P. O. Box 1763, Clemmons, NC 27012
336.766.3393

SALEM PRESBYTERY
PC(USA)

www.salempresbytery.org

TO: Members of Salem Presbytery and Commissioned Ruling Elders
Ruling Elder Commissioners from Salem's churches
Certified Church Educators and other church staff
Guests of the Presbytery

Meeting: Tuesday, November 10, 2020

Worship will begin at 9:00 am.

PLACE: **ZOOM Virtual Platform - Registration prior to 8am, 11/10/2020 is required.**
Zoom credentials will be sent by email to all registrants on 11/8/2020. Save this email for use on 11/10/2020.
Register here, if you haven't already:
https://us02web.zoom.us/meeting/register/tZMscumsqTkqE9cyi0r67yiH46zECKxUQg2E

May grace abound as we gather virtually for the second time! As you will see, we have important work to do. Our plan is to adjourn soon after noon.

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

Paul Sink, Moderator
David Vaughan, Stated Clerk

Our Vision

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

9:00√ **Welcome and Opening Prayer** — Rev. Paul Sink, Moderator

Morning Worship p. 4

Preaching: Mr. Russell ("Russ") Kerr, candidate for ordination

9:45√ **Call to Order** — Moderator

Special Instructions for this meeting

Establishment of Quorum — Elder David Vaughan, Stated Clerk

(The quorum for a meeting of Presbytery is thirty teaching elders and thirty ruling elders, provided that fifteen churches are represented. Salem *Manual*, Section V.03)

New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.)

Approval of Docket

Moderator's Welcome — Moderator

Corresponding Members (Teaching Elders from other Presbyteries and ministers of other Christian denominations)

Ruling Elder Commissioners attending for the first time

Visitors and Guests

10:00 **Ecumenical and Presbyterian Moments**

North Carolina Council of Churches — Rev. Jess Rigel
https://www.ncchurches.org/resource/cash-bail-study-guide-for-faith-communities/

Presbyterian Historical Society — David Staniunas

Presbyterian Foundation — Elder Olanda Carr

10:11 **Transitional General Presbyter's Welcome and Report** — Rev. Barbara Smith

10:18 **Stated Clerk Communications & Report** — Stated Clerk

10:19 **Committee on Preparation for Ministry p. 7** — Rev. John Senior

Recognition of Candidate Jasmine Evans

Examination of Inquirer to Candidacy: David Smithey

10:39 **Examinations pg. 9** — Rev. Bill Hoyle

To be examined: Mr. Russ Kerr

10:49 **BREAK** (5 minutes)

10:54 **Commission on Ministry pg. 15** — Rev. Amanda Anderson

Quarterly Report

Placing of Calls (First Greensboro, Rumple Memorial)

Welcome Liturgy pg.20

Retirements:

The Rev. Jennie Leake Hemrick

	The Rev. Barrie Miller Kirby Retirement Liturgy	pg. 21	
11:25	**Peace and Justice Task Force**		Rev. Frank Dew
11:35	**Hunger Committee**	**pg. 72**	Rev. Frank Dew
11:45	**Campus Ministries**		Rev. Katie Barrett Todd
11:55	**Implementation Team**		Rev. Ken Broman-Fulks
12:00pm	**Executive Council** Election of Nominees for Committee on Representation Stewardship Committee 2021 Budget	**pg. 23** pg.25 pg.29	Rev. Kathy Beach
12:20pm	**Committee on Representation**	**pg. 38**	Rev. Sandy Kern, Rev. Sam Perkins
12:30pm	**New Business** **Announcements** Grace Presbyterian Church **Adjournment with Benediction**		Moderator

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Next Presbytery Meeting:
Tuesday, February 9, 2021
Virtual Gathering

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Salem Presbytery
Mission
Salem Presbytery connects, supports, and strengthens local congregations and worshipping communities to carry out Christ's transformative work of love and justice in the church and in the world.

v - order of the day

Please make provision for participating in Holy Communion by having something at hand to eat and drink at the appropriate time in worship. We have confidence that the Lord will bless the various elements we bring to the table and make them holy in this sacrament today.

*Please join in responsive portions **(in bold)** and singing as you are able from where you are this day. Lyrics and readings will be on your screen.*

CALL TO WORSHIP

Leader: Peace be with you.

On the evening of Jesus' resurrection, the disciples were gathered in fear.

The risen Christ appeared in their midst and said,

People: "Peace be with you."

Leader: We come today, some of us filled with joy, some of us filled with fear,

and to each one of us, Christ says,

People: "Peace be with you."

Leader: Let us trust ourselves to that peace as we worship together.

MORNING HYMN #526 Let Us Talents and Tongues Employ
(all singing)

PRAYER FOR ILLUMINATION

SCRIPTURE READING **Matthew 6:5-13**

SERMON Russell Kerr, Candidate for Ordination

INVITATION TO THE TABLE

PRAYER OF THANKSGIVING AND INTERCESSION

Leader: The Lord be with you.

People: And also with you.

Leader: Let us pray.

Prayer of Thanksgiving concludes with…

THE LORD'S PRAYER: Our Father who art in heaven, hallowed be thy name. Thy kingdom come, thy will be done on earth as it is in Heaven. Give us this day our daily bread; and forgive us our trespasses, as we forgive those who trespass against us; and lead us not into

temptation, but deliver us from evil. For thine is the kingdom, and the power, and the glory, forever. Amen.

BREAKING THE BREAD & SHARING THE CUP

PRAYER AFTER COMMUNION

BENEDICTION

The grace of God be with us all, now and always. **Amen.** *1 Tim 6:21*

Worship Leaders:	*Rev. Katie Barrett Todd*
	Rev. Mason Todd
Preacher:	*Russell Kerr, Candidate*
Pianist:	*Bernadette Watts*
Vocalists:	*Jennifer, Paul, Alison & Austin Sink*
Video Production:	*Rev. Katie Barrett Todd*

FOR INFORMATION:

Upcoming meetings of Presbytery - 2021

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

Out of debt!

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

Annual Statistical Reporting

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

2019 Mission Challenge Award

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

* To the church achieving the highest percentage increase of annual funding for the Presbytery's mission budget: **Laurel Fork Presbyterian Church - $1800**

* To the church spending the highest percentage of their annual budget on mission: **Sedgefield Presbyterian Church - $1800**

FOR ACTION:

Dismissal of Administrative Commission for Hills PC

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

David Vaughan
Stated Clerk

Revs. Margaret Almeida and John Senior, Co-Moderators

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

The CPM requests that David Smithey be examined for candidacy.

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

1. Former CPM candidate Hannah Trawick was ordained to the Ministry of Word and Sacrament in the role of Community Pastor of First Presbyterian Church in Rocky Mount, NC. Her ordination was on September 13, 4 pm via Zoom.

2. Former CPM candidate Savannah Demyunck was ordained to the Ministry of Word and Sacrament as Pastoral Resident on Sunday, September 26 at Myers Park Presbyterian in Charlotte.

William Hoyle – Moderator, Debbie Layman – Vice Moderator, Jim Norris - Clerk

Rev. Dr. Barbara A. Smith **Faith Journey**

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

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

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

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

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

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

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

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

My faith, while always present, has evolved. I have always held tight to the words of Jeremiah 29:11, "For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope." As I mature, and as I look back on my journey of life and faith, I know I have not walked alone. And I also know that I won't walk alone in the future.

Rev. Dr. Barbara A. Smith — Statement of Faith

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

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

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

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

Through corporate worship within a community of God's people, brothers and sisters in Christ, I am strengthened in my personal faith. The vision of table, font and pulpit are an ever-present reminder of who and whose I am. The sacraments of Baptism and the Lord's Supper, as instituted by Christ, are visible signs of God's grace received by faith alone. Unlike the raging waters of flash floods, the gentle waters of Baptism signify the gift of new birth in God through

Christ. Baptism is a holy reminder that God claims us as God's own even before we are able to make a conscious decision. In the Sacrament of the Lord's Supper, we remember Christ's great sacrifice on our behalf, and we anticipate the day when God will complete creation through the promised return of Jesus Christ.

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

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

Rev. Jill Duffield — Journey of Faith

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

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

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

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

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

Rev. Jill Duffield — Statement of Faith

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

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

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

The Holy Spirit breathes, burns, speaks, shakes up human assumptions, breaks down dividing walls, and drives us to the wilderness and back so we might discern and do the will of God.

Praying, “Come, Holy Spirit” is dangerous because that Spirit consumes our dross and gives us words that are not our own. The Spirit compels us to stand with and seek justice for, widows, aliens, orphans, the least and the last. We are to go where Jesus went, preaching the Good News to those hungry in body and soul. The Spirit goes ahead of us, sends us, sustains us, until Christ comes again, and suffering is no more.

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

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

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

Russell M Kerr III — Statement of Faith

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

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

The Good News is that God loved us so God dwelled among us revealing Godself to us as God’s only son, Jesus Christ. This Jesus of Nazareth walked with people who lived on the margins—women, children, and those who were diseased preaching that the kingdom of Heaven has come near and that it belongs to those whom we cast aside. Because of this radical message of inclusion, Jesus was executed at the hands of the state dying on a cross. Thus Jesus, fully

human and fully divine, made a sacrifice for all humans that we may be redeemed to God and thus, saved. In Christ's resurrection there is power, mystery, and a great joy. There is also healing, forgiveness of sin, there is liberation, and a new life. This salvation is a gift. It is active. It can neither be earned nor achieved. We are saved only by grace through faith.

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

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

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

Russell M Kerr III — Faith Journey

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

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

It was in 2014 working as a community organizer through the Young Adult Volunteer program in Miami that this call rang through loud and clear. The first response from my family was an enthusiastic, "welcome to the family business!" as my grandpa, aunt (Rev. Mary Jane Kerr Cornell), and cousin (Rev. Alex Kerr Lee-Cornell) are all Ministers of Word & Sacrament

in the P.C. (USA). This familiar connection to the church prompted me to reflect on how this call is uniquely and authentically mine. As much as I was honored to follow in my family's footsteps, I wanted my journey to be uniquely mine. And as I get nearer and nearer to ordination, I am assured that this story is authentically my own.

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

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

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

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

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

Amanda Anderson and John Johnson - Co-Moderators

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

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

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

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

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

C. TEMPORARY SUPPLY RENEWAL

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

D. STATED SUPPLY RENEWAL

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

2. Concurred with the Session of **St. Paul Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Dr. Jay Lambeth** for a period of one year beginning November 1, 2020.
3. Concurred with the Session of **Danbury Community Church**, Danbury, North Carolina, in renewing the Stated Supply contract with the **Reverend Eric Larsen** for a period of one year beginning July 8, 2020.
4. Concurred with the Session of **Lloyd Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Stated Supply contract with the **Reverend Laura Spangler** for a period of one year beginning September 1, 2020.

E. DESIGNATED CO-PASTOR RENEWAL

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

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of the **Siler City Presbyterian Church**, Siler City North Carolina, in renewing the contract of **Mr. Richard LaDew** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning September 1, 2020.
2. Concurred with the Session of **Laurel Fork Presbyterian Church**, Laurel Springs, North Carolina, in renewing the contract of **Mr. Jeffrey W. Bumgarner** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning November 1, 2020.
3. Concurred with the Session of **Old Providence Presbyterian Church**, Cleveland, North Carolina, in renewing the contract of **Mr. Jeffrey W. Bumgarner** to serve as their Commissioned Ruling Elder for a period of twelve months beginning November 1, 2020.

B. MINISTER TRANSFERRING TO SALEM PRESBYTERY

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

C. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

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

D. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

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

E. MODERATOR OF SESSION

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

F. ADMINISTRATIVE COMMISSION APPROVED

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

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

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

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

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

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

B. ADMINISTRATIVE COMMISSION

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

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

C. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

1. That the call of the **First Presbyterian Church,** Greensboro**,** North Carolina, to the **Reverend Margaret Jill Duffield** to serve as Pastor be found in order; and the terms of the call (printed below) be approved; and that the call be placed in her hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the ***Book of Order*** (G-3.0307) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is December 1, 2020.

Cash Salary	$105,000
Housing Allowance	$ 40,000
Other Allowances	$ 7,500
Moving Expense	$ 25,000
Vacation	4 weeks
Study Leave	2 weeks

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

D. WELCOME LITURGY

E. REQUEST FOR TRANSFER OF MEMBERSHIP

1. That Salem Presbytery approve the transfer of the **Reverend Jeffrey Pascha**l to Charlotte Presbytery.

F. SERVICE OF HONORABLE RETIREMENT

1. That Salem Presbytery recognize the **Reverend Barrie Miller Kirby**, and the **Reverend Jennie Leake Hemrick** with a service of Honorable Retirement.

