) and the AAEEEO Policy adopted by Salem Presbytery (July 1993) in offering this part-time call, pending his successful examination and ordination. The effective date is June 1, 2019.

| | |
|---|-----------|
| Cash Salary | |
| Housing Allowance | \$ 30,000 |
| Automobile Expense | \$ 580 |
| Continuing Education | \$ 562 |
| Board of Pensions | Provided |
| Vacation | 4 weeks |
| Study Leave | 2 weeks |
| Three-month Clergy Renewal Leave after seven years. | |

C. ADMINISTRATIVE COMMISISON

ACTION:

- 10. The following Administrative Commission to install the **Reverend James Evan Harrison** as Pastor of **Pittsboro Presbyterian Church**, Pittsboro, North Carolina, on May 19, 2019, was approved.

| NAME | RESPONSIBILITY | MINISTER/ ELDER |
|------------------------|---|-----------------|
| Dianna Wright | Preside & Propound the Constitutional Questions | Elder |
| John Johnson | Preach the Sermon | Min |
| Andrew Taylor-Troutman | Charge the Minister | Min |
| Bill Browder | Charge the Congregation | Elder |
| Ellen Harrison | Prayer of Installation | Elder |

D. WELCOME LITURGY

Salem Presbytery participated in the following welcome celebration.

Welcome Celebration

Allison ("Bubba"), George, Jorge, and Vicki have been received into membership of Salem Presbytery. Let us join in celebration:

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

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

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

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

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

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

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

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

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

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

Moderator: Let us join our hearts in prayer –

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

The Presbytery joins in singing one stanza: "I, the Lord of Sea and Sky" ("Here I Am, Lord"):

I, the Lord of sea and sky, I have heard my people cry.
All who dwell in dark and sin my hand will save.
I, who made the stars of night, I will make their darkness bright.
Who will bear my light to them? Whom shall I send?

Here I am, Lord. Is it I, Lord? I have heard you calling in the night.
I will go, Lord, if you lead me. I will hold your people in my heart.

E. REQUEST FOR HONORABLE RETIREMENT

ACTIONS:

11. The **Reverend Joe Blankinship** was granted the status of Honorably Retired effective June 30, 2019. Rev. Blankinship's retirement was recognized and celebrated at this meeting.
12. The **Reverend Tom LaBonte** was granted the status of Honorably Retired effective August 7, 2019. Rev. LaBonte's retirement will be recognized and celebrated at the August 17, 2019 meeting of Salem Presbytery.

COMMITTEE ON REPRESENTATION
Rev. Sandy Kern

ACTION:

13. The following slate was elected to serve on the committees of Salem Presbytery:

Budget and Finance:

Class of 2021- Rev. Vicki McCain, Church of the Cross

Church Growth:

Class of 2021- Rev. Kate Morrison, Trinity, John Calvin

Committee on Preparation for Ministry:

Class of 2021 - John Edwards, HR

Commission on Ministry

CENTRAL

Class of 2021- Mr. Doug Brinkley, CRE Hills, Pine Ridge

WEST

Class of 2021- Rev. Keith Freeman, Baird's Creek

Class of 2021- Mr. Steve Marks, Boone First

Class of 2021 - Rev. Tom Nesbit, VM Hospice Chaplain

Equip/Support

CENTRAL

Ms. Amy Evans, DCE Kernersville First

Ms. Elizabeth Snellbaker, DCE Salisbury First

EAST

Rev. Jess Rigel, Alamance

EXECUTIVE COUNCIL
Rev. Jennie Hemrick, Moderator

The Executive Council (EC) met on March 21, April 11, and May 2, 2019.

Regular reports were received from the Presbytery staff and David Vaughan, Stated Clerk.

