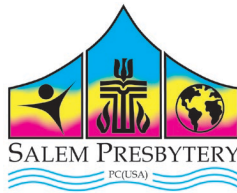


P. O. Box 1763, Clemmons, NC 27012
336.766.3393 Fax: 336.766.7153



3950 Clemmons Road, Clemmons, NC
www.salempresbytery.org

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

Meeting: Tuesday, February 18, 2020

Registration will begin at 8:00 am.

First-time Members and Elder Commissioners orientation at 8:30 am.

Worship will begin at 9:00 am in the Sanctuary.

PLACE: Clemmons Presbyterian Church
3930 Clemmons Road, Clemmons, NC 27012 336-766-4631

LUNCH: Served at the church. Cost is \$10.00. Checks payable to Clemmons Presbyterian Church. Obtain lunch ticket at registration, no later than 10:00 am.
A vegetarian option will be available for those for whom this is required.

CHILD CARE: Available by reservation only – notify Laurie Scott <336-766-3393, x127> or <lscott@salempresbytery.org> no later than 2/11/2020. Bring lunch and snacks for your children.

BRING: A canned or shelf-stable good (canned fruit especially needed) to replenish the Clemmons Food Pantry (Clemmons) and Storehouse for Jesus (Mocksville)

We will begin a day of worship, work, and witness at 9:00 am. After worship (with the Rev. Diane Givens Moffett preaching), the Executive Council will make a presentation on the status of presbytery financial resources and plans for the future. Rev. Moffett, a member of Salem serving the Presbyterian Mission Agency as president and executive director, will lead a Bible study on Matthew 25. We will hear reports on mission and ministry opportunities in 2020 (and review some from 2019) and will celebrate the retirements of four of our ministers. Please plan now to stay for the afternoon session, which includes important information. A Session Minutes Review will be conducted by the Stated Clerk following adjournment.

We are grateful to the Clemmons team – the Rev. Bill Hoyle, Anne Welch, the officers, staff, and members – for hosting this meeting, and to the Presbytery staff and committee leadership for preparing us for our time together. We look forward to seeing you.

Felicia Stewart Hoyle, Moderator

David Vaughan, Stated Clerk

(For electronic users, we regret that the reports in this packet are not linked to the Docket for this meeting.)



Clemmons Presbyterian Church

Believing, Belonging, Becoming and Branching Out

WELCOME TO CLEMMONS PRESBYTERIAN CHURCH!

3930 Clemmons Rd | Clemmons, NC 27012 | 336-766-4631

www.clemmonspresbyterian.org

WiFi Access:

“Guest – Clemmons Presbyterian Wifi” | Password: holyspirit

Parking is available in the church parking lot in front of the church, along Clemmons Road. There is extra parking located behind the church, if needed. Please also see the map on the next page.

From the West

Take I-40 East to Exit 182 (Harper Road/Tanglewood). Turn right onto Harper Road and then turn left at the next stop light onto US-158 (Clemmons Road). The church is approximately 1/2 mile on the left.

From the South

Take US-601 North into Davie County. Turn right onto NC-801 North. Turn right onto US-158 at the stop light at the intersection of US-158 and NC-801. At the traffic circle, continue straight onto US-158 East/Clemmons Rd. The church is approximately 2 miles on the left.

From the North

Take US-52 South to exit 107 B to merge onto I-40 West. Take I-40 West to Exit 182 (Harper Road/Tanglewood). Turn left onto Harper Road and then turn left at the next stop light onto 158 (Clemmons Road). The church is approximately 1/2 mile on the left.

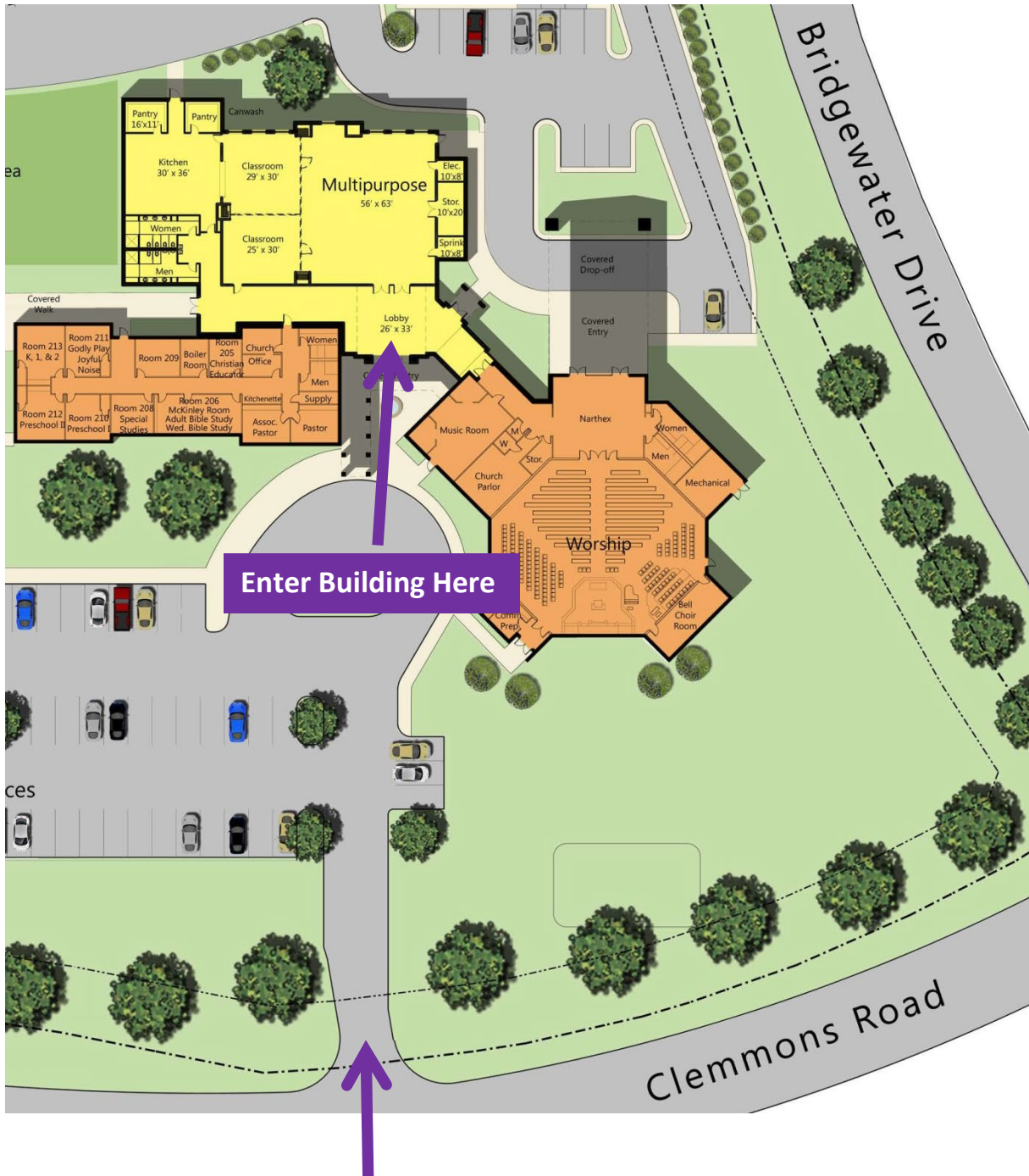
From the East

Take I-40 West to Exit 182 (Harper Road/Tanglewood). Turn left onto Harper Road and then turn left at the next stop light onto 158 (Clemmons Road). The church is approximately 1/2 mile on the left.



Clemmons Presbyterian Church

Believing, Belonging, Becoming and Branching Out



Entrance from Clemmons Road/ Hwy 158

WELCOME TO CLEMMONS PRESBYTERIAN CHURCH

February 2020

Our congregation originated in September 1961 when a small group of local Presbyterians met at the home of Mr. and Mrs. Robert Marshall to discuss plans for a Presbyterian church in Clemmons, NC.

On October 1, 1961, this group became a chapel of First Presbyterian Church, Winston-Salem, NC, and three months later (January 7, 1962), 61 worshipers gathered at the Clemmons Civic Center for the first service. A focal point of the room was a slightly irreverent deer head mounted over the pulpit, which the ingenious Presbyterians hid on Sundays with cloth-covered panels. That same year saw the calling of the church's first pastor, the Reverend Thomas Bagnal.

In 1964, the congregation voted to have a church building constructed at the current location. Local architect Ralph Crump designed the "modernist" facility, constructed for \$90,000. The first worship service was held in the new church building on December 6, 1964 and later that same year a choir was formed under the leadership of Martha Jenkins. When Salem Presbytery staff evacuated their building in 2008, this structure served as the Presbytery office.

In the early 1980s, a redevelopment grant from the Presbytery was given to the church and many improvements to the building and site were made. The Reverends Bob and Dusty Fiedler were called as co-pastors in 1987 and the church grew under their leadership. As the programs expanded and membership grew, an educational building was added, which is now called the 200 building.

Another building committee was formed in 1999 to lead the congregation in the construction of a new sanctuary before Rev. William Hoyle was called as pastor in June 2001. In April 2005, the first service was held in the new sanctuary and thanks to a layout that featured a mix of pews and chairs, the seating capacity more than doubled to 350 worshippers. The sanctuary featured a center aisle and lofted wood ceiling, but the dominant feature remained the Celtic cross, which was brought over from the original sanctuary and is prominently displayed. The final touch came a few months later when stained glass windows were added in November 2006.

The latest improvement to the CPC campus is a fellowship hall and modern kitchen, which were completed in 2015 and is now used for many church and community activities. The first capital campaign for the building included a mission tithe with 10% of the funds donated locally and internationally. Missionary John McCall's seminary in Taiwan received a new roof, MBF in Haiti and the Clinic in Chiapas received equipment and support, and the Clemmons Food Pantry got a truck! The new facility has also created a bigger footprint and allowed us to have increased participation to help others.

In January, the Red Cross collected over 60 units at the regularly scheduled community blood drive hosted by the congregation. In addition, we have also used the facility to assemble hurricane relief kits for people affected on our North Carolina coast.

Our members actively support other local missions through the Clemmons Food Pantry, Storehouse for Jesus, Samaritan Ministries, SECU Family House, and many others. We also worked with World Relief to help resettle two refugee families and GriefShare has been well received since being offered to the community on Sunday afternoons. Our youth make annual pilgrimages to Massanetta Springs and Montreat and will volunteer at CROSS Mission in Charlotte this summer.

In all these ways and more we are expressing the mission of Clemmons Presbyterian Church - Believing, Belonging, Becoming, and Branching Out.

Please silence all electronic devices.

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.

