

P. O. Box 1763
Clemmons, NC 27012



www.salempresbytery.org
336-766-3393

February 2, 2026

TO: Members of Salem Presbytery and CREs
Elder Commissioners from Salem's churches
Certified Church Educators and all other church staff
Visitors and guests of the Presbytery

Meeting: Tuesday, February 10, 2026

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

PLACE: St. James Presbyterian Church
820 Ross Avenue, Greensboro, North Carolina 27406
336-273-6658

If you missed advance registration, in-person registration will be available prior to 10:00am on the day of the meeting, but lunch cannot be guaranteed for those who register on site. (If you want to take a chance on a lunch, please bring \$10 or a check to St. James Presbyterian Church.)

Please prepare for this meeting by reading the contents of this packet prior to arrival on Tuesday morning in Greensboro.

We are grateful to all who have worked to prepare us for our time together. We also share much gratitude to for the congregation, officers, and staff of St. James Presbyterian Church for hosting the meeting! We look forward to seeing you.

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



SAINT JAMES Presbyterian Church

Worship with us Sundays at 10am

CENTERED IN CHRIST, INCLUSION, AND JUSTICE DEDICATED TO TRANSFORMING LIVES SINCE 1867

A Spiritual and Civic Pillar in Greensboro's Black Community

To fully appreciate the story of Saint James Presbyterian Church, one must recognize the faith and courage of those who came before us and our continued commitment to the vision they ignited. Founded in 1867 by formerly enslaved members of First Presbyterian Church, Saint James has long been a spiritual and civic pillar in Greensboro's Black community. In 2025, we celebrated 158 years of continuous Christ-centered ministry dedicated to transforming lives.

The roots of our congregation stretch back to a small rented house on Forbis Street, where about thirty men and women began meeting regularly to build a church grounded in worship, education, and justice. From these humble beginnings, Saint James has grown into a vibrant community whose fabric is woven with the threads of faithful pastors and lay leaders.

In the early 1900s, the congregation purchased a house and used it to provide formal education for Black children and adults - offering one of the first such opportunities in Greensboro. Our pastors often served as teachers, continuing the church's deep legacy of educational advocacy.

OVER THE DECADES, SAINT JAMES HAS BEEN LED BY REMARKABLE PASTORS COMMITTED TO CHRISTIAN EDUCATION AND DISCIPLESHIP

1946: REVEREND J.T. DOUGLAS

Under the dynamic leadership of Reverend J.T. Douglas (1946-1971), we expanded our campus ministry at North Carolina A&T State University and Bennett College

and built a new church home on Ross Avenue. In 1959, the congregation moved from Forbis Street to our current location, dedicating the new sanctuary on December 13 of that year.

1973: REVEREND LLOYD GREEN, JR.

Following Reverend Douglas's retirement, Reverend Lloyd Green, Jr. began his tenure in 1973, strengthening our Christian Education program and community involvement.

1986: REVEREND J. HERBERT NELSON II

In 1986, Reverend J. Herbert Nelson II became pastor. His leadership brought renewed focus to outreach efforts such as CROP Walk for Hunger, United Negro College Fund, and Habitat for Humanity. During his tenure, the church completed its stained-glass window project - ten panels designed by artist and church member Eva Hamlin Miller, dedicated in September 1991. *Reverend Nathan Byrd* also served during this time as associate pastor, focusing on youth, campus ministry, and education.

After Reverend Nelson's departure in 1997, a series of pastors helped continue the church's momentum.

1999: REVEREND JAMES A. BELLE

Reverend James A. Belle, called in 1999, developed fifteen ministry divisions to strengthen church leadership through Session. *Reverend Leon Davis* joined as associate pastor in 2000.

2002: REVEREND DR. PAUL N. RIDOLFI

In 2002, interim pastor Reverend Dr. Paul N. Ridolfi introduced the Stephen Ministry to enhance congregational care.

2005: REVEREND DR. DIANE GIVENS MOFFETT

In 2005, Saint James called its first female pastor, Reverend Dr. Diane Givens Moffett. Her tenure marked a season of renewed vision, spiritual growth, and energetic leadership. She emphasized the five purposes of the church - Worship,

Evangelism, Fellowship, Discipleship, and Ministry - welcoming more than 200 new members and reinvigorating programs such as Children's Sunday School and **WWW** (Wednesday Word and Worship). Her leadership also brought media and technology upgrades and physical renovations throughout the church. In 2018, Dr. Moffett was called to serve as Director of the Presbyterian Mission Agency.

2021: REVEREND DR. PHANTA I. LANSDEN

After a brief transitional period, which included the leadership of *Reverend Eustacia Moffett-Marshall* and an interim team during the onset of the COVID-19 pandemic, Saint James called Reverend Dr. Phanta I. Lansden as pastor in 2021.

Under Dr. Lansden's leadership, the church has grown in membership, financial stewardship, and outward-facing mission. New vision and mission statements were implemented to reflect a focus on community impact. A blessing box outside the church now provides food and supplies to neighbors in a nearby food desert. The church's budgeting and financial systems have also been revitalized, improving clarity and oversight for leaders. This fresh direction has brought renewed energy to the congregation, with many new members joining and reengaging in church life.

Through it all, Saint James has remained rooted in its commitment to faith, justice, and community transformation - trusting, always, that ...

