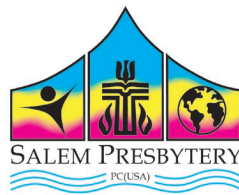


P. O. Box 1763, Clemmons, NC 27012
336.766.3393



www.salempresbytery.org

TO: Members of Salem Presbytery and Commissioned Ruling Elders
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 Ministers)
Visitors and Guests of the Presbytery

Meeting: Tuesday, February 21, 2023

Worship will begin at 9:00 am.

PLACE: ZOOM Virtual Platform - Registration required prior to 5:00pm, 2/20/2023.

Register here, if you haven't already:

<https://us02web.zoom.us/join/register/tZ0uf-uhqzwtE9y5jd6tD9hitd8b1BmS9MM>

This meeting will be on the ZOOM platform. We are planning to be in person again, this coming May!

We are grateful to the 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

Our Vision

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

9:00amv **Call to Order and Opening Prayer** Elder Catrelia Hunter, Moderator

Worship and Celebration of the Lord's Supper

Worship led by Salem Presbytery's Black Caucus

Preaching: Co-Moderator of the PCUSA General Assembly, the Rev. Shavon Starling-Louis

9:45 **Organization of Presbytery** Moderator
Establishment of Quorum Elder David Vaughan, Stated Clerk
New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.)
Approval of Docket

Moderator's Welcome Moderator
Corresponding Members (Teaching Elders from other Presbyteries and ministers of other Christian denominations)
Ruling Elder Commissioners attending for the first time
Visitors and Guests

9:55 **Land Acknowledgement**

10:00 **Omnibus Motion - Constitutional Amendments pg. 4** Stated Clerk, Rev. Jennie Hemrick
Motion to suspend standing rules requiring written vote
Motion to adopt the following constitutional amendments: 22A, 22B, 22C, 22D, 22F, 22G, 22H, 22I, 22J, 22K, 22L, 22M, 22N, 22Q, 22R, 22T, 22V, 22W, 22X, 22Y, 22Z, 22AA, 22BB, 22CC, 22DD, 22EE, 22FF

10:15 **Transitional General Presbyter's Welcome and Report pg. 5** Rev. Barbara Smith
Rev. Evan Harrison, Engagement Pastor

10:20 **Designated Presbyter's Welcome and Report pg. 6** Rev. Jodi Ligan

10:25 **Stated Clerk Communications & Report pg. 7** Stated Clerk

10:30 **Board of Pensions p. 14** Elder Elizabeth Little

10:40 **Executive Council pg. 16** Rev. Jennie Hemrick
Budget and Finance Committee **pg. 18**
Election of GP Search Committee Rev. Hemrick
Stewardship Committee Rev. Kyle Goodman, Rev. Kim Priddy

11:00 **Church Growth and Transformation Committee** Rev. Lee Zehmer

11:15	Committee on Preparation for Ministry	pg. 26	Rev. John Senior
11:30	Commission on Ministry		Rev. Amanda Anderson, Rev. John Johnson
	Task Force on Examinations	pg. 28	Rev. Travis Milam
	Welcome Liturgy	pg. 33	
	Quarterly Report	pg. 34	
	Presentation of Call		
	Service of Honorable Retirement	pg. 38	
	The Rev. Felicia Stewart Hoyle		
12:15	Committee on Representation	pg. 41	Rev. Sam Perkins
12:20pm	New Business		Moderator
	Announcements		
	Adjournment with Benediction		

Next Presbytery Meeting:

Tuesday, May 16, 2023

In Person Only (LiveStream/ZOOM participation TBA): North Wilkesboro Presbyterian Church

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.

Constitutional Amendments may be found at the following web address:

English: https://www.pcusa.org/site_media/media/uploads/oga/pdf/bk_of_amends_2022_final_1122023.pdf

Spanish: https://www.pcusa.org/site_media/media/uploads/oga/pdf/ga225_book_amendments_2022_final_es.pdf

Korean: https://www.pcusa.org/site_media/media/uploads/oga/pdf/ga225_book_amendments_2022_final_ko.pdf

In an omnibus motion, the Executive Council will recommend the adoption of the following amendments:

- 22-A
- 22-B
- 22-C
- 22-D
- 22-E
- 22-F
- 22-G
- 22-H
- 22-I
- 22-J
- 22-K
- 22-L
- 22-M
- 22-N
- 22-Q
- 22-R
- 22-T
- 22-V
- 22-W
- 22-X
- 22-Y
- 22-Z
- 22-AA
- 22-BB
- 22-CC
- 22-DD
- 22-EE
- 22-FF

Transitional General Presbyter

We are into our third year together! And today marks one more very important step on your journey toward installed leadership. Today you will elect your General Presbyter Search Team.

After their election today, the Search Team will schedule their first meeting, which will include our Synod Executive, the Rev. Warren Lesane, Jr. They will be “trained” by Rev. Lesane for their work together and then hit the ground running! And – not to put any undue pressure on them – the hope is that a candidate for your next General Presbyter will be presented to you for election at your September 9 stated meeting. The plan (of course, it’s all in God’s time) would be for that person to begin their work with you as of November 1, following my October 31 retirement.

But while we look ahead, be assured that our work together continues. The Committee on Preparation for Ministry is restructuring their work this year. And the very important work of a Campus Ministry Task Force is underway. Jodi Lingan continues to work with our smaller churches as they discern their own way forward, a position that continues until – at least – October 31, 2025!

In my November 2022 report to you, I highlighted the work of our Engagement Pastors. Now I want to give a shout out to your presbytery staff – David Vaughan, Jodi Lingan, Renee Carter, John Johnson and Christine Ratledge. They are competent, caring, and conscientious. And together, this team works seamlessly together. I hope you realize how lucky you are because not all presbyteries are as blessed as you! I am privileged to call them colleagues, team members, and friends!

Salem Presbytery – you have done, and continue to do amazing work to enter the future God has for you – with hope! You are a very different presbytery than when I arrived, and I look forward to seeing what progress we continue to make in our last number of months together.

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

Greetings Light Bearers of Salem Presbytery!

Since we were last gathered, one of God's precious churches in Salem Presbytery has dissolved: Covenant Presbyterian Church in Winston Salem. We wrap a lot of polity around how to go about dissolving a church decently and in order. It is not something anyone takes lightly. At its most ambitious, our polity can feel oppressive and burdensome. However, at its very best it provides us a framework for moving forward relationally in love during the most distressing of times.

SALEM PRESBYTERY
DISSOLVING A CONGREGATION:
GUIDELINES FOR AND RESPONSIBILITIES OF THE
ADMINISTRATIVE COMMISSION
March 2022
(adapted from the Presbytery of New Harmony)

From *Companion to the Constitution of the Presbyterian Church U.S.A.*:
When a Church Is Dissolved or Dismissed

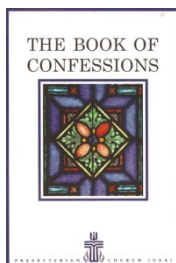


Our polity is continually being assessed, so that it can best be applied to serve Jesus Christ. It is not a weapon to be wielded in anger or frustration, but a resource to bind and connect us in love. This polity yielded support from the entire Presbytery to enable Covenant to have time to discern if it was able to continue its ministry. Members of five churches in two Parishes served on two Administrative Commissions walking alongside as Covenant's Session ultimately made the heart-rending decision to dissolve.

"No branch can bear fruit by itself" ~John 15:4



On February 2nd, several of our installed church ministers participated in a Call to Conversation to better understand some of the issues facing uninstalled ministries as well as share lessons learned to strengthen their ministries. This Spring a similar opportunity will be held for our uninstalled ministries. Our relational connectedness to walk together is a hallmark of our PCUSA tradition to honor Jesus Christ as the head of the church.



As we emerge from this season of Epiphany light, may we be committed to reclaiming what it means to be relational and connectional in Salem Presbytery: to being "a friend among our colleagues" in these dynamically changing times. And in our service, may we "try to show the love and justice of Jesus Christ". And especially may we do this with "energy, intelligence, imagination, and love."¹ To God be the glory!



With a grateful heart for each of you, jodi

"A city built on a hill cannot be hidden. ¹⁵No one after lighting a lamp puts it under the bushel basket, but on the lampstand, and it gives light to all in the house. ¹⁶In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven." ~Matthew 5:14-16

¹ PCUSA Constitutional Vows

FOR INFORMATION:

May 2023 Presbytery Meeting

I am delighted to announce that we have accepted the kind invitation of the North Wilkesboro Presbyterian Church to host our in-person meeting scheduled for Tuesday, May 16, 2023. Pre-registration will be strongly encouraged. (We are working on the provision of ZOOM participation and/or live-streaming of the meeting.) Please mark your calendar now and plan to join us for our first in-person gathering since February 2020!

Session Minutes Reviews

I am working on a schedule of these gatherings, to take place from March-May in various parish locations. Clerks of Session should watch upcoming editions of *Salem Matters* and their email in-box.

Synod of the Mid-Atlantic - End of the Year letter

Please see the letter from the Synod of the Mid-Atlantic which is a part of today's packet.

FOR ACTION:

Final Report, Administrative Commission #1 for Covenant PC

I am including in the packet the final report of the first Administrative Commission for Covenant PC. This AC's work was to help the Covenant Session determine the church's future in the wake of a major embezzlement. This AC's work is complete, and I will ask the Presbytery to dissolve the AC with profound thanks.

Administrative Commission #2 for Covenant PC

The work of this AC is nearly complete. The Covenant PC congregation was dissolved by act of this AC on January 31, 2023, and the real property is now in the Presbytery's custody. I invite the Presbytery to review the history of Covenant PC as included in today's packet. I will ask the Moderator to invite the Rev. Jodi Lingan to lead the Presbytery in prayer.

