

**ONE HUNDRED THIRTY-FIFTH STATED MEETING
MINUTES OF SALEM PRESBYTERY
SEPTEMBER 10, 2022**

The One Hundred Thirty-Fifth Stated Meeting of Salem Presbytery, held on Saturday, September 10, 2022 by Zoom, was called to order by the Presbytery Moderator, Elder Catreliia S. Hunter at 9:00 a.m.

ENROLLMENT:

Commissioners		Commissioned Ruling Elders	9
Elders	62	Lay Pastors	3
Ministers	81	Corresponding Members	1
		Presbytery Moderator	1
		Stated Clerk	1
		Administrative Staff	1
		TOTAL:	
		(+Visitors - 22)	181

The following were present for this meeting of Presbytery:

Ministers (81):

Anderson, Amanda	Hoyle, Bill	Peters, Rebecca Todd
Asher-Lawson, Marybeth	Hoyle, Felicia Stewart	Phillips, Jon
Barrow-Ziglar, Kaye	Huddelson-Gillespie, Karen	Priddy, Kim
Bates, Timothy	Johnson, John	Pruitt, John
Beach, Kathy	Jones-Johnson, Vicki	Rawson, Stewart
Blankinship, Joe	Jordan, Steve	Richardson, Nicole
Bowers, Erin	Kirby, Barrie	Rigel, Jessica
Campbell, Kathryn	Kirby, Randal	Riker, Cassandra
Cannada, Jeremy	Lambeth, Jay	Rummage, Brian
Conley, Kevin	Lansden, Phanta	Scott, Stephen
Cowan, Newton	Larsen, Emily	Simmons, Allison
Dew, Frank	Layman, Debbie	Sink, Paul
Duffield, Jill	Lee, Charlie	Smith, Barbara
Ealy, David	Lingan, Jodi	Smith, David
Elam, John	Martin, Jon	Smith, Jeff
Fearing, Stephen	McCain, Vicki	Snipes, Steve
Fitch, Rachel	McCutchen, Joseph	Sockwell, Jeff
Fletcher, Pat	Milam, Travis	Steck, Stacey
Fruits, Dana	Mims, Ray	Stevens, Courtney
Glaser, Joanne	Miranda, Alfredo	Stevenson, Samuel
Goodman, Kyle	Miranda, Rosa	Taylor-Troutman, Andrew
Griffin, R. C.	Moorefield, Susan	Todd, Katie Barrett
Hamilton, William	Moss, Stephen	Todd, Mason
Hankins, Stephanie	Mullen, Lisa	Troyer, Elizabeth
Harper, Kate	Nesbit, Tom	Vazquez, Jorge A.
Harris, Randy	Otterbacher, Glenn	Wisner, Leigh
Harrison, Evan	Perkins, Sam	Zehmer, Lee

Ruling Elder Commissioners (62):

Alamance	Dail, Graham	Immanuel	Brown, John
Asheboro 1st	Batten, Susan	Jamestown	Johnson, Karen
Baird's Creek	Miller, Mary "Jinx"	John Calvin	Curran, Jacqueline
Bethany Statesville	Bass, Ronny	Lexington 1st	Hill, JoAnn
Bethel McLeansville	Johnson, Lenore	Logan	McHenry, Sarah
Burlington 1st	Adams, Mary Beth	Mocksville 1st	Fruits, Kevin
Burlington 1st	Frazier, Katharine	Mount Jefferson	Wilson, Jan
Calvary	Clark, Steven	Mount Tabor	Knox, Gerry
Cameron	Eason, Joyce	Mount Vernon	Culbertson, Ransom
Chapel in the Pines	Olson, Jeff	New Creation	Driscoll, Virginia
Church of the Cross	Hepburn, Cheryl	New Hope	Kinney, Cathy
Church of the Covenant	Cauthen, Ralph	North Wilkesboro	Pruitt, Polly
Clemmons	McPherson, Jennifer	Pittsboro	Harris, Linda
Clemmons	Welch, Anne	Pleasant Grove	Watson, Jeannette
Community in Christ	Bodkin, Jennie	Reid Memorial	Hall, Colby
Concord	Stikeleather, Janie	Reidsville 1st	Calvert, Smith
Cooleemee	Dodd, Leann	Rumple Memorial	Stewart, Jeff
Cross Roads	Anderson, Trish	Salisbury 1st	Cave, Anne
Elkin	Ashman, Ann	Shady Side	Peoples, Rebecca Jo
Faith	Maready, Bonnie	Shallowford	Gant, Sally
Fellowship	Davis, Julie	Sparta	Moulton, David
Freedom	Campbell, Valeria	St. Andrews	Rimes, Jen
Grace	Faulkner, Kenny	Starmount	Smith, Sue Halliday
Greensboro 1st	Townsend, Camille	Statesville 1st	Hollingsworth, Susan
Greensboro 1st	Turner, Martha	Taylorsville	Jamison, Laura
Griers	Morris, Bill	Third Creek	Steele, Gary
Guilford Park	Jones, Lisa	Thyatira	Edwards, Deb
Hawfields	Massey, Caroline	Trinity Salisbury	Green, Monica
High Point 1st	Osborne, Chris	Trinity Winston-Salem	Edwards, George
Highland	Kummer, Tony	Unity	Turner, Robert
Highland	Michalove, Alice	Westminster	Moffitt, Carla

Commissioned Ruling Elders (9):

Bates, William	
Beard, James	Terry, Fred
Blankenship, Jerry	Glaser, Tim
Braxton, Steve	Harley, James
Browder, Bill	Richardson, Robin

Lay Pastors (CREs without current commission) (3):

Bates-Harley, LaQreshia A.
 Flippin, J. Sue
 Ratchford, Rainey

Corresponding Members (1):

Lesane, Warren (Presbytery of Charlotte)

Presbytery Moderator (1):

Hunter, Catreliia

Stated Clerk, Salem Presbytery (1):

Vaughan, David

Presbytery Staff (1):

Ratledge, Christine

CALL TO ORDER AND OPENING PRAYER

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

MORNING WORSHIP

Salem Presbytery was led in worship under the leadership of Rev. Leigh Wisner and Rev. Emily Larsen with the sermon focused on the passage of Luke 13:10-17. The Lord's Supper was celebrated following the sermon.

QUORUM

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

APPROVAL OF DOCKET

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

ACTION:

1. Presbytery approved the docket.
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WELCOME AND REPORT FROM THE MODERATOR AND INTRODUCTIONS

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

REPORT FROM TRANSITIONAL GENERAL PRESBYTER Rev. Barbara Smith

Let's try this again! By the time we gather for this Zoom presbytery meeting, I will - once again - be on Salem ground! Since we cancelled the in-person presbytery meeting, I decided to err on the side of caution and not schedule any large group gatherings in parishes. Instead, I have had one-on-one conversations with some of you and, as of the writing of this report, have room in my calendar for you too! And a thank you shout out to Alamance Presbyterian Church for the use of Coble House!

Executive Council had a mini retreat via Zoom on May 19. We began with reflection on Isaiah 43:15-21, with specific focus on verses 18 and 19 – *“Do not remember the former things, or consider the things of old. I am about to do a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert.”* I posed questions for discussion, including: what do you believe the new thing is that God wants us to do; what new questions do we need to ask; given the presbytery’s mission and vision, what is essential to our identity; and how is this different from March 2020.

