

**ONE HUNDRED THIRTY-NINTH STATED MEETING
MINUTES OF SALEM PRESBYTERY
SEPTEMBER 9, 2023**

The One Hundred Thirty-Ninth Stated Meeting of Salem Presbytery, held on Saturday, September 9, 2023 at First Burlington Presbyterian Church, Burlington, North Carolina and by Live Stream was called to order by the Presbytery Moderator, Elder Catreli S. Hunter at 9:00 a.m.

ENROLLMENT:

Commissioners		Commissioned Ruling Elders	6
Elders	50	Lay Pastors	1
Ministers	48	Presbytery Staff	1
		Stated Clerk	1
		TOTAL:	107
		(+Visitors - 11)	118

The following were present for this meeting of Presbytery:

Ministers (48):

Anderson, Amanda	Hazelrigg, Marti	Moss, Stephen
Blankinship, Joe	Horan, Amanda	Nance, Don
Brinson, Ann	Hoyle, Felicia Stewart	Otterbacher, Glenn
Burleson, Thom	Hoyle, Bill	Peters, Rebecca Todd
Bussell, Matt	Johnson, John	Phillips, Jon
Cannada, Jeremy	Jones-Johnson, Vicki	Pitts, Wes
Conley, Kevin	Jordan, Steve	Quandt, Boni
Covington, Frank	Lashley, George	Reynolds, Jeff
Duffield, Jill	Layman, Debbie	Rigel, Jessica
Ealy, David	Lingan, Jodi	Schlaman Larsen, Emily
Fearing, Stephen	Martin, Susanne	Smith, David
Fitch, Rachel	McCain, Vicki	Sockwell, Jeff
Griffin, R. C.	McCutchen, Joseph	Vazquez, Jorge
Harper-Spellings, Kate	McFarland, Bryan	Williams Berry, Nancy
Harris, Randy	Milam, Travis	Wilson, Alicia
Harrison, Evan	Mims, Ray	Wisner, Leigh

Ruling Elder Commissioners (50):

Alamance	Burns, Kris	Freedom	Campbell, Valeria
Alamance	Uniatowski, Judy	Greensboro 1st	Fields, Joey
Asheboro 1st	Batten, Susan	Greensboro 1st	Harrington, Betsy
Bethany Graham	Patterson, Tina	Greensboro 1st	King, Reaves
Bethany Statesville	Templeton, Pattie	Greensboro 1st	Staton, James
Bethel	Johnson, Lenore	Griers	Morris, Bill
Bixby	Robertson, Carter	Guilford Park	Hickling, William
Burlington 1st	Hill, Bob	Guilford Park	Rodenbough, Bo
Burlington 1st	Hooten, Beth	Hawfields	Beaudry, Sandra
Burlington 1st	Katharine Frazier	High Point 1st	Clinard, Aaron
Calvary	Wasson, Betty Agnew	High Point 1st	Hughes, Jennifer
Community in Christ	Gaddy, Bobbie	Highland	Grier, Robbie
Concord	Nicholson, Elaine	Highland	Moore, Stephen
Cooleeme	Dodd, Kevin	Hills	McClain, Dan
Cross Roads	Tate, Deanna	John Calvin	Caddell, Joyce
Elkin	Tysor, Rusty	Mocksville 1st	Overbey, Jeff
Fellowship	Davis, Julie	Mt. Vernon	Hunter, Courtney
Franklin	Lowe, John	North Wilkesboro	Worley, Karen

Pine Ridge
Pittsboro
Pleasant Grove
Reidsville 1st
Rumple Memorial
Salisbury 1st
Salisbury 1st

Gordon, Nancy
Wereszynski, Virginia
Jordan, Annette
Callicutt, Tom
Scott, Gary
Bostian, Martha
Denny, Del

Shady Side
Shallowford
Shiloh, Burlington
Siler City
Taylorsville
Trinity Salisbury
Westminster

Holmes, Reggie
Vance, Christy
Kluttz, Betty
Randy Haith
Jamison, Laura
Green, Monica
Hooker, Larry

Commissioned Ruling Elders (6):

Beard, James
Braxton, Steve
Brooks, Rachael

Crunk, Sidney
Harley, James
LaDew, Richard

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

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

Presbytery Staff (1): Ratledge, Christine

CALL TO ORDER AND OPENING PRAYER

The Moderator, Elder Catreliia S. Hunter, called the meeting to order at 9:00 a.m. and constituted the meeting with prayer.

MORNING WORSHIP AND CELEBRATION OF THE LORD'S SUPPER

Salem Presbytery was led in worship by the Rev. Dr. Stewart Rawson, Transitional Pastor of First Burlington Presbyterian, and the Rev. Carrie Tuttle, Parish Associate of First Burlington Presbyterian. Dr. Corey Schlosser-Hall preached the sermon "God's Vision Unfolding: What Matthew 25 looks like in Action" using scripture readings from Acts 16:6-15. The Lord's Supper was celebrated following the sermon.

WELCOME FROM HOST CHURCH

The governing body was welcomed by Rev. Stewart Rawson, First Burlington Presbyterian Church, Burlington, North Carolina. Information regarding the arrangements for this meeting was presented.

QUORUM

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

APPROVAL OF DOCKET

The docket was presented by the Moderator of Salem Presbytery, Elder Catreliia S. Hunter.

ACTION:

1. Presbytery approved the docket.

WELCOME AND REPORT FROM THE MODERATOR AND
INTRODUCTIONS

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

GREETINGS FROM ECUMENICAL GUEST

Salem Presbytery welcomed Mr. Jai Baker, the Executive Director of Allied Churches of Alamance County. Allied Churches of Alamance County is a recipient of the Salem Presbytery Hunger Grant given out each year. He brought greetings and thanks for the ties between Allied Churches of Alamance County and Salem Presbytery.

LAND ACKNOWLEDGEMENT

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

REPORT FROM GENERAL ASSEMBLY RACE AND GENDER JUSTICE

Elder Beth Hooten led those in attendance through a Litany of Repentance. This signified an offering of an apology to African Americans for the sin of slavery and its legacy.

SEARCH COMMITTEE FOR EXECUTIVE PRESBYTER

The Rev. Stephen Fearing reported on the continued search for Salem Presbytery's next executive presbyter. Rev. Fearing stated that there were 15 candidates who submitted applications and the field has been narrowed down to 4 to 5 candidates. They anticipate having a candidate to submit for consideration at the November presbytery meeting.

FINAL REPORT FROM TRANSITIONAL GENERAL PRESBYTER
Rev. Barbara Smith

As I sat to prepare my final report as your Transitional General Presbyter, I went back and looked at the 11 reports I presented to Presbytery, as well as my nearly monthly reports to Executive Council. That exercise really helped me to help all of us to remember the work we've done together as I transition into retirement as of November 1, and as you make the transition to an installed General Presbyter on a timeline yet to be determined.

For the November 10, 2020 stated meeting – 10 days into my tenure with you – I shared with you my prayer for our time together. I wrote, "That when the time comes for me to depart, you will say 'gosh that was hard work but I'm glad we did it'...and with God's guidance, and God's grace, we will look at these days somewhere down the road, through the rear-view mirror, ultimately stronger for the lessons learned and bridges built."

We definitely weathered some storms together in year 1.

I walked into a storm of hurt feelings, resentment, woundedness, and anger. There was a lack of trust, a perceived lack of transparency, and a lack of accountability. There were factions. As I pointed out to the Executive Council and to the presbytery as a whole, there were elephants in the room. The only way to deal with the elephants was head on and the only way to get them gone was to name them.

To that end:

At the May 2021 presbytery meeting, we engaged in a litany to recognize the dissolution of the Implementation Team that had been formed to carry out the work of the Dream Team. The presbytery said thank you, we asked for forgiveness for the times that the waters were not always calm, and we acknowledged the time and prayer as well as the joy and pain experienced. We heard from the Implementation Team accepting the presbytery's gratitude, the granting of forgiveness and seeking forgiveness for their failures, and turning those things undone back to the presbytery. In the words of Polly Pruitt, a member of the Implementation Team, "We ended up in a deep well which is slowly filling with life-giving water that will sustain as we move forward in our new vision for Salem Presbytery."

Executive Council officially named the elephants at the August 2021 presbytery meeting, and at the November 2021 presbytery meeting, we included your additions. During our worship we asked for and granted forgiveness. And we also identified for ourselves a past or present hurt or grievance that we were willing to set aside for the health of the presbytery going forward.

I also walked into the storm called COVID that had been raging for 8 months when I began working with you. Including a variety of voices from the geographical diversity of the presbytery, a COVID response team was formed. At least six letters to the presbytery were prepared as the highs and lows, and the peaks and valleys of a global pandemic had their way with the world, the United States, and North Carolina in particular. The response team made suggestions and recommendations based on available data and CDC counsel. Three and a half years later, COVID is still alive and well, albeit on a smaller scale as we do our best with vaccinations, masks and Paxlovid!

In year 1, Zoom became a verb. It was what we did, it was how we connected. It was our new norm. We had a Mingling Dinner Party gathering at Christmas time, and for a while we had an "It's 5 o'clock somewhere" gathering. All committees, commissions and task forces continued to meet without missing a beat. Many churches – who hadn't already - learned how to utilize the gift of technology and live-stream.

