

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 12, 2019

Registration will begin at 8:00am.

First-time Members and Elder Commissioners orientation at 8:30am.

Worship will begin at 9:00 am in the Sanctuary.

Place: First Presbyterian Church, High Point
918 North Main Street, High Point, North Carolina 27262
336-884-2248

Lunch: Served at the church.
Cost is \$10.00. Checks payable to FPC High Point. Obtain lunch ticket at registration, no later than 10:00am.
A vegetarian option will be available for those for whom this is required.

Child Care: Available by reservation – notify Laurie Scott <336-766-3393, x127> or <lscott@salempresbytery.org> no later than 11/6/2019. Bring lunch and snacks for your children.

Welcome to the Fall meeting of Salem Presbytery!

We will begin a day of worship, work, and witness at 9:00am. Please plan to stay for lunch and the very brief afternoon session.

We are grateful to the FPC High Point team – the Rev. Ken Broman-Fulks, the Rev. Erin K. Bowers, the officers, staff, and members – for hosting this meeting, and to the Presbytery staff and committee leadership for preparing us for our time together. We look forward to seeing you.

Felicia Stewart Hoyle, Moderator

David Vaughan, Stated Clerk

First Presbyterian Church, High Point, North Carolina

In 1852, engineers, surveying the route for the North Carolina Railroad from Goldsboro to Charlotte, drove a stake in the earth and the captain of the engineers called out, "This is the highest point along the whole survey. Mark it *High Point!*" The place where that stake was driven is just a half-mile south of our present church building on Main Street, just north of the present railroad tracks. From 1852 to 1859, a town grew from the point where that stake was planted.

Among the original settlers of the town were Eli and Margaret Denny, who moved here from the Buffalo Springs community in Greensboro, Eli having grown up in the Buffalo Presbyterian Church. As early as the year 1857, when there were only 590 people living in High Point, the Reverend Pleasant Hunter Dalton joined with the Dennys in the initial effort to establish a Presbyterian church in the village. Their first place of worship was outdoors in a grove of oak trees just a block off of Main Street. On September 3, 1859, the First Presbyterian Church was founded with eleven charter members. Descendants of the founding pastor continue to be active leaders in our congregation.

As was true of most of the South, the post-Civil War era was a difficult one for this church. The congregation struggled to offer their pastors any salary at all. But the beginning of the twentieth century saw an upturn in the local economy as High Point became an increasingly major player in the national furniture industry. The 1920's were a "roaring" era for our city and congregation. High Point had grown to a population of 14,000 by the beginning of the decade and the congregation had increased to nearly 500 in 1926, when the congregation resolved to purchase the property on which the church now stands, and build a new sanctuary to hold the growing number of members. On April 10, 1927, the cornerstone for the new building was laid with great celebration, and almost exactly one year later, on April 1, 1928, the dedicatory service of worship was held in the worship space in which we worship today.

A preschool building was constructed in the early 1950's, and some thorough renovations were completed in 1983, but no major expansion projects occurred until 2008, when ground was broken on a new wing that would include a multipurpose Family Life Center, Sunday school and youth ministry space, a new music department, and centralized office space. This expansion more than doubled the square footage of our plant. The construction was completed in 2009 and the dedication of the new wing was held in conjunction with the celebration of our 150th anniversary.

First Presbyterian Church is proud of the legacy handed down to us by those who have gone before us. We remind ourselves that we drink from wells we did not dig (Deut. 6:11). At the same time, we feel the great responsibility of leaving a great legacy to those who follow us; a that legacy must include the passing down of a vital and active faith in Jesus Christ and a life-changing commitment to living out the Good News in our daily lives. We are among the lead churches in our community in supporting the ministries of our city to the imprisoned, the homeless, the hungry, and the newcomer. We believe that, with the living Spirit in and among us, the best days of our church are yet to come.

Welcome to First Presbyterian Church!

[918 North Main Street](#)

[High Point, NC 27262](#)

336-884-2248 www.firstpreshp.org

WiFi access: we have two access addresses, FPHP-Guest and FPHP-Unifi. Both passwords have been set for today as [918NMain](#).

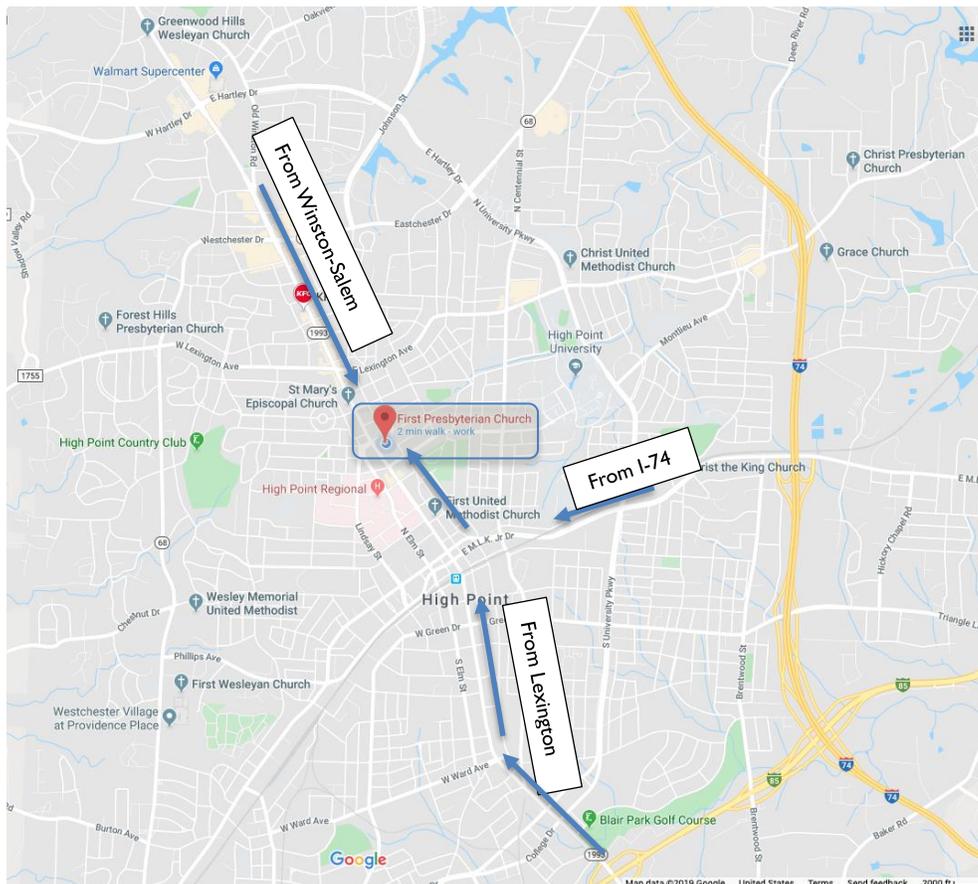
Parking is available in the church parking lot behind the church, along the Hamilton Street side of the Habitat for Humanity ReStore at the corner of Montlieu and Hamilton Streets, as well as in the public parking lot across Main Street from the church. Hosts will direct you to the nearest available parking; see also the parking map on the next page.

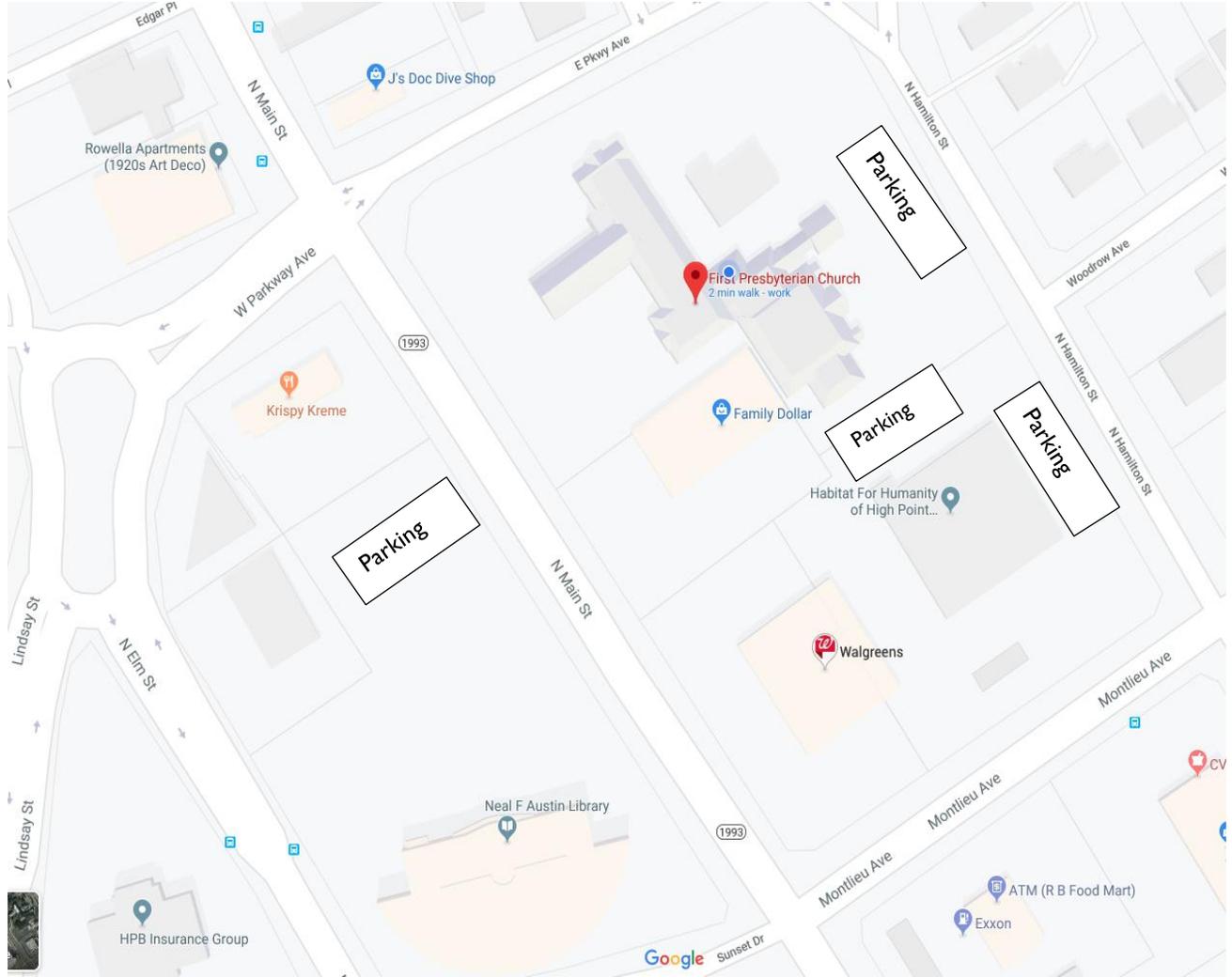
From Greensboro & points east – Take I-85 Business Loop off of I-85 South and exit onto Martin Luther King, Jr. Blvd. Go 3 miles and turn right onto Hamilton Street. The back parking lot of the church will be on your left in about .5 mile.