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

Since that time, conversation has continued with Budget and Finance and Executive Council, and on September 13 will include Personnel as work continues on a new staffing plan to begin on November 1, 2023. It is Executive Council’s intention to present that staffing plan to you for conversation and vote at the November 15, 2022 presbytery meeting, and have search committee(s) approved at the February 21, 2023 meeting.

What will not change, however, is the importance of you! Part of my work with you has been to nudge the work of the presbytery away from “the paid staff will do it” to “who else can do it.” The presbytery committees and task forces have been doing a wonderful job of taking responsibility for the work of their committees. Kudos!

Keep up the good work, Salem!

REPORT FROM DESIGNATED PRESBYTER
Rev. Jodi Lingan

Greetings Salem Presbytery!

Before I was ordained as a Teaching Elder, I had a career in a survival-of-the-fittest profession. I learned some very valuable things there, the least of which was to be brief whenever possible. Brevity is becoming more a necessity in our instant gratification culture. To that end, here is a short report of key highlights however, the longer version, with important layers of perspective, follows. I pray you will make time for it as your schedules permit. You are all in it!

- I have now been blessed to worship, preach, or meet with sessions at 18 of our 72 churches without installed ministries. There is inspirational light and beauty and love in these places!
- Recurring areas of challenge observed (beyond basic church administration) include: the lack of relationship with, or trust of, the Presbytery, forward (or any) visioning, and leadership around PCUSA traditions and beliefs.
- 55% of Salem Presbytery churches do not have installed ministries (55%). 89% of our historically Black churches do not have installed leadership (89%). This will grow without intentional intervention.

These issues impact every part of our Presbytery; we are all called to be a part of the solution. By the next Presbytery meeting, the new Task Force for the Changing Church, will be walking alongside at least 10 churches as they proactively begin revisioning their ministries based on their Church Empowerment Assessments and especially God’s call.

May every day bring the reminder that *you are beloved!* I hold your ministries in my prayers and look forward with excitement and gratitude to the opportunities of energy, intelligence, imagination, and love before us!

In a 1951 sermon, theologian and mystic Howard Thurman (1900–1981) reflected on Jesus' parable of the lost sheep, starting with the sheep's perspective:

"A sheep was enjoying his grass . . . and then when he started feeling chilly, he didn't recall, but the only thing that he remembers is that suddenly he became aware that he was cold, and there was a throwback in his mind, and he realized that he had been cold for some time. But, the grass was good. Then he looked around, and he discovered that he was alone. That everybody had gone. That is, that all the sheep had gone. And he began crying aloud."

"Which one of you, having a hundred sheep and losing one of them, does not leave the ninety-nine in the wilderness and go after the one that is lost until he finds it?" ~Luke 15:4

And here is the more comprehensive version

The time is flying! I have now been blessed to worship, preach, or meet with sessions at 18 of our 72 churches without installed ministries. I have been *inspired and humbled by the love and lifetime devotion so many of our members* have for God and their church families. There is light and beauty and love in these places!

Interestingly, I have found myself hesitating when describing my title (Designated Presbyterian for Transformational Ministry) to folks, especially outside this Presbytery. Many within our Presbytery still do not know what it means or its purpose (there's a sermon here). "Transformational" is intimidating; it implies there is a something powerful that we've harnessed and we're doing big, bold things. I have no doubt it would make Jesus smile that we are embracing the intentionality of trying to be transformational. His entire life was one transformational something after another: teaching, healing, leading, dying, and resurrecting...all, in every way imaginable, redefining what it means to be transformational. Being transformational never affords us the opportunity of having arrived; the call is constant. *It is something we profess to believe: reformed and always reforming! How are we embracing that? Is it a priority?*

It is important for us to acknowledge, with eyes wide open, some of the *recurring areas I'm observing in conversations with our churches: the lack of connection to, and trust in, the Presbytery, the lack of forward (or any) visioning, and perhaps most disheartening, the lack of leadership around the understanding of PCUSA traditions and beliefs.* There are layers to the onion and none of this happened overnight...but it is today's reality. These observations do *not* come from a scarcity woe-is-us place, but they are an urgent wake-up call. I look for every opportunity with churches to recall Whose we are: children of a God who loves us with an abundance beyond any human comparison! We also must, however, honestly assess who we are (serving...) - and hold ourselves accountable. *In the reformed tradition, we embrace that there is a relational quality to a life of faith. Not only does God call us into a relationship with the Divine, God calls us into community as the Living Body of Christ, the Church.*

It is in this relationship that we live out the Christian life together...and it is this relationship we must look to revision within our Presbytery. We have 130 churches; 72 do not have installed ministries. This is 55% . Our Black churches are affected disproportionately: we have 19 Black churches of which 17 do not have installed leadership. This is 89%. As a reformed faith tradition that aspires to personify relationship ministry, this is unacceptable. *The survival of a majority of our churches is already at stake. This isn't dramatic saber rattling; it is simple reality.*

So now what? Communally and relationally, I believe God will indeed work through us, especially when we seek, with sincere and deep intentionality. *By the next Presbytery meeting, we are proactively working to start at least 10 churches down the intentional path of revisioning their ministries with the new Task Force for the Changing Church, using the Church Empowerment Assessments and intentionally listening for God's call.*

May every day bring the reminder that *you are beloved!* I hold your ministries in my prayers and look forward with excitement and gratitude to the opportunities of energy, intelligence, imagination, and love before us!

STATED CLERK REPORT
David Vaughan

FOR INFORMATION:

Upcoming meetings of Presbytery - 2022

Tuesday, November 15, 2022, 9am - all on ZOOM

Meetings of Presbytery - 2023

The Executive Council has ordered 2023 Presbytery meetings according to this schedule:

February 21, 2022 (Tuesday) - all on ZOOM

May 16, 2022 (Tuesday) - in person

September 9 (Saturday) - in person

November 14 (Tuesday) - format TBD

Session Minutes Reviews

Somehow the summer got away from me! I will schedule Session Minutes reviews beginning in late February 2023, and we'll then review minutes from 2019 through 2022.

Synod Committee on Representation

Please read the report provided by Rev. Kaye Ziglar from the Synod Committee on Representation. Please direct any inquiries or questions to Rev. Ziglar.

Salem's Committee on Preparation for Ministry

The CPM has a written report in this packet for the information of the Presbytery. We appreciate the ongoing and important work of this presbytery committee.

Old Providence PC Session: Resolution regarding Federal gun control

The Presbytery has received a resolution adopted by the Session of Old Providence PC regarding Federal gun control. Please find this resolution in today's packet.

PEACE AND JUSTICE
Rev. Jess Rigel and Rev. Wes Pitts, Co-Moderators

The Rev. Jess Rigel spoke about the Peace and Global Witness Offering that begins in September and runs through World Communion Sunday, October 2nd. A portion of this offering goes to the National Denomination, Mid-Councils (the Peace and Justice Committee), and a portion stays within the congregation to be used to promote peace within their community. The Rev. Jess Rigel announced that the Peace and Justice Committee will be awarding grants to congregations and individuals to continue Kingdom building work in the future.

CHURCH GROWTH AND TRANSFORMATION COMMITTEE
Rev. Lee Zehmer, Moderator

The Rev. Jill Duffield continued the seven-part series on vital congregations with the focus on the third mark of Incarnational Focus. The Rev. Jill Duffield encouraged congregations to go out into the neighborhood and meet our neighbors. We were challenged to reflect on a time when we encountered the living God in

our daily life, to think of those in our community who need a glimpse of God's grace and love and what prevents our church from focusing outward on joining the living Christ.