Year 1 wasn't all about storms, however. There was a lot of other important work happening too.

The Commission on Ministry underwent a thorough restructuring process. Whereas there used to be 3 neighborhoods – east, central and west - who oversaw everything in those areas, the move was made to seven task forces with specific duties for the entire presbytery. After some time with seven task forces, we realized two of them could be combined to be more effective. No more overlap of responsibilities.

One carry over from the Dream Team plan was the idea of Engagement Pastors. In early 2001, five parishes were identified and smaller clusters formed. In the Spring of 2001, five Engagement Pastors were hired and their new work of connecting people and churches in Salem Presbytery began. With two personnel changes along the way, those Engagement Pastors continue their important work.

Finances – In 2021, we became aware of the fact that the Synod of the Mid Atlantic – in 2018 - was promised payment of \$17,040.98 in outstanding per capita. Executive Council authorized me to write a letter to the Synod asking for forgiveness of past indebtedness with a promise to pay 100% of our per capita assessment going forward. The indebtedness was forgiven, and we have kept our promise to the Synod. We have also been remitting increasing percentages of assessed per capita to the General Assembly.

In November of 2021, my report to presbytery had this to say: "It seems hard to believe that I have already completed one year as your Transitional General Presbyter. And it is a year in which we have all worked hard together. As we move into our second year together, I've laid out some "wonderings" for Executive Council for my next two years with you. Year 2 will have us looking at Salem's (1) mission and vision statements to begin to keep them out in front of the Presbytery so that all decisions/plans/financial commitments that are made intentionally fit within the presbytery's mission and vision; (2) committee/commission structure to be sure we are "putting our money where our mouth is" – i.e. are we supporting what we say is important to our mission and vision; and (3) With #1 and #2 in mind, and with committees/commissions taking greater ownership rather than being staff driven, together with a realistic view of the Presbytery finances and a sense of what should be done with invested monies, determine what staffing structure should look like after year 3. Year 3 will have us living to our mission and vision with greater committee/commission ownership as the presbytery searches for installed leadership."

In 2022 ...

After work in 2020, and a major push in 2021, the Budget and Finance Committee and Executive Council were given a full, detailed report on the presbytery's designated and restricted funds. Each one was individually considered and some changes – where allowed – were made. That report was made fully available to the presbytery.

A Gift Acceptance Policy and an Investment Policy were both adopted in 2022.

Executive Council recommended, and Presbytery approved forming the position of Designated Presbyter for Transformational Ministry. After interviews with several applicants, Rev. Jodi Ligan was hired for a period to run concurrently with my contract to specifically work with the congregations of Salem Presbytery served by a Stated Supply, Temporary Supply, CRE, or pulpit supply – a full half of the number of our churches. You took a leap of faith to create that position and I can't say enough good about the work Jodi is doing.

In May of 2022, Executive Council had a zoom retreat to focus on future staffing for the presbytery. We began with reflection on Isaiah 43:15-21, with specific focus on verses 18 and 19 – "Do not remember the former things, or consider the things of old. I am about to do a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert." I posed questions for discussion, including: what do you believe the new thing is that God wants us to do; what new questions do we need to ask; given the presbytery's mission and vision, what is essential to our identity; and how is this different from March 2020. (A staffing plan was created, and as you will see reported below, approved!)

Some of the comments that emerged from our discussion were the acknowledgement that we've made great strides in changing the culture of the presbytery but it's a work in progress; creating the position of Designated Presbyter for Transformational Ministry has been very significant; as Christians and members of Salem Presbytery, we have the responsibility to speak up and speak out on societal issues; relationships matter; the importance of Engagement Pastors; and to be connectional, catalysts and proclaimers.

Church Growth and Transformation introduced the Seven Marks of Vital Congregations, an initiative of the Presbyterian Mission Agency. One of those seven marks has been presented as part of every presbytery meeting since then, culminating in the final mark being presented at this meeting. Church Growth and Transformation also purchased a subscription for the demographic tool, Mission Insight, for 2022 and 2023. It has been decided not to continue that subscription in 2024.

Personnel concluded their important work on an up-to-date Personnel Manual.

In November of 2022, my report to presbytery had this to say: "Two weeks ago, on November 1, I began my third and final year with you as your Transitional General Presbyter. And today marks the next step – a very important step - on your journey toward installed leadership!

"In my last report to the Presbytery's September 2022 meeting, I shared that future staffing conversations had been, and would be, happening with Budget and Finance, Personnel, and Executive Council. Long, in depth, discerning

conversations have indeed taken place. And today, marks the next step – a very important step - on your journey toward installed leadership as that plan is before you – the body of Salem Presbytery – for conversation and vote!”

And vote you did! You approved the staffing plan which would include a full time Administrative Assistant, part-time Financial Secretary, part-time Communications Director, part-time Stated Clerk, full-time Designated Presbyter (until at least 2025), and full-time General Presbyter. In addition, the Five Engagement Pastors would continue on a contract basis.

In 2023, a policy was adopted on the use of funds from closed churches. And, to that end, Church Growth and Transformation has been working on a grant process with funds already in their purview, as well as new funds from closed churches. You will hear more at this meeting.

Not confined to a particular year but important ...

The Stewardship Committee jumped into high gear. They met with Olanda Carr, our representative from the Presbyterian Foundation to talk about the nature and practice of stewardship, as well as how to further our initiative in Salem Presbytery. Through the one-on-one connections of the stewardship team with pastors, leaders, and churches in Salem Presbytery via phone and note writing, the number of church support pledges and the amount of those pledges have increased.

EQUIP began sharing resources with the presbytery and would begin planning educational opportunities for after presbytery meetings. In 2023, they held Elder training workshops in each parish, and are planning similar training in 2024.

Committee on Preparation for Ministry continued their important work with Inquirers and Candidates. It is always a thrill to move someone to the status of “Certified Ready to Receive a Call” and see where God’s call leads them.

Campus Ministry – Executive Council empowered a task force to work on a plan to implement the Dream Team’s recommendations on funding campus ministry. That task force has continued to work and a new campus ministry manual and funding model have been created and approved.

The Hunger Committee meets twice a year to consider applications for funds collected with all of your collected pennies. Grants are made both domestically and internationally.

The Peace and Justice task force meets monthly and has been responsible for putting into place our Racial Equity Training.

I have said it before and will say it again. Salem Presbytery has a staff of whom you can be proud. They work amazingly well as a team and are dedicated to the work to which God has called them! We have met nearly weekly on Monday mornings.

In closing, I would like to express my heartfelt thanks to all of you – Salem Presbytery – for the privilege of serving you these past three years. My prayer is that you can honestly say “gosh that was hard work but I’m glad we did it’...and with God’s guidance, and God’s grace, we will look at these days somewhere down the road, through the rear-view mirror, ultimately stronger for the lessons learned and bridges built.”

As Paul wrote to the Philippians, so I say to you, “I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.” (Philippians 1:3-6) May God continue to richly bless you!

Rev. Dr. Barbara A. Smith, Transitional General Presbyter

REPORT FROM DESIGNATED PRESBYTER
Rev. Jodi Ligan

Greetings Presbytery Siblings!



My reports to date have centered on the sobering, hard realities facing our churches. Since we were together last, another church has requested dissolution with two additional churches standing on the brink. Three churches are moving from installed to uninstalled. I've used numbers over the past year to help us articulate our reality. This has been painful, but ignoring or glossing over them is spiritually irresponsible.

As God's children, however, this Presbytery is embracing that we are **resurrection people**, we are the ones blessed to here in this piece of the Kingdom, to lead our churches *now* in letting go of whatever does not enable us to proactively enable spiritual growth and service as the hands and feet of Jesus Christ in the world.. I would like to share some of the **"lights" shining under the bushels** in Salem Presbytery:

- **Four Shepherd Teams** have been engaged: one resulting in a Stated Supply call, one in potential dissolution, two teams are still underway.
- We are introducing a **new ministry model ("Cooperative Congregations")** this September in Parish E.
- We are participating in the Wesley Theological Seminary **Religious Workforce Project**: a national study on today's changing religious landscape, how leaders of congregations are adapting, how these changes shape staffing, financial models.
- We are exploring three new **community building initiatives**:
 -  **Rural NC** (<https://www.ncruralcenter.org/engagement/faith-in-rural-communities/>): creating socially dynamic and economically vibrant rural faith communities across N.C.
 -  **Wesley Community Development Corporation** (<https://wesleycdc.com>): an innovative, full-service, non-profit real estate firm partnering with faith-based organizations in helping them reimagine, repurpose, and redevelop their physical assets.
 -  **Sympara** (<https://www.sympara.org>): their mission is to "help communities repurpose underutilized religious properties for social impact.
- We are sending a team on September 10-13th to the **Synod meeting African American Congregations and Pastoral Leadership** within the  **focused on the state of** region and the nation.