David Vaughan
Stated Clerk
statedclerk@salempresbytery.org



3601 Seminary Avenue | Richmond, Virginia 23227 | 804 342-0016 | www.synatlantic.org

To: RE David Vaughan, Stated Clerk, Salem Presbytery
TE Barbara Smith, Transitional General Presbyter
From: Warren Lesane Jr, Executive and Stated Clerk
Ref: Praising God for an Amazing Year in Advance
Date: January 17, 2023

January 3, 2023 marked my real time return from a three-month sabbatical of research, rest, and re-creation. If you have not taken a sabbatical at this point in your ministry, I recommend it highly. So, with a spirit of gratitude and restfulness, the synod staff wish for you, your family and ministry Happy New Year!

Allow me to express appreciation to Salem Presbytery for faithfulness in serving your congregations. Further, thank you for supporting the ministry and work of the synod throughout 2022. Faced with the challenges that test faith and efforts of presbytery leaders, thanks for your tenacious spirit to move the needle toward progress.

Synod has \$6,965 to help presbyteries implement M-25. Request them by simply submitting a letter of request indicating the scope of your plans, how they will be evaluated, and a commitment to share the results with the synod. These funds can also assist presbytery leaders to attend the AMCL-ASC's Pilgrimage March 28-31, 2023 and will include visits to the Equal Justice Initiative Legacy Museum and National Memorial for Peace and Justice, in Montgomery AL.

As we Praise God for an Amazing Year in Advance, can the synod anticipate the support in 2023?

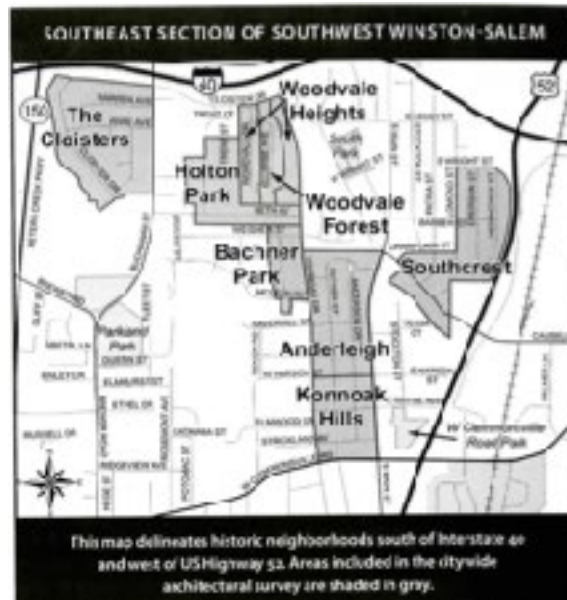
- Thanks for providing leadership to serve on synod's committees and commissions.
 - Committee on Representation – VACANT (Cls 2025-1)
 - Permanent Judicial Commission – David P. Parker (Cls 2027)
 - Jubilee Fund Committee – VACANT (Cls 2025-1 TBD)
 - Nominating Committee – Kim Priddy (Cls 2023-1)
 - Synod Commissioners – Felicia Stewart Hoyle (Cls 2023-1) and Vacancy (Cls 2025-1)
- January 6, 2023, synod per capita received totaled \$22,075.47, leaving a balance of \$1,428.23. Can we anticipate receiving the balance by the deadline January 27, 2023?
- 2023 synod per capita is \$23,297.85 based on 2021 membership of 20,259. Do your numbers agree with the synod? If not, please let us know. Per capita spreadsheet attachment.

In Preparation and Anticipation for an Amazing 2023:

- ✓ Virtual New Commissioners/Committee Orientation will be held on January 23, 2023.
- ✓ Deadlines for 2023 synod grant applications are February 1st and August 1st.
- ✓ 2023 Synod Assembly dates are March 10-11, 2023 at UPC in Richmond. Presbytery Leaders will meet March 11-12, 2023 as Assembly ends. Fall Assembly is September 10-12, 2023, location TBD.
- ✓ Presbytery Minutes Review begins April 17th. Looking forward to working with your Stated Clerk.
- ✓ As presbytery considers filling vacancies, please keep look at DIVERSITY as best as you can.
- ✓ Reach out if the Synod of the Mid-Atlantic can assist you and the presbytery. Peace and Blessings.

A History of Covenant Presbyterian Church Winston-Salem, NC

Covenant Presbyterian has over a 70-year history in the Konnoak Hills area of Winston-Salem. As many churches have done, they start in a home of a member and that is true of Covenant. As the membership grew they pitched a tent on a corner of Clemmonsville Rd. and Konnoak Drive. Here is a short summary of Covenant's history.



The year is 1929 and Winston-Salem, NC is growing. Realtors, H.W. and W. L. Spough, Spough Realty and Insurance Company, decide to buy farmland south of the city. This farmland will soon become the suburban community of Konnoak Hills. This covered an area of six and one half blocks and contained 212 parcels for building homes. But with the onset of the Great Depression, construction slowed. With its end in 1939 and the beginning of World War II, the economy began to come back and developers once again looked at the area of Konnoak Hills and enlarged it by 3 blocks.¹

¹ Fearnbach, Heather - *Winston-Salem's Architectural Heritage*



Soon the city and area around it became busy hubs for several types of industries. The two major industries were tobacco and textiles. R. J. Reynolds Tobacco and Hanes Hosiery were industries that employed many of the people in the area. In late 1954, Western Electric came into the area. Western offered jobs making switches, etc. for national telephone networks. Many members of Covenant worked for these employers.²

In August 1941 the First Presbyterian Church of Winston-Salem recognized a need for a Presbyterian church in the Konnoak area. It decided to hold a Vacation Church School and erected a tent on the corner of Konnoak Drive and Clemmons Rd.. As interest increased, a Sunday School began at 3226 Luther Street in the home of Mr. and Mrs. J. W. Taylor.

The Rev. G. Raymond Womeldorf, Sr., a missionary home on leave from China, was called to start work in the community and then was called to be Covenant's first minister on April 12, 1942, celebrating the church's first worship in its new building. Covenant was the only church in the Konnoak Hills Community.

In the fall of 1949 the Scout Hut was built on the church's property. The building was used through the years by various boy and girl scout troops.

Covenant's membership started with 77 charter members. With the Konnoak Hills and surrounding area growing, soon young families started attending and membership grew to 253 people. A summer bible school was held yearly and one year we had approximately 100 children attending.

² Friese, Adelaide - *The History of a County on the March*, page 238

The church, being under the watchful eye of First Presbyterian and with their financial help, was able to build a manse in 1945. The manse was eventually sold and removed from the property in 1990.

In 1947 the Ladies Auxiliary, now known as Presbyterian Women, was formed and Covenant Presbyterian was organized by the Commission of the Winston-Salem Presbytery on April 13, 1947. Thus no longer being a mission of First Presbyterian, in 1950 Covenant became self-supporting. In 1951 the Men of the Church, now known as Presbyterian Men, was formed. As the need developed for more room, the members decided to build onto the existing church. A groundbreaking ceremony was held on May 22, 1955. When finished, we celebrated the first worship service in the new sanctuary on October 7, 1956. Over the years we have been spiritually lead by 8 different ministers.

In September, 1963 a weekday kindergarten was opened filling a need in the Konnoak Community. This kindergarten remained active for 11 years.

In June, 1983 The General Assembly voted to merge the Northern and Southern Presbyterian Churches and Covenant became a member of the Presbyterian Church, United States of America (PCUSA). Covenant Presbyterian voted to incorporate which became effective on October 14, 1988. With an ever-changing membership and a more diverse community, Covenant decided to share its building with Monte Sinai Apostolic Church of Christ in the fall of 2015.

As the years have passed Covenant has slowly decreased in membership, through deaths, children growing up and leaving and members moving memberships. We have found ourselves, as many other congregations, needing to close our doors.

Now, in the year 2023, with the prayers of the people, our faith in God, Covenant will still be sharing the love for the family and community with our brothers and sisters in other churches.

May peace, love, joy and hope be with all in the coming years.

In the wake of an \$156,000 embezzlement of Covenant Presbyterian's operating funds and savings discovered in November, 2021, an Administrative Commission (AC) was ultimately appointed by the Presbytery in March, 2022. It was determined at that time that, despite being able to pay existing bills in the near term, there was insufficient backup in the congregation to meet immediate key leadership requirements in the church (e.g. Treasurer, Disburser). Members of the AC attended Session meetings, worship, and Congregational gatherings.

In July 2022, the Commission advised the Session that due to ~\$50,000+ of necessary property repairs¹ and the inability of congregation to provide volunteer support or leadership for existing efforts or assessing future options, they would recommend to Presbytery that the church be dissolved. Communication with the congregation was frequent and varied between February and July. In August, 2022 the Session voted unanimously to dissolve the church.

Major Milestones:

Nov 2021	Embezzlement of \$156,000 discovered; this represented the majority of funds available to the church [note: per the District Attorney, the church was advised not to expect any reimbursement].
Dec 2021	Presbytery provided \$10,000 for church to pay existing bills and one additional month Stated Supply minister resigned to accept another call
Jan 2022	Session Moderator Appointed (Rev. Jodi Lingan)
Mar 2022	Administrative Commission (w/o original jurisdiction) appointed: Rev. Jodi Lingan (Moderator and Session Moderator) Rev. Jud Milam (previous Pulpit Supply Pastor at Covenant) Rev. Jeff Sockwell (installed, Shallowford Presbyterian) Laura Gaylor (Covenant Clerk of Session) Cyndy Hartsfield (elder, Clemmons Presbyterian) Garry Russ (elder, Highland Presbyterian)
Jul 2022	Administrative Commission vote recommends dissolution
Aug 2022	Session votes to dissolve; right of first refusal for sale of the property to be offered to Monte Sinai Evangelical Church (current renters)
Sep 2022	Property to be appraised
Jan 2023	Covenant Presbyterian Church to be dissolved

Administrative Commission Meetings: Mar 29th; Apr 5th, 26th; May 10th, 24th; Jun 7th, 21st; July 5th, 19th; Aug 2nd, 16th

Communication with the Congregation regarding AC findings (March – August):

- Monthly Newsletters, Announcements from the pulpit, Congregational emails

¹ The ~\$30,000 roof replacement was ultimately covered by insurance due to storm damage; this work must be completed prior to sale of the property.

