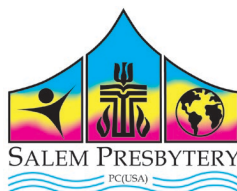


P. O. Box 1763, Clemmons, NC 27012  
336.766.3393



www.salempresbytery.org

**REVISED 8/10/2020**

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

**Meeting: Saturday, August 15, 2020**

*Worship will begin at 9:00 am.*

**PLACE:** **ZOOM Virtual Platform - Registration prior to 8am, 8/15/2020 is required.**  
Zoom credentials will be sent by email to all registrants on 8/13/2020. Save this email for use on 8/15/2020.

Register here, if you haven't already:

<https://us02web.zoom.us/meeting/register/tZMtfu6rrTojHd3DUzc8EEoPw1yOnyn3VbrE>

This will be an adventure as we gather on-line for the first time. May grace abound! As you will see, we have important work to do. Our plan to adjourn prior to noon.

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

Paul Sink, Moderator  
David Vaughan, Stated Clerk

**Our Vision**

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

9:00v      **Welcome and Opening Prayer**      Rev. Paul I. Sink, Moderator

**Morning Worship p. 4**

Preacher: Ms. Cassandra ("Casey") Riker, candidate for ordination

9:40v      **Call to Order**      Moderator

Special Instructions for this meeting

Establishment of Quorum

Elder David Vaughan, Stated Clerk

(The quorum for a meeting of Presbytery is thirty teaching elders and thirty ruling elders,  
provided that fifteen churches are represented. Salem Manual, Section V.03)

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

10:00      **Transitional General Presbyter's Welcome and Report**      Rev. Steve Scott

10:05      **Stated Clerk Communications & Report**      pg. 5      Stated Clerk

10:07      **Unveiling of new website**      Rev. John Johnson

10:17      **Peace and Justice Task Force**      pg. 35      Rev. Frank Dew  
Matthew 25 Initiative

10:30      **Hunger Committee**      pg. 37      Rev. Frank Dew

10:35      **Examinations**      pg. 38      Rev. Bill Hoyle  
To be examined: Ms. Casey Riker

10:45      **Commission on Ministry**      pg. 45      Rev. Amanda Anderson  
Quarterly Report  
Placing of Calls (Fellowship, Westminster, Jamestown, Statesville First)  
Retirements:  
The Rev. Dr. Kenneth L. Broman-Fulks  
The Rev. Dr. Alfredo Miranda  
The Rev. Stephen W. Scott

11:10      **Executive Council**      pg. 68      Rev. Jeff Sockwell

## Budget and Finance

Answering questions posed following February 2020 Pby meeting

11:20	<b>Implementation Team</b>	<b>pg. 81</b>	Rev. Ken Broman-Fulks
11:35	<b>Committee on Representation</b>	<b>pg. 84</b>	Rev. Ray Mims and Rev. Sandy Kern
11:40	<b>New Business and Announcements</b> <b>Adjournment with Benediction</b>		Moderator

\* \* \* \* \*

**Next Presbytery Meeting:**  
**Tuesday, November 10, 2020**  
**A Virtual Meeting**

\* \* \* \* \*

**Salem Presbytery**  
**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.

Please join in responsive portions (**in bold**) and singing as you are able from where you are this day.

### Opening Sentences

O Lord, open my lips

Ps. 51:15

**and my mouth shall proclaim your praise**

The Lord's unfailing love and mercy never cease,

Lam. 3:22-23

**fresh as the morning and sure as the sunrise.**

### Morning Hymn #510 Come Share the Lord (all singing)

*Let us sing our invitation to God's table as we remember the sacrament. We yearn for a time when we are able to gather around God's table together. Until such time, we look forward to coming to the digital table at our fall meeting of Salem Presbytery.*

### Thanksgiving for Baptism

The Lord be with you.

**And also with you.**

Let us give thanks to the Lord our God.

**It is right to give our thanks and praise.**

God of all glory, we give you thanks that through the gift of our baptism we have been crucified with Christ and united with him in resurrection.

By the power of your Holy Spirit, let our lives proclaim the good news that we are dead to sin and alive to you; through Jesus Christ our Savior. **Amen.**

### Psalm 29

### New Testament Reading Romans 8:26-39

**Sermon** "God is Bigger Than the Boogeyman"

Cassandra Riker, Candidate for Ordination

**Canticle** Gloria Patri (all singing)

Glory be to the Father and to the Son and to the Holy Ghost,  
as it was in the beginning, is now, and ever shall be, world without end. Amen.

### Thanksgiving and Intercession

Satisfy us with your love in the morning,

Ps. 90:14

**and we will live this day in joy and praise.**

Mighty God of mercy...

### Dismissal

The grace of God be with us all, now and always. **Amen.**

1 Tim 6:21

Bless the Lord. **The Lord's name be praised.**

Worship Leaders: Rev. Katie Barrett Todd      Rev. Mason Todd

Preacher: Cassandra Riker, Candidate

Pianist: Bernadette Watts

Vocalists: Jennifer, Paul, Alison & Austin Sink

*\*Based on the order for Morning Prayer from Book of Common Worship*

Dear Friends in Christ:

Soon after our February 2020 Presbytery meeting in Clemmons, our "Presbytery world" changed dramatically due to the public health crisis. I have spent innumerable hours (all of 'em were happy conversations) talking with our ministers, clerks of Session, and others on how to continue the constitutional work of the Church in this new (and, often virtual or remote) environment. While observing our commitment to shelter-in-place and avoid gatherings that include folks from outside our home, several of our congregations have met successfully and appropriately to do the business of the Church - including managing Session and congregational meetings to change standing rules to allow for virtual meetings, electing congregational nominating committees, and disposing of unneeded church property. Most significantly, at least two congregations have (or soon will have) conducted meetings to issue a call to a new clergy person! I have a deep appreciation for the way that Salem has continued the work, worship, and worry of the Church since early March. Your continued faithful, strong witness has humbled me, and I remain committed to you all.

**FOR INFORMATION:**

**Upcoming meetings of Presbytery - 2020 and 2021**

November 10, 2020 - Virtual meeting

Tuesday, February 9, 2021

Tuesday, May 11, 2021 - First Presbyterian Church, Boone

Saturday, August 14 or 21, 2021 - Thyatira Presbyterian Church, Rowan County

Tuesday, November 16, 2021 - Presbyterian Church of the Covenant, Greensboro (co-hosted with UKirk Gso)

**Annual Directory**

This packet contains the annual Presbytery directory, which I am required to publish. Please note that this roster includes Presbyterians only; we are grateful for those of other denominations who are faithfully serving our churches. CREs are listed only if they are serving under a current commission.

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

This packet contains the recent minutes from Administrative Commissions to Ordain/Install a minister of Word and Sacrament.

**Session Minutes Reviews for 2019**

The Covid-19 crisis invaded us just as our scheduled Session Minutes Reviews were about to begin this past winter/spring. After surveying a number of clerks of Session, I made the decision to defer these reviews until 2021. Even if the Novel Coronavirus abates in the autumn of 2020, I saw no reason to circulate around the Presbytery to review the 2019 minutes then, only to return months later (in early 2021) to review the 2020 minutes. All this is to say: we will review two years (2019, 2020) of minutes in early 2021 - if the way be clear.

### **2019 Presbytery Minutes Review by Synod**

Salem's minutes for 2019 have been reviewed by Elder Bill Parish, Stated Clerk of the Presbytery of Abingdon. A report of commendation with no exceptions has been submitted to the Stated Clerk of the Synod of the Mid-Atlantic.

I have completed a review of the minutes for 2019 from the Presbytery of Western North Carolina and have submitted my report to the Synod Stated Clerk.

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

I draw the Presbytery's attention to the report from the Committee on Preparation for Ministry, included in this packet, which is for your information. The CPM - co-moderated by the Rev. Margaret Almeida and the Rev. John Senior - is a highly functioning group with awesome responsibilities. We are indebted to the CPM for their faithful work on our behalf.

### **FOR ACTION:**

#### **Dissolution of Administrative Commission for Grace Presbyterian Church**

I join the Presbytery in recognizing the fine work of CRE David Boger, Rev. Jon Gaska, RE Catrelia Hunter, Rev. Tom LaBonte, Rev. Vicki McCain, Rev. John Pruitt, and RE Lee Woods (and TGP Steve Scott, who worked with this group) in helping to sort-through and resolve issues at Grace PC related to financial impropriety. This group has successfully concluded its work, and I will ask the Presbytery to dismiss this Administrative Commission with profound thanks for their witness.

### **2019 Necrology**

I will ask the Presbytery to review the 2019 Necrology and I will offer a prayer of thanksgiving for these saints of God who now are in the nearer presence of our Savior, Jesus Christ.

David Vaughan  
Stated Clerk

**Stated Clerk Office**  
**Active PC(USA) Members in Salem Presbytery**  
**August 2020**

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108	Margaret Almeida	Stated Supply	Salisbury Second
101	Marybeth Asher-Lawson	Pastor	Springwood
103	Taylor Barner	Associate Pastor	Burlington First
101	Kaye Barrow-Ziglar	Pastor	Logan
108	Timothy Bates	Stated Supply	Calvary/Cameron
101	Kathryn Beach	Pastor	Rumple Memorial
791	Kent Berry	Therapist	Private Practice (validated)
103	Erin Bowers	Associate Pastor	High Point First
105	Edward Boyce	Interim Pastor	Statesville First
101	Steve Daniel Braswell	Pastor	Graham
101	Olen Bruner	Pastor	Trinity, Salisbury
101	Thom Burleson	Pastor	Parkway, Winston-Salem
105	David Cagle	Interim Pastor	Guilford Park
103	Kathryn Campbell	Pastor	Fellowship
105	Hillary Bergman Cheek	Interim Pastor	Faith
791	Virginia Christman	Chaplain Dept.	WFU (validated)
101	Lindsey Clifton	Co-Pastor	Forest Hills
105	Kevin Conley	Interim Pastor	Unity
644	Jill Y. Crainshaw	Director/Vocational	Formation Wake Forest Divinity School (validated)
641	Amanda Davee Lomax	Campus Minister	Salem College (validated)
791	Keith Dove	Pastoral Resident	Greensboro First
103	Neil Wayne Dunnavant	Associate Pastor	Greensboro First
101	David Ealy	Pastor	Hawfields
101	John Elam	Pastor	Franklin
108	Eric Faust	Temporary Supply	Bethesda, Statesville (also HR 299)
791	Judith Benson Fitchett	Parish Associate	Jamestown
791	Jonathan Freeman	Counselor	Alamance Regional Medical Center (validated)
791	Larry Freeman	Counselor	Private Practice (validated)
101	Dana Fruits	Pastor	Mocksville First
101	Jonathan Gaska	Pastor	Trinity, W-S
101	Grif Gatewood	Pastor	Mt. Airy First
101	Will Gipe	Pastor	Prospect
403	Diane Givens-Moffett	Exec. Dir.	Presbyterian Mission Agency LOB
101	Jon Kyle Goodman	Pastor	Alamance
791	Sandra Greene	Chaplain	Wake Forest Baptist Health
101	Ralph C. Griffin	Pastor	North Wilkesboro
101	Joshua Musser Gritter	Co-Pastor	Salisbury First
101	Lara Musser Gritter	Co-Pastor	Salisbury First
641	Stephanie Hankins	Campus Minister	ASU
101	Randy Harris	Pastor	Highland
101	James Evan Harrison	Pastor	Pittsboro
101	Marti Reed Hazelrigg	Pastor	Oak Ridge
108	Jennie Hemrick	Stated Supply	Thomasville First

**Stated Clerk Office**  
**Active PC(USA) Members in Salem Presbytery**  
**August 2020**

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101	William B. Heyward	Pastor	Mount Jefferson
101	William M. Hoyle	Pastor	Clemmons
103	Dorothy Hunt Jacobs	Associate Pastor	Greensboro, First
101	John Johnson	Pastor	Bethany, Graham
101	Ki Seok Kim	Pastor	Korean First
791	Barrie Kirby	VM	NC State Veterans Home
103	Randal Kirby	Associate Pastor	Salisbury First
701	Jacqueline Lynn Kunkle	Chaplain	Hospice of Iredell County (validated)
701	Khelen Kuzmovich	Chaplain	Resident at WFUMC
101	Emily Schlaman Larsen	Pastor	St. Andrews
108	Eric Larsen	Stated Supply	Danbury Community
103	Debbie Layman	Associate Pastor	Highland
101	Charlie Lee	Pastor	Starmount
105	Jodi Ligan	Interim Associate	Clemmons
101	Inger Manchester	Pastor	Fieldstone
791	Alexandra Mauney	Pastoral Resident	Greensboro First
101	Vicki McCain	Pastor	Church of the Cross
105	Bryan McFarland	Interim Pastor	Community in Christ
701	Francis Rivers Meza	Chaplain	NCBH (validated)
403	Rosa Miranda	Agency Staff	LOB
101	Laura Kate Morrison	Pastor	John Calvin
701	Thomas L. Nesbit	Chaplain	Alleghany County Hospice
644	Richard Osmer	Professor	Princeton Seminary (validated)
641	Glenn Otterbacher	Campus Minister	Wake Forest University (validated)
103	Samuel Perkins	Associate Pastor	Westminster, Greensboro
644	Rebecca Todd Peters	Professor	Elon University (validated)
101	Wes Pitts	Pastor	Reidsville First
101	Kim Priddy	Pastor	Sedgefield
101	John Pruitt	Pastor	Kernersville First
654	Andre Resner	Faculty	Hood Theological Seminary (validated)
101	Paul Rhodes	Pastor	Bethel, McLeansville
108	Paul Ridolfi	Stated Supply	Vandalia
103	Jessica Rigel	Associate Pastor	Alamance
101	Brian Rummage	Pastor	New Hope Presbyterian
101	Mark Sandlin	Pastor	Presbyterian Church of the Covenant
302	Stephen W. Scott	Trans. Executive	Salem Presbytery
108	Caroline Sell	Temporary Supply	Westminster
791	Nathan Sell	Pastoral Resident	Greensboro First
644	John Senior	Dir. Supervised Min.	WFUMC (validated)
103	Changwon Seo	Associate Pastor	Korean First
101	Ronald Shive	Pastor	Burlington First
701	Allison Simmons	Chaplain	Iredell Memorial Hospital
101	Paul I. Sink	Pastor	Taylorsville



**Stated Clerk Office**  
**Active PC(USA) Members in Salem Presbytery**  
**August 2020**

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101	Jay Dale Smith	Pastor	Jamestown
101	Jeffrey Steven Smith	Pastor	Boone First
108	Steven A. Snipes	Stated Supply	Oakland/Wilkes Chapel
101	Jeffrey Sockwell	Pastor	Shallowford
108	Laura M. Spangler	Stated Supply	Lloyd
101	William Stacey Steck	Pastor	Thyatira
103	Courtney Stevens	Associate Pastor	Highland
761	J. Grantham Sutphin	Navy Chaplain	LOB
101	Andrew Taylor-Troutman	Pastor	Chapel in the Pines
101	Elizabeth Troyer	Pastor	Concord
791	Erich Thompson	Liturgical Furniture	Greensboro (validated)
101	Ernest Thompson III	Pastor	Westminster
641	Katie Barrett Todd	Campus Ministry	UKirk Greensboro (validated)
105	Mason Todd	Interim Pastor	Crossroads
101	Jorge Vazquez	Pastor	El Buen Pastor (NCD)
105	Dan Wilkers	Interim Pastor	Elkin
791	Alicia Wilson	CSW	Salisbury (validated)
105	Leigh Wisner	Interim Co-Pastor	Forest Hills
101	Tom Wray	Pastor	Smyrna
101	Frank Wyche	Pastor	Sparta
105	A. Lee Zehmer	Interim Pastor	High Point First

**Stated Clerk Office**  
**PC(USA) Members-at-Large in Salem Presbytery**  
**August 2020**

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797	Amanda Anderson
797	Jay Banasiak
797	Kellie Browne
797	Jeremy Cannada
797	Hilton J. Cochran
797	Newton Cowan
797	Samuel Dansokho
797	Melissa Davis
797	Nancy Jo Dederer
797	Lee Ellenwood
797	Jonathan Freeman
797	Carter B. Gillespie
797	Robert J. Goforth
797	Peter Hazelrigg
797	Felicia Hoyle
797	Hye Jin Hwang
797	Libby Inman
797	Vicki Jones Johnson
797	William Lawrence, Jr.
797	Insook Lee
797	Touré Marshall
797	Susan Moorefield
797	Jo Nygard Owens
797	Jeffrey P. Paschal
797	Steve M. Pharr
797	Mark Wallace Sinnett
797	Kathryn Summers
797	Bill Waterstradt
797	Elinor Ware Wilburn
797	Virginia Wood

**Stated Clerk Office**  
**Honorably Retired PC(USA) Ministers in Salem Presbytery**  
**August 2020**

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299	Will Ackles	299	Hewon Han	299	Joseph L. Pickard
299	Donald Johnson Barbour	299	William Stephen Hannah	299	A. B. Plexico
299	Frederick A. Beck	299	James Henderson	299	Richard Qualls
299	Joseph J. Blankinship	299	Frederick R. Horner	299	Leland A. Richardson
299	Jesse Bledsoe	299	Charles Herbert Howell	299	Paul N. Ridolfi
299	Ronald L. Bowie	299	Marcia Jaureguizar	299	James M. Rissmiller
299	L. Adlai Boyd	299	William Stephen Johnston	299	Russell Ritchel
299	Kenneth L. Broman-Fulks	299	Henry J. Keating	299	Jeannette G. Rodenbough
299	Malcolm Bullock	299	Cynthia Keever	299	Charles Frederic Sanford
299	Charles R. Carter	299	Sandy Kern	299	Christopher Schooley
299	Jae Chung	299	Walt King	299	Grant M. Sharp
299	Gray Clark	299	Thomas J. LaBonte	299	R. Paige Shelton
299	Fred Coates	299	Tom Lane	299	Jerold D. Shetler
299	Frank C. Collier	299	George T. Lashley	299	Suzanne Shoffner
299	Clyde T. Cooke	299	Robert Eugene Lee	299	Bernard Spielman
299	Frank Covington	299	William A. Leist	299	Delores Spielman
299	Richard Cox	299	Ruth Lenger	299	John Douglas Sterrett III
299	Calvin Crump	299	Robert M. Lewis	299	Samuel Stevenson
299	Max Eugene Deal	299	S. Edwin Lewis	299	Frank Stewart
299	Judith Dellinger	299	B. Paul Lindsay	299	Julia Ross Strobe
299	Franklin Dew	299	David Allison Long III	299	Larry Summey
299	Bobby DeWitt	299	Joel M. Long	299	John Stuart Taylor III
299	James Dickens	299	William F. Long	299	Harry S. Thomas
299	M. Susan Dobyns	299	Gordan L. Marshall	299	Glenn Thomason
299	James Dollar	299	Samuel P. Marshall III	299	Ernest T. Thompson Jr.
299	Christopher F. East	299	Robert M. Matthews	299	Thomas R. Vaughan
299	Lou McAlister East	299	Donald R. McCann	299	Stanley M. Voth
299	Stewart Ellis	299	Stephen P. McCutchan	299	Harold F. Waldruff
299	Terri Engle	299	Douglas McLeroy	299	E. Dale Walker
299	Martha Anne Fairchild	299	Mary McNeal	299	W. Russell Ward Jr.
299	Eric M. Faust	299	Judson Milam	299	Randolph T. Wellford
299	Charles G. Fitzpatrick	299	Raymond Mims	299	Jeffrey White
299	Patricia M. Fletcher	299	Alfredo Miranda-Rodriguez	299	Norman M. Whitney
299	John Donald Fowler	299	Molly Morgan	299	Dan Wilkers
299	James T. Frazier	299	Stephen A. Moss	299	Benjamin F. Williams
299	Elijah B. Freeman, Jr.	299	Kathy Muder	299	Nancy Williams-Berry
299	Larry W. Freeman	299	George H. Murray IV	299	R. Scott Woodmansee
299	Robert O. Freeman	299	Donald Nance		
299	Harold E. Fuller	299	Arnold Nuckles		
299	Robert Gant	299	Carl Parsons		
299	Philip Gehman	299	David C. Partington		
299	Caroline Gourley Grisette	299	Franklin L. Partridge		
299	Randy Hall	299	S. Curtis Patterson		
299	William Hamilton	299	Floyd P. Peterson		

**Stated Clerk Office**  
**Commissioned Ruling Elders, CRE in Salem Presbytery**  
**August 2020**

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107	Bill Bates	Love Valley, Fifth Creek, Old Providence
107	Jim Beard	Immanuel
107	Steve Braxton	Trinity, Elon
107	Marty Brim	Wentworth
107	Doug Brinkley	Pine Ridge, Hills
107	William Browder	Mt. Vernon Springs
107	Joseph T. Brown	Dogwood Acres
107	Jeffrey Bumgarner	Laurel Fork, Fifth Creek, Old Providence
107	Sid Crunk	Glendale Springs
107	Jack Dyer	Stoneville
107	John Groff	Cooleemee
107	James Harley	Freedom, Reid Memorial
107	Nita Henderson	Mebane First
107	Richard LaDew	Siler City
107	Rick Purcell	VM, Graham
107	Wayne Robertson	Greenwood
107	David Stratton	Madison
107	Frederick Terry	Mocksville Second

