

P. O. Box 1763
Clemmons, NC 27012



www.salempresbytery.org
336-766-3393

October 30, 2026

TO: Minister members of Salem Presbytery and CREs
Elder Commissioners elected from Salem's churches
Certified Church Educators and all other church staff
Corresponding Members (ministers of other presbyteries or other Christian denominations)
Visitors and guests of the Presbytery

Meeting: Saturday, November 7, 2026

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

PLACE: First Presbyterian Church of Boone
131 Big Valley Street, Boone, North Carolina 28607
(828) 264-3906

Welcome to the 152nd meeting of Salem Presbytery! In this packet, you will find the docket for the day with plenty of attachments. Please prepare for this meeting by reviewing the contents of this packet. Our meeting will begin with worship promptly at 9:00am.

If you missed advance registration, in-person on-site registration will be available prior to 10:00am at the meeting site, but lunch cannot be guaranteed for those who register on site. (If you want to take a chance on a lunch --- please bring \$12 or a check to FPC Boone.)

We are grateful to The Rev. Dr. Jeff Smith, the Rev. Larke Blanton, Erin Fowler, the officers, staff, and members of FPC Boone who have worked diligently to prepare us for our time together. We look forward to seeing you.

The Rev. Dr. Matt Bussell, Moderator
Elder David Vaughan, Interim Stated Clerk

A Brief History of First Presbyterian Church of Boone, North Carolina

First Presbyterian Church of Boone has been part of the spiritual life of the High Country since its founding in 1939. Beginning with a small congregation of 27 members, the church was established to serve the spiritual needs of Boone and the surrounding communities through the worship of God, the proclamation of the gospel of Jesus Christ, and the ministry of the Presbyterian Church.

The congregation's first church building was located on Howard Street in downtown Boone. From these humble beginnings, First Presbyterian grew into a congregation committed to worship, Christian education, fellowship, and service. Its early ministry also helped extend Presbyterian witness into the surrounding area, including the establishment of Baird's Creek Presbyterian Church, which began as a chapel of First Presbyterian.

Throughout its history, First Presbyterian has been blessed with faithful pastoral leadership. The congregation has had only six called and installed pastors, a remarkable testimony to the continuity of its ministry. Among its longest-serving pastors, the Rev. J.K. Parker served for 31 years, the Rev. Dr. David Long for 16 years, and the Rev. Dr. Ron Bowie for 18 years. Their ministries helped shape the congregation's spiritual life, strengthen its fellowship, and establish a lasting foundation for future generations.

First Presbyterian has also played an important role in the spiritual formation of college students in Boone. The congregation established the Westminster Fellowship, a Presbyterian campus ministry serving students at Appalachian State University. The ministry provided a place for students to grow in faith and develop lasting relationships. This ministry has continued and evolved into what is now known as the Presbyterian Episcopal Campus Ministry.

In 2011, the congregation moved from its downtown location to its present campus on Big Valley Street. The move addressed the limitations of its former location, where the church was landlocked and parking was limited, providing additional space for the congregation to grow and expand its ministries.

Mission has remained central to the life and witness of First Presbyterian. Locally, the congregation serves families in need through its Food for Families ministry, helping address food insecurity when school-based meal programs are unavailable. The church participates annually in Feed the Hunger meal-packing events, supports children and families through its Angel Tree ministry, and partners with local mission agencies to care for people experiencing homelessness, domestic abuse, and housing challenges.

Beyond the local community, First Presbyterian has faithfully served caring for the poor in Chiapas, Mexico for more than 20 years. The congregation also supports international ministries such as World Relief (refugee ministry) Water Mission (safe water) and Love Justice International (preventing human trafficking). These partnerships reflect the church's conviction that Christian mission extends across geographic and cultural boundaries and calls believers to serve their neighbors around the world.

In August of 2014, the Rev. Dr. Jeff Smith was called to serve as pastor and continues to lead the congregation today. In July 2026, the Rev. Larke Blanton was approved as First Presbyterian Church's first Designated Associate Pastor, marking another important milestone in the church's ongoing ministry and growth.

As we look toward the future, we do so with gratitude for the faithful witnesses who have gone before us, confidence in God's continuing work, and a renewed commitment to proclaim the gospel, nurture disciples, and serve the world in the name of Jesus Christ. Our history is, above all, a story of God's faithfulness; a faithfulness that has sustained the congregation through generations and continues to guide our ministry today.

Our Vision

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

9:00amv	Call to Order and Opening Prayer	The Rev. Dr. Matt Bussell, Moderator
	Worship and Celebration of the Lord's Supper p. 6 <i>Worship has been planned and coordinated by the Rev. Larke Blanton, the Rev. Jodi Lingan, and the Rev. Dr. Jeff Smith.</i>	
10:00am	Break	
10:10am	Organization of Presbytery Establishment of Quorum New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.) Approval of Docket	Moderator
	Moderator's Welcome Corresponding Members (Teaching Elders from other Presbyteries and ministers of other Christian denominations) Ruling Elder Commissioners attending for the first time Visitors and Guests	Moderator
10:15	Land Acknowledgement	Elder Beth Hooten
10:20	Report of Interim Executive Presbyter p. 11	The Rev. Jodi Lingan
10:25	Interim Stated Clerk's Report p. 13	Elder David Vaughan
10:30	STORM p. 14 <ul style="list-style-type: none">Changes to Presbytery <i>Manual</i> p. 15	The Rev. Sam Perkins
10:35	Committee on Representation p. 25	The Rev. Sam Perkins
10:38	Commission on Ministry p. 26 <ul style="list-style-type: none">Retirement of the Rev. Will Heyward p. 31	The Rev. R.C. Griffin
10:45	Executive Council pg. 32 <ul style="list-style-type: none">Budget and Finance Committee pg. 33Personnel Committee	The Rev. Dr. Andrew Taylor-Troutman Elder Ronda Tatum
10:55	Church Growth and Transformation pg. 56	The Rev. Emily Schlaman Wilson

11:00	Search Committee for new co-Presbyters	The Rev. David Ealy
11:10	Keynote Address	The Rev. Jodi Lingan
11:40	New Business	Moderator Bussell
	Announcements	
	Adjournment with Benediction	Moderator Bussell
11:50	Lunch and Table Fellowship (Pre-registration required)	Fellowship Hall
12:30pm	Workshops	
	• Artificial Intelligence (AI) Fluency and Discernment	Sanctuary
	• Clerks Conversations	Conference Room (Office area, Lower Level)
	• Collegial Coffee Time (Installed Pastors)	Room 141 (Senior High, Lower Level)
	• Intergenerational Innovation	Room 104 (Lower Level)

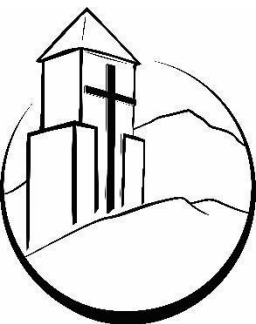
Next Presbytery Meeting:

Tuesday, February 16, 2027

HOST NEEDED

Mission of Salem Presbytery

Salem Presbytery connects, supports, and strengthens local congregations and worshipping communities to carry out Christ's transformative work of love and justice in the church and in the world.



FIRST PRESBYTERIAN CHURCH

"Called to Grow, Share, Serve"

131 Big Valley Street
Boone, North Carolina 28607
828-264-3906

www.firstpresboone.org

152nd Salem Presbytery Meeting
November 7, 2026
9:00 AM Worship

Welcome & Announcements

Dr. Jeff Smith

Ecumenical Mission Moment

The Prelude

I Want to Walk as a Child of the Light
Ellen Brown

Arr. Mark Hayes

Gathering to Worship God

Responsive Call to Worship
Psalm 103:1-5

Rev. Jodi Ligan

Leader: Bless the Lord, O my soul, and all that is within me, bless his holy name.
All: **Bless the Lord, O my soul, and do not forget all his benefits -**
Leader: who forgives all your iniquity, who heals all your diseases,
All: **who redeems your life from the Pit,**
Leader: who crowns you with steadfast love and mercy,
All: **who satisfies you with good as long as you live so that your youth is renewed like the eagles. Let us Bless the Lord together with our worship!**

****Song of Praise**

Amazing Grace (My Chains are Gone)
FPC Praise Team

Chris Tomlin

Confessing Our Sin to God

***Prayer of Confession**

Dr. Dave Henry

Gracious God, you have given us everything we have, yet we confess we often forget your many blessings. We have lived in the fears and anxieties of self-reliance rather than resting in the freedom and security of Your call and covenant. Forgive us for holding tightly to the old and help us receive the new life that brings strength in spirit. Give us open hands, generous hearts, and greater faith to seek you with all that we have as our eyes behold the Holy Spirit bringing the dawn. We ask all of these things in the precious and holy name of Jesus. Amen.

*Please stand if able // **Please stand and sing if able

***Declaration of Pardon**

Leader: Friends, believe the Good News of the Gospel!

All: **In Jesus Christ we are forgiven. Thanks be to God!**

****Congregational Response**

Take My Life (v. 5)

#697

Take my will and make it thine; it shall be no longer mine.

Take my heart, it is thine own;

it shall be thy royal throne,

it shall be thy royal throne.

***Passing The Peace**

Rev. Larke Blanton

(We encourage you to pass the peace of Christ to those seated around you.)

Proclaiming God's Word

Anthem

What a Beautiful Name

Hillsong

FPC Praise Team

Prayer of Illumination

Dr. Kathy Beach

Listening to the Word of God

Dr. Kathy Beach

Scripture Reading: Luke 1:67-79

Leader: The Word of the Lord.

People: **Thanks be to God!**

Word of God Proclaimed

Rev. R.C. Griffin III and Rev. Amanda Horan

The Dawn

Responding to the Word of God**Celebrating the Lord's Supper**

Invitation to the Table

Rev. Larke Blanton

Prayer of Thanksgiving and the Lord's Prayer

Our Father who art in heaven, hallowed by thy name. Thy kingdom come. Thy will be done on earth as it is in heaven. Give us this day our daily bread. And forgive us our debts, as we forgive our debtors. And lead us not into temptation, but deliver us from evil; For thine is the kingdom, and the power, and the glory forever. Amen.

Words of Institution

Communion of the People

Closing Prayer

Dr. Jeff Smith

Responding as Faithful Stewards of God's Good Gifts

The Service of Recommissioning

Rev. R.C. Griffin III

James Harley is being recommissioned by the Presbytery of Salem to serve as Commissioned Ruling Elder for Freedom Presbyterian Church and Second Presbyterian Church, Salisbury.

One: As many of you as were baptized into Christ have clothed yourselves with Christ.

All: **There is no longer Jew or Greek,
there is no longer slave or free,
there is no longer male and female;
for all are one in Christ Jesus.**

One: We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind.

All: **The great ends of the Church are:
the proclamation of the gospel for the salvation of humankind;
the shelter, nurture, and spiritual fellowship of the children of God; the
maintenance of divine worship;
the preservation of the truth;
the promotion of social righteousness; and
the exhibition of the Kingdom of Heaven to the world.**

One: Let us pray:

...to whom, with you and the Holy Spirit, be honor and glory, now and forever.

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

Going to Love and Serve the Lord

**Going to Serve

Come Thou Fount
FPC Praise Team

David Crowder Band

*Being Blessed to Be a Blessing

Rev. R.C. Griffin III and Rev. Amanda Horan

**The Sending

Go, My Children, with My Blessing (v. 1)

#547

*“Go, my children, with my blessing, never alone.
Waking, sleeping, I am with you, you are my own.
In my love’s baptismal river, I have made you mine forever.
Go, my children, with my blessing, you are my own.”*

*The Postlude

Commissioning of CREs

One: We come now to recommission one of our Salem CREs – James Harley who is serving commissions at Freedom Presbyterian Church and Second Presbyterian Church (Salisbury). James, will you please come forward?

One: As many of you as were baptized into Christ have clothed yourselves with Christ.

All: **There is no longer Jew or Greek,
there is no longer slave or free,
there is no longer male and female;
for all are one in Christ Jesus.**

One: We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind.

All: **The great ends of the Church are:
the proclamation of the gospel for the salvation of humankind;
the shelter, nurture, and spiritual fellowship of the children of God; the
maintenance of divine worship;
the preservation of the truth;
the promotion of social righteousness; and
the exhibition of the Kingdom of Heaven to the world.**

One: The call of Christ is to willing, dedicated discipleship.
Our discipleship is a manifestation of the new life we enter through baptism.
Discipleship is both a gift and a commitment, an offering and a responsibility.
Dear friend, the grace bestowed on you in baptism is sufficient for
your calling because it is God's grace. By God's grace we are saved, and
enabled to grow in the faith and to commit our lives in ways that serve Christ.
God has called you to particular service. Show your purpose by answering these
questions.
Who is your Lord and Savior?

CREs: Jesus Christ is my Lord and Savior.

One: Will you be Christ's faithful disciple, obeying his word and showing his love?

CREs: I will, with God's help.

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

CREs: I do.

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

CREs: I will, with God's help.

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

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

One: May the God of peace make you holy in every way, and keep your whole being, spirit, soul, and body, free from every fault at the coming of our Lord Jesus Christ. Amen. Friends in Christ, you are commissioned to service as Ruling Elders. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him.

Liturgy adapted from Book of Common Worship, Westminster John Knox Press, 2018.

Reformation Greetings Siblings!

On October 25th we celebrated Reformation Sunday when, in 1517, Luther posted his 95 theses. In the PCUSA, we understand the Reformation as an ongoing call to faithfulness. “Reformed and always being reformed” is the reminder we are continually called to examine what we believe, practice and witness through Scripture and movement of the Spirit. This has been at the heart of Salem’s call for the past two years.



Over 500 years after the Reformation, we give thanks for the faith that has shaped our tradition while remaining open to God’s continuing work of renewal – trusting always that the Church is always being called to grow in faith, justice, and love. You have witnessed the valiant efforts of STORM and the Executive Council, through the last two years, lead us to be a healthier, reformed Presbytery, not just managing the programatics of being Church. Perhaps one of the most misunderstood concepts I hear frequently, though, is that Presbytery is...those others: everyone else – staff, committees, etc. Beloved, the truth is that Presbytery is *you* – *individually and collectively*. Salem Presbytery is the body of connected people, congregations, pastors, committees, councils, staff – **working together to the glory of God.**

In his book “Why Religion Went Obsolete”, Christian Smith attributes the radical decline in church attendance worldwide to religion becoming culturally irrelevant. Please be affirmed that your service to each other and the Presbytery is the epitome of witness in this time of challenge. **Doing this together is the only way we will be able to hear and answer God’s call.** In the reports you hear today, in the encouragement to be present with each other, in the call for bold leadership, in the place where a new chapter is unfolding with unprecedented hope for the breath of the Spirit to move in new and exciting ways, I pray you will see and experience the relevance of all you do – and actively participate in it. If you wonder if you will make a difference, God has already predestined that you do.

In this new season for Salem, as we prepare to welcome two new presbyters within the next few months, God is calling us to always reforming. If you feel this is your season to serve, you do not have to wait for the phone call. **Listen in new ways for the still small voice. You are needed.** Every world class reformer needs a break. Batons are meant to be passed in the race. God is not looking to burn us out - and God continually is offering us chances to reform anew.

May we remember all we do belongs to God. What you do here matters. Your faithfulness matters. Your weariness and being rested matters. **Above all, you matter...because you are Presbytery and you are beloved.**

With a grateful heart to be serving with you, jodi

PS –Our church leaders (you!) often become burned out because we feel responsible for a committee’s success, that every need be met, every conflict be addressed. God calls us to plant, to tend; we are not, however, responsible for making everything grow. If you want to know what our work is to be about, how we are to go about it, I refer you to the Covenant used by the Executive Council.