8:00 a.m.	Registration	
8:30	Orientation for first-time commissioners and ministers	Room 206
9:00v	Call to Order and Opening Prayer	Rev. Felicia Stewart Hoyle, Moderator

Morning Worship and the Celebration of the Lord's Supper

10:00v	Organization of Presbytery	Moderator
	Welcome from Host Church	Rev. Bill Hoyle
	Establishment of Quorum	Elder David Vaughan, Stated Clerk
	New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.)	
	Approval of Docket	
	Moderator's Welcome	Moderator
	Corresponding Members (Teaching Elders from other Presbyteries and ministers of other Christian denominations)	
	Ruling Elder Commissioners attending for the first time	
	Visitors and Guests	
	Ecumenical Welcome	Rev. Christopher Thore, Pastor, Clemmons Moravian Church
10:15	Transitional General Presbyter's Welcome and Report	Rev. Steve Scott
10:20	Stated Clerk Communications & Report pg. 8	Stated Clerk
10:21	Executive Council pg. 9	Rev. Jennie Hemrick
	Matthew 25 Initiative pg. 11-13	Rev. Steve Scott
	Executive Council Panel	
	Report from Stewardship Committee p. 14	Rev. Kyle Goodman, Rev. Kim Priddy
	Report from Implementation Team	Rev. Ken Broman-Fulks
	Report from Budget and Finance Committee pg. 15-16	Rev. Jay Lambeth
11:00	Children's Hope Alliance pg. 17	Lorie Fees
11:10	Youth Mission Co pg. 18	Rev. Linda Harding and Rev. Michael Poulos
11:15	Bible Study - Matthew 25	Rev. Diane Givens Moffett
12:15pm	Board of Pensions	Elder Elizabeth Little

12:18	Presbyterian Association of Musicians	pg. 19	Dr. Jared Daugherty
12:20	PC(USA) Special Offerings recognition - Presbyterian Mission Agency		Sy Hughes
12:23	Administrative Commission, Grace Presbyterian Church	pg. 20-21	Rev. Jon Gaska
12:30V	Invitation to Lunch and Prayer		Rev. Jodi Ligan
1:20V	Prayers for Intercession and Thanksgiving		Moderator
1:30	Church Growth and Transformation		Rev. Lee Zehmer
1:40	Missions Committee	pg. 22-25	Rev. Ray Mims
1:45	EQUIP	pg. 26-27	Educator Donna Chase
1:50	PYC	pg. 28	Rev. Taylor Barner
1:55	Examinations Committee	pg. 29-31	
1:55	Commission on Ministry	Rev. Amanda Anderson, Rev. John Johnson	
	Quarterly Report	pg. 32-38	
	Retirements:		
	Rev. Terri Engle	Rev. Don McCann	
	Rev. Larry Freeman	Rev. Stuart Taylor	
	Retirement Liturgy	pg. 39-40	
2:20	Peace and Justice Task Force	pg. 41-43	Rev. Stuart Taylor
2:35	Committee on Representation	pg. 44-45	Rev. Ray Mims, Rev. Sandy Kern
2:38	New Business and Announcements		
	Installation of Presbytery Moderator for 2020-2022	pg. 46-47	
	Recognition of Retiring Moderator		
	Adjournment with Benediction		Moderator Paul Sink

Following Adjournment: Session Minutes Review (Room 206)

Next Presbytery Meeting:

Tuesday, May 12, 2020

First Presbyterian Church, Boone

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.

FOR INFORMATION:

Session Minutes Reviews

Session minutes will be reviewed in accordance with the calendar that, hopefully, is by now published on the Presbytery website. I will send the clerks of session the schedule by email.

Annual Statistical Reporting

As this report is prepared, we are nearing the conclusion of the period in which particular church Clerks of Session can input their 2019 statistics. I will provide a brief update as a part of my report to Presbytery.

Upcoming Meetings of Salem Presbytery

Tuesday, May 12, 2020	First Presbyterian Church, Boone
Saturday, August 15, 2020	Thyatira Presbyterian Church, Rowan County
Tuesday, November 12, 2020	Presbyterian Church of the Covenant, Greensboro, co-hosted by UKirk/Greensboro

David Vaughan
Stated Clerk

The Rev. Jennie L. Hemrick, Moderator

The Executive Council (EC) met on December 12, 2019 and January 16, 2020.

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

For Information –

The Executive Council:

- Approved minutes of previous EC meetings;
- Bade farewell to RE Robin Chandler who completed his three-year term, and welcomed new member, Rev. Jeff Sockwell;
- Received financial reports from Budget and Finance Committee moderator Rev. Jay Lambeth and Presbytery Financial Secretary Renee Carter;
- Received a report from the Grace PC Administrative Commission, and directed the Stated Clerk to share the report with the Presbytery;
- Based upon a request from a member of Presbytery, asked the Commission on Ministry to review a GA overture related to paid family leave for clergy for possible concurrence by Salem;
- Acted upon the request of the Personnel Committee to engage Renee Carter in the financial support role in the new Presbytery staff structure;
- Agreed to pause the search for Presbyter for Transformational Ministry and Presbyter for Leadership Development until such time as the EC has a clear understanding of the financial status and obligations to Synod and General Assembly;
- Received an encouraging report on the work of the newly-formed (and ever-forming) Stewardship Committee;
- Affirmed and endorsed a proposal for Salem to become a Matthew 25 Presbytery, and asked the staff and Peace and Justice to move this forward to the Presbytery at the spring 2020 meeting;
- Approved the proposed 2020 budget and docketed this matter for the February 2020 meeting of Presbytery;
- Thanked Jennie Hemrick for her service as Executive Council Moderator, and elected Jeff Sockwell to this role in 2020;
- Continued to receive updates from the Implementation Team, and other Executive Council committees;
- Approved the docket for the February meeting of Presbytery;
- Received updates on churches in particular need;
- Reviewed community concerns, and prayed for the health of Salem congregations, pastors, and leaders.

For Action –

1. The Executive Council asks the Moderator to recognize Transitional General Presbyter Steve Scott, who will address the Presbytery about the Matthew 25 initiative;

2. The Executive Council asks the Moderator to recognize the Rev. Lindsey Altvater Clifton, the Rev. Steve Scott, the Rev. Jeff Sockwell, the Rev. Kyle Goodman, the Rev. Kim Priddy, and the Rev. Ken Broman-Fulks to speak to the Presbytery about financial matters.
3. The Executive Council asks that the Moderator recognize the Rev. Jay Lambeth, who will present the proposed 2020 budget for adoption.

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

Matthew 25:37-40

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

Dear David,

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

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

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

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

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

Sincerely

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

WHAT is a Matthew 25 CHURCH?

Matthew 25:31–46 calls all of us to actively engage in the world around us, so our faith comes alive and we wake up to new possibilities. Convicted by this passage, both the 222nd and 223rd General Assemblies (2016 and 2018) exhorted the PC(USA) to act boldly and compassionately to serve the hungry, the oppressed, the imprisoned and the poor.

HOW the **VISION** unites all Presbyterians

By accepting the Matthew 25 invitation, you can help our denomination become a more relevant presence in the world by

- **Connect and unite the PC(USA), creating a spark that energizes and joins us in our common mission together**
- **Celebrating and calling forth churches that actively engage the world**
- **Showing our understanding as Presbyterian Christians that we are “saved to serve”**

WE INVITE YOU to join us
on this journey by choosing to become a
MATTHEW 25 church.

WHERE TO BEGIN?

There are already PC(USA) congregations that identify themselves as Matthew 25 churches. We aim to help multiply this loving commitment to radical and fearless discipleship by partnering with mid councils and congregations to help them embrace one or more of these three focuses:

- **Building congregational vitality** by challenging people and congregations to deepen their faith and get actively and joyfully engaged with their community and the world.
- **Dismantling structural racism** by advocating and acting to break down the systems, practices and thinking that underlie discrimination, bias, prejudice and oppression of “people of color.”
- **Eradicating systemic poverty** by working to change laws, policies, plans and structures in our society that perpetuate economic exploitation of people who are poor.

HOW CAN THE NATIONAL CHURCH HELP?

Our goal is to be a clearinghouse of resources, training materials, devotional and preaching aids, success stories, curricula and more — everything to help you strengthen relationships, transform your church, and bring alive your commitment to “serve the least of these” in your community and around the world.

HOW DO WE BECOME A MATTHEW 25 CHURCH?

It’s easy. Simply pledging to become a Matthew 25 church and letting us know is the first step. As you live out your commitment, tell us your stories so we can share them with the wider church and continue to fan the flame of our common mission.

LEARN MORE

Watch for more details soon! Visit us at pcusa.org/matthew25



MATTHEW 25

ABOUT THE MATTHEW 25 MARK

The circular shape represents unity and equality. Like God, a circle has no beginning and no end, and it symbolizes our continuing effort to help one another. The shape also suggests a globe that points to our engagement with the world.

The three interlocking figures represent the equality of all people without gender or race bias. They have their arms around each other, symbolizing friendship, protection and service. The number three suggests the three focus areas of congregational vitality, structural racism and systematic poverty, as well as the Trinity.

The color palette is bright, lively, friendly and energetic — suggestive of our active commitment.

Finally, **the legend** “Matthew 25” below the symbol is the literal identification of the mark. We use a handwritten font to make the point that active engagement in the world requires human effort.





MATTHEW 25

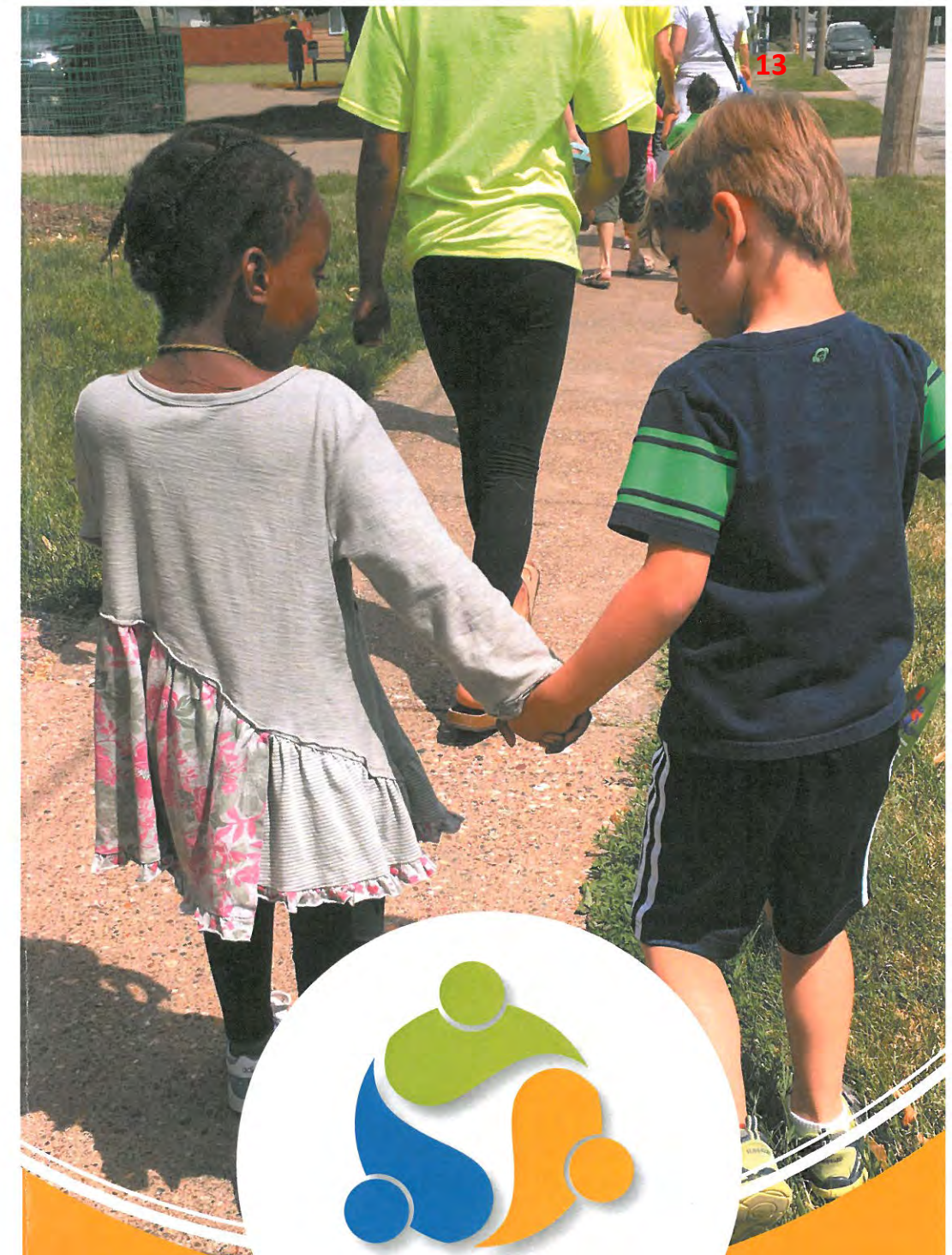
"When the Son of Man comes in his glory, and all the angels with him, then he will sit on the throne of his glory. All the nations will be gathered before him, and he will separate people one from another as a shepherd separates the sheep from the goats, and he will put the sheep at his right hand and the goats at the left. Then the king will say to those at his right hand, 'Come, you that are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world; for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.' Then the righteous will answer him, 'Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you?'