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

Faith Journey

Rev. Stephen Fearing

I was raised in the faith by the people of First Presbyterian Church in Dalton, Georgia where I grew up. It was they who first taught me of God's love and what it means to be a disciple of the Risen Christ. My parents, Matthew and Catherine, and my sister, Sarah Kate, were all active members of this congregation and I owe much to them for nurturing and supporting me through the years. The church was also where I discovered my love of music. Some of my earliest memories are turning pages for the organist while sitting in awe of the powerful sounds of the organ. My parents, both public school teachers, encouraged and nurtured me as I learned to play piano, trumpet, and sang in the church choir and played in the handbell ensemble.

When my high school days began to come to a close, my youth director, John, encouraged me to check out a place called Presbyterian College in Clinton, South Carolina. I would call this community home for the next four years where I continued exploring my love of music and the Christian faith. I majored in religion and it was there that I discerned my call to ordained ministry.

In 2010, I moved to Atlanta to attend Columbia Theological Seminary. I graduated in 2014 with my Master of Divinity and Master of Arts in Practical Theology with an emphasis in music, worship, and liturgy. It was during my time in seminary that I fell in love with my wife, Tricia, a child therapist who is building her private practice. In summer of 2014, we moved to Long Island where I began my first call as the pastor of Shelter Island Presbyterian Church. On that tiny island with no bridges, we began our married life and I first learned how to be a pastor and a husband.

In 2018 we moved back south to Lexington, Kentucky where I became Head of Staff at Beaumont Presbyterian Church. It was also in Lexington where we welcomed our first daughter, Hazel Grace, and her sister, Windsor, to the family. Balancing my responsibilities as a pastor while having two children under the age of two (during a global pandemic, no less!) has been a challenge. But the past several years have been a time of tremendous growth for me as a parent, a spouse, and a pastor. In addition to these responsibilities, I also began my D.Min. at New Brunswick Theological Seminary where I hope to graduate in the spring of 2025.

In my free time (what little of it there seems to be these days!) I enjoy cheering on my Georgia Bulldogs in football and my Kansas Jayhawks in basketball. My other passions include cooking, swimming, and hymn writing. I've authored more than 60 hymns and psalm paraphrases over the past ten years or so.

Tricia and I look forward to calling Greensboro home and putting down some roots closer to family (Tricia's father, Mike, is the Head of Staff at FPC Fayetteville). I'm grateful for the opportunity to help Guilford Park Presbyterian Church live in to the next chapter of their life as a congregation. And, finally, I'm looking forward to being an active member of Salem Presbytery and growing my circle of colleagues-in-ministry.

Statement of Faith

Rev. Stephen Fearing

I believe in God the Creator,
who breathed into life all that is, was, and is to come;

Gen. 1 & 2

who made humankind in the image of God,
 and blessed the people with boundaries
 within which they could flourish and thrive;
 who called humanity to be stewards of the earth,
 tending to its care and preserving its beauty and abundance;
 who heard the cries of the oppressed, *Exo. 1*
 and freed them from the tyrant's grasp;
 who gifted the people with commandments, *Deut. 5*
 guiding them in the ways of truth, justice, and righteousness;
 who sent prophets to call the people back to faithfulness
 when they forgot the fast that God chooses: *Isa. 58*
 to loose the bonds of injustice, to undo the thong of the yoke,
 to let the oppressed go free, to share bread with the hungry,
 to give homes to the homeless and clothes to the naked;
 who charged the people, in all things and in all times,
 to do justice, love kindness, and walk humbly. *Micah 6:8*

I believe in God the Redeemer,
 who came to us as Jesus Christ, Emmanuel, in human flesh,
 fully human, fully divine, free of sin and full of mercy;
 who was born a brown-skinned, impoverished refugee *Matt. 2*
 on the run from the forces of evil and oppression;
 who challenged Empire in its many forms:
 healing those burdened by lack of affordable healthcare, *Mark 5:26*
 feeding the hungry without asking for a penny, *Luke 9:10-17*
 blessing the marginalized and promising them the Kingdom, *Luke 6:20-26*
 preaching non-violence in a war-weary world, *John 18:11*
 interpreting the scriptures in light of God's justice, *Mark 12:28-34*
 who was put to death for crimes he didn't commit,
 crucified, died, and buried,
 John 19
 and raised on the third day,
 Luke 24
 defeating death itself and assuring that nothing in life or in death
 can separate us from the love of God. *Rom. 8:38-39*

I believe in God the Sustainer,
 who equips the Church to be the living Body of Christ in the world: *Acts 2*
 who breathes life into the Beloved Community to be Christ's disciples;
 who hovers over the waters of our baptisms;
 who meets us in broken bread and shared cup to proclaim the resurrection,
 enlivening us to make disciples of all the nations,
 baptizing in the name of God the Father, Son, and Holy Ghost;
 who guides the Church, in these uncertain times,
 to remain faithful to the fast that God chooses,
 to fight the good fight, *2 Tim. 4:7*
 to run the race of faith,
 to share joy in abundant measure,
 and compassion to those who need Good News;
 who comforts in times of sorrow and challenges in times of apathy;
 who encourages the Saints to persevere in the faith,
 and inspires the Church to an ever more faithful and eternal alleluia! *Rev. 21:1-4*

My hometown is Eureka, a coastal city in Northern California and full of redwoods. My parents raised three sons in Eureka, and I am the middle one.

I am a former Aerospace Engineer, and while volunteering in a Presbyterian Church in the San Francisco Bay Area, felt a call to ministry. After a season of listening to that call, I visited Princeton Seminary as a prospective student. The following year I drove across the country to begin classes and start this new journey.

The Presbytery of San Francisco ordained me on September 22, 1996, and since then I have served three churches in three Presbyteries: an associate pastor in Martinsville, VA (Peaks Presbytery); a pastor in Versailles, KY (Transylvania Presbytery); and most recently a pastor in Abingdon, VA (Abingdon Presbytery).

The last two years have been strange territory for all of us. Pastoring a church during a pandemic, has felt a lot like a wilderness experience, but as I begin pastoral ministry in Lexington, I am filled with hope for what God has planned for the mission and ministry of the Church.

My wife Susanne is also a Presbyterian Minister. She is from southwest Virginia, and we met at Princeton. We have two grown children and a golden retriever. Our daughter Katherine is a video game animator in Los Angeles, and our son, Jonah, is a sophomore at UNC Charlotte.

In 2019, I received a commission in the United States Navy Reserve. I am presently the Chaplain to a Marine Reserve Battalion based in Pasadena, California. This is an amazing and challenging ministry with remarkable people. I travel three or four times per year to support their training.

I like to drink coffee and read. I make things out of wood in a garage workshop, and I have a small eBay store. Susanne and I like to work on DIY projects around the house and yard and talk about places where we would like to travel. We are adjusting to an empty nest and are excited about this new chapter in Salem Presbytery.

Statement of Faith

Rev. Jon Martin

In Jesus' life, death and resurrection, God accomplishes the salvation of the world. It is by grace that I participate in this good news. The cross and the empty tomb are the center of my faith and life. Everything else grows out of this singular event. God, the creator of all that is, the one in whose image we are made, is the one to whom I belong in life and in death.