Covenant of Presence*
Salem Presbytery Executive Council
2026

1. Be fully present, extend and presume welcome. Set aside the usual distractions of things undone from yesterday, things to do tomorrow. Welcome others into this space and presume you are welcomed as well.
2. Listen generously. Listen intently to what is said; listen to the feelings beneath the words.
3. Author your story. We all have a story. Some might say, ‘I don’t have a story’ or ‘a story worth telling,’ but you do. You must claim authorship and learn to tell it to others.
4. We come as equals. We don’t have the same gifts and graces, but no person’s gifts and graces are more or less important than another’s.
5. No fixing. We are not here to set someone else straight, right a wrong, or provide therapy. We are here to witness God’s presence and movement in this time and place.
6. Suspend judgment. Set aside your judgments. By creating a space between judgments and reactions, we can listen to another person, and to ourselves, more fully.
7. Turn to wonder. If you find yourself becoming judgmental, cynical or certain about what you know, try turning to wonder: “I wonder why she shared that story or made those choices?” “I wonder what my reaction teaches me?” “I wonder how my story connects to their stories?”
8. Hold these stories with care. There are many people who will benefit from the stories they hear during our time together. Imagine hearing another as you would listen to scripture –attentively, mindfully and open to the holy.
9. Be mindful and respectful of time. We all have something important to share and the spiritual discipline of time invites us to focus and make particular choices about what to share and how much to share. It also helps us to create the space.
10. Believe that it is possible for us to emerge from our time together refreshed, surprised and less burdened than when we came. Believe that this time can provide renewal, refreshment and possibilities; that seeds planted here will bloom in time to come.

For Information:**REMEDIAL COMPLAINTS TO SYNOD PJC:**

Salem Presbytery has been the subject of two separate Remedial Complaints currently lodged in the Synod PJC's domain. The Synod PJC officers initially found that neither case could be heard due, generally speaking, to the absence of appropriate standing of the complainants. Both complainants appealed the Synod PJC officers' initial determination. Under the terms of the Church Discipline section of the *Book of Order*, in both cases I appointed a "Committee of Counsel" (COC) to represent Salem before the Synod PJC. Our CoCs have filed their response to the appeals. At this writing, our CoCs await action by the Synod PJC.

SYNOD ASSEMBLY:

A summary of the work of the Synod of the Mid-Atlantic at its September 2026 Assembly meeting is published in this packet.

PRESBYTERY MEETING DATES FOR 2027:

Tuesday, February 16, 2027 – **HOST NEEDED RIGHT AWAY** (Central, West-Central area)

Tuesday, May 18, 2027 – Host needed

Tuesday, September 7, 2027 – Host needed

Saturday, November 13, 2027 – Host needed

Thank you for the opportunity to serve with you these most recent 17 months as your Interim Stated Clerk.

David Vaughan
Interim Stated Clerk

The following pages outline the plan, developed by STORM, to provide organizational structure for the Executive Council, EQUIP Committee, and Matthew 25 Committee. STORM will move adoption of the structure for addition to the *Presbytery Manual*.

EXECUTIVE COUNCIL

Responsible for strategic planning, visioning and goal setting (in coordination with Transformational Presbyter and committees of the Presbytery and Executive Council).

Responsible for implementation of vision, in partnership with appropriate committees, commissions and task forces, including acting on specific items on behalf of the presbytery between meetings (in coordination with the Administrative Presbyter/Stated Clerk).

General Responsibilities:

1. Strategic Vision and Mission Alignment

- **Empowering Church Health:** Devising strategies to help local Salem congregations connect, support, and strengthen each other.
 - *Communicate with presbytery and the churches of Salem on the goals and strategic planning for Salem.*
- **Leadership Development:** Assist in providing annual orientation and leadership training for officers (ruling elders, deacons and stated clerks) in churches within Salem, and nurturing healthy professional development

2. Financial and Fiduciary Oversight

- **Budget alignment:** Reviewing, adjusting, and endorsing the comprehensive annual operations budget (in consultation with the Budget & Finance Committee), ensuring consistency with the mission of Salem before presenting to the broader presbytery for approval.
- **Financial sustainability:** Making critical financial recommendations regarding investments, spending, and denominational giving to secure the presbytery's long-term ministries.

3. Operational Supervision

- **Committee Oversight:** *have general oversight of the ministry teams/committees of Salem as a governing body and hold them and themselves accountable for the work done or planned to be done.*
 - *assist in conducting annual administrative reviews of the committees/commissions of presbytery, of the ministry teams, and of the particular churches within Salem.*

4. Property and Business Stewardship

- **Property Management:** Overseeing complex administrative tasks involving church properties, including requests to sell, lease, or encumber property (in partnership with Administrative Commissions – COM).
- **Risk and Compliance:** Enforcing essential regional compliance tasks like boundaries training, child protection policies, and adequate liability insurance.

5. Coordination of Mid-Council Ministries

- **Aligning divisions:** Serving as the central hub where committees (such as Commission on Ministry, Budget & Finance, and Church Growth & Transformation) report to align goals.
- **Interim operations:** Transacting necessary administrative business in between stated meetings of Salem Presbytery.
 - *Executive Council is authorized to act on behalf of Presbytery during those times when Presbytery is not in session and there are more than forty-five (45) days intervening between stated meetings of Presbytery or when time is of the essence. Executive Council shall make a full report of its actions to Presbytery at Presbytery's next stated meeting.*

Other Responsibilities:

1. *Conduct the legal business of Salem Presbytery as required by law and Presbytery;*
2. *In cooperation with EQUIP and the Administrative Presbyter/Stated Clerk, approve the place, time, date, and docket of all stated and special meetings of Salem Presbytery, including an annual Necrology service;*
3. *Establish the dates of the Executive Council's regular meetings;*
4. *Support the work of the Co-Presbyters;*
5. *Review the Salem Presbytery Manual annually for consistency with Presbytery and denominational policy;*
 - a. *Review all amendments to the Manual, making recommendations, through the Executive Council, concerning such amendments, and publish and distribute revisions of the Manual when amendments are adopted by Presbytery; and*
6. *Nominate to Presbytery members of the Committee on Representation.*

Membership. The Executive Council (heretofore referred to as EC) shall consist of the following members with vote:

- i. The Executive Council shall consist of the twelve (12) voting Members elected At-Large by Salem Presbytery, across the geography of the presbytery, and announced to the Presbytery at any meeting at which such elections are held.
- ii. In addition to the general responsibilities of the committee, the twelve (12) elected Members will serve in the following capacities:
 1. One Member will act as liaison between the Budget & Finance Committee and the EC;
 2. One Member will act as liaison between the Church Growth & Transformation Committee and the EC;
 3. One Member will act as liaison between the Commission on Ministry and the EC;
 4. One Member will act as liaison between the Committee on Preparation for Ministry and the EC;
 5. One Member will act as liaison between the EQUIP Committee and the EC;
 6. One Member will act as liaison between the Matthew 25 Committee and the EC;
 7. One Member will act as liaison between the Personnel Committee and the EC;
 8. One Member will act as liaison between the Black Caucus and the EC;
 9. One Member will act as liaison between the Hispanic Ministry Network and the EC;
 10. One Member will act as liaison between the Campus Ministry Committee and the EC;
 11. Two members will be elected annually to serve as the officers (Moderator and Vice-Moderator) of Executive Council.
- iii. Salem Presbytery Executive Council shall serve in three (3) classes with terms of three (3) years each, provided that a Member of the Salem Presbytery Executive Council may serve no more than two (2) successive terms without at least a one (1) year interval of non-service.
- iv. Insofar as possible, elected members shall equally represent the geography of the presbytery, which shall be announced to Commissioners of Salem Presbytery at any meeting at which the election of at-large Executive Council Members shall take place.
- v. Overall composition of Executive Council shall conform to principles of inclusiveness, representation, and participation for race and gender, and shall include equal numbers of ruling and teaching elders.

- vi. Of the Ministers of Word and Sacrament on Executive Council, at least two-thirds (2/3) shall be currently serving in churches within Presbytery.
- vii. Executive Council shall also include the following ex-officio members with voice but without vote: the Transformational Presbyter, the Administrative Presbyter/Stated Clerk, and the Moderators of Salem Presbytery.
- viii. The Administrative Presbyter/Stated Clerk shall serve as clerk of the Executive Council or provide for a recording secretary for this purpose.

****STORM proposes these changes be reflected in the Salem Presbytery Manual and take effect January 1, 2027.***

*****STORM proposes the Committee on Representation be tasked with building the following slate of nominees to fill the twelve (12) elected positions on the Executive Council:***

- ***Four (4) Members to serve a one-year term (class of 2027);***
- ***Four (4) Members to serve a two-year term (class of 2028);***
- ***Four (4) Members to serve a three-year term (class of 2029).***
- ***In each successive year, the Committee on Representation would be tasked with recruiting four (4) new Members to serve a three-year term.***
- ***At the conclusion of a Member's term, they may be asked to serve one (1) additional three-year term.***

******STORM proposes the Committee on Representation consider inviting up to three (3) current Members of the Executive Council to fill the one-year terms (class of 2027).***

Meetings of Executive Council.

- i. **Regular Meetings.** Executive Council shall meet in-person **when possible**, with remote participation offered as needed.¹ This will be left to the discretion of Council.
- ii. **Special Meetings.** Executive Council may meet upon the call of its Moderator, at least one of the co-Presbyters, or any two (2) members with vote. No less than five (5) days advance notice of special meetings shall be given to each member.
- iii. **Reports.** Executive Council liaisons shall provide updates and items for action (as needed) to the Executive Council; committee chairs may attend on an as-needed basis (seasonal, etc.), including Committee on Representation.
- iv. **Agenda.** The co-presbyters, in collaboration with the moderators of Executive Council, shall create the agenda for each meeting (monthly or called). Executive Council's work may include, in addition to the work brought to it by the Transformational Presbyter and/or the Administrative Presbyter/Stated Clerk:
 1. praying together for each other and for the Presbytery;
 2. receiving and reading committee reports, churches and staff ahead of time;
 3. evaluating information with an eye to what should be celebrated, who should be encouraged, accountability based on the goals and objectives, allocation of resources or identify resources, and communication with Presbytery;
 4. other business necessary for the work of Presbytery between Stated presbytery meetings.

Corporation of Salem Presbytery. Presbytery Executive Council shall be the Board of Trustees/Board of Directors of the Corporation of Salem Presbytery. The Moderator of Presbytery and vice moderator shall be the President and the Vice President respectively of the Corporation and the Board of Trustees. The Administrative Presbyter/Stated Clerk shall be the secretary of the Corporation and the Board of Trustees. The Treasurer of the Corporation shall be elected annually by Executive Council. The Trustees/Directors, except as otherwise provided in this Section, shall exercise all powers granted to a board of directors under the Nonprofit Corporation Law of North Carolina, including without limitation the power to acquire, own, encumber, lease, and dispose of property; to borrow or lend money, to enter into obligations appropriate for the transaction of the affairs of Presbytery; to invest and reinvest the funds of Presbytery; to engage auditors to conduct an annual audit of the books and accounts of Presbytery; to engage legal counsel; and to manage and build up the permanent endowment funds of Presbytery. Review and recommend approval of requests from particular churches for permission to encumber their property

¹ While online/hybrid meetings are convenient and can be effective for some business, in-person meetings build relationships and cultivate the stronger connections that are envisioned in Salem Presbytery's mission and vision statement.

Request for Action of the Executive Council of Salem Presbytery EQUIP: Moving from a Constituency Group to a Standing Committee

Request

It is the request of EQUIP, with the support of STORM that EQUIP shift from being a like-minded interest group, occasionally offering resources and opportunities to the Presbytery, to a standing committee with broad representation who would work on many levels, including with both of our new Presbyters, intentionally surveying needs, suggesting workshops, and assisting in logistically planning our Presbytery meetings. This would be in addition to our ongoing commitment and activity in the areas of: Leadership development, resource support, programming support, and protection support.

Snapshot

Co-moderators to fit the pattern of the other committees and overall Presbytery.

Comprised of six members, which could include Certified Christian Educators, Teaching Elders, and Ruling Elders. In addition to these voting members, we would include up to two Christian Formation or Christian Education staff from churches within the Presbytery who may not be ordained due to their employment to participate in an advisory capacity, and one staff resource.

Comprised of members from large churches, small churches, and academic validated ministries when possible.

Three-year terms for all members, with a maximum of six years of service before stepping off for one or more years.

Historical Background and Justification

EQUIP has operated for several years as an interest or constituency group primarily made up of professional Christian Educators and others interested in Christian Education. The primary focus of this group, which was for many years led by Donna Chase at First Greensboro, was to offer educational curriculum and resources and to plan two training sessions per year, with workshops dedicated to meeting the interests and needs of the churches in our Presbytery.

While these functions were to be the primary focus of the EQUIP group, they were often called upon to provide other services to the Presbytery - making signage, providing transportation, etc. which, while perhaps important, were outside the scope of the original intent.

Over time, demographic and cultural changes, lifestyle shifts, and generational differences have made the original pattern of two comprehensive training sessions per year undesirable for the churches and insufficient to meet the needs of the Presbytery as a whole, so they ceased. However, the Presbyteries need for resources, training, and encouragement remains. The more recent response to EQUIP's recent activity (regional engagement and request-based offerings) suggests EQUIP is still relevant and integral in executing the Presbytery's mission - being a catalyst for transformational ministry, vital mission and dynamic leadership.

Meeting the Needs of the Presbytery

1. There is a need to adjust the execution of Presbytery meetings and gatherings. There are two challenges we face as a Presbytery. First, we are competing for the attention of the leaders who

make up our Presbytery. Second, we want to be inclusive of all churches regardless of size. EQUIP is prepared to help organize Presbytery meetings, suggest and plan relevant and requested workshops, compile evaluations, and statistically analyze the evaluations of these meetings. The latter analysis is vital if we wish to continue expand our attendance, and it should be noted that the already increased attendance of our smaller churches has coincided with EQUIP's efforts over the last year.

2. There is an expansive need for training ruling elders and deacons. What was once the great power of our biblically based polity has been diluted and weakened at the local church level. EQUIP has been directly addressing this need throughout the Presbytery. Over the last three years, we have conducted eighteen different officer trainings across the geographic spread of the Presbytery and continue to receive requests. With the shortage of pastoral leadership, there is a thirst for communion officiant training for ruling elders. Over the last three years, we have conducted one training session per year and have seen attendance expand from fewer than ten elders to thirty.
3. There is a need for clearer and greater understanding of our policies and processes. EQUIP has helped create documents and trainings, especially geared to small churches, to help navigate what can often be confusing and obtuse policies and procedures. With the increasing number of Administrative Commissions being formed, it is important to provide more areas of training, explanation and support in areas outside of the usual pastoral skills.

Motion for Presbytery Action

That Salem Presbytery establish the Matthew 25 Coordinating Committee as a standing committee of the presbytery, with the mission, structure, and responsibilities outlined in this proposal; that the committee be composed of nine elected members serving staggered three-year terms; and that the committee include a liaison to the Executive Council.

Mission Statement

The Matthew 25 Coordinating Committee of Salem Presbytery encourages and supports presbytery-wide and congregational initiatives that build **congregational vitality**, **dismantle structural racism**, and **eradicate systemic poverty**.

Grounded in the gospel and the call of Jesus to serve “the least of these,” the committee seeks to multiply the loving commitment already present among Matthew 25 congregations within our presbytery. Through education, partnership, and faithful engagement, the committee will help congregations embrace one or more of the three Matthew 25 focuses:

- **Building Congregational Vitality:** Deepening and energizing faith, cultivating joyful leaders, and strengthening discipleship through active engagement with local communities.
- **Dismantling Structural Racism:** Fearlessly applying our faith to break down systems, practices, and cultural patterns that perpetuate discrimination, bias, and oppression.
- **Eradicating Systemic Poverty:** Acting on our beliefs to challenge and transform policies and structures that exploit or marginalize people who are poor.

About the Matthew 25 Coordinating Committee

The Salem Presbytery Matthew 25 Coordinating Committee, guided by the principles of Matthew 25, provides leadership, coordination, and support for congregations and presbytery initiatives addressing critical justice concerns. The committee oversees and collaborates with task forces that engage issues of hunger, diversity, education, homelessness, immigration, and global mission — recognizing that in serving others, we serve Christ himself.