- Six Congregational Gatherings, which served as opportunities for the congregation to receive continual updates, as well as ask questions (April 24, May 22, June 19, July 17, August 14, August 21).

Church Health Assessment Synopsis:

- Finance: While there is adequate post-embezzlement management of funds, there has been no audit, there are no reserves remaining, and when the Treasurer and Disburser requested relief/replacement, no one from the congregation could/would step in. A financial administrative service was considered, but ultimately the Session did not wish to pursue this course of action.
- Property: leaks in the foundation, roof leaks², 2 HVAC units inoperable, mold, landscaping maintenance required
- Spiritual: There have been no baptisms, 3 new members in the last five years. There are no children, young families. Adult Sunday School was ended in February 2022. There is no spiritual energy to support an election of new officers, no volunteers to carry out desired mission programs.

Options Considered: 26 options for potential paths forward, including a proposal from Parkway Presbytery to open a Preschool at the Covenant location, were derived by the Administrative Commission in June; it was decided in July that the Session and Congregation did not have the ability to implement/pursue any of the proposed options, including sale of the building and/or renting back.

Session voted unanimously on August 2, 2022 to dissolve as of January 31, 2023. They requested right of first refusal for sale of the property to be extended to Monte Sinai, a Hispanic congregation that has been renting the space for several years and is interested in potential purchase. They also would like to suggest a potential donation of sale funds to an organization to be determined.

Submitted by Rev. Jodi Lingan (Administrative Commission Moderator) on behalf of
Rev. Jeff Sockwell
Rev. Jud Milam
Elder Laura Gaylor, Covenant Clerk of Session
Elder Cyndy Hartsfield, Clemmons Presbyterian Church
Elder Garry Russ, Highland Presbyterian Church

(Stated Clerk's Note: Agendas and minutes of the AC meetings are available upon request.)

² The ~\$30,000 roof replacement was ultimately covered by insurance due to storm damage; this work must be completed prior to sale of the property.



Elizabeth Little Church Consultant

m: 252-723-8653
elittle@pensions.org

We at the Board are working hard to support our ministers and employees of the Presbyterian Church (USA) in new and creative ways. If you have other ideas about how we can help, please let me know. I am happy to meet with presbytery and church committees to discuss your thoughts and hopes of how we can strengthen the benefits offered to those that serve the Church.

The Board of Pensions is a national agency of the Presbyterian Church (U.S.A.), offering a broad range of benefits to PC(USA) churches, agencies, and mid councils, as well as affiliated employers.

Member/Employer Services: 800-773-7752, M-F 8:30-6:00pm EST

Assistance Program

As part of our commitment to mutual care and wholeness, the Board of Pensions has once again expanded access to the Assistance Program to serve more ministers, employees, retirees, and surviving spouses who have financial need. This latest Assistance Program expansion includes broadened eligibility, increased grant amounts, and two new grants. [Read more](#)

Retirement Conversations

Retirement Conversations is a new online alternative to the Board's in-person THRIVE seminar. It is designed to leverage Board University's on-demand educational offerings covering a wide range of topics related to retirement. This online content is followed by live engagement, focused discussion, and Q&A with other participants, as well as Board University educators. Retirement Conversations is open to plan members, spouses, and surviving spouses within one year of retirement. [Read more](#)

Other important information:

- **New Benefits Connect Coming:** An extensive upgrade is planned later this year for the Benefits Connect system that members and church employers alike use to enroll in and administer benefits. Watch for more updates on pensions.org.
- **New Year Updates:** The new year is a great time for pastors to ensure that personal information is updated and correct in [Benefits Connect](#). If terms of call have been updated, please share with the Board to ensure that all benefits impacts are reflected accurately. This includes updates to [Effective Salary](#). A Pastor's Participation [dues calculator](#) is available if needed.
- **International SOS:** Members covered by the PPO, EPO, or HDHP medical plans or the Medicare Supplement Plan have the protection of International SOS coverage when traveling abroad. [See more](#)



2023 Benefits That Serve the Church

Employers have the flexibility to choose from a variety of benefits that best meet your church's budget and the needs of ministers and employees.

RETIREMENT PROGRAMS

Defined Benefit Pension Plan ● +

The pension plan offers financial security in retirement as guaranteed monthly income, funded through employer dues and investment earnings.

Retirement Savings Plan ● +

Our 403(b)(9) plan can help participants build savings and achieve long-term retirement goals, with pretax and Roth after-tax contribution features.

FINANCIAL PROTECTION PROGRAMS

Death and Disability Plan ● +

This comprehensive plan offers salary continuation, a lump-sum death benefit, and a monthly benefit in the event of long-term disability. Supplemental coverages are also available.

Term Life Plan ●

This low-cost coverage option is available in tiers from \$5,000 to \$50,000, or an income-based benefit amount equal to one times a member's effective salary.

Temporary Disability Plan ● +

For a disability up to 90 days, this benefit provides employees with up to 60 percent of effective salary (subject to IRS annual limits) after a 14-day waiting period.

Long-Term Disability Plan ●

This benefit offers financial protection during a long-term disability that extends beyond 90 days, providing a benefit of up to 60 percent of effective salary (subject to IRS annual limits) throughout the disability.

HEALTH PROGRAMS

Medical Plan ● +

Three coverage options are available: a preferred provider organization (PPO), an exclusive provider organization (EPO), and a qualified high deductible health plan (HDHP). All feature personalized support for navigating healthcare, generous preventive care and prescription drug benefits, an employee assistance plan, telemedicine, and an online well-being program.

Vision Eyewear Plan ● +

Employees can save hundreds of dollars every year on the cost of eyeglasses, contacts, and more through this low-cost benefit.

Dental Plan ● +

This plan provides coverage for a wide range of basic and major services, and orthodontic treatment for children under age 22.

TAX-ADVANTAGED ACCOUNTS

Flexible spending account: dependent care ●

Participants can use pretax dollars to pay for eligible care expenses for children under age 13 and certain older family members.

Flexible spending account: healthcare ●

Participants can pay for eligible healthcare expenses, such as deductibles, copays, and prescription drugs — all with pretax dollars.

Health savings account ●

When offered along with the high deductible health plan (HDHP), these accounts can be used to pay for qualified healthcare expenses.

Work requirement key

- 20 hours or more per week; no requirement for ministers in self-employed validated service
- 20 hours or more per week
- No hourly work requirement
- Requires participation in PC(USA) or other employer-sponsored plan

Included in package and employer required to offer

- + Pastor's Participation
- # Minister's Choice

The Rev. Jennie Hemrick, Moderator

The Executive Council (EC) met on December 15, 2022 and January 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:

- Elected CRE James Harley to a 3-year term on the COM's Task Force on Ministry for the Changing Church.

Business of the Executive Council:

- Approved the docket for the February 2023 meeting of Presbytery;
- Received regular, detailed financial reports from the Budget and Finance Committee; Budget/Finance moderator reported that Fiscal Year 2022 concluded in a healthy position;
- Heard reports on the work of the Administrative Commission to close the Covenant PC (Winston-Salem);
- Authorized the Property Management Committee to negotiate with Monte Sinai Church for the purchase of the Covenant PC property, and agreed to the terms of sale (price, financing, and deposit);
- Elected the Rev. Jennie Hemrick as EC Moderator for 2023, and elected the Rev. Lara Musser-Gritter as the Vice Moderator for 2023;
- Established a task force to develop recommendations regarding the deployment of income from sold real properties;
- Agreed to nominate the following for service on the Search Committee for a General Presbyter: Rev. Stephen Fearing (Guilford Park), Elder Donna Hines (Mt. Jefferson), Elder Catrelia Hunter (Mt. Vernon), Rev. Charlie Lee (Starmount), Rev. Rosa Miranda (Validated Ministry, Presbyterian Mission Agency), Rev. Paul Sink (Taylorsville), Elder Charles Watlington (St. James);
- Approved minutes of previous meetings of the EC and the Presbytery.

For Action –

1. The Executive Council moves that the Presbytery elect the following to a term ending 12/31/2025 on the Committee on Representation: Elder LaQreshia Bates-Harley (Trinity, Salisbury), Rev. Ruth Lenger (HR), Elder Jinx Miller (Baird's Creek), Rev. Paul Sink (Taylorsville).
2. The Executive Council draws the Presbytery's attention to the Report of the Budget and Finance Committee included in today's packet. Elder Ronda Tatum is, we trust, enjoying her trip to the Holy Land today, but Presbytery Financial Secretary Renee Carter is present today to address any questions related to this report.
3. The Executive Council moves that the Presbytery elect the following to the Search Committee for a new General Presbyter: Rev. Stephen Fearing (Guilford Park), Elder

Donna Hines (Mt. Jefferson), Elder Catrelia Hunter (Mt. Vernon), Rev. Charlie Lee (Starmount), Rev. Rosa Miranda (Validated Ministry, Presbyterian Mission Agency), Rev. Paul Sink (Taylorsville), Elder Charles Watlington (St. James).

4. The Executive Council asks the Moderator to recognize Rev. Kyle Goodman and Rev. Kim Priddy to speak to the Presbytery on behalf of the Stewardship Committee.