**Stated Clerk Office  
Certified Christian Educators in Salem Presbytery  
August 2020**

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Charlotte Allbright, Burlington First  
Sarah Beth Christie, Retired  
Rachel Culler, Retired  
Evelyn Edwards, Retired  
Eleanor Godfrey, Retired  
Jacquelyn Hall, Retired  
Wynn McGregor, Retired  
David Smithey, Children's Ministry  
Elizabeth Welter, Retired  
Samantha Wesley, Retired  
Parks Williams, Retired

**Elder Commissioners for each church  
May 2020 - April 2021**

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<b>Church</b>	<b>Presbytery Commissioners</b>
Alamance Presbyterian Church	2
Allen Temple Presbyterian Church	1
Asheboro First Presbyterian Church	2
Baird's Creek Presbyterian Church	1
Bethany Presbyterian Church, Graham	1
Bethany Presbyterian Church, Statesville	1
Bethel Presbyterian Church	1
Bethesda Presbyterian Church, Ruffin	1
Bethesda Presbyterian Church, Statesville	1
Beulah Presbyterian Church	1
Bixby Presbyterian Church	1
Boone First Presbyterian Church	1
Boonville First Presbyterian Church	1
Burlington First Presbyterian Church	2
Calvary Presbyterian Church	1
Cameron Presbyterian Church	1
Chapel in the Pines Presbyterian Church	1
Church of the Covenant, Presbyterian (Greensboro)	1
Church of the Cross, Presbyterian	1
Clemmons Presbyterian Church	2
Cleveland Presbyterian Church	1
Collinstown Presbyterian Church	1
Community In Christ, Presbyterian	1
Concord Presbyterian Church	1
Cooleemee Presbyterian Church	1
Covenant Presbyterian Church (Winston- Salem)	1
Cross Roads Presbyterian Church	1
Danbury Community Church	1
Dellabrook Presbyterian Church	1
Dogwood Acres Presbyterian Church	1
Ebenezer Presbyterian Church (Jefferson)	0
Eben-ezer Presbyterian Church	1
El Bethel Presbyterian Church	1
El Buen Pastor, NCD	0
Elkin Presbyterian Church	1
Faith Presbyterian Church	1
Fellowship Presbyterian Church	1

**Elder Commissioners for each church  
May 2020 - April 2021**

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Fieldstone Presbyterian Church	1
Fifth Creek Presbyterian Church	1
Flat Rock Presbyterian Church	1
Forest Hills Presbyterian Church	1
Francisco Presbyterian Church	1
Franklin Presbyterian Church	1
Freedom Presbyterian Church	1
Glendale Springs Presbyterian Church	1
Glenwood Presbyterian Church	1
Grace Presbyterian Church	1
Graham Presbyterian Church	1
Greensboro First Presbyterian Church	5
Greenwood Presbyterian Church	1
Griers Presbyterian Church	1
Guilford Park Presbyterian Church	1
Gulf Presbyterian Church	1
Hawfields Presbyterian Church	1
High Point First Presbyterian Church	2
Highland Presbyterian Church	2
Hills Presbyterian Church	1
Immanuel Presbyterian Church	1
Jamestown Presbyterian Church	1
John Calvin Presbyterian Church	1
Joyce Presbyterian Church	1
Kernersville First Presbyterian Church	1
Korean First Presbyterian Church	1
Lake Norman Fellowship Presbyterian Church	0
Lansing Presbyterian Church	1
Laurel Fork Presbyterian Church	1
Lexington First Presbyterian Church	1
Lloyd Presbyterian Church	1
Logan Presbyterian Church	1
Love Valley Presbyterian Church	1
Madison Presbyterian Church	1
Mebane First Presbyterian Church	1
Milton Presbyterian Church	1
Mocksville First Presbyterian Church	1
Mocksville Second Presbyterian Church	1
Mount Airy First Presbyterian Church	1
Mount Jefferson Presbyterian Church	1

**Elder Commissioners for each church  
May 2020 - April 2021**

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Mount Tabor Presbyterian Church	1
Mount Vernon Presbyterian Church	1
Mount Vernon Springs Presbyterian Church	1
New Creation Community Church	1
New Hope Presbyterian Church	1
New Salem Presbyterian Church	1
North Wilkesboro Presbyterian Church	1
Oak Ridge Presbyterian Church	1
Oakland Presbyterian Church	1
Oakview Presbyterian Church	0
Old Providence Presbyterian Church	1
Parkway Presbyterian Church	1
Piedmont Presbyterian Church	1
Pilot Mountain First Presbyterian Church	1
Pine Hall Presbyterian Church	1
Pine Ridge Presbyterian Church	1
Pittsboro Presbyterian Church	1
Pleasant Grove Presbyterian Church	1
Prospect Presbyterian Church	1
Red House Presbyterian Church	1
Reid Memorial Presbyterian Church	1
Reidsville First Presbyterian Church	1
Rumple Memorial Presbyterian Church	1
Salisbury First Presbyterian Church	2
Salisbury Second Presbyterian Church	1
Sandy Ridge Presbyterian Church	1
Sedgefield Presbyterian Church	1
Shady Side Presbyterian Church	1
Shallowford Presbyterian Church	1
Shiloh Presbyterian Church, Burlington	1
Shiloh Presbyterian Church, Statesville	1
Siler City Presbyterian Church	1
Smyrna Presbyterian Church	1
Sparta Presbyterian Church	1
Speedwell Presbyterian Church	1
Spencer Presbyterian Church	1
Springwood Presbyterian Church	1
St. Andrews Presbyterian Church	1
St. James Presbyterian Church	1
St. Paul Presbyterian Church, Greensboro	1
St. Paul Presbyterian Church, High Point	1



**Elder Commissioners for each church  
May 2020 - April 2021**

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Starmount Presbyterian Church	1
Statesville First Presbyterian Church	2
Stoneville Presbyterian Church	1
Stony Creek Presbyterian Church	1
Tabor Presbyterian Church	1
Taylorsville Presbyterian Church	1
Third Creek Presbyterian Church	1
Thomasville First Presbyterian Church	1
Thyatira Presbyterian Church	1
Trinity Presbyterian Church, Elon	1
Trinity Presbyterian Church, Salisbury	1
Trinity Presbyterian Church, Winston-Salem	1
Unity Presbyterian Church	1
Vandalia Presbyterian Church	1
Wentworth Presbyterian Church	1
Westminster Presbyterian Church	4
Yadkinville Presbyterian Church	1
Yanceyville Presbyterian Church	1
 Total	 147

# Membership as of 2019 Statistical Reports – Salem Presbytery

## East Neighborhood (12,026)

### Caswell County (213)

Bethesda (Ruffin) (43)  
 Griens (29)  
 Milton (6)  
 Oakview (0)  
 Pleasant Grove (83)  
 Red House (42)  
 Yanceyville (10)

### Rockingham County (415)

El Bethel (33)  
 Greenwood (50)  
 Joyce (7)  
 Madison (24)  
 Reidsville First (139)  
 Smyrna (83)  
 Speedwell (50)  
 Stoneville (2)  
 Wentworth (27)

### Alamance County (2093)

Bethany (Graham) (97)  
 Burlington First (963)  
 Cross Roads (110)  
 Graham (355)  
 Hawfields (296)  
 Mebane First (35)  
 Piedmont (26)  
 Shiloh (Burlington) (57)  
 Stony Creek (136)  
 Trinity (Elon) (24)

### Chatham County (446)

Chapel in the Pines (192)  
 Eben-ezer (43)  
 Gulf (19)  
 Mt. Vernon Springs (52)  
 Pittsboro (91)  
 Siler City (49)

### Guilford County (8,304)

Alamance (577)  
 Bethel (85)  
 Church of the Covenant (61)  
 Church of the Cross (85)  
 Community in Christ (124)  
 Epiphany NCD  
 Faith (51)  
 Fellowship (151)

Glenwood (70)  
 Guilford Park (384)  
 Greensboro First (2,907)  
 Jamestown (440)  
 Korean First (255)  
 New Creation Community (25)  
 Oak Ridge (345)  
 St. James (213)  
 St. Paul (Greensboro) (35)  
 Sedgfield (108)  
 Springwood (112)  
 Starmount (391)  
 Vandalia (40)  
 Westminster (Greensboro) (1,850)

### Randolph County (555)

Asheboro First (546)  
 Dogwood Acres (9)

## Central Neighborhood (7,577)

### High Point (730)

Forest Hills (136)  
 High Point First (542)  
 St. Paul (High Point) (52)

### Forsyth County (2,330)

Clemmons (558)  
 Covenant (69)  
 Dellabrook (34)  
 El Buen Pastor, NCD  
 Grace (192)  
 Highland (776)  
 Kernersville First (76)  
 Lloyd (23)  
 Parkway (216)  
 St. Andrews (133)  
 Shallowford (131)  
 Trinity (W-S) (122)

### Davidson County (553)

Lexington First (314)  
 New Hope (148)  
 Shady Side (30)  
 Thomasville First (61)

### Rowan County (1,969)

Allen Temple (34)  
 Cleveland (6)  
 Franklin (63)  
 Immanuel (13)

John Calvin (56)  
 Mt. Tabor (174)  
 Mt. Vernon (47)  
 Old Providence (30)  
 Prospect (230)  
 Salisbury First (701)  
 Salisbury Second (64)  
 Spencer (46)  
 Third Creek (85)  
 Thyatira at Mill Bridge (217)  
 Trinity (Salisbury) (48)  
 Unity (155)

### Davie County (253)

Bixby (84)  
 Cooleemee (39)  
 Mocksville First (119)  
 Mocksville Second (11)

### Iredell County (1,125)

Bethany (Statesville) (100)  
 Bethesda (Statesville) (66)  
 Calvary (104)  
 Cameron (81)  
 Fieldstone (107)  
 Fifth Creek (33)  
 Freedom (22)  
 Lake Norman Fellowship (0)  
 Oakland (39)  
 Reid Memorial (22)  
 Shiloh (Statesville) (24)  
 Statesville First (506)  
 Tabor (21)

### Surry County (390)

Flat Rock (14)  
 Hills (47)  
 Mt. Airy First (204)  
 Pilot Mountain First (80)  
 Pine Ridge (45)

### Yadkin County (34)

Boonville First (21)  
 Yadkinville (13)

### Stokes County (193)

Collinstown (64)  
 Danbury Community (38)  
 Francisco (30)  
 Pine Hall (49)  
 Sandy Ridge (12)

## West Neighborhood (2,082)

### Ashe County (210)

Ebenezer (0)  
 Glendale Springs (62)  
 Lansing (29)  
 Mt. Jefferson (119)

### Alleghany County (175)

Laurel Fork (45)  
 Sparta (130)

### Watauga County (701)

Baird's Creek (40)  
 Boone First (283)  
 Rumble Memorial (378)

### Wilkes County (247)

Beulah (17)  
 North Wilkesboro (230)

### Iredell County (393)

Concord (247)  
 Logan (117)  
 Love Valley (29)

### Alexander (183)

New Salem (22)  
 Taylorsville (161)

### Surry (173)

Elkin (173)

<b>Total Membership</b>	<b>21,685</b>
<b>Total Churches</b>	<b>135</b>
<b>Total NCD</b>	<b>2</b>
<b>2019</b>	

(no report submitted in black #s)

## **INSTALLATION OF KATE DAVELAAR GUTHRIE**

The Commission appointed by Salem Presbytery to Install Kate Davelaar Guthrie as Pastor of New Creation Community Presbyterian Church, met at First Presbyterian Church, October 21, 2018.

The meeting was called to order by Rev. Bryan McFarland, whom Presbytery appointed to preside. The prayer was offered by Rev. Bryan McFarland. The following members and guests were present: Ministers: Rev. Dale Walker, Rev. Kim Priddy, Rev. Lara Musser Gritter. Elders: Gayle Wulk.

Rev. Kim Priddy was elected Clerk of the Commission. Guest minister Kathy Davelaar and Guest Elder, Lynn Turnage of Westminster Presbyterian were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation(s) in a worship service at 5:00p.m., the Moderator presiding.

Rev. Kathy Davelaar preached the sermon using text Mark 10:35-45 and topic, “What We Ask For.”

Bryan McFarland propounded the constitutional questions to the minister. Gayle Wulk propounded the constitutional questions to the congregation. Dale Walker offered the prayer of installation.

Kate Davelaar Guthrie was declared duly Installed as Pastor of New Creation Community Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). The Pastor was charged by Laura Musser Gritter and Kim Priddy charged the congregation.

Kate Davelaar Guthrie, the newly installed, Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Lara Musser Gritter.

## **ORDINATION and INSTALLATION OF JESSICA RIGEL**

The Commission appointed by Salem Presbytery to Ordain & Install Jessica Rigel as Associate Pastor of Alamance Presbyterian Church, met at Alamance Presbyterian on October 21, 2018 at 2:15p.m.

The meeting was called to order by Kyle Goodman, whom Presbytery appointed to preside. The prayer was offered by Katie Barrett-Todd. The following members and guests were present: Ministers: Caroline Sell, Kyle, Goodman, Katie Barrett-Todd. Elders: Ken Carraway, Larry Hooker, and Avys Massey.

Larry Hooker was elected Clerk of the Commission. Guest ministers Dennis Olsen, Jacqueline Lopsley of New Brunswick Presbytery and Guest Elder David Vaughan were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00p.m., the Moderator presiding. Dennis Olsen preached the sermon using text Isaiah 58:6-14 and topic, “Repairers of the Breach.”

Kyle Goodman and Katie Barrett-Todd propounded the constitutional questions to the minister. Kyle Goodman and Katie Barrett-Todd propounded the constitutional questions to the congregation. Caroline Sell offered the prayer of installation.

Jessica Rigel was declared duly Ordained & Installed as Associate Pastor of Alamance Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.).

The Associate Pastor was charged by Jacqueline Lopsley and Jacqueline Lopsley charged the congregation.

Jessica Rigel, the newly ordained and installed, Associate Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Kyle Goodman.

### **ORDINATION and INSTALLATION OF TRAVIS DARRELL MILAM**

The Commission appointed by Salem Presbytery to Ordain and Install Travis Darrell Milam as Pastor of First Presbyterian Church of Pilot Mountain, met January 20, 2019 at 2:30pm.

The meeting was called to order by Rev. Debbie Layman, whom Presbytery appointed to preside. The prayer was offered by Debbie Layman. The following members and guests were present: Ministers: Debbie Layman, Ken Broman-Fulks, Patrick McElwaine and Bob Maclin. Elders: Dianna Wright, Doug Brinkley, Jane Crump and Bert Meijboom. Ken Broman-Fulks was elected Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation(s) in a worship service at 3:00p.m., the Moderator presiding. Ken Broman-Fulks preached the sermon using text Matthew 9:35-38 and topic, “What Makes a Good Minister.”

Debbie Layman propounded the constitutional questions to the minister. Debbie Layman propounded the constitutional questions to the congregation. Bob Maclin offered the prayer of ordination and installation.

Travis Milam was declared duly Ordained and Installed as Pastor of First Presbyterian Church, Pilot Mountain. according to the Constitution of the Presbyterian Church (U.S.A.). The Pastor was charged by Dianna Wright and Doug Brinkley charged the congregation.

Travis Milam, the newly ordained and installed Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Patrick McElwaine.

### **INSTALLATION OF LAURA KATE MORRISON**

The Commission appointed by Salem Presbytery to Install Laura Kate Morrison as Pastor of John Calvin Presbyterian Church, met March 3, 2019 at 2:30 p.m.

The meeting was called to order by Paul Sink, appointed to preside. The prayer was offered by Paul Sink.

The following members and guests were present: Ministers: Bryan McFarland, Lara Gritter and Paul Sink. Elders: Dianna Wright, Sarah Davis, and Sammie Hinshaw.

Lara Musser Gritter was elected Clerk of the Commission. Guest minister Dominique Robinson of Shaw Temple AME Zion church was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation(s) in a worship service at 3:00p.m., the Moderator presiding. Dominique Robinson preached the sermon using text Micah 6:1-8, 1Timothy4:11-16 and topic, “Do These Things.”

Constitutional questions were propounded to the minister by Paul Sink.

Constitutional questions were propounded to the congregation by Paul Sink.

Prayer of installation was offered by Lara Gritter.

Laura Kate Morrison was declared duly Installed as Pastor of John Calvin Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.).

The Pastor was charged by Dianna Wright and Bryan McFarland charged the congregation.

Lara Kate Morrison, the newly installed Pastor, pronounced the benediction.

Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Bryan McFarland.

### **INSTALLATION OF JORGE VAZQUEZ**

The Commission appointed by Salem Presbytery to Install Jorge Vazquez as Pastor of El Buen PASTOR, Winston-Salem, met at El Buen PASTOR April 21, 2019 at 4:30 p.m.

The meeting was called to order by Rev. Neil Dunnivant, whom Presbytery appointed to preside. The prayer was offered by Rev. Neil Dunnivant. The following members and guests were present: Ministers: Jud Milam, Alfredo Miranda, Francis Rivers Meza, Rosa Miranda, PCUSA and Dianna Wright. Elders: Bill Cooke.

Neil Dunnavant was elected Clerk of the Commission. Guest minister Alfredo Miranda of Salem Presbytery and Guest Elder Bill Cooke of New Creation, Greensboro were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation(s) in a worship service at 4:30p.m., the Moderator presiding. Rosa Miranda preached the sermon using text Luke 13 and topic, "For the Journey."

Neil Dunnavant propounded the constitutional questions to the minister.  
Dianna Wright propounded the constitutional questions to the congregation. Jud Milam offered the prayer of installation.

Jorge Vazquez was declared duly Installed as Pastor of El Buen PASTOR according to the Constitution of the Presbyterian Church (U.S.A.).

The Pastor was charged by Alfredo Miranda and Bill Cooke charged the congregation.

Francis Rivers Meza pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Francis Rivers Meza.

### **INSTALLATION OF JAMES EVAN HARRISON**

The Commission appointed by Salem Presbytery to Install James Evan Harrison as Pastor of Pittsboro Presbyterian Church, met May 19, 2019.

The meeting was called to order by Dianna Wright, whom Presbytery appointed to preside. The prayer was offered by Dianna Wright. The following members and guests were present:  
Ministers: John Johnson and Andrew Taylor Troutman. Elders: Dianna Wright, Bill Browder, Mt. Vernon Springs and Ellen Harrison, First Burlington.

Andrew Taylor Troutman was elected Clerk of the Commission.  
After organization, a quorum being determined, the Commission joined the congregation(s) in a worship service at 4:00p.m., the Moderator presiding. John Johnson preached the sermon using text Micah 6:1-8 and topic, "Do. Love. Walk."

Constitutional questions were propounded to the minister by Dianna Wright.  
Constitutional questions were propounded to the congregation by Bill Browder.  
Prayer of ordination and installation was offered by Ellen Harrison.

James Evan Harrison was declared duly Installed as Pastor of Pittsboro Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.).  
The Pastor was charged by Andrew Taylor Troutman and Bill Browder charged the congregation.

James Evan Harrison, the newly installed Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Evan Harrison.

### **INSTALLATION OF MARK SANDLIN**

The Commission appointed by Salem Presbytery to Install Mark Sandlin as Pastor of Presbyterian Church of the Covenant, met at PCOC on June 23, 2019 at 1:30pm.

The meeting was called to order by Bryan McFarland, whom Presbytery appointed to preside. The prayer was offered by Dianna Butler Bass. The following members and guests were present: Ministers: Bryan McFarland, Frank Dew, and Katie Todd. Elders: Jennie Bodkin, Annie Oakley, and Dianna Wright.

Katie Barrett Todd was elected Clerk of the Commission.  
Guest minister Diana Butler Bass was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation(s) in a worship service at 2:00p.m., the Moderator presiding. Diana Butler Bass preached the sermon using text Micah 6:6-8.

Constitutional questions were propounded to the minister by Bryan McFarland.  
Constitutional questions were propounded to the congregation by Annie Oakley.  
Prayer of installation was offered by Jennie Bodkin.

Mark Sandlin declared duly Installed as Pastor of Presbyterian Church of the Covenant according to the Constitution of the Presbyterian Church (U.S.A.).  
The Pastor was charged by David Winbush and Frank Dew charged the congregation.

Mark Sandlin, the newly installed Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Bryan McFarland.

### **ORDINATION and INSTALLATION OF VICKI H. MCCAIN**

The Commission appointed by Salem Presbytery to Ordain & Install Vicki H. McCain as Pastor of Presbyterian Church of the Cross, met at Presbyterian Church of the Cross on Sunday, August 25, 2019 at 2:30pm.

The meeting was called to order by Rev. Dr. M. Gray Clark whom Presbytery appointed to preside.  
The opening prayer was given by Rev. Dr. Paul Ridolfi.

