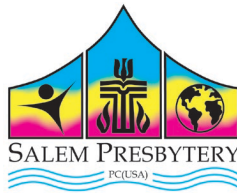


P. O. Box 1763, Clemmons, NC 27012
336.766.3393



www.salempresbytery.org

TO: Members of Salem Presbytery and Commissioned Ruling Elders
Ruling Elder Commissioners from Salem's churches
Certified Church Educators and all other church staff
Corresponding Members (PCUSA ministers in other presbyteries and other Christian Ministers)
Visitors and Guests of the Presbytery

Meeting: Tuesday, February 13, 2024

Worship will begin at 9:00 am.

PLACE: ZOOM Virtual Platform - Registration required prior to 5:00pm, 2/12/2024.

Register here, if you haven't already:

<https://us02web.zoom.us/meeting/register/tZMsdu-ppzgjGdeMgEowdJh0GpzheOk10j7O>

This meeting will be on the ZOOM platform. We will be in-person in May, August, and November 2024.

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

Elder Catrelia S. Hunter, Moderator
Elder David Vaughan, Stated Clerk

Our Vision

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

9:00amv	Call to Order and Opening Prayer	Elder Catrelia Hunter, Moderator
	Worship and Celebration of the Lord's Supper p. 4 Worship led by CRE Tony De La Rosa Worship will include the Commissioning of Elder De La Rosa and installing him as Salem's Executive Presbyter	
10:00	Organization of Presbytery Establishment of Quorum New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.) Approval of Docket	Moderator Elder David Vaughan, Stated Clerk
	Moderator's Welcome Corresponding Members (Teaching Elders from other Presbyteries and ministers of other Christian denominations) Ruling Elder Commissioners attending for the first time Visitors and Guests	Moderator
10:10	Land Acknowledgement	
10:15	Executive Presbyter's Welcome and Report pg. 6	CRE Tony De La Rosa
10:20	Designated Presbyter's Welcome and Report pg. 7	Rev. Jodi Ligan
10:25	Stated Clerk Communications & Report pg. 8	Stated Clerk
10:30	Board of Pensions p. 12	Elder Elizabeth Little
10:40	Union Presbyterian Seminary	Ashlee Anderson
10:42	Synod of the Mid-Atlantic	Rev. David Cho, Moderator
10:45	BREAK	
10:50	Executive Council pg. 13 Budget and Finance Committee pg. 15 Stewardship Committee	Rev. Jennie Hemrick Rev. Kyle Goodman, Rev. Kim Priddy
10:58	Church Growth and Transformation Committee p. 21	Rev. Liz Troyer

11:05	Commission on Ministry		Rev. Felicia Stewart Hoyle
	Task Force on Examinations	pg. 22	Rev. Travis Milam
	Welcome Liturgy	pg. 29	
	Quarterly Report	pg. 30	
	Service of Retirement of CRE	pg. 33	
	Dr. James Beard		

11:20	Committee on Representation	pg. 34	Rev. Sam Perkins
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11:30	Peace and Justice Task Force	pg. 36	Elder Karen Worley
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11:45	Living Waters for the World	p. 38	
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11:55	New Business		Moderator Hunter
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11:56	Installation of new Presbytery Moderator, CRE Steve Braxton	p. 39	Moderator Hunter
	Recognition of retiring Moderator, Elder Catrelia Hunter		Moderator Braxton
	Announcements		
	Adjournment with Benediction		Moderator Braxton

Next Presbytery Meeting:

Tuesday, May 14, 2024

In Person Only (LiveStream TBA): Concord Presbyterian Church, Statesville

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.

SALEM PRESBYTERY

Luis Antonio De La Rosa

Commissioning of a CRE and Installation as Executive Presbyter

Moderator: We come now to commission Elder Tony De La Rosa for pastoral service to Salem Presbytery and to install him as our Executive Presbyter.

COM Leader: The call of Christ is to willing, dedicated discipleship. Our discipleship is a manifestation of the new life we enter through baptism. Discipleship is both a gift and a commitment, an offering and a responsibility.