From Winston-Salem & points west – Take I-40 East to I-74 East. Keep right at the fork to stay on I-74. Go 10 miles and take exit 65 for U.S. 311 Business S toward Main Street. Go south on Main Street for approximately 3 miles, then turn left onto E. Parkway Ave. Stay in right lane and turn into church parking lot on your right.

From Salisbury, Lexington & points southwest – Take I-85 North to the I-85 Business Loop at Exit 87. Stay on I-85 Business Loop North to South Main Street Exit. Take the loop to go north on Main Street. Go 3 miles and church will be on your right.

From Asheboro and points south – Take I-74 north to MLK Jr Drive. Turn left off the exit and go 6 miles to N. Hamilton St. Turn right and the back parking lot of the church will be on your left in about .5 mile.





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.

"Be hospitable to one another without complaining. Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received." I Peter 4:9-10

Please silence all mobile devices.

- 8:00 a.m. Registration
8:30 Orientation for first-time commissioners and ministers
9:00v **Call to Order and Opening Prayer** Rev. Felicia Stewart Hoyle, Moderator

Morning Worship and the Celebration of the Lord's Supper

- 10:00v **Organization of Presbytery** Moderator
Welcome from Host Church Rev. Ken Broman-Fulks
Establishment of Quorum Elder David Vaughan, Stated Clerk
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
Report of the Moderator

Ecumenical Welcome

- 10:15 **Transitional General Presbyter's Welcome and Report** Rev. Steve Scott
10:25 **Stated Clerk Communications & Report** pg. 7 Stated Clerk
10:27 **Committee on Preparation for Ministry** pg. 8 Rev. John Senior
Inquirer: Blake Tickle
Motion for alternative examination
10:40 **Examinations** pg. 10 Rev. Bill Hoyle
Ordination candidate to preach: Wesley Pitts
11:00 **Commission on Ministry** pg. 19 Rev. Joe Blankinship
Quarterly Report
Presentation of Calls: Concord - the Rev. Elizabeth Troyer
Reidsville, First - Wesley Pitts
Sparta - the Rev. Frank Wyche
Welcome Liturgy pg. 25

Re/commissioning of Commissioned Ruling Elders **pg. 26** Rev. Jeff Sockwell
2020 Minimum Salaries

- 11:45 **Church Growth and Transformation** Rev. Lee Zehmer
- 11:55 **EQUIP** Educator Donna Chase
- 12:00pm **Hunger Action Committees** Rev. Frank Dew
- 12:10pm **Invitation to Lunch and Prayer** Rev. Ken Broman-Fulks
The Presbytery will move to the Family Life Center for lunch - and remain there for afternoon proceedings.
- 1:00v **Prayers for Intercession and Thanksgiving** Moderator
- 1:10 **CROSS Missions** (Myers Park Presbyterian Church, Charlotte) Rev. Erika Funk
- 1:15 **Campus Ministries** Rev. Katie Barrett Todd
- 1:25 **Peace and Justice Task Force** Rev. Stuart Taylor
- 1:40 **Missions Committee** **pg. 33** Rev. Ray Mims
- 1:50 **Committee on Representation** **pg. 36** Rev. Ray Mims and Rev. Sandy Kern
Election of new members for Presbytery committees
Election of commissioners to General Assembly 2020
- 2:00 **Executive Council** **pg. 38** CRE Fred Terry
Action items from Executive Council
Report from Implementation Team
Stewardship Committee
Budget and Finance Committee
- 2:00 **New Business** Moderator
Announcements
Adjournment with Benediction

Next Presbytery Meeting:
Tuesday, February 18, 2020
Clemmons Presbyterian Church, Clemmons, NC

Salem Presbytery
Our 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

FOR INFORMATION:

Upcoming meetings of Presbytery - 2020

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

Tuesday, February 18, 2020	Clemmons Presbyterian Church, Clemmons
Tuesday, May 12, 2020	First Presbyterian Church, Boone
Saturday, August 15, 2020	Thyatira Presbyterian Church, Salisbury
Tuesday, November 10, 2020	Presbyterian Church of the Covenant, Greensboro, co-hosted by UKirk Gso (campus ministry)

Medicare Expansion in North Carolina – previous action by Salem Presbytery

At the August 2019 meeting of Presbytery, commissioners adopted a resolution regarding Medicaid expansion in North Carolina. As instructed, I forwarded this resolution to the Speaker of the NC House, the President Pro Tem of the NC Senate, to members of health-related committees of the NC General Assembly, to Governor Cooper, and to the Advisory Council on Social Witness Policy of the PC(USA). I received two acknowledgements of thanks: (a) one from a member of the staff of Representative Gailliard (Nash County/Rocky Mount), and (b) one from the Office of PC(USA) Social Witness Policy.

Annual Statistical Reporting

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

David Vaughan
Stated Clerk

Margaret Almeida and John Senior, Co-Moderators

Recommendation:

1. That the Salem Presbytery examine Blake Tickle, a member of Fellowship Presbyterian Church in Greensboro and a student at Wake Forest University School of Divinity, and that following his successful examination, he be enrolled as a Candidate for the office of Teaching Elder.
2. In accordance with G-2.0610, that the Salem Presbytery consider a motion from the CPM to allow a current student under care to take an alternative version of the Bible Context Exam.

Blake Tickle**Personal Faith Journey: How have you discerned a call to ministry in your life?**

My own sense of vocation is the understanding that God has first and foremost called me to a life of dedication and service to the mission of the Church of Jesus Christ. I grew up in the small town of Pilot Mountain in Surry County, North Carolina and my spiritual growth and development was nurtured at an early age by my parents and grandparents who were faithful and devoted to their faith and their service to their congregations. Throughout my life, I was taught the importance of a personal relationship with Jesus Christ and living a life in service to God and others. When I was 10, I was baptized in the Dan River near the church we attended as I sought to answer some of life's biggest questions. Being relatively young, I certainly didn't realize that those waters were binding me to far more than the teachings of that one church. I listened carefully to pastors and teachers who maintained that God required a life of holiness, submission, and strict literal adherence to the Biblical text. I grew to believe that God would only love me if I did each of these things. I suppressed all my deepest questions and fears about God, for fear that I would upset my parents, and would thereby "dishonor" them and dishonor God. Throughout middle school and high school, I struggled to come to terms with who I was growing to be. I never stopped attending church. In fact, I leaned into it in many ways and began using my artistic abilities both onstage as a musician, as well as in the audio/visual area each Sunday morning.

In the fall of 2009, I began my undergraduate studies at Catawba College and began working as a "choral scholar" for several local churches in Salisbury, including First United Church of Christ and First Presbyterian Church. This exposure to congregations of different denominations was life changing. I fell in love with the sound of the choirs, the sophistication and complexity of the liturgy, and most of all, the welcome and affirming policy regarding my sexual orientation.

Upon graduation in the spring of 2013, I felt the call to continue working in ministry. At this time, I felt the call to congregational ministry, but chose instead to "stay in my lane" and do what I knew how to do well, directing and making music with those around me. It wasn't until early in 2017 that I finally decided to answer "yes" to God's call on my life. For the last two years, I have undergone tremendous changes in my spiritual growth and development. Through my experiences in Divinity School, my internships, and experiences in my personal life, I have the ability to view Biblical texts, engage in worship in community, and tend to my personal spiritual development in new and challenging ways. I profess faith in God who is alive and always moving in our midst through the work of the Holy Spirit, and I believe this to be the next step in answering God's call to service as a Minister of the Word and Sacrament. I do not know my precise plans for the future, but I have the assurance that God will lead me on the journey and make the way clearer for me.

William Hoyle, Moderator - Debbie Layman, Vice Moderator - James Norris, Clerk

In addition to the persons whose statements are found below we examined and approved Rev. David Speering to assist in pastoral functions at First Asheboro, Rev. Sekinah Hamlin and Rev. Richard Hughes to work with Rev. Frank Dew in the pastoral leadership of St. James Greensboro

Wes Pitts

Faith Journey

My life, as with everyone, is a unique combination of experiences and people that have shaped it for good and bad. My parents divorced very early in my life and from an early age my brother and I were seemingly always moving because of custody battles or our parents' search for a partner or job. I was always having to learn how to adjust to new surroundings and new people as I bounced between parents, homes, schools, and churches so frequently, and I never really felt anywhere particular was home.

My first church experience was in Southern Baptist Church, which taught me God's love was conditional and many of those around me were not able to receive it. I remember being asked who God was, to which I replied, "love," and I was mocked by the minister in front of a large group of people. The God I was presented with wasn't of love, but of anger and fear. At the same time, I was struggling at home under a stepmother whose entire mission, it seemed to me, was to make my life miserable, as she constantly berated me and told me I wasn't good enough. I reacted by turning into the person I was told I was, doing horribly in school, getting into frequent trouble, and having no self-worth. I was finally able to leave that home when I was 14, choosing to move in with my mom, where I was greeted with balloons on the mailbox and a sign that said, "welcome home," and for the first time I felt like I really had a home.

