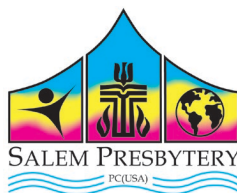


P. O. Box 1763, Clemmons, NC 27012
336.766.3393



www.salempresbytery.org

PLEASE READ CAREFULLY

TO: Minister Members of Salem Presbytery and CREs
Ruling Elder Commissioners from Salem's churches
Certified Church Educators and all other church staff
Corresponding Members (PCUSA ministers in other presbyteries and other Christian clergy)
Visitors and Guests of the Presbytery

Meeting: Tuesday, November 14, 2023

Registration and Morning Refreshments available at 8:00 am

Worship will begin at 9:00 am

PLACE: Alamance Presbyterian Church, 4000 Presbyterian Road, Greensboro, NC 27406. See packet for directions to APC - or set your GPS!

PRE-REGISTRATION: Now closed. On-site registration is available. On-site lunch tickets will be available as quantities allow; bring \$10 in correct change, or make check to Alamance Presbyterian Church. Lunch is soup, sandwich, dessert, drink - and a vegetarian soup is available.

ZOOM PARTICIPANTS: Those who have indicated their interactive participation by ZOOM for this meeting will receive credentials by email on Sunday evening, November 12. *Please keep that email in a safe place.* The officers and staff will not be available on the morning of November 14 to re-send credentials, answer the phone, or provide assistance. The meeting will not be livestreamed.

Of particular significance, the docket includes a report from the Search Committee for a new Executive-General Presbyter. The Committee will introduce their nominee and the Presbytery will act on the Search Committee's recommendation. Further information on this particular matter will be sent to pre-registrants - and our whole mailing list (this means some may receive this information twice - sorry) - on Sunday afternoon, November 12.

The docket also includes reports from Presbytery bodies, and the celebration of a new Certified Christian Educator within our fellowship.

We are grateful to the Alamance PC clergy, staff, officers, and members for their hospitality - and we are grateful for Presbytery staff and committee leadership for preparing us for our time together. We look forward to seeing you.

Elder Catrelia S. Hunter, Moderator
Elder David Vaughan, Stated Clerk



Alamance

PRESBYTERIAN CHURCH



We are a PC (USA) congregation in the Southeast community of Guilford County. We are a Matthew 25 Congregation, a Hunger Action Congregation, and a Stephen Ministry Congregation.

We are thrilled to welcome Salem Presbytery here for worship. Worship at Alamance is “spirited” and eclectic. You’ll find no frozen chosen here. You may notice our Grace Space at the front of our sanctuary. Ministry to children and youth is at the center of all we do. Our young people have a place in all the ministries of our church. You may also notice the candle stations. Feel free to come forward and light a candle in prayer during our last hymn.

At Alamance, “We welcome all to the community of Jesus: to connect, to learn, to worship, to serve.” Lately, we have been leaning into the first three words of that mission statement: “We welcome all.” This community has deep roots; many of our families have attended here for generations. But the community around us is changing, and we are trying to change with it. We are a church of diverse backgrounds, ages, and ideologies. As we welcome all, we also embrace the wider diversity of our community.

Alamance is known for three things: history, hospitality, and a mindset for mission. We were founded in 1762 just after Buffalo Presbyterian Church. Our first pastor, David Caldwell, served both churches. Caldwell was a key figure in Guilford County’s early history. In 1801, we played a minor role in the revival movement of the Second Great Awakening. The hill that once hosted thousands for those “Big Meeting” gatherings is now home to one of the largest private cemeteries in the state. The Synod of North Carolina was chartered here in 1813.

We pride ourselves on our hospitality. We hope you will find that true as we welcome you to our campus today. Our Culinary Arts ministry is especially important to us. We have a dedicated group of volunteers who prepare meals for church activities, for other local community events, for several service organizations in Greensboro. Every weekday, we welcome 100 children to our campus for daycare and afterschool care. We enjoy hosting groups here. We have converted our manse into a hospitality house for overnight guests, retreats, weddings, and family gatherings.

Alamance has a heart for mission. Our Food Pantry serves up to 150 families a month to provide a week’s worth of groceries for nutritious meals. We partner with dozens of community organizations like Alcoholics Anonymous, Greensboro Urban Ministry, Habitat, Tiny Houses, Meals on Wheels, Comfort Zone Camps, Peacehaven Farm, Out of the Garden Project, Voices Together, UKirk Greensboro, Triad Honor Flight, and Mustard Seed Community Health. Since 2005, we have sent more than twenty mission teams of youth and adults to Louisiana, Peru, Mexico, Honduras, Charlotte, El Salvador, Mayfield, Memphis, New York, and Puerto Rico.

Directions to Alamance

From Burlington and All Points East

Travel westbound on I-40/85. Follow I-85 when the highways diverge. Take the Youngs Mill exit (#129) and turn left onto Youngs Mill Road. Turn right onto Millpoint Road. Turn left onto Presbyterian Road and follow our volunteers' directions for parking.

From Lexington and All Points South

Travel northbound on I-85. Take the Alamance Church Road exit (#128). Turn right onto Alamance Church Road. Turn left onto Presbyterian Road. Take Presbyterian Road around the curve and follow our volunteers' directions for parking.

From Winston Salem and All Points West

Travel eastbound on I-40. When the highway diverges, continue onto I-73 South. When I-85 intersects with I-73, continue onto I-85 North. Take the Alamance Church Road exit (#128). Turn right onto Alamance Church Road. Turn left onto Presbyterian Road. Take Presbyterian Road around the curve and follow our volunteers' directions for parking.

From Reidsville and All Points North

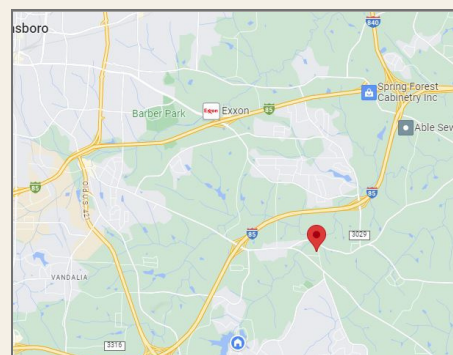
Travel southbound on US-29. Exit onto I-785 South. At the intersection with I-40 and I-85, continue onto I-85 South. Take the Youngs Mill exit (#129) and turn left onto Youngs Mill Road. Turn right onto Millpoint Road. Turn left onto Presbyterian Road and follow our volunteers' directions for parking.

From Downtown Greensboro

From southbound on Elm Street, turn left onto Martin Luther King Jr. Blvd. Travel two miles. After passing under I-40, turn left onto Alamance Church Road. Travel 3.5 miles. Turn left onto Presbyterian Road. Take Presbyterian Road around the curve and follow our volunteers' directions for parking.



Alamance
 PRESBYTERIAN CHURCH
 4000 Presbyterian Road
 Greensboro, NC 27406
 (336) 697-0488



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.

8:00am	Check-In and Registration Opens	
8:30am	Orientation for first-time commissioners and clergy	Uffman Classroom
9:00amv	Call to Order and Opening Prayer (Sanctuary)	Elder Catreia Hunter, Moderator
	<i>Worship and Celebration of the Lord's Supper</i> Worship planned by Alamance Presbyterian Church clergy and staff	
9:55	Organization of Presbytery Establishment of Quorum New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.) Approval of Docket	Moderator Stated Clerk
	Moderator's Welcome Corresponding Members (Teaching Elders from other Presbyteries, other Christian ministers) Ruling Elder Commissioners attending for the first time Visitors and Guests Welcome from Host Church Guilford County ministry opportunities Ecumenical Welcome Scott Jones, Founder/Executive Director, Tiny House Greensboro	Moderator Rev. Kyle Goodman Rev. Jess Rigel, Rev. Sam Perkins
10:10	Land Acknowledgement	Rev. Timothy Bates, Presbytery Vice-Moderator
10:15	Report from Executive/General Presbyter Search Committee Details to be shared via email, Sunday, November 12	Rev. Stephen Fearing Elder Donna Hines
10:35	Designated Presbyter's Welcome and Report	pg. 6 Rev. Jodi Lingan
10:40	Stated Clerk Communications & Report	pg. 7 Stated Clerk
10:45	Salem Reports EQUIP Peace and Justice Task Force Church Growth/Transformation Committee on Representation	pg. 9 Educator Donna Chase pg. 10 Elder Karen Worley Rev. Liz Troyer pg. 12 Rev. Sam Perkins
11:10	Synod of the Mid-Atlantic	pg. 14 Rev. Felicia Stewart Hoyle, Elder Lee Woods

11:25	Commission on Ministry	Rev. Amanda Anderson, Rev. John Johnson
	Task Force on Examinations	pg. 22 Rev. Travis Milam
	Welcome Liturgy	pg. 26
	Quarterly Report	pg. 27
	Service of Honorable Retirement	pg. 30
	The Rev. Elinor Wilburn	
	Recognition of Certified Christian Educator - Joelle Brummitt-Yale	pg. 33

12:00pm	Executive Council	pg. 36	Rev. Jennie Hemrick
	Budget and Finance Committee	pg. 37	Elder Ronda Tatum
	Stewardship Committee	pg. 56	Rev. Kyle Goodman

12:30pm	New Business	Moderator Hunter
	Announcements	
	Adjournment with Benediction and Lunch Blessing	
	Lunch and Table Fellowship	Brown Fellowship Hall

Next Presbytery Meeting:
Tuesday, February 13, 2024
All on ZOOM platform

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.

Greetings Salem Presbytery!

Our Synod of the Mid-Atlantic recognizes the crisis facing our Black churches, who are suffering a disproportionate leadership crisis across the denomination. At the September Synod meeting, the **Next Generation Initiative (NGI)** was rolled out identifying the hardships caused by the shortage of Black validated clergy to serve as pastors. In our Synod there are 14 Presbyteries and they mirror what we are observing here in Salem: **80% of Black churches struggle with uninstalled ministries.** Of the 4 Mid-Atlantic Presbyteries reporting shortages of Black clergy, 3 are from NC:

<u>Presbytery</u>	<u># Black Churches</u>	<u>Active Clergy</u>
Salem	19	10
Coastal	22	12
James	10	6
Western NC	8	4



The NGI mission is focused on identifying, nurturing, and coaching the next generation of African American leadership for churches, councils, agencies and beyond. You will hear more from every part of our Presbytery as we embrace addressing the deep decline in the health, ministry and vitality of our Black churches.



As a part of transformational ministry, I remain committed to helping us re-energize the **relational connectedness that is PCUSA; it is critical to the survival of all of our churches.** Attendance at September's Presbytery meeting revealed that about half of all churches in Salem had representation. A happy note is that ~26% of uninstalled churches had representation, which is up from 8% a year ago. These calculations aren't meant to be a report card; they are meant only to provide a point of reflection. **At the broadest places, though, we need more than half of our Presbytery to be present as we prepare to begin a new chapter in the story of Salem Presbytery.**

At our September Presbytery meeting I asked our Teaching and Ruling Elders to **worship at, or connect with, at least one other PCUSA church in their parish just once before the next Presbytery meeting.** How did you all do with that? Don't hesitate to let me, or your Engagement Pastors, know if you need help connecting/worshipping at another PCUSA church in your Parish. **Every church needs to know it is loved by every other part of this Presbytery.** As we stand on edge of a new season in the life of Salem Presbytery, **I am grateful to be on this adventure with you!**



FOR INFORMATION:

Meetings of Presbytery - 2024

The Executive Council has ordered 202 Presbytery meetings according to this schedule:

February 13, 2024 (Tuesday) - all on ZOOM

May 14, 2024 (Tuesday) - in person, **Host Needed**

August 6, 2024 (Tuesday) - in person, **Host Needed**

November 19, 2024 (Saturday) - in person, **Host Needed**

Please mark your calendars accordingly. Please expect us to return to our pre-pandemic meeting schedule - with worship and business in the morning, a time of lunch and table fellowship, and a return for business in the early afternoon.

Annual Statistical Reporting and Salem documents

Clerks of Session and pastoral leaders will soon receive an email from me regarding the annual statistical reporting process and the Salem documents that are needed from each of our chartered congregations. Please let me know if you have questions.

Session Minutes Reviews

Due to Covid-19, we suspended the annual review of Session minutes. This summer and fall, I reviewed Session minutes in six locations around the Presbytery. The churches marked in **red** below participated in this constitutionally-required exercise this year:

Alamance	Madison
Allen Temple	Mebane 1st
Asheboro 1st	Milton
Baird's Creek	Mocksville 1st
Bethany Graham	Mocksville 2nd
Bethany Statesville	Mount Airy 1st
Bethel	Mount Jefferson
Bethesda Ruffin	Mount Tabor
Bethesda Statesville	Mount Vernon
Beulah	Mount Vernon Springs
Bixby	New Creation
Boone 1st	New Hope
Boonville 1st	New Salem
Burlington 1st	North Wilkesboro
Calvary	Oak Ridge
Cameron	Oakland
Chapel in the Pines	Oakview
Presbyterian Church of the Covenant	Old Providence
Church of the Cross	Parkway
Clemmons	Piedmont
Cleveland	Pilot Mountain 1st
Collinstown	Pine Hall
Community in Christ	Pine Ridge

Concord	Pittsboro
Cooleemee	Pleasant Grove
Cross Roads	Prospect
Danbury	Red House
Dellabrook	Reid Memorial
Dogwood Acres	Reidsville 1st
Eben-ezer	Rumple Memorial
El Bethel	Salisbury 1st
Elkin	Salisbury 2nd
Faith	Sandy Ridge
Fellowship	Sedgefield
Fieldstone	Shady Side
Fifth Creek	Shallowford
Flat Rock	Shiloh Burlington
Forest Hills	Shiloh Statesville
Francisco	Siler City
Freedom	Smyrna
Glendale Springs	Sparta
Glenwood	Speedwell
Grace	Spencer
Graham	Springwood
Greensboro 1st	St. Andrews
Greenwood	Saint James
Griers	Saint Paul GSO
Guilford Park	Saint Paul HP
Gulf	Starmount
Hawfields	Statesville 1st
High Point 1st	Stony Creek
Highland	Tabor
Hills	Taylorsville
Immanuel	Third Creek
Jamestown	Thomasville 1st
John Calvin	Thyatira
Joyce	Trinity Elon
Kernersville 1st	Trinity, Salisbury
Korean First	Trinity W-S
Lansing	Unity
Laurel Fork	Vandalia
Lexington 1st	Wentworth
Lloyd	Westminster
Logan	Yadkinville
Love Valley	Yanceyville

David Vaughan
Stated Clerk



Salem Presbytery

9

Winter Training Event Saturday, February 10, 2024

Join your Salem Presbytery family for a full morning of worship, fellowship and engaging and relevant workshops.