I often hear of how our churches are struggling in their own individual wildernesses. We proclaim to be the **relational, connectational denomination**. It is biblical and radical - just like Jesus was (and still is). Yet how we put this into practice is elusive. In this season of Ordinary Time, of what it means to focus on maturing and growing as disciples of Jesus Christ, I encourage you to **ask your Sessions to spend five minutes discussing** what it means to be Church in your piece of the Kingdom...and listen carefully to the answers. And then make it a priority for you or your elders to worship at another church in your parish – just once - before the next Presbytery meeting so that *together* we will serve more authentically to the glory of God. The disciples didn't choose each other; they were chosen by Jesus. One body – because of Jesus Christ.

As a note of personal privilege, I wish to express my **profound gratitude** for the support and encouragement of our Interim Presbyter. Plain and simple, without Barbara's insight, none of these efforts would have seen the light of day. Transformation, however you may define it, is a living, breathing, evolving reality in Salem Presbytery - thank you Barbara!

I leave you with this **poem by Rev. Sarah Are**. It is a wonderful means for thinking about how we approach new ways of defining relational, connected, togetherness in Salem Presbytery. I have no idea what comes next; however, **I am grateful to be on this adventure with you – that we may learn anew to share our flashlights!**

Flashlight
(by Reverend Sarah Are)



*I wish I could draw you a map
of the next steps—
the next conversation,
the next brave truth,
the next fumble,
the next apology.
Wouldn't it be nice to know
what's coming?
Wouldn't it be nice to
prepare our hearts?
But I don't know where to go from here.
I am a child with a flashlight—
deeply hopeful and a little nervous,
all at the very same time.
What I do know is I don't want to go
anywhere without you.
So I'm hoping that you will
take my hand.
See this truth.
Trust my voice.*

*Look for the good.
And day by day,
we can go from here,
because we were never meant
to go alone.*

*And maybe we'll get lost;
but then again,
maybe we'll be found.
So if you're willing,
if you'll just say yes,
I will let you hold the flashlight.
We can find our way,
step by step,
light in hand,
abolishing shadows
together.
Who needs a map
when you have
the light, anyway?*

Rev. Jodi L. Lingan
Designated Presbyter

STATED CLERK REPORT
David Vaughan

FOR INFORMATION:

Session Minutes Reviews

I am pleased to report that I have conducted five regional Session minutes review gatherings - the first such gatherings since 2019! I will provide a comprehensive report of those churches in compliance (and those that are not) in the November Presbytery meeting packet. Thanks to Rumble Memorial (Lou Moore, Clerk of Session), Sedgefield (Kim Priddy, Pastor), Pleasant Grove (Jeannette Watson, Clerk of Session), Second Salisbury (James Harley, pastoral leader), and Clemmons (Chris Baucom, Clerk of Session) for hosting gatherings to-date.

We will review Session minutes after lunch, downstairs, today. **Next Sunday afternoon, September 17 (note new date)**, we will have our final regional gathering at Westminster Presbyterian Church, Greensboro.

2024 Presbytery Meeting Schedule

I hope to announce the 2024 Presbytery meeting schedule in the October 25, 2023 edition of *Salem Matters*. Be on the lookout. We will need hosts for our in-person gatherings in May and August 2024.

David Vaughan
Stated Clerk
statedclerk@salempresbytery.org

PEACE AND JUSTICE TASK FORCE

Rev. Wes Pitts and Rev. Jessica Rigel, Co-Moderators

Elder Karen Worley announced the Peace and Justice Book Club will be presenting “The Faces of Poverty of North Carolina” by Jean Nichols via Zoom Tuesday, September 12th. The next book club meeting will be in November and the discussion will center around the book entitled “Not a Crime to be Poor” by Peter Edelman. It was also announced that the next racial equity equipping event is to take place September 30, 2023, at First Burlington Presbyterian Church, Burlington, North Carolina. This training is required to be done every three years. Elder Worley stated that grants from the Peace and Justice Task Force are still available for projects and Salem churches related to peace and justice. A Peace and Justice newsletter was made available this summer for those interested in peace and justice issues and events. The link to sign up can be found in Salem Matters.

HUNGER TASK FORCE

Rev. Leigh Wisner, Committee Chair

Rev. Leigh Wisner gave an update on the fall domestic hunger grants and reported that \$23,600 in grant money was disbursed to agencies all over Salem Presbytery. From the international account \$3000.00 was allocated to Maui Response through World Central Kitchen which provides food and meals for those affected by the wildfires. A heartfelt thank you was given to Barbara Clawson in her years of dedicated service to the Hunger Task Force.

STEWARDSHIP COMMITTEE
 Rev. Kyle Goodman and Rev. Kim Priddy, Co-Moderators

2022 Special Offerings Summary

(If a church is not listed, there were no traceable gifts received)

	Christmas Joy	One Great Hour of Sharing	Pentecost	Peace & Global Witness	Pby Giving Catalog
Allen Temple	✓	✓			
Bethel		✓	✓	✓	
Bethesda, Statesville		✓	✓	✓	
Calvary, Statesville	✓	✓	✓		
Chapel in Pines	✓	✓	✓		✓
Clemmons	✓	✓	✓	✓	✓
Community in Christ, PC	✓	✓	✓	✓	
Concord		✓			
Danbury		✓			
Dellabrook	✓	✓			
Elkin	✓	✓	✓		
Faith	✓				
Fellowship	✓	✓	✓	✓	
Fieldstone		✓			
First, Asheboro					✓
First, Boone			✓		
First, Burlington	✓	✓	✓	✓	✓
First, Greensboro		✓	✓		✓
First, High Point	✓	✓	✓		✓
First, Lexington	✓	✓			
First, Mocksville	✓	✓			
First, Mount Airy					✓
First, Pilot Mountain					
First, Reidsville	✓	✓	✓	✓	✓
First, Salisbury		✓			
First, Statesville					✓
First, Thomasville		✓			
Flat Rock	✓	✓			
Forest Hills		✓			
Francisco	✓				
Freedom	✓	✓	✓	✓	
Glenwood		✓			
Grace					✓
Graham	✓				
Greenwood		✓			
Griers		✓			
Guilford Park	✓	✓	✓	✓	✓
Gulf	✓				
Gulf	✓				
Hawfields		✓			
Highland	✓	✓	✓	✓	✓
Hills	✓				✓
Jamestown					✓
John Calvin	✓	✓	✓		✓

2022 Special Offerings Summary

(if a church is not listed, there were no traceable gifts received)

	<u>Christmas Joy</u>	<u>One Great Hour of Sharing</u>	<u>Pentecost</u>	<u>Peace & Global Witness</u>	<u>Pby Giving Catalog</u>
Lloyd		✓			
Logan	✓	✓		✓	
Mount Jefferson	✓	✓			
Mount Tabor	✓	✓	✓		
Mount Vernon Springs	✓	✓		✓	
New Creation		✓	✓	✓	✓
New Hope		✓			
North Wilkesboro	✓	✓		✓	
Oak Ridge		✓			
Parkway	✓	✓			
Pine Hall	✓				
Pittsboro	✓	✓			✓
Pleasant Grove	✓				
Prospect	✓	✓			
Reid Memorial		✓			
Rumple Memorial	✓	✓	✓	✓	
Second, Lexington			✓		
Sedgefield		✓			
Shallowford	✓	✓	✓		
Shiloh, Statesville	✓				
Siler City	✓				
Sparta	✓	✓			
Spencer	✓	✓			
Springwood	✓	✓			✓
St. Andrews	✓	✓			✓
St. James	✓	✓	✓	✓	✓
St. Paul, Greensboro					
St. Paul, High Point	✓	✓		✓	
Starmount				✓	✓
Stoney Creek	✓	✓			
Taylorsville	✓	✓			✓
Third Creek	✓	✓			
Thyatira		✓			✓
Trinity, Salisbury	✓	✓		✓	
Trinity, Winston-Salem	✓	✓		✓	
Wesminster		✓			

CHURCH GROWTH AND TRANSFORMATION
Rev. Liz Troyer, Committee Chair

The Rev. Jodi Lingan reported on a new grant process orchestrated by the Church Growth and Transformation Committee meant to fund initiatives that promote vitality and sustainability within the ministries of Salem Presbytery.

NORTH CAROLINA COUNCIL OF CHURCHES
Rev. Frank Dew

With 18 denominations representing over 6,200 congregations in North Carolina, the Council provides incarnational evidence of Christian Unity. By creating unity without expecting uniformity, member bodies collaborate on matters that contribute to the flourishing of God's creation. We are grateful to Salem Presbytery for their support and for the leadership on our Governing Board provided by the Rev. Frank Dew of Salem Presbytery, Greensboro, N.C.