And the king will answer them, 'Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.' Then he will say to those at his left hand, 'You that are accursed, depart from me into the eternal fire prepared for the devil and his angels; for I was hungry and you gave me no food, I was thirsty and you gave me nothing to drink, I was a stranger and you did not welcome me, naked and you did not give me clothing, sick and in prison and you did not visit me.' Then they also will answer, 'Lord, when was it that we saw you hungry or thirsty or a stranger or naked or sick or in prison, and did not take care of you?' Then he will answer them, 'Truly I tell you, just as you did not do it to one of the least of these, you did not do it to me.' And these will go away into eternal punishment, but the righteous into eternal life."

— Matthew 25:31–46



Presbyterian Church (U.S.A.)
100 Witherspoon Street, Louisville, KY 40202



Matthew 25 in the PC(USA):
A bold vision and invitation

Actively engaged in the world





Salem Presbytery Church Pledge – 2020

_____ Presbyterian Church pledges the following amounts to support of the mission and ministry of Salem Presbytery and the Presbyterian Church (U.S.A.) in 2020:

Salem Presbytery - Mission & Ministry
Giving (\$30.72 per member on roll)

PC(USA) & Synod - Mission & Ministry Giving
(\$10.10 per member on roll)

Other Presbytery (or PC(USA)) Mission Items and Pledges

Total Pledge

	2020		2019		Difference
	<u>Budget</u>	<u>%</u>	<u>Budget</u>	<u>%</u>	
REVENUE					
Undesignated Giving	550,000		650,000		(100,000)
Per Capita	60,000		60,000		0
Other Receipts	10,000		20,000		(10,000)
Rental Income	0		11,160		(11,160)
Investment Income	20,000		24,000		(4,000)
Other Interest	1,700		1,800		(100)
Conference/Retreat Revenue	5,000		7,500		(2,500)
Withdrawal from Reserves	48,938		131,319		(82,381)
	<u>695,638</u>		<u>905,779</u>		<u>(210,141)</u>
EXPENSES					
Campus Ministry					
ASU	28,200		31,000		(2,800)
NC School of Arts	6,400		7,000		(600)
St James at A & T	26,300		29,000		(2,700)
Ukirk of Greensboro	41,800		46,000		(4,200)
W-S Area Campus Ministry	15,500		17,000		(1,500)
W-S State-Grace Pres	8,250		9,000		(750)
	<u>126,450</u>	18%	<u>139,000</u>	15%	<u>(12,550)</u>
SEND					
GA Shared Mission			10,000		(10,000)
Per Capita - General Assembly	110,104		54,800		55,304
Per Capita - Synod Mid-Atlantic	14,148		5,200		8,948
NC Council of Churches	2,000		4,000		(2,000)
	<u>126,252</u>	18%	<u>74,000</u>	8%	<u>52,252</u>
Council / Committees					
Church Growth	250		0		250
Committee on Ministry	7,500		8,700		(1,200)
SEND Communications	0		1,000		(1,000)
Council	200		200		0
EQUIP	0		5,200		(5,200)
Personnel	500		800		(300)
Preparation for Ministry	10,000		10,000		0
Resource Center	1,600		1,620		(20)
Stated Clerk	2,400		2,400		0
Youth	10,750		10,750		0
Other Related Commissions	400		200		200
	<u>33,600</u>	5%	<u>40,870</u>	5%	<u>(7,270)</u>
Administrative					
Compensation					
Salaries	222,900		303,788		(80,888)
Housing	0		58,000		(58,000)
Salary - SECA	10,200		15,426		(5,226)
Insurance / Annuity	61,500		132,820		(71,320)
FICA / Medicare	5,586		12,250		(6,664)
	<u>300,186</u>	43%	<u>522,284</u>	58%	<u>(222,098)</u>

	2020		2019	Difference
Continuing Education				
Administrative (General) Presbyter	1,200		2,800	(1,600)
Transformation (Equip/Afr Amer)	0		2,000	(2,000)
Leadership (Hispanic)	0		2,000	(2,000)
Communication/Stewardship	800		2,200	(1,400)
Other Employees	0		275	(275)
	2,000	0%	9,275	1%
Travel & Professional Expenses				
Administrative (General) Presbyter	4,000		7,000	(3,000)
Transformation (Equip/Afr Amer)	0		4,000	(4,000)
Leadership (Hispanic)	0		4,000	(4,000)
Hispanic Evangelist	0		3,000	(3,000)
Hunger Action Enabler	0		2,500	(2,500)
Communication/Stewardship	3,000		0	3,000
Other Staff	1,000		1,500	(500)
Staff Retreat	0		1,000	(1,000)
	8,000	1%	23,000	3%
Communications				
Telephone/Internet	7,500		6,400	1,100
Computer	10,500		10,150	350
Website	13,500		6,800	6,700
	31,500	5%	23,350	3%
Other Administrative				
Dues & Subscriptions	100		200	(100)
Office supplies	3,100		3,500	(400)
Postage / copying / printing	6,400		6,000	400
Professional fees	13,000		12,000	1,000
Contract Services	3,000		6,400	(3,400)
Bank & payroll fees	2,300		2,400	(100)
Interest Exp	0		100	(100)
Miscellaneous	500		400	100
	28,400	4%	31,000	3%
Building & Occupancy				
Closed Church Expense	3,800		6,000	(2,200)
Custodial Services	4,200		4,200	0
Facilities Maintenance	8,400		10,000	(1,600)
Insurance	19,000		18,500	500
Utilities	3,850		4,300	(450)
	39,250	6%	43,000	5%
	695,638	100%	905,779	100%
	0			(210,141)

Monthly Budget Requirement

57,969.83

Make or sponsor a Starter Kit

Help foster parents complete licensing requirements that can be cost prohibitive:

- ▶ Fire extinguisher
- ▶ Portable lock box for medications
- ▶ Child safety locks for cabinets
- ▶ First aid kit
- ▶ Smoke/CO2 detector

Make or sponsor a Safety Kit

Help ensure a child feels safe when they arrive in a foster home:

- ▶ Weighted blanket
- ▶ Night light
- ▶ Door alarm
(state requirement included in safety plan for all therapeutic foster children)

Other critical needs

- ▶ Twin sheet sets
- ▶ New towels
- ▶ New Pillows with New Pillow Case Covers
- ▶ New blankets
- ▶ Gift Cards for gas, grocery or fast food



Sponsor the annual Foster Family Christmas Party

What is needed:

- ▶ Decorated Space for the party
- ▶ Santa to show up and hand out presents
- ▶ Food, meal for those attending
- ▶ Games, prizes, candy
- ▶ Music, live or recorded
- ▶ Door Prizes

School supplies

Foster children need school supplies throughout the school year.

Items needed include:

- ▶ Book bags
- ▶ Pens, mechanical pencils
- ▶ Journals
- ▶ Walmart gift cards to buy supplies



Want to help hurting children?

Contact Lorie Fees

704-929-9871

LMFees@childrenshopealliance.org



www.ChildrensHopeAlliance.org

Mission Immersion Experiences for Youth



weekend mission retreats, spring breaks, and week-long summer immersions
for middle school, high school, and college groups

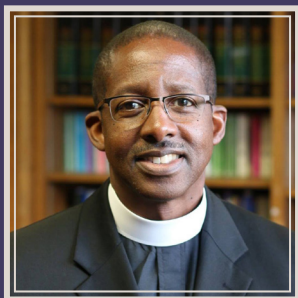


A GREAT CLOUD of WITNESSES

*PRESBYTERIAN ASSOCIATION OF MUSICIANS
2020 WORSHIP & MUSIC CONFERENCES AT MONTREAT*

Week 1: June 21 - June 26

Week 2: June 28 - July 3



Byron Wade
Worship Leader



Jessica Tate
Worship Leader



Eric Nelson
Adult Choir



Mel Bringle
Routley Lecturer

Featured Classes and Seminars:

Wind and Fire: the Holy Spirit and the Christian Life | Drama/Worship Cookbook
Photography: Finding the Perfect Light | Bible Study: Witnesses in the Old Testament
Social Justice Seminar: Can I Get a Witness? | Prayer: The Source of an Abundant Life
Vocal Techniques: Expanding the Choral Cloud of Witnesses | Morning Yoga
Art Workshop: Art in the Liturgical Arc | Bearing Witness in the 21st Century

For more information, please visit www.presbysmusic.org/montreat
Scholarships available for all ages!



***Bear one another's burdens, and
in this way, you will fulfill the law of Christ. (Galatians 6:2)***

Dear Colleagues in Ministry in Salem Presbytery:

Grace Presbyterian Church in Winston-Salem has been the victim of embezzlement and needs the support of sisters and brothers in Salem Presbytery.

This news became public on October 8, 2019 following the arrest of Kenneth Sullivan, Jr. Sullivan was indicted for taking some \$268,000 of the church's funds over a period of several years. He is a lifelong member of the church and was serving as both Clerk of Session and acting Treasurer during the time of this embezzlement activity.

The impact on the church is severe. Beyond the grief and anger, and in addition to countless missed opportunities for ministry due to lack of funds, the church has fallen behind in its payments to the Board of Pensions (BOP), and in paying the former pastor's (Rev. Toure Marshall) salary and authorized reimbursements. To date, the church is nearly \$11,500 in arrears with Rev. Marshall, and roughly \$67,000 in arrears with the BOP. (It should be noted that the BOP debt is largely for Rev. Marshall's earned pension; the BOP has graciously continued health insurance benefits to the Marshall family.)

Salem Presbytery's Commission on Ministry asked that an Administrative Commission (AC) be appointed to work alongside Grace's Session as they make their way through this challenging time. The AC reviewed and verified the church's financial records, including debts owed to Rev. Marshall and the BOP. In the meantime, the church also secured the services of a reliable bookkeeping firm to ensure accurate recording of income and expenses, and to ensure that the church will continue to implement the sound fiscal practices that are now firmly in place.

Until the church settles its debt with the BOP, they cannot move forward in their search for a new pastor. While there may be some settlement from insurance, it will come nowhere near what was taken unlawfully, and investigators offer little hope that any of the embezzled funds can be recovered. Current giving to the church is enabling them to maintain their ministry but is not enough at this point to address their debt in any significant way.

