

May 7, 2024

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

**Meeting: Tuesday, May 14, 2024**

*Worship will begin at 9:00am. Registration/check-in starts at 8:00am*

A livestream link will be on <[www.SalemPresbytery.org](http://www.SalemPresbytery.org)> no later than Tuesday morning, May 14.

**PLACE:** Concord Presbyterian Church, 3867 Taylorsville Highway, Statesville, NC 28625  
Co-hosts include Logan Presbyterian Church and Taylorsville Presbyterian Church

**PRE-REGISTRATION CLOSSES today** - Tuesday, May 7, 2023 at 5:00pm.

Register here, if you haven't already:

<https://www.cognitofirms.com/SalemPresbytery1/SalemPresbyteryMeetingRegistrationMay142024>

In-person registration will be available prior to 10:00am on May 16 at Concord Presbyterian Church, but lunch will not be available for those who register on site.

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

Commissioned Ruling Elder Steve Braxton, Moderator  
Elder David Vaughan, Stated Clerk

**Our Vision**

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

- 9:00amv      **Call to Order and Opening Prayer**      Elder Steve Braxton, Moderator
- Worship and Celebration of the Lord's Supper**  
Worship planned by Rev. Liz Troyer, Rev. Kaye Barrow Ziglar, Rev. Paul Sink
- 10:00      **Organization of Presbytery**      Moderator  
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
- 10:10      **Land Acknowledgement**
- 10:15      **Executive Presbyter's Welcome and Report**      pg. 4      CRE Tony De La Rosa
- 10:30      **Designated Presbyter's Welcome and Report**      pg. 5      Rev. Jodi Ligan
- 10:40      **Synod of the Mid-Atlantic - report from commissioners**      pg. 6  
Rev. Felicia Stewart Hoyle and Elder Lee Woods
- 10:50      **Peace & Justice**      pg. 14      Elder Beth Hooten
- 11:10      **Stated Clerk Communications & Report**      pg. 20      Stated Clerk
- 11:20      **Commissioning Salem's delegation to the 226th General Assembly**      pg. 37  
Stated Clerk
- 11:30      **Executive Council**      pg. 38      Elder Catrelia Hunter  
                 Budget and Finance Committee      pg. 45      Elder Ronda Tatum  
                 Stewardship Committee      Rev. Kyle Goodman, Rev. Kim Priddy
- 11:45      **Church Growth and Transformation Committee**      Rev. Liz Troyer
- 11:50      **Commission on Ministry**      Rev. Felicia Stewart Hoyle  
                 Addendum (to be distributed at check-in/registration on May 14 at Concord)

Task Force on Examinations      **Addendum**  
 COM Task Force on Transitions in Ministry  
 Welcome Liturgy      **Addendum**  
 Quarterly Report      **pg. 54**  
 Service of Retirement of Teaching Elders      **pg. 59**  
 Service of Retirement of CRE      **pg. 58**

Rev. Travis Milam  
 Rev. Felicia Stewart Hoyle

- 12;20      **Committee on Representation**      **pg. 65**      Rev. Sam Perkins
- 12:25      **New Business**      Moderator Braxton
- 12:26      **Announcements**  
                  **EQUIP - Educator Kim Row**  
                  **Adjournment with Benediction and Lunch Blessing**      Moderator Braxton
- 12:35      **Lunch and Table Fellowship**      Fellowship Hall

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**Next Presbytery Meeting:**  
**Tuesday, August 6, 2024**  
**Jamestown Presbyterian Church, Jamestown, North Carolina**

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**Mission of Salem Presbytery**  
 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.

Dear Friends:

We live in a time of exceedingly high anxiety. Climate change, the burgeoning presence of artificial intelligence, wars abroad, threats at home, mass migration, demographic changes, social value shifts, political upheaval, the rise of white Christian nationalism, and the decline of church vitality has us all on edge. As church leaders, we strive to place these sea changes in the context of our faith that though chaos may threaten, but it does not rule the day. God is sovereign and in charge.

Nevertheless, even leaders succumb to widespread anxiety, and often to their detriment. Folks in charge are supposed to address all that ails and undermines us because they have access to the resources and agency to impact our institutional well-being. When they fail to meet our expectations, we react—unfairly—against them. Acrimony focused on the leader trying to navigate us through the rocky seas is very often misplaced. Emotional energy is being foisted on the wrong party, and pastoral leaders know this all too well!

Two recent changes that our presbytery has had to face this year have been dictated by forces beyond us. The first, the upgrade of the Church Leadership Connection last year caused confusion and undue rancor as an entirely new search engine and database tailored to accommodate the myriad of inter-council permissions available under our post-nFoG polity was rolled out. Bugs needed to be worked out and there were frustrating glitches, to be sure, but technological upgrades always entail bugs and glitches. Unfortunately, CLC staff at the Office of the General Assembly were on the receiving end of a great deal of acrimony and critique for their efforts for several months after the rollout, and some that negativity continues to today. Yet I am pleased to report that several of our pastoral searches in Salem Presbytery using the new CLC system have been conducted successfully and with relatively few hiccups. The result of these searches is slated to be formally recognized at this meeting of our Presbytery.

The second, of course, has been the rollout of the Board of Pensions' benefits re-design for 2025. As has been apparent for some time from social media, few initiatives from the Board have resulted in such overt expressions of disdain and discord. Board officials have been accused of all manner of objectionable motivations as they try to keep an otherwise unsustainable benefits plan available to its members. At a recent meeting of mid council leaders in Philadelphia, Board leadership continued to be excoriated for their efforts. What few chose to recognize were the efforts of the Board to maintain and expand coverage options while at the same time seeking to control costs for congregations. Plan members and key church financial representatives are urged to register and attend one of informational gatherings on May 15 in Statesville, Greensboro, or Burlington to learn about these developments and determine with precisely how—if at all—the Board's benefits plan redesign will affect their medical coverage and church finances.

As I noted in my prior communications, our real concern is with the sorry state of the American health care system and detrimental policies that undergird it. It behooves us as leaders to work to make that system and all of Creation "an Exhibition of the Kingdom of Heaven" to which our Great Ends of the Church calls us to exhibit.

May it be so.

In Christ,

Tony De La Rosa

Executive Presbyter <exec@salempresbytery.org>

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

*~Salem Presbytery Vision Statement*



anew.

Christ is risen! Christ is risen indeed! The church calendar celebrates the Easter season as 50 days, however, in the world of transformational ministry we are always living into the promises of Easter, where hope overcomes despair and life begins

For us transformation also comes with Good Friday experiences. Another of our churches, Flat Rock Presbyterian, has voted to dissolve. It is painful to accept that any church – especially when it was the church where you grew up or were married or celebrated the baptisms of your children or your parents/grandparents built– is no longer viable. It comes with hard realities and many tears. We take some comfort in recognizing that it is also sacred ground for transformative ministry that Jesus demonstrated to us at the resurrection.



In that transformative light, Shallowford Presbyterian is looking to undertake a bold new call with a bivocational pastor. Bivocational ministry is an old thing somewhat being made new again. It was common up until the 1950s when many denominations began to prioritize seminary education. In smaller congregations it is how most of the world’s Christians are experiencing church – and is projected to become the new norm. If you/your congregations have/know of folks with backgrounds in 1) entrepreneurship, 2) non-profit administration, and 3) restaurant or service station management, please reach out as soon as possible to Wes Pitts or me. This is a chance to live into our relational connectedness at its best!



And speaking of that tie which binds us as PCUSA...this past month the Kindred Sisters Cooperative Congregations ministry (Pine Ridge and Hills) ran into an unexpected and urgent need regarding a compassionate care issue in their local ministry. Two installed churches (from other parishes!) and an Engagement Pastor stepped up to assist in resolving the immediate crisis. Additionally, one of our installed church’s vibrant music ministries is considering how to support churches throughout the Presbytery who are without musical or choral accompaniment. Thanks be to God!

When I meet with our uninstalled Sessions, I ask them to remember their story, who and Whose they are. This lays the foundation for inviting the Spirit into the conversation as they lean into their next chapter in God’s story. The same applies for our Presbytery.

In resurrection light, may we **together** reflect on, embrace, and support each other in considering what ‘transformational ministry, vital mission, and dynamic leadership’ looks like for our congregations in this next chapter of our Presbytery’s faith story. With a grateful heart to be serving with you!  
Jodi Lingan <jlingan@salempresbytery.org>

# THE SYNOD OF THE MID-ATLANTIC

## A Digest of the 253<sup>RD</sup> Assembly (PCUSA)

**CELEBRATION:** Hospitality reigns supreme within the Synod of the Mid-Atlantic, where every member, from committee volunteers to commissioners, experiences the warmth of care as our defining trait. The culmination of our 253rd Assembly was marked by a poignant farewell to Tami Scott, our longstanding Administrator, as she embarks on a new chapter six months short of 11 years of dedicated service. The Administration Committee, under the leadership of TE Felicia Stewart Hoyle, orchestrated a splendid celebration featuring heartfelt video tributes from colleagues and staff from across the Mid-Atlantic region. Tami's retirement was commemorated with gifts from the Emerging Ideas Team and Synod Staff, accompanied by tributes from the Synod Executive and the Financial Manager. Do not worry at all, Tami has helped to pick a successor. As we say farewell to Tami, we say welcome to Cameron Motley. Cameron and Tami's time overlapped for two weeks. The festivities concluded with a group lunch and a grand cake, symbolizing our fond wishes for Tami's future endeavors. Well - Done!



**INSPIRED WORSHIP:** Over the past five years, the Synod has embraced Matthew 25 as a guiding principle, inspiring nine of fourteen presbyteries to adopt the vision and focus of the Presbyterian Church (USA). At the heart of the Assembly's Worship Service during the 253rd Assembly was a stirring message from the Rev. Chris Burton, Director of the Leadership Institute at Union Presbyterian Seminary. Burton illuminated the parable of the talents from Matthew 25:14-30. With a call to invest our time, talents, and resources faithfully, he urged us to embrace God's abundance and extend our impact through outreach. His sermon challenged us to move beyond mere survival and actively engage in glorifying God through our stewardship. Thank you, Chis for blessing the Assembly with such inspiration. The Synod applauds your witness to the Gospel of Jesus Christ.



**CONNECTING THE DOTS:** Under the adept leadership of Synod Moderator Eunil (David) Cho, the 253rd Assembly seamlessly connected to its predecessor, the 252nd Synod Assembly, by centering both Assemblies around the theme of "Vital Black Leadership and Vital Black Churches." Presbyteries rallied their commissioners and leadership teams to actively participate, resulting in a robust turnout. The Moderator skillfully framed the continuity between the two assemblies, focusing on the past, present, and future of the Black Presbyterian Church and Black Presbyterian Leadership. The Assembly was invited to look at the past with a rich history of Presbyterianism offered by Rev. Edward Newberry highlighting five All-Black Governing Bodies that were dissolved resulting from the 1983 Reunion in the PCUSA. Rev. Cho asked us to look at the present and what is going on now with the Black Presbyterian Church resulting from the past assembly. Finally, he challenged us to consider and shape the future possibilities of Vital Black Presbyterian Churches by learning about the past and evaluating the present. Moderator Cho, you are a gift to AKAP, Synod and PCUSA. Thank you!







based organizations which is integral to the NGI's success. The NGI will detail the long-term role of the Synod in supporting and sustaining the NGI's mission and activities. Finally, the presentation outlined the structural design of the NGI, including funding mechanisms to ensure its sustainability and impact. The Next Generation Initiative represents a bold step forward in addressing critical challenges facing Black Presbyterian communities. With its comprehensive approach and strategic vision, the NGI promises to be a beacon of hope and renewal, ensuring a vibrant future for Black clergy and congregations within the denomination.

**CONVERSING STEWARDSHIP:** RE Cherry Peters guided the assembly in a discussion on Stewardship.

The mandate from the 2016 General Assembly of the PCUSA was to recreate and redefine the mission of synods. Peters outlined the synod's mission and its alignment with the directives mandated by the GA Mid-Council Commission. She emphasized the synod's commitment to reimagining and tailoring its ministries to address the specific needs of its region. Peters stressed the crucial relationship between vision and mission, noting that finance naturally follows ministry. Highlighting the diverse range of innovative ministries the synod is currently undertaking, including the Matthew 25 Foci, Emerging Ideas, the Next Generation Initiative, and the Montgomery Immersion Experience, she posed a fundamental question: How can the synod sustain and expand its mission and ministry given the limitations of the current financial model?



Referring to the BOO G-3.0106, Peters underscored the significance of mission in determining the structures and forms necessary for the church's work. She quoted the section which emphasizes the unity and interdependence of the church through the funding of mission activities, cautioning against any failure to participate in stewardship that could weaken this unity.

- Providing context, Peters presented data on synod per capita rates from 2016, revealing the Synod of Mid-Atlantic's low per capita rate of \$1.15. She also noted a trend of declining church membership throughout the synod. Currently, 52% of the synod's budget is funded through per capita contributions, with the remaining 48% sourced from investment revenue.
- Looking ahead, Peters announced that the Finance Committee would propose a recommendation to the 254th Synod Assembly regarding synod per capita rates, which would impact the budgets of presbyteries in 2026.

#### COMMITTEE REPORTS:

- Trustees: The Synod as a Corporation met to ratify a line of credit with the Presbyterian Investment and Loan Programs to support the Atlantic Korean American Presbytery in meeting its financial obligations of a civil litigation.
- The Emerging Ideas report was shared by RE Amanda Pines who introduced the members. The committee's focus has been in their work with the Wild Church Network (a radical idea that God can occur outside of a church building). The partnership will offer a workshop on May 2, 2024, from 12 to 4 pm (via Zoom). Registration can be done via the Synod Website or by scanning a QR Code that was provided.
- Finance: RE Cherry Peters introduced members and provided background information concerning its sole recommendation. Checks have been delayed or even lost through the USPS, so payments being made through the Synod website's 'Donate Now' button could combat this challenge. Therefore, in the interest of efficiency and security, the Finance Committee recommended that each of the fourteen presbyteries remit their per capita contributions and other fund payments through the Synod's online payment portal. Per capita will remain at \$1.15 for 2025. Commissioners are asked to return to their presbyteries to share





the information shared during the Conversation about Stewardship. The Assembly approved the following recommendation that synod per capita and other fund payments to the Synod be made through the Synod's online payment portal. Correspondence is forthcoming to inform each of the Synod's fourteen presbyteries.