God is the truest answer to humanity's brokenness, which is thorough. Human brokenness is manifest in collective and individual sin. There is no earthly-manufactured remedy, and all creation needs rescuing. The rescue comes from God, Father, Son, and Holy Spirit, both as a claiming and as an inviting into a new life and a new community called the Church.

The Church's central story is of human brokenness and the divine rescue in Jesus, who was fully divine and fully human. In him, God revealed the depth of true, wondrous love. The religious elite rejected this love and Jesus was crucified under Pontius Pilate, but God makes a way and love triumphed in Resurrection life. We freely receive the benefits of this triumph by faith. We share in life as a people ransomed, healed, restored, forgiven; life in a community free to live and love as Jesus did; life responding to God's ongoing amazing grace.

As a pastor, I want to encourage and lead a collective response to God's grace by how a congregation: worships, studies, comes together in fellowship, finds meaning in water, bread, and wine, bears witness, how it cares about hospitality, and sees God's creative work in the wide diversity of humanity. In the Sacrament of Baptism, God makes us part of the covenant community. For us, water is the sign of belonging and washing and dying and rising.

In the Sacrament of the Lord's Supper, we remember Jesus' last Passover meal with the disciples. For us bread and wine are the sign of nourishment for body and spirit, gracious sustenance for the journey of faithfully living the gospel.

The church receives its mission from Jesus who commands us to love God and our neighbor and to go into all the world. The Holy Spirit calls us to assemble in all the complexity that comes with that, and to disburse to engage the world and announce good news, and to minister to real human needs. My life is part of that divine rhythm of the church coming together and then disbursing into the creation. Halleluiah.

Faith Journey

Rev. Stuart Rawson

Born and raised in Columbia, SC, my parents came to Columbia to teach at the University of South Carolina. As educators there was always a tremendous expectation about academic performance and commitment, this was not always easy to live up to. My parents joined Eastminster Presbyterian Church shortly after moving to Columbia and it was there that I was baptized, confirmed, endorsed as a candidate for seminary and ordained. When I was in sixth grade, Eastminster called their first full time Youth Director, Julian Young. He had a profound influence on my life, opened the Bible to us through in-depth Bible study, led us on mission trips and help make the church a place that we wanted to be every time the doors were opened.

I attended Davidson College and studied religion and economics. Not having declared a major, the Dean of Students asked me, "have you not decided if you are going to serve God or mammon?" Every summer during college I had the privilege of serving on the staff of a church as the youth director, first at Eastminster and then for two summers in Merritt Island, FL at a large Methodist church. Even though all of my college employment involved serving God in the church, I did not have a sense of calling to the ordained ministry. My childhood pastor, Ernest Thompson, Jr., told me when I was in the 11th grade, "God is calling you to ministry." I was a bit overwhelmed.

My senior year at Davidson I was offered a challenge scholarship by a group of business leaders in Charlotte, NC who called themselves "Church in Vocation." They were all active church members, all ruling elders, who were pillars of the business community. They saw trends that led them to believe that 30 years later the Presbyterian Church (USA) was going to have a shortage of ministers. The scholarship was modeled after the Rockefeller Fellowships given out in the 1960s and 1970s. This group would pay for one Davidson graduate every year to attend seminary (Union in Richmond) with the understanding that after the first year you could leave if you did not feel a calling to the ministry. After my first summer of seminary, I was offered an internship at Howard Memorial Presbyterian Church in Tarboro, NC. It was at Howard Memorial - through preaching every other week, leading Bible studies and having dinner in a member's house nightly throughout the summer that I felt that God was calling me to ordained ministry in the church.

After graduating from Union in Richmond, I served for a year at Second Presbyterian Church in Richmond, VA. I was ordained in 1995 to serve as an Associate for Youth and College Ministry at Evergreen Presbyterian Church in Memphis, TN. I was called to Covenant Presbyterian Church in Charlotte, NC in 1997 to serve as an Associate for Young Adults and Mission. It was during my time at Covenant that my sons were born, William and McBride, and they were both baptized by the Rev. Dr. John Rogers at Covenant Church. In 2001, I accepted the call to become the Senior Pastor at McGregor Presbyterian Church in Irmo, SC. During my time at McGregor I led a church that had been decimated by a split coming from the 1983 reunion of the PC(USA) through a strategic visioning process that resulted in the congregation finally being led by God to build a sanctuary; this was the culmination of many years of prayer, study and hard work for the good people of this church.

I went through a traumatic and painful divorce. My faith was challenged to its core and I struggled with my belief in a just and faithful God. But the saints of the church, dear friends like Randy Harris, Ron Shive and Lewis Galloway, picked me up and kept me going. I was called to the staff of the Souper Bowl of Caring, a non-profit founded by a local church in Columbia, SC and led by the Rev. Dr. Brad Smith where I became a professional fund raiser. God's providence gifted to me in 2012 the most amazing gift in my wife and faith journey partner, Pam Plowden Rawson. I have spent the last ten years on the staff of Still Hopes Episcopal Retirement Community first as Director of Development and then as Director of Marketing.

My greatest teachers in life were my parents. I lost both of them in the summer of 2020, two weeks apart. It was through my grief process and the healing that has come after that I felt a strong sense of calling back to the parish ministry. It will be my privilege to serve God once again in the local church as a Minister of Word and Sacrament.

Statement of Faith

Rev. Stuart Rawson

I believe in one, triune God. I believe that human beings have used many different names for God in their quest to understand our transcendent creator, names like Adonai, Elohim, and Allah. The God I believe in longed for a deeper relationship with the creation God brought in to being and so sought out a people to be an example for the world. In and through Abraham God called in to being a people who would worship God alone and would create, with God's strength and guidance, a community of grace, service and an embrace of others and an example for others.

But human beings, though created in God's image, continued to be mired in their own sinfulness, limited by selfishness and a penchant to follow after other gods. God, in God's wisdom and mercy, took on frail flesh, became human and suffered and died that all might have life and have it more abundantly. God, in the person of Jesus of Nazareth, embodied grace: teaching, healing and offering forgiveness to the world.

In God's good time, God sent the Holy Spirit in to the world to form the church and to guide the wayward creation in the way of abundant life. The church is a beacon in the world, a collection of broken and sinful human beings who believe that God is not through with creation but is still making all things new. Through the sacraments of baptism and the Lord's Supper, the church shares these signs and seals of a redeemed life with all who have ears to hear. Through the waters of baptism human beings are cleansed and made new and are called to a new way of life. In the abundant and satisfying meal at the Lord's table with Jesus at the host, the church shares with the world a different way of living and embodies the kingdom that is to come.

I believe that the Old and New Testaments are God's word to us today. They are inspired by God and are to be a light for our path in this world. These sacred texts are to be interpreted through the lens of the confessions of the church and through the lens of Jesus' command to love God and love others. The modern church has been torn by deep grievances arising out of scriptural interpretation and so people of faith should approach the important task of interpretation with humility and grace, seeking a way forward that brings glory to God.

In our inability to live together as people of faith we continue to sort and separate; I believe that a faithful response to the gospel of Jesus Christ is for people of faith to continue to seek ways to unite together across these divides. The modern world we live in is blessed to have a diversity of faith traditions. The Reformed tradition has always taught that truth wherever it appears is truth and so, holding to this strong affirmation, I believe that our continued faithfulness calls us to live in harmony with other traditions and to learn from each other, respecting other expressions of commitment to God.