Schedule

- 9:00-9:30 - Gathering, Coffee, Resource Table for Workshops and more!
- 9:30-10:00 - Opening Worship and Workshop Introductions (Equip Team)
- 10:00-2:00 - Communion Training for Ruling Elders (Rev. Joanne Glaser)
- 10:00-1:00 - Church Leadership/Officer Training (CRE Rachael Brooks)
- 1:00-2:00 - Deacon Training (following Officer Training) (CRE Rachael Brooks)
- 10:00-11:15 - Best Practices for Church Finances (Kim Row and Church Finance Director)
- 10:00-11:15 - Child Protection Training and How-to (Donna Chase and Charlotte Allbright)
- 10:00-11:15 - Church Tech from A-Z (Adobe to Zoom!) (Rev. John W. Johnson)
- 11:30-12:45 - Repeat above shorter workshops

Workshop Descriptions

- Communion Training for Ruling Elders: This training is specifically designed for elders who are in a church currently without pastoral leadership. However, any ruling elder is welcome to be a part of this training. Participants must be a PCUSA ordained elder but does not need to be actively serving on a Session.
- Church Leadership/Officer Training will provide a brisk walk through the principles of leadership in the Presbyterian tradition equipping every Elder and Deacon to serve the Church with purpose, wisdom, unity and commitment. Those participating will have a better understanding of our history, our government, correct use of the Book of Order and our confessions. This presentation will be practical, hands-on and at times discussion based.
- Church Tech From A-Z: This workshop will enable participants to dive into all areas of church communications. We will explore options for mass emailing, basic church websites, social media options, online classrooms, and more! How can your church be more visible in the community? How can you better communicate what is going on in your church to members and the community? Tech literacy is not a requirement for participation! Come and learn. Bring your laptop or tablet if it's convenient.
- Child Protection Training: Come as a church children or youth volunteer for child protection training. We will also discuss how to create a process for writing and implementing a child protection policy in your church which is required by Salem Presbytery .
- Best Practices for Church Finance: Protect your church and church leaders. This workshop on best practices for handling money at your church will provide you with easy to achieve safeguards and a sample financial policy to take back to your church. Never worry about an audit again! This workshop will be led by Sandy Cantliffe who has 38 years' experience in church finance and is a current member of the church administrator's professional organization.

Sponsored by the Salem Presbytery EQUIP Team. Watch for Registration Information and a brochure in an upcoming Salem Matters and on the presbytery website.

Salem Presbytery Peace and Justice Book Club.

Here are the next three books for us to be reading – one related to poverty, the next one related to creation care, and the third related to racial equity. *We hope you will be motivated to read the books, but all are invited to attend and listen to the discussion whether you have read or not.*

A Zoom link will be sent prior to each gathering to those who have signed up.

Book: *Not A Crime to Be Poor*, by Peter Edelman

When: Tuesday, November 28 at noon

Presenter: Karen Worley

A sign-up link will be available in the November P&J newsletter and Salem Matters

Book: *Love Your Mother*, by Mallory McDuff

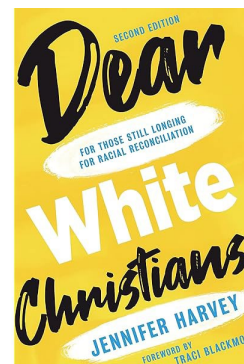
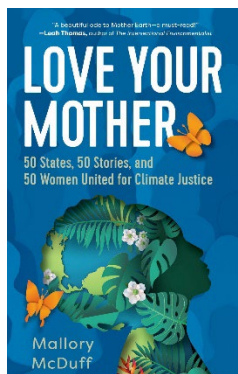
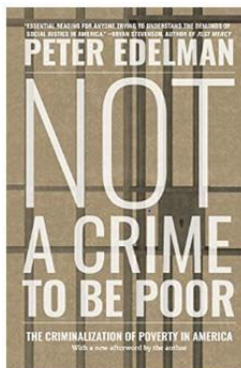
When: tentative date January 24 at noon

Presenter: The author! Dr. McDuff is a professor of environmental education at Warren Wilson College in Asheville, and a lifelong champion of caring for God's creation. We're very pleased that she has agreed to discuss her book with us.

Book: *Dear White Christian*, by Jennifer Harvey

When: Sometime in March

Presenter: Beth Hooten



REMEMBER - REQUIRED RACIAL EQUITY EQUIPPING

In May of 2022, Salem Presbytery adopted a policy requiring Racial Equity Equipping (aka Training). Once every three years, Teaching Elders, Commissioned Ruling Elders, Certified Christian Educators, Members-At-Large, and Salem Presbytery Staff are to complete the course offered by the Peace and Justice Task Force. Completion of the equipping is strongly encouraged for Honorably Retired Ministers of Word and Sacrament, Ruling Elders serving Salem Presbytery Committees and Task Forces or representing Salem Presbytery, Candidates for ministry under care of Salem Presbytery, members of individual Sessions and Church Staffs within the Presbytery, and any other leaders within the church.

In 2024, the P&JTF Racial Equity Equipping Team will provide three opportunities for completion of the training requirement using the curriculum *What Lies Between Us*. Please save these dates: Feb 24th/May 16th/Sept 28th and plan to join us for one session to fulfill the requirement. Locations TBD but these events will be spread out across the Presbytery. Watch Salem Matters for additional details to come.

Registration now open for the first Matthew 25 Summit

'An Invitation for Innovation' will be held in Atlanta Jan. 16-18, 2024



The Matthew 25 Summit will bring mid-councils, churches, and individuals together to explore this vision. What does it mean to eradicate poverty; how can we begin dismantling systemic racism; how will we know if we are building a vital congregation? We are offering you an invitation to innovation. A chance to dialogue, learn with, and grow with others in exploration. Featuring innovative speakers, thriving ministries, transformative workshops, and space to imagine what's next! The event cost is \$199 and includes two lunches, two dinners and conference materials.

Register at events.pcusa.org/register/matthew-25-summit-january-2024

Committee on Representation

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 or David Vaughan to let them know where your interests lie with regards to service to the larger church.

For Action:

1. The Committee on Representation nominates the following for service as commissioners to the 226th General Assembly (2024):

Commissioned Ruling Elder Steve Braxton (*ex-officio* as Pby moderator) (Trinity, Elon)
Ruling Elder Courtney Hunter (Mt. Vernon)
Rev. Phanta Lansden (St. James)
Rev. Wes Pitts (Reidsville, First)
Ruling Elder Susan Stewart (Elkin)
Rev. Liz Troyer (Concord).

2. The Committee on Representation nominates Caroline Beach-Verhey (Rumple Memorial) as Salem's Young Adult Advisory Delegate. Ms. Beach-Verhey is a sophomore at Davidson College.
3. The Committee on Representation nominates the following for service on Presbytery committees:

Church Growth and Transformation:

Class of 2024: Rev. Timothy Bates
Class of 2026: CRE LaQreshia Bates-Harley, Rev. Liz Troyer

Commission on Ministry: Transitions in Ministry for Installed Positions

Class of 2026: Rev. John Pruitt

Commission on Ministry: CRE Training and Oversight

Class of 2026: CRE Rachael Brooks, Rev. R. C. Griffin

Commission on Ministry: Examinations

Class of 2026: Rev. Matt Bussell, Rev. Jon Martin

Commission on Ministry: Ministry for the Changing Church

Class of 2026: Rev. Jon Gaska, Rev. Joanne Glaser, Elder Ursula Robinson

Commission on Ministry: Policy, Compensation, Mediation, and Church Officer Development

Class of 2026: Rev. Erin Bowers, Rev. Neil Dunnivant

Committee on Preparation for Ministry

Class of 2024: Rev. Peter Kim

Class of 2026: Rev. Kent Berry, Elder Beth Hooten, Elder Alice Milam

Executive Council:

Class of 2024: Elder John Carlson

Class of 2026: Rev. Stephen Fearing, Elder Betsy Harrington, Elder Catrelia Hunter

Personnel:

Class of 2026: Elder Julie Davis, Elder Andrew Spainhour

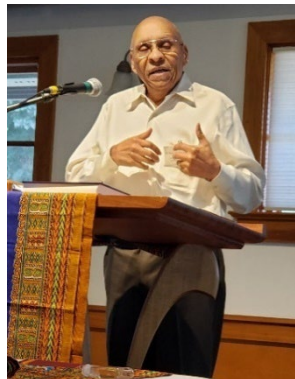
Synod of the Mid-Atlantic (SMA) 252nd Assembly Highlights

SACRED LAND ACKNOWLEDGEMENT – Ever since the General Assembly of the Presbyterian Church (USA) renounced the Doctrine of Discovery; councils have been encouraged to acknowledge the land on which meetings are being held. The Mid-Atlantic on previous occasions invited decedants of a Tribal People or current Tribal Leaders to attend the Assembly and provide the land acknowledgement. We were honored to have Commissioner Teresa Harris (SHE), a resident of Harrisonburg in attendance. She shared that the Tribes occupying the Valley in the long period prior to the arrival of English settlement included the Iroquois, Shawnee Nations, Catawba, Cherokee and the Susquehannock. We thank God for this land and the inhabitants who lived on it, cared for it, and nurtured the land long before white settlers arrived.

FIFTY YEARS AFTER the March on Washington DC which is in our boundaries, Presbyterians convened at Massanetta Camp and Conference Center in Harrisonburg, VA, to delve into the state of Black Church Health and Leadership. The 225th General Assembly of the PCUSA highlighted a concerning statistic: over 80% of Black Churches lacked installed pastors. Further, this Assembly acknowledged that since the 1983 Reunion, Black Congregations had, whether intentionally or unintentionally, lost Vision, Vitality, and Community Connections. Therefore, we recognize that the Synod of the Mid-Atlantic (SMA) consisting of 14-presbyteries, emerged as a response to the dissolution of five all-Black Presbyteries. In essence, the Synod's inception stemmed from the profound pain and loss of community, self-determination, positions and power and identity for Black Presbyterian Presence, Mission, and Witness in the PCUSA.

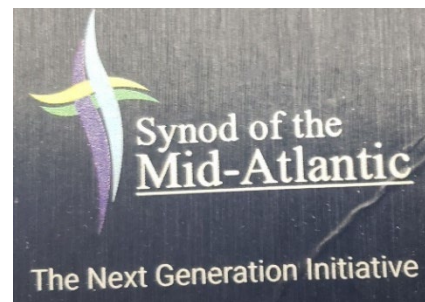


FORTY YEARS AFTER the reuniting of the two largest bodies of Presbyterianism in the United States, the 252nd Synod of the Mid-Atlantic Assembly came together. Mid-Atlantic Synod boundaries were the last of the sixteen synods to be established, largely because in doing so, five All Black Governing Bodies would have to agree to being dissolved. The Rev. Dr. Edward Newberry, HR member of Charlotte Presbytery reported on the last meeting of the All-Black Catawba Presbytery which he described as sad and ended in tears. The final meeting would bring to end the rich history of Education and Evangelism. It was the end of the significant heritage and the leadership fountain of a presbytery organized seventeen months after the end of the Civil War. Dr. Newberry's article entitled, "Reflections on Reunion" published in Periscope 3, provides perspective to the gravity and impact of Catawba Presbytery. *"The lovely carols of Christmas still lingered in our ears. But a solemn assembly convened at Memorial Church in Charlotte NC on December 29, 1988. Constituted with prayer, we conducted concluding business of our historic judicatory. One of the significant acts of that last meeting of the presbytery was the ordination of Jerry Lytle Cannon to ministry. As an ironic twist of history or act of providence, this was the ordination of the brother of the Rev Katie G. Cannon, who Catawba Presbytery had ordained as the first Black female minister. There was a reluctant motion to adjourn. Yet with hearts and voices, we thanked God for the blessings of in all our generations. We petitioned God's gracious care as we move into tomorrow. Prayers being ended, the Catawba story was finished, now to be inscribe in the Book of Life."* Ed's presentation was illuminating and amazing! His



presentation set the stage for the Assembly to address the historical past, current engagement, and possibilities for the future. Would Commissioners who were part of the 114 individuals present be willing and capable of addressing historical and current harms that created structural racism, vestiges of slavery, issues of poverty and dying Black Churches? We are delighted to report that the 252nd Assembly rose to the occasion! Things that are impossible for humanity to accomplish is the STUFF that God does on the REGULAR! The Assembly dedicated itself to doing the heavy lifting, while at the same time taking care of each other in the face of challenging and difficult conversations. We are grateful to Vice Moderator David Cho, who monitored the room thoroughly ensuring that the Assembly consistently took care of each other!

THE NEXT GENERATION INITIATIVE(NGI) rolled out and was amazing! I have yet to attend an Assembly of any sort where more than 114 commissioners, presbytery leaders Black church leaders, COM and CPM were locked and engaged to the max! Can I Get a Witness? The initiative was bathed in worship, drumming, preaching, fellowship, table talk conversations, affinity group gathering and times of intense celebration. WOW! Each presenter spoke of its urgency, validity, and willingness to partner in its further development and implementation. What is the NGI? Please visit www.synatlantic.org to review the full proposal. In short, the NGI seeks to address the SHORTAGE of Black Presbyterian Clergy Leadership for Churches, Mid-Councils, Agencies and beyond. At the same time the NGI is calling Black Presbyterian Churches in the Mid-Atlantic to task for examination, diagnosis and prescribing a way forward that will resort or create Congregational Vitality, Purpose in Vision and Direction, Spiritual Formation and Congregational Wholeness. This synod contains more than one-quarter of the Black Churches in the PCUSA. We have accounted for 124-Black Presbyterian Congregations located in eleven of the synods fourteen presbyteries, namely Baltimore, Charlotte, Coastal Carolina, Eastern Virginia, James, National Capital, New Castle, New Hope, Peaks, Salem, and Western North Carolina. We are grateful to these presbyteries for granting synod permission to contact and gather data (Congregational Snapshots and Presbytery Snapshots) from these churches and the presbyteries. Responses to critical questions about pastoral leadership, post-covid congregational challenges, who occupies the pulpit and administers the Lord's Supper have been collected. The synod is grateful to the 12-Snapshot Facilitators who worked more than 3 weeks to gather the critical information.