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

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

Welcome into Salem Presbytery

Barbara, Jill, and Russ have been received into membership of Salem Presbytery. Let us join in celebration they are welcomed.

Moderator: As in one body we have many members, and not all the members have the same function,

All: **so we, who are many, are one body in Christ, and individually we are members one of another.**

Moderator: We have gifts that differ according to the grace given to us:
prophecy, in proportion to faith;

All: **ministry, in ministering;**
the teacher, in teaching:

Moderator: the exhorter, in exhortation;
the giver, in generosity;

All: **the leader, in diligence;**
the compassionate, in cheerfulness.

Moderator: As you join us in ministry, Salem Presbytery remembers some of our constitutional responsibilities to ministers and congregations.

All: **As Ruling Elders and Teaching Elders, we covenant to provide resources, guidance, encouragement, and mutual support to you as members of our presbytery.**

A co-moderator of the Commission on Ministry will lead the Presbytery in prayer.

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

Presbytery Moderator Paul Sink will reflect on the ministry of the Rev. Jennie Hemrick and the Rev. Barrie Kirby.

Words of Celebration

Moderator:	Barrie and Jennie have completed active service as ministers of Word and Sacrament.
	We praise God for the grace that has filled your ministry, we give thanks for your faithful service to Christ's church, and we rejoice at the work of the Holy Spirit in you.
	Now this presbytery confers upon you the status, Honorably Retired.
	We value the gifts and experience God has bestowed on you, and we welcome your continued participation in the life of the church. You remain colleagues in ministry, and we will continue to seek your wisdom and your fellowship.
	We pray that you will find new opportunities to fulfill your baptismal calling, as one marked by the Holy Spirit, a disciple of Jesus Christ.
	May God continue to bring joy and peace to your life, just as you have blessed the church with your ministry and proclaimed the good news of Jesus Christ.
All:	**Thanks be to God! Amen.**

Prayer of Blessing

Moderator:	Eternal God, through all the years of our lives

your love protects and guides us.
By your Spirit you call us to varied ministries
in the service of Jesus Christ.
We praise you for your gifts to your servants,
for their faithful proclamation of your word,
their administration of the holy sacraments of Jesus Christ,
and their pastoral care and leadership in the church.
Grant to them 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.**

Liturgy adapted from *Book of Common Worship, Pastoral Edition*, Westminster John Knox Press, 2018

Executive Council

The Rev. Jeffrey Sockwell, Moderator
The Rev. Kathy Beach, Vice Moderator

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

Regular reports were received from David Vaughan, Stated Clerk.

For Information –

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

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

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

Other actions taken:

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

- Heard from the Personnel Committee that they had made clarifying changes to the position description of the Transitional General Presbyter, insuring that the head of staff would be directly involved in the evaluation of other staff; and heard that the Personnel Committee would soon begin a search for the Administrative Assistant as outlined in the plan the Presbytery adopted in February 2019;
- Approved the docket for the November meeting of Presbytery.

For Action –

1. The Executive Council moves the election of the following to the Committee on Representation: Rev. Kyle Goodman (2021), Rev. Lindsay Altvater Clifton, Rev. Ray Mims, Rev. Sam Perkins, and Rev. Kim Priddy (all in the class of 2023).
2. The Executive Council asks the Moderator to recognize the Rev. Kyle Goodman and the Rev. Kim Priddy, co-moderators of the Stewardship Committee, to speak before the Presbytery.
3. The Executive Council asks the Moderator to recognize the Rev. Jay Lambeth to speak before the Presbytery and present the 2021 budget.

Our 2021 Pledge to Salem Presbytery

_____ Presbyterian Church of _____, NC pledges the following amount to support the mission and ministry of Salem Presbytery, the Synod of the Mid-Atlantic, and the General Assembly.*

80% to Salem Presbytery's 2021 Operating Budget

2% to the Synod of the Mid-Atlantic

18% to the General Assembly of the Presbyterian Church (USA)

TOTAL PLEDGE AMOUNT for 2021: _____

**For 2021, Salem Presbytery has restructured the way it designates giving to Synod and General Assembly. For more information, please see the included "2021 Salem Presbytery Per Capita F.A.Q."*

2021 Salem Presbytery *Per Capita* F.A.Q.

What is *Per Capita*?

Per Capita is the designated dollar amount that our denomination asks each individual congregation to pay per member. In 2020, the General Assembly asked each church to pay $8.95 per member; the Synod of the Mid-Atlantic asked $1.15 per member. We should be sending $10.10 per member to these two higher governing bodies. Salem Presbytery has no history of asking a specific *Per Capita* amount for its own budget.

How have the churches of Salem Presbytery practiced *Per Capita* giving in the past?

Because Salem has no history of asking a certain amount per member for its own budget, there is no consistent practice for paying *Per Capita* in our presbytery. Some of our churches use the term *Per Capita* to mean their entire payment to Salem, inclusive of support for our operating budget and for Synod and General Assembly. Other churches designate only part of their contribution as *Per Capita*; the undesignated portion stays in the presbytery for operating expenses. A few churches are careful to designate the exact amount ($10.10) per member. Most are not as attentive to this system. Some churches do not use the term *Per Capita* at all, assuming presbytery will distribute their contribution appropriately.

How has Salem Presbytery been addressing *Per Capita* giving in the past?

Salem Presbytery had a long history of including the contribution to Synod and General Assembly in its annual budget. About ten years ago, Salem approved a significant budget cut for this contribution. This decision was certainly a contentious topic back then, but it passed by a majority vote of the presbytery. Since that vote, Salem Presbytery's contribution has been significantly below the *Per Capita* expectations of Synod and General Assembly. At the February 2020 stated meeting, the Executive Council reported to Salem that those budgeted shortfalls totaled almost one million dollars.

How is Salem Presbytery currently handling *Per Capita* giving to Synod and General Assembly?

***In 2020, Salem Presbytery has given every dollar designated by its churches as* Per Capita *to Synod and General Assembly*.** Renee Carter, our financial administrator, distributes these designated contributions monthly. By September 2020, this sum has already exceeded Salem's annual budget for this expense by 25%. Conversely, Salem Presbytery's undesignated contributions are more than 25% behind the annual budget.

How will Salem Presbytery address *Per Capita* giving in 2021?

Beginning in 2021, Salem Presbytery will define contributions designated as *Per Capita* to be support for all three higher governing bodies: Salem Presbytery, the Synod of the Mid-Atlantic, and General Assembly. ***Salem Presbytery will divide every church's contribution according to the following percentages: 80% to Salem Presbytery, 2% to the Synod of the Mid-Atlantic, and 18% to the General Assembly.*** Contributions from churches will be distributed according to these percentages whether they are designated as *Per Capita* or left undesignated. This system will create a consistent pattern for all our churches to follow. It will eliminate the confusion for our Presbytery office staff when they receive checks marked as *Per Capita*. This practice is consistent with the systems other presbyteries in our synod use.

Can a congregation make an additional gift to Synod and General Assembly?

Yes. Please mark these contributions as "additional support for Synod and/or General Assembly." These contributions will not be included in the congregation's 2021 pledge and will be treated as a "pass through" credit and debit in the annual budget. The Stewardship Committee would remind Salem's congregations that all three higher governing bodies are dependent on payments made through the presbytery. Salem is committed to addressing the shortfall in giving to Synod and General Assembly; the presbytery cannot address this issue collectively without the generous support of individual congregations.

Is 20% of Salem's 2021 budget enough to meet our *Per Capita* obligation to Synod and General Assembly?

No, it is not. The new 20% formula for Synod and General Assembly *Per Capita* will nearly double the budgeted amount from 2020, increasing that line item in the proposed budget for 2021 from $60,000 to $114,000. Because it is based on a percentage, the actual amount of support is dependent on the presbytery's ability to make its budget. Obviously, the presbytery still has more work to do. To meet the actual *Per Capita* expectation of Synod and General Assembly, Salem would have to contribute $219,018.50 in 2021. That amount is more than one third of last year's total budget. Salem Presbytery simply does not have the revenue to give that much per member at present. The Stewardship Committee will recommend that Salem raise this percentage in the years to come as our giving increases.

Will our *Per Capita* giving this year help Salem Presbytery address the failure to meet Synod and General Assembly obligations in prior years?

No. We intend for Salem Presbytery to work diligently to address the current shortfall through stewardship and development. When we are able to meet our annual obligations and fully support the operating budget, our presbytery will be in a stronger position to redress past shortfalls.

How can each congregation help Salem Presbytery address the *Per Capita* needs for all three higher governing bodies in 2021?

First, Salem Presbytery asks every congregation to make a pledge for 2021. Every church that includes a contribution to Salem Presbytery in its budget should be able to report that amount to the presbytery. Consider this information as critical as completing your annual statistical report! Your church's pledge helps Salem plan and prepare for the year to come.

Second, Salem Presbytery asks each congregation to review its membership rolls. While higher membership totals might make a congregation look good on paper, it also increases what Synod and General Assembly expect from Salem Presbytery. If every congregation had kept more realistic active membership rolls over the last decade, the amount Salem would owe to Synod and General Assembly would be substantially less than one million dollars.

Third, the Stewardship Committee challenges each congregation to contribute $40.00 per member as **Per Capita** ***in 2021.*** If each congregation contributed $40.00 per member, Salem Presbytery would be able to meet the *Per Capita* expectations of Synod and General Assembly. Salem would also be able to implement more of the Dream Team plan we approved in February 2019. The vision Salem has chosen to pursue requires the investment of its churches in order to be achieved. The Stewardship Committee encourages every church to thoughtfully and prayerfully consider how it might do its part to reach these goals.

Salem Presbytery
2021 Proposed Budget

	2021 Budget	%	2020 Budget	%	Difference
REVENUE					
Per Capita - Presbytery	456,000		550,000		(94,000)
Per Capita - GA / Synod	114,000		60,000		54,000
Other Receipts	20,000		10,000		10,000
Rental Income	0		0		0
Investment Income	20,000		20,000		0
Other Interest	1,220		1,700		(480)
Conference/Retreat Revenue	0		5,000		(5,000)
Withdrawal from Reserves	54,192		48,938		5,254
	665,412		695,638		(30,226)
EXPENSES					
Campus Ministry					
ASU	22,560		28,200		(5,640)
NC School of Arts	5,120		6,400		(1,280)
St James at A & T	21,040		26,300		(5,260)
Ukirk of Greensboro	33,440		41,800		(8,360)
W-S Area Campus Ministry	12,400		15,500		(3,100)
W-S State-Grace Pres	6,600		8,250		(1,650)
	101,160	15%	126,450	18%	(25,290)
SEND					
GA Shared Mission			0		0
Per Capita - General Assembly	102,600		54,800		47,800
Per Capita - Synod Mid-Atlantic	11,400		5,200		6,200
NC Council of Churches	1,000		2,000		(1,000)
	115,000	17%	62,000	9%	53,000
Council / Committees					
Church Growth	250		250		0
Committee on Ministry	7,500		7,500		0
Council	200		200		0
Engagement Pastors	10,800		0		10,800
Personnel	500		500		0
Preparation for Ministry	7,500		10,000		(2,500)
Resource Center	1,600		1,600		0
Stated Clerk	1,320		2,400		(1,080)
Youth	4,750		10,750		(6,000)
Other Related Commissions	400		400		0
	34,820	5%	33,600	5%	1,220
Administrative					
Compensation					
Salaries	202,805		236,326		(33,521)
Housing	25,000		10,459		14,541
Salary - SECA	6,885		12,235		(5,350)
Insurance / Annuity	96,600		95,000		1,600
FICA / Medicare	10,542		6,518		4,024
	341,832	51%	360,538	52%	(18,706)

Continuing Education					
Administrative Presbyter	2,400		1,200		1,200
Transformation	0		600		(600)
Leadership	0		600		(600)
Other Employees	500		1,500		(1,000)
	2,900	0%	3,900	1%	(1,000)
Travel & Professional Expenses					
Administrative Presbyter	9,000		4,000		5,000
Transformation	0		2,000		(2,000)
Leadership	0		2,000		(2,000)
Stewardship/Development	1,000		0		1,000
Communications	1,000		0		1,000
Other Staff	1,500		2,000		(500)
	12,500	2%	10,000	1%	2,500
Communications					
Telephone/Internet	7,800		7,500		300
Computer	9,300		10,500		(1,200)
Website	500		13,500		(13,000)
	17,600	3%	31,500	5%	(13,900)
Other Administrative					
Dues & Subscriptions	100		100		0
Office supplies	2,000		3,100		(1,100)
Postage / copying / printing	5,000		6,400		(1,400)
Professional fees	13,000		13,000		0
Contract Services	0		3,000		(3,000)
Bank & payroll fees	2,500		2,300		200
Interest Exp	0		0		0
Miscellaneous	500		500		0
	23,100	3%	28,400	4%	(5,300)
Building & Occupancy					
Closed Church Expense	0		3,800		(3,800)
Custodial Services	0		4,200		(4,200)
Facilities Maintenance	0		8,400		(8,400)
Insurance	16,500		19,000		(2,500)
Utilities	0		3,850		(3,850)
	16,500	2%	39,250	6%	(22,750)
	665,412	100%	695,638	100%	(30,226)
Monthly Budget Requirement	55,451		57,970		

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INDEPENDENT AUDITORS' REPORT

To the Members of the Council
Salem Presbytery
Clemmons, North Carolina

We have audited the accompanying financial statements of Salem Presbytery (a nonprofit organization), which comprise the statement of financial position as of December 31, 2019, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of Matters

As discussed in Note L to the financial statements, Salem Presbytery serves as the guarantor for bank loans to certain Presbyterian churches that totaled approximately $1,254,000 at December 31, 2019. One or more loan defaults by any of the Presbyterian churches could result in a significant adverse effect on Salem Presbytery's financial position. Our opinion is not modified with respect to this matter.