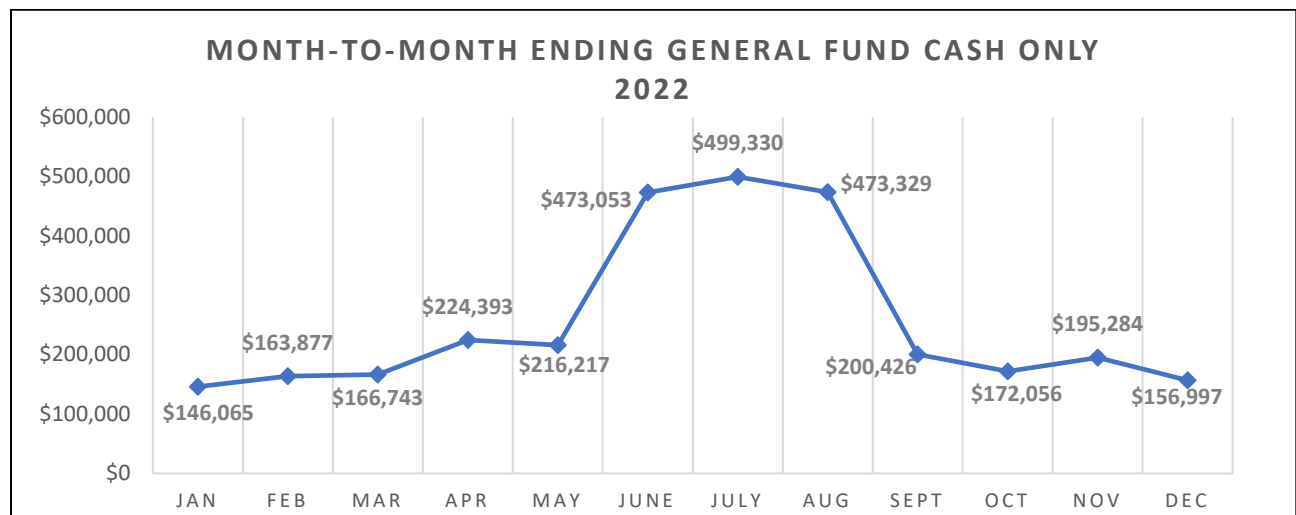
To: Members of Salem Presbytery
 From: Ronda Tatum, Chair, Budget & Finance Committee
 Date: February 15, 2023
 RE: Budget & Finance Committee Report

The Budget & Finance Committee makes the following report:

Salem Presbytery was blessed during 2022. While we certainly did not blow it out of the water, financially we finished with a strong cash position going into 2023 and made some moves to position the Presbytery for a better 2023.

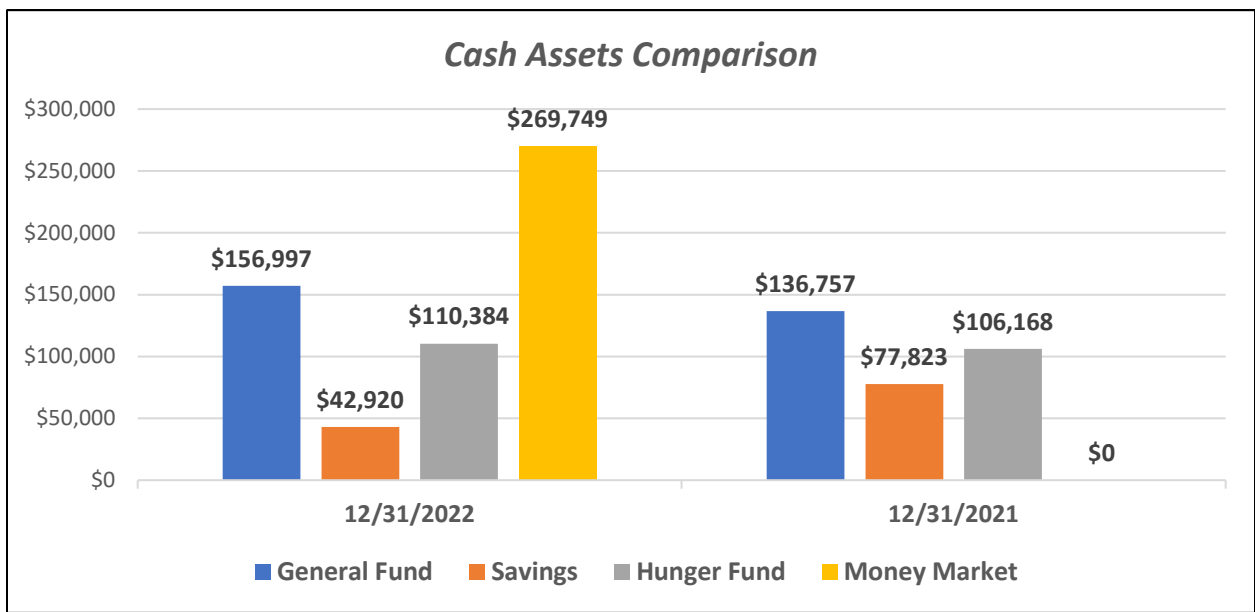
Preliminary December 2022 Statement of Financial Position

On December 31, 2022, General Fund or operating cash totaled \$156,997 (Line 1 of statement of financial position). The following chart provides a month-to-month end look at operating cash. Please note that the big increase from May to June relates to the receipt of the proceeds from the sale of the Christ Church property while the big decrease between August and September results from shifting \$249,049 (residual from the Christ Church sale) to a High Tier Money Market account which is currently earning 1.1% versus the quoted 0.6%.



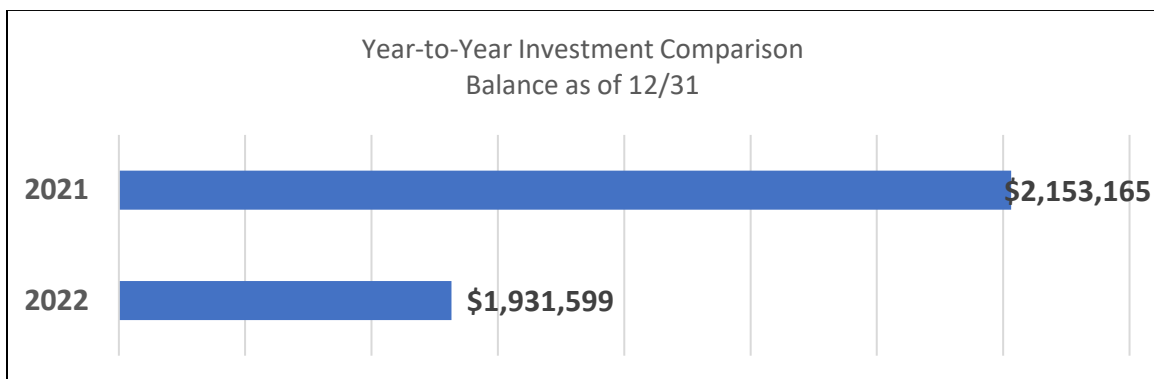


The next chart compares 2022 & 2021 Cash Assets on December 31. Please note that the 2022 decrease in Savings results from the decision to shift \$5,000 monthly to either the Merrill Lynch investments or the Money Market account to gain better returns. In sum, Savings were not spent on operating or any other efforts but redirected to investments.



Turning other items on the Statement of Financial Position report:

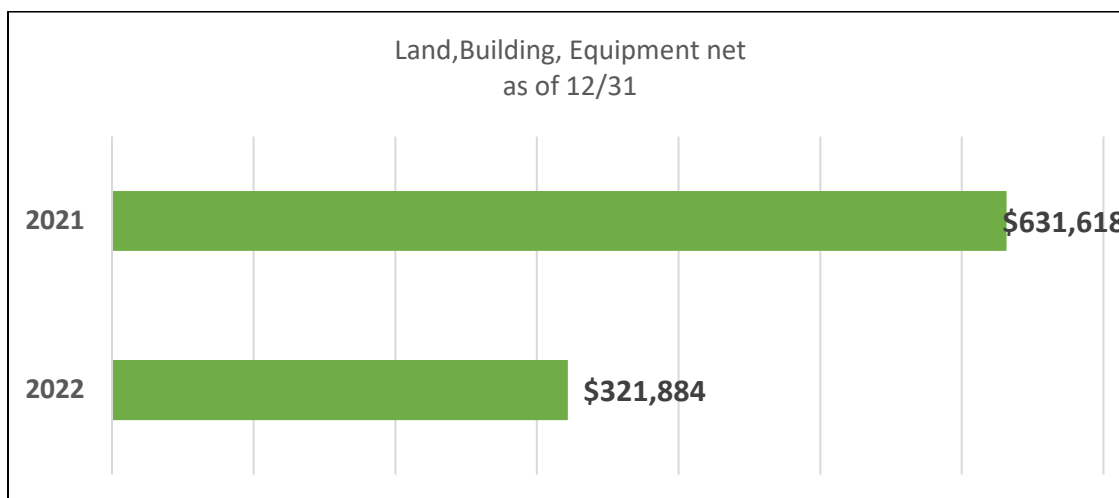
1. **Investments** (Line 8), \$482,705 is available to the General Fund.



The change in investments relates to both realized and unrealized market losses during 2022.



2. **Note Receivable - current** (Line 9), \$1,577 is for the Grace Presbyterian loan which is current.
3. **Land, Building, Equipment** (Line 16) - this is the book value of properties, building, & equipment owned by Salem Presbytery (in Salem Presbytery's name). There was a decrease from 2021 to 2022 related mostly to the sale of the Christ Church property. The chart below reflects the change and is less accumulated depreciation.



4. **Other Liabilities** (Line 26) - this number includes a 2023 pledge payment from Salisbury Second of \$697 and a PCUSA grant of \$1,000 for the Youth. Because the activity related to these funds do not occur until sometime in 2023, the amounts are set up initially as liabilities.

On the Notes to the Financial Statements, the Merrill Lynch balance includes transactions for November and December. For those two months, we saw an unrealized gain of almost \$35,000 which we hope indicates a shift in the market.