Through these efforts, the committee seeks to reflect the transformative love described in Matthew 25 and to make a meaningful impact on the lives of those in need, both within our presbytery and throughout the world.

Purpose and Charge

“As you have done to the least of these, so you have done to me.” - Matthew 25:40

As a Matthew 25 Presbytery, Salem joins with several of our congregations in the commitment to seek vital congregations, dismantle structural racism, and eradicate systemic poverty. The Matthew 25 Coordinating Committee is tasked with:

- **Encouraging** congregations to engage deeply with Matthew 25 principles.
- **Supporting** congregations through training, resources, and accompaniment.
- **Connecting** congregations with one another and with community partners.
- **Empowering** congregations to discern and respond to justice issues in faithful, sustainable ways.

While the work of congregational vitality is carried out by other committees and the presbytery as a whole, the Matthew 25 Coordinating Committee will focus specifically on the lenses of **dismantling structural racism** and **eradicating systemic poverty**.

Because justice issues are intersectional, the committee will help the presbytery discern which issues are most pressing, where our congregations are best equipped to engage, and how to provide education, resources, and leadership for faithful action.

Proposed Structure

“Let justice roll down like waters, and righteousness like an ever-flowing stream.”
- Amos 5:24

The committee’s work is organized around two theological frameworks:

Righteousness

Right relationships between God, neighbor, and ourselves.

- **Racial Equity Equipings** Overseeing curricula, training, and opportunities for congregations to deepen their understanding and practice of racial equity.
- **Strengths-Based & Accompaniment Trainings** Helping congregations engage in mission without saviorism, practicing humility, partnership, and mutuality.
- **Nurturing Partnerships** Encouraging congregations to share their justice work, collaborate, and invite one another into shared ministry.

Justice

Faithful action that transforms systems and structures.

- **Hunger Committee** Supporting congregational and presbytery efforts to address food insecurity.

- **Awareness & Application Initiatives** Offering education paired with practical engagement pathways for congregations (e.g., climate justice, cash bail reform, affordable housing).
- **Global Mission Partners & Trips** Coordinating global mission engagement and partnerships.
- **Emerging Focus Area (To Be Discerned)** The committee will prayerfully discern additional justice focus areas. Potential options include:
 - **Immigrant Advocacy** (a pressing need in our region)
 - **Climate Justice** (leveraging Earth Care congregations)
 - Other justice concerns identified through congregational listening and discernment.

Committee Composition

The Matthew 25 Coordinating Committee will be established as a **standing committee of Salem Presbytery**.

- **Nine (9) elected members**, serving staggered three-year terms:
 - Class of 2027 — three members
 - Class of 2028 — three members
 - Class of 2029 — three members
- The committee will include a **liaison to the Executive Council** to ensure coordination, communication, and alignment with presbytery priorities.

Rationale for Establishment

The creation of a Matthew 25 Coordinating Committee:

- Strengthens Salem Presbytery's identity as a Matthew 25 presbytery.
- Provides structure and leadership for justice-oriented ministries.
- Supports congregations seeking guidance, training, and partnership.
- Ensures continuity and accountability for long-term justice initiatives.
- Helps the presbytery discern where its collective energy can have the greatest impact.
- Builds connections among congregations engaged in similar work.
- Reflects our commitment to follow Jesus by accompanying "the least of these."

The Rev. Sam Perkins, Moderator**For Action:**

The Committee on Representation offers the following individuals for service on Presbytery committees, effective January 1, 2027:

Executive Council:

Rev. Jay Lambeth	2027
Elder Catrelia Hunter	2027
Rev. Joe Blankinship	2028
Rev. Marybeth Asher-Lawson	2028
Elder Scott Templeton	2029
Rev. Jon Phillips	2029
CRE Rachael Brooks	2029
Elder Grant Duffield	2029

EQUIP Task Force:

CCE Joelle Brummitt-Yale	2027
Elder Ami Hill	2028
Rev. Diane Knauf	2029
Rev. Pam Mitchell	2028
Rev. John Senior	2029

Matthew 25:

Rev. Frank Dew	2027
Rev. Dave Henry	2029
Elder Beth Hooten	2027
Elder Purity Ruchugo	2028
Elder Karen Worthy	2027

Committee on Preparation for Ministry:

Rev. Margaret Almeida	2028
Elder Beth Hooten	2027
Elder LeeAnna Hoskins	2028
Rev. Jim Lunde	2028
Rev. Hannah Ostlund	2029

For Information:

A form for nominating individuals to service on Presbytery committees is included as an attachment in today's packet.

COMMISSION ON MINISTRY
The Rev. R.C. Griffin, Moderator

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

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

1. Concurred with the Session of **Forest Hills Presbyterian Church**, High Point, North Carolina, in renewing the contract with the **Reverend Jon Phillips** as Transitional Pastor for a period of one year beginning October 1, 2026.

B. SECURING A TEMPORARY SUPPLY

1. Concurred with the Session of **Logan Presbyterian Church**, Scotts, North Carolina, in securing a Temporary Supply contract with the **Reverend Dr. Alberta McLaughlin** for a period of one year beginning November 1, 2026.

2. Concurred with the Session of **Community in Christ - Presbyterian**, Greensboro, North Carolina, in securing a Temporary Supply contract with the **Reverend Kristen Levens** for a period of six months beginning November 1, 2026.

C. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **St. Paul Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Jay Lambeth** for a period of one year beginning November 1, 2026.

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

D. SECURING A MINISTRY INTERN

1. **Tom Asimos** has been approved to serve as the Ministry Intern at **Pilot Mountain Presbyterian Church** for a period of one year.

E. REQUEST TO CELEBRATE COMMUNION

1. That **Elder Colby Hall** be allowed to celebrate communion at **Reid Memorial Presbyterian Church**, Mooresville, North Carolina on September 6, 2026.

2. That **Elder Ann Hill**, **Elder Don Martinat** and **Elder Kathryn Martinat** be allowed to celebrate communion at **Hills Presbyterian Church**, Pilot Mountain, North Carolina on October 4, 2026.

3. That **Elder Doug Utt** be allowed to celebrate communion at **Mount Jefferson Presbyterian Church**, West Jefferson, North Carolina on December 24, 2026.

4. That **Elder Jimmy Coore** be allowed to celebrate communion at **Mount Vernon Springs Presbyterian Church**, Siler City, North Carolina on November 1, 2026 and January 3, 2027.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. SECURING A COMMISSIONED RULING ELDER/LAY PASTOR

1. Concurred with the Session of **Hills Presbyterian Church**, Pilot Mountain, North Carolina in securing a contract with **LaQreshia Bates-Harley** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning January 1, 2027.

2. Concurred with the Session of **Pine Ridge Presbyterian Church**, Pilot Mountain, North Carolina in securing a contract with **LaQreshia Bates-Harley** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of twelve months beginning January 1, 2027.

B. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of **Greenwood Presbyterian Church**, Reidsville, North Carolina, in renewing the contract of **Wayne Robertson** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning September 1, 2026.
2. Concurred with the Session of **Bethany Presbyterian Church**, Graham, North Carolina, in renewing the contract of **Rick Purcell** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of six months beginning October 1, 2026.
3. Concurred with the Session of **Griers Presbyterian Church**, Leasburg, North Carolina, in renewing the contract of **Chris McClain** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning October 1, 2026.
4. Concurred with the Session of **Bethesda Presbyterian Church**, Statesville, North Carolina, in renewing the contract of **Shannon Langston** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning March 1, 2026.
5. Concurred with the Session of **Third Creek Presbyterian Church**, Cleveland, North Carolina, in renewing the contract of **Jerry Blankenship** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning November 1, 2026.

C. MINISTER TRANSFERRING TO SALEM PRESBYTERY

1. That the **Reverend Mark Diehl** a member of the Presbytery of Detroit, was received by Salem Presbytery on September 10, 2026.

D. MINISTER TRANSFERRING OUT OF SALEM PRESBYTERY

1. That the **Reverend Paul Sink** was transferred to **Presbytery of Western North Carolina** effective September 15, 2026.

E. MODERATOR OF SESSION

1. That **Reverend Amanda Horan** was appointed Moderator of Session for **Glendale Springs Presbyterian Church**, Glendale Springs, North Carolina.
2. That **Reverend Randy Harris** and **Reverend Joe Blankinship** were appointed Moderators of Session for **Dellabrook Presbyterian Church**, Winston-Salem, North Carolina.
3. That Commissioned Ruling Elder–Lay Pastor **Jim Beard** was appointed Moderator of Session for **Taylorsville Presbyterian Church**, Taylorsville, North Carolina.

F. SABBATICAL PLAN APPROVAL

1. That the sabbatical plan for **Reverend Dana Fruits** was approved.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. REQUEST FOR RETIREMENT

1. That the **Reverend Will Heyward** be granted the status of Retired effective December 31, 2026.

B. SERVICE OF RETIREMENT

1. That Salem Presbytery recognize the **Reverend Will Heyward** with a service of Retirement.

My Journey of Faith and Service **Mark Diehl**

My faith has been nurtured within the context of the Reformed tradition since my birth with a family active in Presbyterian churches. I do not recall a time when the knowledge of God's presence and love were unknown to me. My profession of faith and baptism came at the completion of a Confirmation Class during my adolescence. It is tested daily and reaffirmed through God's grace. My sense of call to the ministry developed in early college, and I was fortunate to receive excellent theological training at Columbia Theological Seminary, particularly from Dr. Shirley Guthrie. The Reformed tradition and the PCUSA inform and guide my understanding of scripture, faith, worship, and service.

Educational training included undergraduate work at Texas Tech University (Lubbock, TX), MDiv granted by Columbia Theological Seminary (Decatur, GA), and an MS in Pastoral Counseling from Loyola University (Baltimore, MD).

My call to ministry was affirmed by the Session of First Presbyterian Church of Lubbock, Texas, shepherded through seminary by the Presbytery of Palo Duro, and finalized by ordination of the Presbytery of the Pines for ministry with Tallulah Presbyterian Church, Tallulah, LA, in 1980.

The first 30 years of ministry were served with 5 local congregations of various sizes and locations, including Tallulah, LA, Monticello, AR, Baltimore, MD, Nashville, TN, and Charlotte, NC. My final 10 years of ministry were spent in interim ministry, serving with Howard Memorial Presbyterian Church (Tarboro, NC), First Presbyterian Church (Durham, NC), Pawleys Island Presbyterian Church (Pawleys Island, SC), Unity Presbyterian Church (Fort Mill, SC), and Grosse Pointe Memorial Church (Grosse Pointe, MI).

My wife (Mary) and I retired to NC in 2021 and found a home in Stokesdale, NC, where we reside. We have three grown children and three grandchildren. Presently I worship at First Presbyterian Church, Greensboro, and participate in community service and outreach projects.

A Statement of Faith **Mark E. Diehl**

The vision proclaimed in Hebrew and Christian scriptures (Old and New Testaments) is a realm of peace, of wholeness, of justice and mercy within communities of love and care, with God as the author and heartbeat of this realm.

The Ten Commandments, the voice of the prophets, and the person and teaching and ministry of Jesus, and the epistles of Paul provide the primary articulation of this vision. The proper human response to this proclaimed vision includes loving God and loving neighbor, specifically demonstrated as hospitality and welcome in worship and society. The human needs of food, healthcare, housing, education, employment, societal justice and equity, meaning and purpose, and peaceful co-existence mark the perimeters of God's realm. Worship puts us in touch with the God of this vision, and worship deepens our obedience to, and our commitment and trust in, the One who fleshes out this vision and embodies it through God's people. This vision will engage us in personal spiritual growth and in community building, both in the church and in society.

Both Hebrew and Christian scriptures engage the reality that God's vision and intent are marred by broken humanity, a humanity unwilling and unable to live for others beyond themselves. Broken human relationships mirror human dysfunction with God. Nevertheless, scripture reveals a transcendent God, a God of creation and re-creation, of love and grace and mercy. This God does not abandon humanity to the destruction they have made of this world but intervenes with mercy and redemption and hope. This God invites humanity into a community animated by God's intended original vision, and commissions this community to live into peace, reconciliation, kindness, service, humility, truth, equity, and righteousness.

My belief in Jesus Christ as Lord and the understanding of the Trinity are consistent with the testimony of both Hebrew and Christian scripture.

Welcome into membership of Salem Presbytery

Mark has been received into membership of Salem Presbytery, and we welcome him to labor among us. Let us join in celebration as Mark is welcomed.

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

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

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

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

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

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

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

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

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

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

Presbytery Moderator: Let us join our hearts in prayer –

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

SALEM PRESBYTERY

The Rev. William Heyward Retirement

For 14 years, Will Heyward has woven himself into the fabric of Mount Jefferson Presbyterian Church and the wider West Jefferson and Ashe County community. Married to Lori and the proud father of two grown children, Will brings an endless well of creativity, deep compassion, and musical flair to everything he does.

A Creative Spirit & Renaissance Man

Will's personal passions spill over into his ministry. An enthusiast for astronomy and woodworking, he is also a talented musician who plays guitar, ragtime piano, and is currently rebuilding a player piano.

- He designs special tools for viewing eclipses.
- He crafts and delivers imaginative and insightful *Letters from Lithia*.
- He meticulously lays out an annual Advent maze.
- Every October, he brings church history to life on the portico with "Reformation Row"—featuring somewhat terrifying yet effective, handmade, life-size figures of Luther, Calvin, Knox, and Zwingli.

Ministering on the Porch and Beyond

Will reimagined what it means for a church to be present in its town, ensuring MJPC is a vibrant part of the community, and not just on Sundays.

- **The Front Porch Ministry:** For 12 summers, Will moved a small desk to the church's front door to continue his office work while welcoming visitors. He kept the church open for tours, offered free bottled water to passersby, and set up miniature golf and photo ops for kids.
- **Pickin' on the Porch:** Will led this open jam every Tuesday in summer, inviting anyone to bring an instrument, play along, or simply sit and listen.
- **Community Connection:** From organizing a downtown "Trunk or Treat" to Christmas parade floats, hosting the Ashe Quilters' display, and bringing a tutoring program into the church basement, Will and members of the congregation turned the church into a community anchor.

Puppets and Proclamations

Children and families hold a special place in MJPC's ministry, thanks to Will. Alongside volunteer club members, he developed the Mount Jefferson hand puppets, bringing joy through children's messages on Sundays and bringing scripture to "life" by recording lectionary passages for use in worship.

Will's visionary leadership kept the congregation connected during trying times, pioneering the church's presence on social media and introducing live-streamed services – one of the first in our area to do so.

A Faithful Leader and Dear Friend

Beyond MJPC, Will's leadership extends deeply into the region as an active leader in the Ashe Ministerial Association, frequently joining with other congregations in special services and events, and in Salem Presbytery, where he served on the Executive Council and other committees for several years.

Always available, a comforting presence, and a trusted friend who loves a good chat in the sanctuary or on the sidewalk, Will's weekly sermons inspire and reassure. Thank you, Will, for your leadership in helping to make Mount Jefferson Presbyterian Church such a vital, welcoming heart of Ashe County!

-Elder Joe Blevins, Elder Donna Hines,
Elder Jinx Miller, Commissioned Ruling Elder Rainey Ratchford

SERVICE OF RETIREMENT FOR TEACHING ELDERS

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.

Presbytery members will find a tribute to Will in today's packet.

Words of Celebration

Moderator: Will has completed active service as minister of Word and Sacrament. We praise God for the grace that has filled your ministry, we give thanks for your faithful service to Christ's church, and we rejoice at the work of the Holy Spirit in you. Now this presbytery confers upon you the status, Retired. We value the gifts and experience God has bestowed on you, and we welcome your continued participation in the life of the church. You remain a colleague in ministry, and we will continue to seek your wisdom and your fellowship. We pray that you will find new opportunities to fulfill your baptismal calling as one marked by the Holy Spirit, a disciple of Jesus Christ. May God continue to bring joy and peace to your life, just as you have blessed the church with your ministry and proclaimed the good news of Jesus Christ.

All: Thanks be to God! Amen.