Report on Supplementaly Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The information included in the accompanying supplementary information as listed in the table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Gray, Callison & Jones CPA, PC
Winston Salem, NC
August 11, 2020

Salem Presbytery
Statement of Financial Position
as of September 30, 2020

Assets

Cash - General Fund	83,941	
Cash - Hunger Fund	79,557	
Cash - Savings	48,932	
Pledges Receivable from previous year end	6,594	
Investments	1,550,779	
Notes Receivable - Current	27,619	
Other Receivables	682	
Sales Tax Receivable	911	
Currrent Assets		1,799,016
Land, Building, Equipment	797,874	
Less Accumulated Depreciation	(140,605)	
Land, Buildings, Equipment net of Depreciation	657,269	
Notes Receivable - Long-term	448,904	
Long-Term Assets		1,106,172
Total Assets		2,905,188

Liabilities and Net Assets

Liabilities:		
Accounts Payable	4,868	
Note Payable - SBA PPP Loan	77,725	
Current Liabilities		82,593
Net Assets:		
Unrestricted	1,869,500	
Temporarily Restricted	413,353	
Permanently Restricted	151,276	
Net Income	388,466	
		2,822,595
Total Liabilities and Net Assets		2,905,188

Salem Presbytery
Notes to Financial Statements
September 30, 2020

Statement of Financial Position

1. Allegacy savings account holds remaining PPP SBA CARES loan proceeds

		ML Main	ML Duke	New Cov	Pres Fdn	PILP	Total
2. Investments:	At last statement	1,016,341	36,443	142,142	211,151	73,269	1,479,346
	Income	2,992	57			95	3,144
	Fees	(419)	(10)				(429)
	Gain/Loss on disposition	(1,384)	0				(1,384)
	Additions	80,000					80,000
		1,097,530	36,490	142,142	211,151	73,364	1,560,677
	Unrealized Gain (Loss)	(9,081)	(817)				(9,898)
	Current Balance	1,088,449	35,673	142,142	211,151	73,364	**1,550,779**
					*		
Asset Allocation:							
	Fixed Income	77%	33%				
	Equities	19%	63%		99%		
	Cash/Money Accounts	4%	4%		1%	100%	

* Foust Fund allocation differs from the other funds: Cash Equivalents 10%, Equity 33%, Fixed Income 57%.

Note that New Covenant and Presbyterian Foundation September statements have not yet been received.

3. The Note Receivable balance includes:

Iglesias de Cristo	13,443.71
BCPS (Buyer of office)	463,079.37
	476,523.08

Also, the long-term portion of the note receivable balance has been broken out.

4. Other Receivables: Board of Pensions premium paid for Jorge Vazquez to be reimbursed by El Buen.

5. Application for PPP Loan forgiveness will be made in Nov. after Interim General Presbyter is employed.

Salem Presbytery

Operating Budget Report

January to September 2020

GENERAL FUND	September Actual	September Budget	September Variance	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget	% Annual Budget Used
Revenue								
Undesignated	41,944	33,000	8,944	346,607	387,000	(40,393)	550,000	63%
Per Capita	2,788	4,000	(1,212)	67,684	43,500	24,184	60,000	113%
	44,732	37,000	7,732	414,291	430,500	(16,209)	610,000	
Other Receipts	0	0	0	20,912	10,000	10,912	10,000	209%
Rental Income	0	0	0	7,562	0	7,562	0	
Income from Investments	2,597	1,700	897	19,139	15,000	4,139	20,000	96%
Gain (Loss) on Investment	(10,178)	0	(10,178)	36,150	0	36,150		
Other Interest	149	140	9	2,750	1,270	1,480	1,700	162%
Conference/Retreat Revenue	0	420	(420)	60	3,760	(3,700)	5,000	1%
Transfer from Seminary Education Fund	0		0	1,500	0	1,500		
Total Revenue	37,300	39,260	(1,960)	502,364	460,530	41,834	646,700	
Expense								
Campus Ministry	10,538	10,538	0	94,838	94,838	0	126,450	75%
GA & Synod Support	1,832	31,063	29,231	74,682	93,189	(18,507)	124,252	60%
Defined Ministries	0	500	500		1,500	(1,500)	2,000	0%
Hispanic Ministries	449	0	(449)	14,040	0	14,040		
Council / Committees	226	6,530	6,304	5,958	28,953	(22,995)	33,600	18%
Administrative								
Compensation	12,940	23,091	10,151	205,287	219,367	(14,080)	300,186	68%
Continuing Education		232	232	0	1,300	(1,300)	2,000	0%
Travel Expense	192	918	726	3,872	5,250	(1,378)	8,000	48%
Communications	2,010	2,625	615	18,387	23,625	(5,238)	31,500	58%
Insurance	3,704	0	(3,704)	16,154	14,250	1,904	19,000	85%
Other Administrative	8,376	1,325	(7,051)	20,526	24,625	(4,099)	28,400	72%
Closed Church Expense	457	316	(141)	6,158	2,850	3,308	3,800	162%
Restructuring Presbytery			0	10,936		10,936		
Building Maintenance		1,340	1,340	6,546	13,205	(6,659)	16,450	40%
Total Expense	40,724	78,478	37,754	477,384	522,952	(45,568)	695,638	
Revenue in Excess of Expenditures bef Sale of Building	(3,424)	(39,218)	(39,714)	24,980	(62,422)	87,402	(48,938)	
Gain on Disposal of Building / Assets			0	381,500		381,500		
General Fund Expenditures in Excess of Revenue	(3,424)	(39,218)	(39,714)	406,480	(62,422)	468,902	(48,938)	

Salem Presbytery

Undesignated Church Support for Presbytery

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Jan	35,365	35,500	62,812	56,858	35,297	52,109	45,385	51,343	37,722
Feb	72,630	42,509	47,677	49,713	64,225	47,696	48,760	41,291	40,861
Mar	97,488	99,482	111,007	99,733	62,733	54,696	54,302	41,989	54,061
Apr	64,479	75,588	52,550	63,561	83,006	87,952	70,886	79,112	43,724
May	62,930	63,781	44,975	41,344	44,180	38,373	42,438	39,011	27,509
Jun	98,884	71,655	54,314	64,529	65,747	43,943	44,407	43,333	84,511
Jul	83,667	78,366	71,113	94,001	61,937	83,106	75,011	63,733	50,740
Aug	64,091	56,576	52,719	46,276	52,791	41,829	40,581	43,044	39,815
Sep	85,683	109,656	81,313	63,095	51,080	34,328	40,872	52,286	44,732
Oct	75,478	60,161	63,067	77,235	76,473	70,613	63,622	45,104	
Nov	79,537	58,184	51,527	58,848	61,394	68,713	48,941	36,427	
Dec	181,612	109,323	142,566	110,277	63,059	61,211	52,768	75,398	
Total	**1,001,845**	**860,781**	**835,640**	**825,470**	**721,922**	**684,569**	**627,974**	**612,069**	**423,675**
Dismissals/Closings			78,500	62,150	563,200	28,000	42,435	0	0
			914,140	**887,620**	**1,285,122**	**712,569**	**670,409**	**612,069**	**423,675**
Annual Budget	1,211,989	1,087,480	981,318	1,004,170	1,028,903	1,044,088	1,015,257	905,779	695,638
Annual % Received	**82.66%**	**79.15%**	**85.15%**	**82.20%**	**70.16%**	**65.57%**	**61.85%**	**67.57%**	**60.90%**
Year-to-Date:									
YTD Total	665,219	633,113	578,479	579,110	520,996	484,032	462,642	455,140	423,675
Budget Jan-Sep	908,992	815,610	735,989	753,128	771,677	783,066	761,443	679,334	521,729
YTD % Received	**73.18%**	**77.62%**	**78.60%**	**76.89%**	**67.51%**	**61.81%**	**60.76%**	**67.00%**	**81.21%**

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Dismissals / Closings:									
Winston-Salem First:									
Scheduled Pymts			78,500	30,000	25,000	20,000	15,000		
Early Payoff of 1c					313,200				
Memorial				10,000					
Buffalo				10,000					
Forest Park				12,150					
Mooresville First					225,000				
Eden First						8,000			
Christ - HP							27,435		
			78,500	62,150	563,200	28,000	42,435	0	0
									774,285

Salem Presbytery				
Fund Balances				
As of September 30, 2020				
	Beginning Balance	**Income**	**Expenses**	**Ending Balance**
Designated				
Assistance Ministries	682.99			682.99
Camp New Hope	116,682.57			116,682.57
Edward Webb	10,013.84			10,013.84
Whispering Pines	50,438.74			50,438.74
Church Growth	132,923.09	1,500.00	8,000.00	126,423.09
Designated Reserve	86,283.39		10,727.97	75,555.42
Designated Year-End	16,774.46			16,774.46
General Loan	150,000.00			150,000.00
Tzeltal	967.52			967.52
Youth Triennium	5,000.00			5,000.00
Temporarily Restricted				
Professionals & Pastors	5,932.50		1,500.00	4,432.50
Implementation - AA Churches	7,000.00			7,000.00
Synod/Duke Building	34,058.45	1,615.36	-	35,673.81
Black Caucus	2,129.74			2,129.74
Camp Scholarship	12,522.42	937.93		13,460.35
Sabbatical Support	-			-
Hispanic Ministry	73,654.21	14,040.10	6,124.59	81,569.72
Hunger International	78,971.90	28,499.78	30,000.00	77,471.68
Hunger Domestic	12,007.96	28,499.78	30,000.00	10,507.74
Peace & Justice	9,791.11	758.16	19.60	10,529.67
Self-Development of People	14,022.71			14,022.71
Seminary Education	23,809.33	462.50	1,500.00	22,771.83
Pass-Through		122,685.91	122,685.91	-
Virgil Ashbaugh	10,957.77	55.50		11,013.27
Campus Co-Op Ministries	6,935.07	(778.04)		6,157.03
Latta Scholarship	5,535.52	(1,441.73)	950.00	3,143.79
Cora Harrison	3,399.32	17.81		3,417.13
Stone Estates	111,944.99	605.31		112,550.30
DP Foust	82,959.74	785.34		83,745.08
Ruby Robertson	1,081.58	(484.17)		597.41
Mission Challenge	33,181.25	(5,459.85)		27,721.40
Maryland Hickerson	1,288.87	9.19		1,298.06
Roxanna Atwood	2,804.55	1,552.62	352.05	4,005.12
Permanently Restricted				
Virgil Ashbaugh	520.00			520.00
Latta Scholarship	21,727.65			21,727.65
Cora Harrison	260.00			260.00
Stone Estates	12,482.34			12,482.34
Ruby Robertson	7,602.84			7,602.84
Mission Challenge	70,565.42			70,565.42
Maryland Hickerson	600.49			600.49
Roxanna Atwood	25,000.00			25,000.00
Charles & Bonnie Simms	12,236.45			12,236.45
	1,254,750.78	193,861.50	211,860.12	1,236,752.16

Committee on Representation

Ray Mims and Sandy Kern, Co-Moderators

The Committee on Representation met on October 8, 2020.