Statement of Activities Report

1. Looking at a comparison of the 2022 and 2021 actuals, 2022 reflects Operating Expenditures in Excess of Revenue totaling \$67,775 while in 2021, Operating Revenue was in Excess of Expenditures by \$287,724. The difference is not as daunting as it appears for several reasons:
 - a. First, in terms of revenue, 2021 saw several one-time unusual revenue items reflected in Other Receipts including: two (2) Payroll Protection Loans totaling over \$155,000, two (2) Due Diligence payments for the Christ Church property, and an insurance proceed from Brotherhood Mutual for a claim from El Buen for their roof. These were not recurring items.
 - b. Second, in 2022, the original budget was amended to include the Hispanic Ministry pastor's salary and the addition of the Designated Presbyter for Transformational Ministry position which added over \$150,000 in expenditures to the administrative expenses. While the reimbursement for the Hispanic Ministry salaries is reflected in revenues, the offset for the Designated Presbyter is not shown in the revenues.

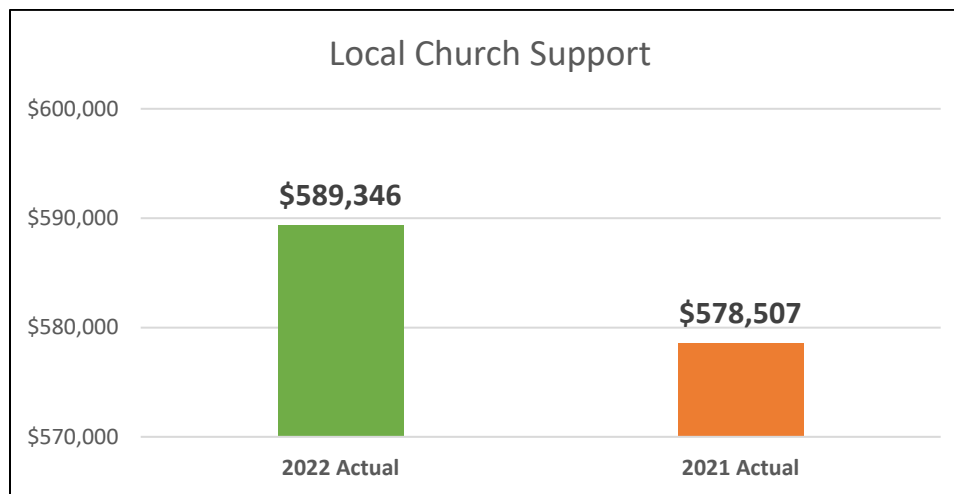
The following table provides the 2022 to 2021 Actual comparison for revenue & expenditures.

	2022 Actual	2021 Actual	Difference 2022 vs 2021
REVENUE			
Local Church Support	589,346	578,507	10,839
<i>Presbytery Support from Churches</i>	583,769	462,435	121,335
<i>Per Capita Received for PCUSA</i>	5,019	103,823	(98,804)
<i>Per Capita Received for Synod</i>	558	11,536	(10,978)
<i>Per Capita Received for Prior Year</i>	0	714	(714)
Other Receipts	20,712	227,783	(207,072)
Rental Income	1,800	2,964	(1,164)
Income from Investments	22,972	26,527	(3,555)
Realized Gain/(Loss) on Investments	(9,588)	38,517	(48,105)
Other Interest	1,364	575	789



Reimbursement from El Buen	70,951	0	70,951
Transfer from Other Funds	0	71,966	(71,966)
Transfer from Campus Ministry Fund	5,469	0	5,469
Transfer from Seminary Education Fund	2,950	0	2,950
Total Revenue	705,976	946,840	(240,864)
EXPENDITURES			
Campus Ministry	86,397	101,160	(14,763)
GA & Synod Support	138,043	129,199	8,845
Defined Ministries	1,000	1,000	0
Council/Committees	10,734	17,255	(6,521)
Hispanic Ministry	0	54,118	(54,118)
Administrative	529,108	350,035	179,074
Closed Church Expense	8,469	6,349	2,120
Total Expenditures	\$773,752	\$659,116	\$114,636
Operating Expenditures in Excess of Revenue	(67,775)	\$287,724	(\$355,500)
<i>Gain on Sale of Property</i>	\$91,267	\$0	\$91,267
<i>Transfer from GF to Other Funds</i>	(207,400)	(557,876)	\$350,476
<i>Unrealized Gain/(Loss) on Investments</i>	(132,347)	(39,602)	(92,745)
General Fund Expenditures in Excess of Revenue	(316,256)	(309,754)	(\$6,502)

2. Turning to 2022 results only, **Church receipts** (Line 4 of Statement of Activities Report) reflects \$29,346 over budget at year-end. Excess of church receipts over budget is reflected in the GA Support expense line due to GA per capita being paid as a percentage of Church Support.



3. **Rental income** (Line 6) reflects 3 months of rent from Greater Remnant Church for use of the Christ Church property.
4. **Other Interest** (Line 9) is over budget because of additional interest earned on the Money Market account which added \$748 of interest since late September.
5. Looking at Expenditures,
 - a. **Committees** (Line 18) was under budget by over \$18,000.
 - b. **Compensation** (Line 20) was over budget due to year-end bonuses totaling \$11,489.
 - c. **Other Administrative** (Line 25) was over budget due to entries for uncollected pledges and depreciation expense.
6. **Undesignated Church Support Report** - December was a good month for cash receipts and we ended 2022 \$12,000 greater than 2021. Looking at the actual received as a percentage of budget, if you take consider the amended budget which added the Designated Presbyter position and the Hispanic Ministry position (both revenue offset), the percentage of budgeted Church Support received is 78.43%. However, if we look solely at the original budget of \$616,000 which is what churches supported, then the percent of budget received is 97.65%.



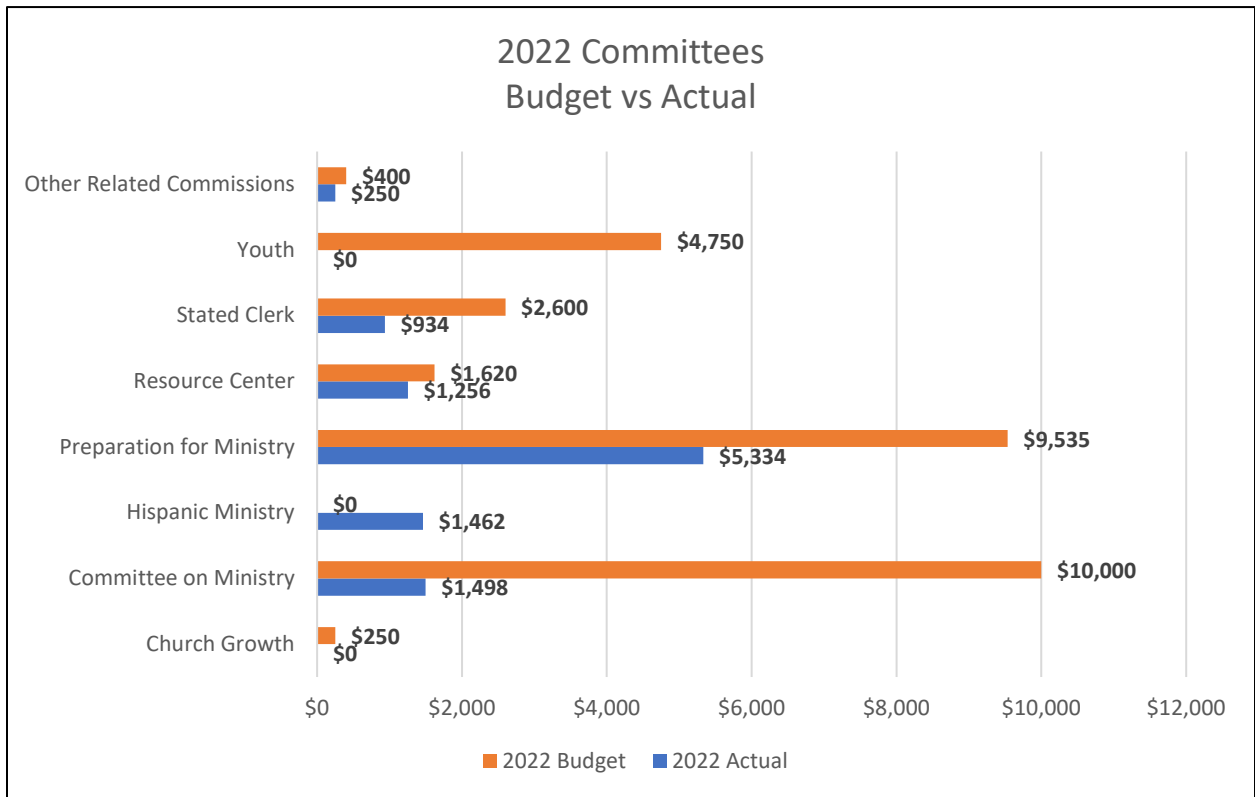
	2014	2015	2016	2017	2018	2019	2020	2021	2022 Amend	2022 Original*
Actual	835,643	825,470	721,922	684,569	627,974	612,069	611,207	589,453	601,535	601,535
Budget	981,318	1,004,170	1,028,903	1,044,088	1,015,257	905,779	695,638	665,412	766,951	616,000
<i>YTD % Received</i>	85.16%	82.20%	70.16%	65.57%	61.85%	67.57%	87.86%	88.58%	78.43%	97.65%

7. Funds Report - the Fund Balance Report provides a look at all of the various funds of Presbytery. For clarity, the Fund balance for the General Fund is not solely investments or cash; buildings, property, and equipment book values are also included in this number. That is why on the Statement of Financial Position report only \$482,705 of investments is available to the General Fund.

This is the year-end report for Salem Presbytery. If there are questions, please let me know.