RADICAL COLLABORATION – Success, as measured in energy, content, design, participation, and engagement, would not be possible without the input, presence and facilitation of the Rev. Dr. Diane



Moffett, President and Executive Director of the Presbyterian Mission Agency, and Dr. Corey Schlosser-Hall, Deputy Executive Director of Vision and Innovation, PMA. Their team of thirteen highly motivated National Staffers from the PMA, BOP, ASG, and Foundation were present in mind, body, intellect, and spirit. In early May, the Planning Team began collaborating and engaging key partners who were interested in the NGI, and we met every two weeks to share, learn and grow. Representatives from Seminaries, GA Agencies, Presbytery Leaders, Historians, and Persons with Passion gathered religiously. The outcome of these gatherings and listening sessions gave rise to an alignment and a perfect partnership between the National Staff and the Synod of the Mid-Atlantic. Dr. Moffett and Staff were in fact MID-WIVES who were present

and coaching the synod as it gave birth to this critical initiative that will benefit the entire PCUSA. This unique aspect of the collaboration involved Staffers facilitating and recording information for a total of six specifically designed Guided Table Talk Sessions, Affinity Groups and Agencies Listening Engagements. One

poignant question raised during engagement was, “What would the NGI look like ten years from now?” The Mid-Atlantic Region is grateful to the individual contributions made by:

- ✚ Diane Moffett – Preaching the Opening Worship Service/Motivation for Listening Engagement
- ✚ Tim Cargal – Presentation on Shifting Trends in Church and Society and in Theological Education
- ✚ Jermaine Ross-Allam – Presentation on the Center for Repair and Historical Harm
- ✚ Shavon Starling-Louis – Facilitation of the Emerging Young Black Presbyterian Voices
- ✚ Carlton Johnson – Presentation on Healthy Pulpits – Healthy Pews
- ✚ Alonzo Johnson – Preaching the Closing Worship Service
- ✚ Corey Schlosser-Hall – Facilitation and Instructions for the PCUSA Agencies Listening Engagement
- ✚ Big Props to Tabletop Facilitators and Conveners Barry Creech, Sara Lisherness, Denise Anderson, Sy Hughes, David Loleng, Elizabeth and Keenan Rodgers

NEW LEADERSHIP: The Nominating Committee is always at work to secure the best leadership from presbyteries to serve synod leaders on committees and commissioners.



The Assembly elected and installed the Rev. Dr. Eunil David Cho (AKAP) as Moderator and RE Barry Parks (JAM) as Vice Moderator. David is Professor of Pastoral Care at Boston University and Seminary and Barry is retired and serves as Clerk of Session at Westminster PC in Charlottesville, Va. We hope you will have multiple opportunities to meet and chat with them in person or over zoom. With newly elected leadership, the Assembly paid tribute to Rev. Addie Peterson (EVA) for completing her year in style. Addie now assumes the position of Past Moderator for which the term ends in 2024. In that role, she will serve on the Synod Executive Committee. On behalf of the Assembly a gift of

love was presented to Addie by Moderator Cho. Join us as we lift and keep in prayer those whom God has called to synod leadership for such a time as this. Additional individuals were elected to serve on committees and commissioners accordingly to include TE Mary Speers (BAL) Committee on Representation, Class of 2025 and RE Alice Freeman (ABI), Committee on Representation Class of 2026; TE Teresa Page (CCC), Jubilee Fund Committee, Class of 2026 and RE Leslie Bailey (JAM), Class of 2025; and RE Barbara Yancy (BAL), Nominating Committee, Class of 2026.

ADMINISTRATION COMMITTEE Co-Chairs thanked their members as 80% of the committee are completing two terms of service at the end of the year. Co-chairs are WD Hasty (PEA) and Felicia Hoyle (SAL), Mariam Dewhurst (NAT), Dorothy Descieux (WNC), Kim Robinson (AKAP), Ed Terry (BAL) and Alice Freeman (ABI). Upon the recommendation from the committee the Assembly approved the following actions: A new Child Protection Policy was approved; Fulltime Synod Staff receive a 3% pay increase for 2024; The 2022 Presbytery Minute Review was approved and the Synod Stated Clerk was instructed to communicate to each presbytery stated clerks with a certifying letter expressing thanks and appreciation for their work, and where appropriate request that all exceptions found in the 2022 Presbytery Minutes Review be address before March 2024 review cycle. It is working thru a task force to partner with the Committee on Representation to develop an Anti-Racism Policy. This committee said Farwell to five of its veteran members who will complete two terms of service, namely, Dot, WD, Mariam, Ed, and Kim. Well done!



GRANTS COMMITTEE Chair, Tolokun Omokunde (NHO), thanked Elease Wilson (PEA), David Lovelace (NEW), Chip Stapleton (CCC), Brian Harroff (EVA), Becky Stanley (WNC), Teresa Harris (SHE) and Betty Perkins (CHA). \$15,000 of College and Seminary Scholarships were awarded accordingly. Stultz Scholarships were awarded to Isaiah Grady and Kerry Olivia Lowery each for \$4,000. The Euler Scholarship was awarded to Nenio Pfuzeh in the amount of \$7,000. Small Church Grants awards totaling \$20,000 were given to four churches with each receiving \$5,000, namely, *First Presbyterian Church, Staunton (ABI)* for HVAC; *Good Hope Presbyterian Church (WNC)* for Window Replacement; *First Presbyterian Church, Jacksonville (CCC)* for HVAC; and *First Korean Presbyterian Church (AKAP)* Air Condition in the Church Manse. Visionary Grants totaling \$5,000 were awarded to *Farlington and First Presbyterian Churches* in the amount of \$5,000 to nourishing congregations. Peacemaking Grant was awarded to *Voices of Jubilee* in the amount of 25,000 to support a Prison Youth Ministry. *National Capital* received a \$5,000 grant to certify trainers and facilitators. *Williamsburg Presbyterian Church* was awarded \$5,000 to support a Hunger Program. The Assembly voted to place a \$10,000 cap on requests for Peacemaking Grants. Applications denied included Hillsville PC because it received funding last cycle; Forest Hill PC (Entry Doors) Fund limitation; and Dellebrooke PC was asked to reapply with more specific needs.



FINANCE COMMITTEE Chair, Cherry Peters, was gracious in thanks and praises of her committee members who included Elease Wilson (PEA), Tim Bird (ABI), Carl Wilton (BAL) and Clifford Thomas (NHO). The committee assumed just under 4% decrease in per capita donations from Presbyteries which increases



the draw from reserves to cover loss of per capita and new requirements. Overall increase in income + draw 10.5%. Areas of expense include a 3% increase for full-time staff salaries, plus concomitant increases to board of pensions, payroll taxes. Impact of the decision earlier this year to increase marketing and grant writing using professional help. 13.6% increase

in cost of two Synod Assemblies in 2024 over BUDGETED amount in 2023. The 2023 actual will be over budget and the effective increase for next year will be more modest. The overall increase in expenses comes in at 9.0%. The committee advised the Executive Committee concerning the synod's capacity to contribute to the Centennial Capital Campaign. The Assembly approved the 2024 Mission and Operating Budget in the amount of \$421,139.91. **Per capita remains at \$1.15 for 2024.**

THE EXECUTIVE COMMITTEE is composed of Moderator Addie Peterson, Steve Scott, Felicia S. Hoyle and WD Hasty, Amanda Pine and Cassandra Thomas, Tolokun Omokunde and Vice Moderator David Cho. Seven recommendations were approved by the Assembly:

- (1) Edits to the Kate B. Reynolds Certification Committee Guidelines.
- (2) Permission was granted to the 252nd Assembly Planning Committee to finalize planning.
- (3) Amanda Pine (EVA) and Cassandra Thomas (CCC) are co-chairs of the Emerging Ideas Committee.
- (4) \$50,000 was approved for Massanetta Springs Centennial Campaign.
- (5) \$50,000 was approved to launch the NGI for Leadership and African American congregations.
- (6) \$25,000 was approved for PDA to assist in responding to the tragic fires in Hawaii.
- (7) \$26,000 was approved in support of Emerging Ideas Committee for 2024 budget.

THE EMERGING YOUNG BLACK PRESBYTERIAN VOICES were hard hitting and astute. The biggest mistake



of the Assembly was to designate only 75 minutes for this segment. It needed a full 2-hours; however, the wisdom of Moderator Addie Peterson extended the time. Facilitated by the Pastor of Memorial Presbyterian Church in Charlotte NC, the Rev. Shavon Starling-Louis guided four other young voices who were seminarians or recently ordained in

the PCUSA. The Late Rev. Dr. Gayraud Wilmore in writings raised gut-retching questions such as, 'Can one be Black and Presbyterian at the same time? Does Reformed Theology allow me to authentically who I am in the White Denomination? When most students entering seminary today are not choosing pastoral ministry as their vocational call, why did you choose to become a pastor or are a pastor? Shavon, who is also Co-Moderator of the PCUSA General Assembly in partnership with Grace Ruth Santana, navigated this and other critical questions. The responses were electrifying. Our region must hear more from these young emerging prophetic voices. They are the church leaders now and church leaders for the future. Big Props to the Rev. Serenitye Taylor and the Rev. Antonio MK Lawrence Jr, and Seminarians Ryan G. Atkinson and Kirk Louis. The Synod Emerging Ideas Committee will continue collaborating with them to establish ongoing, open, and meaningful dialogue with seminarians and recently ordained candidates Ministers of Word and Sacrament. It was great to have five faculty members present from Eastern Mennonite College and Seminary, where Rev. Dr. Dan Ott is Dean of the Seminary to be present for these conversations. You bet there will be an Encore in the coming months!

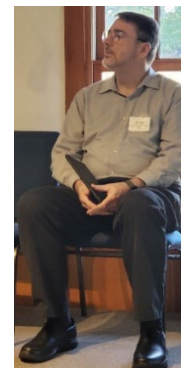
HEALTH IN PULPITS AND PEWS – Reflecting the mirror side of the NGI was the Assistant Director of Theology, Formation and Evangelism of the PMA, Rev. Dr. Carlton Johnson. When we talk about healthy Pulpits and Pews, we are talking about people who were formed at one point in a particular way. Spiritual Formation is essential to have both healthy preachers in the pulpits and healthy parishioners in the pews. The lack of Spiritual Formation is one reason congregations are declining and failing to nurture and recruit the Next Generation of Leadership. Spiritual Formation is a life- long, continuing process that takes place in a community of believers. It involves heart, mind, and soul; therefore, it can be every action, experience, or relationship that nurtures a transformative relationship of trust with God and shapes the way we see and interact with God's world. Spiritual and Faith Formation will come from home and then we can carry it into the streets. Spiritual Formation has to do with *Valuing Life, Creation care, Relationship, Community building, Legacy building, Stewardship, and Institution building*. Real chance that structural racism, poverty is affecting the people who are sitting in the pews. How are we able to serve folks who are experiencing structural racism, which is different than calling someone the "n' word. Systemic poverty is not just the food pantry, the question is not how you feed them this week but why they have been hungry all year. Intersectional foci (Climate Change, Gender Justice and Heteropatriarchy, Militarism). As we listen and engage the foci, they are larger in AA communities. Why are more young people trading in church for African Spirituality. Participants were asked how the song that he opened with made them feel as if he lined the hymn and sang it in Long Meter, a style that is still used in a number of Black Churches. Just sit in it. Kids are connecting with African Spirituality. I do not have to surrender my culture to be in touch to be with the Divine. Whoever you are, being authentic is what draws you closer to God (with all your flaws). How do we move with an understanding of separating ourselves with who we are to be closer to the divine?



SHIFTING TRENDS - The Assembly benefited significantly from powerful presentations highlighting the



changes occurring in Church and Society. Rev. Dr. Bruce Grady is the Executive Presbyter for New Hope Presbytery. As a lifelong theological educator, he has served Duke Divinity School, Shaw Divinity School as Dean and directed the Orman Center which helps to make connections between the academy, church, and community. Rev. Dr. Tim Cargal is the Associate Director for Ministry Leadership Development for the Office of the General Assembly. Tim's membership is in the National Capital Presbytery where he served as synod commissioner in 1999. This segment



sets the foundation for understanding some of the societal and cultural shifts occurring at the intersection of church and society. The devastation the pandemic has wreaked havoc among people and organizations has been acutely felt by churches and their leaders. In addition, Baby boomers are greater in number than successors in many churches. Christianity membership is shrinking in the United States. Non-denominational affiliation is the largest denomination. We examined the Presbyterian Church in general and then discussed the Black Presbyterian Church and Congregations. Further, there have been major shifts in Theological Education as articulated by two scholars in this area.



The Rev. Dr. Tim Cargal is the Associate Director for Ministry Leadership Development for the Office of the General Assembly. Tim's membership is in the National Capital Presbytery where he served as synod commissioner in 1999. The Rev. Dr. David Cho is Assistant Professor of Spiritual Care and Counseling and Co-Director of the Center for Practical Theology at Boston University School of Theology. Currently, he also serves as synod Vice Moderator. Each presenter offered ideas and thoughts on who is attending seminary today. What motivates young people to consider theological education? What career fields are young seminarians gravitating to or from? What are the shifting trends in theological education? How are these factors impacting the next generation of African American leaders to preach in the pulpits, lead mid-councils, and

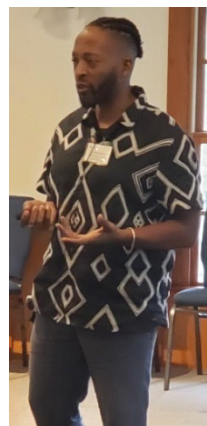
do community organizing? How are seminarians of color navigating theological education? Are seminaries and presbyteries really making space for different kinds of hermeneutics?

STATED CLERK REPORT – Excuses were granted to Commissioners requesting them. AKAP and CHA did not have a commissioner present for this Assembly, and it was noted. Thanks were extended to the class of 2023, many of which served two consecutive terms on commissions and committees. Commissioners were reminded that they are the connections to each presbytery and because of such, they are responsible for sharing the work of the synod accordingly. Three separate consultations were held since the last assembly and included Synod Grants, Atlantic Korean American Presbytery and Kate B. Reynolds Fund. The Synod Clerk participates in the Virginia Council of Churches Judicatory leaders Retreat and as member of the Steering Committee and Coordinating Council. All fourteen presbyteries submitted 2022 minutes for review, and we thank each clerk. I am grateful that the Executive Committee granted permission for the 252nd Assembly to focus on and launch the Next Generation Initiative. Presbytery Search Committees currently active include Salem and Eastern Virginia. Presbytery leaders who will retire before the end of 2023 include Liza Hendricks and Barbara Smith. Appreciation was extended to the Assembly Planning Committee. Synod Staff has added a contract Communication Coordinator who is doing a superb job. The Synod Permanent Judicial Commission has one remedial complaint before it. The Omnibus Motion was approved which included the minutes from



the 251st Synod Assembly, Committee on Representation Report, Kate B Reynolds Minutes and Guideline changes.