- **Administration:** TE Felicia Hoyle introduced committee members and welcomed RE Miriam Dewhurst – a former member but has now been coopted. The committee conducted a comprehensive review of Synod Policies, updating policies and guidelines as needed. Additionally, they facilitated the review of Presbytery Minutes and served as a personnel Committee, overseeing Synod Staff matters. A key focus moving forward will be the development of an Anti-Racism Policy, reflecting the committee's commitment to equity and inclusion. The committee is also in charge of the celebration for Tami Scott, Retiring Synod Administrator.



- **Grants:** TE Tolokun Omokunde introduced committee members. More small church funding requests than funds available were received. This may be an ongoing trend. The committee met one day prior to the Assembly to begin framing a new direction and emphasis for synod grants. The Assembly approved the following requests.



**Euler and Stultz Scholarship:** Approved scholarships of \$7,000 each for Pravee Pulukuri and Spandama Valbhapuram. Approved scholarship renewals of \$3,275 each for Nenio

Pfuzeh, Geoffrey Kanyugi, and Josh Gilhart. Approved Rein Wesley for \$5,000 from the Stultz Scholarship fund. **Small Church Grants:** Approved grants of \$5,000 to Campbell Memorial (PEA), Hope PC (BAL), Iglesia Santurio (NHO), and \$3,000 to Makemie Memorial (NC). The following churches will be notified that their requests could not be approved because of lack in synod funding: Bethpage United (CHA), Danbury Presbyterian (SAL), Providence Presbyterian (JAM), and Bethlehem PC (JAM). The **Eiler Fund** is a restricted fund and has not been used in years. No applicant has met the stringent Eiler Fund criteria in twenty years. The committee asked the Assembly to direct synod staff to begin proceedings to broaden the application of the Eiler Fund.

- **Nomination:** RE Doug Sensabaugh reported efforts to fill vacancies. Correspondence was sent to presbytery stated clerks enlisting their assistance. Western North Carolina Presbytery will provide the next nominee for synod Vice Moderator. Nominations were opened from the floor.
  - Representation vacancies- PEA and WNC
  - Jubilee Vacancies – PEA and WNC
  - Nomination Vacancies – PEA and WNC

**Executive Committee:** Vice Moderator Barry Parks introduced members and provided an overview of its work. The Assembly approved eight recommendations from the committee.

1. That the Synod of the Mid-Atlantic guarantee a line of credit up to \$80,000 from the Presbyterian Foundation for the purpose of assisting AKAP in paying legal fees.
2. That the Minutes of the 252<sup>nd</sup> Synod Assembly be approved.
3. That the 253<sup>rd</sup> Assembly Planning Committee be empowered to make decisions on behalf of the Executive Committee related to the 253<sup>rd</sup> Synod Assembly.
4. That the 2024 IRS Mileage Travel Reimbursement rate of \$.67 for commissioners, committees and other authorized individuals incurring auto travel for 2024 be approved.



5. That TE Chip Stapleton be approved as Co-Chair of the Synod Grant Committee.
6. That the Synod Stated Clerk be directed to write a letter of non-compliance under the signature of the Synod Moderator and Synod Stated Clerk. This pastoral letter is notifying the presbytery of the synod's concerns of its failure to elect commissioners to synod.
7. That the Synod of the Mid-Atlantic's geographical boundaries overture to the 226<sup>th</sup> General Assembly be approved.
8. That the Synod of the Mid-Atlantic concurs with the Synod of the Northeast's overture requesting that the General Assembly create an Administrative Commission.

**PRESBYTERY VOICES:** This Assembly, like the past Assembly, actively engaged transformative



discussions and actions centered around the Matthew 25 initiative. Various presbyteries are demonstrating commendable commitment to addressing historical injustices and fostering meaningful change. This movement, which focuses on actively engaging in three critical areas—eradicating systemic poverty, dismantling structural racism, and nurturing congregational vitality—has gained momentum and is driving impactful initiatives across congregations and



communities. Vice Moderator Barry Parks and Past Moderator Addie Peterson addressed profound developments unfolding within the Presbyterian community. Parks shared a poignant reflection on his personal journey of discovery, revealing insights into his family history that sparked contemplation and a call to action. He bravely acknowledged the possibility of ancestral connections to slaveholders, highlighting the need to confront this historical reality with humility and accountability. Purposeful Matthew 25 initiatives are aimed at fostering justice, mercy, and reconciliation.

- The Peaks Presbytery, for instance, has appointed a Ministry Specialist for Justice and Mercy, demonstrating a commitment to fulfilling promises made during past assemblies. This presbytery has allocated substantial funds for anti-racism efforts and embarked on educational visits to historical sites, acknowledging and addressing its historical ties to slavery.
- Similarly, the Presbytery of Baltimore has made significant strides since transitioning to a Matthew 25 Presbytery. Their Dismantling Racism team has organized workshops, launched campaigns promoting civic engagement, and initiated educational activities to deepen understandings of racial injustice. Plans for further engagement, including a forthcoming Mini Summit, underscore a dedication to sustained and evolving efforts.
- Other presbyteries, like Salem and Coastal Carolina, have leveraged the Matthew 25 initiative to foster growth and inclusivity. Salem Presbytery convenes regular meetings to discuss the recruitment of African American pastors and strengthen partnerships within the community. Coastal Carolina has experienced notable expansion, welcoming new congregations inspired by the Matthew 25 Summit.
- The Presbytery of Eastern Virginia stands out for its tangible outcomes, boasting several new Matthew 25 Churches following active participation in assemblies and summits. This demonstrates the impact of collective engagement and strategic planning in nurturing congregational vitality and fostering transformative relationships.
- New Castle Presbytery continues to advocate for transparency and accountability, urging individuals to inquire about specific actions taken against racism.



- National Capital and New Hope Presbyteries are poised to deepen collaboration and expand initiatives, highlighting the power of collective action in advancing justice and mercy. These efforts reflect a shared commitment to embodying the principles of Matthew 25 and creating communities where justice and mercy prevail.

**DEEP DIVE:** In the aftermath of the September 2023 assembly, participants from various presbyteries convened for a unique exploration of progress, challenges, and aspirations within their respective congregations. Led by TE Bruce Grady, Presbytery Executive of New Hope Presbytery, this introspective gathering aimed to distill the collective wisdom garnered since their last assembly, igniting discussions that delved into the heart of their communities' needs and ambitions. We are providing the following insights from this session.

- Learning from the Catawba Story, the Western North Carolina Presbytery contingent embarked on a deep dive into the outcomes of the September assembly, drawing parallels with the experiences of the Catawba Presbytery. Insights revealed striking commonalities, particularly concerning the needs of rural churches and the critical necessity for robust pastoral leadership. This introspection highlighted the power of shared experiences and the potential for collaborative solutions.
- The James Presbytery cohort session revolved around clarifying priorities and embracing their collective narrative. Acknowledging systemic racism and the often-negative perceptions of Christians as significant hurdles, they sought to leverage their talented staff as a formidable asset in confronting these challenges head-on. Their commitment to owning their history signifies a crucial step towards holistic growth and inclusivity.
- New Hope and Coastal Carolina Presbyteries assemblies exuded a palpable spirit of reflection and renewal, attributing the presence of the Holy Spirit to their transformative experiences in September. Their focus on engaging with the Matthew 25 initiative and nurturing trust and repair work underscores a collective commitment to meaningful action. Despite acknowledging barriers such as racism and volunteer shortages, they are poised to harness existing resources to effect tangible change.
- New Castle and Eastern Virginia Presbyteries gatherings delved into the historical narrative of their mergers, weaving a tapestry of shared identity within the presbyteries. Amidst goals of articulating their collective story and enhancing collaboration, they navigated challenges like maintaining focus and overcoming power struggles. Their emphasis on faith as a guiding force signifies resilience in the face of adversity, paving the way for collaborative progress.
- Embracing Opportunities, Eastern Virginia Presbytery seized the opportunity to reframe



information and forge vital networking connections across presbyteries. Discussions surrounding the potential transition to a Matthew 25 Presbytery underscored their proactive stance in driving meaningful change. The prospect of increased engagement in Matthew 25 initiatives reflects a collective resolve to translate dialogue into impactful action. In summary, the post-assembly reflections encapsulate a mosaic of resilience, introspection, and collective ambition within the presbyteries. As participants navigate challenges and celebrate milestones, their unwavering dedication to service and community underscores the transformative potential of collective action. These sessions not only

fostered dialogue but also sowed the seeds of collaboration, ensuring that the spirit of growth and inclusivity continues to flourish within these vibrant congregations.



**STATED CLERK:** Warren introduced Cameron Motley as the new Synod Administrator, succeeding Tami Scott in her retirement. RE Tony De La Rosa was introduced as Salem's Presbytery Executive and invited to make comments. Tony has been in the field since January 2024, and we were delighted to welcome Tony to the SMA in partnership with Salem Presbytery. The Stated Clerk highlighted pastoral concerns, including unexpected deaths and the ongoing health challenges faced by commissioners. Warren stressed the importance of completing the Conflict-of-Interest Form annually. He noted his involvement in Ecumenical Ministries through the Virginia Council of Churches.



- Next Generation Initiative is a ministry in progress and is laser focused on identifying and recruiting Black Presbyterian Church Clergy Leadership and addressing the decline in Black Presbyterian Churches. Last September, the NGI was launched. This Assembly enables all to see the components of the NGI and to understand its structure, its function and how it will relate to the Synod of the Mid-Atlantic
- Matthew 25: A first ever PCUSA Matthew 25 Summit was held in Atlanta, Georgia January 16-18, 2024. It quickly reached its maximum attendance. More than three hundred persons gathered from across the country to address Systemic Poverty, Vital Congregations and Structural Racism, and it did. Plenary presenter, Dr. William Yoo was at his absolute best as he challenged the White Presbyterians to repent for and repair the historical harms of its complicity in the United States treatment of Indigenous and people and African Americans. Dr. Liz Theoharis was in rare form in addressing the idea that Americans can end poverty. The Synod of the Mid Atlantic had the largest contingency present. Rev. Professor Mitri Raheb, Lutheran Palestinian Clergy, keynoted the Summit with riveting effect from a Palestinian perspective. Four years ago, the synod allocated \$6,940 per presbytery to assist them to engage in Matthew25 activities and to challenge their churches to do the same.
- The Clerk acknowledged that National Capital Presbytery was noncompliant because it had not elected commissioners to the Synod as required by Standing Rules.
- He discussed Permanent Judicial Commission work, emphasizing its effectiveness in handling complaints. Presbytery Leadership overview was shared.
  - TE Ann Elyse Hicks as the Presbytery Executive and Stated Clerk leads Abingdon Presbytery (ABI).
  - Atlantic Korean American Presbytery (AKAP), with TE Jung Sook Kim as Stated Clerk and no Presbytery Executive, received approval for a line of credit up to \$80,000 with the PLIP.
    - Baltimore Presbytery (BAL) is under the leadership of TE Jackie Taylor as General Presbyter and TE Mary Gaut as Stated Clerk, having adopted Matthew 25.
    - Charlotte Presbytery (CHA), led by TE Jan Edmiston as General Presbyter and RE Tamara Williams as Stated Clerk, is convening a Black Church Consultation in April.
    - Coastal Carolina (CCC), under TE Jerrod Lowrey's leadership as General Presbyter, is embarking upon strategic planning.
  - Eastern Virginia Presbytery (EVA) has RE Q. John Tamm as Stated Clerk and TE Jeff Bell as a part-time Interim General Presbyter, with an ongoing search for a General Presbyter.
  - James Presbytery (JAM) is led by TE Floretta Barbee Watkins as Lead Presbyter and TE Charles Grant as Acting Stated Clerk, actively engaged in reexamining its staff and funding.
  - National Capital Presbytery (NAT), with TE John Molina Moore as General Presbyter and TE David Baer as Stated Clerk, is out of compliance with Synod Standing Rules.
  - New Castle Presbytery (NEW) is led by TE Tracy Keenan as Missional Presbyter and Cindy Kohlmann as Connectional Presbyter.



- New Hope Presbytery (NHO), with TE Bruce Grady as Presbytery Executive and TE Ed Johnson as the temporary Stated Clerk, is participating in the Presbyterian Leader Formation, partial funded by the SMA.
- Peaks Presbytery (PEA), under TE Carl Utley's leadership as General Presbyter and TE Betsy Soto as Stated Clerk, welcomed back Soto from medical leave.
- Salem Presbytery (SAL) has RE Tony De La Rosa as the new Presbytery Executive and RE David Vaughan as Stated Clerk.
- Shenandoah Presbytery (SHE), led by TE Bronwen Boswell as Presbytery Executive and Stated Clerk. TE Nancy Meehan Yao is the Acting General Presbyter while Bronwen serves as the Interim Stated Clerk of the Presbyterian Church (USA).
- Western North Carolina Presbytery (WNC), TE Byron Wade serves as General Presbyter and TE Cameron Murchison as Stated Clerk, currently rescheduling its Black Church Summit.
- The Clerk recognized Women's History Month by honoring the leadership and accomplishments of Presbytery Leaders across the Synod. He specifically mentioned individuals such as Jung Sook Kim, Ann Elyse Hicks, and Jackie Taylor, among others, and highlighted Rev. Dr. Bronwen Boswell's role as Interim Stated Clerk of the Office of the General Assembly.

**BOARD OF PENSIONS:** In a recent presentation by RE Keenan Rogers and RE Elizabeth Little from the Board of Pensions, significant updates, and changes to the benefits package for pastors were outlined. "The Season of Rebuilding" shed light on various improvements and modifications within the Board's framework, emphasizing a commitment to better serve the needs of pastors and churches.