Moderator: God has called you to particular service as a Commissioned Ruling Elder and as our Executive Presbyter. Show your purpose by answering these questions.

Who is your Lord and Savior?

De La Rosa: Jesus Christ is my Lord and Savior.

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

De La Rosa: I will.

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?

De La Rosa: I will, with God's help.

The COM Moderator will ask the Presbytery the following question:

COM Leader: Presbytery members, elder commissioners, educators and other church staff: do you confirm the call of God to Tony as Commissioned Ruling Elder and Executive Presbyter, in the service of Jesus Christ?

Presbytery: We do.

COM Leader: Will you support and encourage Tony in this ministry?

Presbytery: We will.

The COM Moderator will lead the Presbytery in a Prayer of Commissioning and Installation.

Moderator: Tony, you are commissioned to service as a Ruling Elder and installed as Salem's Executive Presbyter. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him.

Dear Friends:

Since my arrival in Salem Presbytery last month, many of you have described my initial time as both a honeymoon and “drinking from the fire hose.” In a sense, both metaphors are true representations of my activities to date. I have had a chance to meet with many of you—both in person and via Zoom—and I am looking forward to meeting more of you and learning about your experiences, contexts, and dreams for ministry in Salem Presbytery.

Among the highlights of my time has been a ministry of physical presence, most often via my visits to churches to attend their worship services on Sunday mornings. Here’s a list of the churches I have visited to date:

- El Buen Pastor NCD, Winston-Salem
- Fellowship, Greensboro
- First, Burlington
- First, Greensboro
- Mount Vernon, Woodleaf
- Saint James, Greensboro
- Starmount, Greensboro
- Westminster, Greensboro

Based on my experiences worshipping with these congregations, the spiritual witness of our churches in Salem is indeed strong and inspiring. I look forward to visiting other congregations for worship during the coming year.

Worship and other aspects of local church life would be nearly impossible without the active engagement of the Presbytery through its Commission on Ministry (COM). This year, the COM’s moderator, Rev. Felicia Stewart Hoyle, has done an exceptional job in pulling together the various responsibilities of Salem’s COM and organizing them into six highly functional and effective task forces. Salem owes a debt of gratitude to Felicia and her work with the COM whose members labor tirelessly in ensuring our churches remain faithful, gracious, and authentic expressions of the Gospel of Jesus Christ. What a joy to be working among all of you!

In Christ,



Tony
exec@salempresbytery.org

When our daughter was young, as she would leave for school in the morning, one of the last things we would say to her was “Make good choices!” This is also a simplified explanation for what your Designated Presbyterian for Transformational Ministry is responsible: empowering uninstalled churches to make good choices. I spend, however, a fair amount of time explaining that I am not visiting your church because Presbytery wants to close it. **I am visiting your church because Salem Presbytery is looking to empower it** (from my mouth to God’s ear).



Sometimes the painful Session decision to dissolve a church is an incredibly faithful choice. Sometimes I can make a guess at how long a church will survive. I certainly don’t know exactly when a church might dissolve, but I do know that **certain congregational and Session decisions can expedite the journey.**

Here are some of **conversations** of which I have been a part over the last twenty months serving with our uninstalled churches, which may put them on the path to closure:



- We only want a pastor where we don’t have to pay benefits
- This is *our* property, *our* church, *our* pastor
- I can’t remember the last time we did an audit
- I (we) don’t attend Presbytery meetings because... they are too far away, we don’t ‘do’ technology (ZOOM), why should I (*because you promised: BOO W-4.0404*)
- We cut the benevolence (mission) budget line to pay for heating oil
- Without children and young families, we will never be a church (again)
- We don’t care what the (Presbytery) policies are...we’ll pay what we can pay until we can’t and our pastor is fine with that
- We don’t need officer training – it’s the same people again because no one else will do it
- We can’t hire a pastor because our building needs too much work
- We don’t want to drive 5 minutes to worship with [the neighboring PCUSA church] on 5th Sundays
- All we need Presbytery to do is get us a pastor
- We can (will) not change our worship time

I share these because some of these decisions and beliefs place churches on a path where recovery may not be an option. Lack of funds or people may preclude a church from doing what they would like to do, however, **those realities do not preclude God’s people from considering what it means to be the Church in ways that are not property or pastor dependent.** Our PCUSA beliefs and polity provide the framework to recognize that we are a people living out our faith through **relationships and connection, that we are all to participate** in these challenging conversations to prayerfully discern solutions *together*.