Salem's Executive Council has established a fund (managed at the Presbytery office) to which congregations and individuals of Salem Presbytery may contribute to help Grace through this challenging time. We ask that you explore what funds you may have to offer as we help our sisters and brothers at Grace PC through this challenging time.

In this day of increasing fragmentation and the dissolution of the ties that bind us to one another, we have an opportunity to witness to the unity of the Church, to affirm that our connections matter - and that our love and concern for one another is a means by which the Living God is at work for healing and for the renewal of ministry. We hope you will be a part of this work with us.

May the grace and peace of Jesus Christ - which was born in a humble Bethlehem stable - be with you all!

The Rev. Jennie L. Hemrick, Moderator
Salem Presbytery's Executive Council

jnhemrick@gmail.com

Commissioned Ruling Elder Fred N. Terry, Vice Moderator
Salem Presbytery's Executive Council
fnterry@gmail.com

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Commissioned Ruling Elder David Boger, Moderator
Salem Presbytery's Administrative Commission for GracePC
bogerd72@gmail.com

If you believe you are receiving this email in error, please
respond to this email - rather than unsubscribing!





Las Manos de Cristo Clinic

The Salem Presbytery Mission Committee sponsors mission opportunities for congregations, assist with mission trip planning and encourages participation in disaster assistance efforts. Last Sunday, a medical mission team returned from serving two weeks in Ocosingo, Chiapas, Mexico. Over the two weeks, the team served hundreds of patients at Las Manos de Cristo (The Hands of Christ) Clinic. The Clinic was built several years ago by mission travelers with financial contributions from Salem Presbytery congregations. Reading glasses, medical supplies, and water filters donated by congregations were carried down by the mission team members.

An estimated 50% of the patients seen by the medical team were suffering intestinal diseases brought on by unsanitary drinking water. Partnering with Wine to Water Inc., a clean water charitable organization located in Boone, NC, the team was able to carry down 150 household water filters for distribution to Mexican and indigenous Indian households. The Clinic trains recipients how to use and maintain the filters and monitors and records the health improvements experienced by families using the filters.

The Four weeks of medical missions each year are made possible by individuals who give of their time and expertise to provide health care to people living in abject poverty. **Reading glasses, medical supplies and cash donations for prescription drugs and water filters (\$25) are needed for use in the Clinic.**

Additional medical team members including doctors (from all specialties), nurses, paramedics, pharmacists, optometrists, dentists and those with Spanish and indigenous language skills are needed for the upcoming fall medical trips.

In addition to medical trips, youth disaster assistance trips are planned for spring break weeks and construction trips are scheduled for the summer. **Construction teams need people of varied skills to help build a church, clinic additions, and youth camp facilities and to provide a summer Bible School experiences for children. Building experience or Spanish language skills are not required.**

Additional information and mission trip applications are available on the Presbytery web site: (salempresbytery.org).

Donations of medical supplies and reading glasses may be dropped at the Presbytery office or may be picked up by members of the Mission Committee.

Donations for the purchase of prescription drugs in Mexico and for the purchase of water filters stateside may be sent by check, made payable to Salem Presbytery, and mailed to Salem Presbytery, P.O. Box 1763, Clemmons, NC 27012.

Congregations seeking assistance in mission trip planning and presentations on mission opportunities may contact the Committee Moderator.

2020 Mission Schedule

February 1-8, 2020 Medical Trip - Ocosingo, Mex. Leader: Bill Herring,
walnutcovefarm@yahoo.com

February 8-16, 2020 Medical Trip – Ocosingo, Mex. Leader: Bill Herring,
walnutcovefarm@yahoo.com

April 4-11, 2020 Youth Disaster Assistance trip (tba), Leader: Neal Huffman,
mnhuff@earthlink.net

June 27-July 5, 2020 Construction Trip - Ocosingo, Mex. Leader: John & Ginny Mills
jgmills@att.net

July 11-19, 2020 Construction Trip – Ocosingo, Mex. Leader Neal Huffman,
mnhuff@earthlink.net

October 3-10, 2020 Medical Trip - Ocosingo, Mex. -Leader: Bill Herring,
walnutcovefarm@yahoo.com

October 10-18, 2020 Medical Trip - Ocosingo, Mex. -Leader: Bill Herring,
walnutcovefarm@yahoo.com

(Additional trips may be planned to these and other locations later in the year.)

A mission trip Wish List of needed medical supplies is attached. Thank you for your prayerful support for Presbytery missions.

Grace and Peace,

Rev. Ray Mims, Committee Moderator (336) 202-6093 or raymims1@gmail.org

**Salem Presbytery Mission Committee
WISH LIST**

The following list of items are needed by mission teams who go down four times a year to serve at our Las Manos de Cristo (Hands of Christ) Clinic in Chiapas, Mexico. Items are being collected at the Salem Presbytery office to be carried down by our mission travelers. The Presbytery also accepts cash donations to be used to purchase prescription drugs needed by the teams in Mexico and for the purchase of water filters to distribute to patients.

1. **Adults and Children's vitamins**
2. **Ibuprofen**
3. **Naproxen (Aleve)**
4. **Tylenol (adult and child)**
5. **Antibiotic cream/ointment**
6. **Anti-fungal cream**
7. **Hydrocortisone cream**
8. **Reading Glasses (new or used, strengths 1.00-3.75)**
9. **Sunglasses (new or used)**
10. **Elastic bandages (4" & 6")**
11. **Elastic stockings (new or used)**
12. **Hemorrhoid Cream**
13. **Pregnancy test kits**
14. **Tums (antacid tablets)**
15. **Vaseline (small jars)**
16. **Gauze Pads (4X4, 2X2)**
17. **Small plastic bottles**
18. **Alcohol wipes**
19. **Glucometer strips-One Touch Ultra Mini**
20. **KY jelly**
21. **Eye Drops (artificial tears/lubricating drops)**
22. **Benadryl tablets**
23. **Donations for the purchase of Water Filters (\$25)**

Please call the Presbytery office at (336) 766-3393 if items need to be picked up.
2/18/20

Christ calls us to take his teachings into the world with our *words* and our *actions*. Gather with Rev. Jimmie Hawkins, Director of PC(USA)'s Office of Public Witness in Washington, and others taking action for justice, mercy, peace and fairness.



If you are a passionate, curious young person who yearns to practice what you hear preached, join us March 15!

This is a time to get real about what you most care about and how we might work together to bring change in our church, community, and world. Our "doing" will include writing to local & national officials and developing creation care ideas for your church.

Rev. Hawkins is a former campus minister (including in North Carolina and at Saint James Presbyterian in Greensboro) and knows that YOU, your energy and your ideas are critical.

Plus, you get to attend for free!

Presented by the Peace and Justice Task Force of Salem Presbytery

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2020 salem presbytery ADVOCACY TRAINING

MARCH 15 & 16

Alamance Presbyterian Church
4000 Presbyterian Road
Greensboro, NC





SCHEDULE

SUNDAY

1:30-2 pm
Registration

2-3 pm
Jimmie Hawkins:
Our Biblical Call to Advocacy

3:15-4:45 pm
Workshops

5-7 pm
Dinner, talk, and action
for adults and youth

MONDAY

11 am-1 pm
Lunch, presentation
& table talk:

Preaching &
Teaching Advocacy,
led by Jimmie
Hawkins



SESSION ONE, 3:15 – 4 PM

MATTHEW 25 CHURCHES

What does it mean and how do we
become one?

Frank Dew, Peace and Justice Advocate, Salem
Presbytery; and Donna Chase, Director of Spiritual
Formation, First Presbyterian - Greensboro

CREATION JUSTICE

Committing to be an Earth Care Congregation.

Jeff Paschal, Pastor, Guilford Park Presbyterian; and
Sarah Ogletree, Director, NC Power and Light

HUNGER

Ways to develop and deepen your hunger-
fighting ministry

Jess Rigel, Associate Pastor, Alamance Presbyterian;
and Rosa Saavedra, Bread for the World Staff

PROPHETIC MUSIC

Every movement has a song. Come sing the
songs of justice and peace

Bryan McFarland, Transitional Minister, Community
in Christ Presbyterian; and Jasmine Evans, Music
Minister, Saint James Presbyterian

SESSION TWO: 4:15 – 5 PM

2020 ELECTION

How can we be good stewards of our citizenship in
the 2020 election?

Jimmie Hawkins, Director of the PC(USA) Office of Public
Witness in Washington, D.C.

BLACK LIVES MATTER

Why and how to affirm that “Black Lives Matter” in our
congregations and our communities

Johnathan Gaska, Pastor, Trinity Presbyterian

SABBATH AS RESISTANCE

Sabbath rest and self-care as an affirmation of our
trust in God in a chaotic world

Donna Chase, Director of Spiritual Formation, First
Presbyterian - Greensboro; and Jess Rigel, Associate
Pastor, Alamance Presbyterian

IMMIGRATION

Seeing & loving strangers and neighbors near & far
Kim Priddy, Pastor, and John Stone, Elder, Sedgfield
Presbyterian

REGISTRATION²⁷

REGISTER AT [SALEMPRESBYTERY.ORG/
ADVOCACY-DAY-REGISTRATION.HTML](http://SALEMPRESBYTERY.ORG/ADVOCACY-DAY-REGISTRATION.HTML)
OR USE FORM BELOW

NAME: _____

EMAIL: _____

PHONE: _____

CHURCH: _____

☐ BOTH DAYS, \$20

☐ SUNDAY ONLY, \$10 INCLUDES DINNER
– FREE FOR YOUTH

SESSION ONE CHOICE:

SESSION TWO CHOICE:

☐ MONDAY ONLY, \$10 INCLUDES LUNCH

DEADLINE: MARCH 9

RETURN FORM & FEE TO:
SALEM PRESBYTERY
PO BOX 1763
CLEMMONS, NC 27012

Salem Presbytery Youth Spring Retreat

Merriwood Christian Camp
9640 Center Church Road, Clemmons, NC
www.campmerriwood.net
MARCH 28-29, 2020

You've Got A Friend in Me

Come join your fellow Salem Presbytery brothers and sisters for a weekend of fun, fellowship, and worship!

- Open to all Salem Presbytery youth (6th-12th grade) and adult leaders.
- Includes games and rec activities, workshops, talent show, music and energizers and so much more!
- All meals and lodging included in pricing.



Featured Keynoter: Rev. Kate Morrison
from John Calvin Presbyterian Church
in Salisbury, NC.

\$70 per person if received by
2/28/2020

\$80 after 3/1/2020

**Please contact Taylor Barner via email
to register.**

tbarner@fpcburlington.org

PYC
Salem Presbytery

William Hoyle, Moderator - Debbie Layman, Vice Moderator - James Norris, Clerk

The following individual has met with our committee and was examined by their written and verbal answers. Our committee has voted to approve him for service in our Presbytery.

Faith Journey**Stephen Jordan**

I was raised in humble surroundings. I grew up on a farm with loving parents who worked hard and taught me to love God and live humbly and to respect and love life and the people in it. I was also raised up in church. Going to worship was not a choice. Church was part of life. I was raised up in a Methodist and Baptist church. I and a cousin were like brothers. We spent a lot of weekends at my home or his and they were members of the Methodist church, so I was at either one or the other but always in church worshipping God. I spent most of my free time outside roaming the farm either doing chores or just enjoying God's creation. I am from a family of three brothers and one sister. My Mother and Father worked hard to provide a good life for us. We didn't have a lot material wise, but we as children didn't realize that. We were rich with knowing that God loved us and met our needs.