The following guests were present: Rev. Steve Allen, Rev. Regina Artis, Rev. Dr. Merwyn Johnson, Rev. Dr. Paul Ridolfi, Rev. Kimani Wright, Rev. British Hyrams, Rev. Kaye Ziglar, Rev. Thomas Nesbit, Rev. Dale Walker, Rev. Edward Newberry, Rev. Dr. Rebecca Davis, Robert Patterson, Rev. Dr. Richard Boyce, Rev. Frank Dew, Joanne Miles, Rev. Kim Reeves. Elder Joanne Miles was elected Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00pm, Moderator Rev. Dr. Gray Clark presiding. Rev. Dr. Herbert Nelson preached the sermon entitled “Whom Shall We Choose” acting Acts 3, Deut. 6:107, John 15:1-8, and Ephesians 3:14-21.

Rev. Kaye Ziglar propounded the constitutional questions to the minister.  
Joanne Miles propounded the constitutional questions to the congregation.  
Rev. Thomas Nesbit and Rev. Dale Walker offered prayers of ordination and installation.

Vicki McCain was declared duly Ordained and Installed as Pastor of Presbyterian Church of the Cross according to the Constitution of the Presbyterian Church (U.S.A.).

The Pastor was charged by Rev Frank Dew and Rev Edward Newberry. Rev Dr. Rebecca Davis charged the congregation.

Vicki McCain, the newly ordained and installed Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Rev British Hyrams.

### **ORDINATION OF ALEXANDRA MAUNEY**

The Commission appointed by Salem Presbytery to Ordain Alexandra Mauney as Pastoral Resident of First Presbyterian Greensboro, met at First Presbyterian Greensboro October 13, 2019 at 5:30pm.

The meeting was called to order by Felicia Hoyle, whom Presbytery appointed to preside. The prayer was offered by Felicia Hoyle. The following members and guests were present:  
Ministers: Kim Priddy, Terri Price, Nate Sell Elders: Stuart Mauney, Jody Blythe, and Larry Bowden.

The elected Clerk of Commission was Kim Priddy. Guest Minister, Terri Price and Guest Elder, Stuart Mauney were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 6:00pm, the Moderator presiding.  
Terri Price preached the sermon using text John 6:53-68, and 21:15-19.

Felicia Hoyle propounded the constitutional questions to the minister.  
Prayer of ordination was offered by Kim Priddy.



Alexandra Mauney was declared duly Ordained as Pastoral Resident of First Presbyterian Church Greensboro according to the Constitution of the Presbyterian Church (U.S.A.).

The Pastoral Resident was charged by Stuart Mauney and Nate Sell charged the congregation.

Alexandra Mauney, the newly ordained Pastoral Resident, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Kim Priddy.

### **ORDINATION OF KEITH DOVE**

The Commission appointed by Salem Presbytery to Ordain Keith Dove as Pastor of First Presbyterian Greensboro, met at First Presbyterian Greensboro October 26, 2019 at 1:00pm.

The meeting was called to order by Dolly Jacobs, whom Presbytery appointed to preside. The prayer was offered by Dolly Jacobs. The following members and guests were present: Ministers: Dolly Jacobs. Elders: Becky Veraar, Chanelle James, David Boger, and Brad Morton.

The elected Clerk of Commission was: Chanelle James. Guest Ministers, Brian Brock, and Mark Davidson were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 1:00pm, the Moderator presiding.

Brian Brock preached the sermon using text Isaiah 11:1-10 and topic, “Be Allred.”

Dolly Jacobs propounded the constitutional questions to the minister.

Becky Veraar propounded the constitutional questions to the congregation.

Prayer of ordination was offered by Chanelle James.

Keith Dove was declared duly Ordained as Pastor of First Presbyterian Church Greensboro according to the Constitution of the Presbyterian Church (U.S.A.).

The Pastor was charged by Mark Davidson and Becky Veraar charged the congregation.

Keith Dove, the newly ordained Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Brad Morton.

### **ORDINATION OF ALLISON M.G. SIMMONS**

The Commission appointed by Salem Presbytery to Ordain Allison M. G. Simmons as Director of Pastoral Care of Iredell Memorial Medical Center met at First Presbyterian Gastonia October 27, 2019 at 2:45 p.m.

The meeting was called to order by Olen Bruner, whom Presbytery appointed to preside. The prayer was offered by Lauren Vanacore. The following members and guests were present: Ministers: John Pruitt, Barrie Kirby and Olen Bruner. Elders: Annie Bates and Gretchen Dunlap.

The elected Clerk of Commission was Barrie Kirby. Guest Ministers, Lauren Sease Vanacore and John Stanley were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00pm, the Moderator presiding.

Lauren Vanacore preached the sermon using text Matthew 13 and topic, “A Spectacular Harvest.”

Olen Bruner propounded the constitutional questions to the minister.

Cynthia Benz propounded the constitutional questions to the congregation.

Prayer or ordination and/or installation was offered by John Stanley.

Allison M.G. Simmons was declared duly Ordained as Director of Pastoral Care according to the Constitution of the Presbyterian Church (U.S.A.).

The Director of Pastoral Care was charged by John Pruitt and Barrie Kirby charged the congregation.

Allison M.G. Simmons, the newly ordained Pastoral Care Director, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Olen Bruner.

### **ORDINATION and INSTALLATION OF CHANG WON SEO**

The Commission appointed by Salem Presbytery to Ordain & Install Chang Won Seo as Associate Pastor of Korean First Presbyterian Church, met at Korean First Presbyterian October 27, 2019 at 3:20pm.

The meeting was called to order by Rev. Ki Seok Kim, whom Presbytery appointed to preside. The prayer was offered by Ki Seok Kim. The following members and guests were present: Ministers Ki Seok Kim and Elders: Pamela Rosendale, David Vaughan, Junghyun Kim, Junghyun Park, Insoon Lee, and Jae Lee.

The elected Clerk of Commission was David Vaughan. Guest minister Sanghyun J. Lee was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4pm, the Moderator presiding.

Sanghyun Lee preached the sermon using text 2Timothy 1:6-7 and topic, “What God Has Given Us.”

Ki Seok Kim propounded the constitutional questions to the minister.  
 Jae Lee propounded the constitutional questions to the congregation.  
 Ki Seok Kim offered prayers of ordination and installation.

Chang Won Seo was declared duly Ordained and Installed as Associate Pastor of Korean First Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.).

The Associate Pastor was charged by Pamela Rosendale and Junghyun Kim charged the congregation.

Chang Won Seo, the newly ordained and installed Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by the Clerk.

### **INSTALLATION OF R. C. GRIFFIN III**

The Commission appointed by Salem Presbytery to Install R.C. Griffin III as Pastor of North Wilkesboro Presbyterian Church, met at North Wilkesboro Presbyterian Church on January 18, 2020 at 1:30pm.

The meeting was called to order by Jeff Smith, whom Presbytery appointed to preside. The prayer was offered by Jeff Smith. The following members and guests were present: Ministers: Jeff Smith, Paul Sink and Steve Snipes. Elders: Brian Hege, Debbie Coley and Jed Cockrell.

Paul Sink was elected Clerk of the Commission.

Guest minister, Sheldon Steen of Florida was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation(s) in a worship service at 2:00p.m., the Moderator presiding. Sheldon Steen preached the sermon using text Acts 1:1-11 and topic, "Gazing at the Sky."

Constitutional questions were propounded to the minister by Jeff Smith.

Constitutional questions were propounded to the congregation by Brian Hege.

Prayer of installation was offered by Debbie Coles.

R.C. Griffin III was declared duly Installed as Pastor of North Wilkesboro Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.).

The Pastor was charged by Brian Hege and Paul Sink charged the congregation.

R. C. Griffin III, the newly installed Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Sheldon Steen.

## **ORDINATION and INSTALLATION OF CHARLES WESLEY PITTS**

The Commission appointed by Salem Presbytery to Ordain & Install Charles Wesley Pitts as Pastor of First Presbyterian Church of Reidsville, met at First Presbyterian Reidsville, January 26, 2020 at 3:00pm.

The meeting was called to order by Steve Scott, whom Presbytery appointed to preside. The prayer was offered by Steve Scott. The following members and guests were present: Ministers Rosalind Bradley, Kate Morrison and Stuart Taylor. Elders: Bryan George and Dot Richardson.

The elected Clerk of Commission was Bryan George. Guest minister Carrilea Hall was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3pm, the Moderator presiding.

Carrilea Hall preached the sermon using text Matthew 13: 24-30 and topic, “Don’t Jump to Conclusions.”

Steve Scott propounded the constitutional questions to the minister.  
Pat Richardson propounded the constitutional questions to the congregation.  
Kate Morrison offered prayers of ordination and installation.

Charles Wesley Pitts was declared duly Ordained and Installed as Pastor of first Presbyterian Church Reidsville according to the constitution of the Presbyterian Church (U.S.A.).

The Pastor was charged by Stuart Taylor and Dot Richardson charged the congregation.

Charles Wesley Pitts, the newly ordained and installed Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by the Stuart Taylor.

## **INSTALLATION OF LIZ TROYER**

The Commission appointed by Salem Presbytery to Install Elizabeth “Liz” Troyer as Pastor of Concord Presbyterian Church, met at Concord Presbyterian on February 9, 2020 at 4:33pm.

The meeting was called to order by Steve Scott, whom Presbytery appointed to preside. The prayer was offered by Steve Scott. The following members and guests were present: Ministers: Dan Wilkers, Eric Faust, and Joanne Glaser. Elders: Natasha Austin, Chuck Shive, Della Kinney and Martha Hazelton.

Della Kinney was elected Clerk of the Commission.

Guest Elders: Natasha Austin of Statesville, was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation(s) in a worship service at 5:00p.m., the Moderator presiding. Eric Faust preached the sermon using text John 1: 23-24 and Matthew 3:1-2 and topic, “Well, Let’s Just Take a Page Out of Isaiah’s Book.”

Constitutional questions were propounded to the minister by Steve Scott.

Constitutional questions were propounded to the congregation by Della Kinney.

Prayer of installation was offered by Natasha Austin.

Elizabeth “Liz” Troyer was declared duly Installed as Pastor of Concord Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.).

The Pastor was charged by Dan Wilkers and Joanne Glasser charged the congregation.

Liz Troyer, the newly installed Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Steve Scott.

**Margaret Almeida and John Senior, Co-Moderators**

**FOR INFORMATION:**

The CPM offers the following report from the most recent quarter of 2020:

1. CPM approved the following candidates for Certified Ready to Receive a Call status: Nick and Savannah Demunyck, Allie Utley, and Lynn Turnage.
2. CPM approved Steve Marks to begin the inquiry process.

**MINISTERS:**

Steve Alden Martin	February 21, 2019
Lucius Ardrey Gray	April 7, 2019
Robert George Sandercock	May 17, 2019
Robert Earl Cleveland III	June 13, 2019
James B. Wagner	July 24, 2019
Carlton A.G. Eversley	September 15, 2019
Angus Walker McGregor	October 28, 2019
Worth N. Watts Sr.	November 7, 2019
James Keiffer Wilson Jr.	November 7, 2019

**ELDERS:**

ASHEBORO, FIRST	Frank Pugh Claude Shiflet Robert Barham	January 20, 2019 December 7, 2019 December 31, 2019
BAIRD'S CREEK	Victoria Yates	March 4, 2019
BETHANY, GRAHAM	Don Boggs Foy Bayliff	August 24, 2019 December 27, 2019
BETHEL, MCLEANSVILLE	John P. Paisley Sr.	March 12, 2019
BETHESDA	Albert Davis	September 26, 2019
BURLINGTON, FIRST	Russell Read Wilson Dora McGill	May 18, 2019 June 10, 2019
CHURCH OF THE CROSS, PRESBYTERIAN	Alta C. "Joe" Cline	September 1, 2019
CLEMMONS	Issac "Ike" Albright Elizabeth "Betsy" Davis Frank Sweeten	March 26, 2019 October 19, 2019 November 27, 2019
CLEVELAND	John Edward Gray	December 1, 2019
COMMUNITY IN CHRIST	Tom Gilmore Bradford Howes	September 24, 2019 December 11, 2019

FAITH	Bob Zeliff	May 28, 2019
FIELDSTONE	Flake Joel Childers Arthur Clement Reinders	March 31, 2019 April 16, 2019
FLAT ROCK	Bessie Venable Jones	March 24, 2019
FOREST HILLS	H. E. "Bo" Stephenson Rae Logan	February 16 2019 August 14, 2019
FRANCISCO	Ella Louise Francis Palmer Mary P. Nussman	August 27, 2019 November 22, 2017
GLENDALE SPRINGS	Ernest J. O'Banion Lucy Crepps Osbourne Robert "Bob" Harold Efird	February 15, 2019 September 27, 2019 December 25, 2019
GLENWOOD	Claude Bullock Jr.	September 19, 2019
GRAHAM	Eunice Newlin Robert M. Stockard Lu Stanke Ben M. Johnston	May 12, 2019 July 27, 2019 September 3, 2019 September 7, 2019
GREENSBORO, FIRST	Ruth Nelson Davis Stella B. Efird Curtis B. Lashley Philip Renatus Gelzer Harry McCarley Giles Jr. Kay Ruthven Hagan	May 18, 2019 May 27, 2019 July 5, 2019 September 11, 2019 September 20, 2019 October 28, 2019
GRIERS	Dorothy Guthrie Williamson	August 28, 2019
GUILFORD PARK	James F. Kirkpatrick Charles R. "Chuck" Bailey	May 31, 2019 September 24, 2019
HAWFIELDS	Ellen Lawrence	August 17, 2019
HIGH POINT, FIRST	Beverly Morrow	April 8, 2019
HIGHLAND	Anita Shore	December 24, 2019
IMMANUEL	Deloris "Dee" Irene Foy	February 16, 2019



JAMESTOWN	David Embler Robert Benson	January 15 2019 February 9, 2019
JOHN CALVIN	Jesse Alexander Key John Crane Whitfield	November 9, 2019 July 2, 2019
KERNERSVILLE, FIRST	John Andrew “Andy” Hodges Samuel Henderson James Nicholson Rebecca Collins	March 18, 2019 October 15, 2019 October 25, 2019 November 1, 2019
LEXINGTON, FIRST	E. Ray Strader	August 3, 2019
MOCKSVILLE FIRST	Esther Wall	February 20, 2019
MOCKSVILLE SECOND	Sylvia Steele	October 31, 2019
MOUNT AIRY	Mike Gilley	September 16, 2019
MOUNT VERNON	Grace Jones	September 19, 2019
MOUNT VERNON SPRINGS	Maryland Moody Lemon	August 31, 2019
NEW HOPE	Mary Gray Tom Mauney Roland Gibson Ann Sechrest Nancy Frank	September 8, 2019 September 29, 2019 August 13, 2019 February 10, 2019 July 27, 2019
PILOT MOUNTAIN FIRST	Harold E. Evans	November 24, 2019
PITTSBORO	Millie Cason	June 1, 2019
PROSPECT	Colleen Kennerly William Tulbert	September 14, 2019 December 13, 2019
REID MEMORIAL	Asalee Johnson Lytle	June 4, 2019
REIDSVILLE, FIRST	Elsie French McKinney James Turner “Jim” Suttles	May 9, 2019\ December 10, 2019
RUMPLE MEMORIAL	Brenda Stanbury Lentz	June 14, 2019
ST. JAMES	Nan Manuel	October 20, 2019

	Chelsa Tipton	September 7, 2019
SALISBURY, FIRST	Thomas Franklin "Frank" Gudger Patsy Matthews Reynolds Esther Commander Marioneaux	February 6, 2019 February 21, 2019 March 19, 2019
SHALLOWFORD	Virginia Lawrence Joyce Strong	March 2, 2019 March 30, 2019
SPENCER	Helen Astrologow Merrill Russell	August, 2019 February 12, 2019
SPRINGWOOD	Eugene Arthur Buckaloo Sr. Elizabeth Parker McPherson	January 31, 2019 December 21, 2019
STARMOUNT	Donald Irving Spencer Gary Kurtis Webb Edwin "Ned" Lancaster Bryan	January 12, 2019 October 16, 2019 November 29, 2019
STONY CREEK	Wylline Garrison Raymond "Connie" Thiel Harry Dodson	July 15, 2019 September 10, 2019 October 6, 2019
TABOR	Victor Troutman	November 13, 2019
THYATIRA	Dewey Morgan Shaver	July 8, 2019
TRINITY, W-S	William Mabry	January 29, 2019
UNITY	Nathan Scott Fleming	October 1, 2019
WENTWORTH	Henry Everette Sands	December 24, 2019
YANCEYVILLE	Neal Watlington	December 29, 2019

## I. Becoming a Matthew 25 Presbytery - An Invitation

*Then the righteous will answer him, "Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go visit you?" The King will reply "Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me."*

Matthew 25:37-40

David Vaughan  
Stated Clerk, Salem Presbytery  
3950 Clemmons Road  
Clemmons, NC 27012

Dear David,

Thank you for your ministry. We are deeply grateful for your witness to God's love through Jesus Christ.

I am writing today to invite you and your congregation to join us in our journey to *Become a Matthew 25 Church*. Please use this letter as a formal invitation for your Session's consideration. A Matthew 25 congregation is one that is actively engaged in the mandate of Matthew 25:31-46: to actively engage in dismantling systemic poverty, dismantling structural racism and building vital congregations. The words of Jesus compel us to be deeply engaged in ministry. We are engaged when we act, witness and proclaim the love of God and grace of Jesus Christ.

With this letter you will find a Matthew 25 brochure and a response postcard to respond to this invitation. You may also sign up at [www.pcusa.org/matthew25](http://www.pcusa.org/matthew25) where you will find additional information and resources.

We look forward to hearing of your decision to join us as we continue engaging with in eradicating systemic poverty, dismantling structural racism, and building vital congregations. It is my hope and prayer that the words of Matthew 25 will connect and unite the PC(USA), creating a spark that energizes and joins us in our common mission.

We look forward to celebrating all those who actively engage the world with the love and justice of Jesus Christ. Please, join us in this journey of faith.

Sincerely

Rev. Diane Moffett  
Executive Director/President  
Presbyterian Mission Agency  
Louisville, KY

## II - Advocacy Action - Bread For The World

Link: <https://bit.ly/2XyRHjo>

As part of the completion of the advocacy action to Congress folks will be asked to enter their 9 digit zip code – something that members of the House of Representatives use to confirm constituency. In case you think this might be helpful I send you this link that provides a very easy way to find out what your 9 digit zip code is.

9 digit Zip Code Finder Link - <https://tools.usps.com/zip-code-lookup.htm?byaddress>

## Hunger Task Force

Frank Dew, Moderator

The following Spring Domestic Hunger Grants were awarded:

<b>Alamance County Meals on Wheels, Inc.</b> Burlington, North Carolina	<b>\$4,000</b>
<b>Ashe County Sharing Center, Inc.</b> Jefferson, North Carolina	<b>\$3,000</b>
<b>Presbyterian Church of the Cross, Soccer Kids Feeding Program</b> Greensboro, North Carolina	<b>\$3,000</b>
<b>Hospitality House of NW NC Bread of Life Hunger Relief</b> Boone, North Carolina	<b>\$4,000</b>
<b>Rowan Helping Ministries</b> Salisbury, North Carolina	<b>\$4,000</b>
<b>Samaritan Ministries</b> Winston-Salem, North Carolina	<b>\$4,000</b>
<b>Second Harvest Good Bank of Northwest NC</b> Winston-Salem, North Carolina	<b>\$5,000</b>
<b>Sedgefield Presbyterian Church Summer Lunch Program</b> Greensboro, North Carolina	<b>\$2,000</b>
<b>Solid Rock Food Closet Children's Backpack Program</b> Sparta, North Carolina	<b>\$1,000</b>
<b>Total</b>	<b>\$30,000</b>

William Hoyle-Moderator    Debbie Layman-Vice Moderator    Jim Norris-Clerk

Rev. Lisa Florence Mullen

Statement of Faith

**"I sing of a love that is matchless."** God, in whose image we are made, creates and sustains life, sets the stars in their courses, and came to teach us the way of peace and steadfast love. I trust and love the One who balances every life system, where *"even a sparrow will find a place where she might raise her young,"* for God's economy is intricate and vast, constantly born and reborn. Our Maker has fashioned us for joy and filled us with playfulness, inventiveness, and generosity. We are born of a God who delights in us.

**"What language can I borrow to thank thee, dearest friend?"** I thank God that my faith is a gift from the One who lives with us, sharing our joys and sorrows, calling us friends. Jesus Christ of Nazareth, born of Mary, is the Living Word. Our brother, Christ Jesus serves the poor; Jesus, the prophet speaks life to powers and principalities, ever inviting us into God's reign on earth. In his teachings, healings, compassion, suffering and torture, crucifixion and resurrection Jesus offers us forgiveness, new life, and this life is abundant.