At my new home was my mom's girlfriend, Cheryl. Since first meeting her in the second grade, Cheryl had become a second mother, offering me love when she didn't have to at a time when I needed it most. Cheryl also reintroduced me to church, this time Presbyterian. She had me join the youth group, where I found friends and leader who cared for me and helped me see that I was a good person. Youth leaders and peers slowly built me back up to where I had self-confidence and ambition. Saint Andrews Presbyterian became a faith home for me, a place where I could explore and be given the resources to allow my faith to grow and thrive. I soon learned that my roles at the church truly made me happy and that it could be a calling for me. Through my years in the youth group, as a youth elder, going to Montreat Youth Conferences, and guidance from those around me, including pastors, I was able to discern a call to ministry. I wanted to focus on youth to ensure all children of God had a safe, caring environment in which they could grow spiritually and emotionally.

For college I chose a small Presbyterian school which I felt would help foster my calling and provide unique experiences, but during college I struggled with my faith, especially regarding theodicy, and backed away from ministry as a vocation. Without being sure of what I really believed, but knowing Jesus had to be central to it, I put new energy in exploring faith, but refocused my career goals on other ways I felt would lead me to the work of peace and reconciliation I was called to. Other paths, however, never seemed to fit and I began feeling lost. Clarity showed up in the affirmation of a call to ministry during my wedding reception while talking with a longtime friend. She knew of my struggles to figure out what I was meant to do, and simply looked at me and asked, "when are you going to just go to seminary?" I knew she was right, that pursuing ministry was the answer I'd been distancing myself

from, and soon began making plans. I chose McCormick Theological Seminary because it allowed me to move to a new place and explore what faith communities looked like in a new context, while also having courses focused on the things about ministry that had begun to excite me, most notably food systems and faith. Since attending seminary I've reclaimed my faith in ways I never thought possible, but for a time I still struggled with whether I am called to congregational ministry. My time at First Statesville as the DCE has provided me the time and space needed for me to see that I do, indeed, have the skills and gifts for congregational ministry, and it's my call to help lead congregations.

Wes Pitts

Statement of Faith

I believe in the triune God, Creator, Son, and Holy Spirit, one God known in three persons. God is love and out of love chose to create the universe and all that is in it. God created all humanity equally in the divine image, and in the garden called humanity to care for the entirety of creation. As God chose to create, so too has God chosen to offer the gift of grace, abundantly and freely. God's grace is known to humanity through God's covenantal promises and most evident in the death and resurrection of Christ.

Humanity is wholly dependent on God's grace; without grace humanity remains lost to sin. Sin is manifest through acts of selfishness, cruelty, hatred, and injustice, and separates humanity from God. Despite humanity's sins of commission and omission, God has still found value in humanity and offers grace. Although God's grace is freely given, humanity must accept the gift through faith. Faith is evident by our fulfillment of God's requirements that we do justice, love kindness, and walk humbly with God. While we continually fall short, we can have hope in God's steadfast love and know that God's faith in us will never fail and God's love for us will never end.

I believe in Jesus Christ, who is Emmanuel, God with us. While Jesus was fully divine and with God from the beginning, he was also fully human and walked the earth. Through Jesus' life and death, humanity has been claimed for God. Jesus lived as an example for all, a testament of God's abundant grace and call for justice, through whom we have been shown the reality of God's reign. We can know we act in faith when we fulfill Christ's call: that we love God, love our neighbors as ourselves, offer forgiveness, feed the hungry, and choose reconciliation over separation. Jesus lived, died, and was resurrected for all and calls all to discipleship. Jesus was not only an example of how to live, but gives hope for new life through him.

I believe in the Holy Spirit, who is God ever present. Through the power of the Holy Spirit God calls humanity to faith to usher in God's reign. The Holy Spirit empowers women and men alike, with no favor for any race or culture, to live out their faith in unity with one another, and thus in unity with God.

I believe that Scripture is part of God's revelation to humanity. While written by human hands, it points to God and provides a place by which all may encounter God and know of God's love. God's Word is bigger than any single understanding and all must continually seek God's unending revelation to humanity.

I believe that the church is the body of Christ. The church is called to lead by example, promote the life and saving death of Jesus, engage the power of the Holy Spirit, praise God, build communities of love, and fight against injustice. The church is to be active in its community and provide comfort and healing to all; an idle church is void of purpose and does not profess God's reign. I believe that the church should provide access to the sacraments to all: just as Christ ate with sinners, the bread and the cup should be made available to all who seek communion with Christ by the Spirit; just as Jesus was

baptized and claimed as God's own, the waters of baptism should be available to all who proclaim God's claim on their life.

I believe in life eternal. No matter what, we can have hope in God's love, trusting that humanity has been claimed for God; we know God does not lose what God has claimed.

Rev. Elizabeth Troyer

Faith Journey

I grew up in the church, quite literally. It seemed as children we were always at the church. Sunday morning, evening, Wednesday nights, random days for committee work, or Saturday church events, our family was there, in the midst of it. My earliest memories are of Vacation Bible Schools and Church camps.

The church shaped me. It gave me a place to be supported and accepted and occasionally to give me correction and redirection into healthier ways of being. It was the place I felt at home throughout our many moves. I may have been the new kids at school, but I knew the church would be there with open arms, so I never felt alone.

I served the church through my childhood and adolescence. I remember being excited to light the candles, to serve as liturgist, lead music, and participate on the youth leadership council. I was ordained as an elder at age 16 and served a full term before leaving to go to college. This identity as a Presbytery Elder went with me throughout those college years. My friends saw in me a resource and a safe, welcoming place to ask questions and grow. I was able to extend to them the same welcoming community I had experienced as a child.

I also served as a camp counselor at Bluestone Camp each summer throughout college and into my seminary years. This opportunity shaped my identity as a leader who shared faith without judgment, who welcomed questions and allowed spiritual exploration. These summers shaped me because they allowed me to identify my true core of beliefs in light of the many different faith stories I would encounter over time.

Since serving the church, my faith has continued to expand with each new encounter. In hearing the stories others bring into the community, I have been able to encounter God's work in the world through the eyes of others with vastly different life experiences from my own. I have heard the stories of those who believe vastly different ideas from my own, and in that listening, learned to appreciate the "whys of their beliefs, even I don't agree with the "What" of those tenets they hold dear. It has challenged me to radical hospitality and re-define what I mean by welcoming all people into community.

As I continue in this journey with God, I hope to continue walking and talking with others throughout their life moments, learning more about the breadth and depth of Jesus' love for the world and for each person in it. I hope to be open to new experiences and new ideas, to expanding my own definitions of Faith and to speak God's presence into all places, both in darkness and in light.

Jesus is the Son of God, the light of the world, and the living and reigning Lord. In his Incarnation, life, death, Resurrection, and Ascension Jesus has taken humanity into his arms and carried us to the Father. In every moment, Jesus is actively interceding on behalf of humanity with the God and on the God's behalf to humanity. Jesus does for us what we cannot do for ourselves. Despite our fallen and sinful state, Jesus reconciles humanity with the God of love; in the process he restores our broken and hurting relationships with God and each other, making it possible for us to exist in a community of love and respect.

God is the creator and sustainer of the world. From the beginning, God has cared for and tended to the world and its inhabitants, people, animals, and the created world. Maintaining an active role in the creation, God the creator reaches out and into the world to shape and reshape the creation. In the creative power of God's sovereign providence, the world and humanity are constantly being created anew and afresh, abundant with possibilities and new paths. God has foreknowledge of the paths of time. In this knowledge, God guides and directs us.

The Holy Spirit serves to unify us with Jesus. Through the communion of the Holy Spirit in our lives, it is possible for us to participate in the work of Jesus on this Earth. The Holy Spirit is the bond which brings us into communion with the Father and the Son, but also in Union with each other. The communion of the Spirit also means communion with the body of Christ. Our church and Christian communities are called and brought into being through the Holy Spirit.

This triune God has called the church into being. The sacraments and preaching of the word created community among the people of God which exists to love one another as God loves us, unconditionally, and to reach out to those outside its walls who need the message of God's love. The scriptures of the Old and New Testament are unique and authoritative witnesses to God's work in the world, inspired by the Holy Spirit and illuminated by the community of God throughout the ages. The sacraments of Baptism and Communion are the signs and seal of God's Grace and serve to mark the church as a covenant community uniting the church on earth with the eternal church in heaven.

I am a "second career" minister in the Presbyterian Church (U.S.A.), having fought with God about going to seminary for about 15 years. (I like to say, "If you fight God long enough, eventually you'll lose.") My undergraduate degree is in journalism from the University of North Carolina at Chapel Hill. I worked for 12 years as a newspaper editor-reporter-photographer in a biweekly community newspaper, and then 8 years as coordinator of a community relations/community education program with a public school system, both in my home town of Whiteville, NC.

I am a lifelong Presbyterian, having learned about God and God's love very early in my life. I am Presbyterian first because that was the church in which I was reared, and now because I agree with Presbyterian/Reformed theology. In my home church after college I taught adult Sunday School for 12 years, I was ordained a Deacon and then an Elder, and I preached occasionally in my home church beginning in my late 20s. I preached in area churches 5 to 10 times annually and I completed the first Commissioned Lay Pastor training class in my home presbytery; though I was never commissioned to serve a specific congregation, eventually I preached more than 30 Sundays a year. Throughout this time, beginning in my home church, I began to feel a sense of call to preach.

I attended Union Theological Seminary in Richmond, VA, from February 1995 through May 1998, receiving the Master of Divinity degree as part of the first graduating class from Union-PSCE after the seminary federated with the Presbyterian School of Christian Education. I was ordained a minister in the PC(USA) in July of 1998 by the Presbytery of Cincinnati. In 9 years I served one church as a called pastor for 4 years, another as a designated pastor for 4 years, and another as an interim pastor for a year. I was vice-moderator of the Committee on Ministry for 1-1/2 years, and then moderator for 3 years. I have served the past 12 years in Virginia as pastor of a church in Shenandoah Presbytery, where I served on the Committee on Ministry, the Permanent Judicial Commission, and currently the Committee on Mission and Outreach.