THE BEST IS YET TO COME.

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** Commissioned Ruling Elder Steve Braxton, Moderator

Worship and Celebration of the Lord's Supper

Worship has been planned and coordinated by the Rev. Dr. Phanta Lansden and the Rev. Jodi Ligan
Preaching: The Rev. Cecelia (Cee-Cee) Armstrong, Moderator, General Assembly of the PC(USA)

10:15 **Organization of Presbytery** Moderator
Establishment of Quorum
New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.)
Approval of Docket

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

10:25 **Land Acknowledgement**

10:30 **Greetings and Report from Interim General Presbyter** pg. 7 The Rev. Jodi Ligan

10:40 **Stated Clerk's Report** pg. 8 Elder David Vaughan, Interim Stated Clerk

10:45 **Peace and Justice Task Force** p. 10 Salem Presbytery's Racial Equity Equipping Team

10:50 **Reviving Salem's Mission Committee** The Rev. Dave Henry

11:00 **Church Growth and Transformation** pg. 12 The Rev. Emily Wilson

11:17 **Commission on Ministry** The Rev. R.C. Griffin
Task Force on Examinations pg. 14
Quarterly Report pg. 16
Presentation of Call
Welcome Liturgy pg. 18

11:37 **STORM** p. 19 The Rev. Dr. Kyle Goodman, The Rev. Sam Perkins

11:57 **Executive Council** pg. 24 The Rev. Dr. Andrew Taylor-Troutman

12:05pm	Installation of new Presbytery moderator p. 25 Recognition of retiring Presbytery moderator	Moderator Braxton Moderator Bussell
12:15	New Business Announcements Adjournment with Benediction and Lunch Blessing	Moderator Braxton Moderator Bussell
	Lunch and Table Fellowship (Pre-registration required)	Fellowship Hall

Next Presbytery Meeting:
Tuesday, May 12, 2026, 9:00am
Westminster Presbyterian Church, Greensboro

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.

God said, "Let there be light." And so light appeared.

*God saw how good the
God separated the light from
God named the light Day and*



*light was.
the darkness.
the darkness Night.*

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.*

Our Mission

*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.*

Epiphany Greetings Siblings of Light!

The very first thing God created was light. **We stand squarely in the Light** at the beginning of a new year, with new leadership, new opportunities, new committee assignments and a lot more 'newness' to come. In what can seem like a glacial rate of change in the Church, this Presbytery has been moving at a refreshing pace over past six months. This is necessary and gratefully welcomed.

You are used to hearing me share unpleasant facts about unpleasant realities, however...**One year ago**, the Presbytery Empowerment Assessment was presented focusing on the interplay of the budget, church statistics, and low spiritual energy. You embraced changing how we **connect, support and strengthen** this Presbytery. **In the last 6 months alone**, you have taken the critical step of creating the **STORM** task force to re-evaluate our vision and its relevancy in light of our current realities, while proactively leaning into the place where God is calling us. They have also undertaken the enormous effort of addressing staffing, committee structures, revenue policies, and budget models. **You will want to pay special attention to their report at Presbytery.**

Empowered leadership will have a spotlight in this upcoming year. Resources are being engaged to assist us in leading **transformational ministry, vital mission, and dynamic leadership.** *Yours gifts and talents are needed more than ever in such as time as this.* **Welcome to a new Day in Salem Presbytery!**

With a grateful heart to be serving with you, jodi

For Information:

Administrative Commission for Unity Presbyterian Church

I have appointed the following individuals to serve on an Administrative Commission to work with the Session of Unity Presbyterian Church in their discernment to be dismissed to another Reformed denomination: the Rev. Timothy Bates, Elder Dwayne Culbertson, Elder Karen Fisher, the Rev. Lara Musser Gritter, and the Rev. Felicia Stewart Hoyle.

Annual Statistical Reports

Churches (clerks of Session, most notably) have until February 20, 2026 to report your 2025 statistics using the PCUSA reporting system. If you find that you cannot meet this schedule, reach out to me right away.

Administrative Commission for Reid Memorial Presbyterian Church

Reid Memorial PC has, at present, one active elder. I will soon appoint an Administrative Commission to assume original jurisdiction of the church in order to recruit, train, and ordain/install a suitably-sized Session.

For Action:

Dismissal of Administrative Commission for Dogwood Acres Presbyterian Church

This AC has completed its work and its final report is attached. I will move that the Presbytery dissolve this AC with our sincere thanks. The Rev. Brian Rummage moderated this group; also serving were Rev. Jodi Ligan, Elder Mike Sherrill, and Elder Rosalie Watts.

**Salem Presbytery
Administrative Commission to Conclude the Ministry of
Dogwood Acres Presbyterian Church, Asheboro North Carolina.
Final Report**

Commission Members:

Brian Rummage, Chairperson

Rosalie Watts, Clerk of Session for Dogwood Acres

Mike Sherrill, COM and member of First Presbyterian Church, Asheboro

Jodi Lingan, Presbytery Staff

The work of the Administrative Commission began in 2023. On July 23, 2024, per The Book of Order G-1.0504 f, the congregation of Dogwood Acres Presbyterian Church unanimously voted to conclude its ministry.

A Service Concluding and Celebrating the Ministry of Dogwood Acres Presbyterian Church was held on January 12, 2025 at 11:00 a.m.