As we stand on the precipice of a new chapter in this Presbytery, **may we make good choices to be the Church in the image of Jesus Christ!**

FOR INFORMATION:

May 2024 Presbytery Meeting

I am delighted to announce that we have accepted the kind invitation of the Concord Presbyterian Church to host our in-person meeting scheduled for Tuesday, May 14, 2024. Pre-registration will be required. (We are working on the provision live-streaming of the meeting.) Please mark your calendar now.

Session Minutes Reviews

In addition to those noted in the November 2023 Presbytery packet, I have successfully reviewed the session minutes of Bixby PC and Shallowford PC.

Synod of the Mid-Atlantic - End of the Year letter

Please see the letter from the Synod of the Mid-Atlantic that is a part of today's packet.

FOR ACTION:

Modification to Dismissal Policy

One simple element in the Dismissal Policy, adopted by Salem Presbytery in April 2016, has been found to be in violation of a provision in the Book of Order - and I will be moving new language in this one section. (See the proposal in today's packet.)

Section 4, item D: In the current policy, the vote of the congregation for dismissal appears to be binding upon the Session. The request for dismissal of the congregation to another Reformed body is not among those items that are under the purview of the congregation. (G-1.0504).

David Vaughan
Stated Clerk
statedclerk@salempresbytery.org



Synod of the Mid-Atlantic

3601 Seminary Avenue | Richmond, Virginia 23227 | 804 342-0016 | www.synatlantic.org

To: GP Tony De La Rosa and SC David Vaughan
 From: Warren Lesane Jr, Executive and Stated Clerk
 Ref: The Impact and Speed of Time – It's Been a Good Year
 Date: December 19, 2023

Where has the time gone? Our getting older makes time so much more precious and now we are 12 days away from 2024. Hopefully, the time we spend engaged in ministry and service to Christ Jesus through the synod of the Presbyterian Church USA., has been productive as you reflect upon the year.

The Synod Moderator David Cho and the Executive Committee express thanks to the Presbytery of Salem for being such a meaningful partner in mission and ministry in 2023. Our presbyteries are continuing to recover from COVID and we are delighted that you are rebounding also. We are pleased that nine of the 14 presbyteries have become Matthew 25 Councils, and others are closing in. Nearly four years ago, synod set aside \$6,965 to stimulate and encourage movement deeper into or towards Matthew 25. Most presbyteries have requested these funds to assist with presbytery representatives to attend the Matthew 25 Summit in January. Keep in prayer AKAP! Consider sending a financial gift to AKAP as the presbytery appeals a civil court property decision. The synod at this point has donated \$20,000.

Leaders across and beyond the region continue to reflect positively on the impact that 252nd Synod Assembly had upon the more than 114 Commissioners, COM/CPM, Black Church Leaders, and Presbytery Leaders. The launching of the Next Generation Initiative will allow our synod to be known as "That Synod that creates a culture and strategy to identify, nurture, and coach the Next Generation of African American Leaders for the PCUSA and beyond." We also said farewell to Interim EP Vanessa Hawkins and welcomed EP Bruce Grady to NHO; farewell to TGP Barbara Smith and welcome GP Tony De La Rosa to SAL; and we said farewell to GP Liza Hendericks and said hello to Interim Parttime GP Jeff Bell to EVA.

As we Praise God for an Amazing Year in Advance, can the synod anticipate your support in 2024? Thanks for providing leadership to serve on synod's committees and commissions.