○ A notable highlight of the presentation was the introduction of a new benefits website, designed to streamline access and address previous technical issues. Keenan



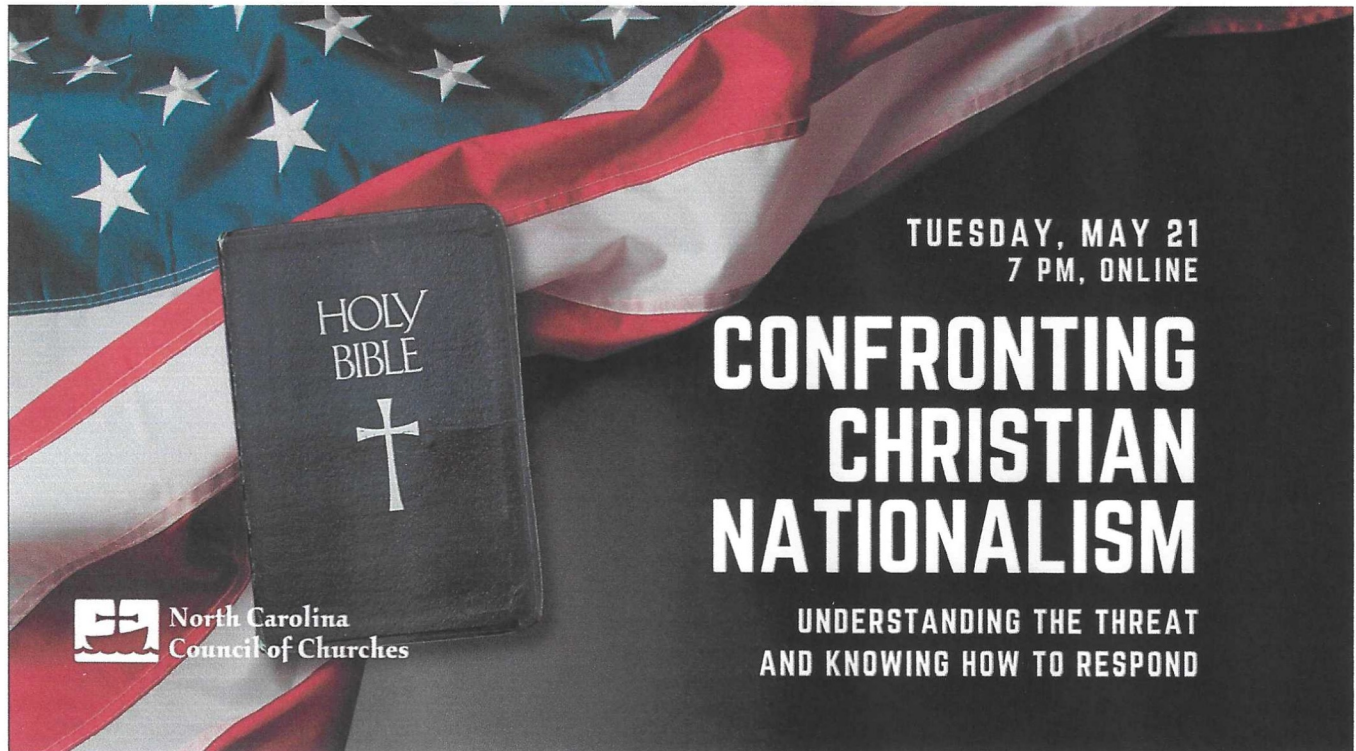
- and Elizabeth emphasized the importance of creating new login accounts for both benefit providers and employees to ensure a smooth transition to the updated system. They acknowledged that automatic invoice payments did not transfer over to the new platform, necessitating churches to recreate these settings. However, it was reassuring to note that no late penalties would be imposed during this transitional period, demonstrating the Board's commitment to supporting its member churches.
- Another key aspect covered in the presentation was the provision of employer quick site guides, aimed at facilitating a better understanding of the benefits available and the processes involved. This resource underscores the Board's efforts to enhance accessibility and clarity for employers navigating the benefits landscape.
  - Furthermore, a structural update within the Board of Pensions was announced to align more effectively with current needs and challenges faced by pastors and their congregations. This strategic realignment reflects a proactive approach to improving service delivery and responsiveness.
  - One significant development discussed was the upcoming nationwide rollout of the Shared Ministry Program in 2025. This program facilitates collaboration between two churches to jointly employ a full-time pastor, optimizing resources and fostering community partnerships. The anticipation of this initiative reflects a forward-looking vision aimed at sustaining pastoral care and support in diverse congregational settings.

It was announced that pension checks have seen a noteworthy 4.5% increase, marking a remarkable 46% rise since 2015. This upward trend underscores the Board's commitment to ensuring financial security for pastors as they navigate their retirement planning.



# Confronting Christian Nationalism: Understanding the Threat and Knowing How to Respond

May 21 @ 7:00 pm - 8:00 pm



Join us for an important and timely discussion addressing the double-edged threat of Christian Nationalism to our state and our faith. It is a threat to the founding principles of our democracy, and it is also a threat to the integrity of the Christian Gospel. Participants will learn how to recognize Christian nationalism, often disguised by a veneer of Christian teaching, and understand more fully how disinformation can lead to radicalization. We will offer recent examples of nationalist presence in our state and offer participants tools to resist the nationalist narrative when it shows up in our churches and communities. Join us for this critical conversation on safeguarding our democracy and our Christian heritage from this heresy.

## Speakers:

Moderator: Jennifer Copeland, Executive Director, North Carolina Council of Churches

Presenter: Joe Wiinikka-Lydon, Senior Research Analyst, Intelligence Project, Southern Poverty Law Center

**TO REGISTER: Go to [Nccchurches.org](https://nccchurches.org) and click on EVENTS**

## Salem Presbytery Matthew 25 Studies

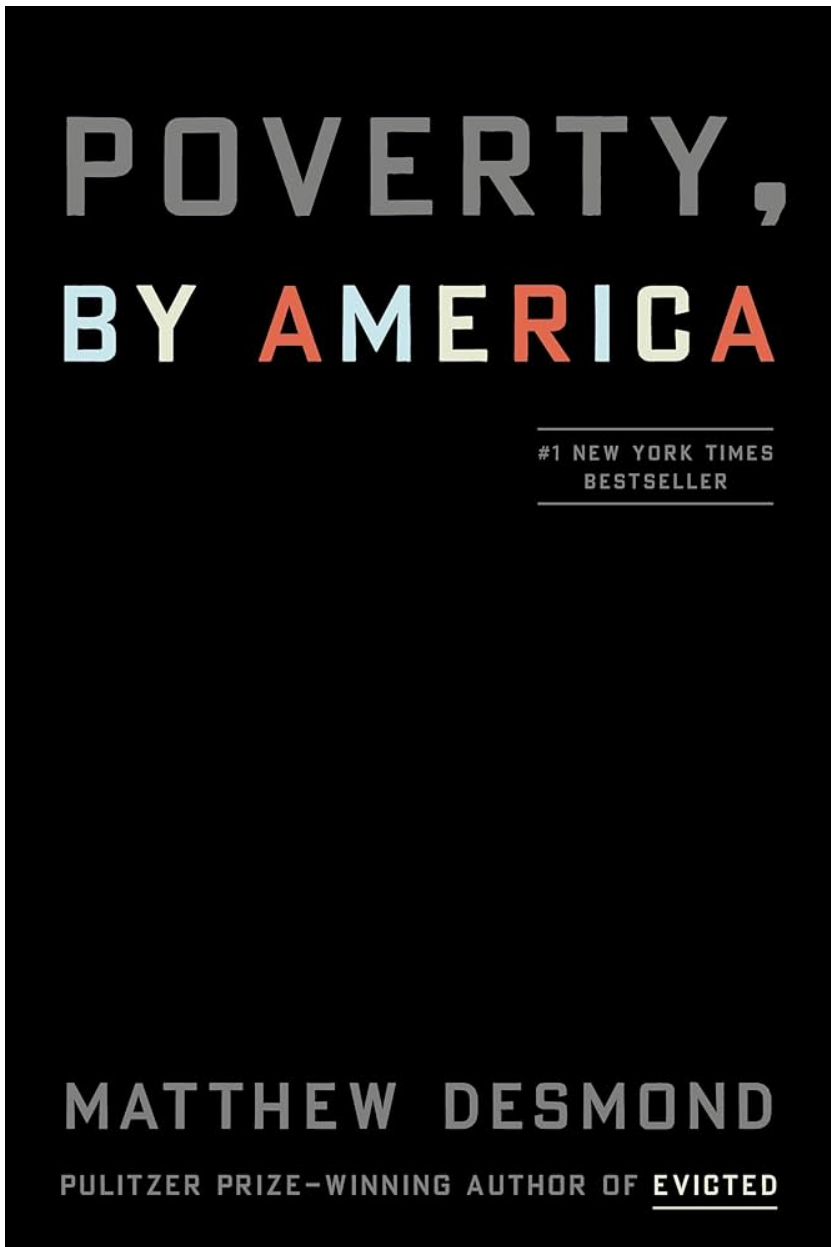
The Salem Presbytery Peace and Justice Task Force offers studies of Matthew 25 topics, usually monthly, employing books as curricula.

The next book is Poverty, By America, by Matthew Desmond

This is the same book the PC(USA) used for its poverty study as a follow-up to the 2024 Matthew 25 Summit.

Karen Worley, co-moderator of the PJTF, will lead our discussion on Tuesday, May 21st, 2024 at noon. Sign up for the zoom link [here](#).

All are invited to attend, whether you have read the book or not.



## Cash Bail Bond Resolution

To: The NC House of Representatives, The NC Senate and the Governor

From: First Presbyterian Church, Durham, NC

Copy: Ed Johnson, Stated Clerk of New Hope Presbytery

Dear Legislators and Governor Cooper,

Article XI, section 4 of the Constitution of North Carolina reads as follows:

**“Welfare policy....**

Beneficent provision for the poor, the unfortunate, and the orphan is one of the first duties of a civilized and a Christian state....”

However, the State of North Carolina maintains a cash bail bond system that systematically exploits “the poor, the unfortunate,” in direct violation of the “first duty” as claimed in the NC Constitution.

The Constitution of the State of North Carolina continues to look to a Christian moral compass especially, but not exclusively, in regard to the treatment of the poor. In that regard, Christian Scripture clearly calls us to extend special compassion and consideration for the poor and needy.

- a. “Open your hand to the poor and needy...” (Deut. 15:11).
- b. “You shall not withhold the wages of the poor and needy laborers... You shall pay their wages daily because they are poor and their livelihood depends on them, otherwise they might cry out to the Lord against you, and you would incur guilt” (Deut. 24: 14-15).
- c. “Those who oppress the poor insult their Maker, but those who are kind to the needy honor him” (Proverbs 14:31).
- d. “The Lord enters into judgment with the elders and princes of his people. It is you who have devoured the vineyard, the spoil of the poor is in your houses” (Isaiah 3:14).
- e. Jeremiah contrasts the good King Josiah and the bad King Jehoiakim. The only criteria distinguishing them was that the poor benefited from the government of Josiah while Jehoiakim instead invested in cedar siding and gold trimming in his

luxurious house. Jeremiah declares harsh condemnation on Jehoiakim: “Are you (Jehoiakim) a king because you compete in cedar? Did not your father (Josiah) eat and drink and do justice and righteousness? Then it was well with him. He judged the cause of the poor and needy. Is not this to know me? says the Lord. But your eyes and heart are only on your dishonest gain, for shedding innocent blood, for practicing oppression and violence” (Jer. 22:15-17).

- f. Jesus implores his disciples to benefit the poor, and to never exploit them for personal gain.
- g. Jesus “unrolled the scroll and found the place that it was written, ‘The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free...’” (Luke 4: 17-19).
- h. “Blessed are you who are poor, for yours is the kingdom of God. Blessed are you who are hungry now, for you will be filled” (Luke 6:20-21).
- i. “And the king will answer them, ‘Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me’” (Matthew 25:40).
- j. “We know love by this, that he laid down his life for us – and we ought to lay down our lives for one another. How does God’s love abide in anyone who has the world’s goods and sees his brother or sister in need and yet refuses to help?” (1 John 3:17-18).
- k. “They (the apostles in Jerusalem) asked only one thing, that we remember the poor...” (Galatians 2:10).
- l. “But you have dishonored the poor. Is it not the rich who oppress you? Is it not they who drag you to court?” (James 2:6).

Fidelity to the NC Constitution then requires changes to the current cash bail system which exploits the poor. Considerable empirical evidence demonstrates that the cash bail system is inequitable and ineffective. The cash bail system requires pretrial defendants to pay hundreds to thousands of dollars to keep from going to jail. Because of economic challenges, a



significant portion of these arrestees lack the 10%-15% non-refundable premium a bail agent charges, so they end up spending weeks and months in jail awaiting trial. Courts, often secured through bail bondsmen, typically result in low-income individuals agreeing to usurious borrowing terms to obtain funds. Several municipalities and states throughout the United States, and a few places in North Carolina, have successfully enacted other approaches to pretrial requirements for defendants accused of misdemeanors and some nonviolent felonies.

Additionally, the current bail bond system is more expensive financially to the State than the proposed changes offered by the NC House Bill 271. Enacting NC House Bill 271 will save the state money.

Multiple studies, including the work of Jessica Smith, W.R. Kenyan, Jr. Distinguished Professor of Public Law and Government at UNC School of Government, report the need for change based on four problems with the current system: public safety (wealthier individuals can buy their way out of incarceration); costs to taxpayers; fairness; and racial and ethnic disparities.

WHEREAS, the vast majority of the jail population increase since 2000 was caused by the detention of individuals prior to trial (pretrial) of which 60% to 70% were classified nonviolent minimum-security;

WHEREAS, the Class Three misdemeanor cases addressed in NC House Bill 271 do not constitute a risk of flight;

WHEREAS, at least 70% of people held in local jails are not convicted of any crime;

WHEREAS, the inability to make cash bail extracts an untold human cost on the accused due to their loss of employment, housing and, often times, family support;

WHEREAS, there are proven instances of inadequate health care for incarcerated persons, death and injury suffered by incarcerated persons;



WHEREAS, bail set for people of color exceeds that for whites by 35%;

WHEREAS, three out of four criminal cases in state trial courts are for misdemeanors that, if proved, would result in fines and/or less than a year in jail;

NOW THEREFORE BE IT RESOLVED, the Session of First Presbyterian Church of Durham, NC petitions the NC legislature to pass NC House Bill 271. Additionally, the First Presbyterian Church petitions the Presbytery of New Hope to endorse the passage of NC House Bill 271. The Session encourages the Presbytery to encourage each church session in the Presbytery of New Hope to adopt this resolution and to contact their state representatives and Senators. Furthermore, that the Stated Clerk of the Presbytery convey this stand to every NC Representative, Senator, and the Governor. The Stated Clerk is directed to communicate this resolution to the Presbyteries of Western North Carolina, Coastal Carolina, Salem, and Charlotte for consideration and adoption.

## **FOR INFORMATION:**

### **Session Minutes Reviews**

In addition to those noted in the November 2023 Presbytery packet, I have successfully reviewed the session minutes of Fieldstone PC.

In June/July/early August, I aim to schedule regional gatherings of clerks of Session for the purpose of reviewing 2023 Session minutes. If you are willing to host such a gathering (one hour, no refreshments, prefer Sunday afternoons -- easy!) please send me an email.

### **Synod of the Mid-Atlantic - Review of Presbytery Minutes**

Salem Presbytery's 2022 minutes were reviewed by Stated Clerk Cam Murchison (Western North Carolina Presbytery). (I was assigned to review Abingdon Presbytery's minutes.) Dr. Murchison determined that I did not post notice in 2022 of the successful review of the 2021 minutes. Hence, I'm being certain here that you are notified of the review of 2022! (See attached letter.)