For Information:

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

For Action:

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

<u>Budget and Finance</u>:

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

<u>Church Growth and Transformation</u>:

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

<u>Commission on Ministry East</u>:

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

<u>Commission on Ministry Central</u>:

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

<u>Commission on Ministry West</u>:

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

Committee on Preparation for Ministry:

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

Examinations:

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

Executive Council:

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

Permanent Judicial Commission:

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

Personnel:

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

Liaison to Implementation Team – Rev. Ken Broman-Fulks, HR

Commissioner to Synod of the Mid-Atlantic:

Class of 2021 -	Rev. Felicia Stewart Hoyle, MAL

Synod Nominating Committee:

Rev. Kim Priddy, Sedgefield

**If you have agreed to serve on a Presbytery committee and your name is not listed on this report, please tell the Stated Clerk or the COR Moderator so that a verbal addition may be made at the time of the report on the docket. Information received after the packet has been printed may not be reflected in writing in this report.*

PRESBYTERY REPORT TO SYNOD ON REPRESENTATION
2020 Form for Year 2019

Instructions: Please review the attached Guiding Statements page. For the edification of all, we ask that the Guiding Statements page be included when this report is submitted to the Presbytery.
(Use additional pages to complete any questions as needed.)

Presbytery Name: Salem

I a. If the Presbytery has a Committee on Representation (COR):

how often does it meet? 3-4 times annually

does it meet with the Presbytery Nominating Committee? yes

how does it report to Presbytery? directly, through docket time at Presbytery meetings

b. If the Presbytery does not have a COR, please describe how the oversight of appropriate representation is addressed?

II What is the size of the Presbytery? Churches 135 Members 21,685

What percentage of members are racial-ethnic minorities? 7.92% What percentage of Presbytery Committee members and leadership are racial-ethnic minorities? 7.31%

III. Of the Presbytery committee leadership positions:

How many are filled by women? 9 How many are filled by men? 14

IV. In the past 5 years, has the Presbytery elected an ethnic-minority Moderator of the Presbytery?

Yes_____ No √

V. What actions or initiatives has Presbytery Committee on Representation taken to include and engage ethnic-minority, and other under-represented members, in the work and leadership of the Presbytery?

Constant mention in publications and in Presbytery meetings for the need of a deep pool of volunteers for service to Presbytery.

VI. If the Presbytery employs paid staff, describe how attention is given for the need of diversity among applicants and among those hired?

When recruitment opportunities occur, we are committed to the recruitment of all talented individuals, and encourage ethnic minorities to apply. Over time, Salem's staff has had a healthy ethic and gender diversity. With the diminishing number of Presbytery staff, we have found ourselves diverse in gender and homogenous in ethnicity.

VII. The Presbytery representative to the Synod Committee on Representation is:

Rev. Kaye Barrow-Ziglar, from Logan, Scotts.
(Name) (Church, City)

VIII. The Synod Committee on Representation stands ready to help. What might the Synod COR do to assist your efforts to embrace and achieve diversity in the leadership and committees of the Presbytery?

Report submitted by David Vaughan Signature:

Phone # 336-766-3393 x131 e-mail statedclerk@salempresbytery.org

This document was/will be part of COR's report to Presbytery on 11/10/2020

Stated Clerk David Vaughan Signature:

Date David Vaughan

Please return this form on or before **(In office Deadline Date of August 15, 2020)**: via email to tscott@synatlantic.org or to Synod of the Mid-Atlantic, 3601 Seminary Avenue, Richmond, VA 23227.

SALEM

PRESBYTERY: 2020 - TABULATION REPORT – COMMITTEE ON REPRESENTATION (Edit Committee Names as Needed)

	Committee	Total	Male Clergy	Male Laity	Female Clergy	Female Laity	Asian Amer.	African	African Amer.	Hispanic Latino	Native American	Multi-Cultural	Middle Eastern	White	Other Self Ident	Person With Disability	Youth 25/ Under	Young Adult 26-35	Adult 36-64	Senior Adult 65+
1	Budget & Finance	9	4	2	2	~~12~~ 11			2					7					6	3
2	Church Development	12	5		6	1			1					11				1	8	3
3	Committee on Ministry	35	12	11	8	4	1		3					31				2	18	15
4	Presbytery Officers	2	1	1										2					2	
5	Presbytery Council	12	2	3	6	1			1					11				1	7	4
6	Nominating Committee																			
7	Commissioner to 224 GA/	6	1	1	2	2			1					5					4	2
8	Committee on Preparation	13	5	2	6									13					10	3
9	Committee on Representation	12	4		6	2			1					11				1	7	4
10	Permanent Judicial Commission	9	1	6	2				1					8					4	5
11	Self-Development of People																			
12																				
13																				
	TOTAL	110	35	26	38	~~12~~ 11	1		10					99				5	66	39

PRESBYTERIAN HERITAGE

Spring 2020 / Vol. 33, No. 1

James Forman addresses the 181st General Assembly. San Antonio, Texas. May 1969.

A CALL FOR REPARATIONS

On May 27, 1970, fasting commissioners at the 182nd General Assembly of the UPCUSA in Chicago assigned their meal money—$5,178.60—to the newly created National Committee on the Self-Development of People.

SDOP, which turns fifty this summer, grew out of the tumultuous events of the previous year, 1969, when James Forman called for "Christian white churches and Jewish synagogues" to pay $500 million in reparations to African Americans. Forman titled his list of demands the Black Manifesto.

(continued on page 3)

PRESBYTERIAN HISTORICAL SOCIETY

2019 Annual Report

inside

(page 5)

CONNECTING THROUGH COLLECTING

Active collecting is how PHS connects Presbyterian history with today's PC(USA) ministries. It's also how we inspire future ones.

From records and media of congregations, mid councils, and national offices to personal papers of missionaries, ministers, and lay Presbyterians, the materials brought into the PC(USA) national archives each year increase understanding of all it means to be Presbyterian—in 2020 and for decades to come.

PC(USA) churches PHS worked with in 2019

PHS assists congregations and mid councils by preserving church records from across the country in our state-of-the-art facility. We also help clerks of session and church staff by working directly with researchers looking for information about a worshipping community and its members. In 2019, PHS brought in 357 new collections—including large record shipments from the Presbyteries of Newark, Scioto Valley, and Central Florida—and answered questions from 276 congregations, mostly about depositing church records and digitization.

Scioto Valley Presbytery representatives depositing records

In the past six months PHS gathered personal papers of 20th century Presbyterian leaders such as Rev. Gayraud Wilmore, Amal Halaby Marks, David Sindt, and Rev. Howard Rice. We also are now the archives for Living Waters for the World, an interfaith ministry with Presbyterian roots.

If your Presbyterian family or Presbyterian-affiliated group is looking to preserve its vital history at PHS, please connect with us at **215-627-1852 or email us at** refdesk@history.pcusa.org

JOURNAL PREVIEW

In the Spring/Summer 2020 issue of *The Journal of Presbyterian History*, Thomas G. Nimick writes about China missionary Mary Morrison and her "industrial class" strategy for outreach to poor women. Also, Mark Banker examines the 200-year history of Bethel Presbyterian Church in Kingston, Tennessee, focusing on how the congregation has adapted to two centuries of religious and secular change.

Call 215.928.3865 to receive *The Journal* or visit history.pcusa.org/journal

Muekce Family Picnic. Kingston, TN, c. 1880.

FEATURE INITIATIVE: AFRICAN AMERICAN LEADERS AND CONGREGATIONS

The papers of Rev. Gayraud Wilmore, a Presbyterian civil rights leader whose oral history interview is featured in this issue, were collected as part of our African American Leaders and Congregations collecting initiative. By gathering personal records of leaders and original records of African American congregations and mid councils, PHS is documenting the integral presence of Black Presbyterians throughout the history of the PC(USA) and its predecessor denominations.

If you have records related to African American Presbyterian churches or leaders, please contact David Staniunas at **dstaniunas@history.pcusa.org** or call 215-627-1852. To make a financial gift to this collecting effort, please contact Kim Shiley at **kshiley@history.pcusa.org** or 215-928-3889.

Learn more about the AALC collecting initiative: history.pcusa.org/aalc

Left to Right: Chicago, IL, May 1970; Rev. Edler Hawkins, Rev. Gayraud Wilmore and Rev. John Duley, San Antonio, 1969; SDOP exhibit, Rochester, NY, 1971.

A CALL FOR REPARATIONS

(continued from page 1)

In an oral history interview from 1982, Rev. Gayraud Wilmore remembers the events of 1969 surrounding the manifesto and the United Presbyterian Church in the U.S.A.'s eventual response. Wilmore led the UPCUSA's Council on Church and Race from 1963 to 1972.

Although Forman wasn't Presbyterian, he had worked with Wilmore and other church civil rights leaders earlier in the Sixties, most prominently during the Hattiesburg Ministers Project voter registration campaigns in Mississippi. When the two met in April 1969 at the National Black Economic Development Conference in Detroit, Forman told Wilmore about the manifesto for the first time.

"I don't think I saw a document," Wilmore remembers during the oral history interview. "And I was not aware of the full implications of what he was talking about." Forman's list of demands included dedicated funds for Black schools, Black media, and Black community support—all to be administered by African Americans independent of white power structures. Still, Wilmore supported Forman's idea, telling him, "'Yeah, why don't you do it,' you know, that kind of thing. My attitude was that this might be something that would be worthwhile."

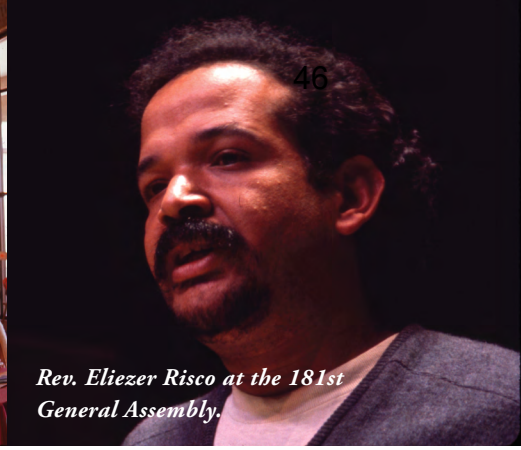
A month later, on May 4, 1969, Forman interrupted a service at The Riverside Church in New York City by climbing to the chancel and declaiming the manifesto before the mostly white congregation. His words were drowned out by the church organist, who played on while the pastor and worshippers left the sanctuary in silent rejection of Forman's words.

The UPCUSA, despite being one of the "white Christian churches" called out by the manifesto, issued no immediate response. Through May and early June, splinter groups of the Student Non-Violent Coordinating Committee and Black Economic Development Conference occupied offices at the Interchurch Center at 475 Riverside Drive in New York, including the UPCUSA's Board of National Missions and Commission on Ecumenical Mission and Relations, as well as the National Council of Churches. Depending on the political stripe of the occupier, the office spaces were referred to as "sit-ins" or "liberated territories."

A CALL FOR REPARATIONS

(continued from page 3)

San Antonio, TX, 1969.

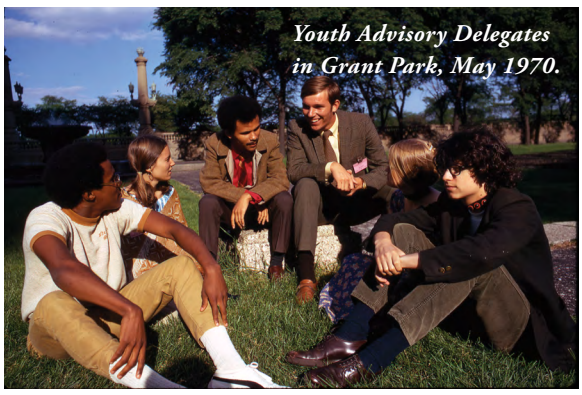


Rev. Eliezer Risco at the 181st General Assembly.