Prayer of Blessing

Moderator: Eternal God, through all the years of our lives your love protects and guides us. By your Spirit you call us to varied ministries in the service of Jesus Christ. We praise you for your gifts to your servant Will - for his faithful proclamation of your word, his administration of the holy sacraments of Jesus Christ, and his pastoral care and leadership in the church. Grant to Will 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.**

The Rev. Andrew Taylor-Troutman and the Rev. Jay Lambeth, co-moderators

The Executive Council met on September 29 and October 15, 2026. Reports were received from Interim Executive Jodi Ligan and Interim Stated Clerk David Vaughan.

For Information:***Action taken on behalf of Presbytery:***

The Executive Council approved the recommissioning of CRE James Harley for a three-year term. This will be celebrated at the November 7 meeting of Presbytery.

Business of the Executive Council:

- Following a presentation by STORM, the Executive Council approved the organizational plan for the Executive Council, the EQUIP Committee, and the Matthew 25 Committee – and recommended that these be placed before the Presbytery for a vote to include these plans in the Presbytery *Manual*;
- Heard a report on the progress of the Search Committee for two new co-presbyters;
- Approved the docket for the November 7 meeting of Presbytery;
- Ordered 2027 Presbytery meeting dates:
 - Tuesday, February 16, 2027
 - Tuesday, May 18, 2027
 - Tuesday, September 7, 2027
 - Saturday, November 13, 2027;
- Approved a recommendation from the Budget and Finance Committee to consolidate the Presbytery's investments with the Presbyterian Foundation and revise the investment policy;
- Approved the recommendation for the 2027 Presbytery budget as proposed by the Budget and Finance Committee.

For action:

The Executive Council asks the Presbytery moderator to –

- Recognize Elder Ronda Tatum, Presbytery Treasurer, to present a report from the Budget and Finance Committee and to place the proposed 2027 Presbytery Budget on the floor for action;
- Recognize a member of the Personnel Committee for a brief announcement.

MONTHLY FINANCIAL STATEMENTS**SALEM PRESBYTERY
CORPORATION****SEPTEMBER 2026****PREPARED BY:**GoodFaithAccounting.com

Management Responsibility

The organization's management is responsible for the information contained in these reports and for the development, implementation, and adherence of all financial policies and procedures. We recommend management carefully review all transactions contained in these reports to ensure accuracy and clarity.

Table of Contents

➤ Statement of Financial Position

The statement of financial position gives a financial picture of the organization as of the end of the reporting period. It reflects the assets, liabilities, and net assets of the organization.

Definition of Fund Accounting Terms

Net Assets – Total Assets minus Total Liabilities. Net Assets fall into one of two categories:

1. **With Donor Restriction** – funds that may be spent only as restricted by the donor.
2. **Without Donor Restrictions** – funds available for general operations. These may be further separated as follows:
 - a. **Net Investment in Fixed Assets** - total fixed assets minus accumulated depreciation minus any loans related to fixed assets.
 - b. **Board Designated** - although not donor restricted, these amounts have been segregated by the board (or finance committee, elders, etc.) for special purposes.
 - c. **Prior Years' Net Balance** - cumulative net activity (revenue minus expenses) from all prior years.
 - d. **Current Year Net Balance** - current year net activity (detailed on the Statement of Activities).

➤ Statement of Activities

The statement of activities reflects the revenues and expenses of the organization for the current period of time - typically the current month and year-to-date. It can also be used to compare actual revenues and expenses to those budgeted.



Salem Presbytery Corporation
Statement of Financial Position
September 30

		<u>2026</u>	<u>2025</u>
Assets			
Current Assets			
1010	Allegacy Checking x0602	\$ 222,231.25	\$ 70,321.59
1020	Allegacy Restricted x0603	46,818.40	46,876.15
1030	Allegacy Savings x0601	1,880.94	1,879.08
1040	Allegacy MM x6401	763,421.90	812,085.67
1080	PayPal	-	40.00
1090	Petty Cash	100.00	100.00
1110	Merrill Lynch	2,023,903.41	1,891,764.89
1120	New Covenant Mutual Funds	247,763.76	228,924.76
1130	Presbyterian Foundation	289,040.62	276,100.32
1140	PCUSA Investment Loan Program	78,346.87	77,150.12
1150	Certificate of Deposit	396,105.69	383,431.03
	Total Current Assets	<u>4,069,612.84</u>	<u>3,788,673.61</u>
Receivables			
1210	Accounts Receivable - Pledges	16,124.77	26,125.66
1220	Accounts Receivable - Other	-	579.95
1290	Allowance for Doubtful Accounts	<u>(4,939.62)</u>	<u>(4,939.62)</u>
	Total Receivables	<u>11,185.15</u>	<u>21,765.99</u>
Sales Tax			
1310	Buncombe	-	-
1320	Forsyth	-	-
1330	Guilford	-	-
1335	Surry	-	-
1340	2% Food Tax	<u>-</u>	<u>-</u>
	Total Sales Tax	<u>-</u>	<u>-</u>
1410	Prepays	8,603.03	-
Fixed Assets			
1510	Land	151,988.00	151,988.00
1520	Building & Improvements	303,647.00	303,647.00
1540	Vehicles	19,366.50	19,366.50
1550	Other Equipment	8,280.53	8,280.53
1560	Computer & Software	17,688.15	17,688.15
1590	Accumulated Depreciation	<u>(207,992.45)</u>	<u>(198,702.06)</u>
	Total Fixed Assets	<u>292,977.73</u>	<u>302,268.12</u>
Notes Receivables			
1610	Monte Sinai Iglesia	385,076.16	398,449.99
1620	Grace Presbyterian Church	<u>-</u>	<u>(0.00)</u>
	Total Notes Receivables	<u>385,076.16</u>	<u>398,449.99</u>
	Total Assets	<u><u>\$ 4,767,454.91</u></u>	<u><u>\$ 4,511,157.71</u></u>

Salem Presbytery Corporation
Statement of Financial Position
September 30

	<u>2026</u>	<u>2025</u>
Liabilities & Net Assets		
Current Liabilities		
2005 Accounts Payable	\$ 6,306.46	\$ 6,306.46
2010 Federal Taxes Payable	-	-
2020 NC Taxes Payable	-	-
2030 FSA Plan	(380.46)	698.04
2040 403b Payable	-	-
2050 Garnishments	-	-
2060 Voluntary Withholding	0.12	0.12
Total Current Liabilities	<u>5,926.12</u>	<u>7,004.62</u>
Total Liabilities	<u>5,926.12</u>	<u>7,004.62</u>
Net Assets		
With Donor Restrictions	739,757.08	734,657.25
Without Donor Restrictions		
Board Designated	1,947,753.40	2,028,402.57
Prior Years' Net Balance	1,839,266.71	1,610,868.06
Current Year Net Balance	234,751.60	130,225.21
Total Without Donor Restrictions	<u>4,021,771.71</u>	<u>3,769,495.84</u>
Total Net Assets	<u>4,761,528.79</u>	<u>4,504,153.09</u>
Total Liabilities & Net Assets	<u><u>\$ 4,767,454.91</u></u>	<u><u>\$ 4,511,157.71</u></u>

Cash Available for General Operations		
Cash & Cash Equivalents	\$ 4,069,612.84	\$ 3,788,673.61
Less:		
Current Liabilities	5,926.12	7,004.62
Net Assets With Donor Restrictions	739,757.08	734,657.25
Net Assets With Board Designations	1,947,753.40	2,028,402.57
Total Unavailable	<u>2,693,436.60</u>	<u>2,770,064.44</u>
Total Cash Available for General Operations	<u><u>\$ 1,376,176.24</u></u>	<u><u>\$ 1,018,609.17</u></u>

Salem Presbytery Corporation
Statement of Net Assets with Donor Restrictions and Board Designations
For the 9 Months Ending September 30, 2026

	Current Month			Year to Date				
	Revenues	Expenses	Transfers	Beginning Balance	Revenues	Expenses	Transfers	Ending Balance
With Donor Restrictions								
2305 Professional & Pastors	\$ -	\$ -	\$ -	\$ 4,432.50	\$ -	\$ 2,500.00	\$ -	\$ 1,932.50
2310 African American Leadership Dev	-	-	-	5,500.00	2,000.00	-	-	7,500.00
2315 Black Caucus	-	-	-	1,083.46	-	900.00	-	183.46
2320 Camp/Conference Scholarship	-	-	-	17,150.90	-	-	-	17,150.90
2325 Hispanic Ministry	-	-	-	40,528.39	2,000.00	4,632.93	-	37,895.46
2330 Hunger International	4,379.74	-	(10,000.00)	69,746.54	43,202.04	58,000.00	(10,000.00)	44,948.58
2335 Hunger Domestic	4,379.74	40,000.00	10,000.00	21,137.32	43,303.06	71,000.00	10,000.00	3,440.38
2340 Peace & Justice	-	-	-	29,938.57	906.14	1,041.00	-	29,803.71
2345 Seminary Education	-	-	-	21,799.99	-	-	-	21,799.99
2380 DP Foust (Church Growth) (PF)	-	-	-	93,726.89	3,477.21	12,500.00	-	84,704.10
2550 Virgil Ashbaugh (NC)	(113.85)	-	-	18,728.44	1,120.24	-	-	19,848.68
2555 Cora Harrison (NC)	(27.94)	-	-	3,531.02	274.71	-	-	3,805.73
2560 Maryland Hickerson (NC)	(18.76)	-	-	2,540.01	184.47	-	-	2,724.48
2565 Stone Estates (NC)	(1,234.83)	-	-	194,375.24	12,146.80	-	-	206,522.04
2570 Campus Co-Op Ministries (PF)	-	-	-	2,203.52	1,022.78	-	-	3,226.30
2580 Latta Scholarship (PF)	-	-	-	8,620.39	1,895.27	-	-	10,515.66
2585 Ruby Robertson (PF)	-	-	-	3,357.60	636.41	-	-	3,994.01
2590 Mission Challenge (PF)	-	-	-	59,459.41	7,177.29	-	-	66,636.70
2595 Roxanna Atwood	-	-	-	3,387.41	-	-	-	3,387.41
2610 Special Offerings	380.00	1,270.01	-	282.22	52,955.94	52,575.94	-	662.22
2615 Selected Giving	600.00	25.01	-	340.00	1,452.46	852.46	-	940.00
2620 Disaster Relief	2,370.00	-	-	(6,206.46)	4,400.00	2,130.00	-	(3,936.46)
2625 Missionary Support	550.00	-	-	(83.33)	3,605.00	3,055.00	-	466.67
2715 Children's Hope Alliance	-	-	-	(597.99)	2,924.50	2,674.50	-	(347.99)
2720 El Buen Pastor, NCD	-	4,392.58	-	(50.11)	54,254.72	45,650.90	-	8,553.71
2735 Theological Education PF	-	-	-	367.00	8,029.00	7,841.50	-	554.50
2740 CRE Education	-	-	-	706.00	-	-	-	706.00
2745 CRE Candidate Psychological Eval Fund	-	-	-	5,000.00	-	-	-	5,000.00
2750 Other Local Causes	-	-	-	775.00	18.89	-	-	793.89
Non-Endowed Restrictions	11,264.10	45,687.60	-	601,779.93	246,986.93	265,354.23	-	583,412.63
Endowed Funds (Permanent Restriction)								
2350 Virgil Ashbaugh (NC)	-	-	-	520.00	-	-	-	520.00
2355 Cora Harrison (NC)	-	-	-	260.00	-	-	-	260.00
2360 Maryland Hickerson (NC)	-	-	-	600.49	-	-	-	600.49
2365 Stone Estates (NC)	-	-	-	12,482.34	-	-	-	12,482.34
2370 Campus Co-Op Ministries (PF)	-	-	-	20,562.76	-	-	-	20,562.76
2375 Latta Scholarship (PF)	-	-	-	21,727.65	-	-	-	21,727.65
2385 Ruby Robertson (PF)	-	-	-	7,603.08	-	-	-	7,603.08
2390 Mission Challenge (PF)	-	-	-	70,565.42	-	-	-	70,565.42
2395 Roxanna Atwood	-	2,977.29	-	25,000.00	-	2,977.29	-	22,022.71
Total Endowed Funds (Permanent Restriction)	-	2,977.29	-	159,321.74	-	2,977.29	-	156,344.45
Total With Donor Restrictions	11,264.10	48,664.89	-	761,101.67	246,986.93	268,331.52	-	739,757.08

Salem Presbytery Corporation
Statement of Net Assets with Donor Restrictions and Board Designations
For the 9 Months Ending September 30, 2026

	Current Month			Beginning Balance	Year to Date			Ending Balance
	Revenues	Expenses	Transfers		Revenues	Expenses	Transfers	
With Board Designations								
2810 Campus Ministry	-	-	-	84,089.24	-	-	(19,000.00)	65,089.24
2815 Office Building Proceeds	-	-	-	338,014.26	-	-	-	338,014.26
2820 Decentralized Office Costs	-	-	-	58,664.28	-	-	-	58,664.28
2840 Church Growth & Transformation	56,000.00	400.00	-	1,206,987.11	275,777.60	204,146.73	-	1,278,617.98
2841 Church Growth: Whispering Pines	-	-	-	50,438.74	-	-	-	50,438.74
2842 Church Growth: General Loan	-	-	-	150,000.00	-	-	-	150,000.00
2850 Missions	-	-	-	1,080.60	-	-	-	1,080.60
2855 Youth Triennium	-	-	-	5,848.30	-	-	-	5,848.30
2865 PDA Grants	-	-	-	-	-	-	-	-
Total With Board Designations	<u>56,000.00</u>	<u>400.00</u>	<u>-</u>	<u>1,895,122.53</u>	<u>275,777.60</u>	<u>204,146.73</u>	<u>(19,000.00)</u>	<u>1,947,753.40</u>
Total Net Assets with Restrictions/Designations	<u>\$ 67,264.10</u>	<u>\$ 49,064.89</u>	<u>\$ -</u>	<u>\$ 2,656,224.20</u>	<u>\$ 522,764.53</u>	<u>\$ 472,478.25</u>	<u>\$ (19,000.00)</u>	<u>\$ 2,687,510.48</u>

Salem Presbytery Corporation
Statement of Activities Summary
For the 9 Months Ending September 30, 2026

	Current Month		Year-to-Date			Annual Budget	Budget Remaining	Prior YTD Actual
	Actual	Budget	Actual	Budget	Variance			
Revenues								
Support Income	\$ 37,039	\$ 42,500	\$ 449,106	\$ 382,500	\$ 66,606	\$ 510,000	\$ 60,894	\$ 363,850
Investment Income	6,303	5,833	54,595	52,500	2,095	70,000	15,405	54,937
Property Income	24,000	12,500	118,190	112,500	5,690	150,000	31,810	153,120
Total Revenues	67,342	60,833	621,891	547,500	74,392	730,000	108,109	571,907
Expenses								
Campus Ministry	8,749	8,860	80,061	79,740	(321)	106,320	26,259	73,573
SEND	7,073	12,925	87,734	116,328	28,594	155,104	67,370	114,370
Council / Committees	414	1,311	1,444	11,801	10,357	15,735	14,291	6,535
Compensation	21,589	37,794	266,000	340,149	74,149	453,532	187,532	285,420
Travel and Professional Expense	682	2,002	9,462	18,022	8,560	24,030	14,568	11,570
Administrative	7,042	7,292	47,414	65,625	18,210	87,500	40,086	53,498
Total Expenses	45,548	70,185	492,117	631,665	139,549	842,221	350,104	544,966
Change in Operating Net Balance	21,794	(9,352)	129,775	(84,165)	(65,157)	(112,221)	(241,996)	26,941
Other Income/(Expense)								
Other Income/(Expense)	-	(2,516)	19,000	(22,640)	41,640	(30,186)	(49,186)	10,000
Investment Portfolio Value	(48,619)	-	85,977	-	85,977	-	(85,977)	93,284
Change Net Balance	\$ (26,825)	\$ (11,867)	\$ 234,752	\$ (106,805)	\$ 62,459	\$ (142,407)	\$ (377,159)	\$ 130,225



Salem Presbtery Corporation
Statement of Activities
For the 9 Months Ending September 30, 2026