### **Dismissal of Minister Member**

A task force of the COM charged with following-up with Members-At-Large told me that the Rev. Samuel Dansokho (formerly of the Hood Seminary faculty) had moved to Canada and joined the United Church of Canada. I researched this matter and had a telephone conversation with the United Church of Canada's general administration; Dr. Dansokho is indeed on the roll of that denomination. I have reported this to the Office of the General Assembly (PCUSA) and we have removed him from the Salem and PCUSA rolls.

### **Annual Directory**

The packet for this meeting contains the annual Presbytery directory, which I am required to publish. Please note that this roster includes Presbyterians only; we are grateful for those of other denominations who are faithfully serving our churches.

### **Minutes of Administrative Commissions to Ordain/Install**

The packet contains the minutes - since May 2023 - from Administrative Commissions to ordain/install a Minister of Word and Sacrament within our bounds.

### **2025 Meetings of Presbytery**

I anticipate developing a schedule of 2025 meetings of Salem and share it with the Executive Council in June, with a decision by the Executive Council in July - so that these dates can be announced at the August 2024 meeting of Presbytery. Except for affording a hybrid format, please share your suggestions with me. (We are working on a sustainable plan to offer hybrid format meetings.)

David Vaughan, Stated Clerk  
statedclerk@salempresbytery.org

### **INSTALLATION OF PETER KIM**

The Commission appointed by Salem Presbytery to install Peter Kim as Pastor/Head of Staff of First Presbyterian Church of High Point, High Point, met at First Presbyterian Church of High Point on June 11, 2023, at 1:15 p.m.

The meeting was called to order by Erin Bowers, whom Presbytery appointed to preside. The prayer was offered by Erin Bowers. The following members and guests were present: Ministers: Erin Bowers, Ken Broman-Fulks, Joanne Glaser, Frank Dew. Elders: Imsoon Yoon.

Joanne Glaser was elected Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 2:00 p.m. on Sunday, June 11, 2023, the Moderator presiding. Ken Broman-Fulks preached the sermon using texts Ezekiel 37:1-10 and Mark 1:14-18 and topic, "Fishers of People."

Erin Bowers propounded the constitutional questions to the minister. Erin Bowers propounded the constitutional questions to the congregation. Frank Dew offered the prayer of installation.

Peter Kim was declared duly installed as Pastor/Head of Staff of First Presbyterian Church of High Point, High Point, NC, according to the Constitution of the Presbyterian Church (U.S.A.). The Pastor was charged by Imsoon Yoon, and Joanne Glaser charged the congregation.

Peter Kim, the newly installed Pastor/Head of Staff, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Joanne Glaser.

### **ORDINATION AND INSTALLATION OF MICHAEL SARVIS**

The Commission appointed by Salem Presbytery to ordain and install Michael Sarvis as Associate Pastor of Graham Presbyterian Church, Graham, met at Graham Presbyterian Church on July 15, 2023, at 1:15 p.m.

The meeting was called to order by Evan Harrison, whom Presbytery appointed to preside. The prayer was offered by Steve Braswell. The following members and guests were present: Ministers: Evan Harrison, Steve Braswell, Kaye Ziglar. Elders: Sandra Covert, Bobbie Morel, Jese Morel.

Sandra Covert was elected Clerk of the Commission. Guest ministers Tyler Brock and Russ Weekley of Greater Atlanta were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 2:00 p.m., the Moderator presiding. Tyler Brock preached the sermon using text 2 Kings 2:23-25; 4:1-7 and topic, "Moments in Ministry."

Evan Harrison propounded the constitutional questions to the minister. Sandra Covert propounded the constitutional questions to the congregation. Kaye Ziglar offered the prayer of ordination and installation.

Michael Sarvis was declared duly ordained and installed as Associate Pastor of Graham Presbyterian Church, Graham, NC, according to the Constitution of the Presbyterian Church (U.S.A.). The Associate Pastor was charged by Russ Weekly, and Steve Braswell charged the congregation.

Michael Sarvis, the newly ordained and installed Associate Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes.

### **INSTALLATION OF NEWTON COWAN**

The Commission appointed by Salem Presbytery to install Newton Cowan as Associate Pastor for Pastoral Care of First Presbyterian Church of Greensboro, Greensboro, met at First Presbyterian Church of Greensboro on July 30, 2023, at 9:15 a.m.

The meeting was called to order by Jill Duffield, whom Presbytery appointed to preside. The prayer was offered by Jill Duffield. The following members and guests were present: Ministers: Jill Duffield, David Partington, David Ealy. Elders: Charles Younce, Darryl Ray, Ellie Cowan, Ann Adams.

David Ealy was elected Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 10:00 a.m., the Moderator presiding. David Partington preached the sermon using text Jeremiah 1:4-9 and topic, "Call."

Jill Duffield propounded the constitutional questions to the minister. Ann Adams propounded the constitutional questions to the congregation. David Ealy offered the prayer of installation.

Newton Cowan was declared duly installed as Associate Pastor for Pastoral Care of First Presbyterian Church of Greensboro, Greensboro, NC, according to the Constitution of the Presbyterian Church (U.S.A.). The Associate Pastor of Pastoral was charged by Charles Younce, and Darryl Ray charged the congregation.

Newton Cowan, the newly installed Associate Pastor for Pastoral Care, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by David Partington.

### **INSTALLATION OF LAURA ARLO TYSINGER**

The Commission appointed by Salem Presbytery to install Laura Arlo Tysinger as Pastor of Elkin Presbyterian Church, Elkin, met at Elkin Presbyterian Church on August 20, 2023, at 2:15 p.m.

The meeting was called to order by R.C. Griffin, whom Presbytery appointed to preside. The prayer was offered by R.C. Griffin. The following members and guests were present: Ministers: R.C. Griffin, Stephen Fearing, Christin Whitney. Elders: Carolyn Bell, Avys Massey, Rusty Tysor, Randy Tulbert.

Stephen Fearing was elected Clerk of the Commission. Guest ministers Christin Whitney of Athens Presbyterian Church and Lynn Thompson Bryant of Charlotte Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. Christin Whitney preached the sermon using text Jonah 1:1-6, 15-17 and topic, "Once Upon a Time."

R.C. Griffin propounded the constitutional questions to the minister. Rusty Tysor propounded the constitutional questions to the congregation. Avys Massey offered the prayer of installation.

Laura Arlo Tysinger was declared duly installed as Pastor of Elkin Presbyterian Church, Elkin, NC, according to the Constitution of the Presbyterian Church (U.S.A.). The Pastor was charged by Stephen Fearing, and Carolyn Bell charged the congregation.

Laura Arlo Tysinger, the newly installed Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Lynn Thompson Bryant.

### **INSTALLATION OF MATT BUSSELL**

The Commission appointed by Salem Presbytery to install Matt Bussell as Associate Pastor of Outreach and Mission at First Presbyterian Church of Greensboro, Greensboro, met at First Presbyterian Church of Greensboro on October 22, 2023, at 3:30 p.m.



The meeting was called to order by Jill Duffield, whom Presbytery appointed to preside. The prayer was offered by Jill Duffield. The following members and guests were present: Ministers: Jill Duffield, Diane Moffett, Sam Perkins, Stephen Fearing. Elders: Gerard Davidson, Paula Pierce.

Sam Perkins was elected Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Diane Moffett preached the sermon using text Micah 6:6-8, 25:31-46 and topic, "From the Inside Out."

Jill Duffield propounded the constitutional questions to the minister. Gerard Davidson propounded the constitutional questions to the congregation. Stephen Fearing offered the prayer of installation.

Matt Bussell was declared duly installed as Associate Pastor of Outreach and Mission at First Presbyterian Church of Greensboro, Greensboro, NC, according to the Constitution of the Presbyterian Church (U.S.A.). The Pastor was charged by Sam Perkins, and Gerard Davidson charged the congregation.

Matt Bussell, the newly installed Associate Pastor of Outreach and Mission, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Stephen Fearing.

**Stated Clerk Office**  
**Active PC(USA) Members in Salem Presbytery**  
**May 2024**

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Marybeth Asher-Lawson	Pastor	Springwood
Sandra Kaye Barrow-Ziglar	Pastor	Logan
Timothy Bates	Pastor	Cameron
Kathryn Beach	Pastor	Rumple Memorial
Frederick A. Beck	Stated Supply	Faith
Kent Berry	Validated Ministry	Private Practice
Erin Bowers	Associate Pastor	High Point First
Steve D. Braswell	Pastor	Graham
Thomas Burleson	Pastor	Parkway
Matthew Bussell	Associate Pastor	Greensboro First
Kathryn G. N. Campbell	Pastor	Fellowship
Charles Jeremy Cannada	Pastor	Statesville First
William Kevin Conley	Interim Pastor	Shiloh
Daniel Newton Cowan	Associate Pastor	Greensboro First
Amanda Davee Lomax	Validated Ministry	Salem College
Jill Duffield	Pastor	Greensboro First
James David Ealy Jr.	Pastor	Hawfields
Stephen Fearing	Pastor	Guilford Park
Rachel Fitch	Validated Ministry	Greensboro First
Dana Fruits	Pastor	Mocksville First
Jonathan Gaska	Pastor	Trinity, W-S
Will Gipe	Pastor	Prospect
Diane Givens-Moffett	Agency Staff at GA	PC(USA)
Joanne Glaser	Parish Associate	High Point First
Sarah Godbey	Validated Ministry	Novant Rowan
Jon Kyle Goodman	Pastor	Alamance
R. C. Griffin, III	Pastor	North Wilkesboro
Stephanie Hankins	Validated Ministry	ASU
Kathryn Harper	Pastor	Cross Roads
Randy Harris	Pastor	Highland
James Evan Harrison	Pastor	Pittsboro
Marti Hazelrigg	Pastor	Oak Ridge
David Henry	Parish Associate	Rumple Memorial
William Bailey Heyward	Pastor	Mount Jefferson
Amanda Horan	Associate Pastor	North Wilkesboro
John W. Johnson	Parish Associate	Burlington First
Ki Seok Kim	Pastor	Korean First
Peter Kim	Pastor	High Point First

Seulki (John) Kim	Associate Pastor	Korean First
Randal V. Kirby	Associate Pastor	Salisbury First
Jacqueline Lynn Kunkle	Validated Ministry	Hospice of Iredell County
Phanta Lansden	Pastor	St. James
Emily Larsen	Pastor	St. Andrews
Scott Lawson	Parish Associate	Starmount
Debbie Layman	Associate Pastor	Highland
Charlie Lee	Pastor	Starmount
Kristen Levens	Pastor	Stony Creek
Jodi Lingan	Designated Presbyter	Salem Presbytery
Jon Martin	Pastor	Lexington First
Susanne Martin	Stated Supply	Thomasville First
Vicki McCain	Pastor	Church of the Cross
Bryan McFarland	Pastor	Community In Christ
Douglas McLeroy	Parish Associate	First Greensboro
Travis Milam	Pastor	Pilot Mountain First
Rosa Miranda	Agency Staff at GA	PC(USA)
Lisa Florence Mullen	Interim Pastor	John Calvin
Joshua Musser Gritter	Co-Pastor	Salisbury First
Lara Musser Gritter	Co-Pastor	Salisbury First
Thomas Nesbit	Validated Ministry	Medi Home Hospice
Bonita Quandt	Stated Supply	Bixby
Samuel Perkins	Associate Pastor	Westminster
Rebecca Todd Peters	Validated Ministry	Elon University
Caroline Phillips	Stated Supply	Greensboro First
Jon Phillips	Interim Pastor	Bethany
Wes Pitts	Pastor	Reidsville First
Kim Priddy	Pastor	Sedgefield
John Pruitt	Pastor	Kernersville First
Jessica Rigel	Associate Pastor	Alamance
Frederick Ritsch	Interim Pastor	Mount Airy First
Brian Rummage	Pastor	Asheboro First
Mark Sandlin	Pastor	Church of the Covenant
Michael Sarvis	Pastor	Graham
Christopher Schooley	Parish Associate	Guilford Park
John Senior	Stated Supply	Pine Hall
Allison Simmons	Validated Ministry	Iredell Memorial Hospital
Paul Sink	Pastor	Taylorsville
David Smith	Interim Pastor	Thyatira
Jay D. Smith	Pastor	Jamestown
Jeffrey S. Smith	Pastor	Boone First
Jeffrey Sockwell	Temporary Supply	Bethel
Courtney Stevens	Associate Pastor	Highland

J. Grant Sutphin	Validated Ministry	United States Armed Forces
Andrew Taylor-Troutman	Pastor	Chapel in the Pines
Austin Blake Tickle	Validated Ministry	Wake Forest Baptist Medical Center
Katie Barrett Todd	Campus Minister	Presby UKirk-GSO
Mason Todd	Interim Pastor	New Hope
Elizabeth Troyer	Pastor	Concord
Laura Tysinger	Pastor	Elkin
Jorge Vazquez	Pastor	El Buen Pastor, NCD
Alicia Wilson	Validated Ministry	Private Practice
Leigh Wisner	Interim Pastor	Clemmons
Virginia Wood	Validated Ministry	Cone Health

**Stated Clerk Office**  
**PC(USA) Members-at-Large in Salem Presbytery**  
**May 2024**

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Amanda C. Anderson  
E. John Banasiak III  
Virginia Christman  
Hilton J. Cochran  
Keith Curl-Dove  
Melissa G. Davis  
Jonathan H. Freeman  
Kenneth Gatewood  
Carter B. Gillespie  
Robert J. Goforth  
Peter Hazelrigg  
Hye Jin Hwang  
Elizabeth Emma Inman  
Khelen Kuzmovich  
Eric Larsen  
Insook Lee  
Richard R. Osmer  
Glenn Otterbacher  
Steve M. Pharr  
Nicole Richardson  
Laura Spangler  
William Steck  
Kathryn Summers