The church property was listed for sale with Foundry Commercial, LLC on July 7, 2025 and was sold on January 13, 2026.

With great thanks for their hard work, this concludes the work of the Administrative Commission.

Reverend Brian K. Rummage

First Presbyterian Church, Asheboro, NC

January 22, 2026



- Ministers of Word and Sacrament actively serving as pastors to congregations or otherwise engaged in a validated ministry within the bounds of Salem Presbytery;
- Commissioned Ruling Elders actively serving a congregation;
- Certified Christian Educators;
- Salem Presbytery Members-At-Large; and
- Presbytery Staff

In order to maintain good standing with Salem Presbytery (which is necessary to access and share your PDP on the new Church Leadership Connection system), completion of Racial Equity Equipping Training is mandatory. Folks have until May 2026 to complete this training to remain in good standing, OR you must gain approval for an alternative training from the Peace and Justice Task Force.

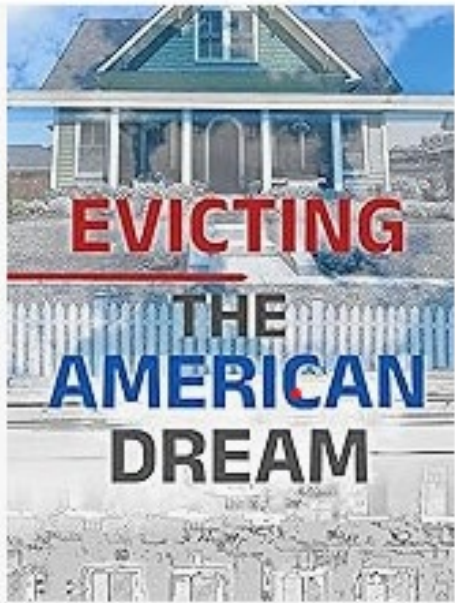
DATES:

Tuesday, March 17, Elkin Presbyterian, Elkin

If you have questions, our facilitator contact information can be found on the Presbytery's Racial Equity website <https://www.salemraciaequity.org/home> . A Registration link may also be found there as well.

Our next Matthew 25 Study will be

Evicting the American Dream amplifies the voices and stories of children and families confronting eviction and homelessness. Through interviews with pediatric psychologists, social workers, tenant rights organizations, housing authority officials, and eviction lawyers, this film explores the root causes and systemic issues that



perpetuate this epidemic and ways in which it is preventable. This is a 50-minute documentary produced by Presbyterian Disaster Assistance. It is available on Amazon and other streaming services.

Just when we were starting to plan this event, for February, we learned that our denomination is scheduling a series of events on the same topic in the same month, so we decided to recommend that our people attend theirs. The US housing crisis is a very important subject right now, and we encourage as many of you as possible to participate in this.

The film study will meet on Monday evenings in the month of February, at 7:30. The PC(USA) facilitators have arranged for expert speakers to address for us the issues from the film. [Here](#) is the link to register. After we have participated, we can discuss further whether our own event from the North Carolina perspective should be planned in future months.

The Rev. Emily Wilson, Moderator

2025 was an amazing year in our Presbytery! Churches and related organizations thought creatively about how to engage the communities around them. Creative ways of doing ministry and outreach were piloted by congregations. Lives have been touched, people nourished and nurtured, and new energy has been brought into our congregations. But you don't have to take my word on this. Here are a few snippets from some grant recipients:

First Presbyterian, Mt Airy:

"First Presbyterian Church of Mt. Airy is making significant improvements and expansions to our toddler preschool so that we will provide a safer and more inclusive experience for the children who participate in our church, our preschool, and live in or interact with the two homeless shelters in close proximity to our church."

Second Presbyterian, Salisbury:

"On behalf of Second Presbyterian Church, I want to express our deep appreciation for your generous support through the Transformation Grant. Your investment in our mission has made a meaningful and measurable difference in the lives of the individuals and families we serve.

"Because of your partnership, we have been able to strengthen our community programs, expand our outreach efforts, and respond more effectively to the needs around us. The resources you provided helped us create safe spaces for connection, offer essential services, and build relationships that foster hope and stability. These are not just programs — they are lifelines — and your support has been instrumental in making them possible.

"We are grateful not only for the financial assistance but also for the confidence you have shown in our vision for a more compassionate and connected community. Your commitment empowers us to continue this important work with renewed energy and purpose.

"Thank you for believing in what we do and for standing with us as we strive to make a lasting impact. We look forward to continuing this meaningful partnership and sharing the ongoing stories of transformation your generosity helps create."

Trinity, Winston-Salem:

"After Covid, like many smaller churches, we felt the impact of losing a lot of our families. We don't have the resources to provide a Youth Pastor, or staff our nursery--especially when there was really no need to since we didn't have children that age. We realized that the younger generation wasn't feeling supported and the older generation was feeling irrelevant and left behind. At our session retreat, our session decided to focus on building intergenerational relationships, not just within the church itself, but in the wider community. We had the vision to transform our Fellowship Hall into an Intergenerational Hall, filled with games, conversational space, and dining, designed for all our generations to interact and enjoy one another. With the help of the Innovation Grant from the Growth and Transformation Committee this work of developing an Intergenerational Hall has begun. Since then there have been other opportunities that have come across our path: the local food pantry which supports families at our neighboring school is moving into our building. While the parents shop for food, the children will be able to play games in our new space! Then a tutoring after school program shows promise as well. It seems when we move in a

direction aimed at transformation, the Spirit puts other opportunities in our path! Thank you, Growth and Transformation Committee, and we will be sure to keep you posted!"