On May 15, at the 181st General Assembly in San Antonio, Forman presented the Black Manifesto before a national audience of Presbyterians, thanks in part to an invitation from Wilmore. Recognizing the related concerns of Latino pastors, Forman yielded the floor to Rev. Eliezer Risco, editor of *La Raza*, a publication Risco described as a "barrio communications paper." Risco linked the struggles of Black and Brown Americans to ongoing international struggles against colonialism, noting that a recent meeting of the World Council of Churches in Madras had called for the global church to dedicate itself to the "self-determination of people." The San Antonio General Assembly would later call for a commission to present a plan to the 1970 Chicago Assembly creating a grant-making body "to help deprived and dispossessed people."

Interviewed about the nascent fund in late 1969, past General Assembly Moderator Rev. Edler Hawkins said it would be modeled on the church-wide building needs drive, the Fifty Million Fund. When asked to respond directly to white fears that the Black Manifesto amounted to "blackmail," Hawkins gave a measured reply. "We have to consider the responsibility of the church to deal with the needs of people, while at the same time building in the whole principle of self-determination."

The Synod of Catawba, one of the UPCUSA's all-Black governing bodies, would present a plan for more than $17 million in economic support at the Assembly in Chicago. Additional calls for funding came from Native and Mexican American groups, Black Presbyterians United, and Forman's Black Economic Development Conference—requesting $25 million in reparations.



Youth Advisory Delegates in Grant Park, May 1970.

In response to these requests, and perhaps inspired by the fasting commissioners' collection in Chicago, the 1971 General Assembly in Rochester assigned gifts from that year's One Great Hour of Sharing campaign to SDOP; it also directed the committee for SDOP to plan a major fund-raising campaign. According to historian Douglas Clark, the UPCUSA was the only large denomination other than the Episcopal Church to provide funds in response to the Black Manifesto.

Between 1971 and 1985, SDOP would issue community-based awards in excess of the Synod of Catawba's $17 million proposal, crossing Forman's $25 million threshold in 1990.

"Many of the concerns about economic inequality and access raised in the manifesto have been integral to SDOP's ministry," said Rev. Alonzo Johnson, today's SDOP Coordinator. "In its 50 years, SDOP has walked with and listened closely to a radically diverse network of communities as we together carry out anti-poverty work, promote justice, and fervently pursue economic equity."

Learn more about SDOP:
presbyterianmission.org/ministries/sdop

Listen to Wilmore's oral history interview and view materials from his personal papers in Pearl:
digital.history.pcusa.org/afamhistory

Read African American history stories on the PHS website: history.pcusa.org/afamblogs

ANNUAL REPORT 2019

DEAR FRIENDS,

For the Presbyterian Historical Society, 2019 was a year of transition and change. Even now, in spring 2020, the onset of the coronavirus has brought additional challenges. And yet the PHS staff and board remain dedicated to our core mission and emboldened by a renewed sense that we have much to contribute to the Presbyterian Church (U.S.A.) and the wider community.

Four initiatives focused our work in 2019. "Building Knowledge and Breaking Barriers," our collaboration with the Community College of Philadelphia, filled our spaces with students and professors using PHS materials to study history, architecture, and creative writing. Almost 500 photographs from the Religious News Service are now in our digital archives, Pearl, thanks to a lot of dedicated work by PHS staff. We also made great strides in furthering two initiatives to intentionally collect the history of LGBTQIA+ Presbyterians and African American Leaders and Congregations.

These new initiatives are transforming the ways we serve the church, our communities, and the world—and our core mission to collect and preserve the records of the PC(USA) makes everything possible. Our work stands on the collections we have built, the resources we have preserved, and the technologies we have developed to share Presbyterian and Reformed history worldwide. None of this would be possible without the faithful contributions of our expanding family of supporters. We are so grateful for all of you.

As we move through this period of immense challenge and uncertainty, we unite with you in the belief that authoritative and accessible history is vital to understanding these unprecedented times.

Peace be with all of you,

Nancy J. Taylor

Executive Director

Ernest R. Higginbotham

Chair of the PHS Board of Directors

HELPING RESEARCHERS

PHS STAFF PROVIDED **3,106** DETAILED REFERENCE RESPONSES TO PATRONS IN OUR BUILDING, OVER THE PHONE, AND BY EMAIL

PEOPLE FROM **35** DIFFERENT STATES AND **12** COUNTRIES VISITED OUR BUILDING

3,009 COLLECTION ITEMS WERE RETRIEVED FOR RESEARCHERS

555 GENEALOGY RESPONSES PROVIDED

155 COMMUNITY COLLEGE OF PHILADELPHIA STUDENTS EXPLORED PHS MATERIALS

128 INQUIRIES PERTAINED TO THE CREATION OF A BOOK

SERVING THE PC(USA)

749 INQUIRIES FROM PC(USA) CHURCHES, MID COUNCILS AND NATIONAL AGENCIES—OUR LARGEST PATRON GROUP

351 CHURCHES RECEIVED PHS REFERENCE HELP

ADDING RECORDS AND PERSONAL PAPERS

64 ACTIVE CONGREGATIONS SENT RECORDS TO PHS

205 CUBIC-FOOT BOXES FROM **12** LARGE COLLECTIONS PROCESSED AND MADE AVAILABLE TO RESEARCHERS

PROVIDING DIGITIZED HISTORY

IMAGES AND PAGES DIGITIZED: **74,713**

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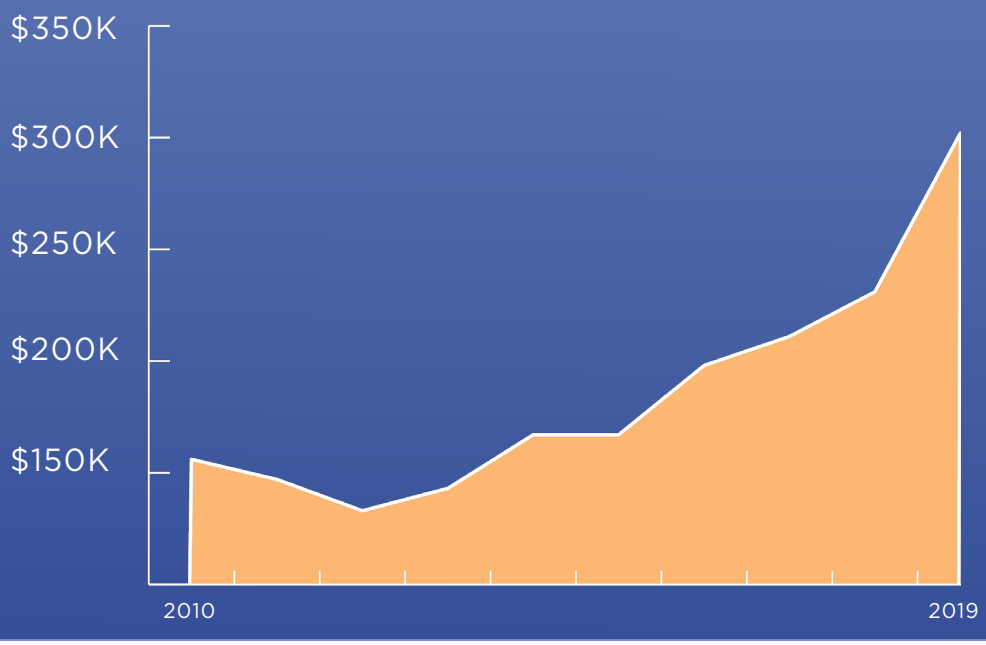
PHS continues its upward trend and accelerated growth in fundraising, far exceeding the national average in many areas. Over the past 10 years, our fundraising capacity has grown 94%. Our family of donors from across the United States and around the world is helping us expand our capacity to collect, preserve, and share the story of the American Presbyterian experience. Thank you!

Fundraising Results 2010–2019

Increase of 94%



Total Contributed Revenue 2018 to 2019
↑18%

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Revenue per Donor
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WHY I GIVE: YUSHIN LEE

I am inspired by the meaningful work of the Presbyterian Historical Society and cannot help thinking that it was the all-knowing God who miraculously connected me with PHS.

As the National Caucus of Korean Presbyterian Churches prepares to celebrate the 50th anniversary of our immigrant ministry in this land, we have made it our mandate to collect and preserve our stories to tell our descendants. I believe that the dedicated and experienced staff of PHS will help us fulfill that mandate.

Yushin Lee is a member of the PHS Board of Directors

To help this effort I have created a special Korean language brochure urging our congregations to deposit their historic records at PHS.

I am honored to serve on the Board and to financially support PHS' mission, faithful staff, and invaluable service to the Church and society.

PHS was blessed in 2019 with a record number of researchers to our building, including scholars, national church leaders, and members of Presbyterian worshipping communities from across the nation. Our four feature initiatives allowed us to interview history makers, turn PHS into a primary-source classroom for community college students, and share digitized Presbyterian history—and ecumenical history—with the world. We are extremely fortunate to receive sustaining financial support from the Office of the General Assembly, the PHS Board of Directors, and hundreds of individual donors and church members. We look forward to welcoming many more friends and supporters to the PHS family in 2020.

1 Miles Grosbard and architectural history students from the Community College of Philadelphia, September.

2 Volunteer Janet Lowery and Archivist Elizabeth Wittrig with Voices of Sophia records, April.

3 Public Services Associate Sonia Prescott with Community College of Philadelphia students, February.

4 First Presbyterian Church of Allentown, PA visited PHS with Board member, Marsha Heimann, November.

5 PHS Board member Michael Livingston with PHS Advisory Council Member Shirley Satterfield, September.

6 PC(USA) A Corp president Kathy Lueckert during A Corp board meeting at PHS, October.

7 Deanna Ferree Womack visited PHS to research women missionaries, March.

8 Archivist David Staniunas and Co-Moderator Vilmarie Cintrón-Olivieri during the PHS Board and COGA joint meeting, April.

9 Mission co-workers Yen Hee Lim and Rev. Choon Lim researched at PHS, August.

10 PHS Board Chair Ernie Higginbotham, April.

11 Community College of Philadelphia students exploring collection materials, September.

12 Courtenay Willcox and Greg Klimovitz of the Presbytery of Philadelphia, October.

An Expression of Gratitude

Each year we acknowledge and honor the many individuals and organizations that have supported us throughout the previous year. It is impossible to express our gratitude for the countless ways so many have given to PHS in 2019. Please accept our profound thanks for your many gifts that have helped us collect, preserve, and share the story of the American Presbyterian experience.

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PHS continues to collect the stories of people and organizations that engaged in the forty-year movement to enable ordination and marriage rights for LGBTQIA+ Presbyterians through the Pam Byers Memorial Fund.
Featured image—Barry Smith recalls meeting David Sindt: youtube.com/PresbyterianHistSoc

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We also wish to thank the following organizations and individuals for depositing or donating church records and other archival materials to PHS in 2019.

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National Council of Churches of Christ in the USA
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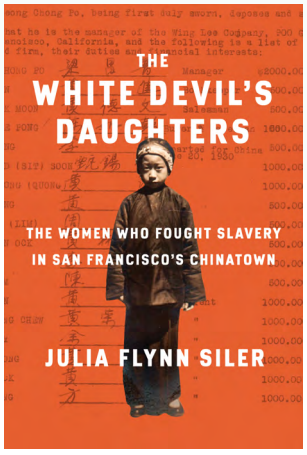

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Presbyterian Heritage is published twice a year by the Presbyterian Historical Society, Presbyterian Church (U.S.A.)

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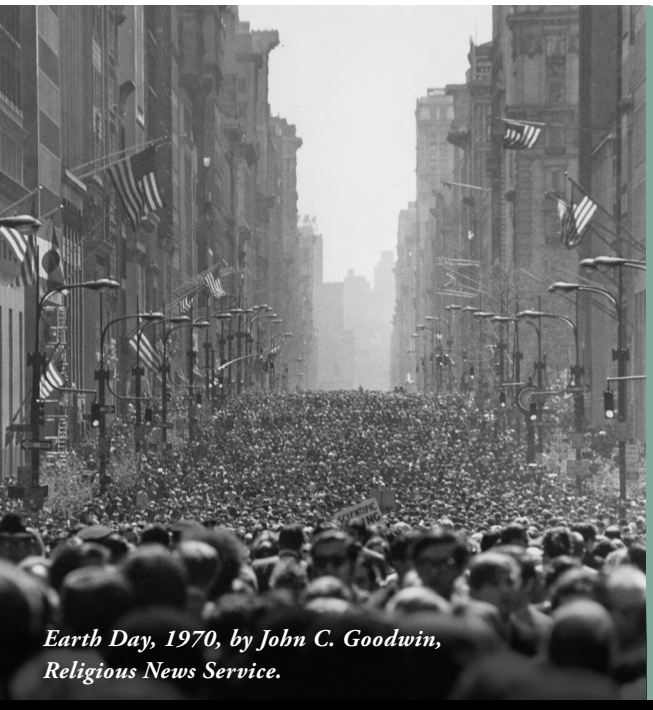


Earth Day, 1970, by John C. Goodwin, Religious News Service.