For Information –

The Executive Council:

- Approved minutes of previous EC and Presbytery meetings;
- Heard from the Rev. Paul Rhodes regarding the item of new business that he introduced at the February 2019 meeting of Presbytery; following discussion, the EC appointed an ad hoc Bills and Overtures committee to work with Rev. Rhodes on his proposal; and, following a report from the ad hoc committee that came without endorsement or opposition, the EC voted not to slate this item for the May 2019 business of the Presbytery;
- Heard regular reports from the Budget and Finance Committee, noting that the Presbytery's cash flow is in a precarious position;
- Received a full and final report of the EC's ad hoc Per Capita Task Force; assigned the initiation of several findings and recommendations to the Implementation Team, with several other recommendations to be assigned when a stewardship staff member is called;
- Advised the Church Growth and Transformation Committee regarding the disposition of the former Christ Presbyterian Church facilities; in short, the EC endorsed a transition plan to relocate St. Paul Presbyterian Church (High Point) to the Christ campus;
- Endorsed a PILP loan guarantee for Chapel in the Pines Presbyterian Church;
- Appointed (in March) the following for service on the Implementation Team: RE LaQreshia Bates-Harley, TE Ken Broman-Fulks, TE Jill Crainshaw, TE David Ealy, RE Bob Hill, TE Lara Musser-Gritter, RE David Parker, and RE Pollye Pruitt; Rev. Musser-Gritter resigned her appointment, and the EC elected RE Margaret Elliott to replace her;
- Received (in April) a report from the Implementation Team and the Personnel Committee regarding searches for staff under the Presbytery-approved plan;
- Approved the docket for the May 2019 meeting of Presbytery;
- Adopted recommendations from Personnel Committee's Severance and Bonus Task Force (outlined below);
- Ordered the following dates for Presbytery meetings in 2020:
 - Tuesday, February 18, 2020
 - Tuesday, May 12, 2020
 - Saturday, August 15, 2020 (hosted by Thyatira Presbyterian Church)
 - Tuesday, November 10, 2020.

ACTIONS:

14. Rev. Kellie Browne, Rev. Will Gipe, Rev. Emily Larsen, and Rev. Ruth Lenger were elected to the Presbytery's Committee on Representation, Class of 2021.
15. The following clarifying change to Salem's *Manual* as outlined on the attachment was adopted:

PROPOSED MANUAL CHANGE:

Justification: to bring Salem's *Manual* in line with the *Book of Order*, G-2.1103(b); the added text shown in RED

Section II.04

1. **Membership of Presbytery.** The voting membership of the Presbytery consists of:
 - a. All teaching elders on the active roll of Presbytery engaged in a ministry validated by the Presbytery, all members-at-large, and all honorably retired teaching elders;
 - b. All ruling elder commissioners of the churches of Presbytery;
 - c. The officers of Presbytery who are ruling elders commissioned as members of Presbytery for their terms of office;
 - d. Certified Christian Educators **who have been ordained to the office of Ruling Elder;**
 - e. Ruling Elders Commissioned ("CREs") every three years by Presbytery, who are currently serving churches within Salem Presbytery; and,

- f. Ministers from other denominations who have been approved by Commission on Ministry or Presbytery and are currently serving a church or validated ministry in Salem Presbytery.
16. Salem Presbytery recognized the Reverend Ken Broman Fulks who addressed Salem Presbytery concerning the work of the Personnel Committee and the work of the Implementation Team.

**Severance and Bonus Policy
Presented by Salem Presbytery Personnel Committee
To Salem Presbytery Executive Council 5/2/2019**

For Transitional General Presbyter Steve Scott and Stated Clerk David Vaughan:

- Transitional General Presbyter position continues until new Presbyter for Administration is hired
- David has expressed his intention to end his service on December 31. Personnel Committee will work with Steve Scott to determine whether essential Clerk responsibilities can be absorbed by the Transitional General Presbyter or if we need to hire an interim Stated Clerk

For Associate Presbyters Bryan McFarland, Dianna Wright, and Alfredo Miranda:

- Recommend end of employment on June 30th, with severance package of six months' severance pay and benefits (including BOP benefits) starting on July 1. (Based on P-08 Termination and Separation Policy for Salem Presbytery section VI.A.2 for separation by reduction)
- Personnel Committee to work with COM chair to create agreement which includes language about expectations during remaining work time, working for constructive transition and avoiding critical or negative behavior.
- If Alfredo, Bryan or Dianna chooses to leave their position before June 30 and will not be starting a new job, the six-month severance begins on the date of their departure.
- If Alfredo, Bryan or Dianna leaves before June 30 to begin a new job, they will receive one month's severance, beginning on the date of departure from their current position, as an expression of our gratitude.
- If Alfredo, Bryan or Dianna begins a new job after June 30 and before December 31, they will receive a month of severance pay and benefits for each month between June 30 and the date they begin their new job, plus an additional month pay after the start of their new job (not to exceed six months), as an expression of our gratitude.
- Should Alfredo, Bryan or Dianna begin a part-time position after June 30, appropriate pro-rated adjustments will be made in their severance package.
- Hire a temporary employee to cover communications after Bryan's termination date

For Office Manager Laurie Scott and Financial Secretary Renee Carter:

- Positions continue until new Administrative Assistant and Financial Secretary positions are hired
- Offer stay bonuses for both to remain until new Administrator and Financial positions are hired

For Part-time Administrative Assistant Peggy Trenchard: Personnel to talk with Steve and Laurie about whether this position is needed in the transition.