Respectfully submitted,

Ronda D. Tatum, Budget & Finance



Rev. John Senior and Rev. Courtney Stevens, Co-Moderators

The CPM moves the following motion:

1. That Salem Presbytery examine Meagan Kelly, a member of Parkway Presbyterian Church in Winston-Salem and a student at Union Presbyterian Seminary in Charlotte, and that following her successful examination, she be enrolled as a Candidate for the office of Teaching Elder.

Additionally, the CPM offers the following statement in response to the winter 2023 exegesis exam requiring an analysis of Judges 19: 1-30:

The CPM is aware of the situation surrounding the most recent exegesis ordination exam. As Salem Presbytery's CPM, we are charged with the care of those seeking ordination in the PC(USA). Therefore, we believe the passage from Judges 19 was an egregious choice of text. We are saddened and concerned about the way this exam unfolded and share concern for the process going forward. We express concern and care for those who sat for and served as readers of this exam who may have been affected adversely. Our Salem Presbytery CPM and Barbara Smith, in her role as a mid-council leader, are part of wider ongoing conversations about this exam with other parts of the denomination.

Finally, the CPM reports the following items:

1. The CPM wishes to thank Rev. Nancy Williams-Berry for her many years of service to the committee and, in particular, for faithfully compiling minutes of the CPM's monthly meetings.
2. On February 5, 2023, Rev. Jasmine Evans, formerly under the care of the Salem CPM, was installed as Associate Pastor for Young Adults at North Ave Presbyterian in Atlanta, GA.
3. The CPM received Alison Sink, a member of Taylorsville Presbyterian Church, as an inquirer in the ordination process on February 7, 2023.

* * * * *

Faith Journey

Meagan Kelly

Faith has always been an important part of my life; it is one of the things that my mom helped us to understand. Life could be in absolute ruin, but faith would keep us going. I think I have had my fair trials and faith crisis moments throughout my life, but discarding my faith never felt like an option. As a child, I am sure my faith was similar to that of other children; we went to church, and I participated in the children's ministry programs until I aged out, and then I participated in the youth ministry programs until I went to college. Late in high school, I found myself having questions and asking questions about faith and the church, and Jesus to the adults in my life, but no one ever seemed to be interested in answering them for me.

Looking back, I feel kind of thankful that no one ever took the time to answer the questions that I had because it encouraged me to do the work myself. When I was in undergrad, I took religious studies courses until my junior year without declaring a major. Honestly, I didn't know what I wanted to do for a job once school ended. The first time I thought about working in ministry

was when I was working as a summer camp counselor in the mountains of North Carolina. In all, I spent four summers working in various positions at camp. During that time, my love for the outdoors grew immensely as did my love for kids and Jesus. It was during those summers that I thought maybe I would like to work in youth ministry.

Children and youth ministry seemed to be the way I thought about working in ministry. It was never modeled for me and said that women could do other things, like preach, in the church. I had grown up believing that if I was going to work in ministry, then it was going to be in the realm of children and youth ministry. I also didn't quite feel like I could possibly work in ministry because surely God chose certain and special people for that.

I didn't attend church often during college or in the early years after, but my faith continued to grow. I spent much of my extra time outdoors, cultivating a strong love for Creation and the One who created it. In an attempt to run from the nudge of the Spirit after deciding that I wasn't fit to work in ministry, I moved to New England and worked for 2.5 years in Wilderness Therapy as a Guide. I spent my time backpacking in the White Mountains of New Hampshire and Maine with youth struggling with their academics and their mental health. Spending so much time in nature continued to help me grow in my faith and my relationship with God and Christ Jesus. When I left New England and moved back to North Carolina, I spent several months working in Juvenile Justice at a camp for boys. During that time, I was the designated staff member to take the boys to participate in Bible studies and church as they wanted and were allowed. After getting injured while working in the detention center, I began to work full-time in the service industry. I served in bars, breweries, coffee shops, and restaurants until the start of the pandemic. Right before the start of the pandemic, I was going to start attending church again because I was looking for a church community to be a part of, to continue to nurture my faith in that way, but unfortunately, the first Sunday I had off from work was the first Sunday of the pandemic lockdown. Church was put on pause.

The pandemic forced me (and everyone) into a great pause. It gave me time to think about my life and what was important to me. I spent more time in my Bible and journaling about my faith and decided that I wanted a more active part in the life of the church, not knowing what that would look like or mean. Shortly into the start of the pandemic, after we moved to Winston-Salem, I accepted a part-time position as the evangelist at Parkway Presbyterian. I had decided it was finally time to stop and fully listen to what the Spirit was calling me to do. During my first meeting with the pastor, I had this feeling that I was making a very important decision in my life. It was no longer a quiet nudge to ignore but some time to be an active participant in.

The people of Parkway encouraged me to start Seminary, which I did in January of 2021, and that has been such an amazing and life-giving experience. In my time at Parkway, I have also learned that women can have very active roles in the church that aren't just children and youth ministry. Through the help of the congregation, my seminary experience, and the work of the Holy Spirit, I have found a love for preaching and teaching. I am grateful for the opportunities I have been given and am very grateful for the quiet nudge of the Spirit and my ever-growing and supportive faith in such a loving and Holy God.

Rev. Travis Milam, Moderator

For information:

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

Faith Journey

Rev. Ann Williams Brinson

God has shaped my faith journey through people and events: family, friends and involvement in various congregations.

Nurtured in family heritage and profoundly shaped within the Reformed tradition, I received infant baptism. Confirmation at a large urban church during my formative teen years allowed participation in a congregation struggling with how to serve God amidst racial tensions in the inner city.

Discerning a call from God to ministry was truly a mid-life challenge. A Clinical Pastoral Education (CPE) unit, focusing on discernment to enter seminary afforded twelve weeks of prayer, and hand-on-ministry in a large hospital. While ministering to both patients and staff at this trauma hospital, I realized that ministry was what God in Jesus Christ had created me to be and do.

Called to small church ministry, I have served three congregations. I was ordained as an Interim Minister and really enjoyed helping this community examine its past and discern its future mission. The summer of 2007 was spent covering a pastor's Sabbatical in the lovely town of New Bern, NC. What a joy to facilitate worship, moderate Session and give pastoral care to this hospitable congregation, amidst its ministry of nurturing Myanmar refugees.

I also served a typical family size church in eastern North Carolina, which had recently survived a difficult split in the congregation. My Interim Ministry Skills were useful as we moved from woundedness to healing to reaching out through mission to the community and the world. What a great joy to attend this congregation's 100th Anniversary several months ago and celebrate with them.

Through facilitating worship, moderating Session and giving pastoral care in several congregations, I have relished developing one-on-one relationships with both young and old and walking alongside them through the ups and downs of life. I have been privileged to witness and experience their growth in Christian faith. Above all, I have been amazed and awed at God's working in the ministry and mission of these congregations within their particular contexts.

Three years ago, I took Honorable Retirement, praying for God's guidance in where to do ministry. A nurse's request to facilitate Sunday morning worship services in the skilled nursing unit at River Landing at Sandy Ridge seems to answer that prayer and also facilitate my spiritual gifts. I eagerly look forward to both to facilitating Sunday morning worship services and giving pastoral care to older adults within this retirement home setting.

Statement of Faith

Rev. Ann Williams Brinson

A mysterious, sovereign God, source of all being, created humankind in God's image. Despite humanity's brokenness, a redemptive God reaches out to bring wholeness and healing to a wounded creation. The grace of God is ever present.

Jesus embodies God's presence and God's love. In life, he healed the sick, practiced inclusive table fellowship and radically challenged the oppressive structures of his society. In death, he "set his face for

Jerusalem" (Luke 9:51) in obedience to God's will. Through resurrection, the Risen Christ is immanently present in the world, empowering humanity for God's continuing transformation of creation.

The Holy Spirit is a God-world relationship. As I transform into the person God has created me to be, the Holy Spirit comforts, guides, sustains and often prods. Indeed, the Holy Spirit "helps us in our weakness, for we do not know how to pray as we ought, but that very Spirit intercedes with sighs too deep for words." (Romans 8:28)

The Bible is the recorded word of God, revealing historical experiences and oral traditions, out of which Christian faith emerged. The Bible remembers and testifies to Jesus' embodiment of God, and our empowerment for God's transformation of creation. Mediated by the Holy Spirit, Scripture is continuing revelation, contemporary to all time and place.

The Church is the corporate body of Christ in the world, called into being in response to the life, death and resurrection of Jesus. It is the place where the narrative is preserved I retold and dramatized. The sacraments of Baptism and Lord's Supper liturgically remember God's ever-present grace in the death resurrection and on-going life of Christ. The community of faith celebrates and witnesses to God's love through prayer, word, worship and a service oriented ministry of reconciliation in the world.

Faith Journey

Rev. Susanne Schulz Martin

When I was eight years old, I moved from Mannheim, Germany to the mountains of southwest Virginia, a profoundly influential event in my life that came complete with a different language and culture. Leaving behind our German Lutheran roots, my family soon joined a small, rural Southern Baptist church in which we became increasingly active in congregational life and felt accepted by people of faith who functioned as the extended family we had left behind.

In the fall of 1989 I entered Wake Forest University, and during my second year in college, I believed God was drawing and guiding me to declare Religion as my major course of study. I did so, unsure of exactly where this would lead me. In the summers of 1992 and 1993, I was hired as the Youth Director for a Methodist church in my hometown where I had the chance to do ministry with teens who were filled with challenging questions about their Christian identity and gifts.

When two of my Religion professors approached me with the idea of going to seminary, it was as if someone had given voice to a deep longing inside of me. I wanted to live out, proclaim and testify to the truth of the gospel of Jesus Christ in creative and joyful ways with all of my being.