WS Ministries (partnership between Parkway, St. Andrews, and UKIRK):

"For us, the Innovation Grant shared by St. Andrews, Parkway, and UKirk Greensboro made it possible to continue investing in the development of one of our colleagues in ministry. It created a first call and ordination opportunity that simply would not have existed otherwise. "As Presbyterians, we are going to have to move past our discomfort with less traditional calls and recognize that, for many of us, the calls of the future will be more creative and more complex than the familiar model of one minister serving one congregation.

"The Innovation Grant also gave us the gift of time—time to experiment, to learn, and to see what might emerge. Ministry innovation rarely produces instant results. It requires patience, trust, and space for relationships to form. In our work with Youth and College Ministry, that relational foundation took time to grow. Now that this initial season is drawing to a close, we are ready to take what we've learned... the progress and the setbacks... and discern how we can continue building faithfully into an uncertain future."

Is your church inspired to try something innovative? Check out our discernment booklet to help guide your process. It's available for download at: <https://www.salempresbytery.org/church-growth-and-transformation> or contact me for printed copies at: RevEmilyWilson@gmail.com

The grant application is available at: <https://www.salempresbytery.org/cgat-innovation-grant-application>

If you have any questions or want more information, call or email me.

I'm excited to see what the Spirit will do in our midst next!

The Rev. Emily Schlaman Wilson
RevEmilyWilson@gmail.com
 336-978-7658

COM – Task Force on Examinations

The Rev. Hannah Ostlund was successfully examined for membership in Salem Presbytery.

Hannah Ostlund

Faith Journey

I was born into a faithful family. My paternal grandmother is the one who brought Presbyterianism into our family, but both sides of my family history have roots in Catholicism and other forms of Protestantism. Born in 1998, I was baptized Catholic. However, after my younger sister Abby was born, my parents decided to raise us in my father's Presbyterian heritage.

My sister and I grew up in a military family with my father serving in the U.S. Army. This resulted in many moves around the continental United States. While I cannot name every school I attended or the neighborhoods we lived in, I do remember that each move came with its own new adventure of finding a church family. Therefore, most of my childhood memories revolve around church activities from Vacation Bible School and Sunday School to later adventures in youth groups and on youth mission trips. All of these memories have acted as the great foundation of faith I have built on as I journeyed toward being an ordained minister.

It was not until we moved for the last time as a family to Southern Pines, North Carolina, that my own sense of call began to take shape more clearly. As an attendee of Brownson Memorial Presbyterian Church, I was mentored by the Rev. John Hage through the end of high school and beyond. While I did not know it yet, I do believe that John sensed a deeper call to ministry that I could not begin to articulate.

After graduating from high school, I embarked on my undergraduate studies at Salem College. It was there that I began to engage in Interfaith Council, Presbyterian Student Ministries, and all of the lovely Moravian traditions that are so deeply infused in Salem's legacy. I also had the opportunity to work for three summers at Montreat Conference Center. It was during these summer months that I met many seminarians and began to discern a call to seminary. At this time, I was studying Non-Profit Management and Religious Studies, but had planned to work in the non-profit sector. "I'm not a pastor" was a common phrase for me. However, as I neared graduation in May of 2020, I knew that God was calling me to go even further, and all of those wonderful seminarians I had met in Montreat had shown me the endless possibilities that could come from a seminary education.

I began my MDiv studies at Pittsburgh Theological Seminary in August 2020, still not thinking I was going to be a pastor. God had other plans. During those three great years at PTS that included a field education placement at Crafton Heights Presbyterian Church, where I met another mentor of mine, Rev. Dave Carver, I felt even more called to congregational ministry and to being a pastor.

Staring down graduation in May of 2023, I realized that I desired more hands-on experience as we continued to exit the depths of the pandemic. This led me to look into pastoral residency programs and ultimately to the Lake Fellow Residency at Second Presbyterian Church in Indianapolis, IN. This residency

provided me with endless opportunities for personal and vocational growth (including my ordination in November 2023) as well as access to incredible mentors and experiences. Second has prepared me immensely for all that the ministry has to offer. I look forward to continuing to learn, grow, and minister with the saints of First Presbyterian Church of Salisbury.

Hannah Ostlund **Statement of Faith**

I believe in One, triune God. I believe in the Trinity; Creator, Christ, & Spirit, sharing in divinity & power, yet distinct. I trust in the sovereign Creator who breathed life into the earth. While God is ruler of all, God is also a companion to humankind, He calls each of us into community, knowing that all creation is good.

God's love for us, His beloved creation, is God's reason for sending His only son on our behalf. Jesus Christ was conceived by Mary & the power of the Holy Spirit. I believe Jesus is fully divine & human. As the living incarnation, Jesus acts as a present reminder of the love & grace witnessed in Scripture. Jesus Christ taught creation the power of love. His teachings are what we are called to follow. Jesus welcomed children to his feet & ministered to those in need. Through Jesus' teachings, my faith & ministry are directly encouraged.