As time passed through sermons and Sunday School teachers, and my parents (I did pay attention), I came to realize that I was born into sin and that I needed a Savior. God desired a relationship with mankind, but sin separated us from God. I too realized that I could not pay my sin debt, that God sent His Son to the cross, a cross that I deserved. For the wages of sin is death, but the gift of God is eternal life in Christ Jesus our Lord. That verse in Romans and John 3:16,17 began to convict me through the Holy Spirit. I knew that God was calling me to surrender my life to Him. I did that wholeheartedly. I then began to really read and absorb God's word. The more I studied; the more God revealed to me through the Scriptures and the Holy Spirit. I am still growing

Fast forward. In 1984, I met my soulmate. As we spent time together, I realized that God had allowed our paths to cross. We married about a year later. A short time before this I had allowed the world to slowly start pulling me away from my dedication to God. Annette (wife) and I soon realized that the world, through those inconvenient interruptions, were lost opportunities to serve. Then a few short days later, God happened! Two men from a nearby church invited us to come worship with them. The next Sunday we found ourselves at Lea Bethel Baptist Church. As we continued to attend, we began to grow closer as a couple and closer to God. A short time later Annette surrendered her life to Christ, and I rededicated my life to Christ. We both desired Baptism and joined the Church. As time passed and we both grew in Christ, I was asked to teach Adult Sunday School, and Annette a Children's Sunday School class. We together served as Youth Leaders (17 years). We were never blessed with children of our own but became very close to the youth in our community and especially to our youth at church. Over the years I served as a Deacon and Chair of the Deacons. Annette and I also served as VBS Directors. Through all of this I felt God's calling to serve more. Our Pastor at the time started showing interest in my service to Christ and began to mentor me. He urged me to continue studying and serving. I then prayed for God's guidance and realized that He was calling me into the Ministry. I have a love for His people and Christ's Church. I started studying and taking classes through the Assemblies of God Theological Seminary in Springfield Missouri under Chaplain Robbie Jernigan. I was ordained into the Ministry on September 23, 2012.

I have been called for Pulpit supply by Griers Presbyterian Church and Pleasant Grove Presbyterian Church since 2015. In May of 2019, Pleasant Grove Presbyterian Elders and congregation made the

request that I consider a permanent position. I accepted after fulfilling all my responsibilities at Lea Bethel. I have grown to love the Presbyterian Church and the congregation at Pleasant Grove. They are very loving and supportive of my ministry there. I fulfill all Pastoral duties there. I continue to study Book of Order and Book of Confessions. I have read nothing contrary to my beliefs. I truly believe God has guided and placed me right where He prepared me to be. I will continue to study to show myself approved. Pleasant Grove Presbyterian Church continues to grow, not only in attendance, but spiritually and in unity. My wife Annette has joined me there after completing her obligations and responsibilities at Lea Bethel. She is a large part of our ministry. She supports me in every way and humbly serves Christ and others. As we grow in Christ, we continue to grow closer to one another. I feel lead to mention that there was a dark time in my life. In 2006 after a tremendous family tragedy (I will elaborate if requested), I almost lost sight of God. I was filled with hatred, not for God, but for the one involved. It almost destroyed me physically and spiritually. The more I hated, the farther from God's presence I felt I was headed. Through Annette's prayers and God's faithfulness and mercy I recovered. I learned a valuable but hard lesson in forgiveness. As I realized that one must forgive as God forgave and forgives, I confessed my sin and forgave. I began to feel His presence return and once again make me whole both spiritually, emotionally, and physically. God is good. I will serve Him with gladness.

Statement of Faith

Stephen Jordan

I believe in the One True God, the Creator of the heavens and the earth and all that was made. I believe in God in three persons, the Holy Trinity - the Father, the Son, and the Holy Spirit. God is all knowing, all powerful and all loving. God is eternal. I believe and place my trust in Jesus Christ, God's only Son. Conceived by the Holy Spirit, born of the Virgin Mary, He was crucified, died and arose from the grave, ascended into Heaven and sits on the right hand of the Father. He is our mediator and our advocate. I believe salvation is available only through Jesus Christ. He is our Redeemer, our Savior. Christ alone is the head of the Church. We love because Christ loved us first. Through Christ we are reconciled to God. Through Jesus' life on earth, He set an example through teaching and doing, how to live, love and care for all people. He was and is all inclusive. Jesus was fully human and fully divine. I believe in the Holy Spirit, who guides us in our spiritual journey, helping to strengthen our relationship with God. It is the Holy Spirit that guides us and convicts us. Guided by the Holy Spirit, the Church is to continue Christ's mission and ministry throughout the world. I believe the Church is the universal Body of Christ, and that it is inclusive to all who will come to Him seeking reconciliation to God. I believe the Body of Christ the Church are to witness and proclaim the Gospel of Jesus Christ to all people.

I believe the Bible is the inspired Word of God. All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness. I look to God's Word as my instruction. In its pages are the mind of God, the state of man, the consequences of sin, the way of salvation, and the joy of believers. The Scriptures are a true witness to the Gospel of Jesus Christ, the Word.

I believe in the Sacraments of Baptism and the Lord's Supper (Holy Communion). Baptism is a sign and seal of the covenant of grace and is an admission into the visible Church. The Lord's Supper is a sign and seal of our communion with Christ and the sustaining power of God's grace for all people, drawing us into the presence of Christ. We remember Christ's death until He comes again. The gifts of God for the people of God.

Scripture should be our source of wisdom and discernment when it comes to the role of pastor in the Church. God places much responsibility on the person called to lead and care for its people. There is a higher standard of personal conduct when called to lead, guide, and feed souls. I take that responsibility seriously.

And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the building up of the body of Christ. Ephesians 4:11-12

Amanda Anderson and John Johnson - Co-Moderators

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 the **Fellowship Presbyterian Church**, Greensboro, North Carolina, in renewing the interim/transitional contract with the Reverend Dr. Nancy Jo Dederer for a period of three months beginning January 16, 2020.

B. SECURING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **First Presbyterian Church**, Burlington, North Carolina, in securing a Parish Associate Agreement with the Reverend Caroline Rhoads Tuttle, member of New Hope Presbytery.

C. SECURING A TEMPORARY SUPPLY

1. Concurred with the Sessions of **Old Providence Presbyterian Church and Fifth Creek Presbyterian Church**, Statesville, North Carolina, in securing a Temporary Supply contract with the Reverend Sandra Kern for a period of five months beginning December 1, 2019.

D. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **Mt. Tabor Presbyterian Church**, Cleveland, North Carolina, in renewing the Temporary Supply contract with the Reverend Timothy Porter for a period of one year beginning January 1, 2020.

E. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Bixby Presbyterian Church**, Advance, North Carolina, in changing the ending date on the Stated Supply contract with the Reverend Peter Peterson from August 31, 2020 to April 30, 2020.
2. Concurred with the Session of **Baird's Creek Presbyterian Church**, Vilas, North Carolina, in renewing the Stated Supply contract with the Reverend Keith Freeman for a period of one year beginning January 1, 2020.
3. Concurred with the Session of **Lloyd Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Stated Supply contract with the Reverend Laura Spangler for a period of one year beginning August 1, 2019.

F. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Associate Pastoral relationship between the Reverend Dr. Kathryn Campbell and **Starmount Presbyterian Church**, Greensboro, North Carolina, effective January 26, 2020.

G. LABORING OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

1. Approved the Reverend Susan Moorefield's work outside the bounds of Salem Presbytery in Providence Presbytery.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of the **Immanuel Presbyterian Church**, China Grove, North Carolina, in renewing the contract of **Dr. James Beard** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning March 1, 2020.

B. MODERATOR OF SESSION

1. That the Reverend Felicia Hoyle was appointed Moderator of Session for **Third Creek Presbyterian Church**, Statesville, North Carolina.
2. That the Reverend Leigh Wisner was appointed Moderator of Session for **Sandy Ridge Presbyterian Church**, Sandy Ridge, North Carolina.
3. That **Mr. David Vaughan** was appointed Moderator of Session for **Griers Presbyterian Church**, Leasburg, North Carolina.

C. ADMINISTRATIVE COMMISSION APPROVED

1. Stated Clerk approved the administrative commission to ordain and install the Reverend Wes Pitts as Pastor at **First Presbyterian Church, Reidsville**, North Carolina, on January 26, 2020.
2. Stated Clerk approved the administrative commission to install the Reverend R.C. Griffin, III as Pastor at **North Wilkesboro Presbyterian Church, North Wilkesboro**, North Carolina, on January 18, 2020.
3. Stated Clerk approved the administrative commission to install the Reverend Elizabeth Troyer as Pastor at **Concord Presbyterian Church**, Statesville, North Carolina, on February 9, 2020.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. REQUEST FOR INCREASE IN REMUNERATION FOR TEMPORARY TASKS

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

B. REQUEST FOR CONCURRENCE WITH OVERTURE ON PAID FAMILY LEAVE

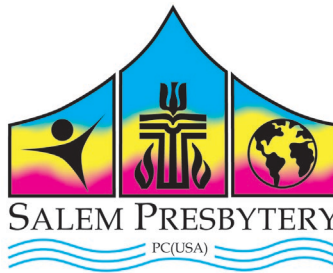
1. That Salem Presbytery concur with the attached overture to the 224th General Assembly regarding paid family leave.

C. REQUEST FOR HONORABLE RETIREMENT

1. That the **Reverend Stuart Taylor** be granted the status of Honorably Retired effective February 15, 2020 and dissolve the pastoral call with **Elkin Presbyterian Church** of Elkin, North Carolina.
2. That the **Reverend Dr. Larry Freeman** be granted the status of Honorably Retired effective March 31, 2019.
3. That the **Reverend Dr. Ken Broman-Fulks** be granted the status of Honorably Retired effective May 15 and dissolve the pastoral call with **First Presbyterian Church of High Point**, North Carolina at that time. Reverend Broman-Fulks' retirement will be recognized at the May 12, 2020 meeting of Salem Presbytery.
4. That the **Reverend Dr. Alfredo Miranda** be granted the status of Honorably Retired effective March 1, 2020 and that his retirement will be recognized at the May 12, 2020 meeting of Salem Presbytery.

D. SERVICE OF HONORABLE RETIREMENT

1. That Salem Presbytery recognize the **Reverend Terri Engle**, the **Reverend Dr. Larry Freeman**, the **Reverend Don McCann**, and the **Reverend Stuart Taylor** with a service of Honorable Retirement.



P. O. Box 1763, Clemmons, NC 27012
336.766.3393 Fax: 336.766.7153

3950 Clemmons Road, Clemmons, NC
www.salempresbytery.org

Remuneration for Temporary Tasks

The Committee on Ministry has adopted the following guidelines for remuneration for temporary tasks:

Preaching:

1. Churches under 100 members: \$75 per service
2. Churches from 101 to 250 members: \$100 per service
3. Churches over 250 members: \$125 per service

Moderating Session/Congregational meetings:

Ministers as presbyters have some responsibility for enabling the work of all the churches in the presbytery. Therefore, those ministers who have been asked by Presbytery (through its Committee on Ministry) to serve as Temporary Moderators of Sessions shall normally moderate three Session meeting without remuneration. Beginning with the fourth meeting, they should be remunerated at the rate of \$25 per meeting of the Session.