Currently, some of our priority areas include:

- **Gun Violence Prevention** advocacy focuses on telling the truth about gun violence in our country. We know the majority of gun deaths are suicides; the next highest number is homicides, usually among people who know each other or who are related to one another. Our work is to help people understand how guns end up in places that create great harm and what each of us can do to make all of us safer. For more information, contact jennifer@ncchurches.org.
- **Capital Punishment Abolition** has long been a priority for the Council. With our allies from N.C. Coalition for Alternatives to the Death Penalty we are focused on adding North Carolina to the list of states who no longer allow this arbitrary and retributive practice. For more information, contact info@ncchurches.org.
- **Cash Bail Reform** is a part of our criminal justice system coming under the microscope for its unfair application. It is also a misunderstood piece of the justice system, making it harder to reform. The Council has assembled a team of representatives from several of our member denominations to help educate all of us about Cash Bail Reform and advocate for better practices. For more information or to join the team, contact info@ncchurches.org.
- **Confederate Monument Removal.** Related to the above, but with its own emphasis, the Council has joined the work of the N.C. Commission on Racial and Ethnic Disparities in Criminal Justice in their effort to move confederate monuments from courthouse lawns. If you live in a county currently working on such an effort or would like to begin leading such an effort, please contact: info@ncchurches.org.
- **Eco-Justice Connection (EJC).** This multi-faith program area focuses on environmental and climate justice, with an emphasis on "advocating with compassion." A keystone initiative of EJC is NC Interfaith Power & Light. EJC's program mission is to educate, inspire, and mobilize people of faith and conscience to act on climate change as a moral imperative. For more information, contact susannah@ncchurches.org.
- **Partners in Health and Wholeness (PHW)** provides tools to help faith communities form healthy habits by supporting congregation-based health ministries with resources and mini-grants. Other PHW focus areas include mental health, substance use disorder, and issues related to healthy aging. For more information, contact phwinfo@ncchurches.org.
- **The Opioid Crisis** educates faith leaders about compassionate responses to these growing health concerns and opportunities to reduce the associated stigmas. We provide avenues to engage the overdose crisis by connecting congregations to resources in their communities. If you would like to host an event or learn more about this project, contact phwinfor@ncchurches.org.

Over the course of this year, the Governing Board approved the following policy statements which can be found on our website along with other statements from previous years:

- Resolution on Reproductive Health (September 13, 2022)
- A Resolution to Change the Cash Bail Bond System (August 8, 2022)
- Tribute to the Life of the Reverend Dr. T. Anthony Spearman (July 21, 2022)
- Statement Condemning Violence Against our Jewish Neighbors (January 24, 2022)

We craft these statements in keeping with our interpretation of the prophetic witness of the Old Testament and the gospel message of the New Testament.

Currently, other areas of emphasis include living wage and paid family leave endorsement, death penalty abolition, cash

bail reform, fair courts advocacy, Medicaid expansion, and redistricting reform. Resources are available online and our staff is available to help your congregation address any of the myriad concerns that arise in our contemporary setting. If you have any questions or are interested in more information, please contact us at info@ncchurches.org, or call our office at 919-828-6501.

Denominational members include Alliance of Baptists · African Methodist Episcopal Church · African Methodist Episcopal Zion Church · Christian Methodist Episcopal · Christian Church (Disciples of Christ) · Episcopal Church · Evangelical Lutheran Church in America · General Baptist State Convention · Metropolitan Community Churches · Mennonite Church USA · Moravian Church in America · Presbyterian Church (USA) · Reformed Church in America · Reformed Churches of God in Christ, International · Religious Society of Friends · United Church of Christ · Unity Fellowship Church Movement · United Methodist Church.

Jennifer E. Copeland, Executive Director
www.ncchurches.org

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

The Examinations Committee has successfully examined the following for service in Salem Presbytery. The COM has received all of these to membership in Salem Presbytery.

For information:

The Examinations Task Force has successfully examined the following for service in Salem Presbytery.

Faith Journey

Richard Collier

For the first 34 years of my life, I was a Christian. The next 38 years have seen me as a Presbyterian. To God Be the Glory!

I was born to Christian parents who attended First Christian Church (Disciples of Christ) in Beckley, WV. We were always involved in everything going on at the church. Some of my earliest memories are of church. Church in the 50s was the center of life in the south and this was certainly the case for FCC Beckley... we were on Court House Square and across the street from the Greyhound Bus Station. Our Sunday morning worship service was attended by about 250 congregants and Sunday School before worship saw up to 500 attendees! My father helped teach the very large Men's Class, taught bible in the Chapel and served as an Elder, and Mom was very involved with the Friendship SS Class and a Ladies Circle group.

Nearly every year the church had a week of services, revival services as such. Often there would be a special guest speaker and the one I remember best was a gentleman who delivered the message while his wife crafted a beautiful painting. I seem to remember that at the end of the message, the painting would be tied to the topic and someone in the congregation would take the painting home. It was during one of these services that I came forward as an almost 10-year-old and made my confession of faith and was baptized on May 7, 1961 by Dr. A. H. Wilson. It was about that same time that I was part of Madeline Vaughan's Sunday School Class and she was truly a wonderful influence on my life. I can still remember her portrayal using a felt board of Joseph being thrown into that pit with his multicolored coat. Wonderful memories.

I was always very involved in the youth programs at FCC... Chi Rho for Junior High and CYF (Christian Youth Fellowship) for Senior High. We had programs every Sunday evening and Summer Camps each year... I never missed – these were the highlights of my summer. One summer, because of a sizable donation to the church, a large group of youth and advisors traveled to London, Paris, Brussels, and Amsterdam. To put it all in perspective and within a time frame, when I was in CYF, we had a "liturgical dance group" made up of the 15 or 20 youth group members who performed at the

various churches in our district. The movements interpreted recorded versions of “The Lord’s Prayer” and “I’d Like to Teach the World to Sing” (from the Coke commercial).

Following High School, I attended college at West Virginia Institute of Technology in Montgomery WV, a little over an hour’s drive from home. Although I was in the WVIT Golden Bear Marching Band, I never spent a weekend at college... always coming home for the weekend, attending church and singing in the Chancel Choir. After college graduation in 1974, with a degree in Mechanical Engineering, I was married and we settled down in Beckley. After a couple of years, our Church Choir Director moved on and I was asked by the church to assume that role. I did so and continued to do so until we left WV for NC in 1985.

Also following college graduation and marriage, my wife and I spent time sponsoring youth group and teaching the young adult Sunday School Class, the Disciples Class. I was also a Church Deacon, then Elder, served on the church General Board, and also was a representative to the Regional Board (our Presbytery). We never thought we would leave Beckley, but the Lord closed and opened doors to make our way to North Wilkesboro NC in 1985. After searching for a church home (there were no Disciple of Christ churches in our county), we felt comfortable in North Wilkesboro Presbyterian Church, so, along with our two young sons, two and six, we joined with this congregation. We immediately became very involved, and I was elected an Elder and Clerk of Session several times, serving on an early Long Range Planning Committee, singing in the Choir, teaching the young adult Barksdale SS Class for nearly 35 years (most of it without an assistant), leading several church committees, chairing a Pastor Nominating Committee and a DCE Search Committee, and attending Presbytery and a Synod meeting as NWPC and Salem Presbytery representatives. All of this was while also having two sons very involved in youth groups, Massanetta and Montreat planning groups and leadership.

About 8 years ago, I felt a calling to consider becoming a Lay Minister. I had two strong mentors in Gordon Finley and Sid Crunk who had gone through the Salem Presbytery program and served at Glendale Springs Presbyterian Church. I was discouraged at that time as Salem Presbytery no longer had their program and I was told there was no need at that time. About three and a half years ago, our minister and an elder attended a Presbytery Meeting where the need was once again stated and they came back to North Wilkesboro and told me I should consider the program again. The mention of it quickened my spirit once again and I learned of the Christian Leadership (CRE) program in the Presbytery of Western NC... I soon enrolled and went through their two-year program. I followed that with an internship at NWPC, completing it last May. I am now finalizing the steps necessary to allow me to serve as Pulpit Supply in other churches and, if the Lord leads me there, to consider Lay Ministry in a congregation.

To God Be the Glory!

Statement of Faith

Richard Collier

I believe in God, the Father Almighty, creator of all things that were created. I believe fully that God is Omnipotent, all powerful; Omnipresent, all present; Omniscient, all knowing; and Omni temporal, apart from time constraints. Only God’s Grace, extended to humanity through the suffering, death, resurrection and ascension of God’s Son, Jesus Christ can sustain and ultimately save us!

I believe in Jesus Christ, the only Son of God, and that He was born of the Virgin Mary through the Holy Spirit, lived a perfect life and then suffered under Pontius Pilot, who had Him crucified on a cruel cross. Jesus’ presence physically in our world and His resurrection enable our hope of dwelling in Heaven with God for all eternity. Jesus was fully human and fully God. Jesus fulfilled the Old Testament scriptures but was not recognized by the Jewish community as their Messiah, or Anointed One, because while He preached Love, they were looking for a Military Messiah to restore them to the place of dominance they had experienced under Jesus’ ancestor, King David. Jesus’ teachings and miracles taught and showed us that we should live and treat others with love. He was betrayed by His disciple Judas, was stricken and afflicted under His Roman captors, and then hung on a cross where He suffered, bled and died, not for anything He had done, but as the sacrifice and substitution for human sin, our rejection of God. Jesus rose on the third day, defeating Satan’s most powerful weapon, death, and then walked again among His Disciples and followers for 40 days, giving them final instruction and insight into Himself and His Father. He then ascended into Heaven where He is seated on the right hand of the Father Almighty, where He makes intercession for the Saints. The Word tells us that He will come again to judge the living and the dead.