God continues to work in the world making all things new; and this is our hope in life and in death that the gracious God of creation continues to be the loving God of transformation and so we commit ourselves to the tireless work of loving God and loving neighbor.

Faith Journey

CRE Steven Stiles

My faith journey began with my birth though it would take me a decade or more to realize this. Like most people born in the Bible Belt in the 1970's I was born into a normative Christian Family. As such I was raised to know the Bible and the tenants of the faith. Unfortunately, I did not understand these, and I turned my back on the faith that my parents tried to impart to me. During this time, I either didn't think about Christianity or if I did think about it, I assumed that because I didn't seem that different from my Christian peers that I would be ok.

What I didn't recognize is that as a sinner that my righteousness was, as Isaiah said, filthy rags. Interestingly enough though I did not understand the Bible I never lost my love for it. In fact I continued to read and study the Scriptures especially the New Testament throughout this time.

Then one day as if struck by lightning, the Gospel message started to make sense to me. I realized that I was a sinner and had been one since birth. I realized that I was in need of a savior. This realization started me on the track that led to me seeking to be a Commissioned Ruling Elder. You see the moment I realized that I was in need of a savior and that God through his Son Christ Jesus had provided the means by which I could have an eternal relationship with God I felt as if I should be serving the Kingdom of God. Though I must admit that I misunderstood God's call on my life at first. You see one night I had a powerful dream that I was a shepherd taking care of sheep. Not realizing that it was God calling me into a pastoral ministry I went to NCSU to learn how to be a sheep farmer. While at NCSU I still felt as if I was supposed to be doing more for the kingdom.

So, I took on various ministries within my local congregation to include being a Sunday School teacher, helping out with feeding the homeless etc. and these jobs felt good. Realizing that I had a servant heart I became an EC Teacher taking care of handicap students.

Unfortunately, though I was serving the least of these I still felt I was supposed to be doing more for the Kingdom of Heaven. I was supposed to be letting other know about the Gospel I was supposed to be providing God's sheep with the living water.

This feeling grew and only abated when I started preaching, when I started ministering to God's flocks. Feeling that I was being called to a pastoral ministry in the underserved small rural Churches and not wishing to take on more debt I decided to become a CRE rather than go to seminary to become an ordained Teaching Elder.

Thus, my faith journey has been one of getting to know of God's love for Humanity as I am figuring out how I am going to serve the Kingdom of Heaven.

Statement of Faith

CRE Steven Stiles

I believe in the Triune God. I believe that God is one, made up of three persons: the Father, the Son, and the Holy Spirit. I believe God is the Creator and Sustainer of the Cosmos and as such is Sovereign over every aspect of life. I believe God reveals himself to humanity through the dual revelation of scripture and nature. I believe scripture to be the 66 books of the Protestant Bible. I believe that scripture is unique and authoritative witness for the Church.

I believe that though humanity was part of God's perfect creation, with the fall man entered a state of spiritual death. As such we can no longer commune with God by our own power. In fact due to the effects of sin on our lives we are dead to all things good and wholesome. I believe God recognized the state that we were in and wishing to have a relationship with humanity sent his Son, our Lord and Savior Christ Jesus to be born of the virgin Mary. Upon reaching adulthood Jesus proclaimed the Gospel of the Kingdom of Heaven and healed all manner of human physical and spiritual ailments. This brought Jesus into conflict with the powers that be and they Crucified Jesus.

I believe that death was not the end for on the third day as was predicted in Scripture Jesus arose from the dead and revealed himself to a multitude of people. I believe that Jesus then ascended into Heaven where he sits at the right hand of God the Father there to judge the quick and the dead as we recite in the Apostles Creed.

I believe that salvation for humanity is a free gift provided by Jesus through his sacrifice on the cross. As a gift of grace through faith there is nothing we can do to earn it.

I believe in response to the gift of grace through faith that we should praise God by reading the scriptures, going to the Lord in prayer and singing songs of praise. I believe we should gather as a community of believers to collectively praise God. That as a community of believers we make up God's Church.

I believe that baptism is a sacrament by which a person enters into a covenant relationship with God and the Church. I believe that a person is either baptized as an infant or when they come to recognize their dependence on God for Salvation. When they are baptized they or the people presenting them for baptism remembering the death and resurrection of Jesus Christ. They also like the Hebrew passing through the Red Sea to escape enslavement are moving from a state of enslavement to their sins to a state of being washed clean. Thus baptism initiates us into the Church and assures us that God has forgiven our sins.

I believe that Lord's Supper is a memorial of Jesus last meal before his betrayal where he told the disciples that the bread he broke was his body given for them. He also told them that the cup was the cup of the new covenant in my blood which he shed for them. As such the Lord's Supper commemorates Jesus' perfect sacrifice on our behalf.

Faith Journey

Amanda Horan

I was born and raised in Northeast Ohio. My parents raised me and my younger sister in Forest Hill Presbyterian Church, a PC(USA) congregation in Cleveland Heights, Ohio. Forest Hill Church has been a formative institution in my life. Within this congregation, I was baptized as an infant, confirmed in middle school, served as a youth deacon in high school, and married my husband in 2014. My parents actively serve as leaders in the congregation, in both *official* roles and with their *unofficial* acts of hospitality and generosity. My pastors and the youth volunteers also formed and shaped my faith as they ministered with encouragement, compassion, and acceptance. My pastors effectively instilled in the congregation one central message: "You are a beloved child of God." Overall, this message – that we are beloved children of God – paired with the witness I received from the adults in my life set the foundations of my faith in my childhood and teenaged years. I have come to view my spiritual life as fundamentally rooted in relationships: my relationship with God, my relationship with myself, my relationship with other people, and my relationship with all of God's creation. The roots of this relational approach to faith were sown and nurtured in my home congregation.

After high school, I attended the University of Mount Union, in Alliance, Ohio, where I double majored in English Writing and Religious Studies and had a concentration in Pre-Ministry. As a part of my concentration, I held an internship with the Mount Union Campus Church for which I co-led and facilitated the weekly worship service. This experience helped me to recognize the aspects of ministry that energized me, and those aspects which were more challenging. While I considered going to seminary immediately after graduating college, my internship helped me to realize that I needed to continue growing and discerning before moving on to seminary.

After I married, my husband and I moved to Arizona so that he could pursue a PhD in public history. During this time, we regularly attended University Presbyterian Church. After about a year, I was encouraged by friends and church staff to apply for that congregation's vacant Director of Christian Education position, and I was hired into that role. My job focused primarily on the youth ministry programs, but I occasionally worked with the children and adult education programs. The experience solidified my sense of call into ministry, while also shaping a sense of direction for my future vocation. Though I loved my job, I also felt a strong desire to be more involved in worship leadership, pastoral care, and justice and peace work.

When my husband finished his PhD coursework, we moved to Pittsburgh so that I could enter a Master of Divinity Program at Pittsburgh Theological Seminary (PTS). I chose PTS, in part, because I wanted to pursue the Certificate in Urban Ministry offered through the seminary's Metro-Urban Institute. The certificate appealed to me because it offered a focused look at racial justice, which was a passion instilled in both my home church and in my Tempe congregation. During seminary, I had the opportunity to serve as a Metro-Urban Institute Fellow in the inaugural cohort and a student minister in at Riverview United Presbyterian Church for two years. After seminary, I became an ACPE Resident Chaplain at St. Vincent's Charity Medical Center in Cleveland, Ohio. The program allowed me to dive deeper into the practical side of pastoral care, helping me to pair my experience with my theology.