Ministers who have been invited by the Session to moderate a congregational meeting should not be remunerated for the first congregational meeting they moderate. However, with the second meeting, they should be remunerated at the rate of \$25 per congregational meeting. Ministers who are Temporary Moderators of Session should be remunerated at the rate of \$25 per congregational meeting.

In all cases (preaching, or moderating a session, or moderating a congregational meeting) the mileage of the minister (to and from the church) shall be reimbursed at the current federal allowable rate. This applies to every preaching or moderating occasion. Yes, that means that while a minister may not be reimbursed for the first three moderating of Session events, the church will still reimburse mileage for those events.

PCUSA Paid Family Leave

The Presbytery [or Synod] of _____ overtures the 224th General Assembly (2020) to...

Amend the last sentence of G-2.0804 to read as follows: (Text to be added is shown as italics.)

“The call shall include paid family leave of at least twelve weeks, including, but not limited to, leave for birth of a child, adoption, care of a sick family member, etc., and participation in the benefits plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly.”

Rationale

The 221st General Assembly (2014) encouraged presbyteries and churches to create parental leave policies with the minimum of six weeks and 100 percent pay without using other forms of paid leave.¹ The 222nd General Assembly (2016) also voted to encourage the six agencies of the General Assembly (Board of Pensions, Foundation, Office of the General Assembly, Presbyterian Investment and Loan Program, Inc., Presbyterian Mission Agency, and Presbyterian Publishing Corporation) to improve their paid parental leave policies in accordance with the advice of the 221st General Assembly (2014).²

As a denomination, we have affirmed the importance of supporting families. However, in practice, congregations are put in the precarious position of choosing between taking care of a family, or taking care of the financial well-being of the congregation. Many churches cannot afford paid family leave for their pastor(s) in addition to the cost of pulpit supply, yet many pastors cannot afford to be unpaid when they welcome a new member into the family. These choices are difficult ones that often lead to solutions which leave either the pastor or the congregation neglected, but usually the pastor, and lack witness to the love God, Parent of us all, has for the world.

Without a paid family leave policy, the PC(USA) forces parents to make a choice between proper health-care for themselves and their children, and adequate income to provide for their families. It forces family members with sick parents or children to choose work over care, which is antithetical to our call to be compassionate to the ill and infirm.

Without a paid parental leave policy, we uphold false narratives that describe men as “bread-winners” and require them to leave the child-raising to their spouses. Without a paid parental leave policy, we continue to uphold antiquated and unequal traditions that not only reinforce gender stereotypes, bringing harm to families and children, but fail to account for the many different kinds of families our denomination lifts up and celebrates.

Family leave is essential to the well-being of the pastor, the family, and the church. It enforces healthy boundaries, contributes to the financial security of caregivers, and ensures the continued care of both family and congregation in the long term.

In our Brief Statement of Faith, we confess as a church, that the Holy Spirit
... calls **women and men** to all ministries of the Church.

In a broken and fearful world

the Spirit gives us courage

to pray without ceasing,

to witness among all peoples to Christ as Lord and Savior,

to unmask idolatries in Church and culture,

to hear the voices of peoples long silenced,

and to work with others for justice, freedom, and peace.

In gratitude to God, empowered by the Spirit,

we strive to serve Christ in our daily tasks

and to live holy and joyful lives,

even as we watch for God’s new heaven and new earth,

praying, “Come, Lord Jesus! (*Book of Confessions*, 11.4)

With a paid parental leave policy, we have the opportunity to live into this calling of courage in our ministries as pastors and congregations and in our daily lives as we grow our families and support one another in love. With a paid parental leave policy, we unmask the idolatry of unequal practices and are free to live holy and joyful lives—lives wherein all parents can bond with their children without fear of destitution, and the whole community can grow in love.

This overture seeks to bring equity to the genders involved in caregiving, bringing life into the world, and caring for life as it grows, ages, and dies. While parental leave and family leave constitute different needs, they are equally necessary in the life of a healthy pastor, and therefore we urge the General Assembly to consider the language of family leave and make this a reality for everyone in our employ.

Supporting Statistics:

The lack of any kind of paid parental leave creates problems for both parents because, while women are medically cleared to return to work after about at least six weeks (if birth went perfectly), the majority of daycares refuse children before six weeks of age. This puts parents in a lose-lose situation as they must risk their health, their child's care, and their families' overall well-being if proper paid leave is unavailable. Elsewhere in creation, we observe that God's creatures naturally keep their offspring close early in life.³ This policy simply acknowledges the health and financial needs of a new or growing family. Numerous studies have shown the benefits of paid parental leave for both parents and their children. An increase of 10 weeks paid maternal leave has been associated with a 10 percent decrease in neonatal and infant mortality rate,⁴ and parental leave has been shown to be a cost-effective method for improving child health more generally.⁵ However, the benefits to child health and the decrease in infant mortality are only seen with an increase in paid parental leave.⁶ Moreover, studies that have analyzed the long-term benefits of paid parental leave have found benefits to women's mental health in older age and a decrease in high school dropout rates among their children.⁷

At least half of the contemporary seminary graduates are women, and a large portion of graduates (male and female) are in their child-bearing years.⁸ Some of these female colleagues must negotiate lower pay to receive adequate paid maternity leave in their calls, if they can get the maternity leave. Some of our female colleagues are being told they must prove they are worth the maternity leave. Many men have no leave guaranteed at all. This is a matter of gender justice in our denomination. Because women are the ones giving birth, most studies have focused on the relationship between a mother and her child. However, increases in paid parental leave continue to be met by increases in use of that leave among all parents, allowing parents of all genders to spend more time on their child's care, which has demonstrated health benefits for the child. Indeed, it has been shown that when fathers—or non-birthing parents—are offered comparable paid parental leave, the length of leave they take increases and their involvement in a child's care after the leave period increases.⁹ It is wholly regrettable that non-birthing parents (historically, men) have been denied such crucial bonding and care time with their families for so long. The need for a just paid parental leave policy at this time is urgent as more and more pastors reach retirement age and more and more younger pastors—those in their prime parenting years—seek and negotiate calls.

Across the United States, a mere 14 percent of people have access to paid family leave.¹⁰ As stated above, this justice issue looms large for many workers, and the PC(USA) is not currently acting as a faithful leader. In working toward a solution, it is the profound hope of many young pastors that the denomination will see the opportunity to lead the world to a more faithful, loving approach to family leave.

Endnotes

1. <https://www.pc-biz.org/#/search/5121> also see *Minutes*, 2014, Part I, p. 740, electronic version.

2. <https://www.pc-biz.org/#/search/3000035> also see *Minutes*, 2016, Part I, p. 292, electronic version.

3. To put this in perspective, it is illegal in twenty-two states to separate a puppy from its mother before eight weeks. We should be treating humans with at least as much respect as we do dogs. Source: <https://www.animallaw.info/topic/table-state-laws-concerning-minimum-age-sale-puppies>.

4. Jody Heyman, Amy Raub, and Alison Earle, "Creating and Using New Data Sources to Analyze the Relationship Between Social Policy and Global Health: The Case of Maternal Leave," *Public Health Reports* 126 (Suppl 3) (2011): 127–134.
5. Christopher J. Ruhm, "Parental Leave and Child Health," *Journal of Health Economics* 19, no. 6 (November 2000): 931–960.
6. Sakiko Tanaka, "Parental Leave and Child Health Across OECD Counties," *The Economic Journal* 115, no. 501 (February 2005): F7–F28.
7. Mauricio Avendano, Lisa F. Berkman, Agar, Brugiavini, and Giacomo Pasini, "The long-run effect of maternity leave benefits on mental health: Evidence from European countries," *Social Science & Medicine* 132 (May 2015): 45–53; Pedro Carneiro, Katrine Løken, and Kjell Salvanes, "A Flying Start? Maternity Leave Benefits and Long Run Outcomes of Children," IZA Discussion Paper No. 5793.
8. <http://pres-outlook.org/2017/09/pastoral-pipeline-will-enough-ministers-serve-presbyterian-church/>
9. Arnalds, A., Eydal, G., and Gíslason, I. "Equal rights to paid parental leave and caring fathers—the case of Iceland," *Icelandic Review of Politics and Administration* 9, no. 2 (2013): 323–344.
10. <http://www.pewresearch.org/fact-tank/2017/03/23/access-to-paid-family-leave-varies-widely-across-employers-industries/>

Recognition of Honorable Retirement

Call to Worship

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

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

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

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

Moderator: who satisfies you with good things,

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

Remarks

The Rev. Jon Gaska will reflect on the ministry of the Rev. Terri Engle
Transitional General Presbyter the Rev. Steve Scott will reflect on the ministry of Rev. Larry Freeman
Transitional General Presbyter the Rev. Steve Scott will reflect on the ministry of Rev. Don McCann
The Rev. Frank Dew will reflect on the ministry of the Rev. Stuart Taylor

Words of Celebration

Moderator: Don, Larry, Stuart, and Terri have completed active service as ministers of Word and Sacrament.

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

All: Thanks be to God!

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

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

All: Thanks be to God!

Moderator: 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.

All: Thanks be to God!

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

All: Thanks be to God! Amen.

Prayer of Blessing

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

***Hymn 644: Give Thanks, O Christian People**

ES FLOG EIN KLEINS WALDVÖGELEIN

The Moderator will present the retirees with certificates. Members of the Presbytery will greet the retirees with expressions of gratitude.

Salem Presbytery's Civil Rights Pilgrimage to Alabama**By Stuart Taylor**

I would like to share with you a little bit about my participation in a pilgrimage to Alabama to visit shrines of the Civil Rights Movement. This delegation comprised of 19 Presbyterians from 10 different congregations went first to Birmingham. The first morning there our group walked over to Kelly Ingram Park the scene of that moment that changed American history when Sheriff Bull Connor ordered his troops to attack with tear gas, billy clubs and fire hoses a group non-violent marchers led by Rev. MLK. After 2 days of marching, every available and willing adult in the black community had already been arrested and jailed. King could sense that the movement around him was wavering. Then black teenagers began to volunteer. "Do we let them march?" – That was the question before them. It had to have been as well the question being discussed around dinner tables of black families pondering if they would allow their youth to march and face such awful brutality from Bull Connor. We know what the ultimate decision would be. 600 teenagers and even children marched and again, Bull Connor unleashed his dogs and his hoses. The next day newspapers around the world ran headlines about Birmingham and photos of black youth being attacked by dogs or literally blown across the street by water. The demonstrations in Birmingham and the media coverage of them turned the tide of the civil rights movement and created the momentum for the first comprehensive civil rights legislation.

We then crossed the street from Kelly Ingram Park to the 16th Street Baptist Church which was a leading black congregation in the civil rights movement in Birmingham. When their pastor and board of Deacons made this decision in 1963 to offer their church as headquarters for the protest movement, they must have known that they would be targeted for reprisal by white supremacists. In 1963 the same year as King's March on Washington and his "I have a Dream Speech" the 16th St. Baptist church in Birmingham Alabama was bombed by the KKK and four young girls going to Sunday school on Sunday morning were killed. Many of the martyrs of the civil rights movement have become household names in American history a great cloud of witnesses whose faith and courage are invoked for our current freedom struggles. But these 4 girls remain largely unnamed and unknown. Lest we forget them, I would name them here: Denise McNair, 11, Addy Mae Collins 14, Carol Robertson 14, and Cynthia Wesley 14. I am reading the Pulitzer Prize winning history of the Civil Rights Movement written by Dr. Taylor Branch a gifted historian and Presbyterian elder. Taylor Branch said that Birmingham was a case study in how God can bring good out of evil. Branch said that the witness of non-violence in Birmingham would become an international symbol of the movement rippling around the world unleashing miracles of freedom and hope.