I believe in the Holy Spirit, the third person of the holy Trinity. Fifty days after Jesus' Resurrection, on Pentecost, the Holy Spirit descended upon the Disciples and Believers in Jesus. This same Holy Spirit dwells in the hearts of all believers today, guiding us and showing us what the Father's Will is for us... showing us right from wrong, if we but listen. The Holy Spirit guides us in our understanding of scripture when we pray for His inspiration and wisdom, to understand that these are the Words of our Creator speaking to us. Jesus taught His Disciples that He needed to ascend to Heaven so that the Holy Spirit might transcend upon them and empower them.

I believe in the Trinity. In the beginning when God was creating all things, Jesus Christ and the Holy Spirit were with Him, as His Word tells us. These three distinct individuals make up what we refer to as the Trinity. **God** sent His **Son** that the world thru Him might be saved from their rejection of God, and the **Holy Spirit** could act within believers' lives.

I believe in the Church of which Jesus is the Head. Through Jesus' death, burial, resurrection and ascension, the Church was founded when the Holy Spirit came down on the believers gathered on Pentecost. The universal Church is not just a particular body or denomination of believers, but is made up of all believers and the saints who have gone on before us. The local church is where Christians learn and share their Love and work in Jesus' name to help all the people in our world.

I believe in the Holy Scriptures, Old and New Testaments. I believe it is the infallible and inspired Word of God provided by the Holy Spirit to the various authors from Genesis through Revelation for study and proclamation by all believers. As someone has said, I believe everything in the Bible is true and most of it actually happened (as written).

I believe in Holy Communion and Baptism as the only sacraments established by our Lord, Jesus Christ. The Sacraments were created as outward symbols of the grace given to us by our Lord. Holy Communion enables us to remember the death and resurrection of Jesus, using the Words spoken to His Disciples at the meal as they shared the bread before His betrayal, death and Resurrection... Do this in Remembrance of Me. And when sharing the cup Christ stated a new covenant in His blood, which was poured out for His Disciples, and us. Baptism reminds us of the Lords' Baptism done by John the Baptist in the Jordan River, when Jesus' Father in Heaven spoke His approval of what Jesus was beginning with His Ministry here on earth. When believers are baptized, we enter into His Baptism as a sign of our confession of Faith in Him, and the Church agrees to participate in the spiritual nourishing of the one baptized.

Faith Journey

John ("Jack") Donovan

My spiritual journey started with joy in a faithful, loving and beloved family and neighbors. Thereafter, it continued with obedience to catechism faith, then with wayward searching, then meditative discernment, then contemplative prayer, then loving God and caring for neighbor and self as Jesus showed.

My faith journey started with a deep sense of peace and belonging, due to the caring and kind goodness of my parents, their siblings' families, and our neighbors. In them I trusted life. A marker of this was my third Christmas Eve evening: my parents and I were sitting in front of our Christmas manger scene, my baby brother asleep in his crib, and the baby Jesus in his crèche surrounded by representatives of the Creator and all creation— and I somehow knew that was us.

As a young Roman Catholic I was expected by my family and our church to absorb Christian doctrine as authorized in the Church catechism. Every Friday night we ate fish per the Vatican. Every Saturday I memorized doctrine for the next morning's Sunday School class with the nuns. One Saturday per month I strove to examine life to see if I had anything to confess. My ardor was gentled by my extended family, which did not hold with the extremes of Church authority – for example, on birth control, consigning unbaptized babies to Limbo, or emphasizing a fiery hell over a caring, forgiving God.

My last summer in college was spent with a few classmates building adobe houses for impoverished indigenous families in Mexico City's barrios. Such work is Christ's way, said the organizing priests. Each of us lived nights and weekends with extremely wealthy families, arranged by the priests. Spending time with them, then with the barrio families, and often with the suffering images of Christ in the Mexican cathedrals gradually brought epiphanies. All was not right or well – not even in the Church - yet.

After college, I was a Peace Corps teacher in Micronesia, a USAID refugee worker in Vietnam, and a Community Action Agency worker in Boston's struggling neighborhoods. Over this time I began to discover there was a great deal about life and the human spirit that I needed, and wanted, to learn.

I tried many denominations over time, but could not find one for my needs – one that seemed to have a path with God amongst God's people and God's creation. Finally, I settled on a Unitarian church that let me explore my questions widely. Judaism taught me covenant and community. Buddhism taught me awareness, reflection, and intention. Hinduism taught me the presence and beauty of God. Systems analysis taught me interconnectedness and complexity. Neuroscience taught me discernment and resilience. Psychology taught me life's developmental nature. Fiction-writing taught me narrative. Marriage to a Presbyterian (USA) minister and parenting our children taught me that all the above is found in the being and life and parables of Jesus. And so I follow him as best I can, for my salvation and the world's.

To pass that on is why I have had joy in serving Presbyterian congregations and believe that such a vocation points to the glory of God.

Statement of Faith

John ("Jack") Donovan

I believe in God as source of grace and truth and as creator of heaven and earth, I believe it is this God whom Jesus called our Father and whose world, when sought in accord with the way of Christ, ends all anxiety and provides all that our bodies need and all that our souls hope for. I believe it is God who by grace gives us life and restores us when we are weakened by uncovenantal waywardness in ourselves and our world.

I believe in Christ Jesus, fully God, fully human - one with God and one with us. I believe it is Christ who shows us God's truth and way and life, which continually re-open and restore the world with the power of grace. I believe Christ calls us into relationship with himself and therein with God. I believe our developmental needs, materialistic values, and difficulties in life cause us to lose touch with God's grace and truth and to lose track of God's gracious way by which are blessed our souls and our world. I believe Christ calls us - by his being, words, and deeds - to understand and do God's will by loving and caring for God and one another with our whole heart, soul, mind and strength, as God has always loved us.

I believe the way of God's grace and truth is revealed by Jesus in the gospels and that this revelation provides sufficient instruction in faith and spirit for us to continually return to God and care for all. I believe Jesus' revelation is anticipated and supported throughout the scriptures from Genesis on.

I believe in God the Holy Spirit as bringer and renewer of life. I believe that the Spirit proceeds through the eons and generations from the beginning, bearing into our souls the grace by which we are created and grow and by which we come to seek and experience God. I believe the Spirit provides us with the strength of heart, mind, soul, and body to live, to heal, to find God in Christ and cosmos, and to be in communion with Christ in God's world.

I believe the Church is a community for all humankind in all its diversity. I believe the Church is the body of Christ – that is, his instrument of witness to spread his ways of grace for healing souls and glorifying God. I am devoted to the Reformed and reforming Church as a tradition that helps the generations become aware of the Gospel of Jesus and strives to demonstrate how to live together in inspiring covenant and nourishing communion.

In the sacraments I experience the signs of God's grace and truth poured out for us. By Baptism I believe we are shown Christ's universal welcome into the communal life of grace and truth. By Communion I believe we are shown God's provision of grace and truth for all our needs for all our lives.

COMMISSION ON MINISTRY
Rev. Amanda Anderson and Rev. John Johnson, Co-Moderators

RECOGNIZING CERTIFIED CHRISTIAN EDUCATOR CHARLOTTE ALLBRIGHT TO SPEAK ABOUT THE CHRISTIAN EDUCATION ASSOCIATE PROGRAM

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

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

Concurred with the Session of John Calvin Presbyterian Church, Salisbury, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Lisa Mullen** for a period of 12 months beginning June 1, 2023.

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

Concurred with the Session of Shiloh Presbyterian Church, Burlington North Carolina, in securing the contract with the **Reverend Kevin Conley** as Transitional Pastor for a period of twelve months beginning July 1, 2023.

C. SECURING A STATED SUPPLY

Concurred with the Session of Shallowford Presbyterian Church, Lewisville, North Carolina, in securing a Stated Supply contract with the **Reverend Jeff Sockwell** for a period of twelve months beginning July 1, 2023.

Concurred with the Session of Westminster Presbyterian Church, Greensboro, North Carolina, in securing a Stated Supply contract with Candidate **Taylor Austin** for a period of six months beginning June 21, 2023.

D. STATED SUPPLY RENEWAL

Concurred with the Session of Francisco Presbyterian Church, Westfield, North Carolina, in renewing the Stated Supply contract with the **Reverend Will Eads** for a period of 12 months beginning April 22, 2023.

Concurred with the Session of Collinstown Presbyterian Church, Westfield, North Carolina, in renewing the Stated Supply contract with the **Reverend Will Eads** for a period of 12 months beginning April 22, 2023.

Concurred with the Session of Flat Rock Presbyterian Church, Mt. Airy, North Carolina, in renewing the Supply contract with the **Ruling Elder G. Wilborn Rives** for a period of 12 months beginning July 1, 2023.

Concurred with the Session of Pleasant Grove Presbyterian Church, Yanceyville, North Carolina, in renewing the Stated Supply contract with the **Reverend Stephen Jordan** for a period of one year beginning March 1, 2023.

Concurred with the Session of Grace Presbyterian Church, Winston-Salem, North Carolina, in renewing the Stated Supply contract with **Dr. Pamela Mitchell** for a period of one year beginning July 5, 2023.

E. SABBATICAL PLAN APPROVAL

That the sabbatical plan for **Rev. Dr. Randy Kirby** was approved for August-October 2024.

F. SECURING A PARISH ASSOCIATE AGREEMENT

Concurred with the Session of First Presbyterian Church, Burlington, North Carolina, in securing a Parish Associate Agreement with the **Reverend John W. Johnson** for a period of six months beginning August 1, 2023.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. MODERATOR OF SESSION

That **CRE Rachael Brooks** was appointed Moderator of Session for **Hills Presbyterian Church, Pilot Mountain**, North Carolina.