In my years as a minister I have identified preaching, teaching, and designing and leading worship as my greatest strengths. My own faith has both increased in measure, and deepened in conviction, as the result of my own faith development, and sharing in the faith development of others. I mourn the shallow faith and commitment of so many in churches in our nation today, even as I stand in awe and respect of those exemplary and committed saints one encounters in ministry.

My wife, Elaine, and I were "high school sweethearts" who married in 1975. We have four adult children (3 in NC) and 7 grandchildren. My wife is now retired. I am not interested in retirement at this time because I still have a very strong sense of call to preach and lead worship, and to teach, both in Sunday sermons and in other venues (Sunday School, Bible Study, PW Circles, Session, etc.).

Rev. Frank Hunter Wyche

Statement of Faith

I believe in the Triune God: Father, Son, and Holy Spirit; three Persons yet one God. I believe God is the sovereign creator and ruler of the universe, who made humanity male and female in God's image to be in relationship with God and with others.

I believe in Jesus Christ, God the Son incarnate, fully human yet fully God, whose earthly ministry of preaching, teaching and healing fully revealed God and God's love for all people. His atoning death on the cross, God's self-sacrifice, offers forgiveness and reconciliation with God; his resurrection and ascension assure us of eternal life with God.

I believe in the Holy Spirit, who opens our hearts and minds to the truth of God, and gives the gift of faith, as well as other spiritual gifts to all Christians. I believe the Holy Spirit is the inspirer of prophets, of writers of the Bible, and of all believers who are saved by God's grace. I believe the Holy Spirit is our counselor guiding us to deeper faith and understanding, and our comforter reassuring us of God's presence and love.

I believe the Bible is the written word of God, inspired by the Holy Spirit and faithfully recorded by God's people Israel as the Old Testament and the early Church as the New Testament; the unique and authoritative witness to the person and work of Jesus Christ; and a book of spiritual truth in which

God reveals God to humanity, including God's love for all people and God's plan for human salvation through Jesus Christ.

I believe in the holy catholic Church, those people in every time and place saved by God's grace who will enjoy God's presence forever. The Church is the body of Christ in the world; the community of faith that proclaims, worships and serves God; that mutually supports, enables and nurtures believers, but also reaches out to nonbelievers by sharing the gospel, providing food, shelter, medical care and education, offering hope and comfort, and working for justice in the world. The Church administers the sacraments of Baptism and the Lord's Supper. Baptism receives individuals into the Church; shows God's love and claim upon us before we come to know or love God; and represents cleansing from sin, dying with Christ and rising to new life, and renewing God's covenant by which God's people are bound to God. In the Lord's Supper believers partaking of bread and wine receive by faith from the risen Lord the benefits of his death and resurrection, proclaiming his victory over sin and death even as we await his returning, rejoicing in the foretaste of God's kingdom; and then going forth to serve God with joy and thanksgiving.

I believe all people sin, which separates us from God. In Jesus Christ, God seeks to reconcile humanity to God; thus we are to proclaim to all people the good news of God's unmerited, unfailing love and unlimited grace.

Rev. Gordon Marshall

Faith Journey

Reflecting on my seven decades drives me to realize the profound presence of a living truth upon which I have always thrived, Matthew 28 b; And lo, I am with you always, even unto the end of the world. Early on, this living truth and proof of the everlasting presence of God in Jesus Christ sourced my identity, as one of the beloved children of the Father. Being an adopted child of God is the source and the seed of my hope, the security and stability of my future, and the constant motivation to live a life worthy of the calling I have received. I am remembering (always remembering) suddenly losing my young mother at 11 years old, my last living parent on November 29th in Bridgeport, Connecticut. On a cold, wet gray first of December morning with hopes of taking my Flyer Wagon to Rocky Mount, I took a brick to break apart my wagon, the last Christmas gift bought by my mother. One failed attempt after another, the wagon would not yield to my brick-slamming. Totally defeated, wet, cold, screaming at the top of my anger, I jumped up, throwing my arms (too short to box with God) to the streaming sky, railing, God why did you have to take my mother? While standing there angry, lost, confused waiting for my answer, my mother's partner, Richard Paige's, long strong, ebony fingers grasped my shoulder. My rage instantly surrendered to his calm and, encased my aching/breaking heart soothing my rage into quiet. As I grieved, I felt God's presence through the touch of another person I didn't relate to as a father or have any real liking for. This was my starting point from where I begin to grow to believe that my mother's death was not caused by God. I have come to believe that God is not the author of suffering events, but instead, He responds to us in our times of suffering with His presence. Throughout my life, from the safety of a rural Georgia boarding school to Atlanta, Georgia's Clark College, working as a M.L.King Middle School teacher, to 48 years of marriage to Sharon, parenting of 4 Black sons, serving as pastor of Black inner city churches, my experience of God's presence makes it possible for me to count each moment as meaningful, permitting me to live and serve in a world with oppression, injustice, hate, hunger, sin, and death and still not reject the world. As I am blessed to experience the presence of God I am enabled to see and feel the pain of others but not stop at accepting and experiencing only pain from pain filled moments.

As a sign of God's presence in my life, I am able to experience greater wholeness of life. In all these challenges and joys, I have remembered and clung to the promise of Matthew 28b "and lo, I am with you always, even unto the end of the world."

Rev. Gordon Marshall

Statement of Faith

God

I believe God is the creator and the supreme authority throughout the universe. God has eternally existed in three persons the Father/Creator, the Son/Redeemer (Jesus Christ), and the Holy Spirit/Sustainer. In life and in death we belong to God.

Jesus Christ

I believe in Jesus Christ, the Son of God, who is the Word become flesh, Emmanuel God with us making all the difference in the face of hopeless circumstances. Christ is our source hope. Through his life, teaching, preaching, and ministry, we discover what life the meaning of covenant relation with God as our Father. Jesus lived in complete and sinless compliance to the will of God, and enjoyed an open and intimate relationship with God, as a son with a father.

The Holy Spirit

I believe this is the same Spirit who inspired the prophets and apostles, rules our faith and life in Christ through Scripture, engages us through the Word proclaimed, claims us in the waters of baptism, feeds us with the bread of life and the cup of salvation, and calls women and men to all ministries of the Church.

The Spirit gives life to humanity and all creation. I believe that the Holy Spirit proceeds from the Father and the Son and was given to the church at Pentecost. The Spirit convicts us of our sin, taking our hearts of stone and giving us hearts of flesh, that we might repent and trust in Christ for our salvation. The Holy Spirit unites us with Christ in a mystical union, empowering us for service and comforting us in our woundedness.

The Bible

I believe that the Bible is the inspired and unfailing Word of God, and is useful for teaching, preaching, rebuking, and training.

The Scriptures are our comfort, our guide, our source for knowledge of God and God's purpose for humanity, faith, doctrine, and action

The Sacraments of the church

I believe in two sacraments; communion and baptism. In communion the church remembers Jesus's death until he comes again. In baptism the church affirms God's seal on our lives and welcomes us into the family of God.

The Mission of the Church

To strengthen God's people for ministry in obedience to Jesus Christ's command to the first disciples, Matthew 28:19

The Church is like a mother who will not forsake her nursing child, like a father who runs to welcome the prodigal home, that's the church of Jesus Christ

It was not until I was five years old that my family first began attending a church on a regular basis. My mother was raised in a Catholic household, and my father in a Methodist one. Neither of my parents felt particularly attached to the respective churches within which they had been raised and it just so happened that there was a Presbyterian church just a few blocks away from our home. We began attending Sunday services, I was baptized, and I grew to love this faith community of which we had become a part. This was a relatively small congregation, so when it came time to go through the process of confirmation, I was the only student in the class. After school each week, I would meet my youth director at a coffee shop or the Chinese restaurant near the church for my confirmation class. She was patient, kind, and took my questions seriously. I treasure those moments with my youth director, learning about theology over lettuce wraps or lattes.

Throughout high school, I found ways to become involved in the larger Church. I was a leader in an interdenominational club at my school, served on my presbytery's youth council, and looked forward to attending conferences at Montreat each summer. I loved attending Montreat youth conferences and would go on to serve on Montreat's summer staff for two years in college. As I was surrounded by so many talented, passionate, and engaging church leaders who urged others to go out and make the kingdom of God more visible in places where it may go unnoticed, God continued to plant seeds that I would later recognize as a call to ministry.

I attended a liberal arts college and quickly fell in love with the religious studies department, prompting me to change my major by the end of my second year. The profound impact that this decision had on my faith life was one conducive to a maturing and more critical analysis of my faith, religious texts, and history. I believe that through gaining a better understanding of other religions, philosophies, and movements, I also began gaining a deeper understanding of my faith.

After working at Montreat for two summers, I emailed a pastor from a Presbyterian church near my college and he invited me to meet with a few parents in the congregation and possibly serve as a youth advisor. A month later, I attended my first youth gathering at FPC Burlington and, driving home that night; tears began streaming down my face. I was partially crying out of thankfulness and partially out of fear. God had been planting seeds all along, and I was just now recognizing them. Going to seminary and becoming a pastor were not in my plans. However, it was then that I began taking more seriously the many nudges I had felt toward ordained ministry.

After graduating from seminary, I served in a congregation as the Associate Pastor for Christian Education, working primarily with children, youth, and their families. While there, I slowly began sensing a call away from a focus on the programmatic areas of ministry and toward pastoral care and worship leadership. I joined the staff of University Presbyterian Church of Chapel Hill in May of 2018 and served as the Interim Associate Pastor until the end of this past June. I am extremely grateful for that year and the ways it helped me to confirm that pastoral care and worship are the areas in which I feel most called to serve. I am passionate about pastoral care and worship and feel as though I am most faithfully living into my identity as a pastor while engaging in these areas through visits with members, teaching, studying, and planning worship services. It is an immense privilege to step into the lives of those experiencing grief and loss, and I am deeply grateful to take part in such important and tender work. Throughout my life, God has worked through many strong and faithful communities and individuals who have reflected the love of God. I am grateful for their calls and for my own that call God helped me to understand through them.

God alone is the creator and ruler of space and time, heaven and earth, life and afterlife, creates all people in God's own image and is alone worthy of worship. We find freedom and peace in faithful relationship with God and are shown how we should love and be gracious to one another through the assurance and example of God's love and grace. In the midst of our sin, rebellion, greed, and anger, God acts with mercy, love, compassion, and justice.