I believe in the redeeming power of Jesus Christ's death & resurrection. Having ministered so radically, Jesus was condemned to death & crucified. As women prepared to anoint his body, Jesus was resurrected to sit on the right hand of God. Jesus' resurrection reminds us of the power of the grace given by God. Through Jesus' death & resurrection, we are promised the forgiveness of sins & eternal life with God. The works of our human lives do not justify this promise, it is found in Jesus' sacrifice alone.

I believe in the movement of the Spirit. The Spirit guides us to emulate the love, hope, & healing of Jesus Christ that we are shown in Scripture. The Spirit not only encourages us toward a life more in tune with that of Jesus, but also gives us the skills to use along the way. Each of us is touched by the Spirit & pulled closer in relationship to God. We need the comfort of God, the guidance & sacrificial promise of Jesus, Scripture, the body of believers, & the glue of the Spirit to create a beautiful mosaic image where love & hope prevails.

I believe in the Sacraments of Baptism & Communion. They are physical signs of the Trinity's presence & promise through ordinary elements of water, bread, & juice. When we engage the Sacraments, we remind ourselves of the commitment to claim our faith boldly. I believe that Baptism reminds us God has called us into relationship with Him & the community of faith, before we know it. I believe the Communion seals the sacrifice made by Jesus for the forgiveness of sins & the promise of new life. As we take part in this Sacrament, we are reminded that at God's table, all are welcome & sent forth as disciples.

I believe in the power of the Church. I trust in the Church's mission to bring forth the teachings & love of the Trinity. We are called to be neighbors to all in the world whether we believe the same things. We are the hands & feet of God as members of His Church. Therefore, we are called to promote peace for all God's creation. I trust in God's calling in my life to lead faith communities toward a world that is more kind & just in the image of the Trinity.

The Rev. R. C. Griffin, Moderator

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

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

1. Concurred with the Session of **Concord Presbyterian Church**, Statesville, North Carolina, in securing a contract with the **Reverend David True** as Transitional Pastor for a period of one year beginning November 30, 2025.

B. STATED SUPPLY RENEWAL

1. Concurred with the Session of **New Creation Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Gray Clark** for a period of six months beginning January 1, 2026.

2. Concurred with the Session of **Shallowford Presbyterian Church**, Lewisville, North Carolina, in renewing the Stated Supply contract with the **Reverend Leigh Wisner** for a period of one year beginning January 1, 2026.

3. Concurred with the Session of **Grace Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Stated Supply contract with the **Reverend Dr. Pamela Mitchell** for a period of six months beginning January 1, 2026.

4. Concurred with the Session of **Faith Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Dr. Fred Beck** for a period of one year beginning January 1, 2026.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. 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, 2026.

2. Concurred with the Session of **Bethany Presbyterian Church**, Graham, North Carolina, in renewing the contract of **Rick Purcell** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of six months beginning December 31, 2025.

3. Concurred with the Session of **Shiloh Presbyterian Church**, Burlington, North Carolina, in extending the contract of **Tim Parker** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of six months beginning February 1, 2026.

B. MODERATOR OF SESSION

1. That the **Reverend Bill Hoyle** was appointed Moderator of Session for **Spencer Presbyterian Church**, Spencer, North Carolina.

2. That the **Reverend Jennie Hemrick** was appointed Moderator of Session for **Danbury Presbyterian Church**, Danbury, North Carolina.

C. REQUEST TO CELEBRATE COMMUNION

1. That Commissioned Ruling Elder **LaQreshia Bates** be allowed to celebrate communion on January 4, 2026, at Mount Vernon Presbyterian Church.
2. That Commissioned Ruling Elder **Jeffrey Bumgarner** be allowed to celebrate communion at New Salem Presbyterian Church on November 23, 2025.
3. That **Reverend Rob Evans** be allowed to celebrate communion at Oak Ridge Presbyterian Church on February 1, 2026.
4. That Commissioned Ruling Elder **Richard Collier** be allowed to celebrate communion at First Presbyterian Church, Pilot Mountain on February 1, 2026, at Hills Presbyterian Church on January 4, 2026, and Pine Ridge Presbyterian Church on January 4, 2026.
5. That Commissioned Ruling Elder **Rachael Brooks** be allowed to celebrate communion at First Presbyterian Church, Pilot Mountain on December 21, 2025, and at Fifth Creek Presbyterian Church on January 11, 2026.
6. That Commissioned Ruling Elder **Paul Collins** be allowed to celebrate communion at First Presbyterian Church, Pilot Mountain on December 24, 2025.
7. That Ruling Elder **Jimmy Coore** be allowed to celebrate communion at Mount Vernon Springs Presbyterian Church on January 4, 2026.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

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

That following her successful examination, the call of **First Presbyterian Church, Salisbury**, North Carolina, to **Reverend Hannah Grace Ostlund** 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. The effective date is January 12, 2026.

Effective Salary

Cash Salary:	\$ 68,000
Supplemental Income (SECA):	\$ 5,202
Continuing Education	\$ 4,000
Moving Costs	\$ 5,000
TOTAL:	\$ 82,202

Other Paid Time Off

Days Off	2 days per week
Paid Vacation	4 weeks per year
Paid Continuing Education	2 weeks per year

*Full medical, pension, disability, and death benefit coverage under the Board of Pensions is provided. Twelve weeks family leave at full pay.