- Committee on Representation – Vacant
- Permanent Judicial Commission – David P. Parker
- Jubilee Fund Committee – LaQreshia Harley
- Nominating Committee – Kim Priddy
- Synod Commissioners – Felicia Hoyle and Lee Woods
- December 18, 2023, synod per capita received totaled \$20,710.25, leaving a balance of \$1,882.65.
- 2024 synod per capita is \$22,001.80 based on 2022 membership of 19,132. Do your numbers agree with these numbers? Please let us know. Per capita spreadsheet is attached.

In Anticipation for an Amazing 2024:

- ✓ Virtual New Commissioners/Committee Orientation will be held on January 30, 2024 at 2:00pm.
- ✓ Completed application Deadlines for 2024 synod grants are February 1st and August 1st.
- ✓ Synod of the Mid-Atlantic Assembly dates are March 15-16, 2024 at UPS in Richmond.
- ✓ Presbytery Minutes Review begins April 15th. Looking forward to working with your Stated Clerk.
- ✓ As presbytery considers filling vacancies, please look at DIVERSITY as best as you can.
- ✓ The 226th General Assembly will be held in Salt Lake City. Invites are forthcoming for lunch or dinner for SMA folk to gather there. It has been a long time since the EPs and SCs have met. Could 2024 be the year?
- ✓ Reach out if the Synod of the Mid-Atlantic can assist you and the presbytery. Peace and Blessings.

Re: Per capita

Cindy Hollingshead <chollingshead@synatlantic.org>

Tue 1/23/2024 4:36 PM

To: David Vaughan <statedclerk@salempresbytery.org>; Warren Lesane <wlesane@synatlantic.org>

Cc: Tami Scott <tscott@synatlantic.org>

Hi David,

Thank you for your email. Yes, the final payment for Salem's per capita was received and credited.

We are blessed and appreciate your continued support of your Synod.

Blessings on your day,

Cindy

From: David Vaughan <statedclerk@salempresbytery.org>

Sent: Thursday, January 11, 2024 4:54 PM

To: Warren Lesane <wlesane@synatlantic.org>

Cc: Cindy Hollingshead <chollingshead@synatlantic.org>; Tami Scott <tscott@synatlantic.org>

Subject: Per capita

Synod Staff:

Re: the December 19 letter

The 2024 per capita assessment agrees with our records. We are assuming that you have received our final synod per capita payment for 2023 and that we are "paid up."

David Vaughan

Strike-thru: Delete

Red print: Insert

Salem Presbytery
Guidelines for Congregations Considering a Request to Presbytery to be Dismissed
(Approved by Presbytery, 4/30/2016)

IV. D. After the legal agreement has been approved by the Congregation, the Session may – no sooner than three months and not later than six months after the first hearing described above (Presbytery having the right to modify these time limits for good reason in the light of negotiations for the legal agreement in IV.C.3) – request the Presbytery to call a second hearing of the Congregation, and to establish the rules for that hearing.

- * Due notice shall be mailed to all members of the Congregation at least thirty (30) days prior to the hearing, and shall be given orally from the pulpit at regular church services on two successive Sundays, the first of which shall be at least ten days prior to the hearing.
- * The Clerk of Session and the Stated Clerk of Presbytery shall agree on the roster of active members, and the procedure for their registration at this hearing. Due diligence shall be exercised to ensure that only those eligible to vote do so.
- * At least 66% of the active members shall be present.
- * Members of the AC appointed by Presbytery shall be present throughout and shall have the right to speak.
- * The question to be discussed is “Shall the _____ Presbyterian Church request the Presbytery to dismiss it to this Reformed body: _____?”*
- * Ample time shall be provided for both speakers wanting dismissal and those wanting to stay with the PCUSA.
- * After discussion and prayer, a ~~secret~~ written ballot shall be taken on this question, the only choices being “Yes (Request dismissal)” or “No (Do Not request dismissal).”
- * ~~If 90% of those active members present and voting vote to request dismissal, the request shall go to Presbytery.~~ The result of this ballot shall be used by the Session in its discernment for dismissal. (Only the Session may request dismissal. Dismissal is not among those items of business that are proper to congregational meetings. G-1.0504)



Elizabeth Little
Church Consultant

m: 252-723-8653

elittle@pensions.org

January/February 2024

We at the Board are working hard to support our ministers and employees of the Presbyterian Church (USA) in new and creative ways. If you have other ideas about how we can help, please let me know. I am happy to meet with presbytery and church committees to listen to your thoughts and hopes of how we can strengthen the benefits offered to those who serve the Church.