**"I believe in the Holy Spirit, the Lord and Giver of Life."** We place ourselves at the behest of God's Spirit, which means we count the cost of obedience as insignificant in comparison to the joy and justice we know in following Christ. Worship and the sacramental life both inwardly form and transform us that we might be leaven, salt, and light in a world where the powers of death assail us. God's Spirit of hope, truth, power and consolation, who is as near as our own breathing, teaches us wisdom, renews and calms us, holds us close, and coaxes *in us* a longing for discernment, gentleness and reconciliation.

**Pondering the Trinity,** I am reminded of one of my favorite icons, *Philoxenia*, meaning hospitality to the stranger, painted by Andrei Rublev. This icon-window reveals the dynamic, inner friendship of the Holy Trinity, who circles up at a eucharistic table and offers an overflowing love for all, strangers and friends alike. Jesus, who is both host and guest at his table, invites us to commune at his banquet feast, our Lord's Supper, where he reveals his real presence and power to the church, as we remember his covenant promises.

**In baptism, we share in Christ's death and rise to share Christ's eternal life.** While God has created us little lower than the angels, we still struggle to love as Jesus does. In sin, arrogance, fear, and greed, we try to build our own kingdoms, forgetting that true *"power is made perfect in weakness."* I trust in the unique and authoritative witness of the scriptures as our rule of faith and practice, wherein *"we don't look for answers, but are shown Christ that we might find our answers in him."* A faithful reading of scripture calls for spiritual discipline, community conversation, study, and devotion.

**I believe God gathers the church, God's beloved body of Christ,** to live as joyous disciples, to proclaim glad tidings, to bear fruit of our own inherent giftedness, to resist the powers of evil, to seek kindness and justice, and to share in the nourishing sacraments of Baptism and our Lord's Supper. In Christ's *koinonia*, fellowship, we seek the lost sheep to join us in his fold.

Rev. L. Florence Mullen

Spiritual Journey

***"As the hand is made for holding and the eye for seeing, Thou hast fashioned me for Joy."*** 12<sup>th</sup> C. Gaelic Prayer

My childhood home in the Shenandoah Valley gave me a love for "God's Big Book" (John Scotus Erigena's understanding of God's creation). Swinging on my grandparents' farm house front porch, I used to hear my

Grandfather say, “Sabbaths are for watching the corn grow.” The natural world was my playground--Ice skating on our pond, riding my pony, climbing up cliffs, lying on sun-warmed river rocks and listening to the river, and later in my life, awakening my children, (*at their request*), at 2:00 AM to watch the Perseid meteor showers. These memories formed and reformed me spiritually. Presbyterian and Moravian camps (Massanetta Springs, Paddy Run, and Laurel Ridge) were sanctuaries for me while I served as a counselor and camp director. My brother, David, also a pastor, and I share this love of outdoor ministry. In the camping ministry we continue to feel a clear call to children and youth whose childhoods were getting left behind. What a joy to inspire others to love the earth and all her creatures!

At PSCE and UTS, I met both my soulmate and husband, Chris, many lifelong friends, and my mentor, Professor Sib Towner. These two communities set the course for my ministry as I learned something essential: “In God’s economy nothing is wasted” (Sib’s words). My student in ministry year afforded me the opportunity to participate in the Gospel and Culture graduate school of the Ecumenical Institute in Switzerland. Here, I heard first-hand stories of poverty and violence from my friends from 35 different countries. This experience “rocked my world.” After graduation I chose to spend Lent in silence with a Swiss Reformed Benedictine sisterhood, working at the loom and in the garden, placing myself where I could pray, sing through and process the wider world I had never known before. Later I was invited to visit the homes of my friends from the Ecumenical Institute in the GDR and the Czech Republic, and I had an opportunity to attend the Youth Christian Peace Conference in Hungary.

After a year-long CPE residency at Memorial Hospital in Chapel Hill, where my husband was studying towards his PhD in English, I was called to serve as Associate Pastor at First Presbyterian in High Point, where I served for 11 years. I served interims at Forest Hills and Faith Presbyterian before I joined the Moravian Southern Province as the Director of Children and Family Life at the Board of Christian Education. Since I have family roots in the Brethren Church, and good friends who were Old Order Mennonites, I was drawn to Moravian piety, song, family ministry, and heart for mission. In this position I also led five summer camps for children each summer. I would experience yet more personal transformation as I was invited to lead Vacation Bible schools in Barbados and Peru, and to be a delegate to the Worldwide Mission conference in South Africa. When our Board was restructured and my position eliminated, I served Bethabara Moravian as a transitional pastor and then Kernersville Moravian as an educator. While I love creative faith formation, I have truly missed sharing my gifts as a pastor. I have also missed you, Salem Presbytery, for you are my home. As I have come alongside others in ministry, I have sought to be a faithful witness, a learner, an encourager, and a sister.

During my ministry of thirty years, my greatest joy has been my family. My husband Chris serves as an elementary school ESL teacher and is my most trusted confidant and friend. I learn so much from him about refugees and their stories. My daughter, Anna, is an environmental writer and co-owner in a print collective in Amherst, MA. She and her friends teach me so much about environmental justice and what it means to stay the course in the prophetic tradition. My son, Isaac, is completing his senior year in Environmental Design in Architecture at NC State. His spiritual gifts of peacemaking and quietism (he went to a Quaker school) are grounding influence in my life. Isaac wants to work to design affordable and sustainable housing. Both of our children inherited their Dad’s gift of humor, thank goodness! As a family our vocations make the faith practices of hospitality to the stranger, creation care, justice, study, peace, prayer, artistic expression and song essential to our nourishment. So I understand *our* family spiritual formation to be profoundly formational in my life.

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**Rev. Jeremy Cannada**

**Faith Journey**

I was raised by Tom and Sandra Cannada, who doted their love upon me in my early childhood. As much as they may have wished to have the ideal American family, they divorced when I was five years old, and I was given custody to my mother. I say this because it’s helpful to know that I spent every other weekend with my father

and his remarried family along with one month of each summer. During those summers, I was enrolled in a Christian Youth Camp (primarily because that's where my then-closest friend attended). I was "saved" during the second, third, and fourth years of subsequent attendance—primarily because after the first year, I wanted to be able to share in the communion that everyone else had on the final night. Needless to say, this wasn't the form of faith I was comfortable with as I aged.

When I became old enough to become a Boy Scout, I joined a local troop near my home where many of my other friends went. This troop was hosted by the Ramah Presbyterian Church, in Huntersville, NC. Accepting several invitations for the Scouts to participate in various worships and service projects around the church, I became exposed more and more (with my mother and stepfather) to a community that embraced us and welcomed us to belong with them. At age 15, my family joined this church, and I became baptized at this moment.

This church nurtured us deeply, and my parents were each ordained into service after a certain number of years. They served the church well, and the church honored them with continued involvement and participation. That extended to me, and I was soon regarded by some of the senior members as someone for whom ministry might be my vocation. Needless to say, as a teenager, this wasn't what I wanted.

After high school, I attended college at the Appalachian State University, where I double majored in Science and French, under the idea that I might work for the US State Department or some international organization. Upon graduation from university, I continued my education at the American Graduate School of International Relations & Diplomacy. It was during that time (and while I had come home for a summer break) that my biological father died by suicide. Following that experience, I became very angry with God and resentful that such a thing could happen at all.

In those subsequent weeks, the church I loved so much really let me down in many ways that aren't especially necessary to convey. During that absence, my heart grew to resent God for a while, before I finally came to some understanding—a reconciliation of sorts—that reminded me of all the ways God was still very much active in my life. I returned to France to complete my courses and finished my thesis here in the US.

Even while I was writing my thesis, my time at home was marked with a growing inclusion and return to the church. They again became that nurturing community for me, and I (with post-graduate time on my hands) worked for the church in a variety of ways that allowed me to meet and befriend the new pastor, the Rev. Phil Hargrove. During our friendship, we explored together what seminary might be like and the possibility of a call.

In April 2005, I acknowledged God's call to vocational ministry, and I began courses at Union-PSCE at Charlotte before transferring to the Richmond campus in the summer of 2007. I completed my coursework there in 2009 and fulfilled a year-long internship at the Rennie Memorial Church in Amelia. During that year, I became known to people at the church where I now presently serve, the Amelia Presbyterian Church, and I was called there and became ordained as the first "Teaching Elder" in the Presbytery of the James (upon return to that vocabulary) in August 2011. I have served the people with vigor and imagination, and I have loved them and received their love in return.

<b>Rev. Jeremy Cannada</b>	<b>Statement of Faith</b>
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I believe in God, who created all things—seen and unseen. God breathed life into creation and formed humans in God's image. Even when humanity broke away from God through sin, God continued to love us. By this love, God has been working to redeem us.

I believe Jesus of Nazareth is the incarnation of God. Jesus is the foretold Messiah. He preached compassion for all and lived according to the Law, even while fulfilling its interpretation. He was crucified and suffered death on a cross to atone for humanity's sins. Through his resurrection three days later, Jesus overcame death and offers



victory over death to all who believe in him. Jesus ascended to heaven, and he promises a future return to judge all creation.

I believe in the Holy Spirit. I acknowledge this Spirit as the one who sustains Christians and lives within the church and world. This Spirit nurtures all God's children, regardless of time, place, or condition.

I believe God the Father, Jesus the Son, and the Holy Spirit are the three persons of the Triune God, who is our inseparable God and worthy, alone, of praise. This is a traditional way of grasping to understand God's great mystery, but I also believe there are mysteries we still seek to learn, and they are given through the Word and the witness of faithful people.

I acknowledge the church as the visible body of Christ, who alone is its head. It offers a vision of heaven to come, but it is not yet the realness of heaven because of our sinful nature. I believe all people in the church are equal before God, with neither hierarchy nor distinguishing differences between us. The mission of the church moves us to encourage others and to serve God's people. Its charge is also to share knowledge of and love for Christ.

I believe the Scriptures are the Word of God. The Old (or Hebrew) Testament attests to God's sustained covenants with the Hebrews. The New (or Christian) Testament reveals God's new covenant with all people through the life, death, and resurrection of Jesus of Nazareth. Together, they point to God's perfect love.

I believe the Sacraments are signs of grace, and they are seals that unite us with Christ. As gifts to humanity, they are to be enjoyed. In Baptism, God claims us; the Spirit cleanses us from the of sin, and we commit ourselves to live together in Christian community and to nurture one another. At Communion when we are present before God, we remember Jesus's sacrifice, we receive the new covenant of salvation, and we recall the promise of forgiveness.

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**David A. Cagle**

**Journey of Faith**

By the grace of God, I was born into a loving family, with parents who witnessed grace in their care and nurture of their children, in their interactions with others, and in their values, morals, and lifestyle. They laid the foundation of my faith.

By the grace of God, I was baptized and raised in a Christian Church, where my understanding of reality, my conception of the world, my values, morals, and ethics were framed and focused by the stories of scripture. My faith was born in the Presbyterian Church.

By the grace of God, I spent many weeks of summer in my childhood at Camp John Knox, where I experienced grace in my interactions with counselors and fellow campers. My faith became personal.

By the grace of God, I was inspired and influenced by a High School football coach who lived a life of grace and character. My faith gained clarity, understanding, and commitment.

By the grace of God, various friends, teachers, and ministers came into my life during my college experience. In those years in between childhood and adult independence, during those days of defining myself and deciding who I aspired to be, these apostles sent by God re-inspired my faith and brought me back to the church.

By the grace of God, I was led into a secular career after college. My faith was tested and stretched. I was ordained a Deacon, and my love and need of the church grew and grew.

By the grace of God, I was called into the ministry as a second career. In Seminary my understanding of God and the depth and breadth of God's grace was expanded. My faith grew from the limited understanding of "God loves me" into the realization that "God loves the world." God's love is not just individual and personal. I came to appreciate and value God's love that is also corporate.

By the grace of God, my first call in ministry was to a small 100-member rural congregation. My faith was challenged and inspired in our mutual dance of ministry. They patiently and lovingly accepted me as their pastor, as I grew and developed my gifts of preaching, teaching, pastoral care, and administrative leadership. We shared good times together, we faced challenges together, and my faith was fed by the Spirit of God that brought us together and bonded us as one.

By the grace of God, my second call in ministry was to a large church in a small town. My primary area of responsibility was Pastoral Care and Adult Education. In my many encounters with the grieving, in my many celebrations with new parents, in my many interactions in Bible study, my faith was inspired and stretched.

By the grace of God, I was called as the Pastor of a 600-member church in a mid-sized city in an urban setting. Working with my staff, Session, and lay leaders, we sought and carried out God's vision for our ministry. I will forever cherish the memories and relationships of this calling.

By the grace of God, I was led into the service of Interim/Transitional Pastoral Ministry. I have served a 400-member church in a suburban rapidly growing area and a 1,000-member church in a coastal city, and I greatly enjoyed and thrived in the adventure.

By the grace of God, I am now called as an Interim Pastor to lead a 400 member church in a suburban metropolitan area, and, knowing the grace of God that has led me this far, I awake each day eager to see what graces God has in store for my future.

<b>David A. Cagle</b>	<b>Statement of Faith</b>
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I believe in God the creator. In sovereign love, God created all that is and proclaimed all of creation to be good. Distinguishing us from all other creatures, God created all of humanity in God's own image, intrusting to us the stewardship of all creation. We were created to be a loving community of faith, living in eternal worship and in obedient fellowship with God, as well as in caring and altruistic relationships with our neighbors. But we rebel against God by hiding from God and God's purpose for our lives, breaking God's commandments, offending the image of God in our neighbors and in ourselves, and twisting truth into lies. Deserving of God's judgment, we are separated from God and neighbor. Yet God chooses in sovereign love to redeem us and reconcile us to the loving relationships for which we were created.

I believe in Jesus Christ the redeemer. Hopelessly alienated from God, God takes the first initiative in our reconciliation - redeeming us in the life, ministry, death, and resurrection of Jesus. Truly God, Jesus reveals to us the nature of God's sovereign love. Truly human, Jesus reveals to us our true human nature and the community of love God intends. Healing the sick, blessing the children, binding the wounds of the broken hearted, eating with outcasts, forgiving sinners, and calling everyone to repent and believe - Jesus proclaimed and witnessed the in-breaking of the Kingdom of God. Unjustly condemned to death through crucifixion, Jesus suffered the full depth of human pain, showing the limitless extent of God's love and giving his life for our sins. Raised from death to new life by God, the sinless life of Jesus was vindicated, the power of sin and evil was broken, and we are delivered from death to life eternal.

I believe in the Holy Spirit the sustainer and re-newer of life. By grace through faith, we are justified in the eyes of God, and reconciled with God and neighbor. Through the power and presence of the Holy Spirit, we begin removing the chains of guilt and shame that alienate us. In the power of the Holy Spirit, we begin living

into a loving and worshipful relationship with God, an acceptance and love of ourselves as children of God created in God's image, and into relationships of love and harmony with all our neighbors. In the power of the Holy Spirit, God continues the work of reconciliation through the Church. In a community of believers in the power of the Holy Spirit, God guides us through God's inspired Word as revealed to us in Scripture and in the Word proclaimed. In the power of the Holy Spirit, God binds us together as a community through baptism - the sign of our entry into the Church, the symbolic reminder of the cleansing of our sins, and the seal of God's Spirit within us. In the Church through the power of the Holy Spirit, God feeds us at table with the body and blood of Christ. Through the bread of life and the cup of salvation, we are reminded of Jesus' sacrifice for our sins and united as a community. Through the power of God's Spirit, we break bread in the presence of Christ, opening our eyes to recognize our Lord, and giving us a foretaste of the kingdom.

Redeemed by our Lord Jesus Christ and sustained by God's Holy Spirit, we come together in the church as worshiping communities of the faith. United together in the Church universal, we become the body of Christ - continuing Christ's ministry of witnessing to all the world the love, presence, and reign of God; sharing the Good News of salvation through the forgiveness of sins; sharing our joys and concerns, and living into the kingdom of God.

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**Casey Riker** (Corrected 8/10/2020 due to administrative error. DV)

**Faith Journey**

I was born into a catholic family. My parents divorced when I was only two years old, and my mom set out in search of a new church home. When I was about four years old we found that church family we had been seeking at Hampton Presbyterian Church. My mom was very involved in the church, singing in the praise band, volunteering as a wedding coordinator, and just being a part of all the things this church had to offer. Where mom went, I went. I grew up spending lots of time at the church and got involved with as many activities as possible. When I was twelve, I was so excited to join youth group. I made friends really quickly and church gave me a break from all the middle school drama. I was given the opportunity to go on the middle school mission trip; I wanted to turn it down. My youth pastor, and friends, encouraged me to give it a shot. I am grateful for their gentle push because little did I know, it planted a seed.

This seed didn't really start to grow until I went on my first mission trip abroad. My youth group went overseas every three years. I was fortunate enough to come in at the perfect time so I would be able to go abroad twice. Our mission trip to the Bahamas an amazing experience. Not only was it a great time socially, but I also grew spiritually. My team was repairing a local shop. We spent our time scraping and painting this building. I am very fair-skinned and burn easily. I got sun poisoning. This meant I had to sit inside the shop and allowed me to engage in long conversations with the shop owner. She was a very nice woman and one day she told me something I would never forget. She told me that we were angels sent by God. This was a lovely affirmation that made me feel good. I was confused because God hadn't sent us, our church did. I thought about this for a while and talked to my youth group about God's will. It was here that faith genuinely clicked for me. God was sending us. The church was that vessel that brought us there. This changed everything for me. Suddenly, I wasn't just going with the flow; I was a part of something huge! I came home on fire for God and thankfully that flame has never gone out. I started going to church because I wanted to not because my mom was making me. I started going to youth group because I wanted to not just because of my friends and the cute boys.

Soon I felt my call to ministry. When I was in math class, my teacher said, "Find what you are passionate about and shape that into a career." I didn't know what I wanted to do so I made a small list. I was passionate about God, helping others, and mission trips. Ministry seemed like the clear choice! So, I started talking with my youth pastor and proclaimed that I wanted to do what he did. My youth pastor helped me discern what that might look like and helped me nurture that call. Ever since, God has only affirmed that call. God has opened the

door to many leadership opportunities in ministry and God has walked with me as I journeyed through college and then seminary. Seminary challenged my faith, but I feel that I am stronger now and have learned to trust God in new ways. I am grateful for the path God has led me on, and I am excited for the future God has for me.

<b>Casey Riker</b> (Corrected 8/10/2020 due to administrative error. DV) <b>Statement of Faith</b>
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Out of nothing God created. God is three persons: Father, Son, and the Holy Spirit. The Triune God created the heavens, the earth, and all living creatures. God created humankind in God's image. God created all things to be good, but because of disobedience, sin entered in, and fell from grace. Sin pushes us away from God and ultimately will lead to death. I believe as God's creation we are meant to seek out an active relationship with God.

The Word of God is composed of Holy Scripture and the living Word made flesh in Jesus Christ. I believe that the Bible is the true Word of God inspired by the Holy Spirit and written by humankind.

Jesus Christ is my Lord and Savior. He is the Son of God, both fully human and fully God. I believe that Jesus Christ was sent to save us from our sin and only through Jesus can we be truly saved. Jesus spent his life teaching, healing, and befriending outcasts. Jesus cried as a baby, made friends, and was baptized. However, Jesus' life did not come without its trials and temptations. After Jesus was betrayed, he was arrested, crucified, and died, taking on all the sin of the world. Jesus defeated death and therefore defeated sin when God raised Jesus from the dead and ascending into heaven.

I believe the Holy Spirit can work and speak through each one of us. Through the Holy Spirit, we are endowed with gifts. We are to intentionally use these gifts to encourage others into a relationship with God and to be effective caretakers of God's creation.

I believe, God the Father, calls us to be in a relationship with others. Those living in this relationship with God and each other are the embodiment of the church where Christ is the head. It is the body of believers that makes up the Church. This body of believers is made up of many different names, races, and backgrounds, but all are equally beautiful and equally loved in the eyes of God. Often when using the word "church" someone is describing a building; however, God's church is not made up of bricks and concrete. God's church is made up of a community of faithful disciples that struggle with sin.

There are two Sacraments, these sacraments are an outward sign of an inward grace. When we are baptized, we celebrate that we are claimed by God. We are given new life through Christ and our sin is washed away. On the night Jesus was betrayed he joined with the twelve disciples and presented them with a new covenant sealed in his blood, which we recognize as the Lord's Supper. Our spiritual and physical thirst is to be quenched through Jesus. Both sacraments serve, as a sign pointing to the eschatological hope that God will never abandon us.