	Current Month		Year-to-Date			Annual Budget	Budget Remaining	Prior YTD Actual
	Actual	Budget	Actual	Budget	Variance			
Income								
Support Income								
3010 Support Receipts	\$ -	\$ 833.33	\$ -	\$ 7,499.97	\$ (7,499.97)	\$ 10,000.00	\$ 10,000.00	\$ 0.03
3020 Pledges	37,038.67	41,666.67	409,322.70	375,000.03	34,322.67	500,000.00	90,677.30	362,186.14
3030 Other Receipts	-	-	39,783.68	-	39,783.68	-	(39,783.68)	1,664.00
Total Support Income	37,038.67	42,500.00	449,106.38	382,500.00	66,606.38	510,000.00	60,893.62	363,850.17
Investment Income								
3310 Investment Income	1,513.41	2,500.00	23,113.46	22,500.00	613.46	30,000.00	6,886.54	24,497.30
3350 Other Interest	4,789.89	3,333.33	31,481.24	29,999.97	1,481.27	40,000.00	8,518.76	30,439.64
Total Investment Income	6,303.30	5,833.33	54,594.70	52,499.97	2,094.73	70,000.00	15,405.30	54,936.94
Property Income								
3610 Proceeds - Property Disposals	8,000.00	4,166.67	39,396.80	37,500.03	1,896.77	50,000.00	10,603.20	51,040.00
3620 Sales Proceeds for CarryingCost	16,000.00	8,333.33	78,793.60	74,999.97	3,793.63	100,000.00	21,206.40	102,080.00
Total Property Income	24,000.00	12,500.00	118,190.40	112,500.00	5,690.40	150,000.00	31,809.60	153,120.00
Total Income	67,341.97	60,833.33	621,891.48	547,499.97	74,391.51	730,000.00	108,108.52	571,907.11
Expenses								
Campus Ministry								
4010 Appalachian State University	3,083.00	3,083.33	27,747.00	27,749.97	2.97	37,000.00	9,253.00	27,000.00
4020 St. James Ministry at A&T	2,333.00	2,333.33	20,997.00	20,999.97	2.97	28,000.00	7,003.00	15,003.00
4030 Ukirk of Greensboro	3,000.00	3,000.00	27,000.00	27,000.00	-	36,000.00	9,000.00	26,253.00
4040 Resource Center	-	110.00	1,320.00	990.00	(330.00)	1,320.00	-	1,320.00
4050 UNC School of the Arts (Listening Post)	333.00	333.33	2,997.00	2,999.97	2.97	4,000.00	1,003.00	2,997.00
4055 Korean Presbyterian Church (GSO)	-	-	-	-	-	-	-	1,000.00
Total Campus Ministry	8,749.00	8,859.99	80,061.00	79,739.91	(321.09)	106,320.00	26,259.00	73,573.00
SEND								
4210 Per Capita-General Assembly	4,889.00	10,657.75	67,076.00	95,919.75	28,843.75	127,893.00	60,817.00	97,462.44
4220 Per Capita-Synod of Mid-Atlanti	2,184.25	2,184.25	19,658.25	19,658.25	-	26,211.00	6,552.75	15,907.50
4230 NC Council of Churches	-	83.33	1,000.00	749.97	(250.03)	1,000.00	-	1,000.00
Total SEND	7,073.25	12,925.33	87,734.25	116,327.97	28,593.72	155,104.00	67,369.75	114,369.94
Council / Committees								
4310 Commission on Ministry	356.55	675.00	356.55	6,075.00	5,718.45	8,100.00	7,743.45	3,000.00
4320 Preparation for Ministry	57.30	627.92	1,004.41	5,651.28	4,646.87	7,535.00	6,530.59	3,535.06
4330 Stated Clerk	-	-	83.40	-	(83.40)	-	(83.40)	-
4360 Comm on Representation	-	8.33	-	74.97	74.97	100.00	100.00	-
Total Council / Committees	413.85	1,311.25	1,444.36	11,801.25	10,356.89	15,735.00	14,290.64	6,535.06

Salem Presbytery Corporation
Statement of Activities
For the 9 Months Ending September 30, 2026

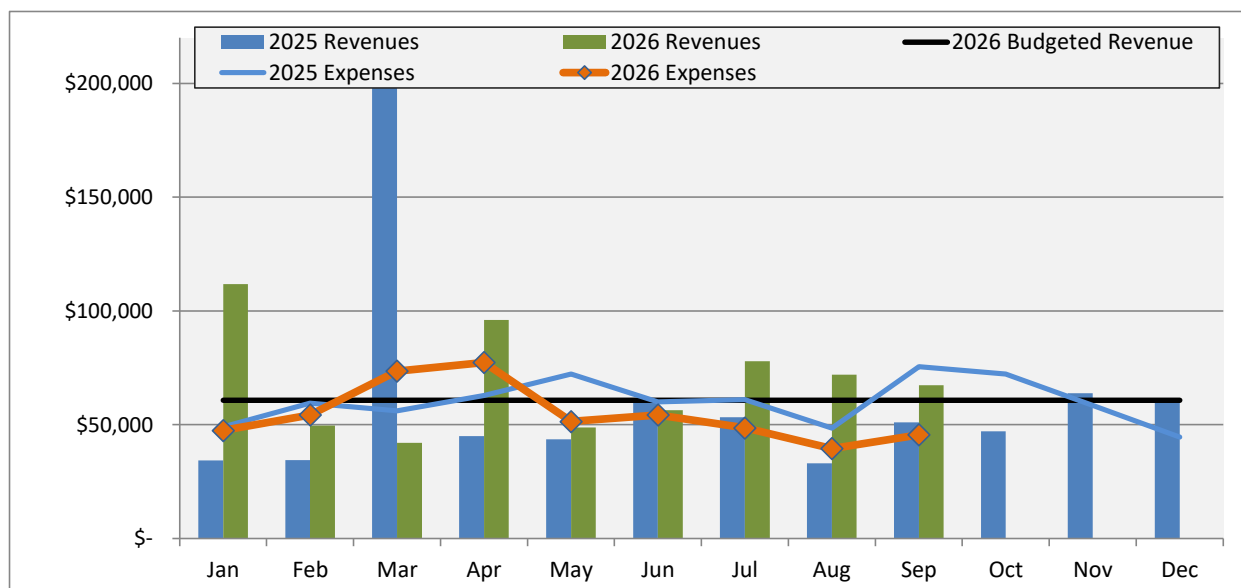
	Current Month		Year-to-Date			Annual Budget	Budget Remaining	Prior YTD Actual
	Actual	Budget	Actual	Budget	Variance			
Compensation								
5010 Salaries	12,459.34	21,556.67	170,995.63	194,010.03	23,014.40	258,680.00	87,684.37	148,334.64
5020 Housing	2,307.70	2,210.33	21,388.15	19,892.97	(1,495.18)	26,524.00	5,135.85	54,807.78
5080 Hispanic Minister Compensation	-	6,836.25	-	61,526.25	61,526.25	82,035.00	82,035.00	-
5090 Compensation - SECA	501.54	1,339.75	4,764.63	12,057.75	7,293.12	16,077.00	11,312.37	11,486.70
5110 Insurance / Benefits	5,753.37	5,114.50	59,434.51	46,030.50	(13,404.01)	61,374.00	1,939.49	65,222.71
5120 Employer Payroll Taxes	570.64	478.50	9,393.87	4,306.50	(5,087.37)	5,742.00	(3,651.87)	4,318.40
5130 FSA Fees	(3.90)	8.33	23.40	74.97	51.57	100.00	76.60	35.10
5150 CE - General Presbyter	-	166.67	-	1,500.03	1,500.03	2,000.00	2,000.00	1,215.00
5160 CE - Other Staff	-	83.33	-	749.97	749.97	1,000.00	1,000.00	-
Total Compensation	21,588.69	37,794.33	266,000.19	340,148.97	74,148.78	453,532.00	187,531.81	285,420.33
Travel and Professional Expense								
5210 T&P - General Presbyter	390.64	833.33	5,247.83	7,499.97	2,252.14	10,000.00	4,752.17	5,407.86
5215 T&P - Stated Clerk	-	185.83	2,241.70	1,672.47	(569.23)	2,230.00	(11.70)	-
5220 T&P - Engagement Pastors	-	208.33	-	1,874.97	1,874.97	2,500.00	2,500.00	197.03
5230 T&P - Transformational Ministry	63.08	400.00	63.08	3,600.00	3,536.92	4,800.00	4,736.92	2,604.00
5240 T&P - Other	227.84	375.00	1,909.67	3,375.00	1,465.33	4,500.00	2,590.33	3,361.01
Total Travel and Professional Expense	681.56	2,002.49	9,462.28	18,022.41	8,560.13	24,030.00	14,567.72	11,569.90
Administrative								
6010 Engagement Pastors	-	900.00	2,340.00	8,100.00	5,760.00	10,800.00	8,460.00	7,050.00
6015 Office Supplies	-	91.67	269.66	825.03	555.37	1,100.00	830.34	540.13
6020 Telephone/Internet	123.69	250.00	927.12	2,250.00	1,322.88	3,000.00	2,072.88	3,510.23
6030 Computer Support	-	183.33	-	1,649.97	1,649.97	2,200.00	2,200.00	455.94
6040 Website	-	83.33	288.66	749.97	461.31	1,000.00	711.34	711.00
6050 Dues and Subscriptions	710.21	458.33	6,623.85	4,124.97	(2,498.88)	5,500.00	(1,123.85)	6,902.38
6060 Postage/Copying/Printing	38.76	158.33	302.61	1,424.97	1,122.36	1,900.00	1,597.39	1,107.18
6110 Professional fees	-	1,666.67	16,569.00	15,000.03	(1,568.97)	20,000.00	3,431.00	6,519.58
6120 Bank & Payroll Processing Fees	1,490.96	1,500.00	13,973.11	13,500.00	(473.11)	18,000.00	4,026.89	13,390.59
6130 Insurance Expense	3,731.83	1,416.67	5,281.47	12,750.03	7,468.56	17,000.00	11,718.53	6,595.60
6210 Bad Pledge Expense	-	208.33	-	1,874.97	1,874.97	2,500.00	2,500.00	2,800.00
6310 Closed Church Expense	-	250.00	361.37	2,250.00	1,888.63	3,000.00	2,638.63	2,617.23
6510 Miscellaneous	946.51	125.00	477.64	1,125.00	647.36	1,500.00	1,022.36	1,298.00
Total Administrative	7,041.96	7,291.66	47,414.49	65,624.94	18,210.45	87,500.00	40,085.51	53,497.86
Total Operating Expenses	45,548.31	70,185.05	492,116.57	631,665.45	121,338.43	842,221.00	310,018.92	544,966.09
Change in Net Balance	21,793.66	(9,351.72)	129,774.91	(84,165.48)	213,940.39	(112,221.00)	(241,995.91)	26,941.02
Other Income/(Expense)								
8510 Depreciation Expense	-	-	-	-	-	-	-	-
9010 Transfer/Release Restricted/Desig	-	(2,515.50)	19,000.00	(22,639.50)	41,639.50	(30,186.00)	(49,186.00)	10,000.00
Total Other Income/(Expense)	-	(2,515.50)	19,000.00	(22,639.50)	41,639.50	(30,186.00)	(49,186.00)	10,000.00
Investment Portfolio Value								
3360 Unrealized Gain / Loss	(48,618.72)	-	85,976.69	-	85,976.69	-	(85,976.69)	93,284.16
3370 Gain (Loss) on Investments	-	-	-	-	-	-	-	0.03
Total Investment Portfolio Value	(48,618.72)	-	85,976.69	-	85,976.69	-	(85,976.69)	93,284.19
Change in Net Balance	\$ (26,825.06)	\$ (11,867.22)	\$ 234,751.60	\$ (106,804.98)	\$ 341,556.58	\$ (142,407.00)	\$ (377,158.60)	\$ 130,225.21

Salem Presbytery Corporation
Total Operating Revenue & Expense Comparison
For the 9 Months Ending September 30, 2026

	Weeks		Revenues		Expenses	
	2025	2026	2025	2026	2025	2026
January	4	4	\$ 34,367	\$ 111,783	\$ 49,062	\$ 47,473
February	4	4	34,492	49,680	59,524	54,341
March	5	5	216,180	42,025	56,053	73,532
April	4	4	45,022	95,983	62,848	77,298
May	4	5	43,539	48,753	72,271	51,399
June	5	4	60,976	56,426	60,107	54,348
July	4	4	53,232	77,958	60,989	48,603
August	5	5	33,092	71,942	48,575	39,575
September	4	4	51,007	67,342	75,535	45,548
October	4	4	47,085		72,283	
November	5	5	63,833		58,523	
December	4	4	61,223		44,589	
YTD Totals	39	39	\$ 571,907	\$ 621,891	\$ 544,966	\$ 492,117
Totals	52	52	\$ 744,048	\$ 621,891	\$ 720,360	\$ 492,117

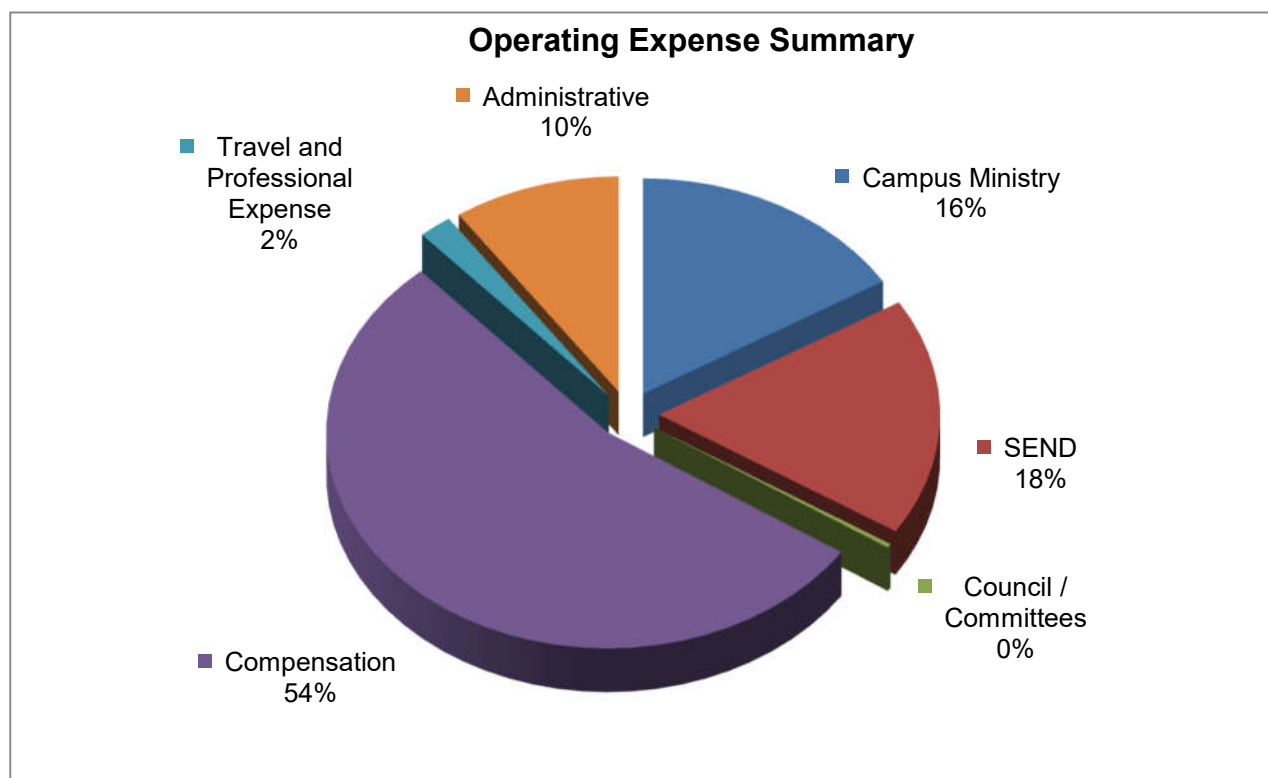
Weekly Average

\$ 14,664	\$ 15,946	\$ 13,973	\$ 12,618
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Salem Presbytery Corporation
Operating Expense Summary
For the 9 Months Ending September 30, 2026