Statement of Faith

Amanda Horan

I believe in one God, the Creator, Redeemer, and Sustainer of the universe. God is mysterious, greater than human beings can comprehend in full, and yet by the Holy Spirit, God reveals Godself in Scripture. Though God in many ways is mystery, the people of God in every time and place seek to love and to know God. Therefore, it is right to confess our faith out of love for God and with great humility.

The one God, in three persons created the world and everything in it. From the beginning of time, God chooses to reach out to creation in loving relationship. God created human beings in God's own image and made us to be interconnected with our Creator and with all of creation. Through sin, humankind turns from God, damaging our relationship with God, with ourselves, with each other, and all of creation. But God is good, and God is love. God continues to invite human beings into covenantal relationship, as God illuminates the way of wholeness and of life. God is faithful from generation to generation.

I believe that at a particular time in history, the same God chose to enter creation in an embodied form to be God-with-us. In the person of Jesus Christ, God reveals Godself to the world in a flesh and blood body, being fully human and fully God. In Jesus, God took compassion on creation, literally "suffering with" the world as he endured trial and temptation, even suffering unto death on a cross. In his ministry, God-in-Christ preached good news of fullness, abundance, and liberation to the poor, the hungry, and the captive. In Jesus' birth, life, death, resurrection, and ascension, God reconciles humankind to Godself and inaugurates the Kingdom of God.

I believe that God remains active in the world through the Holy Spirit who sustains all of creation and enlivens the Church as the body of Christ. Just as the Holy Spirit inspired and empowered the early Church to follow the way of Jesus Christ and to witness to the good news, the Spirit continues to inspire and empower the Church to this day. God sustains and nourishes the Church in the gifts of the Sacraments, which are physical signs of God's good promises. In the waters of baptism and in the breaking of bread and sharing of the cup, God meets us in our embodied form, assuring us that we are claimed, forgiven, loved, and called. Each member of the Church is called to the Christian vocation, endowed by the Spirit with unique gifts for service and witness.

In all things, I believe that we must reflect and share in the steadfast love of God, who continues to actively work for the redemption and recreation of all things. Through the Spirit, God continues to gather up all things on earth and all things in heaven into Jesus Christ, leading to the consummation of God's perfect Kingdom.

ACTION:

2. Salem Presbytery approved the ordination of **Amanda Horan, M.Div.**, following her preaching and examination.

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

Rev. Amanda Anderson presented the following report on the work of the Commission on Ministry.

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

A. INTERIM/TRANSITIONAL PASTOR RENEWAL

Concurred with the Session of **Guilford Park Presbyterian Church**, Greensboro, North Carolina, in renewing the Interim/Transitional contract with the **Reverend David Cagle** for a period of 12 months beginning July 1, 2022.

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 6 months beginning June 15, 2022.

Concurred with the Session of **Bethany Presbyterian Church, Graham**, North Carolina, in renewing the Interim/Transitional contract with the Reverend Jon Phillips for a period of 3.5 months beginning June 15, 2022.

B. TEMPORARY SUPPLY CONTRACT-AMENDED

Concurred with the Session of **Grace Presbyterian Church**, Winston-Salem, North Carolina, in amending the temporary supply contract with **Candidate Jasmine Evans**.

C. SECURING A PARISH ASSOCIATE AGREEMENT

Concurred with the Session of **Clemmons Presbyterian Church**, Clemmons, North Carolina, in securing a Parish Associate Agreement with the Reverend Felicia Stewart Hoyle for a period of three years beginning January 1, 2020.

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, 2022.

D. SECURING A STATED SUPPLY

Concurred with the Session of **First Presbyterian Church, Greensboro**, North Carolina, in securing a Stated Supply contract with the Reverend Maria Hanlan (UMC), for a period of one year beginning June 15, 2022.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

Concurred with the Session of **Bethany Presbyterian Church, Statesville**, North Carolina, in renewing the contract of **Tim Glaser** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of six months beginning January 1, 2022.

B. TRANSFER MINISTER INTO SALEM PRESBYTERY

That the Reverend Jon Martin, a member of Abingdon Presbytery, was received by Salem Presbytery on May 24, 2022.

That the Reverend Stephen M. Fearing, a member of **Transylvania Presbytery**, was received by Salem Presbytery on August 25, 2022.

C. MODERATOR OF SESSION

That the Revered Steve Snipes was appointed Moderator of Session for **Elkin Presbyterian Church**, Elkin, North Carolina.

That the **Reverend Katie Barrett Todd** was appointed Moderator of Session for **First Presbyterian Church, Mt. Airy**, North Carolina.

That the **Reverend Pat Fletcher** was appointed Moderator of Session for **Trinity Presbyterian Church, Salisbury**, North Carolina.

That the **Reverend David Smith** was appointed Moderator of Session for **Fieldstone Presbyterian Church**, Mooresville, North Carolina.

That the **Reverend John Senior** was appointed Moderator of Session for **Pine Hall Presbyterian Church**, Pine Hall, North Carolina.

D. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

That the **Reverend Kate Morritauk** is transferred to Lake Huron Presbytery May 24, 2022.

That the **Reverend Inger Manchester** is transferred to Presbytery of the James May 29, 2022.

That the **Reverend Nancy Dederer** is transferred to Scioto Valley Presbytery June 18, 2022.

That the **Reverend Hillary Bergman Cheek** is transferred to Charlotte Presbytery June 23, 2022.

That the **Reverend Jasmine Evans** is transferred to the Greater Atlanta Presbytery June 23, 2022.

That the **Reverend Russ Kerr** is transferred to Presbytery of the James July 21, 2022.

E. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

Dissolved the Pastoral relationship between the **Reverend Inger Manchester** and **Fieldstone Presbyterian Church**, Mooresville, North Carolina, effective May 29, 2022.

Dissolved the Pastoral relationship between the **Reverend Ron Shive** and **First Presbyterian Church, Burlington, North Carolina**, effective June 5, 2022.

F. MINISTER LABORING WITHIN THE BOUNDS OF SALEM PRESBYTERY

That the **Reverend Stewart Rawson**, a member of Trinity Presbytery, was given permission to labor within the bounds of Salem Presbytery as the Transitional Pastor of **First Presbyterian Church, Burlington**, North Carolina beginning June 6, 2022. The Terms are:

Effective Salary	\$75,000
Housing	\$25,000
Board of Pensions	Traditional Plan provided at FPC expense through PCUSA
FICA (one-half)	\$7,650
Automobile Expense	Reimbursed at current IRS mileage rate
Continuing Education	\$1,500

G. REQUEST TO WAIVE REQUIREMENT

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

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. ELDER AUTHORIZED TO CELEBRATE THE LORD'S SUPPER AND MODERATE THE SESSION

That Elder **Rainey Ratchford** be authorized by Salem Presbytery to serve the Lord's Supper and moderate the session in the congregations in Parish E of Salem Presbytery for one year, beginning September 10, 2022.