I believe I am called to love as the Father loves; seek out the lost like Jesus sought, and use my gifts as the Holy Spirit has empowered me. I will do all these things to bring glory to God and God's kingdom; I will live my life to bring others closer to the Triune God

## Commission on Ministry

Amanda Anderson and John Johnson - Co-Moderators

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

#### A. SECURING A CONTRACT WITH AN ITERIM PASTOR/TRANSITIONAL MINISTER

1. Concurred with the Session of **Third Creek Presbyterian Church**, Cleveland, North Carolina, in securing the contract with the **Reverend Barrie M. Kirby** as Transitional Pastor for a period of twelve months beginning April 1, 2020.
2. Concurred with the Session of **First Presbyterian Church**, High Point, North Carolina, in securing the contract with the **Reverend Lee Zehmer** as Transitional Pastor for a period of eighteen months beginning June 15, 2020.
3. Concurred with the Session of **Guilford Park Presbyterian Church**, Greensboro, North Carolina in securing the contract with the **Reverend David Cagle** as Transitional Pastor for a period of twelve months beginning July 1, 2020.
4. Concurred with the Session of **Elkin Presbyterian Church**, Elkin, North Carolina in securing the contract with the **Reverend Dan Wilkers** as Transitional Pastor for a period of twelve months beginning May 12, 2020.

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

1. Concurred with the Session of the **Unity Presbyterian Church**, Woodleaf, North Carolina, in renewing the interim/transitional contract with the **Reverend William Kevin Conley** for a period of twelve months beginning March 11, 2020.
2. Concurred with the Session of the **Fellowship Presbyterian Church**, Greensboro, North Carolina, in renewing the interim/transitional contract with the **Reverend Nancy Jo Dederer** for a period of twenty-two days beginning April 16, 2020.
3. Concurred with the Session of the **First Presbyterian Church**, Statesville, North Carolina, in renewing the interim/transitional contract with the **Reverend Edward L. Boyce III** for a period of six months beginning June 1, 2020.
4. Concurred with the Session of the **Stony Creek Presbyterian Church**, Burlington, North Carolina, in renewing the interim/transitional contract with the **Reverend Mason Todd** for a period of twelve months beginning June 1, 2020.
5. Concurred with the Session of the **Forest Hills Presbyterian Church**, High Point, North Carolina, in renewing the interim/transitional contract as co-pastor with the **Reverend Leigh Wisner** for a period of twelve months beginning August 1, 2020.

#### C. SECURING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **North Wilkesboro Presbyterian Church**, North Wilkesboro, North Carolina, in securing a Parish Associate Agreement with the **Reverend Stevan Alan Snipes** and the **Wilkesboro Chapel** campus of **North Wilkesboro Presbyterian Church**.

2. Concurred with the Session of **Rumple Memorial Presbyterian Church**, Blowing Rock, North Carolina, in securing a Parish Associate Agreement with the **Reverend Stephanie Hankins** for a period from February 25, 2020 to May 31, 2020.

#### D. SECURING A TEMPORARY SUPPLY

1. Concurred with the Session of **Shadyside Presbyterian Church**, Lexington, North Carolina, in securing a Temporary Supply contract with the **Ms. Pamela Mitchell** for a period of twelve months beginning January 1, 2020.
2. Concurred with the Session of **Oakland Presbyterian Church**, Statesville, North Carolina, in securing a Temporary Supply contract with the **Reverend Dana Roseman** for a period of twelve months beginning March 1, 2020.
3. Concurred with the Session of **Guilford Park Presbyterian Church**, Greensboro, North Carolina, in securing a Temporary Supply contract with the **Reverend Frederick A. Beck** from March 23, 2020 to June 30, 2020.
4. Concurred with the Session of **Guilford Park Presbyterian Church**, Greensboro, North Carolina, in securing a Temporary Supply contract with the **Reverend Christopher C. Schooley** from March 23, 2020 to June 30, 2020.
5. Concurred with the Session of **Starmount Presbyterian Church**, Greensboro, North Carolina, in securing a Temporary Supply contract with the **Reverend Nate Sell** for a period of twelve months beginning August 31, 2020.
6. Concurred with the Session of **Covenant Presbyterian Church**, Winston-Salem, North Carolina, in securing a Temporary Supply contract with the **Reverend Lisa Mullen** for a period of seven months beginning February 1, 2020.

#### E. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **Flat Rock Presbyterian Church**, Mount Airy, North Carolina, in renewing the Temporary Supply contract with **Mr. G. Wilborn Rives** for a period of twelve months beginning January 15, 2020.
2. Concurred with the Session of **Allen Temple Presbyterian Church**, Cleveland, North Carolina, in renewing the Temporary Supply contract with the **Reverend Dr. Alberta McLaughlin** for a period of twelve months beginning March 1, 2020.
3. Concurred with the Session of **St. Paul Presbyterian Church**, High Point, North Carolina, in renewing the Temporary Supply contract with **Ms. Laetitia S. Wells** for a period of twelve months, beginning January 1, 2020.
4. Concurred with the Session of **Collinstown Presbyterian Church**, Westfield, North Carolina, in renewing the Temporary Supply contract with the **Reverend Will Eads** for a period of twelve months, beginning April 22, 2020.
5. Concurred with the Session of **Mt. Vernon Presbyterian Church**, Woodleaf, North Carolina, in renewing the Temporary Supply contract with the **Reverend Otto Gaither** for a period of twelve months beginning July 1, 2020.



6. Concurred with the Session of **Francisco Presbyterian Church**, Westfield, North Carolina, in renewing the Temporary Supply contract with the **Reverend Will Eads** for a period of twelve months, beginning April 22, 2020.

#### F. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Cameron Presbyterian Church**, Statesville, North Carolina, in renewing the Stated Supply contract with the **Reverend Timothy Bates** for a period of one year beginning January 1, 2020.
2. Concurred with the Session of **Vandalia Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Paul Ridolfi** for a period of one year beginning February 1, 2020.
3. Concurred with the Session of **Pleasant Grove Presbyterian Church**, Yanceyville, North Carolina, in renewing the Stated Supply contract with the **Reverend Stephen Jordan** for a period of one year beginning March 1, 2020.
4. Concurred with the Session of **Calvary Presbyterian Church**, Statesville, North Carolina, in renewing the Stated Supply contract with the **Reverend Timothy Bates** for a period of one year beginning January 1, 2020.

## II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

### A. SECURING A COMMISSIONED RULING ELDER/LAY PASTOR APPROVED BY EXECUTIVE COUNCIL

1. Concurred with the Session of the **Fifth Creek Presbyterian Church**, Statesville, and **Old Providence Presbyterian Church**, Cleveland, North Carolina, in securing the contract of **Mr. Jeffrey Bumgarner** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning July 1, 2020.
2. Concurred with the Session of the **Fifth Creek Presbyterian Church**, Statesville, and **Old Providence Presbyterian Church**, Cleveland, North Carolina, in securing the contract of **Mr. William Bates** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning July 1, 2020.

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

1. Concurred with the Session of the **Immanuel Presbyterian Church**, China Grove, North Carolina, in renewing the contract of **Dr. James Beard** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning March 1, 2020.
2. Concurred with the Session of **Wentworth Presbyterian Church**, Reidsville, North Carolina, in renewing the contract of **Mr. Marty L. Brim** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning January 1, 2020.

3. Concurred with the Session of **Reid Memorial Presbyterian Church**, Mooresville, North Carolina, in renewing the contract of **Mr. James Harley** to serve as their Commissioned Ruling Elder for a period of twelve months beginning February 20, 2020.
4. Concurred with the Session of **Trinity Presbyterian Church**, Elon, North Carolina, in renewing the contract of **Mr. Steve Braxton** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning March 15, 2020.
5. Concurred with the Session of **Dogwood Acres Presbyterian Church**, Asheboro, North Carolina, in renewing the contract of **Mr. Joseph T. Brown** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning March 1, 2020.
6. Concurred with the Session of **Freedom Presbyterian Church**, Statesville, North Carolina, in renewing the contract of **Mr. James Harley** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning February 7, 2020.
7. Concurred with the Session of **Mt. Vernon Springs Presbyterian Church**, Siler City, North Carolina, in renewing the contract of **Mr. Bill Browder** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning February 1, 2020.
8. Concurred with the Session of **Glendale Springs Presbyterian Church**, Glendale Springs, North Carolina, in renewing the contract of **Mr. Sidney R. Crunk** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning May 1, 2020.
9. Concurred with the Session of **Pine Ridge Presbyterian Church**, Pilot Mountain, North Carolina, in renewing the contract of **Mr. Douglas Brinkley** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning April 22, 2020.
10. Concurred with the Session of **Love Valley Presbyterian Church**, Love Valley, North Carolina, in renewing the contract of **Mr. William A. Bates** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning August 1, 2020.

#### C. MINISTER TRANSFERRING TO SALEM PRESBYTERY

1. That the **Reverend David Cagle**, a member of Eastern Virginia Presbytery, was received by Salem Presbytery on July 23, 2020.
2. That the **Reverend Charles Jeremy Cannada**, a member of Presbytery of the James was received by Salem Presbytery on July 23, 2020.

#### D. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

1. That the **Reverend Bryan Hovey** was transferred to Charlotte Presbytery February 27, 2020.

#### E. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Pastoral relationship between the **Reverend Jeff Paschal** and **Guilford Park Presbyterian Church**, Greensboro, North Carolina, effective March 22, 2020.
2. Dissolved the Pastoral relationship between the **Reverend Lee Zehmer** and **First Presbyterian Church**, Lexington, North Carolina, effective May 31, 2020.



## F. MODERATOR OF SESSION

1. That the **Mr. Rick Purcell** was appointed Moderator of Session for **Bethany Presbyterian Church**, Graham, North Carolina, during the sabbatical period of the **Reverend John Johnson**.
2. That the **Reverend Ed Boyce** was appointed Moderator of Session for **Fifth Creek Presbyterian Church**, Statesville, North Carolina, and **Old Providence Presbyterian Church**, Cleveland, North Carolina.
3. That the **Reverend Stephen Scott** was appointed Moderator of Session for **Sandy Ridge Presbyterian Church**, Sandy Ridge, North Carolina.
4. That the **Reverend Leigh Wisner** was appointed Moderator of Session for Sandy Ridge Presbyterian Church, Sandy Ridge, North Carolina.
5. That the **Reverend Brian Rummage** was appointed Moderator of Session for **First Presbyterian Church**, Lexington, North Carolina.
6. That the **Reverend Jud Milam** was appointed Moderator of Session for **Hills Presbyterian Church**, Pilot Mountain, North Carolina.
7. That **Mr. William Bates** was appointed Moderator of Session for **Fifth Creek Presbyterian Church**, Statesville, North Carolina, and **Old Providence Presbyterian Church**, Cleveland, North Carolina.
8. That **Mr. Jeffrey Bumgarner** was appointed Moderator of Session for **Fifth Creek Presbyterian Church**, Statesville, North Carolina, and **Old Providence Presbyterian Church**, Cleveland, North Carolina.

## G. VALIDATED MINISTRY APPROVED

1. That the revalidation of the ministry of the **Reverend Lynn Kunkle** at **Hospice of Iredell County** was approved for 2020.
2. That the revalidation of the ministry of the **Reverend Nathan Scott Sell** as **Cynthia Price Pastoral Resident** at First Presbyterian Church, Greensboro, North Carolina, was approved for 2020.
3. That the revalidation of the ministry of the **Reverend Keith Dove** as **Sid and Cathy Batts Pastoral Resident** at First Presbyterian Church, Greensboro, North Carolina, was approved for 2020.
4. That the revalidation of the ministry of the **Reverend Grant Sutphin** as a **Navy Chaplain** was approved for 2020.
5. That the revalidation of the ministry of the **Reverend John E. Senior** on the faculty of **Wake Forest Divinity School** was approved for 2020.
6. That the revalidation of the ministry of the **Reverend Virginia K. Christman** as **Associate Chaplain** at Wake Forest University was approved for 2020.
7. That the revalidation of the ministry of the **Reverend Barrie Kirby** at **North Carolina State Veterans Home** was approved for 2020.
8. That the revalidation of the ministry of the **Reverend Alicia Wilson** as a **Clinical Social Worker** was approved for 2020.
9. That the revalidation of the ministry of the **Reverend Allison Greene Simmons** as **Director of Pastoral Care at Iredell Health Systems** was approved for 2020.

### III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

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

1. That following her successful examination, the call of the **Jamestown Presbyterian Church**, Jamestown, North Carolina, to **Cassandra Ann Riker**, a candidate under the care of Pittsburgh Presbytery to serve as Associate Pastor be found in order; and the terms of the call (printed below) be approved; and that upon the signing of the Book of Ministerial Obligations, 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 June 1, 2020.

Cash Salary	\$35,000
Housing Allowance	\$18,000
Automobile Expense	Fed. Rate
Continuing Education	\$ 1,200
Business/Professional Expenses	\$ 1,200
SECA	\$ 4,100
Cell Phone Allowance	\$ 720
Moving Costs	Provided
Vacation	4 weeks
Study Leave	2 weeks
Full medical, pension, disability and death benefit coverage under the Board of Pensions. Three-month Clergy Renewal Leave after seven years. Two-months maternity leave.	

#### B. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

1. That the call of the **First Presbyterian Church**, Statesville, North Carolina, to the **Reverend Charles Jeremy Cannada** to serve as Pastor be found in order; and the terms of the call (printed below) be approved; and that upon the signing of the Book of Ministerial Obligations, 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 September 1, 2020.

Cash Salary	\$51,250
Fair Rental Value of Manse	\$20,438
SECA	\$ 3,921
Utilities Allowance	\$ 4,200
Automobile Expense	\$ 2,063
Continuing Education	\$ 2,000
Moving Expense	\$ 5,000

Vacation	4 weeks
Study Leave	2 weeks

Full medical, pension, dental, vision, disability, and death benefit coverage under Board of Pensions. Three-month Clergy Renewal Leave in the fifth year of service. One-month paternity leave.

2. That the call of the **Fellowship Presbyterian Church**, Greensboro, North Carolina, to the **Reverend Dr. Kathryn G. N. Campbell** to serve as Pastor be found in order; and the terms of the call (printed below) be approved; and that the call be placed in her hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the **Book of Order** (G-3.0307) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is June 1, 2020.

Cash Salary	\$60,000 (less designated housing)
Housing	TBD (by Rev. Campbell)
SECA	5% of Salary
Automobile Expense	Fed Rate
Continuing Education	\$ 2,000
Business/Professional	\$ 1,500
Moving Expense	\$ 5,000
Vacation	4 weeks
Study Leave	2 weeks

Full medical, pension, disability, and death benefit and 50% dental coverage under Board of Pensions. Three-month Clergy Renewal Leave in the fifth year of service. Two-month maternity leave.

3. That the call of the **Westminster Presbyterian Church**, Greensboro, North Carolina, to the **Reverend Caroline Newman Sell** to serve as Associate Pastor for Worship, Community, and Care 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 AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is July 1, 2020.

Cash Salary	\$38,000
Housing	\$20,000
Professional Expense	\$ 4,500
SECA	\$ 4,437
Moving Expense	Provided
Vacation	4 weeks
Study Leave	2 weeks

Full medical, pension, disability, and death benefit under Board of Pensions. Three-month Clergy Renewal Leave after the fifth year of service. Three-month maternity leave.

## C. WELCOME LITURGY

## D. COMMISSIONED RULING ELDERS (LAY PASTOR)

1. That **Mr. Tim Glaser** be commissioned as the Commissioned Ruling Elder-Lay Pastor of the **Bethany Presbyterian Church**, Statesville, North Carolina, for a six-month period beginning July 1, 2020, and that he be granted permission to celebrate the Sacraments and Moderate the Session.
2. That **Mr. Jerry Blankinship** be commissioned as the Commissioned Ruling Elder-Lay Pastor of the **Third Creek Presbyterian Church**, Cleveland, North Carolina, for a three-month period beginning August 16, 2020, and that he be granted permission to celebrate the Sacraments and Moderate the Session.
3. That **Ms. Sue Moore** be commissioned as the Commissioned Ruling Elder-Lay Pastor of the **Unity Presbyterian Church**, Woodleaf, North Carolina, for a four-month period beginning September 1, 2020, and that she be granted permission to celebrate the Sacraments and Moderate the Session.

## E. REQUEST FOR INCREASE IN REMUNERATION FOR TEMPORARY TASKS

1. That Salem Presbytery approve the attached increase in remuneration for temporary tasks.

## F. REQUEST FOR HONORABLE RETIREMENT

1. That the **Reverend Stephen W. Scott** be granted the status of Honorably Retired effective September 1, 2020.
2. That the **Reverend Jennie Hemrick** be granted the status of Honorably Retired effective October 1, 2020. Reverend Hemrick's retirement will be recognized at the November 10, 2020 meeting of Salem Presbytery.
3. That the **Reverend Barrie Kirby** be granted the status of Honorably Retired effective November 1, 2020. Reverend Kirby's retirement will be recognized at the November 10, 2020 meeting of Salem Presbytery.

## G. SERVICE OF HONORABLE RETIREMENT

1. That Salem Presbytery recognize the **Reverend Ken Broman-Fulks**, the **Reverend Alfredo Miranda-Rodriguez**, and the **Reverend Stephen W. Scott** with a service of Honorable Retirement.

## H. REPORT FROM TRANSITIONAL MINISTRY LIAISON SUB-COMMITTEE (For Information)

1. That the Transitional Ministry Liaison Sub-Committee of COM Co-Moderators, The **Reverend Thom Burleson** and the **Reverend Nancy Jo Dederer**, requested a Mission Study report from the outgoing Transitional General Presbyter. The Mission Study is attached.

## Welcome into Salem Presbytery

*Casey, David, and Jeremy have been received into membership of Salem Presbytery. Let us join in celebration they are welcomed.*

Moderator: As in one body we have many members, and not all the members have the same function,

**All: so we, who are many, are one body in Christ, and individually we are members one of another.**

Moderator: We have gifts that differ according to the grace given to us: prophecy, in proportion to faith;

**All: ministry, in ministering;  
the teacher, in teaching:**

Moderator: the exhorter, in exhortation;  
the giver, in generosity;

**All: the leader, in diligence;  
the compassionate, in cheerfulness.**

Moderator: As you join us in ministry, Salem Presbytery remembers some of our constitutional responsibilities to ministers and congregations.

**All: As Ruling Elders and Teaching Elders, we covenant to provide resources, guidance, encouragement, and mutual support to you as members of our presbytery.**

*A co-moderator of the Commission on Ministry will lead the Presbytery in prayer.*

## REMUNERATION FOR TEMPORARY TASKS

The Commission on Ministry of Salem Presbytery has adopted the following policies for minimum remuneration for temporary task:

### Supply Preaching:

Churches under 100 members:	\$100
Churches from 101 to 250 members:	\$125
Churches over 250 members:	\$150

Each additional service on the same day: \$50

Mileage shall be reimbursed at the standard government rate.

### Additional Guidelines For Churches Engaging Supply Pastors:

Congregations should have **payment on the day of the service** for the visiting pastor.

Congregations should **provide the name and contact information** for the person who will be meeting the pastor upon their arrival to the church on the given day of the worship service.

### Moderating Session / Congregational Meetings:

*(Normally the individual serving a church as pastor, associate pastor, stated supply, temporary supply or CRE will serve as moderator of the session meetings and the congregational meetings. This is not always the case because of extenuating circumstances. The compensation below involves situations in which there is no regular moderator.)*

Ordinarily, ministers who have been asked by Presbytery through its Commission on Ministry to serve as **Moderator of Session** shall be remunerated at the rate of \$50 per meeting of the Session. They shall be paid for mileage at the standard government rate.

Ordinarily, ministers who have been invited by the Session to **moderate a congregational meeting** should be remunerated at the rate of \$25 per congregational meeting if the meeting follows a regular time of worship in which the same minister is leading in that worship.

Ordinarily, ministers who are invited by the Session to **moderate a congregational meeting** at a time when they are not also leading in worship should be remunerated at the rate of \$50 per congregational meeting. They shall be paid for mileage at the standard government rate.

## Recognition of Honorable Retirement

### Call to Worship

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

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

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

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

Moderator: who satisfies you with good things,

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

### Remarks

*Transitional General Presbyter Steve Scott will reflect on the ministry of the Rev. Dr. Ken Broman-Fulks and the Rev. Dr. Alfredo Miranda.*

*Presbytery Moderator Paul Sink will reflect on the ministry of the Rev. Stephen W. Scott*

### Words of Celebration

Moderator: Ken, Alfredo, and Steve have completed active service as ministers of Word and Sacrament.

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

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

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

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

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

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

## Prayer of Blessing

Moderator:

Eternal God, through all the years of our lives  
your love protects and guides us.  
By your Spirit you call us to varied ministries  
in the service of Jesus Christ.  
We praise you for your gifts to your servants,  
for their faithful proclamation of your word,  
their administration of the holy sacraments of Jesus Christ,  
and their pastoral care and leadership in the church.  
Grant to them time for refreshment and rest,  
reflection and rejoicing,  
and the fullness of your peace.  
Through your Holy Spirit bless each of us  
that we may remember the love of Jesus Christ,  
which unites us in the service of our Lord.  
In the name of Christ we pray. **Amen.**

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



## Salem Presbytery: A Mission Study

Stephen W. Scott  
 Transitional General Presbyter  
 March 2018 – August 2020

### The 2019 Plan: Prospects in a Pandemic

Salem Presbytery, seeking to be faithful to the call of God in Jesus Christ, last year adopted an ambitious plan for reorganizing itself and reorienting its mission. We heard cited many times Tod Bolsinger's book *Canoeing the Mountains: Christian Leadership in Uncharted Territory*. As we have heard and read, Bolsinger employs an extended metaphor, applying the experience of the Lewis and Clark expedition to the life and mission of the church. The Corps of Discovery found that beyond the pass they believed would lead them to the Northwest Passage and a water route to the Pacific lay mountain ranges, requiring them to leave their canoes behind.