CENTER FOR REPAIR OF HISTORICAL HARMS featured the Rev. Anthony Jermaine-Ross Allam, director in full blaze and armor. He blessed us with information from the office, but more than that, he shared how that information can apply to the Synod. He was a sharer of the Good News that Repair and Reparations are common sense for the common good. Jermaine was ordained as minister of Word and sacrament by the Presbytery of the Twin Cities in 2013 where he began ordained ministry as executive director of 21st Century Academy at Kwanzaa Community Church PC(USA) in North Minneapolis—renamed Liberty Community Church—and, later, Associate Pastor for Social Justice at Oak Grove Presbyterian Church. In addition to serving as the Center for Repair’s first director, Jermaine is a PhD candidate in Social Ethics at Union Theological Seminary in Manhattan where he is completing a book tentatively titled “Trammeled by the Bonds of Union: Social Ecology of anti-Black Violence and Impunity after Emancipation.” Jermaine is also a proud theology co-lead volunteer with Restorative Actions—an economic equity initiative born from the intersection of theology, justice, and economics based at the



Synod of Lakes and Prairies. This segment will introduce and help make a deeper connection to the 1983 Denomination Reunion and how the Black Presence was weakened, voices eradicated, and relationships eroded. Rev. Ross-Allam raised questions for consideration such as: Was the agency of Black Church Leadership intentionally or unintentionally rendered a slow death blow? What did the Black Church lose in the process and what might be gained because of it? What ought to be the White Presbyterians response to this? What did Dr. Gayraud S. Wilmore predict about Black Presbyterianism in Black and Presbyterians the Heritage and the Hope? He was laser focused on helping the Assembly to understand the difference between Repair and Reparations.

SOUNDS OF THE DRUMS – The Assembly kicked off, throughout, and concluded its activities with the powerful and rhematic sounds of African Drumming led by Commissioner Tolunkun Omukunde, Alonzo Johnson (PMA) and Keenan Rodgers (BOP). These sounds permeated both the opening and closing worship experiences which were formatted in the best of the Black Church Worship Tradition. The preaching was prophetic, jampacked with life-led illustrations, the liturgy was convicting, and the music satisfied the SOUL’s desire. The Fellowship during plenary, Table Talks, Affinity Groups and after hour gatherings was unbelievable. What a Time!!!



CLOSING WORSHIP - The Rev. Dr. Alonzo Johnson is the National Coordinator for the Self-Development of People Program (SDOP) of the Presbyterian Church (USA). SDOP is a branch of the PCUSA’s Compassion, Peace, and Justice Ministry. He is also the convener of the “Educate A Child, Transform the World initiative. Alonzo has more than 25 years of experience specializing in urban, youth, education, creative arts, anti-racism, and social justice ministries. What better way to end four days of inquiry, presentations, table talks, development of strategies and good fellowship than with a Celebration of Worship? Dr. Johnson utilized powerfully charged illustrations that enabled his sermon to be seen and heard. He projected a picture of the late and great soul musical performer, James Brown, holding an infant and later pointed out that he was the infant being held by James Brown. This was a vivid reminder that one never knows in whose presence of greatness one might find her or himself. The sermon accentuated and raised the level of responsibility as new officers were installed. The Assembly recognized Synod



Commissioners whose terms will end this year and thanked them for years of faithful service to Christ Church in the Mid-Atlantic Region.

RAMBLING THOUGHTS: Several Gospel accounts describe a landowner planning a wedding feast in which many were invited, but for various reasons chose not to attend. He then ordered his servants to go out onto the highways and byways to invite those from the margins. So, they did! The Assembly Planning Team was intentional in inviting its fourteen presbyteries to commit to sending individuals who occupy the following spaces with their presbyteries or churches: Presbytery Executive, Stated Clerk, Representatives from the Committee on Ministry and the Committee on Preparation, three to five Black Church Leaders and its two Synod Commissioners. Further, we invited various agencies from the General Assembly who showed up in large numbers. We are grateful to all who made it a priority to attend and were fully present for the entire Assembly to help launch the Next Generation Initiative. Might God strengthen the ties between the Presbyterian Churches, Presbyteries, Synod and the General Assembly. After all, we are a connectional church!

Rev. Travis Milam, Moderator

For information:

The COM Task Force on Examinations has successfully examined the following for service in Salem Presbytery:

Faith Journey

James Kevin Dodd

My earliest recollection of God comes in the form of bedtime prayers, illustrated bible stories, Sunday school classes and summer bible schools at Friedland Moravian Church in Winston-Salem. My father was in the Air Force. So, at the age of six, my world changed. We headed to the Pacific Coast. I sporadically got to attend a Presbyterian Mission Church on the Makah Indian Reservation in Neah Bay, Washington. I mostly remember services on the beach and sharing in "salmon bakes" with the Makah people. In a couple of years, we headed on to live in the small town of Swanton, Vermont. We attended a Methodist Church, there. Sundays were a little more ordered. I attended Sunday school in the morning, worship, and then youth group in the evening. I even took turns with my friend, Billy, being the Acolyte for the morning service. I was growing up but my understanding and faith in God was setting still. After seven years in Vermont, my father retired from the Air Force, and we returned to Winston-Salem. It was back to Friedland, just like I had never left. I went through confirmation classes with my cousins because that is "what you did", when you turned fourteen. I even joined the church! To look back, it was an empty joining. I knew of God, Jesus, and the Holy Spirit. I would have told you I even believed but now I know that was only going on in my mind. My parents bought a house in Cooleemee, and I know this was nothing more than the Hand of God at work! At sixteen I met my sweetheart and some years later she would become my wife and after forty years still is. It was her that started me going to the local Presbyterian Church. I was still growing but this time my faith was growing right along with me. More and more, I started to understand what it was to be in the presence of a loving God. To truly realize what was done for me, in the life, death and resurrection of Jesus Christ. At an evening revival service on my seventeenth birthday, no less, my heart finally gave way, and I received Christ's gift of Salvation.

My life as taken me to Greece, Kansas and then back to good ole' Cooleemee. I can look back and see the Holy Spirit at work through all of it. Did I make some detours along the way? You bet I did! But my Savior was always there with open arms welcoming me back into the fold. When back in Cooleemee, we rejoined the Presbyterian Church. I never thought I would serve the Church. I was asked to be an Elder. I never ever thought I would stand in front of a group of people and talk about God. I was asked to teach a Sunday School class. I never ever never thought I'd stand in the pulpit and preach a sermon. I was asked to do that very thing. The more I filled in to preach the more I knew God was calling me to do this. As our Pastor retired, I asked the Session if they would like me to study to be a CRE for our congregation. I was accepted into the CRE candidacy. The required classes have deepened my faith in ways I never thought possible. I stand on the verge of something daunting but exciting. I know God's Spirit will be with me every step of the way.

Statement of Faith

James Kevin Dodd

I believe with awesome reverence in the mystery of a Triune God. I believe that God Almighty is my father in Heaven. I believe He calls me to have a questioning faith, but I realize in most of the questions that I will ask, I will never fully grasp or understand the true depth of His answers. I do feel that through the pondering of these questions, I am drawn into a deeper faith and communion with God. The apostle Paul tells me; "We see through a glass darkly, but one day we will come to understand and see face to face".

As I read in the Holy Scriptures, From the very beginning of time God has been singing a Song for everyone to hear. His Song of Love and Joy and Grace has always been with me, and it always will be. I hear and see parts of this Song repeatedly. I must be willing to just read, pray, and listen. From the inner workings of the smallest cell to the history and complexity of the universe, I hear God's Song. I see God's Fingerprints. As I was raised in the Christian tradition, my earliest memories of God and His Song are of bedtime prayers, Sunday school songs or bible lessons. The creation story, Adam and Eve, the Flood, the Patriarchs, the Exodus, the Prophets, God's Song! This Song goes on and on until its crescendo on a windswept plain in a small obscure Judean town. There is silence and then a wee baby cries out into the night and the Song of God's love begins again.

The Word of God tells me that Jesus was present with God from the very beginning of things. At the appointed time, Jesus took on the mantle of a man and in the book of Philippians it tells me He humbled himself before God. Jesus had all the attributes of God and all the attributes of a man at the exact same time. Perfection, what humanity should have looked like if sin had never entered the picture. This is wonderfully illustrated in Jesus's baptism. It is as if He looks up to himself in Heaven saying: "Here I am. I am ready. Thank you for letting me do this" and God looking down on his earthly reflection saying: "I am forever happy. I am ready. Thank you for doing this". God experiencing and touching his creation and his creation touching and experiencing him. Jesus did become and still is my Messiah, my High Priest, and my King. As the Messiah, He perfectly demonstrates the life God wants me to lead. In his crucifixion, He becomes the only perfect sacrifice for the atonement and remission of all my sins. In His triumphant resurrection, death is conquered once and for all. The veil in God's Holy Temple was ripped open from top to bottom. Salvation came down from God, alone. It always had to come from just him. God is saying: "The old ways are over! The gap separating you and me has just been voided and made whole! See my risen Son as proof! Believe! The Kingdom is waiting! Welcome HOME!"

Who calls to me out of the darkness of sin and despair? Who convicts me to stop what I am doing and listen to "God's Song" of Grace, Joy, and Love, if you will? Who causes me to read, hear, understand, believe, and commit myself to following the life of my Risen Savior? None other than the Spirit of God himself. The presence of God is right here with me right now. The Spirit urges me forward as an individual and as part of a church of believers, reminding me to listen and paving the way until my steps carry me into the very presence of God and Christ. Holy Spirit, Holy Ghost, Holy Comforter, call Him what you will, to me it is the very voice of God almighty. To which, I should always seek in reading, prayer, and meditation.

One of my most favorite things to do is to stand out in the freezing cold of a Winter's night and peer up into the universe with my telescope, a pair of binoculars or just my eyes. It gives me time to see and listen and to ponder the unfathomable depth of my God, Christ my Savior, and the Holy Spirit. To look out on the vastness of the universe and realize the creator of all this loves and worries about me. All this time, He has been singing to me. He has called me by name and personally saved me. He has welcomed me back into His kingdom and moreover back into His family. There is a very old Croat saying that states: "Be humble for you are a child of the dust...Be noble for you are a child of the stars..." I stand in awe of my God.

Faith Journey

Rev. Sarah Godbey

I was born into a family with Christian values and beliefs. From an early age, I attended South Mecklenburg Presbyterian Church with my family. My parents were active in the church and as a result we were at the church throughout the week. Being the youngest of three siblings, a brother and a sister, I was always watching what experiences they had growing up in their faith. My observations encouraged me to explore the world and helped me develop and shape my faith through life journeys.

In the church there were influential people including Sunday school teachers, confirmation teachers, youth leaders, pastors, and my peers. In this circle, I was allowed to explore my faith and learn the stories of the Bible, ask hard questions, and receive and provide support in times of need. This community of faith embraced and loved me, took interest in me. I served on the Presbyterian Youth Council for three years. I also went to Camp Grier and Bethelwoods, and attended many youth lock-ins, thirty-hour famine, retreats, Massanutten, Montreat, and Triennium youth conferences. By being involved in each of these communities, I developed leadership, communication, and problem-solving skills, while living in an intentional Christian community.

At The University of North Carolina at Greensboro, I went to Starmount Presbyterian Church, and participated in Ukirk activities as well as explored interfaith relations. I grow and learn in my faith journey as I walk in life with God by my side. I hope I will always be open to new ideas, constantly learning and evolving, and meeting people with God's unconditional grace, acceptance, and love daily. I felt the call to go to seminary to learn more about the Bible and grow in my faith. I felt a pull to be a Teaching Elder of the Word and Sacrament. I attended Columbia Theological Seminary where I graduated with two master's degrees, a Master in Divinity and Master in Practical theology in a concentration in Pastoral care. During my time in school, I had many different fields of context for ministry. I worked as a Youth Director for a Church in downtown Atlanta Georgia. I did a summer long internship also known as supervised ministry within the church. I was team lead for Christian Ministry in a National Park, out in South Dakota.

I have completed a yearlong residency in chaplaincy and have been a staff chaplain for going on two years. I am working on Board certification within chaplaincy and on track to receive this by the end of the year. I was ordained as Teaching Elder of the Word and Sacrament and look to continue learning and growing in my faith.

Statement of Faith

Rev. Sarah Godbey

I believe that God created Heaven and Earth and all things seen and unseen. God provides for and sustains all creatures and responds to all human needs. Nothing is too small or too big for God to handle. There are three persons to God, called the Holy Trinity. God is God the provider, God the Son, and God the Holy Spirit. I am able to honor and glorify the Holy Trinity by understanding each individual person.

God sent God's only Son, Jesus Christ, to live and walk among the people. By having Jesus walk among us, we were able to learn from him. I believe that Jesus Christ walked among us full of grace and truth. God sent Jesus to earth to have a personal relationship with humankind, one on one. Jesus was crucified and died on the cross to save everyone, including people who have broken the law, and those who do not see themselves worthy of God's grace. I believe that in the resurrection, Jesus conquered death and ascended into heaven. This way we know that we are not walking through life alone, no matter how bad it might get. I believe that God's grace is given to us. In conquered death, Jesus opened Heaven for all to enter; therefore, there is no fear in death. Jesus has given us grace and new life. Sin separates us from God, but never separates God from us because of Jesus's sacrifice.

The Holy spirit is a part of the Trinity and is God's Spirit that dwells among us and brings us great comfort in times of need and conviction, encouragement, and listening to us. I believe God's grace is given freely to everyone. I believe this beautiful gift of grace is not earned by our works here on earth but given daily and freely as a gift from God.

I believe when we come to the table God has set for us (Eucharist) we are able and welcome to come with all of our hurt and pain. The Holy Eucharist is a place where we are provided with renewed grace by

taking part in the holy meal. I believe that baptism is an outward sign of an invisible grace. I believe that humanity is called to do the work of liberation, reconciliation, and community building. I believe that we are called to care for the marginalized and the oppressed, to fight for justice and peace, and to love God with our whole being.

I believe that humanity is called to live, serve, and love the way that God has and does. I believe that we are free to choose between good and evil. I believe humanity is tasked with the responsibility of respecting creation, protecting creation, and having some authority over creation. Additionally, I believe that this gives humankind a responsibility to take care of all that God has created, just as God would take care of creation.

I believe that we come together to confess our sins through our confessions and the loving God forgives us through grace, mercy, and love. All of this I believe.

Welcome into membership of Salem Presbytery

Kevin and Sarah have been received into membership of Salem Presbytery. Let us join in celebration as they are welcomed.

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

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

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

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

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

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

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

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

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

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

Presbytery Moderator: Let us join our hearts in prayer –

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

Rev. Amanda Anderson and Rev. John Johnson, Co-Moderators

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

A. SECURING A STATED SUPPLY

1. Concurred with the Session of **Bixby Presbyterian Church, Advance**, North Carolina, in securing a Stated Supply contract with the **Reverend Boni Quandt** for a period of twelve months beginning September 1, 2023.
2. Concurred with the Session of **Pine Hall Presbyterian Church, Pine Hall**, North Carolina, in securing a Stated Supply contract with the **Reverend John Senior** for a period of twelve months beginning September 1, 2023.

B. STATED SUPPLY RENEWAL

Concurred with the Session of **First Presbyterian Church, Greensboro**, North Carolina, in renewing the Stated Supply contract with the Reverend Maria Hanlin for a period of one year beginning June 15, 2023.