**Stated Clerk Office**  
**Honorably Retired PC(USA) Ministers in Salem Presbytery**  
**May 2024**

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Willard Ackles	Patricia Fletcher	Steve McCutchan
Margaret Almeida	John Donald Fowler	Joseph McCutchen
Donald Johnson Barbour	Larry W. Freeman	Douglas McLeroy
Frederick A. Beck	Philip R. Gehman	Mary C. McNeal
Joseph Blankinship	Joanne Glaser	Judson J. Milam
Jesse W. Bledsoe	Sandra Lee Breeden Greene	Raymond P. Mims Jr.
Ronald L. Bowie	J. Randy Hall	Alfredo Miranda
Ann Brinson	William Hamilton	Molly D. Morgan
Kenneth L. Broman-Fulks	William Hannah	Stephen Moss
Kellie J. Browne	Jennie Leake Hemrick	Kathy Muder
Olen Bruner	David Henry	Charlie Murphy
Malcolm M. Bullock	Fredrick R. Horner	George Murray
Charles R. Carter	Charles H. Howell	Donald Nance
Jae Heung Chung	William Hoyle	Arnold Nuckles
M. Gray Clark	Felicia Hoyle	Carl Parsons
Frederick A. Coates	Karen Huddelson-Gillespie	David Partington
Frank Collier	Marcia Jaureguizar	Franklin L. Partridge
Wallace Covington	John W. Johnson	Samuel Curtis Patterson
Richard Cox	William Stephen Johnston	Floyd Peter Peterson
Jill Crainshaw	Vicki Jones-Johnson	Joseph L. Pickard
Calvin E. Crump	Cynthia Douglas Keever	Richard L. Qualls
Judith Dellinger	Sandra Kern	Bonita Quandt
Franklin Dew	Walter W. King	Andre Resner Jr.
Robert Edward DeWitt	Barrie Kirby	Jeffry Reynolds
James A. Dickens	Thomas J. LaBonte	Paul Rhodes
Susan Dobyns	Thomas Lane	Paul Ridolfi
James Dollar	George Lashley	Russell Ritchel Jr.
Neil Wayne Dunnavant	William F. Lawrence Jr.	Francis Rivers Meza
Christopher F. East	Robert E. Lee	Charles Frederic Sanford
Lou East	Ruth B. Lenger	Suzanne Schafer-Coates
John C. Elam	Robert M. Lewis	Christopher Schooley
Lee Ellenwood	S. Edwin Lewis	Grant Sharp
Stewart E. Ellis	B. Paul Lindsay	R. Page Shelton
Terri L. Engle	Joel M. Long	Jerold Shetler
Martha Fairchild	Gordon Marshall	Ronald Shive
Eric M. Faust	Samuel P. Marshall III	Suzanne Shoffner
Judith Fitchett	Robert M. Matthews	Mark Wallace Sinnett

Stevan Snipes  
Delores Spielman  
Bernard Spielman Jr.  
John Douglas Sterrett III  
Samuel Stevenson  
Frank Stewart  
Julia Ross Strobe  
Larry Summey  
J. Stuart Taylor III

Harry Thomas  
Glenn Thomason  
Erich Thompson  
Ernest Thompson III  
Thomas Ronald Vaughan  
Stanley M. Voth  
Harold F. Waldruff  
Russell Ward Jr.  
William Waterstradt

Randolph T. Wellford  
Jeff White  
Elinor Ware Wilburn  
Benjamin F. Williams  
Nancy Williams-Berry  
R. Scott Woodmansee  
Frank Wyche

**Stated Clerk Office  
Commissioned Ruling Elders, CRE in Salem Presbytery  
May 2024**

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William Bates	Love Valley
LaQreshia Bates-Harley	Trinity, Salisbury
James Beard	Immanuel
Jerry Blankenship	Third Creek
David Boger	Sedgefield
Steve Braxton	Trinity, Elon
Marty Brim	Wentworth
Rachael Brooks	Pine Ridge
Jeffrey Bumgarner	Laurel Fork
Sidney Crunk	Glendale Springs
James Dodd	Cooleemee
Jack Dyer	Stoneville
Joycelyn Flippin	Bethel
Timothy Glaser	Bethany, Statesville
John Groff	Concord
James Harley	Freedom
Samuel Jenkins	Hawfields
Richard LaDew	Siler City
Shannon Langston	Bethesda, Stsvl
Steve Marks	Lansing
Sue Moore	Unity
Rick Purcell	Graham Police Department
Wayne Robertson	Greenwood
Ethan Sherrod	Grace
Steven Stiles	Milton
Frederick Terry	Mocksville Second
Mae Weed	Lansing
Parks Williams	Starmount

**Stated Clerk Office  
Certified Christian Educators in Salem Presbytery  
May 2024**

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Charlotte Allbright, Burlington First  
Joelle Brummitt-Yale, Chapel in the Pines  
Sarah Beth Christie, Retired  
Rachel Culler, Retired  
Jacquelyn Hall, Retired  
Wynn McGregor, Retired  
Elizabeth Welter, Retired  
Samantha Wesley, Retired  
Parks Williams, Retired



3601 Seminary Avenue | Richmond, Virginia 23227 | 804 342-0016 | [www.synatlantic.org](http://www.synatlantic.org)

April 30, 2024

Rev. David Vaughan, Stated Clerk  
Salem Presbytery  
P.O. Box 1763  
Clemmons, NC 27012

Dear Rev. Vaughan:

The Synod of the Mid-Atlantic 252<sup>nd</sup> Assembly meeting September 10-13, 2023, at Massanetta Springs Camp and Conference Center and reports the following.

The Assembly approved the Synod Administration Committee Peer Minutes Review from each presbytery. The committee thanks you as, Stated Clerk, for your efforts and efficiency in this matter. The Assembly asks you to address exceptions and/or comments if there are any before the next review date.

Exceptions:

- No attestation of Synod Review

Comments:

- No Comments

Thanks for your participation in the Minutes Peer Review Process.

In the Service of Christ,

Warren J. Lesane, Jr.  
Stated Clerk  
Synod of the Mid-Atlantic

We remember ministers and ruling elders who joined the Church Triumphant in 2023.

*MINISTERS:*

Daniel Wilkers	January 1, 2023
Robert M. Gant, Jr.	January 20, 2023
Ernest T. Thompson, Jr.	February 18, 2023
Elizabeth Dale Walker	March 8, 2023
Harold E. Fuller	March 11, 2023
Henry J. Keating	July 8, 2023
Clyde Cook	July 26, 2023

*RULING ELDERS:*

BOONE, FIRST	William Herring	July 26, 2023
BURLINGTON, FIRST	David Walter Aldrich Frances Ann Ray Reed	January 10, 2023 December 23, 2023
COMMUNITY IN CHRIST	William F. Gerrow III	December 23, 2023
CONCORD	Jo Sells Sue Miller	September 12, 2023 July 17, 2023
COVENANT	Jeanne Mahaffey	March 21, 2023
CROSS ROADS	J.C. Nicks Lisa Fitzpatrick	November 13, 2023 December 28, 2023
EL BETHEL	Jenifer Webster Avina	August 18, 2023
ELKIN	Ralph Odell Lanier, Sr. Maxine Ross Bivins	November 8, 2023 November 28, 2023
FELLOWSHIP	Ralph Barnes Jim Spain	February 23, 2023 November 16, 2023
GLENDALE SPRINGS	Marie Butler McCracken	March 16, 2023
GRACE	Rudolph V. Boone	August 20, 2023
GREENSBORO, FIRST	Charlotte C. Pickett Alexander E. Wrenn Anne P. Adams Deborah W. Staton James E. Bradsher Thomas R. Beard	April 2, 2023 April 24, 2023 May 20, 2023 June 22, 2023 July 11, 2023 September 21, 2023
HIGH POINT, FIRST	Dave Tillson Lyvonne Ruth	April 30, 2023 December 26, 2023

JAMESTOWN	Jack Hogan	October 10, 2023
LAUREL FORK	Carol Tucker Robert L. Robertson	May 11, 2023 August 5, 2023
MOCKSVILLE, FIRST	Karen Kirkpatrick	February 3, 2023
MOUNT JEFFERSON	Iris Morphew Linda Gouger	May 15, 2023 June 2, 2023
NEW CREATION COMMUNITY	Robert Nathaniel York, III	September 17, 2023
NEW HOPE	Irvin Albert Betty Albert Sarah Carter	August 28, 2023 April 28, 2023 October 19, 2023
PARKWAY	Charles Parker Betty Cline Carol Hill Nancy Penry	March 8, 2023 June 18, 2023 April 16, 2023 December 14, 2023
PITTSBORO	Jan King Jean Fesperman	June 1, 2023 March 3, 2023
PLEASANT GROVE	Madalu Wright	February 15, 2023
REIDSVILLE, FIRST	Robert Mullings Shirley Williams Angus McInnis, Jr. Charles McCollum	July 10, 2023 September 12, 2023 October 18, 2023 June 1, 2023
RUMPLE MEMORIAL	William Alexander "Bill" Thorn, III William H. "Bill" Taylor	December 9, 2023 February 4, 2023
ST. PAUL, GSO	Nita Holder	April 18, 2023
ST. PAUL, HP	Thomas M. Leach	December 25, 2022
SHALLOWFORD	Trish Sumners	January 20, 2023
SPRINGWOOD	Marietta Breidenthal	January 8, 2023
THIRD CREEK	Gary Watt	April 9, 2023
THOMASVILLE, FIRST	Carolyn Bennett Martha Blake Jane Hasty Sue Hunter	July 21, 2023 July 31, 2023 February 14, 2023 February 24, 2023



TRINITY

Jeanne Patterson  
Rod Sugg

April 30, 2023  
December 26, 2023

WESTMINSTER

Barry Wetzel  
Barbara Carroll  
Bill Sullivan  
JoAnna Bright  
Clarence Dorman  
Martha Snead

February 13, 2023  
May 21, 2023  
June 14, 2023  
July 27, 2023  
August 21, 2023  
September 13, 2023

**A Covenant Liturgy for Dedication and Commissioning of  
General Assembly Ruling Elders and Teaching Elders**

Stated Clerk: We stand this day within the new covenant made by the death and resurrection of Jesus Christ, and we bear his name.

**All: In the strength of the covenant that God has made with us, let us bind ourselves anew to God, who has so graciously bound with us.**

Stated Clerk: And let us gladly share in accepting the yoke of Jesus Christ as we dedicate, commission, and covenant with those who stand among us this day, sharing in the yoke of worship, learning, and serving at the 226th General Assembly: Caroline Beach-Verhey, Steve Braxton, Courtney Hunter, Phanta Lansden, Wes Pitts, Susan Stewart, and Liz Troyer.

**All: Christ has many services to be done; some are easy, some are difficult; some bring sorrow, others bring reproach; some are suited to our natural inclinations and material interests, others are contrary to both. In some, we please Christ and please ourselves, in others we cannot please Christ except by denying ourselves. Yet the power to do all things is given us in Christ who strengthens us.**

*The Executive Presbyter leads the Presbytery in prayer:*

Executive Presbyter: God of love and faithfulness, you have appointed our Lord Jesus Christ as mediator of a new covenant. Give Salem Presbytery the grace to join ourselves with you, unite in following where you lead, and dedicate, commission, and set aside this day these members as Ruling Elder and Teaching Elder Commissioners for the 226th General Assembly.

**All: We are no longer our own, but yours. Put us with what you will, rank us with whom you will; put us to doing, put us to suffering; let us be employed for you or laid aside for you, exalted for you or brought low for you; let us be full, let us be empty; let us have all things, let us have nothing; we freely and wholeheartedly yield all things to your pleasure and disposal.**

**May this covenant with those who worship and serve you, now made on earth, be ratified in heaven, to the glory of your name. Amen.**

**The Rev. Jennie Hemrick, Moderator  
Elder Catrelia Hunter making this report today.**

The Executive Council (EC) met on March 21, and April 18, 2024.

Regular reports were received from Tony De La Rosa (Executive Presbyter), Jodi Lingan (Designated Presbyter), and David Vaughan (Stated Clerk).

**For Information – The Executive Council:**

*Acting on behalf of Presbytery:*

- Elected the Church Growth and Transformation to serve as the Session for El Buen Pastor New Church Development;
- Approved a request for Vandalia PC to sell its property;
- Approved a request for Cleveland PC to sell a small building that is not contiguous to the church property;
- Dissolved the Oakview PC in Caswell County; Salem Presbytery and Oakview have not had a relationship whatsoever since the mid-1980s (our attempts have been refused), and there is no Presbyterian remnant in that church;
- Elected the following as PC(USA) Examination readers: RE Melanie Adams, RE Austin Campbell, TE Kathryn Campbell, TE Kim Priddy, RE Sandi Rice, TE Liz Troyer;
- Concurred with three overtures to the General Assembly; the date for registering concurrence was before Presbytery's May 2024 meeting, and this action only ensures that the appropriate committee will hear the overtures:
  - \*Overture 026 (realigning Self Development of People with its historical purpose);
  - \*Overture 011 (appointing a committee to review the Preparation for Ministry process);
  - \*An Overture that would constitutionally allow for "virtual communion" because the current advisory opinion made by former Stated Clerk J. Herbert Nelson has expired. The Advisory Committee on the Constitution has determined that an overture is not necessary for this matter. This issue will be considered at GA226 as an authoritative interpretation of the Directory for Worship.

*Business of the Executive Council:*

- Approved the docket for the May 2024 meeting of Presbytery;
- Received regular, detailed financial reports from the Budget and Finance Committee;
- Approved minutes of previous meetings of the EC and of the Presbytery;
- Added Tony De La Rosa as a signatory on Presbytery accounts, replacing Jeff Sockwell who has moved; there is a precedent for the Presbytery executive to be a signatory in Salem;
- Elected Andrew Taylor-Troutman as Vice-Moderator of the Executive Council, replacing Lara Musser-Gritter who had to step down;
- Approved the PILP loan for First Presbyterian, Boone;
- Adopted a policy on funding external entities as presented by the Stewardship Committee.

**For Action –**

1. The Executive Council asks the Moderator to recognize Elder Ronda Tatum to address the Presbytery on behalf of the Budget and Finance Committee.
2. The Executive Council asks the Moderator to recognize Rev. Kyle Goodman and Rev. Kim Priddy to speak to the Presbytery on behalf of the Stewardship Committee.

**[GAEC-26] On Realigning Self Development of People with its historical purpose**

**Source:** Presbytery  
**Committee:** [GAEC] General Assembly Entity Coordination  
**Profile #:** [OVT-026]  
**Event:** 226th General Assembly (2024)  
**Sponsor:** The Pacific Presbytery  
**Type:** General Assembly Full Consideration

## Recommendation

### On realigning Self Development of People (SDOP) with its historical purpose

The Pacific Presbytery overtures the 226th General Assembly (2024) to realign Self Development of People (SDOP) with its historical purpose, emphasizing self-determination for the African American community and the original focus of addressing the residual impact of slavery and oppression by:

1. Requiring that SDOP abides by the Articles of Agreement of 1983, reaffirming the PCUSA's commitment to equity and justice, and
2. Directing SDOP to allocate an initial \$5,000,000 to put in place infrastructure and resourcing, followed by a recurring \$1,000,000 investment annually for 25 years, to aid African-American congregations in enhancing their community involvement, advocacy, and witness for Jesus Christ's love and justice.