That very afternoon, we piled into our two vans and headed for Montgomery, the state capitol of Alabama. Arriving there in the early evening we found Montgomery to be a very attractive city. We watched the sun set down at the river front, got a good meal together and debriefed the first day as would be our practice. The Civil Rights movement is considered by historians to have begun in 1955 in Montgomery when Rosa Parks refused to give up her seat in the "colored" section of a bus for a white passenger after the whites-only section of the bus was

filled. Rosa Parks' witness of civil disobedience in the Jim Crow South inspired the black community to boycott the Montgomery buses for over a year, the first major direct action campaign of the civil rights movement. But this was not simply the impulse of a woman too tired to give up her seat on a bus. Rosa Parks was already becoming a leader in those early days of the Civil Rights movement. She had received training in non-violent direct action at the famous Highlander School for Social Change in the foothills of Eastern Tennessee. The Highlander Center is a social justice center, working on social, economic, and environmental justice movements in Appalachia and the South. They helped organize the Montgomery, Alabama bus boycotts.

Our full day in Montgomery began as we walked around the corner from our hotel to the Legacy Museum. This museum is a dramatic presentation of the history of the Black struggle for freedom in America from the origins of slavery, to the terrible time of lynching from reconstruction to the 1940's. But this museum is not about just the past but brings you to the present and the reality of mass incarceration of African Americans in our nation's prison. This sobering experience was a walk through American history from the perspective of African Americans and into the challenges of the present. I recommend it highly for anyone who cares about who we are as a nation founded on the idea of equality. This museum was the visionary creation of Bryan Stephenson the author of the best-selling book *Just Mercy*. Stephenson is a lawyer advocate who founded the Equal Justice Initiative. EJI defends so many prisoners who have been unjustly convicted of crimes they never committed or given sentences all out of proportion to their crimes. From the museum we walked across downtown Montgomery to the National Memorial for Peace and Justice which is unlike anything I have ever seen. On a hilltop overlooking Montgomery is a shrine made up of countless hanging columns each one dedicated to a county in the south with the names of African Americans who were lynched there. If you have been to the Holocaust museum in Washington DC you can imagine the impact this has on those who are experiencing it.

The next day we headed out for Selma less than one hour south of Montgomery. Our first stop would be Brown's AME Chapel that was another one of the historic black churches that embraced the civil rights movement. Like 16th Street Baptist in Birmingham, Brown's Chapel would become the launching pad for the civil rights protest movement in Selma. Between poll taxes and written examinations, and of course the threat of violence, very few African Americans were registered to vote in Selma and across the state. To bring attention to this, MLK and the Southern Christian Leadership Conference decided to march from Selma to the state capital in Montgomery. They left from Brown's Chapel, marched through town and as they approached the Edmund Pettus Bridge spanning the Alabama River they were attacked. Alabama State patrol officers on horseback plowed into women and men on foot, billy clubs swinging wantonly. Back at Brown Chapel, church folk supporting the march heard the noise and began to see the wounded and bleeding marchers streaming back. State highway patrol troopers on horseback rode up on the steps of the church. And violence from other whites continued throughout the night with gun shots being fired into the homes of that black neighborhood. This horrendous event became known as Bloody Sunday. 3 weeks later 20,000 marchers joined King on a triumphant march from Selma to Montgomery that became the

catalyst for new voting rights legislation signed into Law by President Johnson. We closed our day in Selma by walking on foot across the Edmund Pettus Bridge where the attack occurred on Bloody Sunday. As I stood on the Edmund Pettus Bridge, I prayed that God would help us build a bridge to a more hopeful future of racial justice and reconciliation.

As we returned to Montgomery that afternoon, following the highway along which the march occurred, we stopped at a remote spot in the countryside to visit a shrine commemorating the murder of Viola Liuzzo. Viola was a young mother of five children from Michigan who had volunteered to provide support for the march. While she was driving others to Montgomery a car full of Klansmen pulled alongside her and shot her, killing her instantly. As night began to fall we pulled into Montgomery aware that we had not made one stop that we had really hoped to make. This was to visit Dexter Ave. Baptist Church, Dr. King's church which sits almost a stone's throw from the state capitol. We pulled up beside to get a glimpse of the church never really thinking that anyone could still be there who could show us around. But then the doors opened and we were graciously invited in and given a lovely, inspiring tour of the church and its history. As we stood in Dr. King's study and then entered the sanctuary and saw his pulpit, we realized again that Dr. King was simply a Christian pastor and preacher who was trying to be faithful to God's call for justice and peace. All of us were profoundly grateful for this fitting end to our pilgrimage and we committed ourselves to that same divine call to be faithful in our own small ways.

Committee on Representation

Ray Mims and Sandy Kern, Co-Moderators

The Committee on Representation met on January 17, 2020.

For Information:

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

For Action:

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

Budget and Finance:

Class of 2022 - Rev. Will Gipe, Prospect

Church Growth and Transformation:

Class of 2022- Rev. David Ealy, Hawfields

Commission on Ministry East:

Class of 2022 - Elder Mike Sherrill, Asheboro First

Commission on Ministry Central:

Class of 2020 - Rev. Ed Boyce, Statesville First

Class of 2021- Rev. Don McCann, HR
Elder Betty Agnew Wasson, Calvary

Committee on Preparation for Ministry:

Class of 2022 - Rev. Steve Braswell, Graham
Rev. Nancy Williams-Berry, HR

Examinations:

Class of 2022 - Rev. Josh Musser Gritter, Salisbury First

Executive Council:

Class of 2022 - Rev. Kathy Beach, Rumble Memorial

Salem's Representative to NC Council of Churches:

Rev. Jess Rigel, Alamance

2. The Committee on Representation requests the endorsement of Salem Presbytery for the following Stewardship Committee:

Rev. Ken Broman Fuls, High Point First
Rev. Kyle Goodman, Alamance
Rev. Bill Hoyle, Clemmons
Rev. Kim Priddy, Sedgefield
Rev. Jeff Sockwell, Shallowford
Elder Stephanie Williams, Burlington First

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

INSTALLATION OF PRESBYTERY MODERATOR FOR 2020-2022

SENTENCES OF SCRIPTURE

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

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

CALL TO DISCIPLESHIP

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

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

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

Moderator-Elect: I do.

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

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

The Moderator then addresses the assembled Presbytery:

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

ALL: **We do.**

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

ALL: **We will.**

The Moderator leads the Presbytery in prayer:

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

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

CHARGE

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

The newly installed Moderator addresses the Presbytery:

PRAYER OF THANKSGIVING:

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

After entertaining a motion to adjourn the meeting of Presbytery, the newly installed Moderator will dismiss the Presbytery with a benediction.

Salem Presbyterian Women Spiritual Enrichment

February 22, 2020

Theme: Power of Prayer



Theme Scripture: Matthew 6:5-8

Host Church
Mount Tabor Presbyterian Church
P.O. Box 207
935 Mount Tabor Road
Cleveland, NC 27013
(704) 278-4230

Registration Deadline February 17, 2020

****Keynote Speaker****

Rev. Lisa Mullen



<3 God Loves You, You are
dearly loved

Schedule for the Day

Registration	8:30
Music	9:00
Worship	9:30 – 10:00
- Snacks/Vendor	
Breakout Session 1	10:15 -11:15
- Snacks/Vendor	
Breakout Session 2	11:30-12:30
Sharing & Dismissal	

Presbyterian Women Purpose

Forgiven and freed by God in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves: to nurture our faith through prayer and Bible study; to support the mission of the church worldwide; to work for justice and peace; and to build an inclusive, caring community of women that strengthens the Presbyterian Church (USA) and witness to the promise of God's kingdom.

*****Registration Form*****

Name _____

Address _____

City _____

Telephone# _____

Church _____

Cluster# _____

Email _____

Check # _____ Cash _____

1st CHOICE SESSION

Childcare-Age(s): _____

Parents must bring lunch

Registration \$5.00

PLEASE MAKE CHECK PAYABLE TO:
SALEM PRESBYTERIAN WOMEN

Mail To: Betty Agnew-Wasson
1812 Younger Avenue
Statesville, NC 28677
POC: (704) 450-8772

Questions Contact:
Salem PW Moderator
Ms. Avys Massey
(336) 885-5783
amassey3@aol.com

Registration Deadline February 17, 2020

Rev. Lisa Mullen

and Dr. Mary Morgan — First Presbyterian
Church, High Point

Rotational Model

1-hour session



“Beloved sisters, explore your life of prayer as you follow in the Way of Christ. Sometimes it helps to have some tools or practices to equip us to delve deeper and drink from the wellspring of the abundant life Christ promises. . . be it, personal devotional prayer, accompanying prayer with a friend, or prayer in corporate worship. Explore and be attentive to how we might open ourselves to the Spirit’s work in our lives.”

Minister Laetitia Wells — St. Paul

Presbyterian Church,
High Point

Rotational Model

1-hour session

“Attempt to address the following concerns: What is prayer? Why does God want us to pray? Is prayer still necessary for our 21st century society? Let’s discuss the effectiveness of prayer--- Seeking

God through prayer and Growing forward in prayer.”

**Terri Burleson** -Westminster

Presbyterian Church, Greensboro
Breakout Sessions 1 & 2 2-hour session

“Have you tried contemplative prayer, but felt that sitting and being quiet did not work well for you? Then you might want to breathe, play and relax while making a

SoulCollage® card. This is a contemplative experience learning to listen to the inner self. There is time for meditation and journaling. Working with images and using your imagination, you can explore your deeper self and your connection with the holy.”

**Mission Project:****Children’s Hope Alliance**

Bring new household items, new kitchen items, new hygiene items, new baby & toddler items, or new toys and reward items

Vendor: Purity Ruchugo
Proceeds go to SISTER2SISTER

Directions: Mount Tabor Presbyterian Church
935 Mount Tabor Road
Cleveland, NC 27013
(704) 278-4230

Hillsborough, Mebane, Burlington, Greensboro:

- Get on I-85 S.
- Follow I-85 S to US-601 N/Jake Alexander Blvd S. In Salisbury.
- Take exit 75 from I-85 S., merge onto US-601 N/Jake Alexander Blvd S.
- Use the 2 left lanes to turn left onto NC-150 W/ Mooresville Road.
- Turn right onto Sherrills Ford Road, at traffic circle, take 2nd exit and stay on Sherrills Ford Road.
- Continue onto NC-801 S. Turn right onto Umberger Road.
- Turn left onto Mt Tabor Church Road.
- Turn left onto Amity Hill Road. Church is on left.

From Salisbury, Thomasville, Lexington:

- Get on I-85 S.
- Follow I-85 S to US-601 N/Jake Alexander Blvd S. In Salisbury.
- Take exit 75 from I-85 S., merge onto US-601 N/Jake Alexander Blvd S.
- Use the 2 left lanes to turn left onto NC-150 W/ Mooresville Road.
- Turn right onto Sherrills Ford Road, at traffic circle, take 2nd exit and stay on Sherrills Ford Road.
- Continue onto NC-801 S. Turn right onto Umberger Road.
- Turn left onto Mt Tabor Church Road.