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.

Welcome into membership of Salem Presbytery

Hannah has been received into membership of Salem Presbytery. Let us join in celebration as she is 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 this new face and voice, 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 member as she discovers her 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.

saalem + storm presbytery report

*I am about to do a new thing; now it springs forth;
do you not perceive it?*

—Isaiah 43:19

The Strategic Taskforce On Reviving Ministry (STORM) brings you the following updates, approved by Executive Council as we work to be the church in real time. See attached documents for further details.



New Staffing Model

Stepping out in faith and into our values, we are recommending a staffing model with two full-time presbyters who are co-equal in Christ-like leadership reporting to the Personnel Committee on behalf of Executive Council. With one dedicated to operations and the other to enacting vision, we believe this model will root us in the work of our mission and vision and create the environment for our leaders and congregations to thrive.

Presbyter for Transformation &
Leadership Development

Presbyter for Administration &
Stated Clerk



Endowing Funds

To invest in financial longevity for Salem as well as pay for our chosen models, STORM & Executive Council bring before the presbytery a recommendation to endow diverse accounts into a unified fund that will support our ministries and innovations in the years to come.



Renewed Presbytery Gatherings

We suffer a serious lack of spiritual energy. Connection revitalizes us. We are moving to a model where two of our presbytery meetings each year are predominantly business, and the other two are focused on leadership development. We believe the intentional work at the latter will feed into meaningful discourse at the former.

Salem Presbytery Staffing Model Proposal

S.T.O.R.M. (Strategic Taskforce on Reviving Ministry)

Approved by Executive Council: January 29, 2026

Rationale

Salem Presbytery has been in a state of staff transition for nearly a decade. Our former General Presbyter, the late Sam Marshall, retired in 2017, at which time the presbytery employed four full-time ordained staff members. In 2019, the presbytery adopted the “Dream Team” model, creating three new full-time positions and effectively ending the tenure of Transitional General Presbyter Steve Scott and the other ordained staff roles. The search for those positions ended abruptly when it became clear that we lacked the financial resources to implement their model.

Before the presbytery could regain its footing, the COVID-19 pandemic began. During this time, we called Barbara Smith as Transitional Presbyter. She led the presbytery ably through the crisis. Her remote-working leadership fit the moment well, but it also highlighted the importance of hands-on leadership in our congregations. Using designated funds, the presbytery temporarily called Jodi Ligan as Presbyter for Transformation, partially fulfilling the Dream Team vision. At the end of 2023, we called Tony De la Rosa as the first installed General Presbyter in six years.

In January 2025, Jodi presented a Presbytery Empowerment Assessment (P.E.A.) to Council, building on her work in our congregations without installed leadership. That assessment revealed a lack of energy and investment in presbytery work, increasing reliance on burned-out volunteer leadership, and a stressed financial model overly dependent on reserve funds. Executive Council formed S.T.O.R.M. in response to her report.

Further transitions followed. Longtime Stated Clerk David Vaughan retired and was succeeded by Paul Sink. Financial Administrator Renee Carter resigned, with her responsibilities assumed by Office Administrator Christine Ratledge. In late 2025, the presbytery parted ways with Tony. Paul Sink had already resigned, and funding for Jodi’s designated position expired in October. Without Jodi’s continued service and David Vaughan’s willingness to return to the Stated Clerk role, the presbytery would have been left with only two staff members.

S.T.O.R.M. has not been developing a new staffing model in a fair-weather moment for Salem. Our work has taken place amid yet another crisis. Yet we believe this difficult context offers a new opportunity. We are reminded why the Dream Team initially suggested substantive staffing changes, and we agree that those changes are needed. In a moment of dysfunction, we have sought a model oriented towards actual transformation, keeping Jodi’s prophetic P.E.A. in mind. We cannot continue doing the same old things over and over again.

Our proposal is rooted in the original Dream Team vision. It addresses the needs of the present moment. ***This is not business as usual.*** And most importantly... we do know how to pay for it.

Proposal: Two Presbyters Staffing Model

Overview

S.T.O.R.M. recommends that Salem Presbytery hire two full-time presbyters, both exempt employees. Each would be ordained as a Ruling or Teaching Elder in the PC(USA) and bring significant leadership experience appropriate to their area of ministry.

Presbyter for Transformation and Leadership Development

This presbyter would focus on ministries that equip, support, and strengthen congregations.

Responsibilities would include:

- Engaging churches in new ministry initiatives
- Developing and offering training for clergy and laity
- Representing Salem Presbytery in denomination-wide mission conversations
- Providing particular support to BIPOC congregations
- Planning two presbytery-wide education and training events annually

Presbyter for Administration / Stated Clerk

This presbyter would oversee the administrative life of the presbytery, including:

- Fulfilling all Book of Order duties of the Stated Clerk
- Resourcing the Commission on Ministry
- Overseeing Budget and Finance
- Supporting Administrative Commissions and Task Forces
- Planning two annual presbytery business meetings

Shared Leadership Model

These two presbyters would be co-equal in compensation, authority, and accountability, analogous to a co-pastor model. Both would report to the Personnel Committee on behalf of Executive Council, jointly direct presbytery staff, and resource Council, committees, and commissions. Their work would be a proactive partnership; collaboration will be essential.