Through life and death, Christ establishes a relationship with humanity, allowing people, though imperfect, to participate in the kingdom of God. Jesus is fully human, fully divine, Savior, and Lord of all.

In resurrection, Jesus conquered sin and death, showing his divinity and care for the world and granting us grace and salvation. It is in him and his actions on our behalf that we are able to be in relationship with the triune God.

God calls us into loving relationship with God and one another, forming the Church. The Holy Spirit is ever present and breathing life into the Church, and it is through the Spirit that Jesus took the form of a man and was born of a woman on earth; bringing hope to the world. We stand in a line of great and faithful ancestors throughout time who have been touched, renewed, inspired, called, strengthened, transformed, and sanctified by the Spirit to join and contribute to a life in union with Christ and his people.

Being the Church is to worship God and care for the world that God has created and given to us, seeing all of humanity as neighbors whom we are to love. We are led to see all spaces as sacred, seeking God's presence and exemplifying God's care and faithfulness in all places and times.

In Baptism and Communion, we are claimed by the Holy Spirit and by a community of believers, promising to nurture and lead us faithfully through life. Scripture is a unique authority through which we learn about God's character and relationship with humanity, we are called into a way of living that reflects faithfulness to our creator, we hear a rich assortment of voices who have come before us and continue to speak to us, and we receive a witness to the life and works of Christ. We are led by the Holy Spirit to strive to interpret these holy works, seeing that there is no part of life nor death that has not been claimed by God.

The Church is a collection of faithful people serving and worshiping God, joined together by one creator, savior, and love. It is formed by God, headed by Christ, and inspired by the Holy Spirit. It is in this sacred community that the triune God is worshiped, the Word is preached, the sick are cared for, the weak are lifted up, the hungry are fed, and the thirsty are given the living water. Exhibiting love, forgiveness, hope, reconciliation, and unity, the Church lives and works in order to point to the God of us all and answer Christ's gentle calling into meaningful relationship with God and one another.

Joe Blankinship and John Johnson - Co-Moderators

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

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

1. Concurred with the Session of the **First Presbyterian Church**, Asheboro, North Carolina, in securing the interim/transitional contract with the **Reverend John Muse** for a period of twelve months beginning November 1, 2019.
2. Concurred with the Session of the **Community in Christ Presbyterian Church**, Greensboro, North Carolina, in securing the interim/transitional pastor contract with the **Reverend Bryan McFarland** for a period of twelve months beginning November 1, 2019.
3. Concurred with the Session of **Clemmons Presbyterian Church**, Clemmons, North Carolina, in securing the interim/transitional associate contract with the **Reverend Jodi Lingan** for a period of twelve months beginning October 1, 2019.
4. Concurred with the Session of **Faith Presbyterian Church**, Greensboro, North Carolina, in securing the interim/transitional pastor contract with the **Reverend Hillary Bergman Cheek** for a period of twelve months beginning December 1, 2019.

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

1. Concurred with the Session of the **Unity Presbyterian Church**, Woodleaf, North Carolina, in renewing the interim/transitional contract with the **Reverend William Kevin Conley** for a period of six months beginning September 11, 2019.

C. SECURING A TEMPORARY ASSISTANCE AGREEMENT

1. Concurred with the Session of **First Presbyterian Church**, Asheboro, North Carolina, in securing a Temporary Assistance Agreement with the **Reverend Dr. David Speering**, member of Charlotte Presbytery, for a period of six months beginning August 9, 2019.

D. SECURING A TEMPORARY SUPPLY

1. Concurred with the Session of **St. James Presbyterian Church**, Greensboro, North Carolina, in securing a Temporary Supply contract with the **Reverend Sekinah Hamlin**, a minister in the Christian Church (Disciples of Christ), from June 10, 2019 to January 31, 2020.
2. Concurred with the Session of **St. James Presbyterian Church**, Greensboro, North Carolina, in securing a Temporary Supply contract with the **Reverend Richard Hughes**, a minister in the Missionary Baptist Church, from June 10, 2019 to January 31, 2020.
3. Concurred with the Session of **St. James Presbyterian Church**, Greensboro, North Carolina, in securing a Temporary Supply contract with the **Reverend Frank Dew** from June 10, 2019 to January 31, 2020.

E. 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 October 1, 2019.
2. Concurred with the Session of **Westminster Presbyterian Church**, Greensboro, North Carolina, in renewing the Temporary Supply contract with the **Reverend Caroline Sell** for a period of one year beginning July 1, 2019.

F. SECURING A STATED SUPPLY

1. Concurred with the Session of **Danbury Community Church**, Danbury, North Carolina, in securing a Stated Supply contract with the **Reverend Eric Larsen** for a period of twelve months beginning July 14, 2019.
2. Concurred with the Session of **Spencer Presbyterian Church**, Spencer, North Carolina in securing a Stated Supply contract with the **Reverend Lee Robison**, an Elder in the United Methodist Church, for a period of one year beginning January 1, 2019.
3. Concurred with the Session of **Grace Presbyterian Church**, Winston-Salem, North Carolina in securing a Stated Supply contract with the **Reverend Gordon Marshall** for a period of one year beginning September 29, 2019.

G. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Bixby Presbyterian Church**, Advance, North Carolina, in renewing the Stated Supply contracts with the **Reverend Peter Peterson** for a period of twelve months beginning September 1, 2018, and September 1, 2019.
2. 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, 2019.
3. 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, 2019.

H. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Pastoral relationship between the **Reverend Brian Gawf** and **First Presbyterian Church**, Asheboro, North Carolina, effective August 31, 2019.
2. Dissolved the Pastoral Relationship between the **Reverend Karen Jackson** and **Faith Presbyterian Church**

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of the **Cooleemee Presbyterian Church**, Cooleemee, North Carolina, in renewing the contract of **Mr. John Groff** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning September 1, 2019.
2. 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, 2019.
3. Concurred with the Session of the **Mebane First Presbyterian Church**, Mebane, North Carolina, in renewing the contract of **Ms. Nita Henderson** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning September 1, 2019.
4. Concurred with the Session of the **Laurel Fork Presbyterian Church**, Laurel Springs, in renewing the contract of **Mr. Jeffrey Bumgarner** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning November 1, 2019.

B. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

1. That the **Reverend Karen Ware Jackson** was transferred to the **Presbytery of New Hope** effective September 16, 2019.
2. That the **Reverend James Robert Jackson** was transferred to the **Presbytery of New Hope** effective September 16, 2019.
3. That the **Reverend Tommy Brown** was transferred to the **Presbytery of Western North Carolina** effective August 22, 2019.
4. That the **Reverend Sid Batts** was transferred to the **Presbytery of Coastal Carolina** effective October 24, 2019.
5. That the **Reverend Patrick McElwaine** was transferred to **National Capital Presbytery** effective October 24, 2019.
6. That the **Reverend Brian Gawf** was transferred to the **Evangelical Presbyterian Church** effective August 31, 2019.

C. MODERATOR OF SESSION

1. That **Ms. Rada Spencer** was appointed Moderator of Session for **Oakland Presbyterian Church**, Statesville, North Carolina.
2. That **Mr. Jim Beard** was appointed Moderator of Session for **Cleveland Presbyterian Church**, Cleveland, North Carolina.
3. That **Mr. David Vaughan** was appointed Moderator of Session for **Pleasant Grove Presbyterian Church**, Yanceyville, North Carolina.
4. That the **Reverend Nancy Dederer** was appointed Moderator of Session for **Faith Presbyterian Church**, Greensboro, North Carolina.
5. That the **Reverend Dr. Sam Stevenson** was appointed Moderator of Session for **Dellabrook Presbyterian Church**, Winston-Salem, North Carolina.

6. That the **Reverend Ed Boyce** was appointed Moderator of Session for **Oakland Presbyterian Church**, Statesville, North Carolina.
7. That the **Reverend Jud Milam** was appointed Moderator of Session for **Boonville Presbyterian Church**, Boonville, North Carolina.

D. ADMINISTRATIVE COMMISSION APPROVED

1. Stated Clerk approved the administrative commission to ordain the **Reverend Alexandra Mauney** to a pastoral residency at **First Presbyterian Church, Greensboro**, North Carolina, on October 13 2019.
2. Stated Clerk approved the administrative commission to ordain the **Reverend Keith Dove** to a pastoral residency at **First Presbyterian Church, Greensboro**, North Carolina, on October 26, 2019.
3. Stated Clerk approved the administrative commission to ordain the **Reverend Allison Simmons** to a validated ministry as **chaplain at Iredell Memorial Hospital**, Statesville, North Carolina, on October 27, 2019.
4. Stated Clerk approved the administrative commission to ordain the **Reverend Changwon Seo** as Associate Pastor at **Korean First Presbyterian Church**, Greensboro, North Carolina, October 27, 2019.

E. MINISTER TRANSFERRING TO SALEM PRESBYTERY

1. That the **Reverend Elizabeth Troyer** a member of Charlotte Presbytery, was received by Salem Presbytery on September 16, 2019.
2. That the **Reverend Hillary Bergman Cheek** a member of New Hope Presbytery, was received by Salem Presbytery on October 24, 2019.
3. That the **Reverend Gordon Marshall**, a member of New Hope Presbytery, was received by Salem Presbytery on October 24, 2019.
4. That the **Reverend Frank Wyche**, a member of Shenandoah Presbytery, was received by Salem Presbytery on October 24, 2019.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

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

1. That the call of the **Concord Presbyterian Church**, Statesville, North Carolina, to the **Reverend Elizabeth J. Troyer** to serve as Pastor be found in order; and the terms of the call (printed below) be approved; and that upon the signing of the Book of Ministerial Obligations, 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 November 1, 2019.

Cash Salary

\$37,300

Fair rental value of manse	\$13,590
50% of SECA	\$ 4,200
Utilities Allowance	\$ 8,000
Deferred Compensation	\$ 1,200
Business/Professional	\$ 700
Continuing Education	\$ 2,750
Moving Expense	\$ 2,000
Board of Pensions	Provided
Vacation	4 weeks
Study Leave	2 weeks

Two months maternity leave at full pay. Three-month Clergy Renewal Leave in the seventh year.