The Board of Pensions is a national agency of the Presbyterian Church (U.S.A.), offering a broad range of benefits to PC(USA) churches, agencies, and mid councils, as well as affiliated employers.

Member/Employer Services: 800-773-7752, M-F 8:30 am to 6:00 pm ET

A Season of Rebuilding

The Board of Pensions is assessing and restructuring the Benefits Plan of the Presbyterian Church (U.S.A.) to meet the needs of a changing Church. Our goal is to provide more flexibility and cost control for congregations as they care for the well-being of their pastoral leadership. Our hope is for all ministers and employees in the PC(USA) to be plan members. The Board of Directors will vote on a new Benefits Plan structure in early March. [Read about recommendations for the new plan.](#)

New Benefits Connect system now available

The new Benefits Connect system offers enhanced features and updated design and navigation to benefit church employers as well as individual members, both active and retired. Every user must register a new login for the new Benefits Connect. We encourage members and church employers to do so as soon as possible. Any who need assistance with the new system should contact Member or Employer Services, at 800-773-7752. An updated [employer guide for Benefits Connect](#) is available.

Other important information:

The Assistance Program: As part of our commitment to mutual care and wholeness, the Board of Pensions continues to expand access to the Assistance Program to serve more ministers, employees, retirees, and surviving spouses who have financial need. [Read about potential grant opportunities.](#)

Remember to update Effective Salaries for the new year: Any changes to effective salaries must be reported to the Board of Pensions via Benefits Connect within 60 days of the effective date. Details about forms of compensation included in effective salary are found in [Understanding Effective Salary.](#)

New Medicare Advantage Plan with Humana has launched: The new plan replaced the former Medicare Supplement Plan for retired members, effective January 1, 2024. We anticipate potential expansion of eligibility in January 2025. [Read more about the Medicare Advantage Plan.](#)



The Executive Council met on December 14, 2023 and January 18, 2024.

The Executive Council received regular reports from Designated Presbyter Jodi Lingan and Stated Clerk David Vaughan. The Executive Council welcomed new Executive Presbyter Tony De La Rosa at the January meeting, and heard of his work in his initial half-month.

FOR INFORMATION:

On behalf of Presbytery, the Executive Council took the following actions:

- Elected the following to service in Salem Presbytery:
 - * Rev. Randy Harris to the COM Task Force on the Care of Pastors and Retirees, Members-at-Large/Validated Oversight and Certified Christian Educator Oversight, Class of 2026;
 - * Rev. Andrew Taylor-Troutman to the Executive Council, Class of 2026;
 - * Elected the following to the Committee on Representation: Rev. Jay Lambeth, Rev. Sandy Kern, Rev. Sam Perkins - all to the class of 2026;
- Extended the term of Elder David Vaughan as Stated Clerk, through August 31, 2024 (current term ends 2/28/2024);
- Approved Ruling Elders (who have been trained) to serve the Lord's Supper:
 - * Approved Elder Shannon Langston (a CRE candidate, certified ready to receive as commission) to serve the Lord's Supper at Bethesda/Statesville for one year beginning December 15, 2023;
 - * Approved Elder Wade Balsley (to be trained by Rev. Wes Pitts) to serve the Lord's Supper at Speedwell for one year beginning December 15, 2023;
 - * Approved Elder Nathan Peifer (a candidate under care of Salem Presbytery, certified by CPM as ready to receive a call) to celebrate the Sacraments and moderate the Session at Shallowford for six months, beginning January 1, 2024;
 - * Approved the following elders (having been trained by Rev. Olen Bruner) to serve the Lord's Supper at Allen Temple for one year beginning December 15, 2024: Elders Christopher Davis, Gretchen Dunlap, Robert Gaither, Leonard Hall, and James Miles;