## Rationale

### Rationale

The Presbytery of the Pacific presents this overture to the 226th General Assembly, to align the General Assembly (GA) and the PC(USA) Self Development of People (SDOP) with the core values of our denomination to dismantle structural racism as a witness to the Gospel of Jesus Christ and the PC(USA) Matthew 25 movement.

This proposal centers on returning SDOP to its original mission, which was established in response to Rev. James Forman's call for reparations, with a specific focus on compensating, empowering, and developing the African American community. We aim to uphold the Articles of Agreement of 1983 and fulfill the PC(USA)'s commitment to "equity, justice, and correcting past patterns of discrimination," defined here as reparations within the African American community and its associated constituents.

Our motivations are deeply rooted in addressing the underachievement of SDOP's mission related to systemic racism and poverty in the African American community. The Pacific Presbytery aligns with commissioners and delegates who approved the RGJ-08 Overture during GA 225, directing the PC(USA) to commit to restorative justice and reparations, to close disparities in economics, health, education, environmental well-being, and the criminal justice system caused by the legacy of slavery and white supremacy. While we believe SDOP has been limited in its ability to focus on the prophetic call for reparations within the African American community, we do affirm that it has been a valuable resource in addressing poverty and the needs of other communities.

Regarding SDOP, established in 1970 as the form of reparations from the PC(USA) (formerly known as the UPCUSA), which has historically benefited from slavery and racist policies, it has deviated from its original mission. The current SDOP focus no longer aligns with the needs of African American congregations and their communities. Reparations should not be sought only from SDOP but from a broader reservoir within the Presbyterian Church (U.S.A.).

A persistent and unresolved challenge has continued to exist between the mission of SDOP and African American congregations and their constituent communities. African American congregations have refrained from applying for SDOP grants because of their classification as religious institutions. Ironically, those who originally conceived the SDOP concept did so to address the economic and social challenges within communities that now require these resources the most. These African American congregations are firmly committed to serving the impoverished, marginalized, and oppressed in our society. They embody the principles of self-determination and exemplify a community dedicated to self-help. African American congregations extend their services to individuals within their congregations and communities who are in need.

This overture seeks to realign SDOP with its original purpose, ensuring it actively contributes to reparations and empowers the African American community within the PC(USA). By refocusing SDOP, we aim to address historical injustices, empower the African American community, and strengthen the PC(USA)'s commitment to equity and justice. We pray that these actions will promote a more just and equitable future for our denomination.

## **Concurrence**

**Synod of S California and Hawaii**

**Salem Presbytery**



**[ORD-06] On Appointing a Committee to Review the Preparation for Ministry Process**

**Source:** Presbytery  
**Committee:** [ORD] Ordination  
**Profile #:** [OVT-011]  
**Event:** 226th General Assembly (2024)  
**Sponsor:** Highlands Presbytery  
**Type:** General Assembly Full Consideration

## Recommendation

### On Appointing a Committee to Review the Preparation for Ministry Process

The Presbytery of the Highlands overtures the 226th General Assembly (2024) to appoint a committee to review the overall Preparation for Ministry process, and to make recommendations for relevant and appropriate changes to the 227th General Assembly (2026).

The Committee will be responsible for the following:

- An overall review of the Preparation for Ministry process including an assessment, evaluation, and recommendations for changes to the Presbyteries' Cooperative Committee on Examinations for Candidates (PCCEC):
  - revision of the handbook, including the process
  - development of ordination exams
  - selection/nomination of the team responsible for overseeing exam writers.
- Make recommendations for next steps to bring the process in line with today's church and its needs, or to develop a new process.
- The committee shall consult with presbytery leaders and committee on preparation for ministry (CPM) moderators concerning the process including a discussion on their understanding and suggestions concerning G-2.0607d: "examination materials, together with evaluations that declare those materials satisfactory in the areas covered by any standard ordination examination approved by the General Assembly. Such examinations shall be prepared and administered by a body created by the presbyteries."
- The committee shall consult with the Unification Commission on issues and concerns about the Preparation for Ministry process.
- The committee shall consider the following questions in their report to the 226th General Assembly:
  - Are ordination exams still necessary in the church today? Are the process and exams as they are now meeting the moment of the church and culture? Do they perpetuate white privilege culture and values?
  - Is the process helpful to form people who will be operating within this white privilege culture church or is the process missing the point at which the church is trying to move beyond?
  - What are ordination exams looking for and are they the best way to find it? What is being examined that isn't already discovered through the CPM process and the requirement of a seminary education?
  - If the exams are still necessary, how might they examine what needs to be understood in the multicultural, racial, and power-imbalanced twenty-first century? Are these exams still serving their greater intended purpose?

- How can readers come to the process without their cultural bias and perhaps “old school”<sup>43</sup> view of the church, and provide an objective and impartial standard to test taker responses that may not reflect the reader’s cultural understanding? How does having evaluators who don’t know the test takers or anything about them improve the preparation for the ministry process?
  - How do we improve the integrity and relevance of preparing people for ministry to benefit the church and culture in the post-pandemic world?
- The General Assembly moderator(s) appoint a team of twelve which will include at least four mid council leaders and two CPM moderators. The moderators should also consider for the committee recently ordained clergy, ruling elders, men and women, and a diversity of ages, cultures, racial and gender identity. The team should be staffed and receive support from the Office for Ordered Ministry and Certification, The Office of Racial Equity and Women’s Intercultural Ministries, The Office of Theological Education.

## Rationale

### Rationale

In early 2023 the Exegesis examination, developed by the Presbyteries’ Cooperative Committee on Examinations for Candidates (PCCEC) focused on Judges 19, which includes the rape and dismemberment of a concubine. Many test takers, mid council leaders, CPM moderators and others have pushed back that this was an inappropriate passage to use for students to demonstrate their ability to exegete a passage. Many test takers and exam readers found this text hard to read, let alone useful for formulating a curriculum for college students; some acknowledged that it triggered trauma responses. The response of the PCCEC to the concerns expressed by mid council and CPM leaders was slow.

In the weeks and months following, The PCCEC slowly shared information on how they determined that this was an appropriate passage to use. What we learned from those exchanges and conversations is that the process for developing the examinations works on a three-year cycle. Within that cycle anyone on the PCCEC can flag exam passages, questions, or scriptures as inappropriate or in need of revision or editing. This particular passage did raise flags but remained in the process. We also learned that the PCCEC process does not include any input from other OGA/PMA staff, other diverse voices, or feedback from outside the committee (even those bodies created expressly for that purpose), thus forming a closed loop of conversation and information. The PCCEC’s funding model, unusual for the Presbyterian Church (U.S.A.), was cited as a hindrance to a more open system.

The process for ongoing conversation about examining seminarians failed both the students and the presbyteries the PCCEC is meant to serve. A story about the rape, abuse, and dismemberment of a woman was not appropriate for exegesis by candidates for ministry. Even well-seasoned pastors would approach this conversation with caution, if at all.

The test takers were told they could not consult or speak to anyone about the test while they were taking it. Many students became upset with the material but felt that they couldn’t speak with anyone for fear it would cause them to fail the exam. The ordination exam is already stressful, and being faced with questions that cause trauma and not being able to discuss this with anyone is unconscionable. The exam instructions were

silent on how to seek help if this passage triggered a trauma response or traumatized the exam taker. A recent pilot project initiated by the PCCEC seeks to remedy concerns about seeking support and counseling during the exam, but this was no doubt instigated by the volume of comments that came from outside the closed loop.

When the mid councils and CPM leaders sought explanations about the exam the response from the OGA and the PCCEC was inadequate, very slow, frustrating, and confusing.

What was learned from this experience is that the PCCEC and the ordination exam process no longer functions as a confidential process but as a secretive process. The ability to appropriately and nimbly respond to concerns is inadequate and confusing. Concerns raised even within the committee went unheeded. The whole process, including the structure and funding of the PCCEC, hasn't been thoroughly examined in a very long time. The Book of Order reference (G-2.0607d) that the process is developed by the presbyteries no longer applies.

The conversation concerning ordination exams this last year also prompted other conversations and questions concerning exams and the process of ordination:

- Are the exams still necessary and if so, how can they examine what needs to be examined in a multiracial, multicultural, power-imbalanced twenty-first century?
- Are the exams and the process in the present form meeting the moment of the church and culture? Or are they perpetuating a white privilege culture and values beyond their reasonable life in the church?
- Is the process as a whole helpful to form people who will be operating within this white privilege culture church or are they missing the point at which the church is trying to move beyond?
- Is the present process and ordination examinations out of touch with the reality of church life, culture, and ministry?

These events and conversations have led to the overture asking for a full review of the process in light of the church today.

## Concurrence

**Baltimore Presbytery**

**Boise Presbytery**

**Southern New Jersey Presbytery**

**Salem Presbytery**

**The Western Reserve Presbytery**

**Salem Presbytery**  
**Statement of Financial Position**  
**March 31, 2024**

<b>Assets</b>				
1	Cash - Operating		779	
2	Cash - Savings		19,058	
3	Cash - Hunger Restricted		40,861	
4	Cash - Money Market		242,865	
5			<u>303,563</u>	
6	Pledges Receivable from previous year end		7,665	
7	Investments (\$840,053 available in Gen Fund)		2,587,117	
8	Note Receivable - Current		11,459	
9	Sales Tax Receivable		93	
10	Other Receivables		1,753	
11	Current Assets			2,911,650
12				
13	Land, Building, Equipment		500,355	
14	Less Accumulated Depreciation		(188,506)	
15	Land, Building, Equipment Net		311,849	
16	Notes Receivable - Long-term		406,318	
17	Non-current Assets			718,167
18				
19	Total Assets			<u>3,629,817</u>
20				
21				
<b>Liabilities and Net Assets</b>				
22	Liabilities:			
23	Accounts Payable		1,400	
24	Other Liabilities		0	
25	Current Liabilities			1,400
26				
27	Net Assets:			
28	Unrestricted		3,005,890	
29	Temporarily Restricted		563,306	
30	Permanently Restricted		138,759	
31	Net Loss		(79,537)	
32				3,628,418
33				
34	Total Liabilities and Net Assets			<u>3,629,817</u>

**Salem Presbytery**  
**Notes to Statement of Financial Position**  
**March 31, 2024**

	Merrill Lynch	Certificates of Deposit	New Covenant	Presbyterian Foundation	PILP	Total
1. <u>Investments</u>						
Investments at last statement:	1,690,256	360,735	183,393	241,009	74,971	2,550,364
Income	5,922	1,392			306	7,620
Fees	(695)					(695)
Gain/Loss on disposition	1,429					1,429
Additions/(Withdrawals)						0
	<u>1,696,912</u>	<u>362,127</u>	<u>183,393</u>	<u>241,009</u>	<u>75,277</u>	<u>2,558,718</u>
Unrealized Gain (Loss)	18,385	(109)	10,123			28,399
Current Balance	<u>1,715,297</u>	<u>362,018</u>	<u>193,516</u>	<u>241,009</u>	<u>75,277</u>	<u>2,587,117</u>
Asset Allocation:						
Fixed Income	67%	100%				
Equities	31%		100%	99%		
Cash/Money Accounts	2%			1%	100%	

2. Other Receivables - Board of Pensions premium to be reimbursed by El Buen Pastor.

		Current	Long-Term	Total
3. <u>Note Receivable</u> balance includes:	Grace Presbyterian	1,584	1,208	2,792
	Monte Sinai Iglesia	9,875	405,110	414,985
		<u>11,459</u>	<u>406,318</u>	<u>417,777</u>



## Salem Presbytery

### Statement of Activities

Through March 31, 2024

				Actual	Budget	Variance
<b>GENERAL FUND</b>						
Revenue						
1		Presbytery Support from Churches		93,860	131,400	(37,540)
2				93,860	131,400	(37,540)
3		Other Receipts		15,210	20,000	(4,790)
4		Income from Investments		8,071	7,500	571
5		Realized Gain (Loss) on Investment		7,815	0	7,815
6		Other Interest		5,244	4,938	306
7		Conference registration revenue		570		570
8		Reimbursement from El Buen		17,681	17,681	0
9		Transfer for Designated Presbyter Compensation		28,390	120,213	(91,823)
10		Total Revenue		176,841	301,732	(124,891)
11						
12		Expense				
13		Campus Ministry		21,500	20,250	(1,250)
14		GA & Synod Support		35,968	35,969	1
15		Defined Ministries		250	250	0
16		Council / Committees		518	7,220	6,702
17		Administrative				
18		Compensation		118,027	122,088	4,061
19		Continuing Education		0	750	750
20		Travel Expense		6,541	5,150	(1,391)
21		Communications		3,690	3,700	10
22		Insurance		7,215	8,555	1,340
23		Other Administrative		1,855	1,325	(530)
24		Closed Church Expense		0	0	0
25		Total Expense		195,565	205,257	9,692
26		Operating Expenditures in Excess of Revenue		(18,724)	96,475	(115,199)
27		Unrealized Gain (Loss) on Investment		6,195		6,195
28		Transfer from Campus Ministries		5,000		5,000
29		Proceeds from Property Disposals		3,703		3,703
30		Proceeds for Carrying Costs		7,407		7,407
31		General Fund Revenue in Excess of Expenditures		3,581	96,475	(92,894)











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Statement of Financial Position Through March 2024

**OPERATING CASH -  
WARNING**

- Spent more than taken in during 1<sup>st</sup> Quarter
- Net change in cash of **\$109,462**

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March 2024 Statement of Activities - Revenue

Church support through March  
**\$37,540 BELOW** budget

1<sup>st</sup> Quarter, Expenditures are in excess of Revenue by **\$18,724**

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**Statement of Activities - Expenditures**

- Expenditures are holding their own
- Total 1<sup>st</sup> Quarter General Fund expenditures almost \$10,000 less than budget
- Reminder -
  - GA per capita and Synod per capita is paid monthly (1/12<sup>th</sup> remitted)
  - Remainder is for Presbytery operations

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**Per Capita Reminder**

- \$41 per member
  - \$1.15 per member goes to Synod of the Mid-Atlantic – funded 100%
  - \$9.80 per member is GA per capita
    - Budgeted 60% of the \$187,494 assessment)
  - Remainder for Presbytery operations (Administrative costs including Staff salaries & compensation and operating expenses, Engagement Pastors stipends, committees/councils, Campus Ministries)