2. That the call of the **Sparta Presbyterian Church**, Sparta, North Carolina, to the **Reverend Frank Hunter Wyche** to serve as Pastor be found in order; and the terms of the call (printed below) be approved; and that upon the signing of the Book of Ministerial Obligations, the call be placed in his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the **Book of Order** (G-3.0307) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is December 15, 2019.

Cash Salary	\$30,274
Fair rental value of manse	\$ 9,743
Deferred Compensation	\$ 1,200
Other Allowances	\$ 1,000
Automobile Expense	\$ 3,300
Business/Professional	\$ 500
Continuing Education	\$ 1,125
Other Allowances (Cell Phone)	\$ 600
Moving Expense	\$ 5,000
Board of Pensions	Provided
Vacation	4 weeks
Study Leave	2 weeks

Three-month Clergy Renewal Leave in the seventh year.

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

1. That following his successful examination, the call of the **First Presbyterian Church**, Reidsville, North Carolina, to **Charles Wesley Pitts**, a candidate under the care of Salem Presbytery to serve as Pastor be found in order; and the terms of the call (printed below) be approved; and that upon the signing of the Book of Ministerial Obligations, 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 part-time call, pending his successful examination and ordination. The effective date is October 8, 2019.

Cash Salary	\$38,250
Housing Allowance	\$15,000
Other Allowances	\$ 6,750
Continuing Education	\$ 1,500
Moving Costs	\$ 2,500
Board of Pensions	Provided
Vacation	4 weeks
Study Leave	2 weeks
Three-month Clergy Renewal Leave after seven years. One-month paternity leave at full pay.	

C. WELCOME LITURGY

D. COMMISSIONED RULING ELDERS (LAY PASTOR)

1. That **Mr. David E. Stratton** be commissioned as the Commissioned Ruling Elder-Lay Pastor of the **Madison Presbyterian Church**, Madison, North Carolina, for a one year period beginning October 1, 2019, and that he be granted permission to celebrate the Sacraments and Moderate the Session.

E. RE-COMMISSIONING OF ALL COMMISSIONED RULING ELDERS

1. That Salem Presbytery be led in a service of Re-Commissioning of Commissioned Ruling Elders-Lay Pastors who are currently serving in congregations of Salem Presbytery.

F. REQUEST FOR HONORABLE RETIREMENT

1. That the **Reverend Donald McCann** be granted the status of Honorably Retired effective December 31, 2019 and dissolve the pastoral call with **Third Creek Presbyterian Church** of Statesville, North Carolina. Rev. McCann's retirement will be recognized and celebrated at the February presbytery meeting.
2. That the **Reverend Terri Engle** be granted the status of Honorably Retired effective March 1, 2020. Rev. Engle's retirement will be recognized and celebrated at the February presbytery meeting.

Welcome into Salem Presbytery

Elizabeth, Frank, Gordon, Hillary, and Wes 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: Let us not lag in zeal, but be ardent in spirit, serving the Lord.

All: We remember with joy our common calling to serve Christ, and we celebrate God's call to our brothers and sisters in Christ as they serve among us as Teaching Elders.

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.

The Presbytery will stand and sing:

HYMN 730: I Sing a Song of the Saints of God

GRAND ISLE

Commissioning and Recommissioning of CREs

Moderator: We come now to commission Elder David Stratton for service to the Madison Presbyterian Church, and to recommission all other CREs in Salem who are serving our congregations. Will those to be commissioned or recommissioned please come forward, bringing this liturgy with you. Also we invite members of the Madison church forward to participate in this act of worship.

Leader: As many of you as were baptized into Christ have clothed yourselves with Christ.

Presbytery: **There is no longer Jew or Greek,
there is no longer slave or free,
there is no longer male and female;
for all are one in Christ Jesus.** Galatians 3:27-28

Leader: We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind.

Presbytery: **The great ends of the Church are:
the proclamation of the gospel for the salvation of humankind;
the shelter, nurture, and spiritual fellowship of the children of God;
the maintenance of divine worship;
the preservation of the truth;
the promotion of social righteousness; and
the exhibition of the Kingdom of Heaven to the world.**

Leader: The call of Christ is to willing, dedicated discipleship. Our discipleship is a manifestation of the new life we enter through baptism. Discipleship is both a gift and a commitment, an offering and a responsibility.

The Co-Moderator of the CRE Oversight Subcommittee of the Commission on Ministry will introduce those to be commissioned or recommissioned.

Moderator: <to CREs> Dear friends, the grace bestowed on you in baptism is sufficient for your calling because it is God's grace. By God's grace we are saved, and enabled to grow in the faith and to commit our lives in ways that serve Christ.

God has called you to particular service. Show your purpose by answering these questions.

Who is your Lord and Savior?

CREs: Jesus Christ is my Lord and Savior.

Moderator: Will you be Christ's faithful disciple, obeying his word and showing his love?

CREs: I will, with God's help.

Moderator: Do you welcome the responsibility of this service because you are determined to follow the Lord Jesus, to love neighbors, and to work for the reconciling of the world?

CREs: I do.

Moderator: Will you serve the people with energy, intelligence, imagination, and love, relying on God's mercy and rejoicing in the power of the Holy Spirit?

CREs: I will, with God's help.

Moderator: *<to members of the Madison congregation>* Do you, members of the Madison Presbyterian Church, confirm the call of God to Elder David Stratton as your pastoral leader in the service of Jesus Christ?

Madison members: We do.

The Co-Moderator of the CRE Oversight Subcommittee of the Commission on Ministry will lead the Presbytery in a Prayer of Commissioning, followed by

**Presbytery: Almighty God,
in Jesus Christ you called disciples
and, by the Holy Spirit,
made them one church to serve you.
Let your Spirit rule your church,
so that we may be joined
in love and service to Jesus Christ,
who, having gone before us,
is coming to meet us
in the promise of your kingdom. Amen.**

Leader: May the God of peace
make you holy in every way,
and keep your whole being,

spirit, soul, and body,
free from every fault
at the coming of our Lord Jesus Christ. **Amen.**

Moderator: Friends in Christ, you are commissioned to service as Ruling Elders.
Whatever you do, in word or deed, do everything in the name of the
Lord Jesus, giving thanks to God through him.

The Presbytery will stand and sing:

HYMN 738: O Master, Let Me Walk with Thee

MARYTON

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

2020 MINIMUM ANNUAL COMPENSATION
for FULL TIME INSTALLED MINISTERS OF WORD AND SACRAMENT

Salary	\$30,879.00
Housing Allowance (or free use of manse including utilities) <i>(Note: If given a housing allowance it must be specified in writing and recorded in the minutes of the Congregational meeting that approves the terms of call each year.)</i>	\$9,566.00
Auto Reimbursement <i>(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)</i>	Provided
Board of Pensions Pension & Disability Dues:	Provided
Medical Dues: <i>(Use BOP Dues Calculator at www.pensions.org)</i>	*Provided
Continuing Education and/or Book Reimbursement	\$1,125
Vacation: Four (4) weeks is to be defined as, twenty-eight (28) calendar days, including four (4) Sundays)	4 weeks
Study Leave	2 weeks
Maternity Leave (with full pay) or Paternity Leave (with full pay)	2 months 1 month
Days off per week	1 day minimum
Moving (to the field) expense reimbursement	Provided

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in the ministry (up to 10 years) should be added to the minimum salary adopted by Presbytery.

If ministers are provided with a manse in which to live, the churches to which such ministers are called are encouraged to establish an equity allowance for the minister.

In the seventh year of service, the congregation is encouraged to provide for a three-month Clergy Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.

The church may wish to include supplemental income to the Pastor for ½ of Social Security costs; the Pastor is responsible for paying 100% of this cost.

These figures do not include the cost of someone to fill the pulpit when the pastor is away, or the cost of Worker's Compensation insurance, or other similar expenses.

* "It is the ethical duty of the church, and therefore all churches are mandated to provide 100 percent of the cost of the major medical insurance premiums to cover Teaching Elders/Certified Christian educators and members of their families." Presbytery policy as of 3/2014

It is recommended that churches consider a 2.8% raise for all current employees.

2020 MINIMUM COMPENSATION
for PART TIME MINISTERS OF WORD AND SACRAMENT NOT IN INSTALLED
POSITIONS

Compensation calculated per hour \$25.50

Housing Allowance: A portion of the above compensation may be designated as “Housing Allowance” per IRS rules.

Part-time workers (less than 20 hours) are not eligible for Pension and Medical participation offered by the Board of Pensions PCUSA. However, employing organizations may offer eligible BOP products to eligible employees, and should they choose, provide some or all of the cost of the product. See www.pensions.org

Auto Reimbursement Provided

(This means that all business miles approved by the employer are to be reimbursed at the current Federal Allowable Rate)

**2020 COMMISSIONED RULING ELDERS MINIMUM
COMPENSATION**

Salary \$20.80 per hour

In addition, there is a \$100 per year for every year of service,
up to ten (10) years.

Vacation: 4 weeks

(Four (4) weeks is to be defined as, twenty-eight (28)
calendar days, including four (4) Sundays)

2020 CERTIFIED CHRISTIAN EDUCATOR MINIMUM ANNUAL COMPENSATION

Salary:	\$40,458.00
Auto Reimbursement: (This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)	Provided
Board of Pensions Pension & Disability Dues:	Provided
Medical Dues: (Use BOP Dues Calculator at www.pensions.org)	*Provided
Professional Development:	\$1,125
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave (with full pay): or	2 months
Paternity Leave (with full pay):	1 month
Days off per week	1 day

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in church education (up to 10 years) should be added to the minimum salary adopted by Presbytery.

These figures do not include position costs such as, Worker's Compensation, Social Security and Medicaid tax.

In the seventh year of service, the congregation is encouraged to provide for a three-month Clergy Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.

* "It is the ethical duty of the church, and therefore all churches are mandated to provide 100 percent of the cost of the major medical insurance premiums to cover Teaching Elders/Certified Christian educators and members of their families." Presbytery policy as of 3/2014

It is recommended that churches consider a 2.8% raise for all current employees.