From Boone, North Wilkesboro

- Follow U.S. 21 and I 40 E.; Merge onto U.S. 421 S.
- Continue on US-421S/U.S. Hwy 421 S
- Take exit 265B to merge onto I-77 S toward Statesville/Charlotte
- Merge onto I-77 S
- Take exit 45 toward Troutman/Barium Springs
- Turn left onto Amity Hill Road
- Turn left onto Oswalt Amity Road
- Turn right onto Triplett Road
- Turn left onto Mt Tabor Road, and Continue

From Hickory, Statesville, Mocksville:

- Take I-40 E.
- Take exit 152A for I-77 S toward Charlotte
- Merge I-77S
- Take exit 45 toward Troutman/Barium Springs
- Take left onto Amity Hill Road
- Turn left onto Oswalt Amity Road
- Turn right onto Triplett Road
- Turn left onto Mt Tabor Road, and Continue

Thursday 2:30 PM (continued)

Jamie Griffin, Jill Naar, & Students from Appalachian State University – Stepping Into Nutrition: Ways to Get Creative, Integrating Nutrition Education into Community Potlucks. Hear the exciting news about a pilot partnership featuring students and faculty from the Appalachian State Department of Health and Nutrition and congregations in Watauga County, North Carolina. Your church can model the biblical mandate by helping members and others to thrive – physically, mentally, and spiritually. This workshop will help your faith community to develop new skills and set goals for healthy eating. Leaders will share ideas for intergenerational engagement activities and recipe modifications for healthy and tasty potlucks, congregational meals, and more.

Walk Jones – An Active Spirituality. The practice of Presbyterian spirituality is often an active one: serving others, sharing our faith walking a labyrinth, contemplating nature, and much more. Walk Jones will share ways older adults can be actively spiritual. If weather permits we'll visit the wildlife sanctuary and labyrinth in Montreat.

Friday 8:30 AM

Beth Lindsay Templeton – The Sacred Year. Grief is the most sacred emotion when one is willing to walk through it. The Sacred Year workshop is based on Beth Templeton's book of the same name. Participants will resonate with the honesty of the experiences and feelings of the year following the unexpected death of Beth's husband.

Mary Porter and Lynn Bledsoe – Creating Dementia Friendly Congregations. This workshop will present a theology of care to support the development of dementia friendly congregations. We will identify spiritual gifts of dementia and explore tools available to create a supportive environment for persons with cognitive challenges and their caregivers. Participants will have the opportunity to contribute suggestions for our denomination to address the phenomenon of cognitive challenge in church, home, and community.

Robin Russell Gaiser – Musical Morphine: Transforming Pain One Note at a Time. From the earliest periods, people of faith have called on music in all circumstances. Through the compelling stories and live music of author and Certified Music Practitioner, Robin Gaiser, this interactive workshop awakens us to the miracle of therapeutic music. Discover the positive impact of music on the critically and chronically ill, the dying, senior adults, the anxious, the melancholy, and others. Participants will be inspired to consider new ways music can be utilized in the pastoral ministries of their congregations and faith communities.

This conference is for you if:

- you work with older adults in your congregation (lay or clergy);
- you want to build relationships across generations;
- you seek to thrive after 55 in body, mind, and spirit;
- you seek the latest on current issues of aging and the church;
- you are a retired church professional.

Register at www.montreat.org/POAMN or call 828.419.9815

Get an Early Bird special until March 1, 2020

50



Presbyterian Older Adult Ministries Network

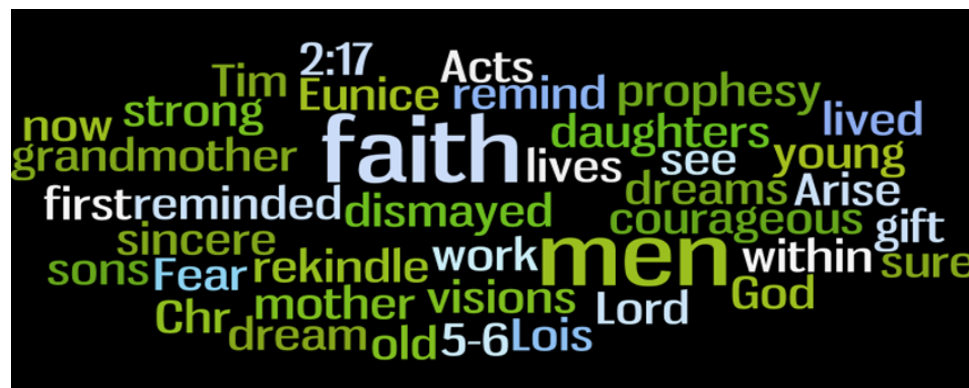
April 30-May 1, 2020

Montreat Conference Center

401 Assembly Dr, Montreat, NC 28757

***Stronger Together:
Faith in Action Across Generations***

A regional, day and a half conference sponsored by POAMN



Register online at www.montreat.org/POAMN

or call 828.419.9815

Early Bird special until March 1, 2020

Schedule at a Glance

Wednesday, April 29, 2020

Check in after 3 p.m.
5:30 p.m. Dinner
8:00-9:00 p.m. Meet & Greet

Thursday, April 30, 2020

7:30 a.m. Breakfast
8:30 a.m. Registration
9:45-10:15 a.m. Worship
10:15-10:45 a.m. Greetings from Co Moderator
11:00 a.m. Keynote Presentation
12:00 p.m. Lunch
1:00-2:15 p.m. Workshops
2:30-3:45 p.m. Workshops
4:00-4:45 p.m. Q&A with Leadership
5:30-6:30 p.m. Dinner
7:15 p.m. Entertainment

Friday, May 1, 2020

7:30 a.m. Breakfast
8:30-9:30 a.m. Workshops
9:45-10:45 a.m. Worship Experience
11:00 a.m. Explore Montreat
12:00 p.m. Lunch

Pricing

- Early Bird (before March 1, 2020); or Retired Educators, Ministers and Spouses - all-inclusive registration, private room, 2 nights with 6 meals = \$285. 1 night with 3 meals = \$167.50.
- Regular (March 1, 2020 or after) - all-inclusive registration, private room, 2 nights with 6 meals = \$310. 1 night with 3 meals = \$192.50.
- Early Bird Commuter Fee (before March 1) - 2 days with lunch each day = \$72.
- Regular Commuter Fee (March 1 or after) - 2 days with lunch each day = \$97.
- Early Bird (before March 1) Thursday only, includes lunch = \$61.
- Regular (March 1 or after) Thursday only, includes lunch = \$86
- 2-bedroom suites also available, contact Montreat for pricing.

Register at www.montreat.org/POAMN or call 828.419.9815



Rev. Jon Brown,
Worship Leader



Rev. Cindy Kohlmann,
Co-Moderator 223rd GA



Rev. Eileen Lindner,
Keynoter



Carla Karst, Thursday
Entertainment

Workshops

Thursday 1:00 PM

Jan McGilliard – Beginning and Building an Older Adult Ministry in 2020. Discover new tools, proven methods, and sound ideas to confidently build an older adult ministry in your faith community. Whether you are just starting out or looking for some new strategies to enhance your ministry, this workshop will cover the basics and the how- to's. Learn from one of the most knowledgeable and experienced leaders in older adult ministry.

Haley Tate, Masters of Nutrition Student, Appalachian State University -- Tips and Program Ideas for Healthy Eating and Community Engagement in Your Congregation. Learn specific methods and steps which you can adapt in your own congregation and home to promote healthy nutrition and eating practices. This workshop will include ideas and easy-to-do tips to include more "healthy" foods and beverages in our diets. Individuals and churches of every size can become nutrition champions for older adults, young families, individuals, and local communities.

Beth Lindsay Templeton – Based on the workshop leader's book, *Uncharted Journey: On the Challenges of Getting Older and Other Life Transitions*, this interactive workshop will help participants consider the steps of loss, letting go, and growth involved in any transition . . . large or small.

Mary Porter and Lynn Bledsoe -- A Taste of Sage-ing. This experiential workshop will introduce the core concepts of Sage-ing—conscious aging from a spiritual perspective, as developed by Rabbi Zalman Schacter-Shalomi, in his book, *From Aging to Sage-ing: A Profound New Vision of Growing Older*. Participants will be invited to engage in reflection (individually and communally) and practices of deepening spirituality. Mary Porter and Lynn Bledsoe are Certified Sage-ing Leaders and have many years of experience leading older adult ministries.

Thursday 2:30 PM

Mary Porter: Legacy Letters: The Last Word

In his book **Creating a Spiritual Legacy**, Daniel Taylor sounds the call for us in this workshop: *Your legacy is the fragrance of your life that remains when you yourself are not present. It is what your life is or has been good for in a very concrete sense...and can be conveyed to others.* This workshop will give participants a non-legal vehicle for making a bequest - letters to accompany or precede the Will and Advance Directives.

Robin Russell Gaiser – Musical Morphine: Transforming Pain One Note at a Time. From the earliest periods, people of faith have called on music in all circumstances. Through the compelling stories and live music of author and Certified Music Practitioner, Robin Gaiser, this interactive workshop awakens us to the miracle of therapeutic music. Discover the positive impact of music on the critically and chronically ill, the dying, senior adults, the anxious, the melancholy, and others. Participants will be inspired to consider new ways music can be utilized in the pastoral ministries of their congregations and faith communities.

KNOW ANYONE GRADUATING IN MAY?



**PASTORS, YOUTH DIRECTORS, PARENTS, SUNDAY
SCHOOL TEACHERS, ADULTS:**

**PLEASE HELP THE SALEM PRESBYTERY CAMPUS
MINISTERS GET A JUMP START ON REACHING OUT
TO YOUR HIGH SCHOOL GRADUATES.**

**SHARE THIS QR CODE WITH ALL SENIORS, OR SCAN
IT YOURSELF & COMPLETE THE CONTACT
INFORMATION FORM ON THEIR BEHALF.**

THANK YOU!



Be a part of a Presbytery Committee

Budget and Finance

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

Campus Ministry

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

Church Growth

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

Committee on Preparation for Ministry

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

Commission on Ministry

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

Executive Council

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

Equip

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

Examinations

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

Hunger Domestic

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

Hunger International

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

Committee on Representation

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

Permanent Judicial Commission

Meets when a legal case arises, only as needed.

Personnel

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

Property

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

Presbyterian Youth Ministry Team

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

Send

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

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



Nomination for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

E-mail: _____

Church: _____

Status: ☐ Teaching Elder/Clergy

☐ Ruling Elder

☐ Deacon

☐ Church Member

Committee of interest: _____

Briefly state relative experiences:

Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

Please return form to:

Salem Presbytery

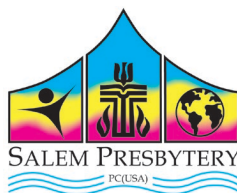
P.O. Box 1763

Clemmons, NC 27012

Fax: 336-766-7153

lscott@salempresbytery.org

P. O. Box 1763, Clemmons, NC 27012
336.766.3393 Fax: 336.766.7153



3950 Clemmons Road, Clemmons, NC
www.salempresbytery.org

Commissioner Report Form

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

II. Presbytery would like our INPUT about:

III. The Presbytery requested we ACT to:

IV. We might consider asking the Presbytery to:

V. A church or pastor which needs our PRAYERS:

VI. One Presbytery initiative which needs our SUPPORT:

VII. Next Presbytery Meeting:

Tuesday, May 12, 2020 First Presbyterian Church, Boone

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.