Operating Expenses	
Campus Ministry	\$ 80,061
SEND	87,734
Council / Committees	1,444
Compensation	266,000
Travel and Professional Expense	9,462
Administrative	47,414
 Total Operating Expenses	 <u><u>\$ 492,117</u></u>

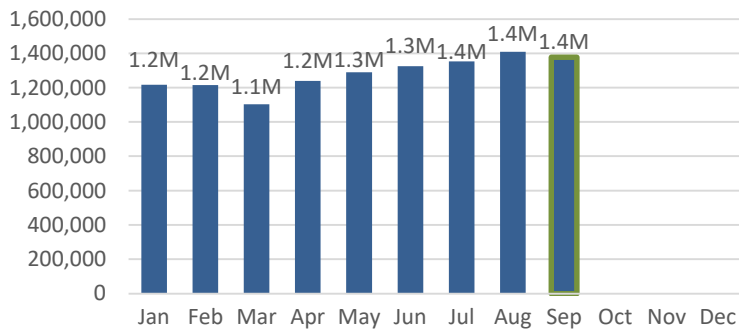


Salem Presbytery Corporation

September 2026

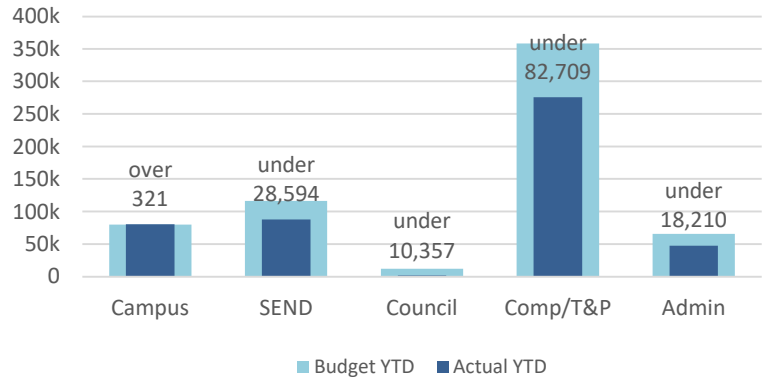
Month 9 of 12

Cash Available w/o Donor Restriction

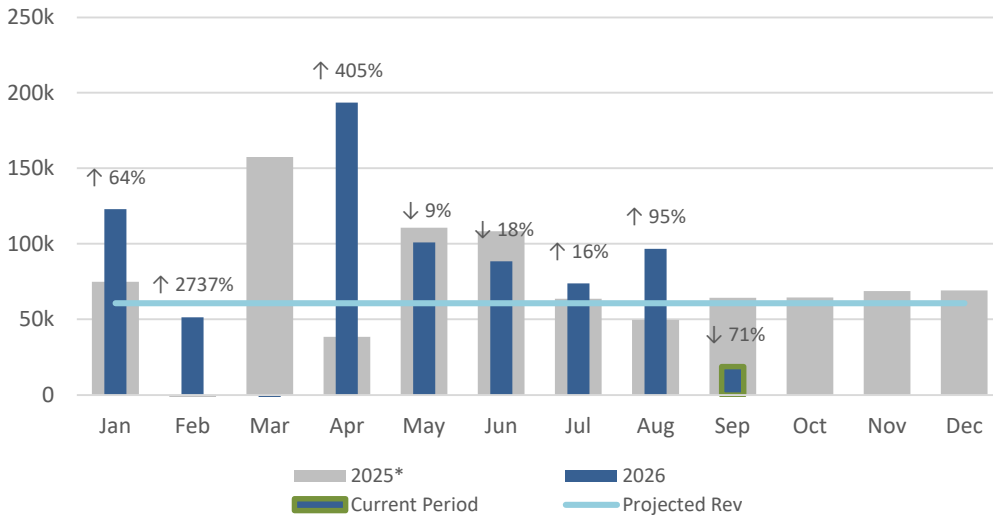


* Green outline denotes current period.

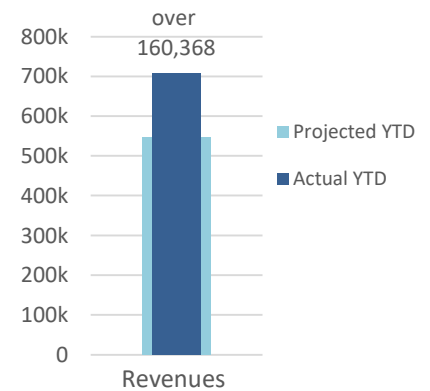
So far this year, are we over or under budget (by category)?



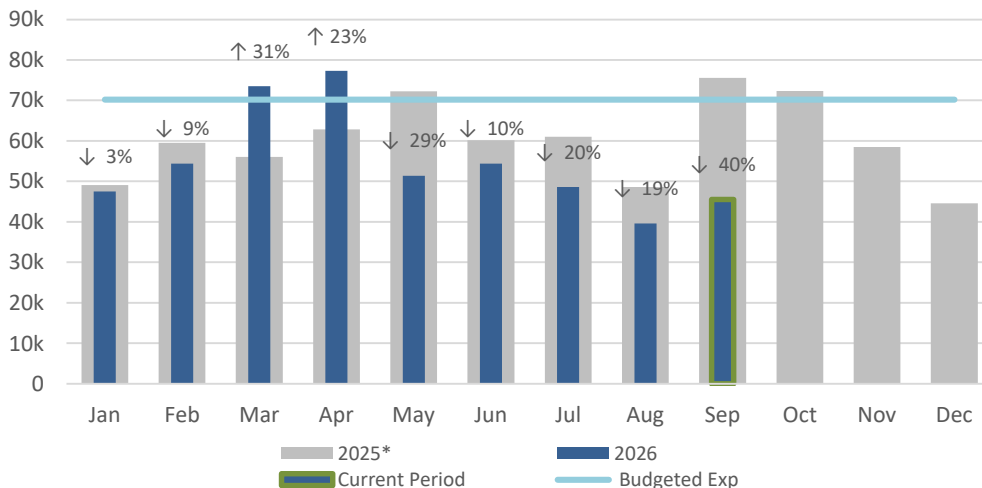
How does our revenue w/o donor restriction compare to last year?



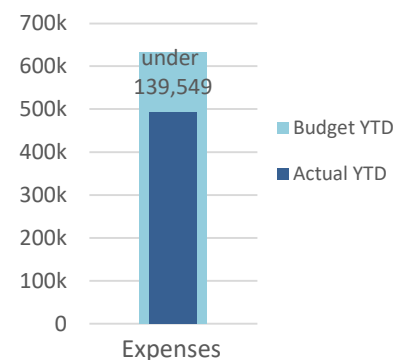
So far this year, are our revenues over or under what we projected?



How do our operational expenses compare to last year?



So far this year, are our expenses over or under what we budgeted?



So far this year: Revenues w/o Donor Restrictions - Operational Expenses =

\$215,752

The numbers behind the charts...

Cash Available w/o Donor Restriction

Month	Cash & Cash Equivalents	Liabilities & Restricted Cash	Cash Available
Jan	4,026,181	(2,810,020)	1,216,161
Feb	3,982,973	(2,768,720)	1,214,253
Mar	3,738,651	(2,635,281)	1,103,371
Apr	3,862,982	(2,623,299)	1,239,683
May	3,886,253	(2,596,097)	1,290,156
Jun	3,975,782	(2,650,570)	1,325,212
Jul	4,019,717	(2,667,330)	1,352,386
Aug	4,084,742	(2,675,237)	1,409,504
Sep	4,069,613	(2,693,437)	1,376,176
Oct			
Nov			
Dec			

Budget Expense Category, Actual vs. Budget

Expense Category	% of Total Actual	Actual YTD	Budget YTD	Variance
Campus	16%	80,061	79,740	over 321
SEND	18%	87,734	116,328	under 28,594
Council	0%	1,444	11,801	under 10,357
Comp/T&P	56%	275,462	358,171	under 82,709
Admin	10%	47,414	65,625	under 18,210
Total...	100%	492,117	631,665	under 139,549

Revenue w/o Donor Restriction Comparison

Month	2025*	2026	% Change	2026 Projected Rev
Jan	74,914	122,934	↑ 64%	60,833
Feb	(1,950)	51,412	↑ 2737%	60,833
Mar	157,420	(38,375)	↓ 124%	60,833
Apr	38,296	193,582	↑ 405%	60,833
May	110,678	100,840	↓ 9%	60,833
Jun	108,331	88,367	↓ 18%	60,833
Jul	63,630	73,693	↑ 16%	60,833
Aug	49,626	96,693	↑ 95%	60,833
Sep	64,247	18,723	↓ 71%	60,833
Oct	64,419			60,833
Nov	68,654			60,833
Dec	69,127			60,833
Total...	867,391	707,868		730,000

Overall % change compared to this time last year... ↑ 6%

* YTD January - April 2023 split pro-rata

Revenues	
Projected YTD	547,500
Actual YTD	707,868
Difference...	over 160,368

Operational Expense Comparison

Month	2025*	2026	% Change	2026 Budgeted Exp
Jan	49,062	47,473	↓ 3%	70,185
Feb	59,524	54,341	↓ 9%	70,185
Mar	56,053	73,532	↑ 31%	70,185
Apr	62,848	77,298	↑ 23%	70,185
May	72,271	51,399	↓ 29%	70,185
Jun	60,107	54,348	↓ 10%	70,185
Jul	60,989	48,603	↓ 20%	70,185
Aug	48,575	39,575	↓ 19%	70,185
Sep	75,535	45,548	↓ 40%	70,185
Oct	72,283			70,185
Nov	58,523			70,185
Dec	44,589			70,185
Total...	720,360	492,117		842,221

Overall % change compared to this time last year... ↓ 10%

Blue highlights denote months with 5 weeks.

Expenses	
Budget YTD	631,665
Actual YTD	492,117
Difference...	under 139,549

SALEM PRESBYTERY 2027 BUDGET PROPOSAL

46 10/25/2026

		2027	2026	ASSUMPTIONS FOR 2027
INCOME				
ACCT	SUPPORT INCOME			
3010	Support Receipts (1)	10,000	10,000	Brotherhood Mutual - Ministry Partner Program
3020	Local Church Support/Pledges (2)	525,000	500,000	Average of prior 3 years - 2026 YTD averaged over 7 months
3030	Other Receipts (3)	2,000	0	Miscellaneous Reimbursements including Retired Ministers who contribute per capita.
	TOTAL SUPPORT INCOME	537,000	510,000	
ACCT	INVESTMENT INCOME (4)			
3310	Investment Income	100,000	30,000	Assumes 4% income on investment portfolio
3350	Other Interest	30,000	40,000	
	TOTAL INVESTMENT INCOME	130,000	70,000	
ACCT	PROPERTY INCOME			
3610	Proceeds - Property Disposals (5)	0	50,000	Assumes NO property disposals in 2027
3620	Sales Proceeds for Carrying Costs	0	100,000	
	TOTAL PROPERTY INCOME	0	150,000	
ACCT	OTHER SOURCES & TRANSFERS			
	Reimbursement - El Buen	0	82,035	Funded through Donor NON-ENDOWED Restricted - NOT PART OF
	Withdrawal from Undesignated Reserves	0	11,186	
	Transfer from Office Building Proceeds (6)	98,343		Will reduce to \$50,280.07 in 2028 without Interim Pres Salary.
	Transfer from Decentralized Office Costs (7)	19,600		From sale of Presbytery Building - has \$58,664.28 as of 9/30/26 - depleted in 3 years at this drawdown rate
	Transfer from Campus Ministry Fund	20,000	19,000	Will reduce fund balance from \$65,089.24 to \$45,089.24 - fully depleted by 2029 at this drawdown rate
	OTHER SOURCES & TRANSFERS	137,943	112,221	
	TOTAL INCOME	804,943	842,221	
		2027	2026	
EXPENSE				
ACCT	CAMPUS MINISTRY (8)			
4010	Appalachian State University	37,000	37,000	Assumes all Campus Ministry funding remains the same for 2027
4020	St James Ministry at A&T (FaithPointe)	28,000	28,000	
4030	Ukirk of Greensboro	36,000	36,000	
4050	Listening Post (UNC School of the Arts)	4,000	4,000	
	CAMPUS MINISTRY TOTAL	105,000	105,000	Assumes \$20,000 funding from Campus Ministry Fund

SALEM PRESBYTERY 2027 BUDGET PROPOSAL

47 10/25/2026

		2027	2026	ASSUMPTIONS FOR 2027
ACCT	SEND			
4210	Per Capita - General Assembly (9)	144,711	81,743	\$13.04 x 17,073 members x 65%
4220	Per Capita - Synod of Mid-Atlantic (10)	25,610	26,211	\$1.50 x 17,073 members x 100%
4040	Resource Center	1,320	1,320	Moravian Joint Venture for educational/ministerial materials
4230	NC Council of Churches (Peace & Justice)	1,000	1,000	
	SEND TOTAL	172,640	110,274	
ACCT	COMMITTEES / COUNCIL			
4310	Committee on Ministry	8,100	8,100	
NEW	EQUIP Training (11)	3,500		Presbytery Meeting Seminars & Training
4320	Preparation for Ministry	7,535	7,535	Background Checks
4360	Committee on Representation	100	100	
	COMMITTEES / COUNCIL TOTAL	19,235	15,735	
ACCT	ADMINISTRATION			
	Compensation (12)			
5010	Salaries	277,458	258,680	3.8% COLA increase in 2027
5020	Housing	11,471	26,524	
5080	Hispanic Ministry Compensation	0	82,035	Reflected in Non-endowed Donor Restricted Fund - no operating budget impact
5090	Salary - SECA	2,820	16,077	SECA reimbursement for Interim General Presbyter
5110	Insurance / Benefits (BOP and Medical, Vision, Dental)	82,436	61,374	
5120	Employer Payroll Taxes (FICA, Medicare)	19,283	5,742	
5130	FSA Fees	0	100	
5150	Continuing Education - Executive Presbyter(s)	8,000	2,000	
NEW	Coaching - Executive Presbyter(s) (13)	4,000		
5160	Continuing Education - Other Staff	1,000	1,000	
	Engagement Pastors		1,000	Eliminated in 2026
	COMPENSATION TOTAL	406,468	454,532	
	Travel & Professional Fees			
5210	Co-Presbyter - Transformational Ministry	11,000	10,000	
5215	Co-Presbyter - Admin/Stated Clerk	6,000	2,230	
5220	Engagement Pastors (14)	0	2,500	Eliminated in 2026
5230	Transformational Ministry	0	4,800	
5240	Communications Director	2,000	1,500	
5240	Office Manager	2,000	3,000	
	TRAVEL & PROFESSIONAL FEES TOTAL	21,000	24,030	

SALEM PRESBYTERY 2027 BUDGET PROPOSAL

48 10/25/2026

		2027	2026	ASSUMPTIONS FOR 2027
	Administrative			
6010	Engagement Pastors	0	10,800	Eliminated in 2026
6015	Office Supplies	1,500	1,100	Funded in 2027 by Decentralized Office Costs
6020	Telephone / Internet	3,500	3,000	Funded in 2027 by Decentralized Office Costs
6030	Computer Support	5,000	2,200	Funded in 2027 by Decentralized Office Costs
6040	Website	1,200	1,000	Funded in 2027 by Decentralized Office Costs
6050	Dues & Subscriptions	5,500	5,500	Funded in 2027 by Decentralized Office Costs
6060	Postage / Copying / Printing	1,900	1,900	Funded in 2027 by Decentralized Office Costs
6110	Professional Fees (Audit, Legal, Consultant) (15)	20,000	20,000	
6120	Bank & Payroll Fees (Miller Management) (16)	19,000	18,000	
6130	Insurance Expense	17,500	17,000	
6210	Uncollected Pledges (17)	2,500	2,500	
6310	Closed Church Expense (18)	3,000	3,000	If needed - funded in 2027 by Decentralized Office Costs
	Miscellaneous	0	1,500	
	ADMINISTRATIVE TOTAL	80,600	87,500	
	TOTAL EXPENSE	804,943	797,071	
	VARIANCE	0	45,150	

NOTES FOR THE 2027 BUDGET PROPOSAL

Item	Explanation
1	Support Receipts - Salem Presbytery participates in 2 programs through Brotherhood Mutual (Safe Ministry Program & Ministry Partner Program). \$0 is for the Safe Ministry Program and \$10,000 for the Ministry Partner Program. The Safe Ministry Program award is based on the total dollar amount of claims divided by earned premium. If the prior year's % is above 45%, Salem Presbytery will NOT earn that reward. Program review starts in December each year.
2	Local Church Support/Pledges - Ask for each church is \$46 per member for 2027 - for a total of \$785,358 (without adjustment assumes 100% participation based on 12/31/2025 member number) The 3 parts of the Per member ask are: 1) Per Capita - General Assembly: $\$13.04 \times 17,073 \text{ members} = \$222,631.92 \times 65\% = \$144,710.75$ 2) Per Capita - Mid Atlantic Synod: $\$1.50 \times 17,073 \text{ members} = \$25,609.50 \times 100\% = \$25,609.50$ 3) Per Capita - Salem Presbytery: $\$31.46 \times 17,073 \text{ members} = \$537,116.58 \times 65\% = \$349,125.78$ Salem Presbytery General Operating (staff expense, insurance, committees, engagement pastors, campus ministries, annual audit, etc.)
3	Other Receipts - Other Miscellaneous Reimbursements; reimbursement for Presbytery meals, etc.