The Mission Committee continues to sponsor mission opportunities for congregations, to assist with church mission trip planning and to encourage participation in disaster assistance efforts. Last month, the Presbytery sponsored Medical Missions trips to Ocosingo, Mexico between October 5th-20th. Over the two weeks, the medical teams provided a free clinic serving 887 patients at Los Manos de Cristo (The Hands of Christ) Clinic. (The Clinic was built through contributions from Salem congregations ten years ago.) Several hundred people received reading glasses along with medical supplies donated by congregations. Travelers packed these items in their carryon luggage to save on shipping cost. The medical travelers encounter many people suffering from intestinal diseases brought on by unsanitary drinking water. Partnering with the Wine to Water organization, the team was able to provide a large number of household water filters and trained the people how to use and maintain them. Later on Clinic staff will visit households who received filters to see how they have impacted the health of family members.

The four weeks of medical missions annually are made possible by individuals who give of their time and expertise to provide health care to people living in abject poverty. Reading glasses and medical supplies collected by congregations help continue the care after patients leave the clinic. Additional medical staff are needed to go down on the upcoming trips in 2020. Doctors (all specialties), nurses, para-medics, pharmacists and those with Spanish language skills are needed for the upcoming trips. More reading glasses and medical supplies will also be needed (see wish list).

In addition to medical trips, youth disaster assistance trips are made during spring break weeks. A construction trip is planned for next June to help erect a worship building for a new and rapidly growing congregation in Ocosingo. Trips to other countries are being considered in the future. The Presbytery is collecting contact information for Mission leaders in Salem congregations so that mission communications can be shared. Contact information can be e-mailed or mailed to Salem Presbytery, P.O. Box 1763, Clemmons, NC 27012.

Tentative 2020 Schedule

February 1-8, 2020 Medical Trip - Ocosingo, Mex., Leader: Bill Herring, walnutcovefarm@yahoo.com

February 8-16, 2020 Medical Trip - Ocosingo, Mex., Leader: Bill Herring, walnutcovefarm@yahoo.com

April (tba) 2020 Youth Disaster Assistance trip.

June (tba) 2020 Church Construction Trip - Ocosingo, Mexico

October 3-10, 2020 Medical Trip - Ocosingo, Mex., Leader: Bill Herring, walnutcovefarm@yahoo.com

October 10-18, 2020 Medical Trip - Ocosingo, Mex., Leader: Bill Herring, walnutcovefarm@yahoo.com

Additional information and traveler application forms can be found on the Presbytery web site, salempresbytery.org. Medical supplies and glasses may be delivered to the Presbytery office or may be picked up. Thank you for your continued support for Presbytery missions.

Respectfully presented:

Rev. Ray Mims, Committee Moderator (336) 202-6093 or [raymims1@gmail.org](mailto:raymims1@gmail.com)

WISH LIST

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

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

Please call the Presbytery office at (336) 766-3393 if items need to be picked up.



Ray Mims and Sandy Kern, Co-Moderators

The Committee on Representation met on October 11, 2019.

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:

Budget and Finance:

Class of 2022 - Ms. Ronda Tatum, Logan
Mr. Paul Gilbert, Statesville First

Church Growth and Transformation:

Class of 2022- Rev. Jodi Lingan, Clemmons
Rev. Stacey Steck, Thyatira

Commission on Ministry East:

Class of 2021 - Mr. (Rev.) Wes Pitts, Reidsville First

Class of 2022 - Mr. Bob Hill, Burlington First
Mr. Thomas Vinson, Mebane First
Ms. Sue Flippin, Bethel McLeansville

Commission on Ministry Central:

Class of 2022 - Rev. Inger Manchester, Fieldstone
Rev. Pat Fletcher, HR
Rev. Brian Rummage, New Hope

Commission on Ministry West:

Class of 2022 - Ms. Penny Hedrick, Concord
Mr. Lee Woods, Logan

Committee on Preparation for Ministry:

Class of 2022 - Rev. R. C. Griffin, III, North Wilkesboro
Rev. Courtney Stevens, Highland

Examinations:

Class of 2022 - Rev. Travis Milam, Pilot Mountain First
 Ms. Rebecca Sullivan, Lexington First
 Rev. Sam Stevenson (adjunct), HR

Executive Council:

Class of 2022 - Ms. Mandy Santolla, CRE Pine Ridge
 Mr. Sam Jenkins, Hawfields
 Rev. Jeff Sockwell, Shallowford

Personnel:

Class of 2022 - Rev. Ernie Thompson, Westminster

2. The Committee on Representation nominates the following as Commissioners to the General Assembly in 2020.

Ministers:

Moderator-Elect- Rev. Paul Sink, Taylorsville
 Rev. Kaye Barrow Ziglar, Logan
 Rev. Jeff Paschal, Guilford Park
 ALT. Rev. Kim Priddy, Sedgefield

Elders:

Dr. Beth Hooten, Burlington First
 Ms. Cynthia Ingle, Springwood
 Mr. Jack Hartle, Shallowford
 ALT. Mr. Doug Brinkley, CRE Hills, Pine Ridge

YAAD:

Mr. Nolan Chilton, Burlington First
 ALT. Ms. Messiah Reid, St. James

**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.*

The Rev. Jennie L. Hemrick, Moderator; CRE Fred Terry, Vice Moderator

The Executive Council (EC) met on September 19 and October 17, 2019.

Regular reports were received from the Steve Scott, Transitional General Presbyter and David Vaughan, Stated Clerk.

For Information –

The Executive Council:

- Approved minutes of previous EC meetings;
- Received reports from the Personnel Committee and the Implementation Team;
- Acted upon the request of the Personnel Committee to provide severance packages and stay-bonuses for members of the administrative staff;
- Acted upon the request of the Implementation Team to list the Presbytery office property for lease;
- Acted upon the request of the Church Growth and Transformation committee to list the former Christ (High Point) church property for sale;
- Received reports on the financial status of the Presbytery;
- Reviewed and endorsed the 2020 Proposed Budget for the Presbytery, as presented by the Budget and Finance Committee;
- Approved the docket for the November meeting of Presbytery;
- Received updates on churches in particular need;
- Authorized Bill Hoyle, Laurie Scott, and Jeff Sockwell to sign Presbytery checks;
- Agreed to nominate three individuals for service on the Committee on Representation, Class of 2022;
- Reviewed community concerns, and prayed for the health of Salem congregations, pastors, and leaders.

For Action –

1. The Executive Council moves that the Presbytery elect Ruling Elder LaQreshia Bates-Harley, the Rev. Sandy Kern, and Ruling Elder Jinx Miller to a three-year term on the Committee on Representation, beginning January 1, 2020.
2. The Executive Council asks the Moderator to recognize the Rev. Ken Broman-Fulks, moderator of the Implementation Team, to speak before the Presbytery.
3. The Executive Council asks that the Moderator recognize the Rev. Jeff Sockwell, who will address the Presbytery concerning the work of the Stewardship Committee.
4. The Executive Council asks that the Moderator recognize the Rev. Jay Lambeth, who will address the Presbytery.

Salem Presbytery
Statement of Activities
Through September 30, 2019

<u>GENERAL FUND</u>	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>
Revenue			
Undesignated	375,451	467,000	(91,549)
Per Capita	57,948	43,500	14,448
	<u>433,399</u>	<u>510,500</u>	<u>(77,101)</u>
Other Receipts	288	20,000	(19,712)
Rental Income	8,686	8,360	326
Income from Investments	22,082	18,000	4,082
Gain (Loss) on Investment	72,345	0	72,345
Other Interest	1,491	1,350	141
Conference/Retreat Revenue	5,980	5,625	355
Transfer from Seminary Education Fund	0		
Total Revenue	<u>544,270</u>	<u>563,835</u>	<u>(19,565)</u>
Expense			
Campus Ministry	104,250	104,247	(3)
GA & Synod Support	0	52,297	52,297
Defined Ministries	0	3,000	3,000
Hispanic Ministries	4,489	0	(4,489)
Council / Committees	25,251	35,165	9,914
Administrative			
Compensation	351,435	399,200	47,765
Continuing Education	6,953	7,025	72
Travel Expense	15,621	16,525	904
Communications	16,536	17,500	964
Insurance	17,130	13,875	(3,255)
Other Administrative	19,224	26,250	7,026
Closed Church Expense	10,081	4,500	(5,581)
Building Maintenance	11,577	13,880	2,303
Total Expense	<u>582,547</u>	<u>693,464</u>	<u>110,917</u>
General Fund Expenditures in Excess of Revenue	<u>(38,277)</u>	<u>(129,629)</u>	<u>91,352</u>

Salem Presbytery
Statement of Activities
Through September 30, 2019

Non-Budget

Pass-Throughs

REVENUE

PCUSA	88,822
Local Validated Causes	43,181
	<u>132,003</u>

EXPENDITURES

PCUSA	88,822
Local Validated Causes	43,181
	<u>132,003</u>

Expenditures in Excess of Revenue	<u>0</u>
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Presbytery Funds

REVENUE

African American Implementation	2,000
Black Caucus	150
Camp Scholarship	933
Church Growth	2,547
Duke Synod	3,888
Hispanic Ministry	4,489
Hunger	91,413
New Covenant Funds	16,369
Peace & Justice	3,540
Presbyterian Foundation	19,756
Roxanna Atwood Fund	2,271
Seminary Education Fund	805
	<u>148,161</u>

EXPENDITURES

Black Caucus	100
Church Growth	19,700
Designated Reserve Fund - Severence	33,080
Hispanic Ministry	13,119
Hunger	50,500
Peace & Justice	4,875
Seminary Education Fund	0
Latta Scholarship	2,000
Mission Challenge	3,600
	<u>126,974</u>

Revenue in Excess of Expenditures	<u>21,187</u>
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Total Revenue in Excess of Expenditures	<u>(17,090)</u>
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Salem Presbytery
Statement of Financial Position
As of September 30, 2019