The situation the church faces today, a declining number of members and participants, diminishing resources, perhaps loss of nerve, is compounded now by the COVID-19 pandemic and its impact on every congregation, on every institution that has any place in our lives. If we were to extend Bolsinger's metaphor, it is as if beyond the Rockies a few hundred miles of still higher mountain ranges lie between us and our goal, an utterly changed landscape. As members of presbytery's implementation team have continued to discuss their charge, one member said, "The pandemic changes nothing." On the contrary (I submit, with respect), the pandemic changes everything in ways we have scarcely begun to understand. We can hardly conceive of how we're going to look on the other side.

A consultant who worked with presbytery planners several years ago remarked on the difficulty of long-range planning. Where it was common in the past to project plans for five years, it had become challenging now even to plan for two years. In the wake of the pandemic in which we still find ourselves awash, clear vision becomes even more elusive. Just as we could not have imagined five months ago what we are facing, it is likewise hard to know what the next months will bring, continuing to challenge congregations and our presbytery. We will devote ourselves to – in New Testament scholar Ernst Käsemann's phrase – "confident wandering."

### Mission priorities

The part of the adopted plan that most excites many of us is the emphasis on **transformational ministry** as we look forward eventually to calling a presbyter who will have leadership responsibility for this purpose. Even now I hope we can begin to share achievements in transformational ministry. When I was contacted as a reference by the search committee that called our presbytery colleague Diane Moffett to serve as president and executive director of the Presbyterian Mission Agency, I was invited to

describe her work in terms of transformational ministry and to do the same when I spoke on behalf of her nomination before the responsible General Assembly committee. I'm not sure we understand what transformational ministry is or that all understand the phrase in the same way. Without agreeing on a specific definition, we might decide we know transformational ministry when we see it, when we experience it, when we become aware that lives are being touched – transformed – by what our congregations are doing. Let's tell the stories, success stories, though we may have risked and experienced failure along the way, and share them. Touching the lives of others, transforming them, transforms congregations too and contributes to their revitalization, one of the themes of the Presbyterian Church (U.S.A.)'s Matthew 25 initiative.

**Matthew 25 and the struggle against racism:** Matthew 25, in my view, needs to inform and shape how we engage in transformational ministry and how we lead congregations. The events of recent months provide fresh evidence of the urgency of our need to dismantle structural racism and our need to stand in solidarity with those who suffer from the effects of racism. Those of us who are White inherit a particular legacy since the former Presbyterian Church in the United States, to which most of the congregations of Salem Presbytery belonged, was before that the Presbyterian Church in the Confederate States of America. Our ancestors in faith provided the ideological underpinning of slavery. Some of our ancestors bought and sold enslaved people, sometimes dividing families. Some of our churches included enslaved people as members (we note the exemplary process of exploring shared history and seeking reconciliation on the part of First Presbyterian Church and St. James Presbyterian Church of Greensboro). Someone might object that was more than one hundred fifty years ago, but, in the biblical proverb, “The parents have eaten sour grapes, and the children's teeth are set on edge”; we have inherited, and we continue to deal with consequences of choices our ancestors made. The extent to which we profess unawareness demonstrates how pervasive racism is in our midst. In accord with the resolution adopted in November 2018, let us continue to encourage congregations to identify specific steps they can take in their own neighborhoods and to affirm that Black Lives Matter.

**Stewardship challenge:** Among the greatest challenges facing Salem Presbytery and nearly all its congregations is financial decline. Presbytery budgets are less than half what they were twenty years ago. Declining receipts – at both the congregational and presbytery levels – result from several factors:

- a changed landscape in American religious life as younger generations participate in faith communities less than their parents' and grandparents' generations;
- a changing pattern in stewardship and philanthropy as the church no longer comes first as it did for the Greatest Generation – other institutions compete with us;
- decisions in denominational life led some congregations to seek dismissal and some members to remove themselves from association with us while some who remained felt alienated and less inclined, perhaps less able, to offer support.

We encourage congregations to engage in deliberate efforts to address these concerns and to help members grow in the grace of generosity, taking advantage of such programs as Creating a Culture Generosity.

As is being discussed otherwise, **per capita** remains of concern as Salem Presbytery, beginning during the Great Recession, fell behind in what was asked of us by the General Assembly and the Synod of the Mid-Atlantic. Presbytery staff at the time shared with the Executive Council its view that we could no longer pay per capita for congregations that did not pay it. Presbytery committee moderators addressed presbytery and wrote to congregations informing everyone of disappointing trends. We might identify 138 versions of the story as each congregation has its own, including the congregation I formerly served as pastor: some have continued in exemplary fashion to give priority to the life and mission of Salem Presbytery while others, struggling to maintain their own missions, struggling in some cases to survive, have not continued support at former levels. Installed pastors who are members of presbytery and ruling elder commissioners need to ask sessions to review their own histories in this regard and consider ways the new directions being set forth could strengthen congregations' ministries. Meanwhile, the pandemic increases the pressure on presbytery and congregations: the GA was told denominational leaders are making plans based on an anticipated 25-40% decline in revenues in the next year. The stewardship component is more urgent now than ever.

The plan calls for presbytery to offer **coaching** to ministers. This could prove valuable as congregational leaders navigate this strange altered landscape. Even if calling a presbyter for leadership development is deferred, presbytery could consider contracting with consultants to help leaders think new thoughts and envision new possibilities.

**Tech support** is an urgent need as never before as ministers, worship leaders, and congregations have reinvented themselves, particularly as they have reinvented worship. I look forward to the possibility of presbytery's offering such support, with the aid of consultants and through the collegial help of fellow members of presbytery as some of our number already had expertise, and more are developing it.

### **Does the plan admit of change?**

The plan the presbytery adopted in February 2019 was designed deliberately to be disruptive of what had preceded it. The team designed a new presbytery from scratch as if nothing was in place, as if there was no history, as if nothing could be gained from what had gone before. Could only disruptive change accomplish needed goals? Might it have been possible to effect change more incrementally? At least one experienced member of presbytery's personnel team spoke of that possibility. I have had conversations with persons experienced in the life of large corporations (Bank of America, T. Rowe Price, 3M) who have observed that in their experience collateral damage from disruptive change outweighs benefits of incremental change.

I have continued to call from the time of adoption for an active and dynamic partnership between the implementation team and our Executive Council whereby we might engage in a process of assessing aspects of the plan even as we implement it. Some visionaries suggest the church will do well to adopt a mindset of experimentation, trying new ideas and programs, willing to risk failure, in order to identify new directions success will attend. I have recommended that we consider alterations in the plan according to our financial capacity – which we have learned is not what we had thought when the plan was being designed, when it was adopted, and since then. The object would be to retain what is most compelling about the plan and to allow for adjustment.

Some leaders of our number reject the idea of any change to the plan first presented two years ago. I recall the experience and advice of military strategists. They emphasize the importance of planning, but, citing original thinkers in the field, they also say no battle plan survives the first contact with the enemy. Dwight Eisenhower observed that “the very definition of ‘emergency’ is that it is unexpected, therefore it is not going to happen the way you are planning.” It is necessary to assess and make adjustments according to the terrain and resources for mission and ministry available to us.

### **Dynamics and Processes**

Salem needs to involve the broadest possible cross-section of our membership and the membership of our congregations in its work and to make inclusiveness a goal. The General Assembly Nominating Committee makes a point of seeking nominees from groups that have historically been underrepresented in the councils of the church. This needs to be a goal for our presbytery as well.

Salem also needs for the processes of its decision-making to be as open and inclusive as possible. In some Presbyterian circles it has been alleged that our usual dependence on *The Book of Order*, Robert’s Rules of Order, parliamentary procedure, and win-lose decisions allows some who master those tools to accrue greater power, leaving those who lack such skills at a disadvantage. The presbytery, led by its Executive Council, will do well to consider how to respond to calls to open processes.

Consider, for example, the process that led to presbytery’s adoption of the plan for reorganization in 2019. The team appointed (which included three members of one family) invited input from members of presbytery, considered that input in a closed process, presented its proposed plan to the presbytery in a series of meetings, and invited further response and input in more meetings held in the proposed new parishes (around ninety persons took part in these latter meetings). When the revised plan was presented to the presbytery, it was with the restriction that only an up or down vote was to be permitted, with no opportunity to amend or revise recommendations. I had not learned of this up or down alternative until soon before the presbytery meeting where the decision was to be made. When urgent decisions are to be made, from reorganization plans to personnel matters, the process to be

followed requires purposeful decision-making with a view to inclusion of all views and of precedent being set for the future.

Finally, in this regard, let us affirm that respect for one another, even those with whom we disagree, needs to shape the dynamics of our common life. Let us credit one another with good will and the intention of serving the mission of the church of Jesus Christ.

### **What else?**

The job description for the next Transitional General Presbyter was revised to include responsibility to lead the presbytery in review and evaluation of the plan presbytery adopted and to make recommendations for the future based on that evaluation. The Executive Council has recently reaffirmed its commitment to the plan. Any ambiguity between the council's understanding and the altered charge to the search committee will require resolution or a willingness to live with the tension and let it become creative.

The Transitional General Presbyter will also have responsibility for maintaining and enhancing connections with the Presbyterian Church (U.S.A.), the Office of the General Assembly, the Presbyterian Mission Agency, and the Synod of the Mid-Atlantic, including general presbyters of neighboring presbyteries in North Carolina. As I have sought to keep the denomination's Matthew 25 initiative before presbytery, sharing zeal with our Peace and Justice Task Force and Executive Council, I suggest this remain high in priorities as a lens through which to focus implementation of the plan we have adopted.

### **Committees and Task Forces of Presbytery**

I have participated in a supporting role in the work of committees of the presbytery, of some more than others. I offer a few comments:

*The Executive Council* has the considerable responsibility of preparing presbytery's docket and acting on behalf of presbytery between stated meetings. The council could benefit from even greater representation by clergy and ruling elders from larger churches that fund presbytery's budget in considerable measure.

*The Implementation Team* continues to shepherd the plan adopted last year, devolving responsibility for decisions regarding presbytery staff to the Personnel Committee and to its own sub-committees with regard to such matters as the sale of our property. I repeat my advocacy of a dynamic partnership between the Executive Council and the team as the plan is implemented as our capacities permit.

*The Commission on Ministry* is the workhorse of our presbytery, meeting regularly, involving many ministers and ruling elders in the oversight of relations between pastors and congregations, in transitions, and in less than ideal situations. We need to give

priority to recruitment of persons with appropriate gifts and interests to continue this vital work.

*The Committee on Preparation for Ministry* continues to orient persons who are considering ministry, to guide them into the process, and to prepare them for ordination examinations and for the call process. They are supportive and pastoral in their care of candidates, challenging them as necessary and in some cases raising appropriate questions about candidates' sense of call.

*The Examinations Committee* exercises its responsibility with diligence, ensuring that those who serve our congregations and those who seek to be added to our preacher supply list are appropriately grounded in the Reformed tradition, even offering courses of study and remediation for those whose preparation has been lacking. On presbytery's behalf the committee feels challenged by the number of non-Presbyterian candidates to whom some congregations are turning for leadership and pastoral care.

*The Budget and Finance Committee* continues to take seriously its responsibility for overseeing the budget process. While many of us are appropriately concerned about the presbytery's financial situation, we note that leaders of the committee have long cautioned us about commitments and resources. I can recall occasions when items or programs removed from proposed budgets for financial reasons were restored by action of presbytery. Looking ahead, I advise that information about reserves and restricted accounts available to presbytery be presented at least annually. I recommend that any difference between what budgets propose for per capita and what is assessed by GA and synod be acknowledged prominently. I also believe information about financial contributions from congregations, including per capita, needs to be shared in print.

*The Church Growth and Transformation Committee*, though lacking funds for new church development such as we formerly enjoyed, has continued to seek ways to support the mission and ministry of our congregations through such programs as Acts 16:5, the Barnabas Project, and Creating Generous Congregations (in partnership with Church Campaign Services). We had been looking forward to, had to cancel, and are now planning to reschedule in a virtual format a workshop on branding. The committee looks forward to replenishment of funds, perhaps through the sale of property, that will allow us to envision new church development again.

*The Committee on Representation* functions as our nominating committee. The General Assembly Nominating Committee and the Office of the General Assembly encourage mid-councils to maintain separate nominating committees and CORs, seeing a separate role for the latter in reviewing representation and ensuring diversity in presbytery entities. Our committee has much to say grace over, depending on ministers serving churches and others to put names forward of capable persons who will participate actively in the work of committees and organizations. Contrary to any impression that many ministers are idle when it comes to the work of our presbytery, the committee has found that nearly all are engaged. Seek ways to support this committee's work, and encourage every congregation to share names of members who can serve.



*The Personnel Committee* will benefit from the addition of broader membership. The committee formerly distinguished itself by giving particular emphasis to support of the presbytery staff, making a point of not blaming the staff for the loss of congregations that sought dismissal or for disappointing financial experience in the wake of economic downturn. The committee will need to revert to appropriate patterns of caring for the staff, providing for their growth and development, conducting reviews, and addressing concerns in an atmosphere of mutual respect, taking care not to make hasty decisions in moments of crisis.

*The Stewardship Committee* has taken up its work with eagerness after a gap of several years in such work by any group dedicated to the concern. We look forward to employing a director of stewardship who will help lead and coordinate the committee's work, which will be of benefit to the presbytery and of direct benefit to congregations in their ministries.

*EQUIP* has continued to offer leadership training events that strengthen congregational programming (though obviously limited in recent months).

*The Hispanic Ministry Task Force* continues its work, offering support to El Buen Pastor Iglesia Presbiteriana in Winston-Salem and to gatherings in other communities as well. The task force owes its origin to the vision of presbytery more than twenty years ago that the world has come to North Carolina in the persons of immigrants who are now our neighbors. The presbytery needs to remember that vision since the number of Hispanic residents in North Carolina is almost three times what it was in 2000 as is also true of the Hispanic percentage of the state's population. Encourage partnerships between more congregations and El Buen Pastor that will strengthen mission and ministry for all.

*The Hunger Task Force* as it is now constituted includes what had been the domestic and international task forces that were engaged in this mission. Its work receives the broadest support of any program in the presbytery as, thanks to Pennies for Hunger, we have been able to support food banks and other ministries that respond to the needs of hungry families throughout our region. While not provided for specifically in the new plan, members of the task forces were eager to continue this mission, even without the leadership and support of a hunger action enabler on the staff.

*The Property Committee* exercised care for the facility at 3950 Clemmons Road for twenty-three years, and we owe them our thanks. One committee member has in addition performed valuable service as we have marketed property and received greater return than we might have expected without his involvement. Less property remains to oversee, but if presbytery dissolves any churches and must sell property, the function will need to be addressed.

*The Youth Council* continues its work, its main project an annual retreat, which, regrettably, had to be canceled this year. Among the benefits of its work is the inclusion

of youth from some smaller and BIPOC (racial/ethnic) churches that in some cases lack the critical mass for strong youth programs of their own.

*The Campus Ministry Committee* continues its work. I have not worked directly with them, but I have come to have greater appreciation for its work and the importance of our campus ministries. The presbytery plan projects gradually reduced support for campus ministries and encourages those ministries and congregations to grow relationships that will help the ministries thrive. Congregations themselves will need to take ownership and form partnership with these vital ministries.

*The SEND Mission Committee* continue to foster relationships with Presbyterians in the state of Chiapas with the Tzeltal Synod of the National Presbyterian Church in Mexico. Some of our number have developed long-standing relationships with communities in Mexico. We need to continue encouraging the partnerships.

*The Peace and Justice Task Force* functions in some ways as the conscience of the presbytery. Its members are highly committed to social justice causes, different members focusing on different causes in some cases. The task force led presbytery to pass a motion endorsing principles of the Black Lives Matter movement and to encourage each congregation to identify at least one project in its community whereby it can encourage justice and equality. The task force's identifying lynching as a history to be lamented in too many of our communities led to a ceremony in front of the Alamance County Courthouse that later got a shout out from co-moderator Jan Edmiston at the General Assembly. I was gratified to take part, thanks to a generous grant from our synod, in the group's civil rights pilgrimage to sites in Alabama last fall. I hope we can encourage other such pilgrimages. With emphases of the Matthew 25 initiative including dismantling structural racism, eradicating systemic poverty, and building congregational vitality, the task force has been a mover behind the effort for Salem to affirm that we are a Matthew 25 presbytery.

## **Presbytery meetings**

The plan adopted calls for alteration in how we plan and conduct presbytery meetings. It is not yet clear to me what is intended by the proposal. No one I know would claim our presbytery meetings are just as they ought to be. I acknowledge that I have for four years, along with others, been involved in planning presbytery meetings; I will admit the possibility that my view is skewed by habit. The goal of planners has been to protect the time of presbytery, to feature matters urgent to presbytery's life and the mission of our churches (e.g., Matthew 25), and to conduct business necessary for presbytery, continuing to give worship high priority as we are the community to which ministers who are members of presbytery belong (this was a priority that grew out of the last ambitious restructure). So far as receiving new members and candidates for ministry is concerned, I have been influenced by my first senior colleague and mentor, who said he couldn't see that presbytery had anything more important to do. As the hot button issues have largely been resolved, not to be revisited, it has seemed less urgent for reasons of trust for examination of candidates or transferring ministers to be held on the



floor of a presbytery meeting, but for all such matters to be consigned to committees and commissions may make for more loss than gain. So far as making meetings useful to members is concerned, for a time the presbytery held workshops after lunch which were well-attended at first but declined in participation. Yet our planning of meetings need not to be shaped by habit alone. I just heard a synod leader from elsewhere say meetings should be planned as if it's Christmas or Easter as events to which participants will look forward with anticipation, even with excitement.

## **Hope abides**

Despite concerns we all feel looking up at foreboding mountain ranges we are not sure we can go over or around, I feel encouraged by new possibilities. I am moved by the resourcefulness so many members of presbytery have shown as they have reinvented worship, reinvented ministry, during this strange season of COVID-19. I am impressed by the zeal, energy, and creativeness many younger colleagues bring to the work of their congregations, to campus ministries, and to the work of presbytery itself. We welcome the gifts and perspective of a younger generation that has never been influenced by the thought that the sixties were normative for the life of the church. As the White majority of the national population moves toward minority status, we who are of that number find ourselves confronted by different memories and experiences of the past in the recollection of those who have been in the minority, and we find that we benefit from hearing others' voices.

## **Perspective**

The Transitional Ministry Sub-committee of Salem Presbytery's Commission on Ministry invited me in my capacity as a self-differentiated transitional leader to reflect on the life and ministry of Salem Presbytery, its prospects in a time of challenge, and my participation. I write from the perspective of having served as Transitional General Presbyter for two years, five and a half months as of the summer stated meeting, having served as moderator for two years before that, having served on the presbytery's Committee on Ministry (as it was then) for eight years, for six of them as a co-moderator, and having been an active participant in the presbytery for twenty-two years, for twenty years as a pastor. I am also informed by experience in four other presbyteries in four other states before I became a member here. I have observed and taken part in a lot of change. I well remember the last reorganization. I remember a time before I was on the staff when preparation of a presbytery meeting packet took all staff hands three days to prepare, print, and mail. I have worked during these twenty-two years with two general presbyters and two interim general presbyters, whom it has been an honor to succeed.

## **Primary Recommendations:**

- **Continue to implement the 2019 plan, staging it over a longer period as finances require, altering or allowing for evolution as needs and circumstances change.**

- **Continue to cultivate generosity in congregations and to tell our presbytery's own story of ministry and of transformational ministry.**
- **Encourage congregations to grow in partnership and commitment, realizing the presbytery is a shared ministry** (sometimes in our local churches we don't realize we need presbytery until we need it).
- **Recruit and employ staff according to the plan adopted, and support staff members in their ministries.**
- **Become a Matthew 25 presbytery, reaffirming commitments, financial and otherwise, to participate in and support the mission of the Presbyterian Church (U.S.A.) through the Presbyterian Mission Agency and the Synod of the Mid-Atlantic.**

## EXCURSUS

I have chosen to address concerns regarding presbytery's staff and me in an excursus since important decisions affecting former staff members lie in the past. Issues however could have an impact on future staff members and what they may expect. As the presbytery adopted its redesign, I was concerned about how faithful members of what was a diverse staff were going to be affected, and I exerted myself on their behalf as the reorganization was implemented. I am glad to be able to say staff members have been treated generously on leaving our employ.