Cost

- Severance packages paid from 2018 personnel budget.
- Interim Communications position – up to \$7,800 (based on 12 hrs/wk x 26 weeks x \$25/hour).
- Stay Bonuses – up to \$2,500.
- Engagement pastors – If any of the engagement pastors are hired before January then pro-rated part of stipend would be paid.
- Cover as much as possible through personnel budget and then use reserves after that.

Decision-Making Process and Schedule

- Task Force met to develop recommendations.
- Recommendations revised after meeting with Steve Scott.
- Input sought from COM and Budget and Finance Chairs.
- Personnel Committee voted unanimously on recommendation April 30.
- Presbytery Council meeting was called on May 2, voting unanimously to approve recommendations.
- Personnel Moderator and Transitional General Presbyter met individually with Alfredo, Bryan, and Dianna on May 3 to inform them of transition plans, including a letter with June 30 date and severance package.
- Recognize and thank Associate Presbyters Alfredo, Bryan, and Dianna at May 14 Presbytery meeting.

Report of Implementation Team

May 14, 2019

At our February meeting, Salem Presbytery voted to approve the recommendations of the Dream Team report and directed the Executive Council to form an Implementation Team to carry out those recommendations.

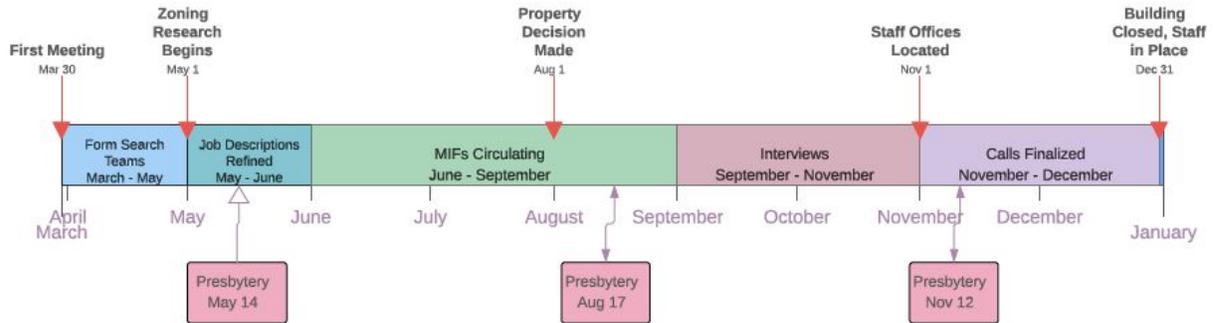
On March 21st the Executive Council appointed the following to make up the Implementation Team:

LaQreshia Bates-Harley (Vice-Moderator), ruling elder at Trinity church, Salisbury; Ken Broman-Fulks (Moderator), Teaching Elder at First, High Point; Jill Crainshaw, Teaching Elder and faculty member at Wake Forest Divinity School; David Ealy, Teaching Elder at Hawfields Church; Bob Hill, Ruling Elder at First church in Burlington; Touré Marshall, Teaching Elder at Grace Church, Winston-Salem; David Parker (Scribe), Ruling Elder at Statesville First; Kim Priddy, Teaching Elder at Sedgewild in Greensboro; Pollye Pruitt, Ruling Elder at North Wilkesboro; Transitional Presbyter Steve Scott

The team has met three times and have begun work on the tasks before us, which separate out into three broad categories:

- **Property** – including the sale or lease of our current office property, delineation of six presbytery parishes, and identification of possible office space for those staff members who do not wish to, or are not able to, work from home. David Parker heads a task force looking into our options for lease or sale of our current property. Kim Priddy leads a subteam working on geographical boundaries of the six new parishes.
- **Current Staff** – in this difficult period of transition, the Personnel committee has agreed to partner with the Implementation Team to offer as much support as possible to our current staff, including encouraging those who are interested to apply for positions in the new structure, providing severance packages that are as generous as possible, and helping with retraining and placement in every way we can.
- **New Staff** – we are in the process of forming search committees to begin looking for the three presbyter positions, as well as the six connection pastors for the new parishes. Our priority is to fill the Administrative Presbyter position so that person can have some input in the building of the new staff.