That **Rev. Jon Martin** was appointed Moderator of Session for **Shady Side Presbyterian Church, Lexington**, North Carolina.

That **Rev. Suzanne Shafer-Coates** was appointed Moderator of Session for **Glenwood Presbyterian Church, Greensboro**, North Carolina.

That **Reverend Larry Summey** was appointed Moderator of Session for **Franklin Presbyterian Church, Salisbury**, North Carolina.

That **Reverend Jodi Lingan** was appointed Moderator of Session for **Bixby Presbyterian Church, Advance**, North Carolina.

That the **Reverend R.C. Griffin** was appointed Moderator of Session for **Sparta Presbyterian Church, Sparta**, North Carolina.

B. PULPIT SUPPLY LIST

Added the **Reverend Sandra Greene** to the pulpit supply list.

Added the **Reverend Steve Scott**, member of Charlotte Presbytery, to the pulpit supply list.

Added **RE Richard Collier** (CRE Candidate, Ready to Receive a Commission) to the pulpit supply list.

Added RE Jack **Donovan** (CRE Candidate, Ready to Receive a Commission) to the pulpit supply list.

Added the **Reverend Bill Hoyle** to the pulpit supply list.

C. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

Concurred with the Session of **Glendale Springs Presbyterian Church**, Glendale Springs, North Carolina, in renewing the contract of **Sid Crunk** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning May 1, 2023.

Concurred with the Session of **Bethany Presbyterian Church**, Statesville, North Carolina, in renewing the contract of **Tim Glaser** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of six months beginning July 1, 2023.

Concurred with the Session of **Freedom Presbyterian Church**, Statesville, North Carolina, in renewing the contract of **James Harley** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning January 31, 2023.

D. MINISTER TRANSFERRING TO SALEM PRESBYTERY

That the **Reverend Changwon Seo** was received by Salem Presbytery effective December 4, 2022 as a Member-at-Large.

E. MINISTER TRANSFERRING OUT OF SALEM PRESBYTERY

That the **Reverend Jo Nygard Owens** was transferred to **Presbytery of Western Reserve** effective July 24, 2023.

That the **Reverend Lee Zehmer** was transferred to **Presbytery of the James** effective May 11, 2023.

That the **Reverend Taylor Barner** was transferred to **Scioto Valley Presbytery** July 31, 2023.

F. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

Dissolved the Pastoral relationship between the **Reverend Frank Wyche** and **Sparta Presbyterian Church**, Sparta, North Carolina, effective August 15, 2023.

Dissolved the Pastoral relationship between the **Reverend Taylor Barner** and **First Presbyterian Church, Burlington**, North Carolina, effective July 31, 2023.

G. REQUEST TO WAIVE REQUIREMENTS

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

H. REQUEST TO SERVE COMMUNION

That Elders **Sandra Thomas, Reginald McNeill, and Carol Wilson** were authorized by the Executive Council, acting on behalf of Salem Presbytery, to serve the Lord's Supper at Grace Presbyterian Church for a period of one year, beginning June 15, 2023. This item was approved by the Executive Council on June 15, 2023.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. REQUEST FOR RETIREMENT

That the **Reverend John Elam** be granted the status of Retired effective July 31, 2023.

That the Reverend **Sandra Greene** be granted the status of Retired effective May 25, 2023.

That the **Reverend Vicki Jones Johnson** be granted the status of Retired effective July 18, 2023.

That the **Reverend Mark Sinnett** be granted the status of Retired effective August 1, 2023.

That the **Reverend Barbara Smith** be granted the status of Retired effective October 31, 2023.

That the **Reverend Frank Wyche** be granted the status of Retired effective August 15, 2023.

B. SERVICE OF RETIREMENT

That Salem Presbytery recognize the **Reverend John Elam, Reverend Sandra Greene, Reverend Vicki Jones Johnson, Reverend Mark Sinnett, Reverend Barbara Smith, Reverend Frank Wyche**, with a service of Retirement.

C. REQUEST FOR CLP/CRE TO ADMINISTER SACRAMENTS AND MODERATE SESSIONS

That Commissioned Ruling Elder **Rainey Ratchford** be authorized by Salem Presbytery to administer the Sacraments and moderate sessions in the congregations of Parish E in Salem Presbytery for one year, beginning June 20, 2023.

D. SECURING A COMMISSIONED RULING ELDER/LAY PASTOR

Concurred with the Session of **Second Presbyterian Church, Salisbury**, North Carolina in securing the contract of **James Harley** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning June 1, 2023.

E. MINIMUM COMPENSATION STANDARDS FOR 2024 (Felicia Stewart Hoyle)

That Salem Presbytery adopt the attached changes in the minimum compensation of Ministers of Word and Sacrament (both installed and non-installed), Commissioned Ruling Elders, and Certified Christian Educators, for 2024.

2024 MINIMUM ANNUAL COMPENSATION FULL-TIME INSTALLED MINISTERS OF THE WORD AND SACRAMENT

Salary:	\$35,724.72
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.)</i>	\$11,066.87

Auto Reimbursement:	Provided
(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)	
The church shall include supplemental income to the Pastor for ½ of Social Security costs. As the Pastor is considered self-employed by the government, the Pastor is responsible for paying 100% of this cost.	
Board of Pensions	
Pension & Disability Dues:	Provided
Medical Dues:	*Provided
(Use BOP Dues Calculator at www.pensions.org)	
Continuing Education and/or Book Reimbursement	\$1,500
It is recommended that this time be used creatively and with flexibility.	
Vacation:	4 weeks
Study Leave:	2 weeks
Family Leave (with full pay) includes but is not limited to:	12 weeks
<ul style="list-style-type: none"> • Leave to accommodate the birth, foster placement, or adoption of a child; • Leave to provide care to an ill or disabled family member; • Leave to heal following a loss or tragic event. 	
Days off per week	2 days
Moving (to the field) expense reimbursement	Provided
Triennial Boundary Training Expense	Provided

If the 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 expected to provide for a three-month Clergy/Educator Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for supply in the educator's absence. Congregations unable to provide this leave shall consult with the Commission on Ministry.

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.

For a thorough explanation of the elements of terms of call, please refer to [Understanding Terms of Call.](#)

PLEASE NOTE: AT THE SEPTEMBER MEETING OF SALEM PRESBYTERY, THE PRESBYTERY APPROVED RECOMMENDING A 3% INCREASE IN COMPENSATION.

Updated 09/2023

2024 COMMISSIONED RULING ELDERS MINIMUM COMPENSATION

Salary:	\$37,433.27
(based on 80% of the minimum annual compensation for full-time installed Ministers of Word and Sacrament	(\$719.87/week divided by number contracted hours)
In addition, please add \$100 for every year of service, up to ten (10) years.	
Vacation	4 weeks
(Four (4) weeks commensurate with the work week, including four	
(4) Sundays	

For a thorough explanation of the elements of terms of call, please refer to [Understanding Terms of Call.](#)

PLEASE NOTE: AT THE SEPTEMBER MEETING OF SALEM PRESBYTERY, THE PRESBYTERY APPROVED RECOMMENDING A 3% INCREASE IN COMPENSATION.

Updated 09/2023

2024 MINIMUM ANNUAL COMPENSATION CERTIFIED CHRISTIAN EDUCATORS

Salary:	\$46,791.59
Auto Reimbursement:	Provided
(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)	
Board of Pensions	
Pension & Disability Dues:	Provided
Medical Dues:	*Provided
(Use BOP Dues Calculator at www.pensions.org	

Professional Development:	\$1,500
It is recommended that this time be used creatively and with flexibility.	
Vacation:	4 weeks
Study Leave:	2 weeks
Family Leave (with full pay) includes but is not limited to:	12 weeks
<ul style="list-style-type: none"> • Leave to accommodate the birth, foster placement, or adoption of a child; • Leave to provide care to an ill or disabled family member; • Leave to heal following a loss or tragic event. 	
Days off per week	2 days
Triennial Boundary Training Expense	Provided

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 expected to provide for a three-month Clergy/Educator Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for supply in the educator’s absence. Congregations unable to provide this leave shall consult with the Commission on Ministry.

For a thorough explanation of the elements of terms of call, please refer to [Understanding Terms of Call](#).

PLEASE NOTE: AT THE SEPTEMBER MEETING OF SALEM PRESBYTERY, THE PRESBYTERY APPROVED RECOMMENDING A 3% INCREASE IN COMPENSATION.

* “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.”

Updated 09/2023

**2024 MINIMUM ANNUAL COMPENSATION
PART-TIME MINISTERS OF THE WORD AND SACRAMENT NOT IN INSTALLED POSITIONS**

Salary: Compensation is to be calculated at a percentage of the full-time minimum of \$46,791.59	¾ time: \$35,093.68
	½ time: \$23,395.79
	¼ time: \$11,697.89
Housing Allowance:	A portion of the above compensation may be designated as “Housing Allowance” per IRS rules.