C. SECURING A PARISH ASSOCIATE AGREEMENT

Concurred with the Session of **First Presbyterian Church, Greensboro**, North Carolina, in securing a Parish Associate Agreement with the **Reverend Doug McLeroy** for a period of one year beginning June 15, 2023.

D. VALIDATION/RE-VALIDATION OF MINISTRY

1. That the re-validation of the ministry of the **Reverend Grant Sutphin** at the **United States Navy** was approved for 2023.
2. That the validation of the ministry of the **Reverend Sarah Godbey** at **Novant Health, Salisbury**, North Carolina, was approved for 2023.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. SECURING A COMMISSIONED RULING ELDER/LAY PASTOR

1. Concurred with the Session of **Hills Presbyterian Church, Pilot Mountain**, North Carolina in securing the contract of **Rachael Brooks** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of six months beginning September 1, 2023.
2. Concurred with the Session of **Cooleemee Presbyterian Church, Cooleemee**, North Carolina in securing the contract of **Kevin Dodd** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning October 1, 2023.

B. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of **Pine Ridge Presbyterian Church, Pilot Mountain**, North Carolina, in renewing the contract of **Rachael Brooks** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning September 1, 2023.
2. Concurred with the Session of **Siler City Presbyterian Church, Siler City**, North Carolina, in renewing the contract of **Richard LaDew** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning September 1, 2023.
3. Concurred with the Session of **Third Creek Presbyterian, Cleveland**, North Carolina, in renewing the contract of **Jerry Blankenship** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning September 1, 2023.
4. Concurred with the Session of **Cleveland Presbyterian, Cleveland**, North Carolina, in renewing the contract of **Tim Glaser** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning October 1, 2023.
5. Concurred with the Session of **Laurel Fork Presbyterian, Laurel Springs**, North Carolina, in renewing the contract of **Jeffrey Bumgarner** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning November 1, 2023.
6. Concurred with the Session of **Old Providence Presbyterian, Cleveland**, North Carolina, in renewing the contract of **Jeffrey Bumgarner** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning November 1, 2023.
7. Concurred with the Session of **Love Valley Presbyterian, Love Valley**, North Carolina, in renewing the contract of **Bill Bates** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning August 1, 2023.
8. Concurred with the Session of **Fifth Creek Presbyterian, Statesville**, North Carolina, in renewing the contract of **Bill Bates** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning November 1, 2023.

C. TRANSFER MINISTER INTO SALEM PRESBYTERY

That the **Reverend Sarah Godbey**, a member of Presbytery of the James, was received by Salem Presbytery on September 28, 2023.

D. MODERATOR OF SESSION

1. That the **Reverend Newton Cowan** was appointed Moderator of Session for **New Creation Presbyterian Church, Greensboro**, North Carolina.
2. That the **Reverend Fred Beck** was appointed Moderator of Session for **Faith Presbyterian Church, Greensboro**, North Carolina.
3. That the **Reverend Charlie Murphy** was appointed Moderator of Session for **Piedmont Presbyterian Church, Burlington**, North Carolina.

E. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Pastoral relationship between the **Reverend Keith Curl-Dove** and **New Creation Presbyterian Church**, Greensboro, North Carolina, effective August 15, 2023.

2. Dissolved the Pastoral relationship between the **Reverend Keith Curl-Dove** and **Faith Presbyterian Church**, Greensboro, North Carolina, effective August 15, 2023.

F. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

1. That the **Reverend Barbara Smith** was transferred to Peace River Presbytery effective November 1, 2023.
2. That the **Reverend Susan Moorefield** was transferred to Presbytery of Ohio Valley, pending their reception of her.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. REQUEST FOR HONORABLE RETIREMENT

That the **Reverend Elinor Ware Wilburn** be granted the status of Honorably Retired effective September 1, 2023 and that Salem Presbytery recognize Reverend Wilburn with a service of Honorable Retirement.

Recognition of Retirement
Rev. Elinor Ware Wilburn

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: Elinor has completed active service as a minister of Word and Sacrament.
We praise God for the grace that has filled your ministry, we give thanks
for your faithful service to Christ's church, and we rejoice at the work of
the Holy Spirit in you.

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
a colleague 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 servant Elinor -

for her faithful proclamation of your word,
her administration of the holy sacraments of Jesus Christ,
and her pastoral care and leadership in the church.
Grant, to Elinor, 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.**

Joelle Brummitt-Yale

Opening Sentences - Psalm 78:1-4

Presbytery Moderator: Give ear, O my people, to my teaching; incline your ears to the words of my mouth. I will open my mouth in a parable...proclaiming the things that we have heard and known, that our ancestors have told us.

All: We will not hide them from their children; we will tell to the coming generation the glorious deeds of the Lord, and God's might, and the wonders that God has done.

Introduction

Charlotte Nance-Allbright, CCE
Presbytery Certification Advisor

Constitutional Questions

*Joelle, her pastor, Andrew, CIP Session members, family, and all Christian educators
in Salem may come forward.*

Moderator: Joelle, Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, Father, Son, and Holy Spirit?

Educator: I do.

Moderator: Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God's Word to you?

Educator: I do.

Moderator: Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God?

Educator: I do.

Moderator: Will you fulfill your ministry in obedience to Jesus Christ, under the authority of Scripture, and be continually guided by our confessions?

Educator: I will.

Moderator: Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?

Educator: I will.

Moderator: Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?

Educator: I will.

Moderator: Do you promise to further the peace, unity, and purity of the church?

Educator: I do.

Moderator: Will you pray for and seek to serve the people with energy, intelligence, imagination, and love?

Educator: I will.

Moderator: Will you be a faithful certified Christian educator, teaching faith and caring for people, and will you in your ministry try to show the love and justice of Jesus Christ?

Educator: I will.

Moderator: Recognizing the action of the PC(USA) Educator Certification Committee, and on behalf of Salem Presbytery, we welcome you as a certified Christian educator in the Presbyterian Church (U.S.A.).

Poem

written and read by Rev. Andrew Taylor-Troutman

Prayer

Presbytery Moderator

Holy God, we give thanks for the gifts for ministry exhibited by Joelle and rejoice that she exercises these gifts in our midst, enriching the life of our presbytery and the congregation in which she serves. We ask your continued guidance and blessings in her life. Sustaining God, bless Joelle who, with patience and hard work and commitment has glorified your name and increased the light that dwells in our midst. Continue to guide and nurture her as she serves as an educator within this presbytery and at Chapel in the Pines Presbyterian Church. By your grace may we all become as those who are taught: open, alert, and attentive to the unfolding revelation of your love, that we may be learners in your realm. This day is a celebration that from generation to generation the story of your love is retold, passed down from master to disciple, from teacher to learner, from parent to child, until all the families of the earth shall be full of your

knowledge. All praise and honor and glory be to God who makes us a people, and who gives us a story to tell, who pours love and light and truth upon us until the heart sings and the soul dances. In Jesus' name, Amen.

Go in peace to love and serve the Lord.

ALL: Thanks be to God!

The Presbytery may extend expressions of congratulations and thanksgiving.

The Rev. Jennie Hemrick, Moderator

The Executive Council (EC) met on October 19, 2023.

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

For Information – The Executive Council:

Acting on behalf of Presbytery:

- Approved the request of the Calvary Presbyterian Church to sell an inherited parcel of real estate, not contiguous with the church house, with the proceeds invested in capital improvements;
- Agreed to guarantee a \$30,000 PILP loan to Fellowship Presbyterian Church for HVAC improvements.

Business of the Executive Council:

- Received a regular, detailed financial report from the Budget and Finance Committee;
- Endorsed the 2024 budget proposal as presented by the Budget and Finance Committee;
- Bid farewell to Transitional General Presbyter Rev. Dr. Barbara A. Smith (whose term of service concludes on October 31, 2023);
- Heard that the Search Committee for a new Executive Presbyter has a candidate to put before the Presbytery at the November 2023 meeting;
- Acted to call for the November Presbytery meeting to be in person, and accepted the invitation of Alamance Presbyterian Church to host this meeting;
- Approved the docket for the November 2023 meeting of Presbytery;
- Ordered Presbytery meetings for 2024 as follows:
 - Tuesday, February 13, 2024 - all by ZOOM
 - Tuesday, May 14, 2024 - in person, **host needed**
 - Tuesday, August 6, 2024 - in person, **host needed**
 - Saturday, November 9, 2024 - in person, **host needed**.

For Action –

1. The Executive Council asks the Moderator to recognize Elder Rhonda Tatum to speak before the Presbytery on behalf of the Budget and Finance Committee;
2. The Executive Council asks the Moderator to recognize the Rev. Kyle Goodman to speak to the Presbytery on behalf of the Stewardship Committee.

Salem Presbytery
Statement of Financial Position
September 30, 2023

Assets				
1		Cash - Operating	65,362	
2		Cash - Savings	33,030	
3		Cash - Hunger Restricted	65,766	
4		Cash - Money Market	273,737	
5			<u>437,895</u>	
6				
7		Pledges Receivable from previous year end	238	
8		Investments (\$736,114 available in Gen Fund)	2,442,363	
9		Note Receivable - Current	11,195	
10		Sales Tax Receivable	46	
11		Other Receivables	75	
12		Current Assets		2,891,810
13				
14		Land, Building, Equipment	500,605	
15		Less Accumulated Depreciation	(178,042)	
16		Land, Building, Equipment Net	322,563	
17		Notes Receivable - Long-term	412,963	
18		Non-current Assets		735,526
19				
20		Total Assets		<u>3,627,336</u>
21				
22				
Liabilities and Net Assets				
23		Liabilities:		
24		Accounts Payable	20,190	
25		Other Liabilities	(41)	
26		Current Liabilities		20,149
27				
28		Net Assets:		
29		Unrestricted	2,204,143	
30		Temporarily Restricted	528,940	
31		Permanently Restricted	138,760	
32		Net Income	735,345	
33				3,607,188
34				
35		Total Liabilities and Net Assets		<u>3,627,336</u>

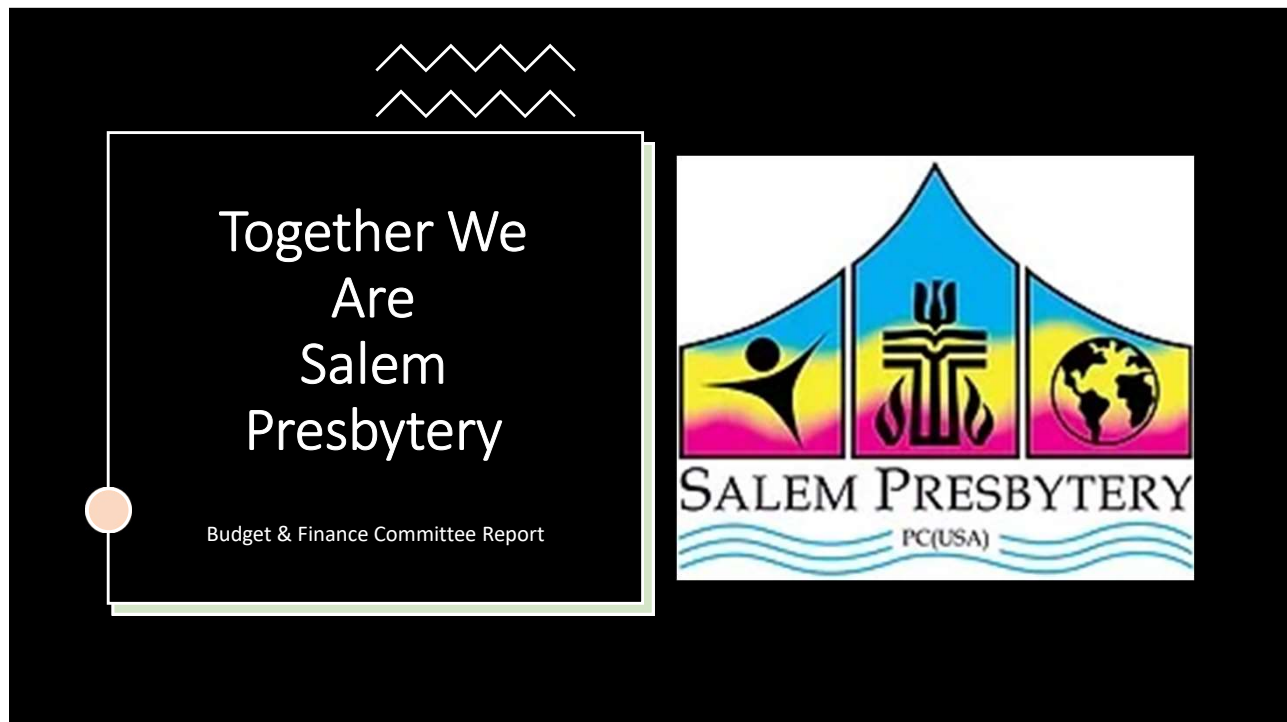
Salem Presbytery
Notes to Financial Statements
September 30, 2023

Statement of Financial Position

	Merrill <u>Lynch</u>	Certificates <u>of Deposit</u>	<u>New Cov</u>	<u>Pres Fdn</u>	<u>PILP</u>	<u>Total</u>
1. Investments at last statement:	1,612,709	350,775	172,878	233,966	74,397	2,444,725
Income	0		610		280	890
Fees	0					0
Gain/Loss on disposition	0					0
Additions/(Withdrawals)	0					0
	1,612,709	350,775	173,488	233,966	74,677	2,445,615
Unrealized Gain (Loss)	0	2,707	(5,959)			(3,252)
Current Balance	1,612,709	353,482	167,529	233,966	74,677	2,442,363
Asset Allocation:						
Fixed Income	69%	100%				
Equities	29%		100%	99%		
Cash/Money Accounts	2%				1%	100%
2. <u>Other Receivables</u> - Paypal charge for Zoom Communications due from Presbyterian Women.						
3. <u>Note Receivable</u> balance includes:	Grace Presbyterian		<u>Current</u>	<u>Long-Term</u>	<u>Total</u>	
	Monte Sinai Iglesia		1,577	2,007	3,584	
			9,618	410,956	420,574	
			11,195	412,963	424,158	
4. <u>Other Liabilities</u> - Voluntary withholdings.						