50 Years of Earth Day

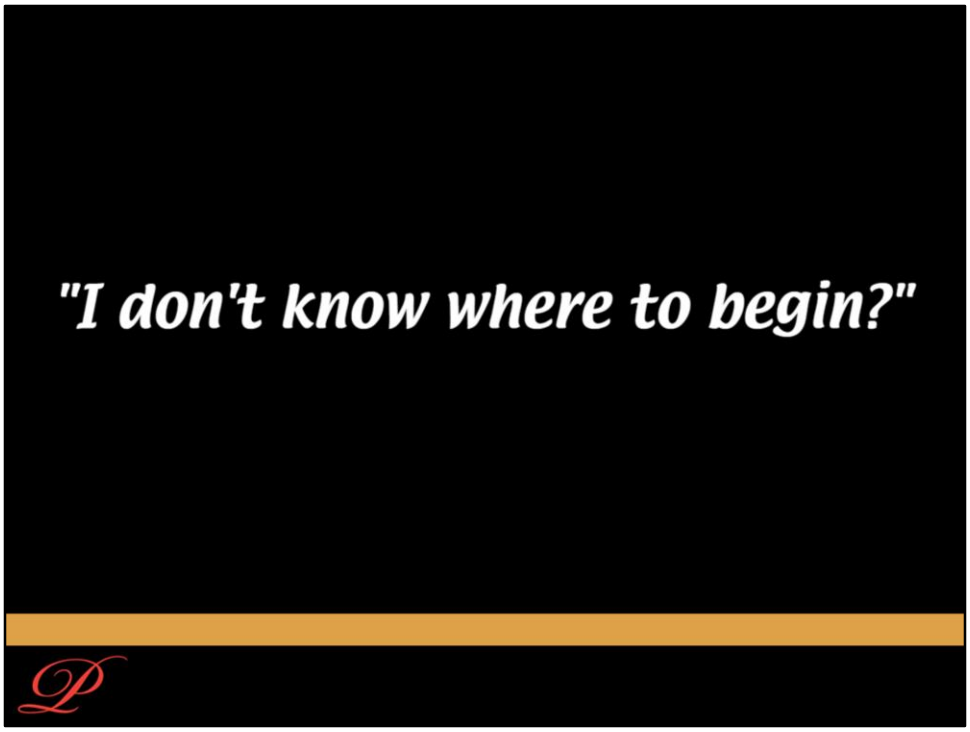
HERITAGE SUNDAY

CHRISTIAN RESPONSIBILITY *for Environmental Renewal*

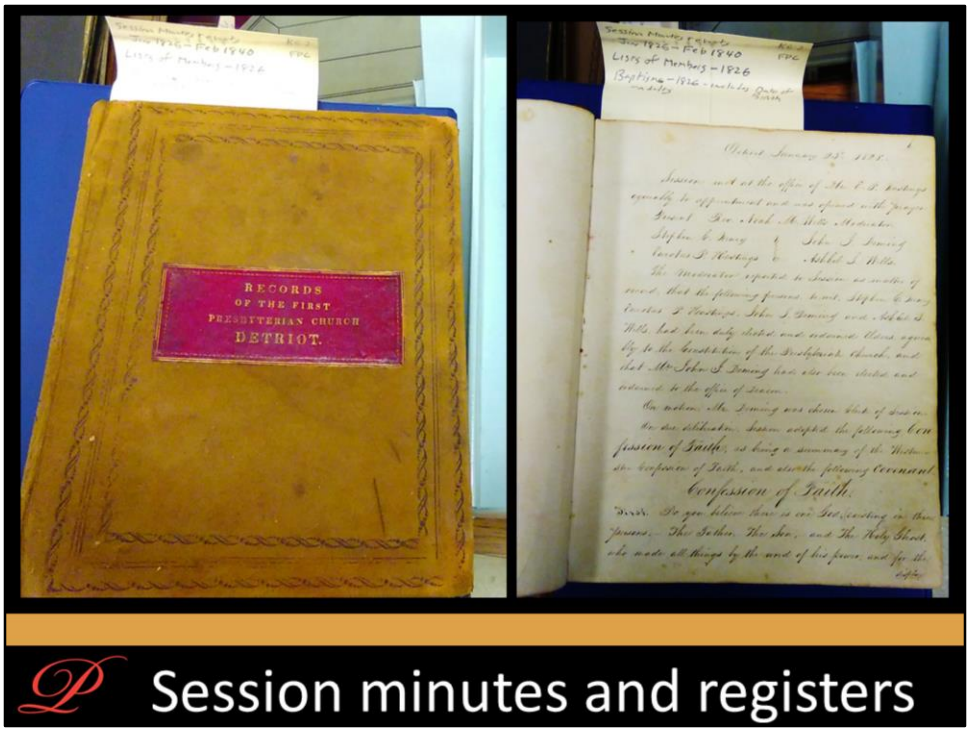
The first Earth Day was April 22, 1970. That same year Presbyterians began a study on threats facing human survival on our planet, a process that culminated with the influential report "Christian Responsibility for Environmental Renewal." Download our 2020 Heritage Sunday church bulletin insert and past inserts:

history.pcusa.org/hs

The mission of the Presbyterian Historical Society is to collect, preserve, and share the story of the American Presbyterian experience with Presbyterians, the scholarly community, and the general public. Unless otherwise stated, all images come from the PHS collection.

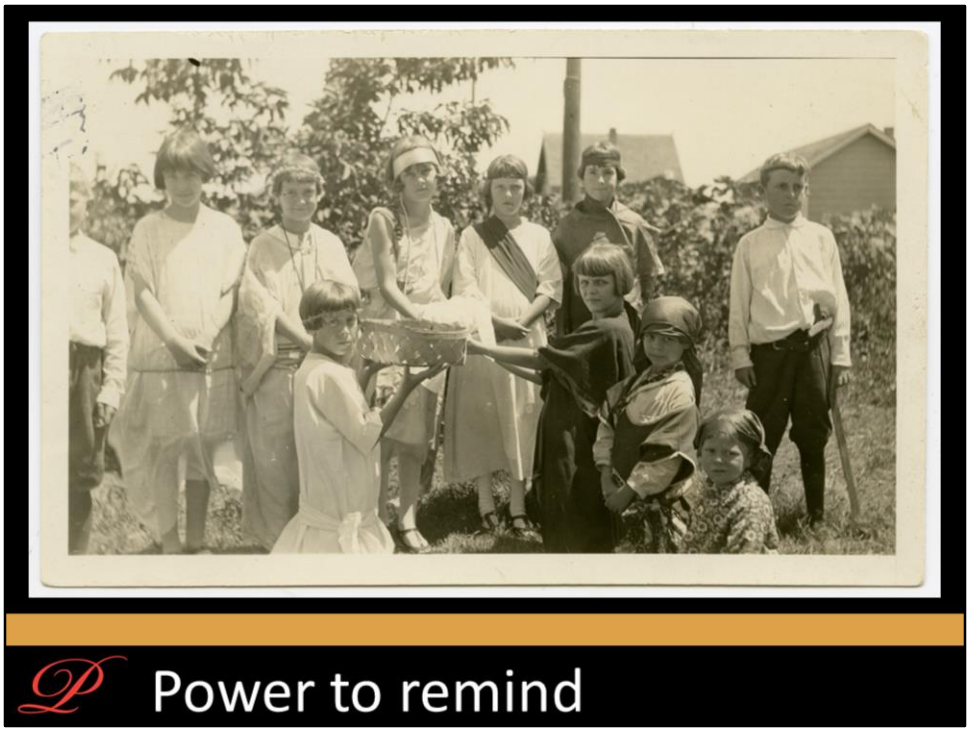

"I don't know where to begin?"

Very often, when dealing with records of a congregation, clerks of session and church administrators may be confronted with a large body of heterogeneous material. In this kind of scenario, I've found that the best thing to do is to know the body you want to pull out of the wreckage: in our context, first look for session minutes, and registers.



Session minutes and registers (pictured here, the first volume of minutes of the First Presbyterian Church (Detroit, Mich.) from 1826) are the vital records of the congregation. They make your organization real and accountable to its constituents; maintaining them is in the Book of Order.

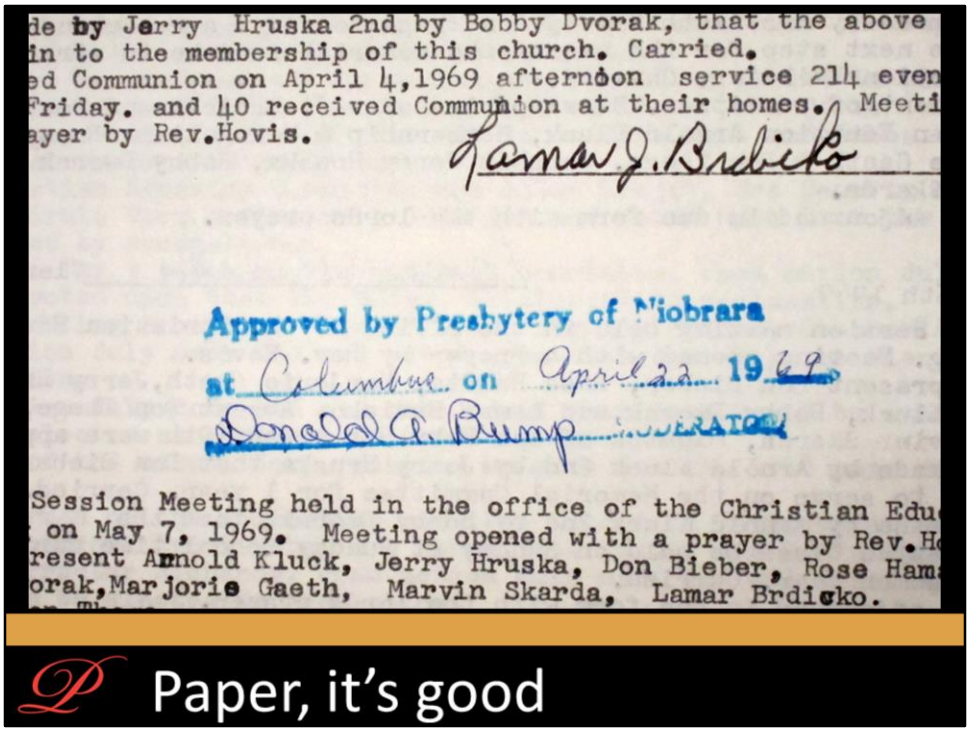
There are also materials that we consider permanent, and will bring on deposit, but which may alternately carry more power locally. Minutes and registers may formally constitute an organization, but it's the creation of newsletters, histories, photographs, scrapbooks, and other material that documents the social presence of the congregation. Pictured here is a proud girl scout from Bay Ridge United Church (Brooklyn, N.Y.)



A constituent at an event I was at, upon hearing I was from the national agency offices of the PC(USA), asked me "What is it that you're doing for the impoverished children, the children who don't have anything to eat." I was put a little bit off my game, but I came up with something like: Not a thing. Your church does that work in the world. I work for the archives, and it's our job to remind you of that work, to remind you of who you are supposed to be. This is the discovery of the Baby Moses, part of a Children's Day pageant at the Bohemian Brethren Church of Omaha, Neb. Records here speak to contemporary concerns – how has the church spoken to young people; what is the purpose of a language-based presbytery. We recently fielded requests from synods regarding the history of the so-called "language" presbyteries – groups of Welsh, Bohemian, Magyar, and other European Presbyterians which came into the PCUSA in the late 19th and early 20th centuries, and kept minutes in a non-English language. We bear testimony to the historic capacity of American Presbyterians to welcome immigrant populations to the table.

Much of the rest of the material that you find will have been created in the course of the church doing its business. Most financial records – paid bills, bank statements, expired insurance policies – can be securely shredded after the period of their usefulness has ended.

"Wait, you're saying I should use paper for permanent records?"