Everyone on the staff was aware that change was coming. They could read the numbers; they were more familiar with them than most. The process that led to our plan might have been even better had members of the staff been included, recruited as partners in conversation and not omitted from that conversation. Their years of service to presbytery, experiences in ministry, and observations of congregations might well have yielded fruit that could have benefited the process. When the staff was mentioned in public discussion, it was to this effect: "We love our staff, but ..."; "we love our staff, however ...." Input in some cases was disparaged as coming from people simply disgruntled because they were facing job loss. What if we had said instead, "We need to reorient our mission, but we want to show how we have valued the ministry of our staff"?

Members of the staff received permission from the moderator of the personnel committee to retain a consultant to work with them, process their reactions to the plan, and prepare a response. Their thoughtful reflection was deemed by officers not helpful for the Executive Council to consider but later found distribution otherwise. The plan and the Executive Council in its deliberation could have benefited because the staff response correctly anticipated some of what has become necessary in implementation, such as a renewed emphasis on stewardship and a longer on ramp for implementation.

Peter Drucker observed, regarding the lives of organization, that "culture eats strategy for breakfast" (Todd Bolsinger cites the maxim). Not only in implementation of the plan the presbytery adopted but in every endeavor in mission, we need to have a care for the culture we are creating and to be cautious about whether or to what extent we borrow corporate or secular models. We need to treat one another as we ourselves would want to

Salem Presbytery  
Commission on Ministry  
Transitional Ministry Sub-committee

be treated. I make this observation with an eye toward the future, toward the happy employment and fruitful ministries of those who will join us in ministry here in Salem Presbytery.

*If then there is any encouragement in Christ, any consolation from love, any sharing in the Spirit, any compassion and sympathy, make my joy complete: be of the same mind, having the same love, being in full accord and of one mind. Do nothing from selfish ambition or conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests, but to the interests of others. Let the same mind be in you that was in Christ Jesus ....*

– Philippians 2:1-5

## Executive Council

The Rev. Jeffrey Sockwell, Moderator

The Executive Council (EC) met on March 19, April 16, May 21, June 18, and July 16, 2020.

Regular reports were received from the Steve Scott, Transitional General Presbyter and David Vaughan, Stated Clerk.

### For Information –

#### Actions taken on behalf of Presbytery (*Manual*, Section IV.08.b.iii)

Because of the cancellation of the May 2020 Presbytery meeting (due to the public health crisis), the Executive Council acted on behalf of the Presbytery in the following matters:

- Approved the establishment of an Administrative Commission to advise and consult with the Session of Hills Presbyterian Church, and authorized the Stated Clerk to appoint the Administrative Commission;
- Elected Rev. Vicki Jones-Johnson to the Central Commission on Ministry, and Elder Willie Garvin, Elder Myra Belo, and Rev. Elizabeth Troyer to the Church Growth and Transformation Committee;
- Approved the request of the Kernersville First congregation to dispose of real property adjacent to the church building;
- Approved a change to Salem's *Manual*, Section IV.04, to allow for a virtual meeting of Presbytery;
- Approved the sale of the Presbytery-owned property and building at 3950 Clemmons Road, Clemmons, NC;
- Commissioned CRE Bill Bates and CRE Jeffrey Bumgarner to the Old Providence and Fifth Creek churches.

#### Other actions taken:

- Approved minutes of previous EC meetings and of the February 2020 meeting of Presbytery;
- Approved the contract with Church Campaign Services for the Culture of Generosity stewardship workshop series for Fall 2020;
- Established a standing committee to market the Latta Scholarship (restricted to students from Mebane) and to evaluate annual scholarship applications;
- From the Implementation Team (IT):
  - \* Approved the contract with the realtor to market the Presbytery Office property;
  - \* Approved minor changes in the position descriptions of the Director of Communications and the Director of Stewardship/Development;
  - \* Delayed the hiring of additional employees until the Presbyter of Administration is on-board;

- \* Heard that the Presbytery has been reapportioned into the six parishes as per the Presbytery Plan;
- \* Approved the IT and Search Committee's recommendation to seek and engage a Transitional General Presbyter for a three-to-five year contract;
- \* Heard that the IT and Personnel Committee has begun the search for the Parish Engagement Pastors;
- \* Asked for assistance in helping to vacate the Presbytery Office property. Paul Sink subsequently inventoried and advertised available furnishings and supplies, and arranged for these items to be picked up by churches; so many members of the Presbytery assisted in this mammoth initiative;
- \* Asked the Stated Clerk to work with the IT to propose revisions to the Presbytery Manual (including the conduct of Presbytery meetings) made necessary by the plan adopted by Presbytery in February 2019
- Heard regular and favorable reports from the Stewardship Committee;
- Extended the contract of the Rev. Stephen W. Scott as Transitional General Presbyter through August 31, 2020;
- Heard from Church Growth and Transformation that the former Christ PC (High Point) property has been listed for sale;
- Approved a grant proposal to the Lilly Foundation for \$1 million (over five years) to fully implement the plan adopted by the Presbytery in February 2019;
- Cancelled the May Presbytery meeting due to the public health crisis;
- Ordered Presbytery meetings in 2021 (see Stated Clerk's report for 2021 dates);
- Approved the Paycheck Protection Program application as prepared by Financial Secretary Renee Carter (the application was successful);
- Appointed a task force to develop answers to questions (regarding the Presbytery's financial condition) following the February 2020 meeting of Presbytery;
- Appointed a task force to develop guidance for churches in responding to the current Covid-19 pandemic;
- Realigned the existing Hunger Committees (Domestic and International) into one body;
- Agreed to conduct the August and November 2020 Presbytery meetings on a virtual platform;
- Charted the steps to take to on-board the next Transitional General Presbyter;
- Charged a small group to make a suggestion to the EC about how to assist Grace PC in eradicating its debt to the Board of Pensions and its former pastor; and, subsequently, approved a plan of a grant and loan so to do;
- Acting as trustees of Salem Presbytery, Incorporated, authorized Presbytery Moderator Paul Sink to execute all documents related to the sale of the Presbytery office building;
- Heard regular and often-favorable reports from Jay Lambeth and Renee Carter regarding the financial health of the Presbytery;
- Approved the docket for the August 2020 meeting of Presbytery.

**For Action –**

1. The Executive Council asks the Moderator to recognize the Rev. Jay Lambeth, moderator of the EC's Budget and Finance Committee, to speak before the Presbytery.
2. The Executive Council asks that the Moderator ask the Rev. Steve Scott to assume the chair so that the Moderator can address the Presbytery regarding questions posed by the Presbytery regarding financial matters that were received following the February 2020 meeting of Presbytery.

**Salem Presbytery**  
**Statement of Financial Position**  
**as of June 30, 2020**

**Assets**

Cash - General Fund	79,872	
Cash - Hunger Fund	76,877	
Cash - Savings	48,926	
Pledges Receivable from previous year end	6,594	
Investments	1,408,097	
Note Receivable	14,429	
Other Receivables	0	
Sales Tax Receivable	266	
Current Assets		1,635,061
Land, Building, Equipment	1,190,471	
Less Accumulated Depreciation	(354,583)	
Non-current Assets		835,888
Total Assets		<u><u>2,470,949</u></u>

**Liabilities and Net Assets**

**Liabilities:**

Accounts Payable	200	
Note Payable - SBA PPP Loan	77,725	
Other Liabilities	39	
Current Liabilities		77,964

**Net Assets:**

Unrestricted	1,869,500	
Temporarily Restricted	413,353	
Permanently Restricted	151,276	
Net Income	(41,145)	
		2,392,985

Total Liabilities and Net Assets		<u><u>2,470,949</u></u>
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**Salem Presbytery**  
**Notes to Financial Statements**  
**June 30, 2020**

Statement of Financial Position

1. Allegacy savings account holds remaining PPP SBA CARES loan proceeds

	<u>ML Main</u>	<u>ML Duke</u>	<u>New Cov</u>	<u>Pres Fdn</u>	<u>PILP</u>	<u>Total</u>
2. Investments: At last statement	969,812	33,271	124,132	193,085	73,157	1,393,457
Income	2,544	85				2,629
Fees	(408)	(9)				(417)
Gain/Loss on disposition	704					704
Withdrawals/Distributions	0					0
	<u>972,652</u>	<u>33,347</u>	<u>124,132</u>	<u>193,085</u>	<u>73,157</u>	<u>1,396,373</u>
Unrealized Gain (Loss)	11,220	504	0			11,724
Current Balance	<u>983,872</u>	<u>33,851</u>	<u>124,132</u>	<u>193,085</u>	<u>73,157</u>	<u>1,408,097</u>

Asset Allocation:

Fixed Income	76%	30%				
Equities	19%	65%		99%		
Cash/Money Accounts	5%	5%		1%	100%	

\* Foust Fund allocation differs from the other funds. It is Cash Equivalents - 10%, Equity 33%, Fixed Income 57%.

Note: At the time these reports were prepared, I had not received the quarterly statements for New Covenant, Presbyterian Foundation or PILP.

3. Note Receivable: Iglesia de Cristo has made all scheduled payments.
4. Other Receivables: Board of Pensions premium paid for Jorge Vazquez-Jimenez to be reimbursed by El Buen.
5. Other Liabilities - Aflac, Fidelity and BoP premiums for supplemental benefits withheld from employees' pay offset by invoices paid to Aflac, Fidelity and BoP.



## Salem Presbytery

## Operating Budget Report

June, 2020

				June			Year to Date			Annual	% Annual
				Actual	Budget	Variance	Actual	Budget	Variance	Budget	Budget Used
<b>GENERAL FUND</b>											
Revenue											
	Undesignated			66,537	33,000	33,537	231,658	251,000	(19,342)	550,000	42%
	Per Capita			17,973	3,500	14,473	47,345	28,500	18,845	60,000	79%
				84,510	36,500	48,010	279,003	279,500	(497)	610,000	
	Other Receipts			0		0	20,900	10,000	10,900	10,000	209%
	Rental Income			880		880	5,478		5,478		
	Income from Investments			2,077	1,700	377	12,120	10,000	2,120	20,000	61%
	Gain (Loss) on Investment			11,596		11,596	19,060		19,060		
	Other Interest			137	150	(13)	831	850	(19)	1,700	49%
	Conference/Retreat Revenue			0	400	(400)	60	2,500	(2,440)	5,000	1%
	Transfer from Seminary Education Fund					0	1,500		1,500		
	Withdrawal from Reserves				24,000	(24,000)		24,000	(24,000)	48,938	
Total Revenue				99,200	62,750	36,450	338,952	326,850	12,102	695,638	
Expense											
	Campus Ministry			10,537	10,537	0	63,225	63,225	0	126,450	50%
	GA & Synod Support			17,973	31,063	13,090	54,343	62,126	(7,783)	124,252	44%
	Defined Ministries			0	500	500		1,000	(1,000)	2,000	0%
	Hispanic Ministries			448		(448)	12,693		12,693		
	Council / Committees			0	1,529	1,529	4,363	19,305	(14,942)	33,600	13%
	Administrative										
	Compensation			26,778	23,091	(3,687)	139,585	138,547	1,038	300,186	46%
	Continuing Education			0	100	100	0	600	(600)	2,000	0%
	Travel Expense			97	418	321	2,230	2,500	(270)	8,000	28%
	Communications			2,076	2,625	549	12,017	15,750	(3,733)	31,500	38%
	Insurance			3,877	0	(3,877)	12,450	9,500	2,950	19,000	66%
	Other Administrative			1,168	7,825	6,657	7,612	14,250	(6,638)	28,400	27%
	Closed Church Expense			829	316	(513)	3,821	1,900	1,921	3,800	101%
	Building Maintenance			670	1,100	430	5,031	9,405	(4,374)	16,450	31%
Total Expense				64,453	79,104	14,651	317,370	338,108	(20,738)	695,638	
General Fund Revenue in Excess of Expenditures				34,747	(16,354)	51,101	21,582	(11,258)	32,840	0	

<b>Salem Presbytery</b>					
<b>Fund Balances</b>					
<b>As of June 30, 2020</b>					
	<u><b>Beginning Balance</b></u>	<u><b>Income</b></u>	<u><b>Change in Market value</b></u>	<u><b>Expenses</b></u>	<u><b>Ending Balance</b></u>
<b>Designated</b>					
Assistance Ministries	682.99				682.99
Camp New Hope	116,682.57				116,682.57
Edward Webb	10,013.84				10,013.84
Whispering Pines	50,438.74				50,438.74
Church Growth	132,923.09			4,000.00	128,923.09
Designated Reserve	86,283.39			10,727.97	75,555.42
Designated Year-End	16,774.46				16,774.46
General Loan	150,000.00				150,000.00
Tzeltal	967.52				967.52
Youth Triennium	5,000.00				5,000.00
<b>Temporarily Restricted</b>					
Professionals & Pastors	5,932.50			1,500.00	4,432.50
Implementation - AA Churches	7,000.00				7,000.00
Synod/Duke Building	34,058.45	(53.69)	(101.21)	52.13	33,851.42
Black Caucus	2,129.74				2,129.74
Camp Scholarship	12,522.42	937.93			13,460.35
Sabbatical Support	-				-
Hispanic Ministry	73,654.21	12,693.40		5,620.00	80,727.61
Hunger International	78,971.90	21,538.79		20,000.00	80,510.69
Hunger Domestic	12,007.96	21,538.79		30,000.00	3,546.75
Peace & Justice	9,791.11	709.41		19.60	10,480.92
Self-Development of People	14,022.71				14,022.71
Seminary Education	23,809.33	212.50		1,500.00	22,521.83
Pass-Through		86,266.72		86,266.72	-
Virgil Ashbaugh	10,957.77		(1,405.54)		9,552.23
Campus Co-Op Ministries	6,935.07		(2,007.24)		4,927.83
Latta Scholarship	5,535.52		(3,719.53)		1,815.99
Cora Harrison	3,399.32		(448.11)		2,951.21
Stone Estates	111,944.99		(15,236.95)		96,708.04
DP Foust	82,959.74		(5,738.33)		77,221.41
Ruby Robertson	1,081.58		(1,249.07)		(167.49)
Mission Challenge	33,181.25		(14,085.68)		19,095.57
Maryland Hickerson	1,288.87		(231.37)		1,057.50
Roxanna Atwood	2,804.55	388.45	488.87	352.05	3,329.82
<b>Permanently Restricted</b>					
Virgil Ashbaugh	520.00				520.00
Latta Scholarship	21,727.65				21,727.65
Cora Harrison	260.00				260.00
Stone Estates	12,482.34				12,482.34
Ruby Robertson	7,602.84				7,602.84
Mission Challenge	70,565.42				70,565.42
Maryland Hickerson	600.49				600.49
Roxanna Atwood	25,000.00				25,000.00
Charles & Bonnie Simms	12,236.45				12,236.45
	1,254,750.78	144,232.30	(43,734.16)	160,038.47	1,195,210.45

**Salem Presbytery**  
**Undesignated Church Support for Presbytery**

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
January	35,365	35,500	62,812	56,858	35,297	52,109	45,385	51,343	37,722
February	72,630	42,509	47,677	49,713	64,225	47,696	48,760	41,291	40,861
March	97,488	99,482	111,007	99,733	62,733	54,696	54,302	41,989	54,061
April	64,479	75,588	52,550	63,561	83,006	87,952	70,886	79,112	43,724
May	62,930	63,781	44,975	41,344	44,180	38,373	42,438	39,011	27,509
June	98,884	71,655	54,314	64,529	65,747	43,943	44,407	43,333	84,511
July	83,667	78,366	71,113	94,001	61,937	83,106	75,011	63,733	
August	64,091	56,576	52,719	46,276	52,791	41,829	40,581	43,044	
September	85,683	109,656	81,313	63,095	51,080	34,328	40,872	52,286	
October	75,478	60,161	63,067	77,235	76,473	70,613	63,622	45,104	
November	79,537	58,184	51,527	58,848	61,394	68,713	48,941	36,427	
December	181,612	109,323	142,566	110,277	63,059	61,211	52,768	75,398	
<b>Total</b>	<b>1,001,845</b>	<b>860,781</b>	<b>835,640</b>	<b>825,470</b>	<b>721,922</b>	<b>684,569</b>	<b>627,974</b>	<b>612,069</b>	<b>288,387</b>
Dismissal Settlements/Church Closings			78,500	62,150	563,200	28,000	42,435	0	0
			<b>914,140</b>	<b>887,620</b>	<b>1,285,122</b>	<b>712,569</b>	<b>670,409</b>	<b>612,069</b>	<b>288,387</b>
Annual Budget	1,211,989	1,087,480	981,318	1,004,170	1,028,903	1,044,088	1,015,257	905,779	695,638
Annual % Received	<b>82.66%</b>	<b>79.15%</b>	<b>85.15%</b>	<b>82.20%</b>	<b>70.16%</b>	<b>65.57%</b>	<b>61.85%</b>	<b>67.57%</b>	<b>41.46%</b>
Year-to-Date:									
YTD Total	431,777	388,516	373,334	375,738	355,188	324,769	306,178	296,078	288,387
Budget Jan-Jun	605,995	543,740	490,659	502,085	514,452	522,044	507,629	452,890	347,819
YTD % Received	<b>71.25%</b>	<b>71.45%</b>	<b>76.09%</b>	<b>74.84%</b>	<b>69.04%</b>	<b>62.21%</b>	<b>60.32%</b>	<b>65.38%</b>	<b>82.91%</b>

[illegible]

## Salem Presbytery Financial Q & A

For how many years have we adopted budgets that under-budgeted our GA dues? What year did this start?  
*As best we can tell, 2008 is the first year for GA, but Synod funding remained budgeted in the full amount at that point.*

When we began under-budgeting, what was our logic for doing so at the time?  
*It appears that the financial reality following the 2007 recession and following drove the decisions. Less and less financial support from our churches left us with the choice to sustain the ministry of the Presbytery at the cost of paying per-capita.*

For how many years have we underpaid our budgeted GA dues? What year did this start?  
*It seems that 2018 was the first year that budget underpayment happened. (But to be clear, the amount in the budget had not been the fully assessed amount for a number of years.)*

In that first year of underpaying, who decided to underpay? What was the logic for doing so at the time?  
*The decision was driven by a shortage of revenue from churches. It appears to have been made by Council under advisement of Budget & Finance.*

Was the underpayment communicated to Presbytery that first year?  
*Yes, in year-end financial reports where budget/actual would illustrate. Probably not verbalized.*

Where did the unpaid funds go?  
*Unpaid funds did not come in from congregations. All funds designated for per-capita were paid to GA & Synod.*

Is embezzlement a concern? *No*

In subsequent years of underpaying, who decided to underpay? What was the logic for doing so in those years?  
*Our presumption is that congregations decided to give less and the chain of effects and decisions would flow something like this: Churches giving > Budget & Finance Committee > Exec Council > Presbytery*

What was communicated to Presbytery in those years?  
*An August 21, 2009 letter was sent to ALL churches and Presbytery Committees from Budget & Finance Committee, which among other financial challenges, notes that cuts were made to Synod and GA support. The letter asks churches to do what they can.*

*The following is a quote from the Budget & Finance report to the Presbytery in February of 2010:*  
*"The lines for General Assembly and Synod reflect amounts that are below the per capita assessment, as was the case for 2009. In 2009, when our financial stability was threatened, we chose to suspend these payments, even at their reduced rate. However, all budgeted funds to General Assembly and Synod were disbursed before the end of the year. Previous action of the Presbytery called for us to pay the full per capita assessment as funds became available. Consequently, such additional funds have been paid out to General Assembly. Having said this, we must still remember that our giving to higher judicatories is far below the 2008 levels."*

Who informed the Dream team of the financial picture in which they had to work? Was this picture complete and accurate?

*Jeff Smith consulted Renee for financial information. Documents were requested and provided for 2007 - 2015 for Financial History, Payroll, and Pledges. Plan Budget was based on budget numbers but not actual expenses. No Budget & Finance committee member served on the Dream Team.*

Who knew what? When?

*Budget and Finance Committee, Executive Councils, EP & Clerks have known since 2008.*

What did Sam Marshall know about this? *He knew that it was a problem following the economic downturn of 2007.*

What did the other Presbyters know? *Since 2008 they had been aware of it.*

When did Steve Scott first learn about this? *Steve knew from Sam of this some years after the 2007 economic downturn. He was aware of it prior to 2016 moderator time.*

How much did Administrative Staff know and when? *Staff generally was aware from 2008.*

When was the Executive Council informed? *2008 and forward is when it would have been reported to EC.*

Has EC considered calling our Synod to come in and help us? *No.*

Are we financially obligated to pay the 1 million in arrears back to GA?

*No, but the last 3 years dues are listed in the billing system online.*

How widely known is our delinquency? *Known at Synod*

Does GA have any suggestions about repayment or jubilee?

*Not really applicable given obligations otherwise.*

Can we please see the budgets and year-end financials for the last 5-10 years?

*Due to a hard drive crash of the financial computer after the Presbytery office relocation, this history was not able to be easily retrieved in time for this meeting. It will be forwarded to all churches soon for reference. Sorry for this inconvenience.*

Are we fully disclosing this situation to the candidates for Transitional GP? *Yes*

Is there any way that the per capita debt could be forgiven in a way that wouldn't make everyone feel like they've been morally remiss in asking for forgiveness for this debt?