	Salem Presbytery				
	Statement of Activities				
	Through September 30, 2023				
	Pass-Throughs				
31					
32	REVENUE				
33		PCUSA	89,206		
35		Local Validated Causes	22,094		
36			111,299		
37	EXPENDITURES				
38		PCUSA	89,206		
39		Local Validated Causes	21,531		
40			110,737		
41	Revenue in Excess of Expenditures		563		
42					
43	Other Presbytery Funds				
44	REVENUE				
45		Black Caucus	1,850		
46		Catawba Camping Scholarship	777		
47		Church Growth	545,257		
48		Decentralized Office Costs	3,805		
49		Hunger	74,048		
50		Missions	55		
51		New Covenantat Funds	10,473		
52		Office Building Proceeds	25,896		
53		Peace & Justice	1,205		
54		Presbyterian Foundation	14,096		
55		Seminary Education Scholarship	1,638		
56		Roxanna Atwood Fund	1,643		
57			680,743		
58	EXPENDITURES				
59		Black Caucus	1,787		
60		Church Growth	5,317		
61		Decentralized Office Costs	776		
62		Hispanic	3,452		
63		Hunger	111,600		
64		Mission Challenge	3,600		
65		Peace & Justice	3,699		
66		Strategic Initiatives by EC	116,711		
67			246,942		
68	Presbytery Funds Revenue in Excess of Expenditures		433,801		
69	Total Revenue in Excess of Expenditures		735,345		

Salem Presbytery							
Report of Fund Balances							
Activity Year to Date through September 30, 2023							
		<u>Beginning Balance</u>	<u>Income</u>	<u>Change in Mrkt value</u>	<u>Expense</u>	<u>Transfers</u>	<u>Ending Balance</u>
1	General Fund	1,086,412.11	649,636.21	55,646.16	523,900.51	116,711.00	1,384,504.97
2	Presbytery Designated						
3	Campus Ministry	101,863.42					101,863.42
4	Office Building Proceeds	485,333.75		25,895.97			511,229.72
5	Decentralized Office Costs	9,842.01	2,986.53	818.20	775.69		12,871.05
6	Strategic Initiatives by EC	131,800.00				(116,711.00)	15,089.00
7	Church Growth Funds:						
8	Whispering Pines	50,438.74					50,438.74
9	Church Growth	182,485.60	545,256.50		5,317.24	-	722,424.86
10	General Loan	150,000.00					150,000.00
11	Missions	967.52	54.72				1,022.24
12	Youth Triennium	5,000.00					5,000.00
13		2,204,143.15	1,197,933.96	82,360.33	529,993.44	-	2,954,444.00
14	Temporarily Restricted						
15	Professionals & Pastors	4,432.50					4,432.50
16	African American Leadership Dev	7,000.00					7,000.00
17	Black Caucus	1,779.74	1,850.00		1,787.26		1,842.48
18	Camp/Conference Scholarship	15,376.59	777.28				16,153.87
19	Hispanic Ministry	50,071.73			3,451.66		46,620.07
20	Hunger International	89,046.08	37,023.94		56,000.00		70,070.02
21	Hunger Domestic	22,482.21	37,023.94		55,600.00		3,906.15
22	Peace & Justice	34,527.55	1,204.78		3,699.03		32,033.30
23	Seminary Education	18,892.49	1,638.50				20,530.99
24	Donation Pass-throughs	-	562.50				562.50
25	NC Virgil Ashbaugh	12,223.60	126.60	723.24			13,073.44
26	NC Cora Harrison	3,802.89	40.36	230.59			4,073.84
27	NC Maryland Hickerson	1,496.98	20.83	119.03			1,636.84
28	NC Stone Estates	125,669.90	1,372.36	7,839.92			134,882.18
29	PF Campus Co-Op Ministries	18,086.86	266.94	625.84			18,979.64
30	PF Latta Scholarship	6,689.28	494.66	1,159.70			8,343.64
31	PF DP Foust (Church Growth)	82,753.53	925.12	3,802.91			87,481.56
32	PF Ruby Robertson	1,149.55	166.08	389.44			1,705.07
33	PF Mission Challenge	33,972.05	1,873.33	4,391.74	3,600.00		36,637.12
34	Roxanna Atwood	(513.61)	165.25	1,478.15			1,129.79
35		528,939.92	85,532.47	20,760.56	124,137.95	-	511,095.00
36							
37	Permanently Restricted						
38	NC Virgil Ashbaugh	520.00					520.00
39	NC Cora Harrison	260.00					260.00
40	NC Maryland Hickerson	600.49					600.49
41	NC Stone Estates	12,482.34					12,482.34
42	PF Latta Scholarship	21,727.65					21,727.65
43	PF Ruby Robertson	7,602.84					7,602.84
44	PF Mission Challenge	70,565.42					70,565.42
45	Roxanna Atwood	25,000.00					25,000.00
46		138,758.74	-	-	-	-	138,758.74
47		2,871,841.81	1,283,466.43	103,120.89	654,131.39	-	3,604,297.74

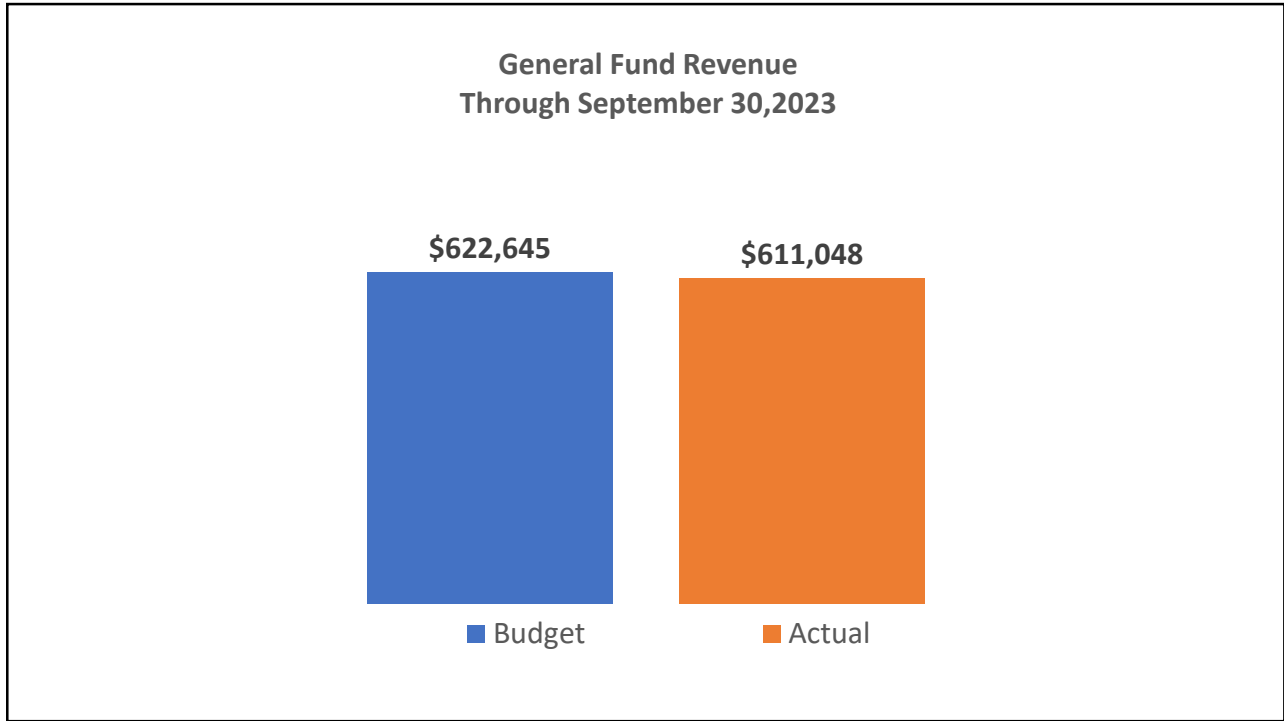


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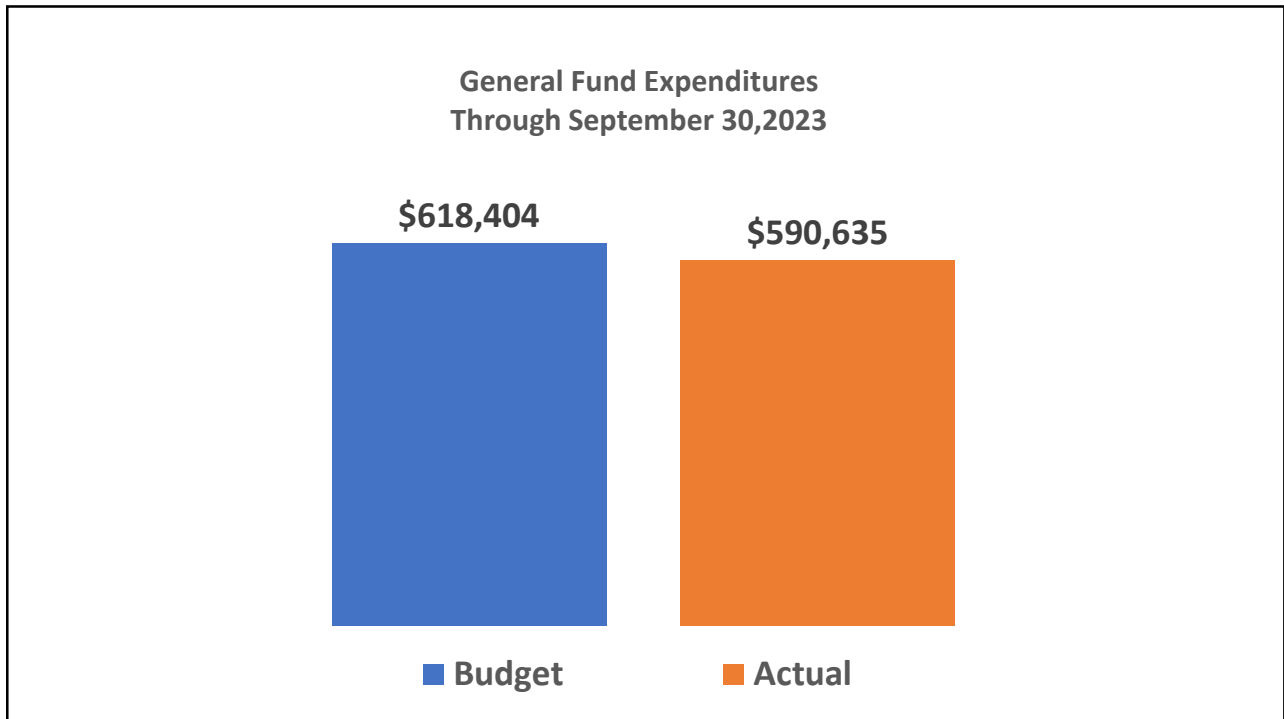
September Financial Results

- Operating cash balance is much improved over August
- Pledge payments were back up in September
 - Still below last year at this time
 - Church receipts \$18,300 under budget at 9/30
 - October numbers through 10/17 looking better than September (*thank you*)
- Operating Expenditures under budget by \$27,769
 - Councils/Committees underspending
 - Savings in several administrative accounts
- Operating Revenue in Excess of Expenditures through 9/30/2023

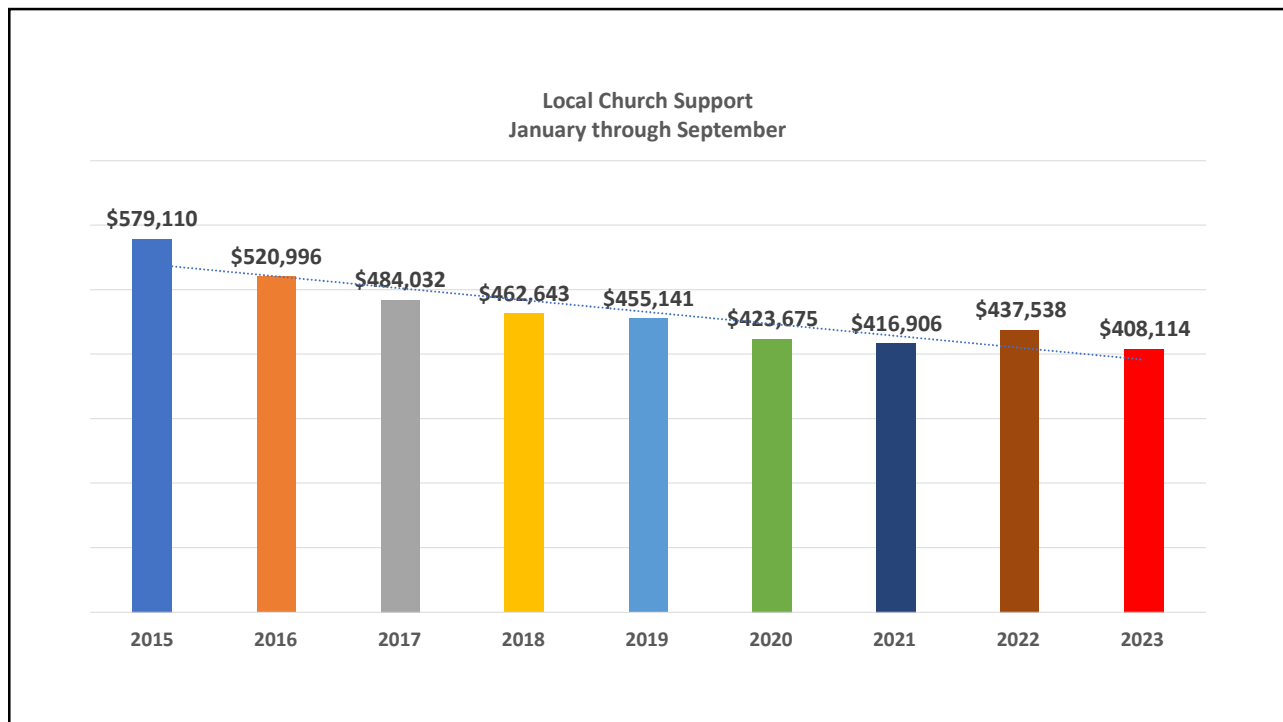
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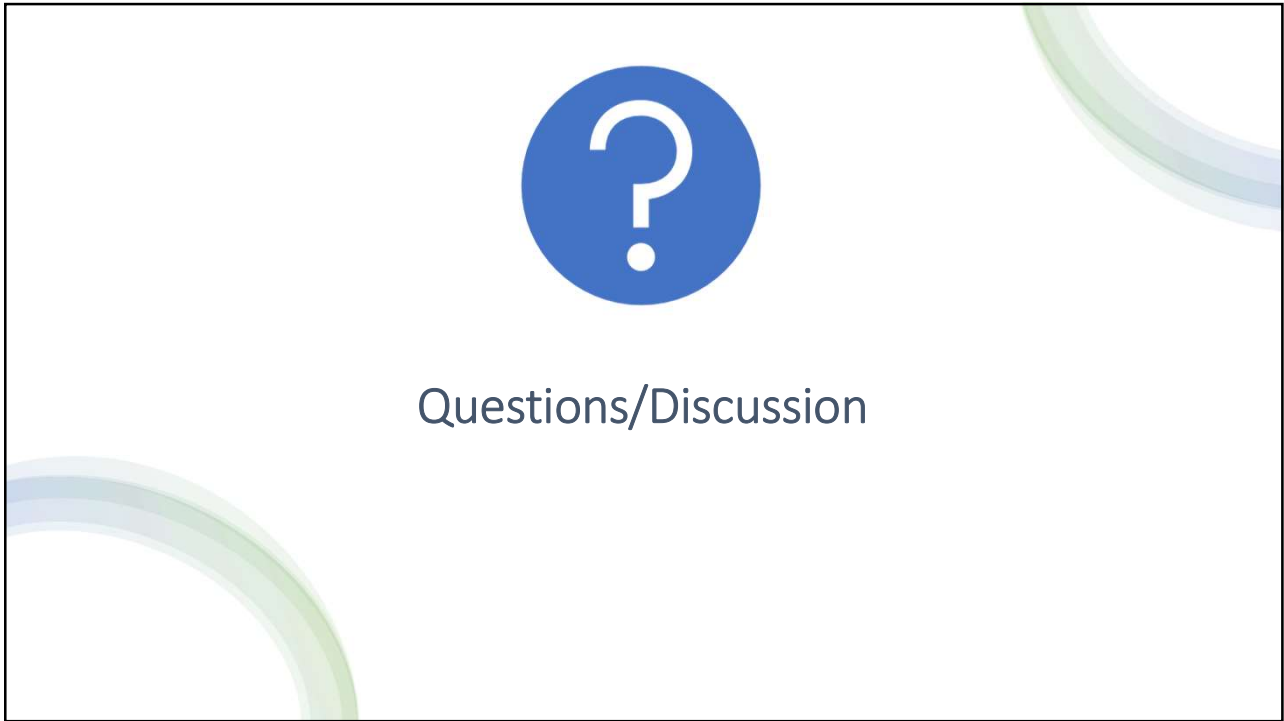