We continue to recommend acid-free paper as the preferred carrier of text for the very-long term. You will continue to live in a hybrid paper and born-digital environment because of the different virtues of paper and digital formats as carriers of text. Paper is the cheapest reliable steady-state carrier of text over the long term. Best practice, as far as I've seen is what the Presbytery of New York City does. They publish their minutes to the web in PDF, store PDF/A copies on their local network and in the cloud, and print an official version to acid-free paper, storing the paper in the classic three-post Cokesbury binder. When the binder is full, they have the 300 or 400 pages hardbound, and they deposit that with us.

In the very near term, committing text to acid-free paper helps some of us with the intellectual problems of born-digital recordkeeping: bulk and authenticity. Having a solid-state version of text means you're less likely to throw the whole kitchen sink into your minutes; you're reducing the bulk of your records to essential functions, and making them comprehensible to future users. Also, having one version of your minutes that receives a stamp from a reviewing body clarifies the relationship among copies; you're reinforcing a source-surrogate relationship.

(As an aside, once you expand the preservation horizon to 100 years, printing minutes to paper gains an interesting advantage over PDF/A: its carbon footprint. A round figure for cloud storage of 1.5 GB of data – about what the average congregation digitization project, some 2000 pages, takes up in PDF/A for us – is 1.5kg of CO_2 per year: meaning 150kg over 100 years. The same 2000 pages, or 18kg of acid-free paper, has a carbon footprint of 2kg per 1kg, or 36kg for the century.)

Congregation Records Retention Schedule

Minutes	**permanent**
Registers	
Annual reports	
Bylaws/charters	
Incorporation records	
Annual budgets	
Annual audits	
Annual financial statements	
Manuals/handbooks	
Newspapers/newsletters	
Brochures/promotional materials (1 copy)	
Photographs	
Scrapbooks	
Architectural drawings, plats, plans, blueprints	
Wills, bequests	
Legal/judicial cases	
Loan agreements	satisfaction + 20 years
Property appraisals, records of sale	20 years after sale
Contracts	active + 3 years
Personnel records/employee records	employment + 7 years
FICA / W-2 records	7 years
Accounts payable invoices	3 years
Accounts payable	7 years
Accounts receivable records	3 years
Bank deposit slips	3 years
Bank statements	7 years
Canceled checks	7 years
Cash receipt records	3 years
Data for updating mailing lists	1 year
Mailing lists	active
Periodic financial statements	2 years
Expense reports	7 years
General/routine correspondence	3 years
Invitations	1 year
Petty cash records	7 years
Receipts of purchases	7 years
Meeting notices	1 year
Travel plans/arrangements	1 year
Resource files	active

PC(USA) DIGITIZATION REQUEST FORM
church records

CONTACT PERSON: _____

CHURCH NAME: _____

BILLING ADDRESS: _____

_____

SHIPPING ADDRESS: _____

_____

TELEPHONE: _____

EMAIL: _____

Send invoice: ☐ via MAIL to the billing address above ☐ via EMAIL to the email address above

Are you depositing records at PHS? ☐ **yes** ☐ **no**

I hereby request digital reproductions of the church records listed on the reverse side of this form.

SIGNATURE: _____ DATE: _____

TERMS & CONDITIONS:

Types. This form is reserved for PC(USA) entities requesting scanning of their church records. Scanning is limited to bound volumes and loose pages up to 16" x 24" in size.
Estimates. To help congregations and mid councils accurately budget their digitization project, the society will provide an estimated page count. The society cannot guarantee the accuracy of estimates supplied by congregations.
Specifications. Records are scanned in full (24-bit RGB) color at 300 dpi resolution. Documents will be made text searchable whenever possible. Please note that OCR (Optical Character Recognition) software will not work with handwritten text, some older printed or decorative fonts, and certain languages.
Turn-around. Digital files are typically delivered 1 to 3 months after the order is received, depending on the size of the project. Please contact us for an estimate.
Pricing. PC(USA) congregations and mid councils receive a discounted rate of $0.60 per image and are *not* required to pay a set-up fee. Congregations signed up for the society's membership program at the Steward Level receive a discounted rate of $0.45 per image. All orders under $50 must be paid in full in advance. Orders $50 and over require a deposit equal to 50% of the estimated cost. The remainder of the cost will be billed upon completion of the project. Your invoice will be sent after we receive your signed form.
Delivery. Each volume scanned will be delivered as an individual PDF file. Files are delivered electronically via a download link (free) or on a CD/DVD or USB drive for an additional charge of $15.00 per storage media. Shipping fees are waived for PC(USA) entities.

PC(USA) DIGITIZATION REQUEST FORM

church records

Please read, complete, and sign other side.

CHURCH RECORDS INVENTORY:

LOCATION	TITLE/DESCRIPTION	IMAGE ESTIMATE

ESTIMATED COST:

This request form is not an invoice. A separate invoice for a deposit payment will be sent to you after you agree to the estimated cost listed below by signing and submitting this form. Please wait to make your payment until after you receive the invoice.

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requires congregational membership at Steward Level

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Philadelphia, PA 19147

Olanda Carr

East Region

5649 Berry Ridge Drive
Harrisburg, NC 28075

704-379-7909
888-711-1318 toll free

olanda.carr@presbyterianfoundation.org

Presbyterian FOUNDATION

Dear friends in Christ,

This year has challenged pastors and congregations like no other. I am deeply appreciative of all that you've done to keep your congregation connected and serving – and I am here to support you. I understand the challenges of ministry and can help you discern the best ways to lead your congregation. Please get in touch if I can assist you!

Online Giving

If your church has not set up online giving yet, I can help you get started. The Presbyterian Foundation offers an online giving portal (www.presbyterianfoundation.org/onlinegiving/) that handles all of the administrative tasks of processing gifts, transferring funds to your church once a month (more often by request). No set-up fees required. Please get in touch with me if you'd like to set up online giving.

Resources During a Pandemic

The Presbyterian Foundation has compiled resources to help your congregation deal with the challenges of worship and serving your community during a pandemic. Find those at www.presbyterianfoundation.org/covid19.

Stewardship

As you approach the fall season, you may be thinking about Stewardship. Stewardship Navigator (https://stewardshipnavigator.com) is a new resource that you may find helpful. It is an online resource available at no cost for PC(USA) churches. You can sign up for an online account and find resources on all aspects of stewardship, including an online calendar.

I am happy to set up a time to talk to you, your pastor or other church leaders about creating theologically sound stewardship campaigns that invite all of your members to participate.

"Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received." — 1 Peter 4:10

"The Presbyterian Foundation is a wonderful resource for local churches. First of all, it helps the pastor not have to carry all the water of stewardship education. The Foundation has helped us realize a variety of giving methods, and we know that has increased the giving, particularly of our younger cohort." — Rev. Louise Westfall, Pastor

Planned Giving

Working through a plan for your estate is essential, and such a big relief for those who accomplish this task. Members of your congregation may find it helpful to have a session on **estate planning** (**www.presbyterianfoundation.org/wills-legacy-giving/**)while their calendars are free of the typical events of fall. I can lead a webinar or other similar session with members of your congregation who are ready to take this important step.

Investments

As you plan for the future of your church, it may be time to consider who holds your church's investments. Do you receive personalized service from those who manage those accounts? Can you get help when you need it? Are your investments held in ways that are consistent with Presbyterian values? I can talk with you about meeting your investment needs in socially responsible investments that help you meet your financial and moral objectives.

"The Presbyterian Foundation is a partner with us, and in being a partner, they are helping us be what God has called us to be." —Rev. Jeremy Jinkins, Pastor

NEW in 2020!

Church Financial Leadership Academy

Few pastors or commissioned ruling elders would say that they had adequate financial training for leading their church. That's why we created the Church Financial Leadership Academy. It's a Netflix-style website for church leaders who need resources to bolster their knowledge of church finances – and it's offered free of charge, thanks to a grant from the Lilly Endowment Inc. You can find it here: **https://churchfla.com/**

BREAD FOR THE WORLD – WHO WE ARE

Bread for the World is a collective Christian voice urging our nation's decision makers to end hunger at home and abroad.

We can end hunger in our time. But churches and charities can't do it all. Our government must also do its part.

By changing policies, programs, and conditions that allow hunger and poverty to persist, we provide help and opportunity at home and far beyond where we live.

Bread equips people to write personal letters and emails, meet with their members of Congress, and to work with others to end hunger. Through making our voices heard in Congress, where with the stroke of a pen, policies are made that redirect millions of dollars and affect millions of lives, we make our nation's laws fairer and more compassionate. We leverage big changes for people in our country and around the world who struggle with hunger.

Congress Must Care For Our Neighbors in Need

Comprehensive COVID-19 Relief Needed Before Elections

Dear Friends,

Right now, we are facing two unprecedented crises — a global pandemic and a global hunger crisis.

In the United States, 1 in 3 families with children do not have enough to eat, while nearly 40 percent of Black and Latino families with children are struggling to put food on the table. Worldwide, more than 270 million people are on the brink of starvation.

Meanwhile, negotiations on a second stimulus package in Congress have stalled. **Children and families are hungry right now and cannot wait any longer.**

Email Congress Now!

Just two weeks ago, thousands of Bread members were successful in asking Congress to keep the federal government open and extend Pandemic-EBT for a full year. Now, children who depend on school meals can still be fed while schools are closed due to the pandemic. Advocacy is making a difference, but Congress must do more.

Rosa, God calls us to care for our neighbors in need (Matthew 25:35, 40). **Email your members of Congress now** and urge them to resume negotiations and pass a comprehensive COVID-19 relief package before the November elections that includes assistance for families struggling with hunger.

In Christ,

Rev. Eugene Cho

President, Bread for the World

The Other Way Covid Will Kill: Hunger

https://www.nytimes.com/2020/09/11/business/covid-hunger-food-insecurity.html

Nutrition and COVID-19: Malnutrition is a threat-multiplier

https://globalnutritionreport.org/blog/nutrition-and-covid-19-malnutrition-threat-multiplier/

THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

I hope all are healthy and well. I wish we could be together in person, but as the coronavirus pandemic prevents that from happening, I write to share these key updates from the Board of Pensions. If you have questions, my colleagues in Philadelphia and I are happy to assist.

Blessings,

Elizabeth Little
Church Consultant
M: 252-723-8653
elittle@pensions.org

Member/Employer Services
800-773-7752
Mon-Fri 8:30-7:00pm EST

Statement on Racial Justice

The Board of Pensions stands in support of racial equality, and against deeply ingrained prejudices against Black Americans and other people of color simply because of the color of their skin. With full support of all at the Board, we share this statement with you. Follow the link to read the full text of the statement. Translations in Korean and Spanish are available as well.

2021 Annual Enrollment

The selections you made on your 2021 Employer Agreement determine the benefits options and costs your employees will see during this year's annual enrollment, from October 26 through November 13. Look for emails, news articles, and more from the Board of Pensions to help your employees understand their options and make the best decisions when choosing their benefits coverage for 2021. For more information about this, you can access the Annual Enrollment Employer Toolkits.

Other Notable Headlines

- PC(USA) racial justice resources – For more resources regarding racial justice, please visit PC(USA)'s website.
- COVID-19 resources – For more resources from the Board of Pensions regarding COVID-19, please visit our website.
- State-based pricing for the dental PPO plan begins in 2021—Previously, there was a single price for the national plan. Pricing details will be available in your employer agreement.
- THRIVE - Plan members and their spouses or partners are educated and engaged in personal financial planning as part of a larger exploration of identity, health, and vocation in retirement.
- A 2% Experience Apportionment for the Pension Plan took effect July 1—These are increases in accrued pension benefits for both active and retired pension plan participants. Pensions have increased 26.4% over the past eight years due to experience apportionments.
- Call to Health Continues! Pastors and church staff covered under the Medical Plan have until November 13 to get the 1,000 points needed to lower their deductibles in 2021. Required annual check-ups may be completed virtually. Encourage them to 'Answer the Call' today!

Changes to benefit offerings for 2021

The Board of Pensions has announced changes to the Benefits Plan that extend support to more ministers and add benefits that promote financial protection for all church workers effective January 1, 2021. Employers can choose benefits for 2021 beginning July 20.

Minister's Choice benefits package added

To address the Board of Pensions' concern that too many ministers are not enrolled in the Benefits Plan, the 2021 plan offers two benefits packages for PC(USA) ministers: the existing Pastor's Participation and the new Minister's Choice.

Enrollment in Pastor's Participation, a comprehensive benefits package with medical coverage and pension participation, is required for installed pastors and may be offered to any minister with a minimum 20-hour workweek. Dues, paid in full by the employer, will remain at 37 percent of effective salary for 2021, with no reduction to existing benefits and the addition of the new Temporary Disability Plan.