We have set a preliminary timeline. We are sure, this will need to be adjusted as we move forward.



We are closely monitoring Presbytery finances this year. If it becomes clear that adjustments need to be made for 2020, we will report that to the Executive Council.

We look forward to communicating regularly with Salem presbytery in as many different ways as possible to keep everyone up-to-date as we proceed through the year.

Respectfully submitted,

Ken Broman-Fulks, moderator

PEACE AND JUSTICE
Rev. Stuart Taylor and Rev. Frank Dew, Co-Moderators

ACTION:

17. Salem Presbytery heard the following resolution calling for Medicaid expansion in North Carolina, and will docket this for action at the August 2019 meeting of Presbytery:

**SALEM PRESBYTERY OF THE PRESBYTERIAN CHURCH (U.S.A.)
CALLS FOR MEDICAID EXPANSION IN NORTH CAROLINA**

WHEREAS Jesus charged his followers to heal the sick (Matthew 10:7-9) and to care for those who suffer (Luke 10:25-37);

WHEREAS Holy Scripture calls the faithful to build up the common good, and the Reformed tradition teaches its adherents to serve God in the world and to contribute to a more perfect union;

WHEREAS the General Assemblies of the Presbyterian Church (U.S.A.) and its predecessors have established a long-standing commitment since 1971 to the reform of health care delivery in the United States in order to make health care accessible for all citizens, including a plan for national health insurance;

WHEREAS the good health of a state's citizens is one of its more valuable resources; the sanctity of life and the inherent dignity of human persons as endowed by their Creator requires that each person in the state of North Carolina have full access to essential health services without regard to ability to pay;

WHEREAS economic growth in North Carolina has been largely in low-paying, service-sector jobs which do not offer health insurance;

WHEREAS the failure to expand Medicaid in North Carolina has resulted in the closure of rural hospitals and fewer health care providers for indigent and low-income families;

WHEREAS the failure to expand Medicaid in North Carolina has reduced employment opportunities for those who live in communities with limited or vanishing health care access;

WHEREAS expanding Medicaid in North Carolina is needed to help curb the opioid epidemic and address widespread behavioral health concerns including depression, suicide, and alcoholism;

WHEREAS expanding Medicaid in North Carolina will help keep rural hospitals and health care organizations open and providing desperately needed services;

WHEREAS federal funding is available through the Affordable Care Act to expand Medicaid in North Carolina;

WHEREAS expanding Medicaid in North Carolina would provide access to health care for low-income and indigent citizens with no health insurance; expanding Medicaid in North Carolina would support a health care network that would improve the medical and financial health of the state;

THEREFORE, BE IT RESOLVED THAT: That Salem Presbytery requests that the North Carolina Legislature and the Governor and all political parties represented therein, work together to expand Medicaid in the state of North Carolina.

BE IT FURTHER RESOLVED THAT: The Salem Presbytery send a copy of this resolution to Speaker of the House Rep. Tim Moore, President Pro Tem Phil Berger, Health Committees of the North Carolina House and Senate (Health Standing Committee, Health Care Standing Committee, Health and Human Services Committee, Health Care Reform Committee, Health Care in Rural North Carolina Committee), Governor Roy Cooper, and the Advisory Council on Social Witness Policy of the Presbyterian Church (U.S.A.).

CONSTITUTIONAL AMENDMENTS VOTE

Following a written report from the tellers (led by ruling elders of the Taylorsville church), the Moderator announced that all the proposed amendments received an affirmative vote except for proposed amendment 18-C, which was defeated. The Stated Clerk will report these results to the Office of the General Assembly.

ADJOURNMENT AND BENEDICTION

The Moderator adjourned the meeting with the benediction.

Recorded by:

Laurie Scott
Office Manager

David Vaughan
Stated Clerk

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