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Actual to Budget Comparison thru 9/30/2023

	Actual	Budget	Variance – Actual to Budget
REVENUE	\$611,048	\$622,645	-\$11,597
EXPENDITURES	\$590,635	\$618,404	+27,769
<i>Operating Revenue in Excess of Expenditures</i>	+\$20,413	+\$4,241	+\$16,172

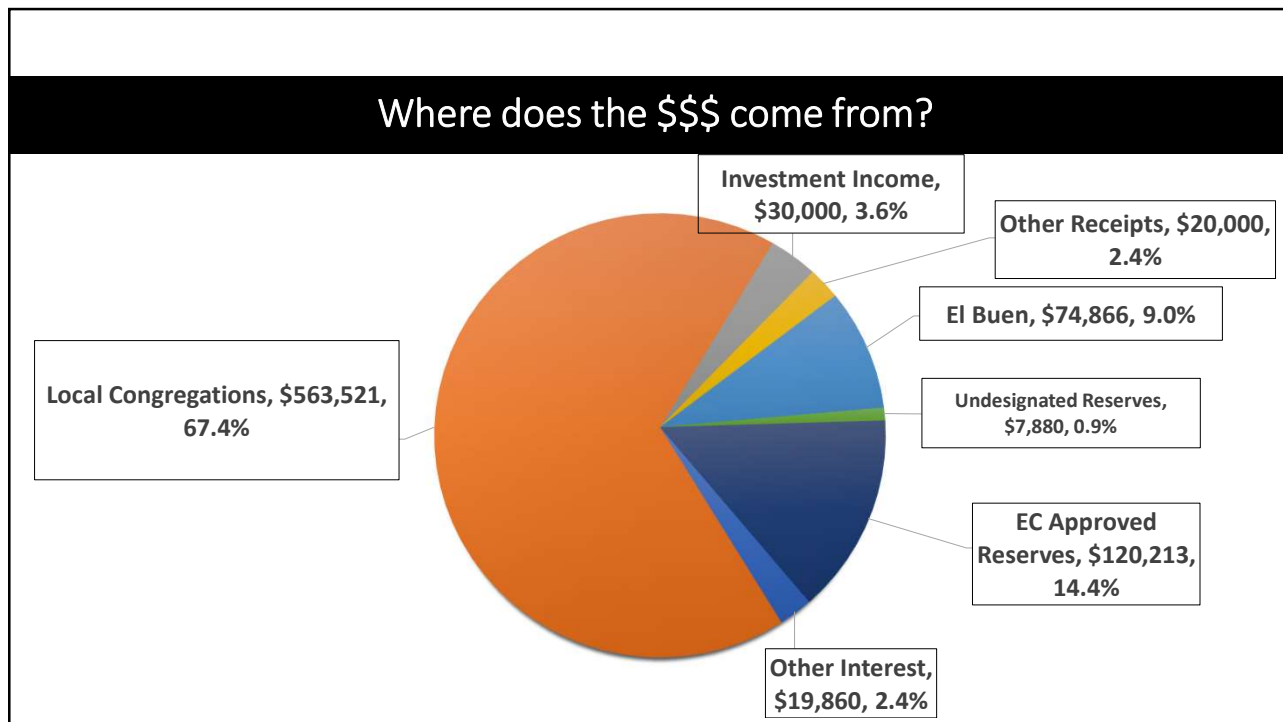
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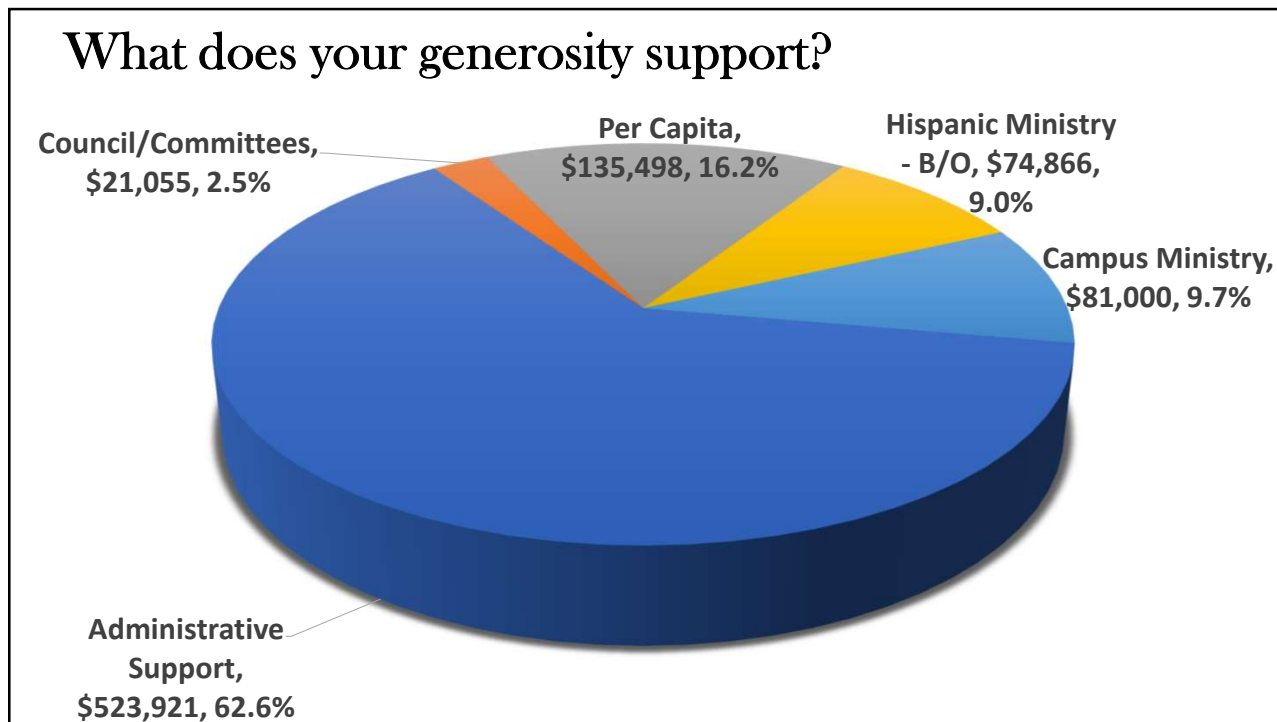


9

Revenue

	2024 Proposed	2023 Adopted	\$ Change
Local Church Support	\$563,521	\$580,000	-16,479
Other Receipts	20,000	20,000	0
Investment Income	30,000	20,000	+10,000
Interest	19,860	500	+19,360
El Buen – budget only	74,866	71,940	+2,926
EC approved Designated Reserves	120,213	116,711	+3,502
Undesignated Reserves	7,880	15,849	-7,969
Total	\$836,340	\$825,000	+\$11,340

10

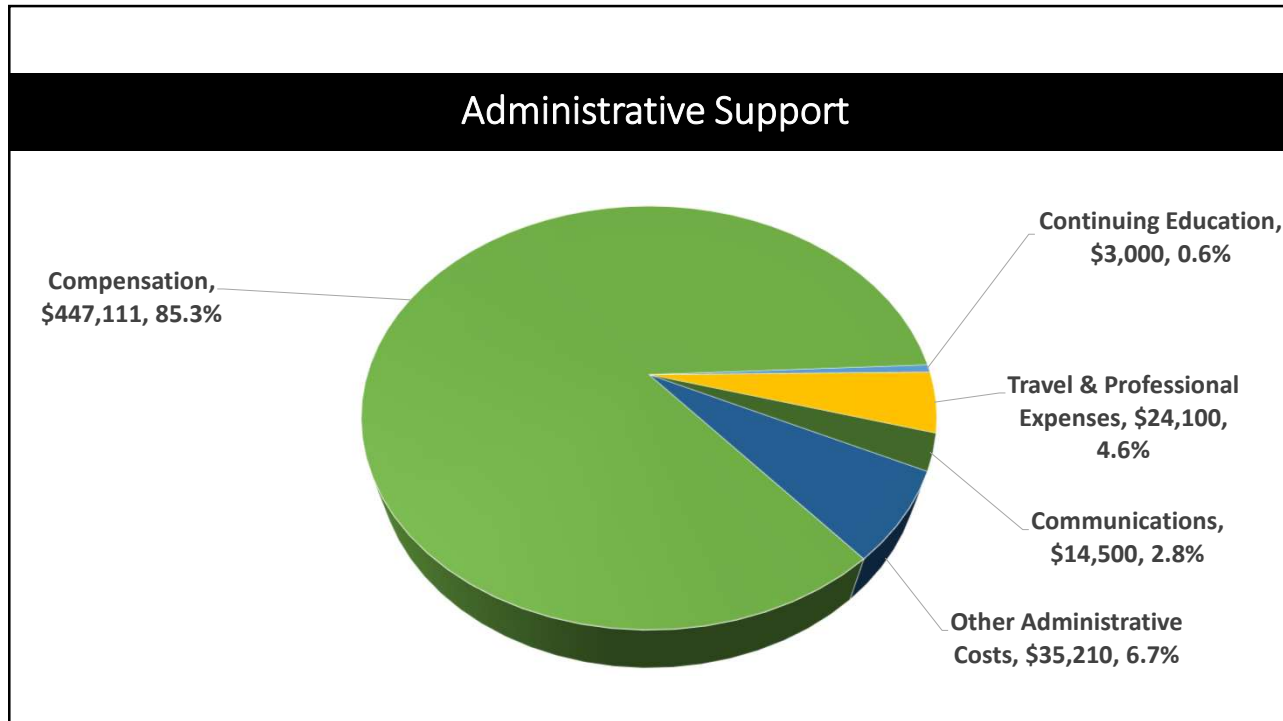


11

Expenses

	2024 Proposed	2023 Adopted	\$ Change
Campus Ministry	\$81,000	\$80,928	+72
Per Capita – General Assembly	112,496	116,108	-3,612
Per Capita – Synod	22,002	22,593	-591
NC Council of Churches	1,000	1,000	0
Committees/Council	21,055	25,705	-4,650
Administrative Support	523,921	506,726	+17,195
Hispanic Ministry – Budget only	74,866	71,940	+2,926
Total	\$836,340	\$825,000	+\$11,340

12



13

Compensation Expenses

2024 Compensation & Benefit Schedule	Salary	*Benefits	Total
NEW General Presbyter (FT)	\$107,650	\$41,983	\$149,633
Designated Presbyter - Transform Ministry (FT)	\$55,338	\$64,875	\$120,213
Stated Clerk (PT)	\$14,050	\$1,075	\$15,125
Director of Communications (PT)	\$27,584	\$2,112	\$29,695
Administrative Assistant (FT)	\$48,547	\$18,014	\$66,561
Financial Secretary (PT)	\$24,121	\$30,962	\$55,083
Compensation Totals	\$277,290	\$159,021	\$436,311

*Benefits include Board of Pensions, FICA, Housing Allowance, SECA if applicable
 General Presbyter & Designated Presbyter receive Housing Allow, BoP & SECA; Admin Asst & Financial Secretary receive Medical Coverage through BoP. Also include FICA for Director of Comm, Stated Clerk, Admin Asst & Financial Secretary
 3% increase included for staff EXCEPT for General Presbyter

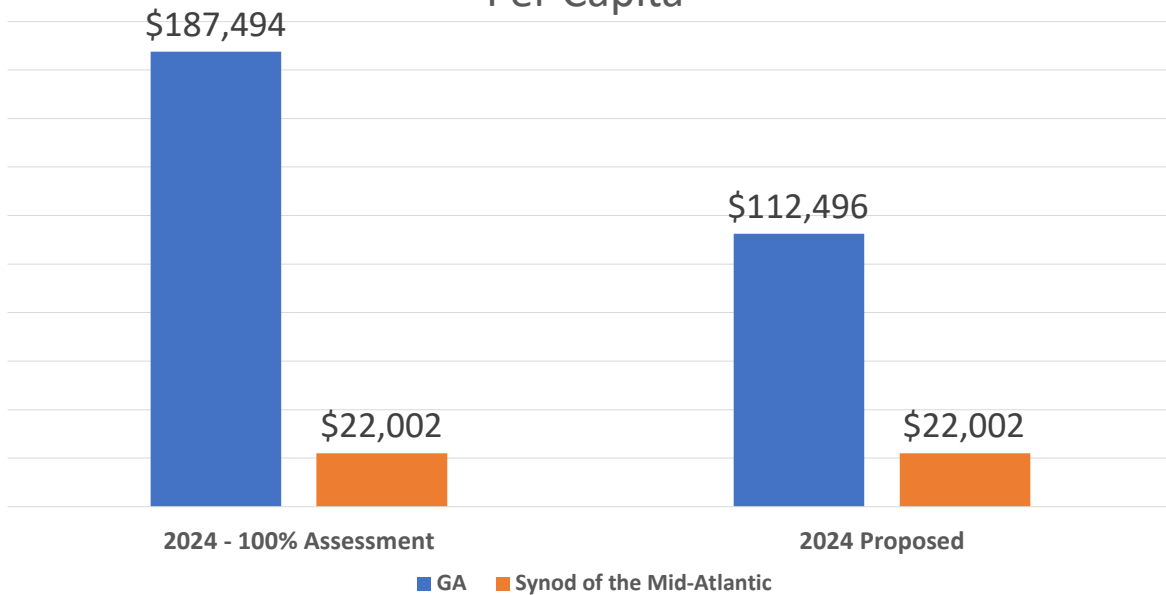
14

Administrative Costs other than Compensation

	2024 Proposed	2023 Adopted	\$ Change
Continuing Education	\$3,000	\$3,000	0
Travel/Professional Expenses	24,100	16,000	+8,100
Communications	14,500	14,500	0
Administrative Costs	18,100	22,769	-4,669
Insurance	17,110	16,600	+510
Total	\$76,810	\$72,869	+\$3,941