SALEM PRESBYTERY 2027 BUDGET PROPOSAL

49 10/25/2026

	2027	2026	ASSUMPTIONS FOR 2027			
4	Investment Income Category - Includes 2 categories of investment activity: 1) Investment Interest - In process of shifting all investments to the Presbyterian Foundation/New Covenant Trust to assure compliance with socially responsible investment practices of the PCUSA; amd increase growth and income. 2) - Other Interest is interest income from the Allegacy checking, savings, and Money Market accounts					
5	Property Income - This category of income includes funds available from the sale of closed churches. 2027 budget does not include any assumption for property sales.					
6	Transfer from Office Building Proceeds Fund - Used to balance the budget since 2027 includes retaining IGP Jodi Lingan for up to 5 months - at expense of \$50,649 - which will not occur in 2028.					
7	Transfer from Decentralized Office Costs - Used to balance the budget.					
8	Campus Ministries - Request from Campus Ministries Task Force = \$105,000. Base budget of \$85,000 from Presbytery & recommend using \$20,000 from Campus Ministries Fund to make up the difference. As of 09/30/2026 - Campus Ministries Fund has a balance of \$65,089.24 remaining.					
9	GA Per Capita - The full G.A. assessment for 2027 is based on \$13.04 per member, based on 17,073 members as of 12/31/2025 x 65%					
10	Synod Per Capita - Synod of the Mid-Atlantic - Based on 2027 rate of \$1.50 per member, based on 17,073 members as of 12/31/2025 x 100%					
11	NEW - EQUIP Training - <i>Presbytery Meeting Seminars & Training</i>					
12	Compensation - 2027 Compensation & Benefit Schedule @ 3.8% COLA					
	Role	Salary	Housing	Benefits (%)	SECA/FICA (7.65%)	Total
	Interim General Presbyter (FT)	25,391.25	11,470.98	10,966.52	2,819.96	50,648.71
	Co-Presbyter - Administration/Stated Clerk (FT)	95,000.00		28,653.00	7,267.50	130,920.50
	Co-Presbyter - Transformation & Leadership (FT)	79,166.67		23,877.50	6,056.25	109,100.42
	Communications Director (PT)	15,188.00			1,162.00	16,350.00
	Office Manager (FT)	62,712.00		18,939.02	4,797.50	86,448.52
	Dental/Vision Employee Only - eligible employees					0.00
	Employee Compensation Totals	277,457.91	11,470.98	82,436.04	22,103.21	393,468.15
	<i>Budget includes FSA (Flexible Spending Account) fees not previously budgeted</i>					
	<i>New Executive Presbyter positions budgeted with no 3% COLA included for 2026</i>					
	<i>Assumes Interim General Presbyter remains until 05/31/2027</i>					
	<i>Assumes Part Time Stated Clerk will not be on staff in 2027</i>					
	<i>Assumes all Presbyters receiving Congregational Pastors Plan benefits for 2027</i>					
	<i>Assumes eligible non-Presbyter staff receiving Covenant Plan benefits for 2027</i>					
13	NEW Coaching - Executve Presbyters - Executive Coaching Budget for new Co-Presbyters					

SALEM PRESBYTERY 2027 BUDGET PROPOSAL

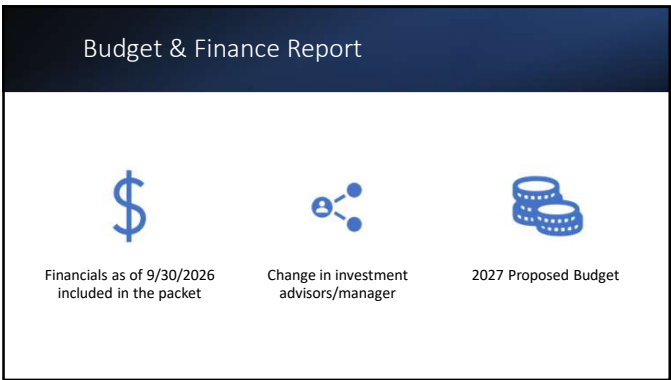
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10/25/2026

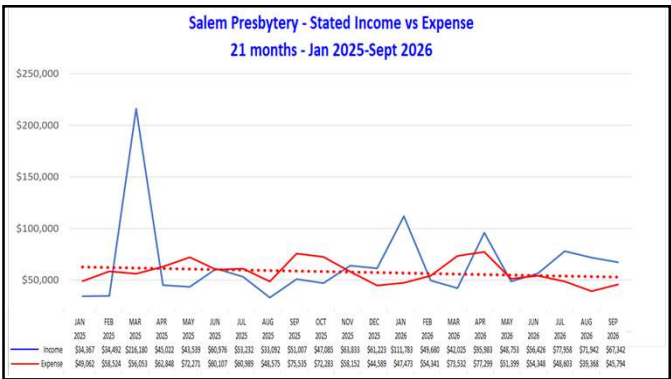
		2027	2026	ASSUMPTIONS FOR 2027
14	Engagement Pastors - program eliminated in April 2026			
15	Professional Fees - The 2027 budget includes funds for a complete annual audit of the 2026 financials. Council approved a Budget & Finance committee recommendation to move to a 5-year full audit cycle where a complete audit will be conducted on the 2025 financials and then a financial review will occur for the next 4 years. A full financial audit will be triggered IF there are: 1) - Changes in accounting firms or 2) - If any financial discrepancy/issue during the year. Council approved a recommendation to change audit firms due to the long delay in receiving prior year financial audits.			
16	Bank & Payroll Fees - Salem Presbytery continues to engage Miller Management Services to provide accounting services to the Presbytery for 2027. Contract for 2027 is estimated at \$18,500. Budget rounded up to \$19,000 to for any bank services charges.			
17	Bad Pledge Expense - Write off of bad pledges from prior years. Unknown what expense will be each year but conservatively placing a number in the budget.			
18	Closed Church Expense - Carrying Costs of maintaining closed churches that have not been sold or transferred title. Offset with Sales Proceeds for Carrying Costs 2025 Actual Expense = \$2,968.91 2026 YTD Actual Expense = \$361.37			



1



2



3

Budget & Finance Team 2027 Focus



Consolidating investments with Presbyterian Foundation/New Covenant Trust & strengthening the investment strategy



Developing a communication strategy with congregations to:
Express how Salem Presbytery is stewarding your gifts

Showcase the benefits of stewardship



Outcome – to move from scarcity mindset to sustainability & abundance



Cultivate long-term financial sustainability throughout the Presbytery

4



2027 Budget Proposal Endorsed by Executive Council

5

Financial Sustainability

What is Financial Sustainability?

Definition

the ability of a Presbytery to maintain its mission and ministry over the long term through diverse revenue streams and strategic expense management.

Key Components

Financial Health vs. Financial Sustainability

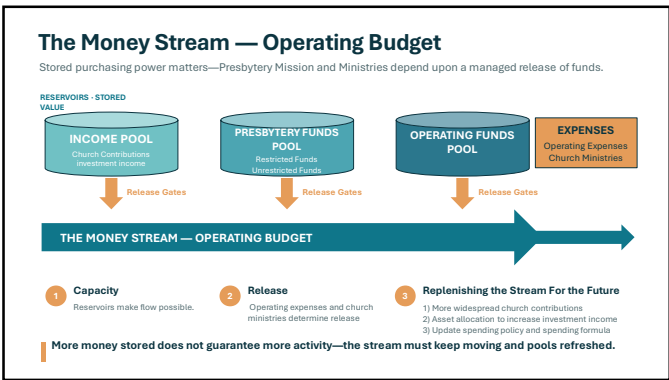
The Triple Bottom Line:
Mission Impact - Financial Viability - Community Trust



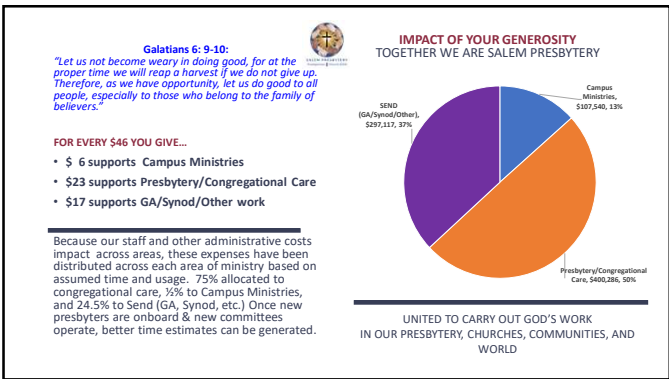
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7



8



9

CAMPUS MINISTRIES – 13%

For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future." Jeremiah 29: 11



Campus Ministries encourage, support, advocate for, and promote campus ministries and their local boards in Salem Presbytery. Your generosity provides critical financial support to ministries at Appalachian State University, St James at A&T (FaithPointe), Ukirk Greensboro (includes Wake Forest University) and the Listening Post at the UNC School of the Arts.

10

SEND (PCUSA, SYNOD, OTHER) – 37%

*Therefore, go and make disciples of all nations. . .
Matthew 27:19*

SYNOD OF THE MID-ATLANTIC

- Consists of 14 presbyteries in Delaware, Maryland, NC, and Virginia
- Key Initiatives:
 - Addressing historical inequities from the dissolution of all-Black governing bodies in 1983
 - Supporting Matthew 25 initiatives
 - Providing grants, leadership training, and presbytery collaboration
- 2 Synod Assemblies held annually in March & September
- Per capita supports administrative, operational, and mission-related work to ensure the PCUSA can function as a connected, covenantal community.

**GENERAL ASSEMBLY**

- The highest governing body in the PC(USA).
- An event that occurs every 2 years and includes a gathering of committees who recommend actions to plenary sessions, opportunities to fellowship, educational opportunities, moments of public witness and more.
- Per Capita supports the denomination's governing bodies administrative, legislative, judicial, and mission work.



11

PRESBYTERY AND CONGREGATIONAL CARE – 50%

I will put my law in their minds and write it on their hearts. I will be their God and they will be my people; Jeremiah 31:33

COMMITTEES & COUNCIL

"Let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another – and all the more as you see the Day approaching." Hebrews 10:24-25

- Committee on Ministry
- Preparation for Ministry
- Equip
- Matthew 25 Committee
- Committee on Representation
- EQUIP

**CONGREGATIONAL CARE**

"Let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another – and all the more as you see the Day approaching." Hebrews 10:24-25

- Co-Presbyters' engagement with congregations
- Shepherding Teams
- Leadership Development

**PRESBYTERY MEETINGS**

"Let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another – and all the more as you see the Day approaching." Hebrews 10:24-25

- Presbytery meetings have a three-fold purpose:
 - Governance & Decision-Making – to exercise the 26 constitutional responsibilities of the presbytery

1. Unity and Mutual Accountability

- Mission and Witness – guiding congregations in living out the church's mission as a "community of faith, hope, love and witness" ensuring that local work aligns with the broader denomination's mission

• Leadership Development Opportunities**• Fellowship**

12

2027 Proposed Budget

Income			Expense		
	2027	2026		2027	2026
Support Income	\$537,000	\$510,000	Campus Ministry	\$105,000	\$105,000
Investment Income	130,000	70,000	SEND	172,640	110,274
Property Income	0	150,000	Committees/Council	19,235	15,735
Other Sources/Transfers	137,943	112,221	Compensation	406,468	454,532
Total Income	\$804,943	\$842,221	Travel & Professional	21,000	24,030
			Administrative	80,600	87,500
			Total Expense	\$804,943	\$797,071

13



Questions/Discussion

14

The Rev. Emily Schlaman Wilson, Moderator

Energy, Intelligence, Imagination, and Love - this is how the churches and organizations of Salem Presbytery have been serving this year. The Church Growth and Transformation Committee has seen churches live into this part of our ordination vows through our Innovation Grant Program and through the ministries of El Buen Pastor.

This year churches and Presbytery organizations received over \$133,000 in Innovation Grants. These grants were awarded to 5 individual churches, 2 collective group of churches, and 2 Presbytery organizations. These are a few of the highlights.

Parkway Presbyterian reached into their Sherwood Forest Community with their Robin Hood Festival. There were vendors, music, food, archery, sword fighting, axe throwing, and more. Community members were welcomed with a hearty "Huzzah!" and volunteers came from multiple churches. Proceeds from the Festival benefitted HOPE of WS and CareNet Counseling. Some of the seed money for this festival came from an Innovation Grant.

St. Paul Presbyterian, High Point is reaching out to their community through providing a food pantry in the "food desert" in High Point. With the rising cost of food, this will provide a huge benefit to seniors, individuals, and families in need. Necessary changes have been made to their space and they are set to officially open in January 2027.

Five churches in the Greensboro area joined together to minister to youth in grades 6-12. Through monthly gatherings, the collective "strengthens young people's spiritual roots, supports participating churches, and fosters a wider community where youth are seen, known, and encouraged to grow in faith."

First Presbyterian, Pilot Mountain received grant funds to make the necessary adaptations to welcome the YVEDDI (Yadkin Valley Economic Development District) Senior Center into their Fellowship Hall. Every weekday senior adults are welcomed with a hot lunch, social time, and activities. FPC has also become a pick-up location for weekly Meals on Wheels deliveries to extend the feeding of neighbors even further.

Oak Ridge Presbyterian received a grant for the Oak Ridge Arts Collective that is a ministry of the church. The collective seeks to use music, dance, and the arts to connect with members of the surrounding community. The Innovation Grant helped with the purchase of musical instruments (West African djembes, xylophones, recorders, ukuleles, and more) for their Drum, Strum, and Play Program for K-5 graders.

Innovation Grant Funds were also given to Presbytery organizations that supported some of the workshops at Presbytery meetings, respite support for pastors, and developing a cohort of leaders to deepen their leadership in local congregations.

The Committee also serves as the acting session for El Buen Pastor since it is considered a New Church Development. In coordination with Pastor Jorge Vazquez, some funds have been given to support the people and ministry at El Buen. Yet, this ministry is in need of additional churches and individuals to come alongside

them. Please speak with Jorge to see how you and your church can be part of this vital Hispanic congregation in Winston-Salem.

Energy, Intelligence, Imagination, and Love - Salem Presbytery is blessed to have congregations and pastors equipped to use these gifts for God's purposes.

Does your church have an idea on how to serve your community with energy, intelligence, imagination, and love? See if an Innovation Grant might work for you. The application and guidelines are available at: <https://www.salempresbytery.org/cgt-innovation-grant-application>. If you have additional questions or just want to talk through a few ideas, please give me a call or send me an email: Emily Schlaman Wilson, 336-978-7658, RevEmilyWilson@gmail.com.