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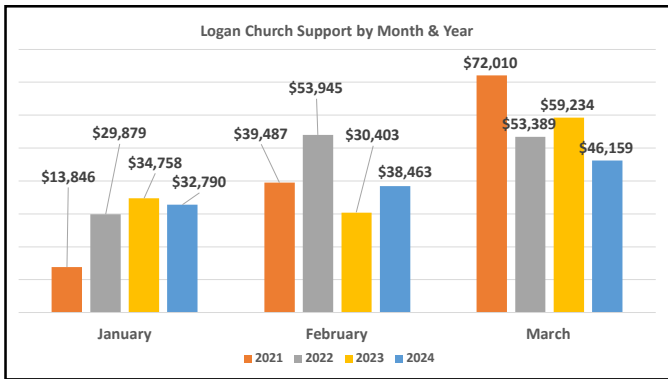
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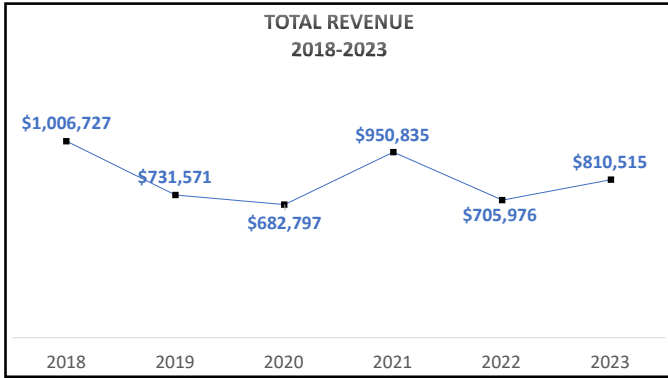
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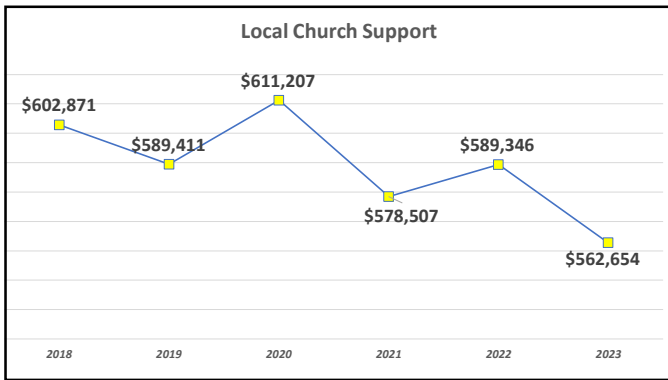
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Summary

- Budget & Finance are closely monitoring our financial position
- It's great to pledge and we thank you for those pledges; however, we really would like to see the pledges turn into cash receipts.
  - If you pledged but realize that you are not going to meet your pledge, communicate with the Presbytery office so that we are not anticipating revenue we aren't going to get
  - The question becomes as a Presbytery what are we willing to financially support and sustain.
- Budget & Finance are looking at and brainstorming options related to our investment policy and possibly adding a spend formula to the policy that provides a pressure release valve

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The Rev. Felicia Stewart Hoyle, Moderator

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

**A. SECURING A STATED SUPPLY**

1. Concurred with the Session of **Shallowford Presbyterian Church**, Lewisville, North Carolina, in securing a Stated Supply contract with **Elder Nathan Peifer** for a period of twelve months beginning January 1, 2024.
2. Concurred with the Session of **St. Paul Presbyterian Church**, High Point, North Carolina, in securing a Stated Supply contract with the **Reverend Kymberley Hoffman** for a period of twelve months beginning April 7, 2024.
3. Concurred with the Session of **Starmount Presbyterian Church**, Greensboro, North Carolina, in securing a Stated Supply contract with **Reverend Judy Fitchett** beginning May 1, 2024, to August 7, 2024, for Sabbatical coverage of Reverend Charlie Lee.
4. Concurred with the Session of **Forest Hills Presbyterian Church**, High Point, North Carolina, in securing a Stated Supply contract with **Reverend Ruth Lenger** for a period of twelve months beginning March 1, 2024.

**B. STATED SUPPLY RENEWAL**

1. Concurred with the Session of **Faith Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Fred Beck** for a period of one year beginning January 1, 2024.
2. 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, 2024.
3. Concurred with the Session of **Springwood Presbyterian Church**, Whitsett, North Carolina, in renewing the Stated Supply contract with the **Reverend Evelyn Crews** for a period of one year beginning April 1, 2024.
4. Concurred with the Session of **Bixby Presbyterian Church**, Advance, North Carolina, in renewing the Stated Supply contract with the **Reverend Bonita Quandt** for a period of six months beginning March 2, 2024.
5. Concurred with the Session of **First Thomasville Presbyterian Church**, Thomasville, North Carolina, in renewing the Stated Supply contract with the **Reverend Susanne Martin** for a period of one year beginning April 9, 2024.
6. 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 1 year beginning April 22, 2024.
7. Concurred with the Session of **Dellabrook Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Stated Supply contract with the **Reverend Alberta McLaughlin** for a period of 1 year beginning April 1, 2024.

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

1. Concurred with the Session of **Thyatira Presbyterian Church**, Salisbury, North Carolina, in securing the contract with the **Reverend David R. Smith** as Transitional Pastor for a period of six months beginning January 17, 2024.
2. Concurred with the Session of **Clemmons Presbyterian Church**, Clemmons, North Carolina, in securing the contract with the **Reverend Leigh Weisner** as Transitional Pastor for a period of one year beginning January 1, 2024.

### D. PARISH ASSOCIATE LABORING WITHIN THE BOUNDS OF SALEM PRESBYTERY

Concurred with the Session of **Chapel in the Pines Presbyterian Church**, Chapel Hill, North Carolina, in securing a Parish Associate Agreement with the **Reverend Mary Virginia Taylor-Troutman** for a period of one year beginning September 1, 2023.

### E. SECURING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **Rumple Memorial Presbyterian Church**, Blowing Rock, North Carolina, in securing a Parish Associate Agreement with the **Reverend Stephanie Hankins** for a period of one year beginning December 18, 2023.
2. Concurred with the Session of **Rumple Memorial Presbyterian Church**, Blowing Rock, North Carolina, in securing a Parish Associate Agreement with the **Reverend David Henry** for a period of one year beginning December 18, 2023.
3. Concurred with the Session of **Westminster Presbyterian Church**, Greensboro, North Carolina, in securing a Parish Associate Agreement with the **Reverend Cindy Higgins** for a period of one year beginning January 1, 2024.

### F. SABBATICAL PLAN APPROVAL

1. That the sabbatical plan for **Rev. Charlie Lee** was approved.
2. That the sabbatical plan for **Rev. Kyle Goodman** was approved.
3. That the sabbatical plan for **Rev. Randal Kirby** was approved.

## II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

### A. MODERATOR OF SESSION

1. That the **Rev. Ruth Lenger** was appointed Moderator of Session for **Forest Hills Presbyterian Church**, High Point, North Carolina.
2. That the CRE **Chris McClain** was appointed Moderator of Session for **Griers Presbyterian Church**, Leasburg, North Carolina.
3. That the CRE **Richard LaDew** was appointed Moderator of Session for **Mount Vernon Springs Presbyterian Church**, Siler City, North Carolina.

## B. COMMISSIONED RULING ELDERS/LAY PASTORS

That **Shannon Langston** be commissioned as the Commissioned Ruling Elder-Lay Pastor of Bethany Presbyterian Church, Statesville, North Carolina, for a one-year period beginning March 1, 2024, and be granted permission to celebrate the Sacraments and moderate the Session.

## C. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of **Milton Presbyterian Church**, Milton, North Carolina, in renewing the contract of **Steven Stiles** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning January 28, 2024.
2. Concurred with the Session of **Lansing Presbyterian Church**, Lansing, North Carolina, in renewing the contract of **Mae Weed** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning January 1, 2024.
3. 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 February 1, 2024.
4. Concurred with the Session of **Wentworth Presbyterian Church**, Reidsville, North Carolina, in renewing the contract of **Marty Brim** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning January 1, 2024.
5. Concurred with the Session of **Hills Presbyterian Church**, Pilot Mountain, North Carolina, in renewing the contract of **Rachael Brooks** to serve as their Commissioned Ruling Elder–Lay Pastor for an extended period of six months beginning April 1, 2024.

## D. VALIDATED MINISTRY

That the validation of the ministry of the **Reverend Jon Martin** as a Navy Chaplain was approved for 2024.

## E. VALIDATED MINISTRY RENEWAL

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

### *COUNSELING*

**Reverend Kent Berry**

### *ACADEMIC*

**Reverend Rebecca Todd Peters** - Elon

**Reverend John Senior** - Wake Forest Divinity

### *CAMPUS MINISTRY*

**Reverend Stephanie Hankins** - ASU

*CHAPLAINCY*

**Reverend Alicia Wilson** - VA Salisbury  
**Reverend Allison Simmons** - Iredell Memorial  
**Reverend Blake Tickle** - organ donor program  
**Reverend Tom Nesbit** - Hospice - Medi Home  
**Reverend Virginia Wood** - Cone  
**Reverend Grant Sutphin** - Navy

*CONGREGATIONAL*

**Reverend Rachel Fitch** - 1st Greensboro

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

That the **Reverend Changwon Seo** was transferred to **John Calvin Presbytery** effective January 1, 2024.

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

That **Elder David Vaughan** be allowed to celebrate communion in Salem Presbytery for one year beginning May 14, 2024.

That **Elder Faye Rucker** be allowed to celebrate communion in Logan Presbyterian Church of Salem Presbytery for one year beginning April 11, 2024.

**III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY****A. CALL EXTENDED TO MINISTER TRANSFERRING TO SALEM PRESBYTERY**

Addendum with details will be distributed at Presbytery Meeting Check-In at Concord PC. This matter is, at publication time, pending affirmative action of a congregation.

**B. RECOGNITION OF COMMISSIONED RULING ELDER RETIREMENT**

That Salem Presbytery recognize the retirement of Commissioned Ruling Elder Bill Browder.

**C. REQUEST FOR RETIREMENT**

1. That the **Reverend Kellie Browne** be granted the status of Retired effective May 15, 2024.
2. That the **Reverend Jill Crainshaw** be granted the status of Retired effective May 1, 2024.
3. That the **Reverend Ernie Thompson** be granted the status of Retired effective June 30, 2024.

**D. SERVICE OF HONORABLE RETIREMENT**

That Salem Presbytery recognize the **Reverend Kellie Browne**, **Reverend Jill Crainshaw** and **Reverend Ernie Thompson** with a service of Retirement.



**RECOGNITION OF THE RETIREMENT OF CRE BILL BROWDER**

Moderator: Bill Browder was clothed with Christ in baptism and called by God through the voice of the church to give particular service as a Commissioned Ruling Elder.

**ALL: We remember with joy our common calling to serve Christ and celebrate God's call to all who minister among us.**

Moderator: Let us pray:

Eternal God, we thank you for your servant, Bill, whose ministry we recognize today. We praise you for joys and accomplishments, and for your grace which has nurtured and sustained him and the Mount Vernon Springs congregation. As we recognize his ministry, we also pray for the Mount Vernon Springs church congregation. Bind them ever closer to one another as they bear witness to your saving grace in Jesus Christ, in whose name we make our prayer. **Amen.**

adapted from *Thanksgiving for Faithful Service*

## Recognition of Retirement

### Call to Worship

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

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

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

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

Moderator: who satisfies you with good things,

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

### Words of Celebration

Moderator: Presbytery members will find tributes to these retirees in today's packet.

Kellie, Jill, and Ernie have completed active service as minister of Word and Sacrament.

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

Now this presbytery confers upon you the status, Retired.

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

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

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

**All: Thanks be to God! Amen.**

### Prayer of Blessing

Moderator: Eternal God, through all the years of our lives  
your love protects and guides us.  
By your Spirit you call us to varied ministries

in the service of Jesus Christ.

We praise you for your gifts to your servants -  
for their faithful proclamation of your word,  
their administration of the holy sacraments of Jesus Christ,  
and their pastoral care and leadership in the church.

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

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

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

**SALEM PRESBYTERY**  
**Retirement**  
**The Rev. Kellie JoAnne Browne**

Kellie Browne's journey to Ministry of Word and Sacrament in the PCUSA followed some roads less traveled. Born in Toronto, Kellie has described her family of origin as "nominally Anglican." After marrying in the United Church of Canada and starting a family, she and her husband Richard moved to Maryland. New neighbors invited them to a Presbyterian Church (U.S.A.) Kelly felt that God had been waiting for her there. She became actively involved in church, was ordained deacon and elder, and worked in three different congregations as the family relocated. In North Carolina, her family began to worship at Oak Ridge Presbyterian Church. At age 40 Kellie felt called to Ministry of Word and Sacrament and began working on her B.A. in history at Guilford College. Upon graduation, she enrolled at Wake Forest School of Divinity.

After completing her M.Div. degree and having been recommended as a dedicated and organized mid-life minister, in 2010 Kellie accepted a call to John Calvin Presbyterian Church in Salisbury, the "small church with a large heart." Being a solo pastor, she performed a variety of tasks-- planning worship and preaching weekly, along with administration and pastoral care. As is typical of pastors serving aging congregations, Kellie conducted many funeral services at John Calvin. She is known for making each one exceptionally personal and appropriate. Kelly is also remembered for sharing her artistic talents with the congregation.

Kellie's administrative skills have benefited the larger church as well as John Calvin PC. She served as co-moderator of Salem Presbytery's Commission on Ministry. In that capacity she worked with other Salem congregations and pastors. As a member of the Executive Committee of the American Waldensian Society, she was instrumental in planning a trip to study immigration with faculty of the Waldensian Seminary in Rome in 2013. Several pastors and two executives from Salem Presbytery participated in that trip. In Salisbury, Kellie volunteered with Rowan Hospice and Palliative Care. Currently she serves on the Wake Forest University School of Divinity Board of Visitors.

Kellie has been a ready listener and supportive friend to her colleagues in ministry, always willing to share the trials that ministry inevitably brings. While serving John Calvin PC, Kellie regularly participated in the Rowan Presbyterian pastors' monthly luncheons. She initiated and coordinated bi-weekly gatherings of local clergy women of various denominations for coffee and conversation. At one of these gatherings Kellie learned that the Piedmont Unitarian Universalist Church had outgrown the space they rented from Temple Israel which, at the time, was next door to John Calvin PC. In keeping with John Calvin's emphasis on outreach and interfaith alliances, Kellie facilitated getting permission for PUUC to use John Calvin's outbuilding (AKA "the hut") for their children's religious education.