Business of the Executive Council:

- Approved minutes of previous meetings, including the meetings of Presbytery in September and November 2023;
- At the recommendation of the Budget/Finance Committee, approved a payment in excess of the 2023 budget of \$25,000 as per capita payment to the Office of the General Assembly; this will allow Salem to pay nearly 73% of our OGA per capita assessment; the source of funding is proceeds from the sale of properties;
- For 2024, elected the Rev. Jennie Hemrick as Moderator and the Rev. Lara Musser-Gritter as Vice Moderator of the Executive Council;
- Authorized the Presbytery moderator, Dr. Hunter, to sign the deed transferring ownership of the property of the Stoneville PC which is officially sold;

- Approved the docket for the February 2024 meeting of Presbytery;
- Received notice that the Lloyd PC Session is requesting dismissal from the PC(USA); heard that the Stated Clerk was assembling an Administrative Commission to work alongside the Lloyd Session.

TO BE RECOGNIZED:

- Budget and Finance Committee
- Stewardship Committee

Elder Ronda Tatum
Rev. Kyle Goodman, Rev. Kim Priddy

Salem Presbytery				
Statement of Financial Position				
December 31, 2023				
Assets				
1		Cash - Operating	5,469	
2		Cash - Savings	33,046	
3		Cash - Hunger Restricted	99,162	
4		Cash - Money Market	275,348	
5			<u>413,026</u>	
6		Pledges Receivable from previous year end	237	
7		Investments (\$800,538 available in Gen Fund)	2,508,430	
8		Note Receivable - Current	11,330	
9		Sales Tax Receivable	82	
10		Prepaid Insurance	3,377	
11		Other Receivables	1,753	
12		Current Assets		2,938,234
13				
14		Land, Building, Equipment	500,355	
15		Less Accumulated Depreciation	(188,506)	
16		Land, Building, Equipment Net	311,849	
17		Notes Receivable - Long-term	409,521	
18		Non-current Assets		721,370
19				
20		Total Assets		<u>3,659,604</u>
21				
22				
Liabilities and Net Assets				
23		Liabilities:		
24		Accounts Payable	135	
25		Other Liabilities	14,956	
26		Current Liabilities		15,090
27				
28		Net Assets:		
29		Unrestricted	2,204,143	
30		Temporarily Restricted	528,940	
31		Permanently Restricted	138,760	
32		Net Income	772,672	
33				3,644,515
34				
35		Total Liabilities and Net Assets		<u>3,659,604</u>

Salem Presbytery
Notes to Financial Statements
December 31, 2023

Statement of Financial Position

	Merrill <u>Lynch</u>	Certificates <u>of Deposit</u>	<u>New Cov</u>	<u>Pres Fdn</u>	<u>PILP</u>	<u>Total</u>
1. Investments at last statement:	1,553,276	355,181	167,529	225,819	74,677	2,376,482
Income	6,190	2,984			294	9,469
Fees	(1,313)					(1,313)
Gain/Loss on disposition	(809)					(809)
Additions/(Withdrawals)	0					0
	<u>1,557,344</u>	<u>358,165</u>	<u>167,529</u>	<u>225,819</u>	<u>74,971</u>	<u>2,383,828</u>
Unrealized Gain (Loss)	123,952	649				124,601
Current Balance	<u>1,681,297</u>	<u>358,815</u>	<u>167,529</u>	<u>225,819</u>	<u>74,971</u>	<u>2,508,430</u>
Asset Allocation:						
Fixed Income	68%	100%				
Equities	30%		100%	99%		
Cash/Money Accounts	2%			1%	100%	

2. Prepaid Insurance - consists of premiums due 1/1/24 for Jan - Mar, 2024.
3. Other Receivables - Board of Pensions premium paid for and to be reimbursed by El Buen Pastor.