B. COMMISSIONED RULING ELDERS (LAY PASTOR)

That **Steven Stiles** be commissioned as the Commissioned Ruling Elder-Lay Pastor of the **Milton Presbyterian Church**, Milton, North Carolina, for a one-year period beginning July 1, 2022, and that he be granted permission to celebrate the Sacraments and Moderate the Session.

That **Tim Glaser** be commissioned as the Commissioned Ruling Elder-Lay Pastor of the **Cleveland Presbyterian Church**, Cleveland, North Carolina, for a one-year period beginning September 1, 2022, and that he be granted permission to celebrate the Sacraments and Moderate the Session.

C. 2023 MINIMUM COMPENSATION STANDARDS

That Salem Presbytery adopt an 8% cost of living increase in the minimum compensation for all installed positions and for Certified Christian Educators; also part-time positions increase by 8% to \$29.75 per hour; and CRE positions increase by 8% to \$23.50 per hour- for 2023. Remuneration for Temporary Tasks remains the same.

D. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

1. That the call of **First Presbyterian Church, Lexington, North Carolina**, to the **Reverend Jon E. Martin** to serve as Solo Pastor be found in order; and the terms of the call (printed below) be approved; and that the call be placed in his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-3.0307) and the AAEEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is August 15, 2022.

Effective salary

Cash Salary:	\$45,500
Housing Allowance:	\$27,000
Total	\$72,500

Reimbursable expenses (by voucher)

Automobile expense	provided at IRS reimbursable rate
Business/Professional Expenses	\$1,200
SECA Supplement	\$5,550
Continuing Education	\$2,000
Moving Costs (up to)	provided up to \$5,000

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 Day 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.

2. That the call of **Calvary Presbyterian Church**, Statesville, North Carolina, to the **Reverend Timothy Lamont Bates** 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 his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-3.0307) and the AAEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is August 14, 2022.

Effective Salary

Cash Salary:	\$12,600
Housing Allowance:	\$12,600
Other allowances:	\$3,000 (FICA)
Total	\$28,200

Reimbursable expenses (by voucher)

Automobile expense	\$2,520
Continuing Education	\$550.00
Moving Costs (up to)	n/a

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.

1 Day 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.

3. That the call of **Cameron Presbyterian Church**, Statesville, North Carolina, to the **Reverend Timothy Lamont Bates** 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 his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-3.0307) and the AAEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is August 14, 2022.

Effective Salary

Cash Salary:	\$17,304
Housing Allowance:	\$6,000
Other Allowances:	\$2,500 (FICA)
Total:	\$25,804

Reimbursable expenses (by voucher)
Automobile expense \$3,200 travel
Continuing Education \$563
Moving Costs (up to) n/a

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.

1 Day 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.

4. That the call of **Guilford Park Presbyterian Church**, Greensboro, North Carolina, to the **Reverend Stephen M. Fearing** to serve as Solo Pastor be found in order; and the terms of the call (printed below) be approved; and that the call be placed in his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-3.0307) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is November 1, 2022.

Effective Salary

Cash Salary	\$45,000
Housing Allowance	\$35,000
Total	\$80,000

Reimbursable expenses (by voucher)

Automobile expense	IRS rate/.62 per mile
Business/professional expenses	\$3,300
SECA Supplement (up to 50%)	\$6,500
Continuing Education	\$4,000
Other allowances	\$4,467
Moving Costs (up to)	\$7,000

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

3 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.

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

That following her successful examination, the call of North Wilkesboro Presbyterian Church, North Wilkesboro, North Carolina, to **Amanda Horan**, a candidate under the care of Western Reserve

Presbytery to serve as **Associate 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, pending her successful examination and ordination. The effective date is October 1, 2022.

Effective Salary
Cash Salary \$43,500 (split TBD)
Housing Allowance TBD split w/cash salary
 Total \$43,500

Reimbursable expenses (by voucher)
Automobile expense provided at IRS mileage rate
SECA Supplement (up to 50%) \$3,602
Continuing Education \$1,125
Moving Costs (up to) \$6,000

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.

F. REQUEST FOR HONORABLE RETIREMENT

That the **Reverend Margaret Almeida** be granted the status of Honorably Retired effective September 1, 2022.

G. SERVICE OF HONORABLE RETIREMENT

That Salem Presbytery recognize the **Reverend Margaret Almeida** with a service of Honorable Retirement.

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Just a reminder! Salem Presbytery Commission on Ministry (COM) Structure

Two COM Co-Moderators (John Johnson and Amanda Anderson)
Six COM Task Forces:

Task Force on CRE (Commissioned Ruling Elder) Training and Oversight
Task Force Co-Moderators: Jim Beard and R.C. Griffin

Task Force on Policy and Compensation
Task Force Moderator: Felicia Stewart Hoyle

Task Force on Examinations

Task Force Moderator: Travis Milam, Vice Moderator: Debbie Layman

Task Force on Transitions in Ministry (for Installed Positions)

Task Force Co-Moderators: Mason Todd and Parks Williams

Task Force on Care and Member Oversight

Task Force Moderator: Vicki Jones-Johnson

Task Force on the Changing Church *for churches with uninstalled leadership

Task Force Co-Moderators: Thom Burlison and Amanda Anderson

ACTION:

3. Salem Presbytery approved allowing the celebration of communion and moderating the session in the congregations in Parish E by **Elder Lorraine (“Rainey”) Ratchford** for one year and **Elder LaQreshia Bates-Harley** was approved to serve the Lord's Supper at Trinity Presbyterian Church for one year.
 4. Salem Presbytery approved **Elder Steven Stiles** to be commissioned as the Commissioned Ruling Elder for the Milton Presbyterian Church and **Elder Tim Glaser** to be commissioned as the Commissioned Ruling Elder for the Cleveland Presbyterian Church.
 5. Salem Presbytery approved a recommended 8% cost of living increase to minimum compensation standards for all installed and temporary clergy positions and certified CEs. Amendment passed to include supplemental income for half of the pastor's Social Security costs, and the increase of days off to 2. Approved a recommendation for an 8% increase in existing church/ministry staff wages.
 6. Salem Presbytery approved the call to the **Reverend Jon E. Martin** from First Presbyterian Church, Lexington, North Carolina and the call was placed in his hands.
 7. Salem Presbytery approved the call to the **Reverend Timothy Lamont Bates** from Calvary Presbyterian Church and Cameron Presbyterian Church, Statesville, North Carolina and the call was placed in his hands.
 8. Salem Presbytery approved the call to the **Reverend Stephen M. Fearing** from Guilford Park Presbyterian Church, Greensboro, North Carolina and the call was placed in his hands.
 9. Salem Presbytery approved the call to **Amanda Horan, M.Div.**, from North Wilkesboro Presbyterian Church, North Wilkesboro, North Carolina and the call was placed in her hands.
 10. Salem Presbytery approved granting of the status of Honorably Retired to the **Reverend Margaret Almeida**, effective September 1, 2022, and participated in a Liturgy of Retirement.
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COMMITTEE ON REPRESENTATION

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 Craig James (St. Andrews)
2025 Elder Jim Wilkie (Westminster)

Church Growth and Transformation

2025 Rev. Kristen Levens (Stony Creek)
2025 Rev. David Ealy (Hawfields)
2025 Rev. Nicole Richardson (Forest Hills)

COM - Task Force on Ministry for the Changing Church

2025 Elder Mike Sherrill (Asheboro First)

COM - Task Force on Transitions in Ministry (Installed)