Vacation: Four (4) weeks commensurate with the work week, including four (4) Sundays

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 church's treasurer are to be reimbursed at the current Federal Allowable Rate)

In the seventh year of service, the congregation is expected to provide for a three-month Clergy/Educator Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for supply in the educator's absence. Congregations unable to provide this leave shall consult with the Commission on Ministry.

For a thorough explanation of the elements of terms of call, please refer to [Understanding Terms of Call](#).

PLEASE NOTE: AT THE SEPTEMBER MEETING OF SALEM PRESBYTERY, THE PRESBYTERY APPROVED RECOMMENDING A 3% INCREASE IN COMPENSATION.

Updated 09/2023

ACTION:

2. Salem Presbytery approved granting of the status of Retired to the **Reverend John Elam** effective July 31, 2023, and participated in a Liturgy of Retirement.
3. Salem Presbytery approved granting of the status of Retired to the **Reverend Sandra Greene** effective May 25, 2023, and participated in a Liturgy of Retirement.
4. Salem Presbytery approved granting of the status of Retired to the **Reverend Vicki Jones Johnson** effective July 18, 2023, and participated in a Liturgy of Retirement.
5. Salem Presbytery approved granting of the status of Retired to the **Reverend Mark Sinnett** effective August 1, 2023, and participated in a Liturgy of Retirement.
6. Salem Presbytery approved granting of the status of Retired to the **Reverend Barbara Smith** effective October 31, 2023, and participated in a Liturgy of Retirement.
7. Salem Presbytery approved granting of the status of Retired to the **Reverend Frank Wyche** effective August 15, 2023, and participated in a Liturgy of Retirement.
8. Salem Presbytery approved the Commissioned Ruling Elder **Rainey Ratchford** be allowed to administer the sacraments and moderate session meetings in the congregations of Parish E for one year beginning June 20, 2023.
9. Salem Presbytery approved that **James Harley** be commissioned as the Commissioned Ruling Elder-Lay Pastor at Second Presbyterian Church, Salisbury, North Carolina beginning June 1, 2023 for one year.
10. Salem Presbytery approved the 2024 minimum compensation changes for Ministers of Word and Sacrament (both installed and non-installed), Commissioned Ruling Elders, and Certified Christian Educators.

SALEM PRESBYTERY
The Rev. Vicki Jones-Johnson
Retirement

Vicki told God that she was willing to serve anywhere, except, a small town in the south. Thus, her ordained ministry began on September 11th, 1988 as Associate Pastor at Brownson Memorial, down in Southern Pines, NC!

Vicki's ministry moved on to Centre, Maxton; Cameron Hill, Johnsonville; MacPherson, Fayetteville and Calabash, Sunset Beach. During the sixteen years in Coastal Carolina Presbytery, Vicki served on Education, Camps and Conference, COM - CRE education, Moderator of Presbytery, and Nominating Committee.

One of her favorite memories was challenging the MacPherson Session members to sing in the choir for a month. The Elders enjoyed it so much that the Deacons volunteered to do it the following month. It was a great way for the officers to understand what went into planning & leading worship. Plus, the choir gained 4 new members.

Vicki and husband Mark took the youth to the Montreat Music and Worship conference and stayed in a house that was built in 1905. One night, the group stayed in and watched the movie "Legally Blonde." That led to a great discussion about their wildest dreams of what they might accomplish in life.

Older Adult ministry was Vicki's passion but it came with lots of pastoral care and the loss of dear friends.

In Holy Week of 2003, Vicki came down with pneumonia. She was never able to regain her full strength and left Calabash burnt out from trying to still do it all. This experience is one of the reasons she works on the COM Taskforce for Care, which she hopes will be a catalyst for better care for pastors who are burnt out.

Her ministry in Salem Presbytery has been limited due to health issues but she has served on COM, mentored several CREs, and has been active as a supply preacher.

She looks forward to more time for clay hand building.

The Rev. Jon Gaska

SALEM PRESBYTERY
The Reverend Barbara A. Smith
Retirement

When Barbara first joined Salem Presbytery in 2020 as our Transitional General Presbyter, her faith journey included the following "...on Christmas Eve of 1988, during the singing of Silent Night, I felt an intense sense of peace, and the question 'what do you want to be when you grow up' had an answer. I felt a call to ministry." On the occasion of her retirement, we give thanks that Barbara answered that call!

Her ministry included congregational leadership at Presbyterian churches in The Presbytery of Philadelphia and The Presbytery of the Highlands of New Jersey. She also served as chaplain through the Lehigh Valley Hospice. In addition to her presbytery leadership in Salem, her mid-council work included Lackawanna Presbytery and Newark Presbytery.

Barbara has been a gift to Salem Presbytery in these past three years. A dynamic and inspiring leader, she has provided unending encouragement to Salem's congregations, their leaders, and Salem's many committees and organizations. Barbara has always been a quick phone call away and readily available through numerous (too many to count!) Zoom meetings- it should be noted that the china cabinet, which always graced Barbara's background on Zoom meetings, will also be missed!

Leading change is ... challenging. Leading change through transition is ... even more challenging. Leading change through transition through a global pandemic ... redefines leading. As everyone reeled from a world turned upside down, the Presbytery staff was anchored by Barbara's calm, direct, and transparent leadership. Even as we embraced being children of the resurrection, transition often felt like being trapped in Holy Saturday, when the resurrection is not yet. It can be a time of confusion, frustration, anger, and grief. However, Barbara led this staff with that talent of balancing these challenges, while not losing sight of the hope that is God's call for Salem Presbytery. Staff meetings will certainly not be the same and certainly over the next few months, we will likely employ "What Would Barbara Do?" more than a few times. We rejoice, however, that Barbara herself is transitioning into her well-earned days of retirement. She will be missed and the changes she has led will not be forgotten.

As we reflect in future months and years on the work of God in our faith community we give thanks that God will have new ventures ahead, new visions of service and deepening of faith, new opportunities that will come. Barbara helped us honor the hand of God at work in our past, so that we could more easily see the Spirit in our future. For that, we offer our most profound and grateful thanks.

The Rev. Amanda C. Anderson
The Rev. Jodi L. Lingan

SALEM PRESBYTERY
The Rev. Frank Wyche
Retirement

I join Salem Presbytery to celebrate and give thanks for the faithful ministry of Frank Wyche. Frank is one of those "ministry-as-a-second-career" types, although I suspect he lived out his call as a journalist and community connector just as faithfully as he has served in full-time vocational ministry. After graduating from The University of North Carolina at Chapel Hill, Frank worked as a newspaper editor-reporter-photographer for twelve years and as coordinator of a community relations/community education program for another eight years, all the while fighting God with the strength of Jacob, resisting a call toward full-time ministry.

Frank graduated from Union Theological Seminary in Richmond, Virginia (but we won't hold that against him) and was ordained to the ministry of Word and Sacrament in July 1998 by the Presbytery of Cincinnati. He has served several churches in a variety of capacities and places: as Pastor of Sharonville Presbyterian Church (Sharonville, OH), as Designated Pastor of White Oak Presbyterian Church in (Sharonville, OH), as Interim Pastor of Reading-Lockland Presbyterian Church (Reading, OH), as Pastor of Hebron Presbyterian Church (Stauton, VA), and as Pastor of Sparta Presbyterian Church (Sparta, NC). In his years of service, Frank has exhibited a deep love of worship, preaching, and teaching.

And Frank has been a faithful Presbyterian, serving as vice-moderator and moderator of the Committee on Ministry in the Presbytery of Cincinnati.

As a member of Shenandoah Presbytery, Frank served on the Committee on Ministry, the Permanent Judicial Commission, and the Committee on Mission and Outreach.

And here in Salem Presbytery, I have served with Frank most recently on the Committee on Preparation for Ministry.

So yes, Frank has done some stuff – a little here, a little there, a little everywhere. But it is the "how" Frank serves that is more significant to me. I have known Frank as a dedicated servant, a calming presence, and a voice of discerning wisdom who does not speak often, but when he does, those around him would do well to listen.

So, Frank, thank you for your many years of service. We wish you a happy and healthy retirement full of new opportunities. Spend time with Elaine (your "high school sweetheart"). Spend time with your kids. And spend time with your grandkids. But do not stop fighting with God, for God eventually win again and use your worship-filled-preaching-teaching-discerning-wisdom-voice to guide more people (like me) toward God's kingdom.

The Rev. R. C. Griffin

SALEM PRESBYTERY
The Rev. John C. Elam
Retirement

“...the law of the Spirit of life has set you free in Christ Jesus from the law of sin and death. For God has done what the law, weakened by the flesh, could not do.”
(Romans 8:2 ESV)

Though John Elam did intentional and fruitful ministry throughout his career as an attorney, as a lawyer he is better placed than most to understand the limits of what laws can do to aid and bring justice for human beings, and so for the last third of his career, he has focused on the ministry of the Spirit and the Word of God through Jesus Christ.

As he transitioned to pastoral ministry from decades of service as a founding partner in a law firm, John wrote, “Somewhere, there is a Presbyterian church that is yearning to learn God’s Word; one that... claims the power and life-giving authority that flows from the Biblical and doctrinal foundations of our faith... [Such a] church will find, in the heart of this man, a hunger and a drive to proclaim authentically the gospel; hunger born through years of advocacy before judges and juries. Now, finally, these years of preparation can culminate in the proclamation and advocacy of the greatest of all truths - the Word of God!” Following several years of internship at Oak Ridge and temporary supply at Pine Hall, John was called as pastor to Franklin Presbyterian Church, proclaiming and teaching God’s Word there for close to a decade.