		<u>Current</u>	<u>Long-Term</u>	<u>Total</u>
4. <u>Note Receivable</u> balance includes:	Grace Presbyterian	1,584	1,472	3,056
	Monte Sinai Iglesia	9,746	408,049	417,795
		<u>11,330</u>	<u>409,521</u>	<u>420,851</u>

5. Other Liabilities - consists of: Moving expenses for General Presbyter, Tony De La Rosa
reimbursed to Tony in January, 2024 13,977
- Accrued Payroll 979
- 14,956

Salem Presbytery

Statement of Activities

Through December 31, 2023

				Actual	Budget	Variance
GENERAL FUND						
Revenue						
1		Presbytery Support from Churches		562,257	580,000	(17,743)
2				562,257	580,000	(17,743)
3		Other Receipts		20,421	20,000	421
4		Rental Income		3,600		3,600
5		Income from Investments		28,616	20,000	8,616
6		Realized Gain (Loss) on Investment		(11,088)	0	(11,088)
7		Other Interest		14,734	500	14,234
8		Reimbursement from El Buen		74,865	71,940	2,925
9		Proceeds from Property Disposals used to pay per Capita		25,000		25,000
10		Transfer from EC Approved Initiatives		116,711	116,711	0
11		Total Revenue		835,115	809,151	25,964
12						
13		Expense				
14		Campus Ministry		74,315	80,928	6,613
15		GA & Synod Support		161,713	138,701	(23,012)
16		Defined Ministries		1,000	1,000	0
17		Council / Committees		8,785	27,705	18,920
18		Administrative				
19		Compensation		485,862	505,797	19,935
20		Continuing Education		0	3,000	3,000
21		Travel Expense		12,349	14,000	1,651
22		Communications		14,823	14,500	(323)
23		Insurance		12,117	16,600	4,483
24		Other Administrative		32,858	22,769	(10,089)
25		Closed Church Expense		0	0	0
26		Total Expense		803,821	825,000	21,179
27		Operating Revenue in Excess of Expenditures		31,294	(15,849)	47,143
28		Unrealized Gain (Loss) on Investment		91,386		91,386
29		Proceeds from Property Disposals		48,507		48,507
30		Proceeds for Carrying Costs		131,427		131,427
31		General Fund Revenue in Excess of Expenditures		302,615	(15,849)	318,464

		Salem Presbytery			
		Statement of Activities			
		Through December 31, 2023			
		<u>Pass-Throughs</u>			
32					
33		REVENUE			
34		PCUSA	102,203		
36		Local Validated Causes	29,145		
37			131,347		
38		EXPENDITURES			
39		PCUSA	102,203		
40		Local Validated Causes	29,145		
41			131,347		
42		Revenue in Excess of Expenditures	0		
43					
44		<u>Other Presbytery Funds</u>			
45		REVENUE			
46		Black Caucus	1,850		
47		Catawba Camping Scholarship	777		
48		Church Growth	554,310		
49		Decentralized Office Costs	8,729		
50		Hunger	100,378		
51		Missions	55		
52		New Covenanat Funds	10,473		
53		Office Building Proceeds	43,492		
54		Peace & Justice	2,359		
55		Presbyterian Foundation	7,349		
56		Seminary Education Scholarship	1,972		
57		Roxanna Atwood Fund	2,889		
58			734,633		
59		EXPENDITURES			
60		Black Caucus	1,787		
61		Church Growth	6,975		
62		Decentralized Office Costs	14,752		
63		Hispanic	3,452		
64		Hunger	111,600		
65		Mission Challenge	3,600		
66		Peace & Justice	5,699		
67		Strategic Initiatives by EC	116,711		
68			264,576		
69		Presbytery Funds Revenue in Excess of Expenditures	470,057		
70		Total Revenue in Excess of Expenditures	772,672		