Assistant Stated Clerk (Part-Time, Designated)

In addition to these positions, S.T.O.R.M. proposes a temporary, part-time Assistant Stated Clerk to be called upon as needed. Paul and David have attested that the work of the Stated Clerk ebbs and flows significantly. This model allows the presbytery to contract short-term administrative support when needed. Imagine having a bullpen of folks like David Vaughan who can be called on to step in when the administrative work piles up. Having this additional staff member on hand would help ensure that the essential work of transformation and leadership development continues uninterrupted in Salem Presbytery.

Other Staff Considerations

The Office Manager and Communications Director would continue in their current roles under this model.

This proposal eliminates the Engagement Pastor positions. While S.T.O.R.M. affirms the value of that work, actual engagement from our clergy is just as varied as their geography. We recommend shifting our engagement focus toward four annual presbytery gatherings: two business meetings and two conference-style education and training events. We hope that those parish relationships can continue organically.

S.T.O.R.M. has been charged with proposing a financially sustainable model. While Engagement Pastor compensation represents a relatively small portion of our staffing cost, those funds are needed to support two full-time presbyter positions.

Compensation and Funding

S.T.O.R.M.'s mandate was not to present a staffing proposal without a clear funding plan. In our model, each presbyter would receive an effective salary of \$90,000–\$95,000, higher than the old Presbyter for Transformation position and slightly lower than the former General Presbyter salary.

Funding for both positions would come from four sources:

- Staff salary funds already included in our annual budget
- \$10,000 – Reallocated Engagement Pastor compensation
- \$40,000 – Savings from participation in the General Assembly Per Capita pilot program
- ~\$80,000 – Annual earnings from a newly established Salem Presbytery Endowment Fund. The Endowment fund will build on \$1.7-1.8 million currently in designated funds from the office building sale and Church Growth and Transformation funds.

salem + storm may presbytery meeting

As a presbytery, we exist to connect, serve, and support congregations as we hope to spark vital mission, transformational ministry, and dynamic leadership. This has and will continue to mean we have a great deal of business to attend to when we convene.

But the work of presbytery, of being connectional church, is far more than only business. Join us as we step into being the church in real time and reimagine what presbytery gatherings can be. This May, we'll be partnering with NEXT Church, digging deeper in facilitated workshops, and crafting meaningful connection to fuel us in our local congregations and invest in our leaders.

Our bonds are as strong as we make them. Our meetings can be more. Will you join us?

***This meeting could not be an email.
Save the date: May 12, 2026***

NEXT Church

NEXT Church seeks to follow God by strengthening the relational fabric of church — connecting healthy tissue to healthy tissue. We do this by cultivating congregations and leaders who work in sustained, effective, and faithful ways to promote God's transformation of our communities for the common good.

Learn more at www.nextchurch.net



Jen James

On staff for NEXT Church as the Director of Programs & Operations, Jen James (she/hers) is a facilitator, trained coach, and educator who loves working with congregations to help church leaders assess, realign, and strategically transform ministries. An educator at heart, Jen leads workshops and retreats across the country on a variety of topics and holds an MDiv from Wesley Theological Seminary in Wash. DC.

Further details forthcoming in future Salem Matters.

The Rev. Courtney Stevens, Moderator
The Rev. Dr. Andrew Taylor-Troutman, Vice-Moderator

The Executive Council met on December 11, 2025, January 15 and 29, 2026.

The Executive Council received regular reports from Jodi Ligan and David Vaughan. Tony De La Rosa provided the Executive Council with a final report on this work at the December 11 meeting.

FOR INFORMATION:

Actions Taken on behalf of Presbytery:

- Elected the Rev. Arlo Tysinger to the Executive Council, Class of 2028;
- Acted to formally dissolve the following churches: Dogwood Acres, Immanuel, Oakland, and Sandy Ridge; these dissolutions have been settled in a secular and ecclesial way; this action was required to meet PCUSA requirements;
- Agreed with the session of the Cleveland Presbyterian Church to sell its property to the Town of Cleveland;
- Authorized a technical/non-substantive correction to the Dismissal Policy.

Business of the Executive Council:

- Observed the “Covenants of Presence” as adopted by the Executive Council in 2022;
- Received verbal financial reports from Treasurer Jud Milam;
- Approved minutes of the October 2025 meeting of the Executive Council;
- Affirmed the EC’s electronic action (based upon recommendation of the Personnel Committee) to name the Rev. Jodi Ligan as Acting Head of Staff, effective November 1;
- Agreed to hold the February 2026 meeting in person at St. James Presbyterian Church, Greensboro;
- Received a report and recommendations from the STORM task force, discussed and deliberated these matters, and reconvened two weeks later for further discussion. At the reconvened meeting, endorsed the plan presented by STORM with unanimity;
- Received a joyous message from Rev. Rosa Miranda, confirming her willingness to partner with Presbytery leadership to continue to advance an Hispanic ministry in Salem;
- Approved the proposed docket for the February 10, 2026, meeting of Presbytery, allowing the staff and officers to modify the docket if necessary (without substantive additions or deletions);
- Elected the Rev. Courtney Stevens as EC Moderator for 2026, and the Rev. Dr. Andrew Taylor-Troutman as EC Vice-Moderator for 2026;
- Acknowledged the fine contributions to the Executive Council of retiring members: Kyle Goodman (who will continue as Stewardship Chair), Phanta Lansden, and Rosa Miranda;
- Heard regular reports from Salem’s Black Caucus.