258th Synod Assembly Highlights

Synod of the Mid-Atlantic • September 14–15, 2026



Assembly Highlights

THE 258TH SYNOD ASSEMBLY IN REVIEW

SEPTEMBER 14–15, 2026

BARTIZAN EVENTS VENUE • GLEN ALLEN, VIRGINIA



258TH ASSEMBLY • SYNOD OF THE MID-ATLANTIC

THIS YEAR'S THEME

Dismantling Barriers, Cultivating Opportunities

What does it look like for the church to make room for everyone—and to turn that welcome into action? That question ran through the 258th Assembly of the Synod of the Mid-Atlantic. Across two days of worship, learning, presbytery sharing, and business, participants explored how our shared ministry can remove barriers and open new possibilities for service.

The Assembly paired those conversations with concrete commitments: support for local ministries, continued investment in the Next Generation Initiative, and the election and installation of new Synod leadership for 2027.

INSIDE THIS ISSUE

- 02 Worship, Welcome & Listening**
Opening worship and presbytery updates
- 03 Making Room for Change**
Bible study on Acts 6 and a call to Jubilee
- 04 Connecting with the Wider Church**
General Assembly reflections and follow-up from Melvin Bray
- 05 Putting Resources Behind Ministry**
Grants approved by the Assembly
- 06 Investing in the Next Generation**
Jubilee Fund, NGI, and the 2027 budget
- 07 Thanks & New Leadership**
Honoring service; welcoming 2027 officers

258TH SYNOD ASSEMBLY HIGHLIGHTS

SEPTEMBER 2026 • SYNOD OF THE MID-ATLANTIC

OPENING WORSHIP

Beginning with worship and welcome

MODERATOR LEAH EPPS welcomed the gathering, and Deacon Terrence Benn offered an opening sermon on inclusion and equity. The celebration of the Lord's Supper, administered by Epps, and a land acknowledgment shared as a prayer of confession helped ground the Assembly's work in faith.

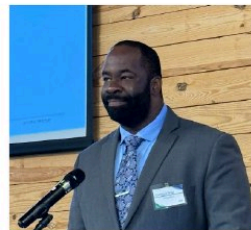
Epps also encouraged participants to care for themselves during difficult conversations, taking time to pause and re-center when needed. It was a thoughtful invitation as the Assembly prepared to consider questions of belonging, power, and change.

"Pause and re-center when needed."

AN INVITATION FROM MODERATOR LEAH EPPS



The communion table set for the Lord's Supper, administered by Moderator Leah Epps.



OPENING SERMON

Deacon Terrence Benn

pictured at left, offered the opening sermon on inclusion and equity.

PRESBYTERY SHARING

Listening across the Synod

Presbytery presentations gave participants a chance to hear what is happening across our region—and where support is needed. Baltimore and Coastal Carolina shared recorded messages, while ten other presbyteries presented in person. These brief updates brought local ministry and challenges into the wider Synod conversation.

Erin Skinner shared updates from the Presbyterian Foundation.

Clayton Rasco, Executive Director of Massanetta Springs, reported that its new bridge is complete and construction of a new lodging facility is underway, with completion anticipated in time for the September 2027 Assembly.



Clayton Rasco, Executive Director of Massanetta Springs

12

Presbyteries shared updates —
10 in person, 2 by recorded
message

2027

New Massanetta lodging
expected in time for the
September Assembly

FOR YOUTH

Keep Awake

A weekend of worship and workshops
for senior high students, focused on
Matthew 25.

BIBLE STUDY

Making room for change



Rev. Dr. Frances Taylor Gench led the Assembly's Bible study.

REV. DR. FRANCES TAYLOR GENCH led a Bible study on Acts 6:1–7, where the early church faced a painful inequity: Hellenist widows were being overlooked in the daily distribution. The passage invited participants to consider what happens when familiar practices no longer meet the needs of the whole community.

Her study connected the care of human needs with the proclamation of the Word, affirming both as ministry. Conflict and changing circumstances, she explained, can become opportunities to listen, discern, and adapt. The question for today's church is where our own structures may limit participation—and how we can make room for the gifts and voices of the broader community.

Where may our own structures limit participation—and how can we make room for the gifts and voices of the broader community?

KEYNOTE PRESENTATION

Practicing equity together

In a presentation on *The Acceptable Year of the Lord*, Melvin Bray explored Luke 4:16–30 and Matthew 25 through the lens of Jubilee. Jesus' proclamation of good news, healing, and freedom became a starting point for conversation about economic hardship, healthcare, incarceration, debt, immigration, and other systemic concerns.

Bray invited participants to move from “power over” toward “power with”—sharing agency and resources to address inequity. Table conversations applied that invitation to situations within the Presbyterian Church, using the framework of reorder, repair, and reimagine. Equity was presented as an ongoing practice that calls for changes in relationships as well as structures.



Melvin Bray led a presentation on Jubilee, shared power, and equity.

THE TABLE-CONVERSATION FRAMEWORK

REORDER

REPAIR

REIMAGINE

Power over → Power with

REPORTS & TRAINING

Connecting with the wider church

BARRY PARKS AND LEAH EPPS shared reflections on the recent General Assembly, including committee work on international concerns, Christian nationalism, immigration detention, human trafficking, theology and worship, and artificial intelligence. Their reports highlighted the need for accurate information, further education, and attention to the systems behind difficult decisions.



VALERIE IZUMI, pictured, provided training for the Synod Committees on Nominations and Representation, with follow-up training planned later in the year. Together, these reports and learning opportunities supported the Assembly's work of informed, thoughtful leadership.



Barry Parks, left, and Leah Epps, right, shared General Assembly reflections.

GA COMMITTEE TOPICS

International concerns • Christian nationalism • Immigration detention • Human trafficking • Theology & worship • Artificial intelligence

AFTER THE ASSEMBLY

Continuing the conversation with Melvin Bray

After the Assembly, Melvin Bray sent a warm note of thanks for the welcome he received and shared resources to help participants carry the work forward. His follow-up offered two reflections on the table conversations, inviting congregations and presbyteries to deepen their Matthew 25 commitments.

01 Start with the people most affected

Bray noted that no table explicitly named the need for ongoing conversation with—and the continuing consent of—the community experiencing the inequity being addressed. Some groups spoke of asking the community what it wanted, building relationships, or forming coalitions.

He encouraged participants to make that commitment explicit: seeking the insight and consent of those most affected is the first step in correcting power imbalances.

02 Look beyond individual acts of service

His second reflection recognized the church's experience with hands-on care, including meals, clothing drives, and volunteering. He invited participants to consider structural change as well: how the mechanisms that channel, amplify, or limit people's power shape outcomes.

Systems thinking takes the conversation further, asking how personal actions, structures, and culture interact to produce recurring results.

Dismantling Barriers, Cultivating Opportunities

04

MELVIN BRAY • CONTINUED

An adapted collaboration model

To support that shift, Bray shared an adapted collaboration model designed to help groups recognize the different kinds of impact possible at varying levels of collaboration—and the changes in thinking each level requires.

He welcomed its use with attribution and invited readers to share observations as comments in the linked document.

Reflections and resources shared by Melvin Bray in his follow-up email. Please credit Melvin Bray when using his collaboration model.

RESOURCES TO EXPLORE

- Adapted collaboration model
Google Sheets • shared by Melvin Bray
- Collaborative design forum & facilitation
collabyrinthconsulting.com
- Collabyrinth Consulting
collabyrinthconsulting.com
- UnLearn InEquity series
unlearninequity.melvinbray.com

GRANTS APPROVED

Putting resources behind ministry

The Assembly approved grants that support ministry in very practical ways—from meals and early childhood education to youth formation and access to books.

\$10,000	Massanetta Springs Camp & Conference Center For Keep Awake. Program evaluation required.
\$5,000	Amherst Presbyterian Church Tuition assistance for preschool and daycare students.
\$5,000	Oxford Presbyterian Church Sunday breakfast meals.
\$5,000	Central Presbyterian Church An HVAC system. Pending receipt of matching funds.
\$3,000	Ben Salem Presbyterian Church A mobile banned-books project. The request for staffing funds was not approved.

\$28,000 IN GRANTS TO FIVE LOCAL MINISTRIES

19

Young people covered by a Visionary Fund grant for next summer’s Camp Monroe Confirmation Class

6%

One-year Small Church Grants distribution rate, based on a 20-quarter rolling average

Commissioners also called for broader promotion of Synod grant opportunities to presbyteries, colleges, and high schools.

Investing in the next generation

THE JUBILEE FUND will provide \$5,000 to Carver Memorial Presbyterian Church in Newport News, Virginia, for *Building Hope Through Faith, Music, Arts, and Community*. The initiative serves African American youth and young adults through faith formation, the arts, mentoring, leadership development, technology, service learning, and intergenerational engagement.

The Assembly also approved Jubilee funding for the Next Generation Initiative at \$45,000 per year for the next three years. NGI reported responses from 35 African American congregations across six presbyteries to its Church Snapshot survey, along with listening sessions with African American young adults ages 18–39 about the future of the Black Church within the Synod.

\$45,000

Per year for three years to the Next Generation Initiative

35

Congregations responded to the Church Snapshot survey

6

Presbyteries represented

BUDGET & FINANCE

Supporting the work ahead

Commissioners approved the 2027 Synod budget and a one-time \$25,000 stipend to Atlantic Korean American Presbytery. The Finance Committee reported that investments exceeded expectations and that investment interest is expected to cover the 2026 budget deficit.

The Emerging Ideas Committee reported two approved \$2,500 grants for Synod church leaders to participate in Deeper Journey Ministries' *The Sacred Invitation* hybrid cohort, scheduled for October 2027 through October 2028. The opportunity will be publicized during the coming year.

\$25K

One-time stipend approved for Atlantic Korean American Presbytery



Addie Peterson, Jubilee Fund, left; Cassandra Thomas, Emerging Ideas, right.

WITH GRATITUDE

Giving thanks for faithful service



Rev. Dr. Floretta Barbee-Watkins and Bronwen Boswell receive a floral presentation from Joselyn Shipman.

Boswell's nearly 39 years of ordained ministry include nine years of service in Shenandoah Presbytery and service as the first woman to serve as Stated Clerk of the Presbyterian Church (U.S.A.). Participants celebrated her leadership, knowledge, and mentorship. As she enters retirement and looks forward to returning to Buffalo, she expressed gratitude for the colleagues and friends who have shared the journey.

The Assembly recognized **Bronwen Boswell**⁶⁴ and **Tamara Williams** for years of ministry that have supported and connected the church.

Nearly **39** years

Of ordained ministry for Boswell — including service as the first woman Stated Clerk of the PC(U.S.A.).

Williams was honored for her service as Stated Clerk of Charlotte Presbytery and for her contributions to the wider church, including serving as Platform Manager at General Assembly. Her work has helped congregations, leaders, and church processes stay connected. Preparing to retire in December, she thanked the Synod and her colleagues and shared her intention to remain engaged in Presbyterian ministry and community.

ELECTIONS & INSTALLATION

Welcoming new leadership



From left: Debbie Reese, new Moderator, Baltimore Presbytery; Rev. Dr. Floretta Barbee-Watkins, welcoming the new officers; and Rev. Dr. Ron A. Hankins, new Vice Moderator.

The Assembly elected Ruling Elder Debbie Reese of Baltimore Presbytery as Moderator for 2027 and Rev. Dr. Ron A. Hankins, also of Baltimore Presbytery, as Vice Moderator. Commissioners also approved the recommended slate for permanent committees and the commission, continued the current designated committee chairs, and elected John Barker as chair of the Synod Committee on Nominations.

Reese and Hankins were installed during closing worship. They affirmed their commitment to Christ and their call to serve with "energy, intelligence, imagination, and love." The Synod, in turn, promised to support and encourage them in their ministry.

2027 MODERATOR

Ruling Elder Debbie Reese

2027 VICE MODERATOR

Rev. Dr. Ron A. Hankins

NOMINATIONS CHAIR

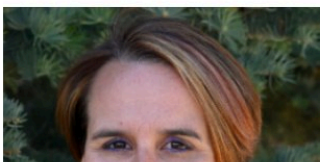
John Barker

Dismantling Barriers, Cultivating Opportunities

07

CLOSING WORSHIP

Carrying the conversation home



Rev. gretchen sausville led closing worship, reflecting on the Jerusalem council in Acts and the church's need to remain open to the Holy Spirit. She described the Synod as living "between the rooms and the roads": gathering for discernment, then returning to congregations, presbyteries, and communities with new relationships and a wider vision.



Rev. gretchen sausville led closing worship.

Her invitation was to stay present through disagreement and uncertainty, recognize where God is already at work beyond familiar boundaries, and keep journeying together.



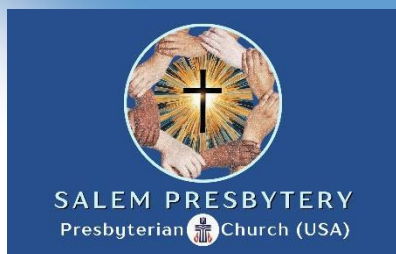
A QUESTION TO CARRY HOME

What barriers can we help dismantle, and what opportunities can we cultivate together?

As participants returned home, the Assembly's theme offered a continuing question for our shared ministry.



258TH SYNOD ASSEMBLY HIGHLIGHTS
SEPTEMBER 14-15, 2026 • GLEN ALLEN, VIRGINIA
PRESBYTERIAN CHURCH (U.S.A.)



Be a part of a **Presbytery Committee**

Budget and Finance

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

Campus Ministry

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

Church Growth & Transformation

Encourages creative approaches to growing vital churches and cares for small churches. *Meets monthly on the second Tuesday at 10:00 a.m.*

COM Task Force on CRE Training and Oversight

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

COM Task Force on Examinations

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

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

Discerns best policies and practices for pastoral relationships in Salem Presbytery; this task force also provides resources for churches seeking mediation or other specific leadership needs. *Meets monthly on the fourth Wednesday at 12:30 p.m.*

COM Task Force on Temporary Ministry and Pulpit Supply

Supports the work of ministers and churches utilizing temporary pastoral relationships, as well as maintaining the presbytery's pulpit supply list. *Meets the Tuesday before the fourth Thursday of the month at 3:00 p.m.*

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

Provides support for members of Salem Presbytery who are honorably retired, serving in validated ministry beyond church walls, members-at-large, and our certified Christian educators. *Meets monthly on the fourth Thursday at 11:00 a.m.*

COM Task Force on Transformational Ministry for the Changing Church

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

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

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

Committee on Preparation for Ministry

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

Committee on Representation

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

Equip

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

Executive Council

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

Hunger Committee

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

Peace & Justice Task Force

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

Permanent Judicial Commission

Meets when a legal case arises, only as needed.

Personnel Committee

The Personnel Committee exercises proper oversight over the staff of the Presbytery including evaluating the work of the General Presbyter/Stated Clerk, assures that evaluation of other staff members is carried out annually, maintains the Personnel Policies of the Presbytery, makes recommendations on compensation and benefits, and provides resource and support to the General Presbytery as needed in dealing with personnel issues as they relate to Presbytery. *The Committee meets as needed.*

Presbyterian Youth Council – Adults

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

Property Management Task Force

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

Send Mission Committee

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

Stewardship Committee

To build a culture of generosity through year-round stewardship efforts to support our Salem Presbytery, Synod, and General Assembly budget. *Meets monthly on the third Monday at 2:00 p.m.*



Nominations for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

E-mail: _____

Church: _____

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

Committee of Interest: _____

Briefly state relative experiences:

Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

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

P. O. Box 1763
Clemmons, NC 27012



www.salempresbytery.org
336.766.3393

Commissioner Report Form

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

II. Presbytery would like our INPUT about:

III. The Presbytery requested we ACT to:

IV. We might consider asking the Presbytery to do:

V. A church or pastor which needs our PRAYERS:

VI. One Presbytery initiative which needs our SUPPORT:

VII. Next Presbytery Meeting:

Tuesday, February 16, 2027 - Place TO BE ANNOUNCED

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.