2025 Rev. Kate Harper (Cross Roads)
2025 Rev. Leigh Wisner (Clemmons)
2025 Rev. Pat Fletcher (HR)

COM - Task Force on Examinations

2025 Elder Willie Garvin (Clemmons)
2025 Rev. Travis Milam (Pilot Mountain)
2025 Rev. Jeff Smith (Boone First)
2025 Elder Rebecca Sullivan (Lexington First)

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

2025 Rev. Vicki Jones-Johnson (MAL)

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

2025 Rev. Newton Cowan (Greensboro First)

Committee on Preparation for Ministry

2025 Rev. Keith Curl-Dove (Grace, New Creation)
2025 Rev. R. C. Griffin (North Wilkesboro)
2025 Rev. Kate Huddleson-Gillespie (HR)
2025 Rev. Courtney Stevens (Highland)

Executive Council

2025 Rev. Rosa Miranda (Validated Ministry - PMA)
2025 Rev. Kyle Goodman (Alamance)
2025 Rev. Phanta Lansden (St. James)

Personnel

2025 Rev. Charlie Lee (Starmount)
2025 Rev. Ernie Thompson (Westminster)

Permanent Judicial Commission

2028 Rev. Kaye Barrow-Ziglar (Logan)

ACTION:

11. Salem Presbytery elected the slate of nominees for committees.
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EXECUTIVE COUNCIL

The Rev. Jennie Hemrick, Moderator
The Rev. Kathy Beach, Vice-Moderator

The Executive Council (EC) met on June 16, July 21, and August 18, 2022. The Executive Council also gathered on May 19, 2022 to talk about matters to be accomplished between the present and the conclusion of the terms of the current Transitional General Presbyter, Designated Presbyter, and Stated Clerk (October 2023).

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

For Information – The Executive Council:

- Approved minutes of previous EC meetings and of the May 2022 meeting of Presbytery;
- Approved the docket for the August 2022 meeting of Presbytery;
- Received regular, detailed financial reports from the Budget and Finance Committee;
- Approved an increase in Campus Ministry budget, using funds designated for this purpose;
- Acting on behalf of Presbytery:
 - Commissioned Ruling Elder Robin Richardson to the Dellabrook PC;
 - Elected Elder Gerry Knox (Mt. Tabor) to the Committee on Representation (2023);
 - Authorized the Taylorsville PC to sell property that was received by bequest;
 - Authorized the Stony Creek PC to sell property that was received by bequest;
 - Authorized the Logan PC to sell property acquired by the congregation in 2021;
- Amended the Presbytery's Investment policy to include: "However, the investment advisor should include interest rate risk as a criterion in making investment decisions to address market sensitivity;
- Added the Rev. Jud Milam as a third signatory on Presbytery accounts;
- Approved revisions to the Commission on Ministry organization;
- Approved revisions to the responsibilities of the Church Growth and Transformation committee;
- Reviewed the May 2022 Presbytery meeting format and substance;
- Learned that the Christ PC campus (High Point) has been sold and closed;
- Ordered Presbytery meetings for 2023: February 21 (all virtual), May 16 (in person), September 9 (in person), November 14. All meetings will begin at 9:00am.
- Ordered the September and November 2022 meetings as ZOOM only, due to rising Covid infection rates;
- Began discussions on Presbytery staffing (after October 2023, when agreements with the current Transitional General Presbyter, Designated Presbyter, and Stated Clerk expire);

For Action –

1. The Executive Council moves that the Presbytery adopt a revised *Manual*. The *Manual* revision was largely prompted by the recent reorganization of the Commission on Ministry. Other non-substantive modifications are being made, largely to reflect how business is being carried out by the Presbytery and its constitutional and local committees and commissions.
2. The Executive Council asks the Moderator to recognize the Deacon Ronda Tatum to speak before the Presbytery on behalf of the Budget and Finance Committee.

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

12. Salem Presbytery approved a revision of the *Manual*.
 13. Salem Presbytery received a thorough report from the **Deacon Ronda Tatum** on behalf of the Executive Council's Budget and Finance Committee regarding the Presbytery's financial sustainability.
 14. Salem Presbytery received a report from the Stewardship Committee: Pledge cards will be mailed at the end of September with third quarter statements.
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REPORT BY GENERAL ASSEMBLY COMMISSIONERS AND YAAD

Salem Presbytery heard reports by some members of their delegation to the 225th General Assembly held between June 18, 2022 to July 9, 2022. Meetings were held both virtually and in person in Louisville, Kentucky. Reflections on the Assembly were given by Catrelia Hunter (Immigration Committee), Beth Hooten (Race and Gender Justice), Rev. Kim Priddy (International Engagement Committee) and Olivia Carretello (Ecumenical and Interfaith Engagement Committee). The complete list of the delegation members is as follows:

Rev. Wes Pitts, First Reidsville Presbyterian Church
Rev. Kim Priddy, Sedgfield Presbyterian Church
Rev. Ron Shive, HR
Elder Colby Hall, Reid Memorial Presbyterian Church
Elder Beth Hooten, First Burlington Presbyterian Church
Elder Catrelia Hunter, Mount Vernon Presbyterian Church
YAAD Ms. Olivia Carretello

ADJOURNMENT AND BENEDICTION

The Moderator announced the date of the next Presbytery meeting, November 15, 2022. This meeting will be held via Zoom. The Moderator adjourned the meeting with the benediction.

Recorded by:
Christine Ratledge
Administrative Assistant



David Vaughan
Stated Clerk

Appendix A

Ministers Absent from the September 2022 Presbytery Meeting (excluding HR, unless she/he is currently serving a congregation)

Barner, Taylor	Hanlin, Maria	Puryear, Sam
Berry, Kent	Harris, Randy	Rhodes, Paul
Braswell, Steve D.	Hazelrigg, Marti	Ridolfi, Paul
Brinson, Ann	Hemrick, Jennie Leake	Rivers Meza, Francis
Brown, James	Heyward, William Bailey	Rives, G. Wilborn
Burleson, Thomas	Higgins, Cindy	Roberson, Angela
Cagle, David	Hillman, Bob	Robison, Lee
Choplin, Patty	Howell, Charles H.	Roseman, Dana
Conner, Deborah	Joyce, Boyd	Sandlin, Mark
Coppage, Jeffrey A.	Kim, Ki Seok	Senior, John
Crainshaw, Jill	Kim, Seulki (John)	Seo, Changwon
Curl-Dove, Keith	Kunkle, Jacqueline Lynn	Sherrill, Howard Butch
Davee Lomax, Amanda	Lawson, Scott	Smith, Jay D.
Dodd, James	Levens, Kristen	Spangler, Laura
Durham, Larry	Martin, Jon	Sutphin, J. Grant
Eads, Will	McLaughlin, Alberta	Thompson III, Ernest
Freeman, Keith	McLeroy, Douglas	Tickle, Austin
Freese, Scott	Musser Gritter, Joshua	Troyer, Elizabeth
Freese, Scott	Musser Gritter, Lara	Tuttle, Caroline
Fulp, William	Oliver, (Gregory) Jones	White, Curtis
Gaither, Otto	Orr, Scott	Wilson, Alicia
Gaska, Jonathan	Peterson, Floyd Peter	Wood, Virginia
Gipe, Will	Pitts, Wes	Wray, Tom
Greene, Sandra Lee Breeden	Porter, Timothy	Wyche, Frank