Benefits Packages		
	Pastor's Participation	Minister's Choice
Medical Plan	● PPO (includes EAP)	EAP only
Death and Disability Plan	●	●
Temporary Disability Plan	●	●
Defined Benefit Pension Plan	●	●

● Included in package

Minister's Choice, available for non-installed ministers working at least 20 hours a week, includes pension, death and disability, temporary disability, and the Employee Assistance Plan. The cost is 10 percent of effective salary, also fully employer paid.

Minister's Choice also opens the door for eligibility to assistance and education programs that have been available only through Pastor's Participation, such as CREDO and Minister Educational Debt Assistance.

New Financial Protection Programs

For 2021, the Board of Pensions has added financial protection options, including the Temporary Disability Plan, Long-Term Disability Plan, and an expanded term life benefit.

The Temporary Disability Plan provides a partial weekly income for up to 90 days of disability, with a 14-day waiting period before benefits payments begin. Employers pay the full cost for ministers enrolled in Pastor's Participation and Minister's Choice. Employers may offer it outside of those benefits packages, with the employer or the member paying the full cost.

The Long-Term Disability Plan offers financial protection for employees with a disability that surpasses 90 days, providing a partial monthly income throughout their disability. Employers may offer the plan to employees who are not enrolled in the Death and Disability Plan (which includes a long-term disability benefit) and are working at least 20 hours per week. Employers pay the full cost of coverage.

The Term Life Plan offers the same low-cost coverage available in the 2020 Benefits Plan. But in addition to a fixed amount of coverage (from $5,000 to $50,000), it includes a new feature — an income-based benefit amount, equal to one times a member's effective salary, capped at $50,000. Under either option, employers pay the full cost of coverage.

The Board of Pensions' goal is for every minister and church worker to have access to quality benefits in support of well-being. The 2021 Benefits Plan advances on that goal while also enabling more ministers to access assistance and education programs designed to help them devote their best gifts to ministry.

CHURCH CAMPAIGN SERVICES

September 22, 2020

Greetings Salem Presbytery,

Is your church full of cheerful givers? Do your members find their faith energized by their offerings?

Fortunately, building a "culture of generosity" can bring these benefits and create more opportunities for ministry by raising more money. Salem Presbytery's two-year Culture of Generosity program will transform the giving culture of your church.

Sedgefield Presbyterian Church in Greensboro participated in the first round of the program. Their pastor, the Rev. Kim Priddy, had this to say:

> "We increased our giving by almost $200 per unit average. We increased our total units giving from 50 to 55. We learned about Legacy Giving, and our church has benefited from that as well; we received our first legacy gift this past month."

There is still time to join the Culture of Generosity program. Please contact me within the next month to get started. Though the first workshop occurred on September 12th, you can quickly come on board by viewing our workshop videos.

You may register at this link – http://bit.ly/salem-generosity

See the attached flyer for more information and contact me directly with questions.

Grace and peace,

Rev. Michael Erwin, Director
Church Campaign Services
www.churchcampaignservices.org
michael@churchcampaignservices.org
(812) 250-9399

Creating a Culture of Generosity
Salem Presbytery, 2020-2022

Please review details of the program below before committing your congregation. You may register your church at the link below and submit the initial $250 to the presbytery office.

Please note: the success of this program for your church depends on a Stewardship & Generosity Team consisting of the senior pastor and three to six lay leaders.

How Do We Build a Culture of Generosity in our Church?

There is no cookie-cutter approach to designing a stewardship plan – every church is unique. Creating a Culture of Generosity is an 18-month learning community for the congregations of Salem Presbytery. Four workshops will address topics directly related to raising money for ministry, as well as go deeper on the interrelated dynamics of faith, spirituality, and giving.

Congregational teams will craft short- and long-term action plans to implement between workshops. An investment in stewardship today will reap rewards many times over in the years to come.

Inspire Generosity and Stewardship in your congregation:

- **SHATTER THE TABOO OF MONEY-TALK** and improve the capacity to have faith-filled conversations about money.
- **ENGAGE GIVERS AS PARTNERS IN MISSION** rather than donors to ministry.
- **INVITE DEEPER GENEROSITY** from your membership and inspire growth in cheerful, excited giving.
- **EXPLORE** how a deepening spirituality **TRANSFORMS GIVING**.

Cost for the program is $500 per congregation, payable to Salem Presbytery in two payments of $250. **Please commit to for ALL FOUR dates below.**

Workshop Dates

- Sept 12, 2020 (virtual)
- May 8, 2021
- Sept 11, 2021
- April 30, 2022

Register at this link – http://bit.ly/salem-generosity

Salem Presbytery

Connect With Your Community

A Webinar on Developing a Branding and Communications Strategy

Join the Rev. Richard Hong of First Presbyterian Church of Englewood (NJ) for a discussion of how your church can present a more effective message to the world.

THURS NOV 19 • 2:00 - 3:30 PM

Registration is free at:
fpce.us/salem

ASSOCIATION OF PRESBYTERIAN CHURCH EDUCATORS

Do you know what APCE is? The Association of Presbyterian Church Educators has been training, connecting, enriching, and supporting women and men who serve in the role of Christian educator for 50 years! In celebration of our 50th Anniversary, we have some exciting ways that congregations and individuals can join in the continued ministry of APCE.

1. Become a Legacy Partner by remembering APCE in your estate planning.
2. Honor or Remember an Educator to help celebrate our 50th year!

I know that estate planning takes a little more prayerful consideration, and while everyone is prayerfully considering...

I ask all to Honor or Remember an Educator! Invite your congregations to celebrate the educators that currently serve (paid and volunteer) and those who have served in the past. Giving to the APCE Endowment is a great way to help this professional organization continue making an impact on those serving in the role of faith formation and Christian education both now and in the future.

I hope that everyone will join in this celebration!

Peace,
Charlotte Nance-Allbright, MACE, MSW, CCE
Director of Christian Formation and Education
First Presbyterian Church of Burlington, NC
910-774-2151

APCE ENDOWMENT
Become a Legacy Partner

….***because growing in faith matters***. Making a legacy gift to the APCE Endowment supports APCE as we seek to transform lives through rich and valuable faith formation.

These gifts are a way we all can deepen our response to God's grace.

Any information you can share through this form provides the church a non-binding record of your bequest intentions.

Name(s): _____
Address: _____
Phone: _____ Email: _____

Opportunities to make a Gift:

____ **One Time Gift**. I would like to make a one time gift of $_____ to the APCE Endowment.

____ **Bequest**. Under the terms of my estate plan, funds will be directed to the APCE Endowment for the future work of faith formation.

By making this gift, you become a Legacy Partner. In an effort to inspire others to be called to make similar gifts, we would like to list Legacy Partner members in APCE publications and/or recognize you at the 50th Anniversary Event and future years. Please indicate your preference:

___ I would like to be listed as a Legacy Partner
___ I wish to be an anonymous Legacy Partner

Please return this information to: *treasurer@apcenet.org*

Make your donation by Credit card online:

https://apcenet.org/support/endowment-fund/

Donations can be sent to : Make Checks payable to APCE

CLA (CliftonLarsonAllen LLP)

901 North Glebe Road, Suite 200, Arlington, VA 22203

APCE 50th Anniversary Celebration
Honor or Remember an Educator

….***because growing in faith matters***. On the 50th anniversary of APCE, the Association of Presbyterian Church Educators, remember and/or honor those who walked alongside you throughout your faith journey. We want to give you the opportunity to celebrate these individuals.

Remember these educators with a gift to the APCE Endowment. Your gifts will be included in a celebration flyer and we will honor these rich connections throughout the 50th celebration. We thank you for your gifts to the APCE endowment. These gifts are a way we all can deepen our response to God's grace.

YOUR Name(s): _____
Address: _____
Phone: _____ Email: _____

Opportunities to make a Gift:

____ **Honoring an Educator**. I would love to make a $50 gift or $____ gift honoring and celebrating the work of _____and their contribution to Christian Education.
Would you like to share one line about where/when or how their ministry in education has impacted your faith, one line about what you celebrate about their ministry or where this individual has served:

____**Remembering an Educator.** I would love to make a $50 gift or $____ gift remembering and celebrating the work of _____and their contribution to Christian Education.
Would you like to share one line about where/when or how their ministry in education has impacted your faith, one line about what you celebrate about their ministry or where this individual has served:

Please return this information to: *treasurer@apcenet.org or*

Make your donation by Credit card online:

https://apcenet.org/support/endowment-fund/

Donations can be sent to : Make Checks payable to APCE

CLA (CliftonLarsonAllen LLP)

901 North Glebe Road, Suite 200, Arlington, VA 22203

SALEM PRESBYTERY PC(USA)

Be a part of a

Presbytery Committee

Budget and Finance
Cares for the finances of the Presbytery.
Meets third Tuesday of most months in the a.m.

Campus Ministry
Cares for the ministry with students, faculty and staff of college campuses within Salem Presbytery.
Meets four times a year as needed.

Church Growth
Encourages creative approaches to growing vital churches and cares for small churches.
Meets second Tuesday of the month.

Committee on Preparation for Ministry
Supports our Inquirers & Candidates preparing for ministry.
Meets the first Tuesday of each month at 12:30 p.m.

Commission on Ministry
Oversees relationships of congregations, pastors, and other leaders. Assists in the call process as congregations seek new pastors. Assists in seeking reconciliation where conflict has arisen.
Meets fourth Thursday of each month in both plenary and local neighborhood gatherings.

Executive Council
Governing body of Salem Presbytery; works on behalf of the presbytery.
Meets monthly on the third Thursday in the afternoon, except in months where Presbytery meets.

Equip
Equips congregations for leadership training, teaching, and ministry & service; empowers congregations through resourcing, connecting and communicating.
Meets monthly on the 3rd Thursday in the morning.

Examinations
Meets to examine ministers and persons ready to receive a call to service and membership in Salem Presbytery.
Meets fourth Thursday of every month in a.m.

Hunger Domestic
Provides advocacy and addresses hunger issues. Processes and gives grants to local hunger agencies.
Meets on second to last Tuesday of the month from 10-12, as needed.

Hunger International
Provides advocacy and brings awareness of international hunger issues. Processes and gives grants to international hunger agencies.
Meets on last Tuesday of the month, as needed.

Committee on Representation
Reviews committee vacancies, names candidates, confirms their willingness to serve, and presents to Presbytery for election.
Meets prior to each Presbytery Meeting.

Permanent Judicial Commission
Meets when a legal case arises, only as needed.

Personnel
Oversees personnel/human resource matters for the Presbytery office staff.
The Committee meets as needed.

Property
Oversees Salem Presbytery's buildings and property in Clemmons and elsewhere, dealing with property issues that arise.
Meets monthly on the 2nd Monday.

Presbyterian Youth Ministry Team
Plan and implement events for Middle and High School students in the Presbytery, providing an atmosphere of fun and fellowship while sharing the Good News of the gospel, comprised of youth and adults.
Meets on 3rd Saturdays during the school year, plus events.

Send
Oversee the outreach and justice ministries for the Presbytery, and aids congregations in their own outreach and justice endeavors.
Inspiring and modeling local and global mission ministries: Meets as needed.

Other groups that offer the opportunity for your gifts:
Ecumenical and Interfaith, Peace and Justice, Presbyterian Women's Coordinating Team, Salem Black Presbytery Caucus.

Nomination for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

_____

E-mail: _____

Church: _____

Status:
- ☐ Teaching Elder/Clergy
- ☐ Ruling Elder
- ☐ Deacon
- ☐ Church Member

Committee of interest: _____

Briefly state relative experiences:

Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

Please return form to:

Salem Presbytery
P.O. Box 1763
Clemmons, NC 27012
Fax: 336-766-7153
lscott@salempresbytery.org

P. O. Box 1763, Clemmons, NC 27012
336.766.3393

SALEM PRESBYTERY
PC(USA)

www.salempresbytery.org

Commissioner Report Form

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

II. **Presbytery would like our INPUT about**:

III. **The Presbytery requested we ACT to**:

IV. **We might consider asking the Presbytery to**:

V. **A church or pastor which needs our PRAYERS:**

VI. **One Presbytery initiative which needs our SUPPORT:**

VII. **Next Presbytery Meeting:**
Tuesday, November 10, 2020: a virtual meeting

REMINDER: The Digest for this meeting will be on the website one week from the date of the Presbytery meeting, which will highlight the events and actions taken at the meeting.