15

Per Capita



16

Interesting Facts

If every church paid \$41 per member

- Covers budget with exception of DPTM position
- Would allow for full funding for GA assessment

70 churches pledged in 2023

Not all churches pay the \$41 per member

Some churches pay more than their share

17

2024 Budget Proposal



Local Church Per Capita

Remains \$41 per member



Requires roughly \$53,440 per month to meet budget without tapping into reserves



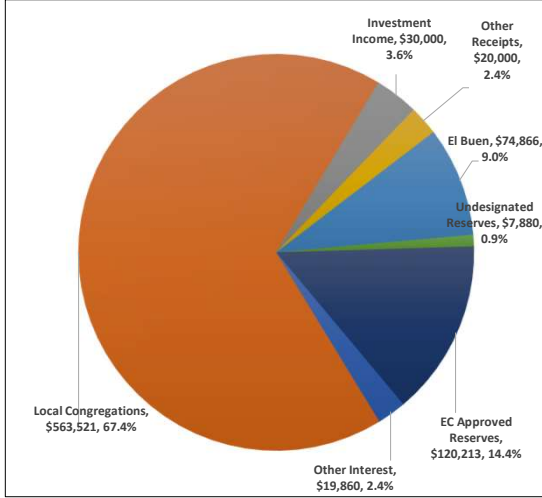
DPTM position funded using Designated Reserves

Final portion of EC Strategic Initiative Funds & will require use of Designated Funds (from Sale of Presbytery Office Building)

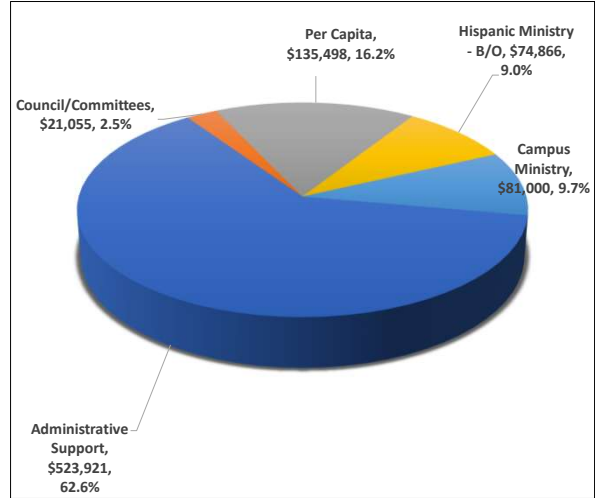
18

2024 Proposed Budget – Endorsed by Executive Council

Revenue = \$836,340



Expenditures = \$836,340



19



Questions/Discussion

20

SALEM PRESBYTERY 2024 PROPOSED BUDGET

Council Endorsed ~~530~~ 10-19-2023

	2024 Proposed	%	2023 Adopted	\$ Diff
REVENUE				
¹ Per Capita - Local Church Support	572,896		580,000	(7,104)
² Other Receipts	20,000		20,000	-
² Investment Income	30,000		20,000	10,000
² Interest	19,860		500	19,360
Reimbursement - El Buen	74,866		71,940	2,926
³ EC Approved Use of Designated Reserves	120,213		116,711	3,502
⁴ Withdrawal from Undesignated Reserves	-		15,849	(15,849)
TOTAL REVENUE	837,835		825,000	12,835
EXPENDITURES				
CAMPUS MINISTRY				
⁵ Campus Ministries	81,000			81,000
ASU	-		18,048	(18,048)
NC School of the Arts	-		4,096	(4,096)
St James at A&T	-		16,832	(16,832)
Ukirk of Greensboro	-		26,752	(26,752)
W-S Area Campus Ministry	-		9,920	(9,920)
W-S State - Grace Pres	-		5,280	(5,280)
Campus Ministry Total	81,000	10%	80,928	72
SEND				
⁶ Per Capita - General Assembly	121,871		116,108	5,763
⁷ Per Capita - Synod Mid-Atlantic	22,002		22,593	(591)
NC Council of Churches	1,000		1,000	-
Send Total	144,873	17%	139,701	5,172
COMMITTEES/COUNCIL				
Church Growth/Transformation	-		250	(250)
Committee on Ministry	8,100		10,000	(1,900)
Preparation for Ministry	7,535		9,535	(2,000)
Resource Center	1,620		1,620	-
Youth	4,000		4,000	-
Comm on Representation	100		100	-
Missions	-		200	(200)
Committees/Council Total	21,355	3%	25,705	(4,350)
ADMINISTRATION				
⁸ Compensation				
Salaries	273,421		243,707	29,714
Housing	25,000		41,667	(16,667)
Salary - SECA	6,146		13,342	(7,196)
Insurance/Benefits	117,620		115,603	2,017
FICA/Medicare	8,744		8,488	256
⁹ Engagement Pastors	10,800		10,800	-
Staff Appreciation	-		250	(250)
Compensation Total	441,731	53%	433,857	7,874
Compensation - Hispanic Ministry				

	2024 Proposed	%	2023 Adopted	\$ Diff
Hispanic Ministry Compensation	74,866		71,940	2,926
Compensation - Hispanic Ministry Total	74,866	9%	71,940	2,926
Continuing Education				
General/Administrative Presbyter	2,000		2,000	-
DP for Transformational Ministry	1,000		1,000	-
Communications Director	-		-	-
Other Employees	-		-	-
Continuing Education Total	3,000	0.4%	3,000	-
Travel & Professional Expenses				
General Presbyter	7,500		7,500	-
DP for Transformational Ministry	4,000		2,000	2,000
Communications Director	1,500		1,000	500
Stated Clerk	3,600		2,000	1,600
Other Staff	1,500		1,000	500
Engagement Pastors	2,500		2,500	-
Travel & Professional Expenses Total	20,600	2%	16,000	4,600
Communications				
Telephone/Internet	5,800		5,600	200
Computer	7,700		8,500	(800)
Website	1,000		400	600
Communications Total	14,500	2%	14,500	-
Administrative				
Office Supplies	1,100		1,000	100
Postage/Copying/Printing	1,200		5,100	(3,900)
Professional Fees	13,500		13,000	500
Bank & Payroll Fees	2,500		2,300	200
Miscellaneous	500		1,369	(3,969)
Administrative Total	18,800	2%	22,769	(3,969)
Insurance				
Insurance	17,110		16,600	510
Insurance Total	17,110	2%	16,600	510
TOTAL EXPENSES	837,835	100%	825,000	12,835

2024 PER CAPITA = \$42 per member

Notes to the 2024 Budget Proposal:

- 1 **Local Church Support** - we are asking our churches for an increase in per capita from \$41 to \$42. This ask is based on the assumption that only 80% of the 2022 membership number (15,306) will remit the \$42 ask. The \$1 per member increase is necessary because as the membership number decreases and the budget increases, it requires more funding to meet budget. The numerator is the budget less the designated funds & El Buen reimbursement divided by the membership number assumed (which in this case is 80%). This does not take into account revenue from investments, interest, or the Brotherhood Mutual programs or the undesignated reserves budgeted. The projected decrease is based on current year actuals and the downward giving trends.

	2024 Proposed	%	2023 Adopted	\$ Diff																																
2	<p>Other Receipts, Investment Income, Interest - Other Receipts - Salem Presbytery participates in 2 programs through Brotherhood Mutual (Safe Ministry Program & Ministry Partner Program). \$10,000 is for the Safe Ministry Program & \$10,000 for the Ministry Partner Program. The Safe Ministry Program is on a historical claims basis and we do not know if, or when, Salem Presbytery will be penalized for a roof claim from 2 years ago by El Buen. <u>Investment Income</u> - Based on the General Fund portion of investments with Merrill Lynch. Very conservative projection proposed, however, could see a 5% return. Interest - Interest income from Allegacy operating account, Money Market account, and 2 Certificates of Deposit.</p>																																			
3	<p>EC Approved Designated Reserves - In 2022, Executive Council approved the use of designated reserves to fund the Designated Presbyter for Transformational Ministry (DPTM) position. In 2023, the Strategic Initiatives Reserve Fund was used to fund the position. In 2024, the remainder of the Strategic Initiatives Reserve Fund will be used (\$15,089) plus the Office Building Proceeds Fund [2024 depletes the Strategic Initiatives reserve fund (\$105,124)]. In 2025, this position will be funded with reserves for 10 months (Jan 1 - Oct 31, 2025).</p>																																			
4	<p>Withdrawal from Undesignated Reserves - used to balance the budget. The intent is to have other revenues received, including local church support, is such that we will not have to rely on our already diminishing reserves to cover operating expenses. Withdrawals from reserves is not a sustainable model. It is proposed that if reserves are needed, that the undesignated reserves from church property sales (i.e. Waughtown/Southminster & Covenant properties) set aside for General Fund use be used to cover this need.</p>																																			
5	<p>Campus Ministries - The lump sum recommended for Campus Ministries is provided for the Campus Ministry Task Force to complete its work on a new model for the Presbytery supported campus ministries.</p>																																			
6	<p>Per Capita - General Assembly - The full G.A. assessment for 2024 is based on \$9.80 per Presbytery member based on the 2022 member number (19,132) and would be \$187,493.60. Due to local church support trends, this is not a number that our Presbytery could remit. Therefore, the 2024 proposed budget reflects 65% of the apportionment or \$121,871 which is \$5,763 higher than the 2023 budget. The 2022 membership number <i>does not</i> factor in the Covenant and Stoneville closures or the Franklin PC dismissal from Salem Presbytery, those numbers will not reflect until the 2025 budget.</p>																																			
7	<p>Per Capita - Synod of the Mid-Atlantic - the decrease reflected in this area is due strictly to the decrease in the membership number used for 2023. This is 100% of the 2023 apportionment for Synod for Salem Presbytery. The Synod per capita for 2023 remains \$1.15 per member. The member number used is as of 12/31/2022 (19,132) .</p>																																			
8	<table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Compensation - 2024 Compensation & Benefit Schedule</i></th> <th style="text-align: right;"><i>Salary</i></th> <th style="text-align: right;"><i>*Benefits</i></th> <th style="text-align: right;"><i>Total</i></th> </tr> </thead> <tbody> <tr> <td style="padding-left: 40px;">**General Presbyter (FT)</td> <td style="text-align: right;">\$103,783</td> <td style="text-align: right;">40,475</td> <td style="text-align: right;">\$144,258</td> </tr> <tr> <td style="padding-left: 40px;">Designated Presbyter for Transformational Ministry (FT)</td> <td style="text-align: right;">\$55,338</td> <td style="text-align: right;">64,874</td> <td style="text-align: right;">\$120,212</td> </tr> <tr> <td style="padding-left: 40px;">Stated Clerk (PT)</td> <td style="text-align: right;">\$14,050</td> <td style="text-align: right;">1,075</td> <td style="text-align: right;">\$15,125</td> </tr> <tr> <td style="padding-left: 40px;">Director of Communications (PT)</td> <td style="text-align: right;">\$27,583</td> <td style="text-align: right;">2,110</td> <td style="text-align: right;">\$29,693</td> </tr> <tr> <td style="padding-left: 40px;">Administrative Assistant (FT)</td> <td style="text-align: right;">\$48,547</td> <td style="text-align: right;">18,014</td> <td style="text-align: right;">\$66,561</td> </tr> <tr> <td style="padding-left: 40px;">Financial Secretary (PT)</td> <td style="text-align: right;"><u>\$24,120</u></td> <td style="text-align: right;"><u>30,962</u></td> <td style="text-align: right;"><u>\$55,082</u></td> </tr> <tr> <td style="padding-left: 40px;"><i>Compensation Totals</i></td> <td style="text-align: right;"><i>\$273,421</i></td> <td style="text-align: right;"><i>157,510</i></td> <td style="text-align: right;"><i>\$430,931</i></td> </tr> </tbody> </table> <p><i>* Benefits include Board of Pensions, FICA, Housing Allowance, SECA if applicable</i></p> <p><i>** Salary number for General Presbyter position includes Salary, SECA & Housing Allowance. Benefits for GP includes only Board of Pension based on salary of \$103,783)</i></p> <p><i>General Presbyter & Designated Presbyter receive Housing Allow, BoP & SECA; Admin Asst & Financial Secretary receive Medical Coverage through BoP. Also include FICA for Director of Comm, Stated Clerk, Admin Asst & Financial Secretary</i></p>				<i>Compensation - 2024 Compensation & Benefit Schedule</i>	<i>Salary</i>	<i>*Benefits</i>	<i>Total</i>	**General Presbyter (FT)	\$103,783	40,475	\$144,258	Designated Presbyter for Transformational Ministry (FT)	\$55,338	64,874	\$120,212	Stated Clerk (PT)	\$14,050	1,075	\$15,125	Director of Communications (PT)	\$27,583	2,110	\$29,693	Administrative Assistant (FT)	\$48,547	18,014	\$66,561	Financial Secretary (PT)	<u>\$24,120</u>	<u>30,962</u>	<u>\$55,082</u>	<i>Compensation Totals</i>	<i>\$273,421</i>	<i>157,510</i>	<i>\$430,931</i>
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9	<p>Engagement Pastors - Engagement Pastors receive a stipend of \$180 per month. There is one Engagement Pastor per parish (\$180 per month x 5 Engagement Pastors x 12 months). They also receive mileage reimbursement for travel within their parishes if requested.</p>																																			



2024 Pledge to Salem Presbytery

“Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received...so that God may be glorified in all things through Jesus Christ.” - 1 Peter 4:10-11

_____ Presbyterian Church of
_____, NC pledges the
following amount to support the mission and
ministry of Salem Presbytery, the Synod of the Mid-
Atlantic, and the General Assembly. Our 2024
commitment is based upon a total per capita rate of
\$41 per member.

TOTAL PLEDGE AMOUNT for 2024:

\$_____ payable _____ monthly
_____ quarterly
_____ annually

Commissioner Report Form

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

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

a. The main ACTIONS of the Presbytery were: **REACH, EQUIP, SEND**

1)

2)

3)

b. The RESOURCES offered were:

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

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

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

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

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

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

VII. **Next Presbytery Meeting:**

Tuesday, February 13, 2024: All on the ZOOM platform

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:

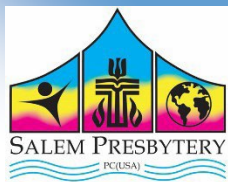
Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

Please return form to:
 Salem Presbytery
 P.O. Box 1763
 Clemmons, NC 27012
 office@salempresbytery.org



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.*