In the fall of 1993 I entered Princeton Theological Seminary beginning three amazing years of learning and growing in Christian faith, doctrine, and leadership. It was there that I encountered the Reformed worship, theology, and polity of the PC(USA). When I approached my home church about my call to ministry and ordination, they decided to exercise the power of the local congregation and voted to ordain me in March 1995 despite possible repercussions from the Southern Baptist Convention.

In seminary I also met my husband, Jon, who was completing his own Master of Divinity degree. We were married in August 1995, and after my graduation from Princeton in May 1996, we moved to Martinsville, VA. While he served as an Associate Pastor, I began two very different ministry positions. The first was as part-time minister to youth and children in a local Baptist church which ended 2 ½ years later with the birth of our daughter, Katherine. The second position was as the first chaplain of King's Grant Retirement Community for 5 ½ years.

As the inaugural chaplain it was exciting to shape the program, including a weekly prayer group, study and worship opportunities for 230 residents who were diverse in their backgrounds, denominationally, and physical/mental capabilities. I appreciated the chance to be part of building a chapel, working with local pastors, and providing pastoral care to so many residents and their families.

In June 2000 after taking the Presbyterian ordination exams, I was received into the Presbytery of the Peaks and into the PC(USA). It felt like coming home to a denomination I had come to love in seminary. In 2003 our family moved to Versailles, KY where we welcomed our son Jonah. In Transylvania Presbytery, I first served as a minister at large, preaching, moderating, and serving on the Certified Lay Pastor committee, until I accepted the call to serve the congregation of Salem Presbyterian Church as their minister for four blessed years. It was a time of providing healing to a wounded, conflicted church and leading them into a vision for their future.

In January 2009 we moved to Abingdon Presbytery in Virginia where I served as interim, and as pastor to two yoked congregations for a decade. It was here that my love for small church ministry unfolded in more creative ways, incorporating my love for art, drama, and music. As we seek to make Lexington, NC our new home, I am excited about what the Lord has in store for me in Salem Presbytery, relying on grace, listening to the Spirit, serving and loving and hoping for the goodness of God's future.

Statement of Faith

Rev. Susanne Schulz Martin

I believe the bible is God's perfect word that was written by men through divine inspiration. As God's perfect word it is inerrant and infallible. It is the absolute authority in any and all matters of faith and life.

I believe that there is one God, forever existing in three persons of the trinity: God the Father, God the Son and God the Holy Spirit. I believe that the trinity worked together in creation. In six days God created the world through the Word. God created mankind in God's image and gave stewardship over the earth. But in disobedience rejected and must suffer the consequences of knowing evil.

I believe in the deity of Jesus Christ and His virgin birth. He came in flesh, lived a sinless life and chose to die as an atoning sacrifice. He died, was buried, He resurrected from the dead in three days and ascended to heaven. He sits at the right hand of God as the intercessor. He will return in glory to judge all people according to faith.

I believe in the Holy Spirit and the indwelling of the Holy Spirit as the witness of salvation in all believers. Holy Spirit enables all believers to grow in maturity in Christ.

I believe that the Lord's Supper represents Christ, the bread being His body and the cup we drink from being His blood. By the breaking of the bread and drinking from the cup, we receive the benefits of His death on the cross.

I believe that baptism represents our death to sin and resurrection in Jesus Christ. I believe in infant baptism and the baptism of believers. Through the baptism we renounce the old life and begin a Christian life in which the Holy Spirit dwells within us leading us to a life of holiness.

I believe the church is the body of Christ and Christ the head of the church. Founded in the Word of God and confession of faith. As the body the church must serve the will of God and for His glory must proclaim the gospel, strive for justice, exercise compassion, seek peace and to make disciples.

I believe that only through faith in Jesus Christ as the Savior and the Lord of one's life receive salvation. Both the believers and the non-believers will be resurrected in the end. Both will be judged accordingly but only the elect will be justified by the righteousness of Christ.

Faith Journey

Rev. Laura Arlowyn Lee Tysinger

At nine years old, I knew I was going to be an actress. I loved the way that stories could transform people's lives and the close community that came with being a theater kids. I had even become a Christian while watching *Godspell*. I had been raised in the Church, but it was while watching Lamb's Players Production of *Godspell*, that I came to the realization that Christ and his disciples were real people who lived, who loved

and who struggled to live out their faith. In college, while getting a degree in acting and playwriting, during the summers I volunteered at a Presbyterian camp called Calvin Crest. Halfway through college, I started to become frustrated and discouraged by being an actress. I didn't like how it was always about me, about my waist size, or how I looked standing next to some guy. When I was up at Calvin Crest that summer, one of the staff members asked me why I wasn't going to Seminary. I told him, "Because I'm going to be an actress." However, as I walked back to my cabin, it was as if my eyes had been opened. Why wasn't I going to Seminary?

The idea of going to Seminary was intimidating and something I wrestled with. It was getting close to when I needed to start applying to seminary and I still wasn't confident in this call. I had spoken to pastors and mentors, but I was still unsure. I told God I needed a break from praying and went to Barnes and Noble. At Barnes and Noble I was flipping through *American Theater Magazine* and came across an image from a play of a woman kneeling and praying (or what looked like praying) with a man, and I realized I was called to live out this life, not as an actress or on stage, but in the Church. I have this image framed in my office.

I went to Columbia Theological Seminary. I chose Columbia because I liked the size of the seminary and how much they invested in each student. This was important to me because I was still discerning what it would mean to be a pastor and wanted that individual attention and help with discernment. While in Seminary, I also worked/volunteered full time at the non-profit StandUp for Kids. Throughout this time, God and I discerned that I was called to serve with Churches that are involved in their community and social justice issues.

My first call was to First Presbyterian Church of Metuchen (in New Jersey) as their Associate for Youth and Their Families. I served there just short of 3 years, though it wasn't a good fit, and I sought a call elsewhere. The greatest thing about serving in Metuchen was meeting my husband. Zach and I have been married for 8 years and have two wonderful children and two dogs. I couldn't ask for a more supportive family, and they make my ministry possible.

I have been at Shadow Hills Presbyterian Church for over 7 years. They called me because of my desire to help the Church connect with their local community and become more outward facing. I have really enjoyed preaching and helping them connect with their community. Though after 7 years I have come to the sad realization that the majority of Church members there aren't interested in connected with their neighbors and expect their pastor to do the majority of that work. Because of this realization, I have decided it is time to find a Church where I can partner with the members to do the work of God. I have been incredibly moved and excited by the work that Elkin Presbyterian Church is doing and would be honored to be called as their Pastor and a member of their Presbytery.

Statement of Faith

Rev. Laura Arlowyn Lee Tysinger

I believe in our living Triune God who is without beginning or end. God created the heavens and earth out of nothing. The Trinity is composed of the Father/Creator, Jesus Christ/Redeemer and the Holy Spirit/Sustainer: God in three persons, together a holy and mysterious divine dance.

Humankind was created in God's image to worship and be in relationship with our sovereign God. All have been made in the image of God. Yet humanity became disobedient and sinful. And yet, God is still merciful and remains faithful.

Jesus Christ was conceived of the Holy Spirit and was born of the Virgin Mary. During his life he healed the sick, performed miracles, gave hope to the hopeless, and ate with sinners. Jesus is fully human and fully God. He was crucified and placed into a tomb. On the third day Jesus was raised from the dead. Jesus Christ is the atoning sacrifice for our sins, the Word of God, Messiah, Prince of Peace and Savior. Jesus is God incarnate and shows us how we should live in relation to God.

Christ gave us two sacraments: Baptism and the Lord's Supper. The Sacraments are visible signs and seals of God's invisible grace. The Holy Spirit calls forth believers and sustains them. The Holy Spirit is at work in us all, calls the Church into being, intercedes for us, and helps us to respond to God's call.

Jesus Christ is the head of the Church. Scripture is the Word of God and is inspired by the Holy Spirit but written by humanity. Through the Bible we come to know of God's saving acts. Through worship, prayer, service, Bible study, fellowship we are blessed to get to know the living God.

We are saved by grace alone. There is nothing we can do to save ourselves, though we are called to respond to God's grace. The only person who was truly obedient to God and without sin was Jesus Christ. Because he was without sin he was able to reconcile us to God. Because of Christ our sins are forgiven. I agree with Karl Barth who says that because of Christ we are freed from sin, which enslaves us. When we are freed from sin we are able to be in relationship and serve God and others.

I believe that because of what Christ has done for us we are able to be in relationship with God. I believe that the Holy Spirit is still calling forth believers and sustaining them. We are called to share the gospel, baptize believers, care for the disheartened, give hope to the hopeless, and above all worship and be in relationship with God. We are each create by God to worship and serve during a particular time and place, perhaps we are called to do that together starting today.

Welcome into membership of Salem Presbytery

Ann, Arlo, and Susanne 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. STATED SUPPLY RENEWAL

Concurred with the Session of **Baird's Creek Presbyterian Church**, Vilas, North Carolina, in renewing the Stated Supply contract with the **Reverend Keith Freeman** for a period of one year beginning January 1, 2023.

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

Concurred with the Session of **First Presbyterian Church, High Point**, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Lee Zehmer** for a period of six months.

C. SECURING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **Guilford Park Presbyterian Church**, Greensboro, North Carolina, in securing a Parish Associate Agreement with the **Reverend Fred Beck** for a period of 5 years beginning January 1, 2023.

2. Concurred with the Session of **Guilford Park Presbyterian Church**, Greensboro, North Carolina, in securing a Parish Associate Agreement with the **Reverend Kit Schooley** for a period of 5 years beginning January 1, 2023.

D. SABBATICAL PLAN APPROVAL

That the sabbatical plan for **Rev. Jeff Smith** was approved (May 29-September 3, 2023)

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of **Immanuel Presbyterian Church**, China Grove, North Carolina, in renewing the contract of **Jim Beard** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning March 1, 2023.