FOR ACTION:

- The Executive Council will move the following: “that the term of Interim Stated Clerk David Vaughan, which concludes on February 28, 2026, be extended as Stated Clerk until a new Stated Clerk has been elected, installed, and at work.” The Executive Council understands that Vaughan is willing to serve in this period.

INSTALLATION OF PRESBYTERY MODERATOR FOR 2026-2028

SENTENCES OF SCRIPTURE

Moderator: Lead a life worthy of the calling to which you have been called, making every effort to maintain the unity of the Spirit in the bond of peace.

ALL: **There is one body and one Spirit,
just as we were called to the one hope of our calling,
one Lord, one faith, one baptism,
one God and Father of all,
who is above all and through all and in all.** (Ephesians 4:1-6)

CALL TO DISCIPLESHIP

Moderator: We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind. The call of Christ is to willing, dedicated discipleship. Discipleship is both a gift and a commitment, an offering and a responsibility.

Matt, the grace bestowed on you in baptism is sufficient for your calling because it is God's grace. God has called you to particular service as Moderator of the Presbytery of Salem.

Moderator: Do you welcome the responsibility of this service because you are determined to follow the Lord Jesus, to love neighbors, and to work for the reconciling of the world?

Moderator-Elect: I do.

Moderator: Will you serve the people with energy, intelligence, imagination, and love, relying on God's mercy and rejoicing in the power of the Holy Spirit?

Moderator-Elect: I will, with God's help.

The Moderator then addresses the assembled Presbytery:

Moderator: Do you – members, commissioners, and educators of Salem Presbytery – confirm the call of God to our brother Matt as Moderator of this Presbytery?

ALL: **We do.**

Moderator: Will you support and encourage him in this ministry?

ALL: **We will.**

The Moderator leads the Presbytery in prayer:

MODERATOR: Faithful God, in baptism you claimed us; and by your Holy Spirit you are working in our lives, empowering us to live a life worthy of our calling. We thank you for leading Matt to this time and place. Establish him in your truth, and guide him by your Holy Spirit, that in your service he may grow in faith, hope, and love, and be a faithful disciple of Jesus Christ, to whom with you and the Holy Spirit, be honor and glory, now and forever.

ALL: Almighty God,
in Jesus Christ you called disciples
and, by the Holy Spirit, made them one church to serve you.
Let your Spirit rule your church,
so that we may be joined
in love and service to Jesus Christ,
who, having gone before us,
is coming to meet us in the promise of your kingdom.
Amen.

CHARGE

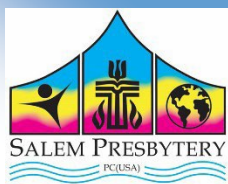
Moderator: Matt, you are installed to service as Moderator of Salem Presbytery. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him. (Colossians 3:17)

The newly installed Moderator addresses the Presbytery:

PRAYER OF THANKSGIVING:

Moderator Bussell: Let us give thanks for the service of Steve Braxton –
God of grace, we thank you for the gifts of ministry given in your servant, Steve. We celebrate the years of his faithful work as our Moderator. Give him a sense of fulfillment and completion, and inspire him with new and continuing opportunities for service to this body, and for living the good news of your love in Jesus Christ. Amen.

After attending to any New Business and Announcements, the newly-installed Moderator will entertain a motion to adjourn the meeting of Presbytery, and dismiss the Presbytery with a benediction.



Be a part of a Presbytery Committee

Budget and Finance

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

Campus Ministry

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

Church Growth & Transformation (Installed Leadership)

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

COM Task Force on CRE Training and Oversight

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

COM Task Force on Examinations

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

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

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

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

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

COM Task Force on Transformational Ministry for the Changing Church

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

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

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

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

Committee on Preparation for Ministry

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

Committee on Representation

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

Equip

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

Executive Council

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

Hunger Committee

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

Peace & Justice Task Force

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

Permanent Judicial Commission

Meets when a legal case arises, only as needed.

Personnel Committee

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

Presbyterian Youth Council – Adults

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

Property Management Task Force

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

Mission Committee

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

Stewardship Committee

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



Nomination for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

E-mail: _____

Church: _____

Status: ☐ Teaching Elder/Clergy

☐ Ruling Elder

☐ Deacon

☐ Church Member

Committee of interest: _____

Briefly state relative experiences:

Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

Please return form to:

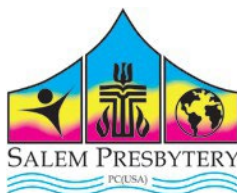
Salem Presbytery

P.O. Box 1763

Clemmons, NC 27012

Fax: 336-766-7153

office@salempresbytery.org



Commissioner Report Form

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

II. Presbytery would like our INPUT about:

III. The Presbytery requested we ACT to:

IV. We might consider asking the Presbytery to do:

V. A church or pastor which needs our PRAYERS:

VI. One Presbytery initiative which needs our SUPPORT:

VII. Next Meeting of Presbytery: Tuesday, May 12, 2026 at Wetstminster Presbyteriam Church, Greensboro

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.