Pastor John’s Pulpit Club is perhaps the ministry program he is most proud of. Conscious of the critical importance of laying a firm foundation, not only in knowledge of the Bible, but also in the tools and passion for life-long study and growth, John personally taught exegesis and homiletics to each young person at Franklin! In age-appropriate ways, every young person learned the tools to deeply study and faithfully interpret Scripture, and to then proclaim it to others. Each student had the experience of studying, and presenting a sermon on, a passage of Scripture to a thoughtful and supportive congregation. What an excellent way to train a generation of Christ followers to make disciples wherever they go, as well as to thoughtfully and perceptively receive the God’s word whenever they hear it preached or taught!

Through teaching more than 11 Bible study classes, and supporting the congregation in putting faith into action through support of Life Choices Rowan (a support ministry to pregnant women), service as a highly fruitful collection point for Operation Christmas Child, and other ministries to individuals, families and groups in the church and beyond, John has faithfully led in ministry within and through Franklin Presbyterian Church and Salem Presbytery.

The issues that have been pre-eminent to John are the authority of God and unity in Christ. He passionately pursues Christ as revealed in God’s word. John’s desire has been to “demonstrate, in word and deed, a humility that makes Christ’s claim on my life evident to all.” John, you have done this well. You have humbly and faithfully served your Lord at Franklin, Salem Presbytery, the communities of central North Carolina, and your marriage with Eve.

Dear brother in Christ, in your retirement may you know and delight in God’s hand upon you and the joy of His Spirit continuing to bear fruit.

The Rev. Paul Rhodes

CLOSING OF STONEVILLE PRESBYTERIAN CHURCH
Rev. Wes Pitts, Moderator of Administrative Commission

The Rev. Wes Pitts reported on the closing of Stoneville Presbyterian Church. A liturgy of celebration was led by Rev. Wes Pitts.

DISMISSAL OF FRANKLIN PRESBYTERIAN CHURCH TO ECO
Rev. Felicia Hoyle, Moderator of Administrative Commission

The request from Franklin Presbyterian Church, Salisbury, North Carolina to be dismissed to ECO: A Covenant Order of Evangelical Presbyterians was brought forward.

ACTION:

11. Salem Presbytery approved a motion to show hands instead of ballots for the vote on the dismissal of Franklin Presbyterian Church to ECO.
 12. Salem Presbytery approved the dismissal of Franklin Presbyterian Church, Salisbury, North Carolina to ECO: A covenant order of Evangelical Presbyterians with deepest and profound regret. Salem Presbytery participated in a litany of dismissal for that congregation.
-

EXECUTIVE COUNCIL
Rev. Jennie Hemrick, Moderator

The Executive Council (EC) met on June 15, July 20, and August 17, 2023.

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

For Information – The Executive Council:

Acting on behalf of Presbytery:

- Elected Rev. Bill Hoyle to the COM Task Force on the Care of Pastors and Retirees, Members-at-Large/Validated Oversight, and Certified Christian Educator Oversight.
- Elected the following to an Administrative Commission to work alongside the Franklin Presbyterian Church Session for the purpose of dismissing Franklin Presbyterian Church from the PC(USA): Rev. Joe Blankinship, Rev. Felicia Stewart Hoyle, Ruling Elder John Lowe (Franklin), and Ruling Elder David Parker (First Statesville).
- Approved that the following Ruling Elders be granted permission to celebrate the Sacrament of the Lord's Supper at Grace PC, having completed training with the Rev. Jud Milam: Reginald McNeill, Sandra Thomas, and Carol Wilson.

Business of the Executive Council:

- Approved the docket for the September 2023 meeting of Presbytery;
- Received regular, detailed financial reports from the Budget and Finance Committee;
- Approved the MIF for the General Presbyter and authorized it to be placed in the Church Leadership Connection;
- Heard a presentation by the leadership at Massanetta Springs;
- Approved the proposal from Budget/Finance Committee to name the Stated Clerk and the Budget/Finance Moderator as signators on the Merrill Lynch investment account;
- Received a report on the work of the Black Caucus;
- Received a report from the Campus Ministry Task Force, and learned that the Task Force is restructuring the way that Salem funds its campus ministries, with new emphasis on developing accountability for the funds that are deployed;
- Heard from the Personnel Moderator regarding the review of the work of the Stated Clerk;
- Received a proposal that candidates for ordination not be required to preach on the floor of Presbytery for that purpose; COM and CPM will discuss this matter in its September meetings;
- Heard that the 2022 financial statement audit has resulted in an unqualified (i.e., excellent) opinion;
- Established a task force of the EC to develop a policy on funding entities outside the Presbytery;
- Approved minutes of previous meetings of the EC and the Presbytery.

For Action –

1. The Executive Council asks the Moderator to recognize Elder Ronda Tatum for a report from the Budget and Finance Committee.

ACTION:

13. Salem Presbytery received a thorough report from the **Deacon Ronda Tatum** on behalf of the Executive Council's Budget and Finance Committee regarding the Presbytery's financial sustainability.
-

COMMITTEE ON REPRESENTATION
Rev. Sam Perkins, Moderator

MOTION: The Committee on Representation moves the election of **Commissioned Ruling Elder Steven Lance Braxton ("Steve")** as Moderator of Presbytery effective at the conclusion of the February 2024 meeting of Presbytery.

Steve's work within Salem Presbytery is legendary. He has had roles as a pastoral leader at First Presbyterian-Greensboro, Pittsboro Presbyterian Church, and Efland Presbyterian Church (in New Hope Presbytery). Since 2010, Steve has served as the Commissioned Ruling Elder to Trinity Presbyterian Church of Elon, North Carolina. Steve continues his faithful service on our COM's Task Force on Examinations.

Steve's spouse, Sammie, is a long-time church educator in Salem churches, and currently serves as Christian educator at Jamestown Presbyterian Church.

ACTION:

14. Elder Steven Lance was elected as next Moderator of Salem Presbytery beginning at the conclusion of the February 2024 meeting.
-


INVITATION TO LUNCH AND PRAYER OF BLESSING

Rev. Stewart Rawson led Salem Presbytery in a prayer of blessing for lunch.

ADJOURNMENT AND BENEDICTION

The Moderator announced the date of the next Presbytery meeting, November 14, 2023 via Zoom. The Moderator adjourned the meeting with the benediction.

Recorded by:
Christine Ratledge
Administrative Assistant



David Vaughan Stated
Clerk

These minutes approved by Executive Council 12/14/2023.

Appendix A

Ministers Absent from the September 2023 Presbytery Meeting (excluding HR, unless she/he is currently serving a congregation)

Asher-Lawson, Marybeth	Hankins, Stephanie	Ritsch, Frederick
**Barrow-Ziglar, Sandra Kaye	**Heyward, William Bailey	Rivers Meza, Francis
Bates, Timothy	Howell, Charles H.	Roberson, Angela
*Beach, Kathryn	Kim, Ki Seok	Robertson, Wayne
Beck, Fred	*Kim, Peter	Robison, Lee
Berry, Kent	Kim, Seulki (John)	Rummage, Brian
Blankenship, Jerry	*Kirby, Randal V.	Sandlin, Mark
*Bowers, Erin	*Kunkle, Jacqueline Lynn	Sarvis, Michael
Braswell, Steve	**Lambeth, Jay	Schooley, Christopher
Browder, William	Lansden, Phanta	Senior, John
Bumgarner, Jeffrey	Lawson, Scott	Simmons, Allison
*Campbell, Kathryn Grace	Lee, Charlie	Sink, Paul
Choplin, Patty	*Levens, Kristen	*Smith, Jay D.
Clore, Christy	Lewis, Robert M.	Smith, Jeffrey S.
Coppage, Jeff	*Martin, Jon	Spangler, Laura
Cowan, Daniel Newton	McLaughlin, Alberta	Stevens, Courtney
Crainshaw, Jill	McLeroy, Douglas	Stiles, Steven
Crews, Evelyn	Mitchell, Pamela	Sutphin, J. Grant
Cyre, Ashley	**Moore, Sue	Taylor-Troutman, Andrew
Davee Lomax, Amanda	Mullen, Lisa Florence	Terry, Frederick
Durham, Larry	Musser Gritter, Joshua	Thompson III, Ernest
Eads, Will	Musser Gritter, Lara	Tickle, Austin
Freese, Scott	Nesbit, Thomas	Todd, Katie Barrett
Fruits, Dana	Oliver, (Gregory) Jones	Todd, Mason
Fulp, William	Perkins, Samuel C.	Troyer, Elizabeth
Gaska, Jonathan	Porter, Timothy	Tysinger, Laura
Gipe, Will	Priddy, Kim	Weed, Mae
Glaser, Timothy	*Pruitt, John	White, Curtis
Goodman, Jon Kyle	Puryear, Sam	Wood, Virginia
Hall, J. Randy	**Richardson, Nicole	

* Notes an excused absence

** Notes an absence but watched meeting via live stream