2. Concurred with the Session of **Wentworth Presbyterian Church**, Reidsville, North Carolina, in renewing the contract of **Marty Brim** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning January 1, 2023.

3. Concurred with the Session of **Unity Presbyterian Church**, Woodleaf, North Carolina, in renewing the contract of **Sue Moore** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning January 1, 2023.

B. TRANSFER MINISTER INTO SALEM PRESBYTERY

1. That the **Reverend Ann Williams Brinson**, member of Coastal Carolina Presbytery, was received by Salem Presbytery on December 1, 2022.
2. That the **Reverend Susanne Martin**, a member of Abingdon Presbytery, was received by Salem Presbytery on December 1, 2022.
3. That the **Reverend Laura Arlowyn Lee Tysinger**, a member of the Presbytery of San Fernando, was received by Salem Presbytery on February 1, 2023.

C. MODERATOR OF SESSION

1. That the **Rev. John Elam** was appointed Moderator of Session for **Second Presbyterian Church, Salisbury**, North Carolina.
2. That the **Rev. John Johnson** was appointed Moderator of Session for **Shiloh Presbyterian Church, Burlington**, North Carolina.
3. That the **Rev. Frank Dew** was appointed Moderator of Session for **Vandalia Presbyterian Church, Greensboro**, North Carolina.
4. That the **Rev. Pat Fletcher** was appointed Moderator of Session for **First Presbyterian Church, Thomasville**, North Carolina.
5. That the **Rev. Ray Mims** was appointed Moderator of Session for **Dogwood Acres Presbyterian Church, Asheboro**, North Carolina.
6. That the **Rev. Jeff Sockwell** was appointed Moderator of Session for **Bixby Presbyterian Church, Advance**, North Carolina.

D. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Pastoral relationship between the **Reverend Bill Hoyle** and **Clemmons Presbyterian Church**, Clemmons, North Carolina, effective December 4, 2022.
2. Dissolved the Pastoral relationship between the **Reverend Sangwon Cheo** and **Korean First Presbyterian Church**, Greensboro, North Carolina, effective December 4, 2022.

E. PULPIT SUPPLY LIST

Added the following individuals to the pulpit supply list:
Rev. Kevin Conley

F. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

That the **Reverend Sangwon Cheo** was transferred to Eastern Korean Presbytery, December 4, 2022.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

That the call of **Elkin Presbyterian Church**, Elkin, North Carolina, to the **Reverend Laura Arlowyn Lee Tysinger** to serve as Pastor be found in order; and the terms of the call (printed below) be approved; and that the call be placed in her hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-3.0307) and the AAEEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is February 1, 2023.

Effective salary
 Cash Salary: \$60,000
 Housing Allowance: na
 SECA Supplement: \$4,590
 TOTAL \$64,590

Reimbursable expenses (by voucher)
 Automobile expense (at IRS rate per mile)
 Continuing Education \$2,000
 Moving Costs (up to) \$10,000

Full medical, pension, disability, and death benefit coverage under the Board of Pensions.
 Two months maternity leave at full pay or one month paternity leave at full pay.

2 Days off per week
 4 Weeks Paid Vacation
 2 Weeks Paid Continuing Education

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

B. REQUEST FOR ELDER TO CELEBRATE SACRAMENTS

That **Commissioned Ruling Elder Steve Marks** be allowed to celebrate the sacraments and moderate session meetings in Parish E of Salem Presbytery for one year beginning February 21, 2023.

That **Commissioned Ruling Elder LaQreshia Bates-Harley** be allowed to celebrate the sacraments at Trinity Presbyterian Church, Salisbury, North Carolina, for one year beginning February 21, 2023.

C. REQUEST FOR HONORABLE RETIREMENT

That the **Reverend Felicia Stewart Hoyle** be granted the status of Honorably Retired effective December 31, 2022.

D. SERVICE OF HONORABLE RETIREMENT

That Salem Presbytery recognize the **Reverend Felicia Stewart Hoyle** with a service of Honorable Retirement.

* * * * *

Recognition of Honorable Retirement

Call to Worship

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

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

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

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

Moderator: who satisfies you with good things,

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

Words of Celebration

Moderator: I draw the attention of the Presbytery to the citation honoring the Rev. Felicia Stewart Hoyle that is included in this meeting packet.

Felicia has completed active service as minister of Word and Sacrament.

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

Now this presbytery confers upon you the status, Honorably Retired.

We value the gifts and experience God has bestowed on you, and we welcome your continued participation in the life of the church. You remain 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 Felicia -
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 Felicia, time for refreshment and rest,
reflection and rejoicing,
and the fullness of your peace.
Through your Holy Spirit, bless each of us
that we may remember the love of Jesus Christ,
which unites us in the service of our Lord.
In the name of Christ we pray. **Amen.**

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

SALEM PRESBYTERY

The Rev. Felicia Stewart Hoyle Honorable Retirement

The papers shift on the table in the now-quieted meeting. The members of the Salem Presbytery Commission on Ministry do not know their next move. “Well, who knows what the current COM policy states?” one member asks. The answer - Felicia Stewart Hoyle.

Felicia came to Salem Presbytery in 2001 as a member-at-large transfer from West Virginia Presbytery, alongside her husband Bill and their two children (ages seven and ten). Felicia has proven to be a great gift to the life of Salem Presbytery.

She received her formal education at Meredith College in Raleigh and Southeastern Theological Seminary in Wake Forest. Felicia was ordained to the ministry of Word and Sacrament on September 1, 1985 by the American Baptist Church USA and later moved her ordination to the Presbyterian Church (U.S.A.) She completed the coursework for Educator Certification; also, she received her Certificate in Spiritual Formation from Columbia Theological Seminary in 2013.

Felicia’s pastoral leadership and her Christian Education expertise included service at Hudson Memorial Presbyterian Church in Raleigh, Village Chapel Presbyterian Church in Charleston, West Virginia, and Clemmons Presbyterian Church in Clemmons. Felicia has also distinguished herself in providing pulpit supply to our churches in various times of transition. Felicia has earned the status of “pulpit supply emerita” if such a designation should be made official.

Another gift that Felicia brings to Salem is her commitment to the crucial work of committees and task forces in the life of a presbytery. Here in Salem, she has served on Personnel, moderated the COM, chaired the Central Neighborhood of COM, and she currently leads the Task Force on Policy and Compensation of Salem’s COM. Felicia has served multiple terms as a commissioner to the Synod of the Mid-Atlantic and she represented Salem Presbytery as a commissioner to General Assembly in 2018. She has mentored countless church leaders in their roles as CREs and Christian Educators. She has been a listening ear to churches in transition and a sounding board for congregations in crisis. Felicia also served as Moderator of Salem Presbytery from 2018 to 2020.

Through the years Felicia’s servant leadership has reminded us that we are a connectional church not only in our organization and polity but also in our mission and ministry. Wherever the Spirit has called, she has woven connections between and among people beyond the local church. She has led us with grace, flexibility and humor.

Every presbytery needs committed leaders like Felicia Stewart Hoyle. On the occasion of her retirement, Salem celebrates and gives thanks for her dedication to our life as a presbytery.

The Reverend Amanda Anderson
The Reverend Ingram Hedgpeth

Rev. Sam Perkins, Moderator

For Information:

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

For Action:

Vacancies on Presbytery Committees and Commissions: The COR moves the following nominations for service to Salem Presbytery:

Budget and Finance

2025 Elder Ronda Tatum (Logan)

COM - Task Force on CRE Training and Oversight

2025 Elder Rick Purcell (Bethany, Graham)

COM - Task Force on Examinations

2025 Rev. Nancy Williams-Berry (HR)

COM - Task Force on Ministry for the Changing Church

2024 Rev. Suzanne Schafer Coates (HR)

COM - Task Force on Transitions in Ministry (Installed)

2024 Elder Martha Higgins (Guilford Park)

Committee on Preparation for Ministry

2023 Rev. Kent Berry (Validated Ministry)

2023 Elder Alice Milam (Highland)

Permanent Judicial Commission

2028 Rev. Emily Schlaman Larsen (St. Andrews)

2028 Rev. Paul Rhodes (Bethel)

Property Management

Elder Randy Gettys (Spencer)

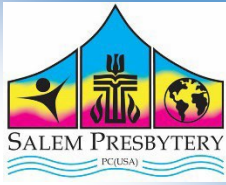
Elder Glenn Patterson (Bethany, Graham)

Synod of the Mid-Atlantic

2025 Elder Lee Woods (Logan) - as Elder Commissioner to Synod Assembly

2025 Rev. Felicia Stewart Hoyle (MAL) - as Minister Commissioner to Synod Assembly

2025 Elder LaQreshia Bates-Harley (Trinity, Salisbury) - to the Jubilee Fund



Be a part of a Presbytery Committee

Budget and Finance

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

Campus Ministry

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

Church Growth & Transformation (Installed Leadership)

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

COM Task Force on CRE Training and Oversight

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

COM Task Force on Examinations

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

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

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

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

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

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

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

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

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

Committee on Preparation for Ministry

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

Committee on Representation

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

Equip

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

Executive Council

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

Hunger Committee

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

Peace & Justice Task Force

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

Permanent Judicial Commission

Meets when a legal case arises, only as needed.

Personnel Committee

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

Presbyterian Youth Council – Adults

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

Property Management Task Force

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

Mission Committee

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

Stewardship Committee

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



Nomination for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

E-mail: _____

Church: _____

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

Committee of interest: _____

Briefly state relative experiences:

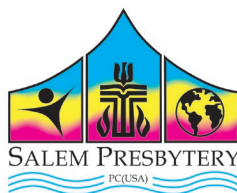
Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

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



Commissioner Report Form

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

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

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

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

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

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

VII. **Next Presbytery Meeting:**

Tuesday, May 16, 2023

North Wilkesboro Presbyterian Church (in person)

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