Assets

Cash - General Fund	80,910	
Cash - Hunger Fund	94,007	
Pledges Receivable from previous year end	258	
Investments	1,439,270	
Note Receivable	27,297	
Sales Tax Receivable	230	
Current Assets	1,641,972	1,641,972
Land, Building, Equipment	1,198,031	
Less Accumulated Depreciation	(338,194)	
Non-current Assets	859,837	859,837
Total Assets		2,501,810

Liabilities and Net Assets

Liabilities:		
Accounts Payable	17,097	
Other Liabilities	11	
Current Liabilities	17,108	17,108
Net Assets:		
Unrestricted	2,088,153	
Temporarily Restricted	288,846	
Permanently Restricted	124,792	
Net Income	(17,090)	
	2,484,701	2,484,701
Total Liabilities and Net Assets		2,501,810

Yearly Stewardship Calendar

*Weekly (so important!):

- ✓ Write four gratitude notes to someone in your congregation or community
- ✓ Highlight your congregation's generosity during worship

Month	Activities
January	<p>___ Report on Christmas Eve offering and where funds went</p> <p>___ Year-end giving statements prepared - with a hand-written thank you from the pastor tucked in with each statement or a signed letter highlighting how the tithes have been used</p>
February	<p>___ Love your congregation! Pass out Valentine's Day cards and/or chocolates at worship to say "thank you"</p> <p>___ Testimony in worship from someone talking about how your congregation has made a difference in their lives</p>
March	<p>___ Preach on generosity</p> <p>___ Quarterly Giving Statement goes out with a thank you or testimony from a church member (remember to have them sign it and add close-up picture = big bonus!)</p> <p>___ Newsletter article on how generosity in your church is making a difference</p>
April	<p>___ Send a special offering Easter letter - be specific about where the offering will go</p> <p>___ Testimony in worship from someone talking about how your congregation has made a difference in their lives</p>
May	<p>___ Newsletter article on how generosity in your church is making a difference</p> <p>___ Have a gratitude moment at Session - everyone write a note to someone in the church who has made a difference in their lives</p> <p>___ Review with Finance Committee your apportionment progress - if necessary, what will it take to get caught up?</p>
June	<p>___ Quarterly Giving Statement goes out with a thank you or testimony from a church member (remember to have them sign it and add close-up picture = big bonus!)</p> <p>___ Preach on generosity/the power of giving</p> <p>___ Testimony in worship from someone talking about how your congregation has made a difference in their lives</p>
July	<p>___ Begin planning your Annual Pledge Campaign (if you do one) when everything is blessedly quiet</p> <p>___ Have your Session write thank you notes to those who regularly pledge</p> <p>___ Newsletter article on how generosity in your church is making a difference</p> <p>___ Preach on the power of giving</p>
August	<p>___ Testimony in worship from someone talking about how your congregation has made a difference in their lives</p>
September	<p>___ Quarterly Giving Statement goes out with a thank you or testimony from a church member (remember to have them sign it and add close-up picture = big bonus!)</p> <p>___ Offer a Sunday School Class on the connection between money and justice</p> <p>___ Newsletter article on how generosity in your church is making a difference</p>
October	<p>___ Start your Annual Pledge Campaign!</p> <p>___ Testimony in worship from someone talking about how your congregation has made a difference in their lives</p>
November	<p>___ Write your year-end Christmas letter</p> <p>___ Newsletter article on how generosity in your church is making a difference</p>
December	<p>___ Testimony in worship from someone talking about how your congregation has made a difference in their lives</p> <p>___ Christmas letter goes out - don't forget to include an envelope and be sure to highlight where the money will go</p> <p>___ Determine where the Christmas Eve offering will be designated and talk about it in worship</p>

**Save the dates! April 30-May 1, 2020
At Montreat Conference Center**

A regional, day and a half conference sponsored by POAMN
(Presbyterian Older Adult Ministries Network)

Stronger Together: Faith in Action Across Generations
An Older Adult Ministry Regional Conference not to be missed!

Featuring outstanding leadership



Dr. Eileen Lindner

Rev. Jon Brown

Rev. Cindy Kohlmann

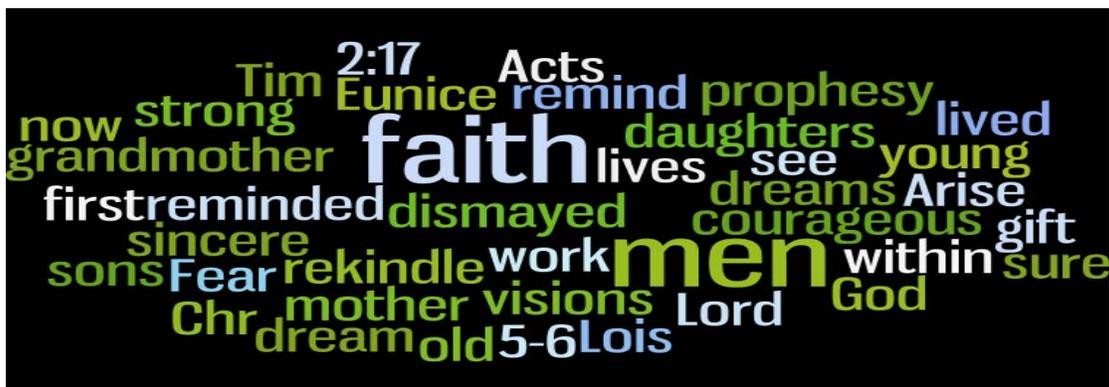
Carla Karst

Worship, keynotes, fellowship, workshops

This conference is for you if:

- You work with older adults in your congregation (lay or clergy)
- You want to build relationships across generations
- If you seek to thrive after 55 in body, mind, and spirit
- You seek the latest on current issues of aging and the church
- You are a retired church professional

Don't delay! Beginning in November, you will be able to register on-line. Details available through the POAMN website, www.poamn.org and at www.montreat.org.



Collegiate ministry is a lot of things: it is inspiring, funky, hilarious, and weird. It is high-energy, world-changing, tear jerking, life-altering. It's **where students can pray, ask, respond, listen, laugh, cry, wonder, and be** who God made them to be. It is for 'Jesus freaks,' skeptics, Christians, atheists, doubters, and wanderers. It gives students a space for worship, questions, fears, anxieties, hopes, and dreams. It reminds us—whether or not we're in college—that we are not alone, that we are not forgotten, that we are loved, that we matter. **It's where we are called to be.** And so, we, the Church, will walk alongside students as they come to know and seek to understand Jesus as Lord. We will listen to the truth that they tell, which is wild, untamed, risky, and exhilarating, while also teaching and offering them our own Reformed understanding of who God is. Not only will we name God's radical love for college students, **we will encourage a way of life proclaiming that the Lord is at work** in the world, for the world, for all of us.¹

Support the Campus Ministries
of Salem Presbytery:

Winston Salem State, UKirk Salem
College, Faith Point Fellowship, UKirk
Greensboro, Presby @ Wake Forest,
North Carolina School for the Arts, and
PECM @ App State.



Scan me

¹ https://ukirk.pcusa.org/site_media/media/uploads/ukirk/ukirk_brochure.pdf

Elders on the Move

Church _____ Date _____

Was it easy to find?

Was there a sense of life in the congregation?

What moved me during the service?

What made me say "Hmmm..." ?

What sense of the mission or vision of the congregation did I perceive?

Was I made to feel welcome?

How were children part of the service? How were they treated?

Was the music appropriate for the message?

Were there unexplained code words?

What happened when I looked lost?

Did anything distract me?

What was the message focus?

Did the service make you glad to be a Christian? Would you return?

**PRESBYTERY REPORT TO SYNOD ON REPRESENTATION
2019 Form for Year 2018**

Page 1 of 2

Presbytery: **SALEM**

I. a. If you have a 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? **In writing and verbally at quarterly Pby meetings**

b. If you do not have a COR, please state how you handle oversight of appropriate representation?

II. What is the size of your presbytery? Churches **135** Members **22,643**

What percentage of members are minorities? **10.6%**

III. Of the leadership positions with in your presbytery: **(Committee leadership and officers, per Section VI)**

How many are filled by women? **6** How many are filled by men? **10**

IV. In the past 5 years, have you had a non-majority Moderator? **Yes**

V. What actions or initiatives has your COR taken to try and improve your record of representation on committees?

Deliberate recruitment by COR, Officers, and staff to encourage women and minorities to seek service on Presbytery committees

VI. What might the Synod COR do to assist your efforts to be more effective in your work?

Report submitted by **David Vaughan**

Signature 

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

This document was/will be part of COR's report to Presbytery on **November 12, 2019**

Stated Clerk **David Vaughan**

Signature 

Date **8/28/19**

Please return this form on or before **(August 30, 2019)**: via email to tscott@synatlantic.org or to Synod of the Mid-Atlantic, 3601 Seminary Avenue, Richmond, VA 23227.

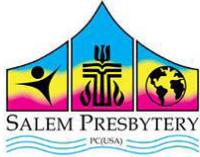
Updated 7/18/19

VI.

2019 COMMITTEE ON REPRESENTATION REPORT (for 2018)

PRESBYTERY NAME: SALEM

	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	3	2	1	3			1					8					7	2
2	Church Development	13	6	1	3	3			3					10				4	6	3
3	Committee on Ministry	35	11	12	6	6	1		4					30				6	9	20
4	Presbytery Officers			1	1									2					2	
5	Presbytery Council	12	1	5	5	1			1					11				1	7	4
6	Nominating Committee	9	4		3	2								9				3	1	5
7	Commissioner to 222 GA/ 239-243 SOMA Assembly	10	2	4	3	1			2					8				2	6	2
8	Committee on Preparation	11	3	2	6									11				5	4	2
9																				
10																				
11																				
12																				
13																				
14																				
	TOTAL	101	30	27	28	16	1		11					89				21	42	38



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:

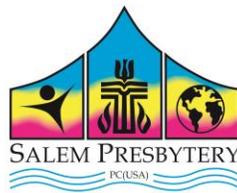
Nominator Information:

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



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: **REACH, EQUIP, SEND**

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, February 18, 2020 Clemmons Presbyterian Church, Clemmons, NC

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.