In 2016 Kellie resigned from her position at John Calvin. Soon thereafter she moved with her husband to Winston-Salem and now spends most of her time being Nana. However, she has continued to be active in the presbytery as a minister-at-large, attending Trinity PC in Winston-Salem where she assists with worship and other activities as needed. No doubt she will continue to fulfill her calling to serve Christ and his church under the new status of "retired."

Elder Joyce Caddell  
 Rev. Dr. Barrie M. Kirby

**SALEM PRESBYTERY**  
**Retirement**  
**The Rev. Dr. Jill Y. Crainshaw**

On the occasion of her retirement from the Salem Presbytery, we celebrate and give thanks for the ministry of the Rev. Dr. Jill Y. Crainshaw. Jill will continue her role in the School of Divinity at Wake Forest University.

As Jill's colleague at both Wake Forest School of Divinity and the Salem Presbytery, I have had the privilege of witnessing her profound impact on our community firsthand. Jill has brought her delightful and surprising curiosity and creativity, a depth of theological understanding, a profound commitment to social justice, a passion for integrating worship leadership, liturgical theology, and spirituality, and a dedication to the integrity and ethical standards of our ministry to enhance clergy education, spiritual formation, and the Presbytery's ministry to its congregations.

A distinguished theologian and liturgical scholar, Jill serves in validated ministry as a Professor of Worship and Liturgical Theology and Vice Dean for Faculty Development at Wake Forest University School of Divinity. She obtained her Bachelor of Arts from Wake Forest University and a Master of Divinity from Southeastern Baptist Theological Seminary. She was first ordained in the Baptist tradition and later received as a member of the Presbytery of Shenandoah. In 1987, having earned the MDiv degree, Jill was called to be the first woman pastor of Neriah Baptist Church in Buena Vista, VA, where she served for six years; at the same time, she was chaplain for the Hospice of the Rapidan for two years. Jill also served as a pastoral care consultant at Buena Vista Presbyterian Church in Buena Vista and assistant chaplain at Sunnyside Presbyterian Retirement Community in Harrisonburg, VA. Jill earned her doctorate at Union Presbyterian Seminary in Richmond in 1998.

In 1999, Jill was called to the Wake Forest School of Divinity as its first Director of Vocational Development and Continuing Education. In her faculty role at the School, Jill has taught various courses in preaching and worship leadership that explore creative and contextually relevant approaches to worship throughout the liturgical year. She has developed and offered courses in ministerial ethics; food, health, and ecological well-being; and Christian spirituality, among many others. For many years, Jill served as the Associate Dean of Academic Affairs and later as Acting and Interim Dean of the School of Divinity. Jill also led the School's worship leadership team, which designs the School's weekly student-led community worship services.

Jill has shared her considerable gifts to advance the work of our Presbytery. She has served in various roles on the Salem Presbytery's COM, including as a member of the Salem-First Presbyterian Conciliation Team; as the Presbytery's representative to the North Carolina Council of Churches; as the Presbytery's liaison to various congregations in pastor search processes; and on many administrative commissions for the ordination of Wake Divinity students and others. She has provided many workshops and consultations to Salem Presbytery ministers at various stages of their careers and interim ministry to Salem congregations, including Clemmons and Trinity Presbyterian Churches. For many years, Jill proctored the PC(USA) ordination exams at Wake Forest School of Divinity. Crucially, Jill led the Presbytery's efforts to improve clergy well-being, developing and leading trainings for Salem leaders on strengthening professional boundaries.

Jill has been a wise and generous mentor to me and many of our colleagues. As my predecessor in theological field education at Wake Forest, Jill has graciously created spaces for sharing her wisdom

and exploring our shared experiences as teachers, administrators, and pastors. I am deeply grateful for her collegiality, mentorship, and friendship.

When Jill transferred to the Salem Presbytery in 1999, she wrote: "In a time when many have concluded that the church is a crumbling institution, I am committed to re-capturing the church's vision of a world redeemed by participating in the renewal of its communal life. I am dedicated to the continued transformative potential of the Church to mediate to the world the love and grace of Christ." Jill's work in the School of Divinity and the Salem Presbytery has amply demonstrated this commitment, for which the church is deeply grateful.

Rev. Dr. John E. Senior



**SALEM PRESBYTERY**  
**Retirement**  
**The Rev. Dr Ernest Trice Thompson, III**

On the occasion of his retirement, Salem Presbytery celebrates and gives thanks for the ministry of The Rev. Dr. Ernest Trice Thompson, III. Ernie was ordained to the ministry of Word and Sacrament in the Presbyterian Church (U.S.A.) on May 5, 1988. He has served six churches: Government Street Presbyterian Church in Mobile AL (Intern), Colonial Heights Presbyterian Church in Colonial Heights VA, First Presbyterian in Charlotte NC, First Presbyterian Church in Lancaster SC, First Presbyterian Church in Wilmington NC, and Westminster Presbyterian Church in Greensboro NC.

Ernie has served as a faithful and dedicated pastor, serving those in his congregations with love, understanding, compassion, wise counsel, and passion. He has modeled enthusiastic and faithful discipleship serving as the hands and feet of Christ. He has cared for his parishioners in baptism, in marriage, and in death; proclaiming the love of God for all and the certainty of life everlasting. He has shared a deep love of God and passion for the Holy Scriptures through his excellent preaching and teaching. Ernie has encouraged his churches to reach out beyond their walls, and has led mission trips to China, Haiti, Puerto Rico, Atlanta, and Charlotte. He has been a wise and generous mentor and a visionary leader.

As the head of staff, Ernie was always a supportive and encouraging supervisor. He encouraged creativity and new ideas and empowered his staff to use their gifts and skills. Ernie amazed his staff and colleagues alike in the number and diversity of books he read, and then explained to others. He was also a good pastor to fellow staff members as they faced difficult times.

As a member of the Presbytery of Coastal Carolina, Ernie served on the Committee of Ministry, Mission and Outreach Committee, and taught history and theology for the Presbytery Officer Training for a number of years. He also was a presenter of the presbytery's "Holy Conversation on Marriage Amendment."

Here in Salem Presbytery, Ernie was a member and chair of the Personnel Committee, and served on Presbyter Council. He was a faithful participant in the Greensboro Presbyterian clergy group.

In addition, Ernie contributed to the larger church by serving on the Board of Trustees of Union Presbyterian Seminary and as a board member and President of the Coastal Carolina's Presbyterian Counseling Center.

Ernie is a committed friend to other ministers, many of whom were members of his annual Great Preaching Seminar and Theology Reading Group. He enjoys a competitive game of golf with his weekly "Covenant Group," and greatly enjoys the 19<sup>th</sup> hole rewards of winning. He is a devoted husband, father, and grandfather, and in retirement looks forward to enjoying much more time with his grandchildren in Raleigh.

The Reverend Dr. Kathy Beach  
The Reverend Dr. Charlie Lee  
The Reverend Dr. Ronald Shive

**Rev. Sam Perkins, Moderator**

**For Information:**

*“Will you share in government and discipline, serving in councils of the church, and in your ministry will you try to show the love and justice of Jesus Christ?”*

Our vows of ordination include a commitment to serve the wider church. If you are an elder in the Presbyterian Church, U.S.A., you answered the above question in the **affirmative**. And for those who are *teaching elders* – you signed your name to it in the Book of Ministerial Obligations. Let us not forget that we are “one Body with many parts... As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.” We really need all the parts working together; our health and our growth are at risk.

A description of many of our Presbytery committees may be found at the back of the packet for today's meeting - as is a nominating form. TEACHING ELDERS, please help us by referring names of *ruling elders* in your congregations who would be well-equipped for particular committee, commission or council work. ALL ELDERS, please contact Sam Perkins, Tony De La Rosa, or David Vaughan to let them know where your interests lie regarding service to the larger church.

**For Action:**

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

Budget and Finance:

Class of 2026: Elder Leigh Ann Perkins (Taylorsville)

Church Growth and Transformation:

Class of 2026: Cory Earp (Taylorsville)

Commission on Ministry: Task Force on CRE Training and Oversight

Class of 2024: CRE Sue Moore (Unity)

Commission on Ministry: Examinations

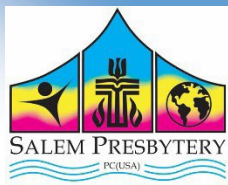
Class of 2026: Elder Carol Wilson (Grace)

Executive Council:

Class of 2024: Elder Judy Smith (High Point, First)

Personnel:

Class of 2025: Rev. Dana Fruits (Mocksville, First)



# Be a part of a Presbytery Committee

## **Budget and Finance**

Reviews and advises on the financial operations of the Presbytery. Responsible for preparing and recommending the annual Presbytery budget. *Meets monthly on the third Tuesday at 9:30 a.m.*

## **Campus Ministry**

Encourage, support, advocate for, and promote campus ministries and their local boards in Salem Presbytery. *This Committee will meet at least two times per year with one of those meetings with Campus Ministers. The Campus Ministers will meet quarterly for information sharing and mutual support.*

## **Church Growth & Transformation (Installed Leadership)**

Encourages creative approaches to growing vital churches and cares for small churches. *Meets monthly on the second Tuesday at 11:00 a.m.*

## **COM Task Force on CRE Training and Oversight**

Responsible for overseeing all CREs in Salem Presbytery in their roles as pastors of churches or other validated ministries. The Task Force is also responsible for approving and monitoring the training of CREs in the Presbytery. *Meets monthly on Tuesday at 11:00 am during the week of the 4th Thursday of the month.*

## **COM Task Force on Examinations**

Meets to examine ministers and persons ready to receive a call to service and membership in Salem Presbytery. *Meets most months on the fourth Thursday at 9:30 a.m.*

## **COM Task Force on Policy, Compensation, Mediation and Church Officer Development**

Discerns best policies and practices for pastoral relationships in Salem Presbytery; this task force also provides resources for churches seeking mediation or other specific leadership needs. *Meets monthly on the fourth Wednesday at 10:00 a.m.*

## **COM Task Force on the Care of Pastors and Retirees, Members at Large/Validated Oversight and Certified Christian Educator Oversight**

Provides support for members of Salem Presbytery who are honorably retired, serving in validated ministry beyond church walls, members-at-large, and our certified Christian educators. *Meets monthly on the fourth Thursday at 3:00 p.m.*

## **COM Task Force on Transformational Ministry for the Changing Church (formerly COM Task Force on Transformational Ministry for the Changing Church, and COM Task Force on Temporary Ministry and Pulpit Supply)**

Supports and coaches churches with Temporary Pastoral Relationships as they discern their current and future mission and pastoral needs. *Meets monthly on the fourth Tuesday at 1:00 p.m.*

## **COM Task Force on Transitions in Ministry (for Installed Positions)**

Oversees the transitional process for churches with installed pastors beginning with the moment the current pastor alerts the congregation they are leaving, through the transitional time until the new pastor is called. *Meets monthly on the fourth Thursday at 1:00 p.m.*

### **Committee on Preparation for Ministry**

Supports our inquirers and candidates preparing for ministry. *Meets monthly on the first Tuesday at 12:30 p.m.*

### **Committee on Representation**

Reviews committee vacancies, seeks candidates, confirms their willingness to serve, and presents to Presbytery for election. *Meets 2 to 3 times each quarter.*

### **Equip**

Equips congregations for ministry today by resourcing, curating, connecting and communicating. *Meets monthly on the 3rd Wednesday at 1:00 p.m.*

### **Executive Council**

Coordinating body of Salem Presbytery; works on behalf of the presbytery. *Meets monthly on the third Thursday at 1:00 p.m.*

### **Hunger Committee**

Seeks to educate, advocate, and equip non-profit agencies and churches across Salem Presbytery who are working to address food insecurity. The committee reviews international and domestic hunger grants and addresses opportunities to advocate more equitable distribution of the world's resources. *Meets quarterly.*

### **Peace & Justice Task Force**

Salem Presbytery's advocacy arm, connecting congregations and individuals to the justice movements happening in the bounds of Salem and beyond. *Meets monthly on the first Tuesday at 2:30 p.m.*

### **Permanent Judicial Commission**

*Meets when a legal case arises, only as needed.*

### **Personnel Committee**

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

### **Presbyterian Youth Council – Adults**

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.*

### **Property Management Task Force**

Oversees real estate owned by Salem Presbytery, addressing any needs that arise. *Meets as needed.*

### **Mission Committee**

Oversee the mission-related outreach and justice ministries for the Presbytery, and aids congregations in developing their own outreach and justice endeavors. Inspires and models local and global mission ministries. *Meets quarterly.*

### **Stewardship Committee**

To build a culture of generosity through year-round stewardship efforts to support our Salem Presbytery, Synod, and General Assembly budget. *Meets on a non-recurring schedule.*



## Nomination for Salem Presbytery Committees

For the use of the Committee on Representation

Date: \_\_\_\_\_

### **Nominee Information:**

Name of Nominee: \_\_\_\_\_

Telephone: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

\_\_\_\_\_

E-mail: \_\_\_\_\_

Church: \_\_\_\_\_

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

Committee of interest: \_\_\_\_\_

Briefly state relative experiences:

### **Nominator Information:**

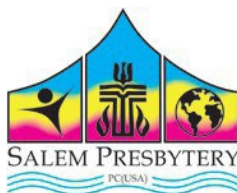
Recommended by: \_\_\_\_\_

Telephone: \_\_\_\_\_

E-mail: \_\_\_\_\_

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

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



www.salempresbytery.org

### **Commissioner Report Form**

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

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

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

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

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

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

VII. **Next Presbytery Meeting:**

**Tuesday, August 6, 2024, 9:00am Jamestown Presbyterian Church**

*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.*





**Focusing on  
Christian Education  
& Faith Formation  
in Salem Presbytery**

**"The gifts Christ gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry" (Ephesians 4:11-12a)**

# **Free ZOOM Event**

## **Saturday, August 24th**

### **9am-Noon**

#### **SCHEDULE**

- **9am: Welcome & Centering Devotional**
- **9:15-10:30: First Workshop**
  - ***Option 1***: Perspectives in Pastoral Care
  - ***Option 2***: Keeping Kids Konnected
  - ***Option 3***: TBD by Registration
- **10:35-10:50: Second Workshop**
  - ***Option 1***: Worship for All Generations
  - ***Option 2***: Keeping Kids Safe - Child Protection Policies
  - ***Option 3***: Thinking Differently about Church School
- **10:55-Noon: Large Group Thoughts, Hanging Chads, & Closing Worship**

**Registration opens June 1!**  
**More Information available**  
**on Salem Presbytery's**  
**Website**