*There is no formal forgiveness program, and it is not a legal obligation that carries forward per se.*

How much do we owe the synod for per capita for just the 2020 year? *\$26,632.85*

How much do we owe the GA for per capita for just the 2020 year? *\$207,273.05*

How much do we owe the synod for per capita total (over any/all years we underpaid)? *\$100,492.45*

How much do we owe the GA for per capita total (over any/all years we underpaid)? *\$864,776.50*

In our budget approval (or directive to Implementation), were we expressing our expectation to pay the full amount of per capita owed to the GA+Synod just for one year 2020 (as if we weren't behind in previous years)? (I personally find anything less than this completely unacceptable).

*HALF of the assessed amount is budgeted for 2020.*

How can someone from the presbytery make it easily available for congregations to know how much they shorted the Presbytery/Synod/GA over the past 15 years so their sessions can consider making reparations for under-giving and/or inflating their rolls in this most costly way?

*Please use this formula using the Per Capita rate from the table below.*

(Church Membership \* Per Capita Amount) - Per Capita Payment to Salem Presbytery = Underpayment Amount

GA	Synod
2011 6.50	2011 .725
2012 6.63	2012 .80
2013 6.87	2013 .80
2014 7.02	2014 .75
2015 7.07	2015 .75
2016 7.12	2016 .80
2017 7.50	2017 .80
2018 7.73	2018 .85
2019 8.95	2019 .85
2020 8.95	2020 1.15

Can the presbytery please list congregations at the first meeting of the year who failed to give the \$41 per-capita dollars per member of their church since this likely shows an unwillingness to add res their rolls and a willingness to leave our presbytery "high and dry" since I expect in the future that we will give what is asked for by the GA/Synod regardless of whether congregations give us enough?

*This is unrealistic based on how churches give as designated/undesignated. Many do not specify Per Capita and just give an undesignated amount, making it all but impossible to parse this out.*

When will the Presbytery consider a vote to reverse its decision to refuse to support the GA& Synod for their needed expenses billed to the presbytery?

*This would require a moved action.*

On the floor of Presbytery it was repeatedly stated that we the members should have been aware from the budgets and presentations each year that we were not only approving deficit budgets but also failing to pay the full per capita to Synod and GA. I would like to know how.

*Regarding the fact that Salem Presbytery has been operating generally under a deficit budget, YES. But reporting failed to highlight the difference between assessed and budgeted amounts when it comes to Per Capita. Reserves withdrawal is always noted in the budget.*

Has the Presbytery leadership team considered at all spiritual questions about why we are sinking financially? Yes.

Has the council or whoever leads looked at how we are going against scripture and realized that there are consequences for that?

*Faithfully answering God's call in a particular time requires us to turn to scripture and prayer.*



Does the leadership team look to scripture for answers? Yes.

Are we lifting up with clarity and boldness the sole Lordship of Christ? Yes

Are the leaders of Salem anymore ready to humbly examine themselves and repent of our wrongdoing? How much more downsizing do we need to go through?

*Humility is a mark we are all called to during discernment.*

We spent a considerable amount of time listening to the "feelings" the leaders experienced upon discovering major accounting errors, false budget reports at past meetings, and poor decision making vis-a-vis sending per capita dues to PCUSA. Why?

*There was nothing false in budget reports, but certainly critical details regarding Per Capita were not included. The budgets were not falsified, as they accurately reflected the financial actions of the Presbytery.*

Why are we concerned with our feelings, yet seemingly unconcerned with discerning and obeying God's word in the stewardship of our finances?

*The Executive Council thought it prudent to share the range of feelings on this matter from various EC members because they recognized that Presbytery membership would also have a range of feelings to express. This was not to convey a lack of concern for stewardship of finances.*

What assurance do they ("traditional churches") have that their contributions won't be commingled with funds used for "political" and/or related purposes?

*Not funding political advocacy at the Presbytery level. There is advocacy @ GA level for some social justice issues.*

Given the past assertions, falsely claiming a rosier financial picture, how can such churches rely on the word of the leaders?

*Deficit budgets have been highlighted for years.*

When the office building is rented or sold, where will all the paper records be kept?

*Clemmons Presbyterian Church & Storage unit if needed.*

There were individual people who, in effect, over a period of years simply lied to themselves (I don't presume any person of venality here) and then lied to the rest of us, for years. Why did the annual audit not pick this up? Why did not successive Presbytery Executives, (who surely must have known or suspected this) not make sure that all members of Council also knew?

*No malfeasance, so the audit is clear. See Q&A above RE who knew what and when.*



As we come to the 18-month mark since Presbytery approved the restructuring plan presented by the Dream Team, we offer the following review of the responsibilities given to the Implementation Team, the work that has been accomplished, that which is in process, and the work still ahead of us.

1. In February of 2019, Salem Presbytery voted to adopt the plan developed by the Dream Team between March 2017 and February 2019, a plan based on a philosophy of adaptive transformation, “assisting and supporting congregational leaders, Teaching Elders, CREs, Educators, and congregations to be faithfully and fully engaged in the work God is doing in our communities ... The model is a vision of a Presbytery with a decentralized structure of small partnerships built around shared values and shared missional endeavors.”
2. Formed in March 2019 by Executive Council, the Team is currently made up of Jill Crainshaw (TE), LaQreshia Bates-Harley (RE, vice-moderator), Kim Priddy (TE), Margaret Elliott (TE), Bob Hill (RE), David Parker (RE), David Ealy (TE), Pollye Pruitt (RE), and Ken Broman-Fulks (TE, moderator). The plan called for two former members of the Dream Team to be on the IT. Originally, Kim Priddy and Touré Marshall filled those two positions. With Touré’s departure, Ron Shive (TE) has recently agreed to serve in this second position.
3. Major points of plan and status:
  - a. Decentralized Office – the plan called for the Clemmons office to be sold (or leased) and staff to be dispersed throughout the presbytery, working from home or from church offices.
    - i. May 2019 – initial survey of churches willing to be donate office and/or meeting space. Thirteen churches offered to donate office space from Mebane and Burlington in the east to Blowing Rock and Boone in the west. With the realization that it would be a while before office space would be needed, this list was kept on file and recently updated.
    - ii. Summer 2019 – steps were initiated to place the Clemmons property on the market either for lease or sale. These steps included:
      1. Contracting with agent
      2. Applying to Clemmons Village Council for rezoning of property
      3. Putting property on the market
      4. After a period with only occasional interest and no offers either to lease or purchase, we were approached by Behavior Consultation & Psychological Services, PLLC (BCPS) to purchase the property. After negotiation, Executive Council approved the proposal to sell the property for \$600,000. Closing date was July 31<sup>st</sup>.
      5. We express our deep appreciation to the staff who have gone above and beyond to prepare to dispose of the property inside the building. In addition, special thanks to Renee Carter for working with the folks at Clemmons Presbyterian Church, who have offered to house Renee and Peggy Trenchard and presbytery files. Our great thanks to Clemmons Presbyterian for their generosity, as well.
      6. Upfitting the office at CPC includes installation of HVAC in the converted Sunday School classroom. Total costs are still being determined.
      7. Steve Scott and Laurie Scott are working from home. The presbytery computer server is housed in their home, as well. The Personnel Committee is currently working on determining reimbursement for upgrading the Scotts’ internet connection.
      8. Thanks also to Paul Sink for cataloging and organizing the disposition of office equipment and supplies that will no longer be needed.

4. In process and still to be completed

- a. Parishes and Engagement Pastors
  - i. The presbytery has been divided into five parishes (the original plan called for six parishes but the geographical practicalities called for a revision to five):
    1. Northwest - Watauga, Ashe, Alleghany, Wilkes, Surry, Alexander Counties
    2. Southwest - Davie, Iredell, Rowan Counties
    3. Piedmont - Forsyth, Davidson, Stokes, Yadkin Counties
    4. Central - Guilford, Rockingham, Randolph Counties
    5. East - Caswell, Alamance, Chatham Counties
  - ii. Working with the Personnel Committee, we are currently seeking an engagement pastor for each parish.
- b. Proposed Staffing Model
  - i. Our original plan was to begin seeking the three presbyter positions in the summer of 2019. Two search committees were formed; one would seek the Presbyter for Administration and the other would seek the Presbyters for Transformational Ministry and Leadership Development. This search committee agreed to slow their work in order for the Administrative Presbyter to be found first.
  - ii. The Presbyter for Administration search committee began their work. By the end of 2019 they had begun narrowing down candidates to their top few.
  - iii. The financial status of the presbytery came to the general awareness of the IT and Executive Council in November and December. In December, the IT asked Executive Council for guidance on how to proceed with our work. Executive Council asked IT to put together a plan and present it at the January Executive Council meeting. The IT did so, recommending that Executive Council approve continuing to fulfill all aspects of the plan with the exception of putting on hold the search for the Presbyters for Leadership Development and Transformational Ministry. That financial plan would allow for all other staff positions to be filled with approximately \$50,000 in additional funds to go to Per Capita payments. Executive Council approved that plan, which was presented to Presbytery in February. Presbytery also approved the plan.
  - iv. This spring Executive Council Moderator Jeff Sockwell brought to Executive Council's attention an opportunity to apply for a Lilly Grant that could supply funds enabling us to move forward with hiring the two presbyters and fund their positions for five years. We will learn this fall whether Presbytery will be awarded that grant.
  - v. Executive Council approved a recommendation from the search committee that the job description for Administrative Presbyter be revised to enable us to seek a presbyter who will assist us in understanding the issues that have caused us to arrive at the current financial crisis, as well as what needs to be done to correct the situation. This position would be called Transitional General Presbyter.
  - vi. The search committee for the Transitional General Presbyter is hard at work and hoping to bring a candidate in the near future.
  - vii. We feel it is crucial to continue to fill the other staff positions as soon as possible, with input from the new lead presbyter. However, it is even more important that the Director for Stewardship and Development be filled post haste as so many other ministries including campus ministries, hunger ministries, and racial ethnic ministries are in dire need of assistance in developing revenue streams, as is Presbytery itself.
- c. Other aspects of the plan:
  - i. Formation of Task Groups – the plan calls for the formation of task groups made up of Ruling Elders and Teaching Elders to address growing ministry needs and concerns of churches. This aspect has not yet been addressed.

- ii. Revision of Presbytery manual – with the many changes happening in every part of the presbytery’s ministry, our manual is in need of revision. The Executive Council voted at their last meeting to direct the Implementation Team to meet with David Vaughan to begin this process.
- iii. Presbytery meetings – the adaptive transformation model calls for presbytery meetings that de-emphasize informational meetings and move to an “exploring and discussing” model. With the current need for social distancing and Zoom meetings, we understand that the status of this point is uncertain.

5. Summary of work still to be completed:

- a. Making sure the workspace at Clemmons is ready and suitable (complete).
- b. Overseeing the closing and sale of the office property (complete).
- c. Continuing to move to the dispersed office model, including working with churches as new staff come on board and making sure those spaces are suitably equipped.
- d. If the Lilly Endowment Grant is awarded, we will be able to move forward with the fulfillment of all parts of the plan, including the hiring of the Presbyters for Transformational Ministry and Leadership Development.
- e. Continuing to work through budgetary issues as we move into the future, advocating for the priorities of the Presbytery’s transformation plan.
- f. Continuing to support and advocate for the parish concept and work with the Personnel Committee and COM to hire, train, and facilitate the work of the Parish Engagement Pastors.
- g. Continuing to work with and support the search committee for the new General Presbyter, a committee we worked to form and to whom we are still linked.
- h. To work in partnership with the new Transitional General Presbyter and to interpret the plan for transformation of Salem Presbytery to new staff members as they come on board so that they understand and work toward the goals the presbytery has set.

Respectfully submitted,  
Ken Broman-Fulks, Moderator

## Committee on Representation

Ray Mims and Sandy Kern, Co-Moderators

### For Information:

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

### For Action:

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

#### Personnel:

Class of 2021 - Elder Barbara Newbauer, Starmount

*\*If you have agreed to serve on a Presbytery committee and your name is not listed on this report, please tell the Stated Clerk or the COR Moderator so that a verbal addition may be made at the time of the report on the docket. Information received after the packet has been printed may not be reflected in writing in this report.*



I hope all are healthy and well. I wish we could be together in person, but as the coronavirus pandemic prevents that from happening, I write to share these key updates from the Board of Pensions. If you have questions, my colleagues in Philadelphia and I are happy to assist.

Blessings,

**Elizabeth Little**  
Church Consultant  
M: 252-723-8653  
elittle@pensions.org

**Member/Employer Services**  
800-773-7752  
Mon-Fri 8:30-7:00pm EST

### Statement on Racial Justice

The Board of Pensions stands in support of racial equality, and against deeply ingrained prejudices against Black Americans and other people of color simply because of the color of their skin. With full support of all at the Board, we share this statement with you. Follow the link to [read the full text of the statement](#). Translations in [Korean](#) and [Spanish](#) are available as well.

### 2021 Employer Agreements Available Now

Each year, Employer Agreements are updated and submitted online through Benefits Connect, the Board of Pensions' benefits portal. The season for selecting benefits to offer in 2021 begins July 20 and ends October 9. Highlights about the 2021 Benefits Plan are on the following page. The Employer Agreement provides key information about the cost of benefits and the opportunity to model different selections to help church leaders make informed decisions about what benefits to offer. The Board of Pensions website provides info to help the church's designated Employer Representative [follow the steps](#) to complete the Employer Agreement.

If help is needed, contact Employer Services at 800-773-7752, option 2.

### Other Notable Headlines

- [A 2% Experience Apportionment for the Pension Plan took effect July 1](#)—These are increases in accrued pension benefits for both active and retired pension plan participants. Pensions have increased 26.4% over the past eight years due to experience apportionments.
- [Don Walker succeeds Judy Freyer as Chief Investment Officer for the Board of Pensions](#)—Don served as the Director of Investments for the Board for 14 years and worked closely with Judy. Our deepest thanks to Judy for over 30 years of service to the Board!
- [Call to Health Continues!](#) Pastors and church staff covered under the Medical Plan have until November 13 to get the 1,000 points needed to lower their deductibles in 2021. Required annual check-ups may be completed virtually. Encourage them to 'Answer the Call' today!
- [State-based pricing for the dental PPO plan begins in 2021](#)—Previously, there was a single price for the national plan. Pricing details will be available in your employer agreement.

# Changes to benefit offerings for 2021

The Board of Pensions has announced changes to the Benefits Plan that extend support to more ministers and add benefits that promote financial protection for all church workers effective January 1, 2021. Employers can choose benefits for 2021 beginning July 20.

## Minister's Choice benefits package added

To address the Board of Pensions' concern that too many ministers are not enrolled in the Benefits Plan, the 2021 plan offers two benefits packages for PC(USA) ministers: the existing Pastor's Participation and the new Minister's Choice.

Enrollment in Pastor's Participation, a comprehensive benefits package with medical coverage and pension participation, is required for installed pastors and may be offered to any minister with a minimum 20-hour workweek. Dues, paid in full by the employer, will remain at 37 percent of effective salary for 2021, with no reduction to existing benefits and the addition of the new Temporary Disability Plan.

Benefits Packages		
	Pastor's Participation	Minister's Choice
Medical Plan	● PPO (includes EAP)	EAP only
Death and Disability Plan	●	●
Temporary Disability Plan	●	●
Defined Benefit Pension Plan	●	●

● Included in package

Minister's Choice, available for non-installed ministers working at least 20 hours a week, includes pension, death and disability, temporary disability, and the Employee Assistance Plan. The cost is 10 percent of effective salary, also fully employer paid.

Minister's Choice also opens the door for eligibility to assistance and education programs that have been available only through Pastor's Participation, such as CREDO and Minister Educational Debt Assistance.

## New Financial Protection Programs

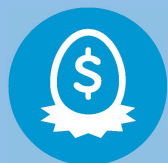
For 2021, the Board of Pensions has added financial protection options, including the Temporary Disability Plan, Long-Term Disability Plan, and an expanded term life benefit.

The Temporary Disability Plan provides a partial weekly income for up to 90 days of disability, with a 14-day waiting period before benefits payments begin. Employers pay the full cost for ministers enrolled in Pastor's Participation and Minister's Choice. Employers may offer it outside of those benefits packages, with the employer or the member paying the full cost.

The Long-Term Disability Plan offers financial protection for employees with a disability that surpasses 90 days, providing a partial monthly income throughout their disability. Employers may offer the plan to employees who are not enrolled in the Death and Disability Plan (which includes a long-term disability benefit) and are working at least 20 hours per week. Employers pay the full cost of coverage.

The Term Life Plan offers the same low-cost coverage available in the 2020 Benefits Plan. But in addition to a fixed amount of coverage (from \$5,000 to \$50,000), it includes a new feature — an income-based benefit amount, equal to one times a member's effective salary, capped at \$50,000. Under either option, employers pay the full cost of coverage.

The Board of Pensions' goal is for every minister and church worker to have access to quality benefits in support of well-being. The 2021 Benefits Plan advances on that goal while also enabling more ministers to access assistance and education programs designed to help them devote their best gifts to ministry.



## Retirement Programs

- Defined Benefit Pension Plan
- Retirement Savings Plan



## Financial Protection Programs

- Death and Disability Plan
- Term Life Plan
- Temporary Disability Plan
- Long-Term Disability Plan



## Health Programs

- Medical Plan, with PPO, EPO, and HDHP options
- Employee Assistance Plan
- Vision Eyewear Plan
- Dental Plan



## Tax-Advantaged Accounts

- Dependent care flexible spending account
- Healthcare flexible spending account
- Health savings account





# Be a part of a Presbytery Committee

## Budget and Finance

Cares for the finances of the Presbytery.  
Meets third Tuesday of most months in the a.m.

## Campus Ministry

Cares for the ministry with students, faculty and staff of college campuses within Salem Presbytery.  
Meets four times a year as needed.

## Church Growth

Encourages creative approaches to growing vital churches and cares for small churches.  
Meets second Tuesday of the month.

## Committee on Preparation for Ministry

Supports our Inquirers & Candidates preparing for ministry.  
Meets the first Tuesday of each month at 12:30 p.m.

## Commission on Ministry

Oversees relationships of congregations, pastors, and other leaders. Assists in the call process as congregations seek new pastors. Assists in seeking reconciliation where conflict has arisen.  
Meets fourth Thursday of each month in both plenary and local neighborhood gatherings.

## Executive Council

Governing body of Salem Presbytery; works on behalf of the presbytery.  
Meets monthly on the third Thursday in the afternoon, except in months where Presbytery meets.

## Equip

Equips congregations for leadership training, teaching, and ministry & service; empowers congregations through resourcing, connecting and communicating.  
Meets monthly on the 3rd Thursday in the morning.

## Examinations

Meets to examine ministers and persons ready to receive a call to service and membership in Salem Presbytery.  
Meets fourth Thursday of every month in a.m.

## Hunger Domestic

Provides advocacy and addresses hunger issues. Processes and gives grants to local hunger agencies.  
Meets on second to last Tuesday of the month from 10-12, as needed.

## Hunger International

Provides advocacy and brings awareness of international hunger issues. Processes and gives grants to international hunger agencies.  
Meets on last Tuesday of the month, as needed.

## Committee on Representation

Reviews committee vacancies, names candidates, confirms their willingness to serve, and presents to Presbytery for election.  
Meets prior to each Presbytery Meeting.

## Permanent Judicial Commission

Meets when a legal case arises, only as needed.

## Personnel

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

## Property

Oversees Salem Presbytery's buildings and property in Clemmons and elsewhere, dealing with property issues that arise.  
Meets monthly on the 2nd Monday.

## Presbyterian Youth Ministry Team

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.

## Send

Oversee the outreach and justice ministries for the Presbytery, and aids congregations in their own outreach and justice endeavors.  
Inspiring and modeling local and global mission ministries: Meets as needed.

Other groups that offer the opportunity for your gifts:  
Ecumenical and Interfaith, Peace and Justice, Presbyterian Women's Coordinating Team, Salem Black Presbytery Caucus.



## Nomination for Salem Presbytery Committees

For the use of the Committee on Representation

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

### **Nominee Information:**

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

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

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

\_\_\_\_\_

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

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

Status: ☐ Teaching Elder/Clergy

☐ Ruling Elder

☐ Deacon

☐ Church Member

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

Briefly state relative experiences:

### **Nominator Information:**

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

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

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

#### **Please return form to:**

Salem Presbytery

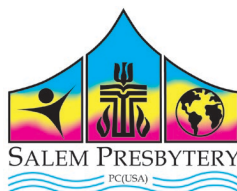
P.O. Box 1763

Clemmons, NC 27012

Fax: 336-766-7153

lscott@salempresbytery.org





### **Commissioner Report Form**

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

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

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

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

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

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

VII. **Next Presbytery Meeting:**

**Tuesday, November 10, 2020: a virtual meeting**

*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.*