Salem Presbytery							
Report of Fund Balances							
Activity Year to Date through December 31, 2023							
		Beginning Balance	Income	Change in Mrkt value	Expense	Transfers	Ending Balance
1	General Fund	1,086,412.11	912,941.00	91,386.00	818,424.00	116,711.00	1,389,026.11
2	Presbytery Designated						
3	Campus Ministry	101,863.42					101,863.42
4	Office Building Proceeds	485,333.75		43,492.00			528,825.75
5	Decentralized Office Costs	9,842.01	7,063.79	1,665.39	14,752.27		3,818.92
6	Strategic Initiatives by EC	131,800.00				(116,711.00)	15,089.00
7	Church Growth Funds:						
8	Whispering Pines	50,438.74					50,438.74
9	Church Growth	182,485.60	554,309.50		6,495.66	-	730,299.44
10	General Loan	150,000.00					150,000.00
11	Missions	967.52	54.72				1,022.24
12	Youth Triennium	5,000.00					5,000.00
13		2,204,143.15	1,474,369.01	136,543.39	839,671.93	-	2,975,383.62
14	Temporarily Restricted						
15	Professionals & Pastors	4,432.50					4,432.50
16	African American Leadership Dev	7,000.00					7,000.00
17	Black Caucus	1,779.74	1,850.00		1,787.26		1,842.48
18	Camp/Conference Scholarship	15,376.59	777.28				16,153.87
19	Hispanic Ministry	50,071.73			3,451.66		46,620.07
20	Hunger International	89,046.08	50,189.03		56,000.00		83,235.11
21	Hunger Domestic	22,482.21	50,189.03		55,600.00		17,071.24
22	Peace & Justice	34,527.55	2,359.00		5,699.03		31,187.52
23	Seminary Education	18,892.49	1,972.00				20,864.49
24	Donation Pass-throughs	-	687.50		687.50		-
25	NC Virgil Ashbaugh	12,223.60	126.60	723.24			13,073.44
26	NC Cora Harrison	3,802.89	40.36	230.59			4,073.84
27	NC Maryland Hickerson	1,496.98	20.83	119.03			1,636.84
28	NC Stone Estates	125,669.90	1,372.36	7,839.92			134,882.18
29	PF Campus Co-Op Ministries	18,086.86	400.42	26.66			18,513.94
30	PF Latta Scholarship	6,689.28	742.02	49.40			7,480.70
31	PF DP Foust (Church Growth)	82,753.53	1,487.26	1,380.65			85,621.44
32	PF Ruby Robertson	1,149.55	249.13	16.59			1,415.27
33	PF Mission Challenge	33,972.05	2,810.10	187.10	3,600.00		33,369.25
34	Roxanna Atwood	(513.61)	390.87	2,498.65			2,375.91
35		528,939.92	115,663.79	13,071.83	126,825.45	-	530,850.09
36							
37	Permanently Restricted						
38	NC Virgil Ashbaugh	520.00					520.00
39	NC Cora Harrison	260.00					260.00
40	NC Maryland Hickerson	600.49					600.49
41	NC Stone Estates	12,482.34					12,482.34
42	PF Latta Scholarship	21,727.65					21,727.65
43	PF Ruby Robertson	7,602.84					7,602.84
44	PF Mission Challenge	70,565.42					70,565.42
45	Roxanna Atwood	25,000.00					25,000.00
46		138,758.74	-	-	-	-	138,758.74
47		2,871,841.81	1,590,032.80	149,615.22	966,497.38	-	3,644,992.45

Grant Application website:

<https://churchtransformation.substack.com/p/grant-application>

Rev. Travis Milam, Moderator**For information:**

The Examinations Committee has successfully examined the following for service in Salem Presbytery. The COM has received all of these to membership in Salem Presbytery, except that The Rev. Julie Hill will retain her membership in Charlotte Presbytery.

Faith Journey**Rev. Dr. Sidney Davis**

It would be so easy to say that my journey of faith started when I appeared before the ministers of the Yadkin Presbytery in the office of Rev. Dr. Peterson in Winston Salem or when I was taken under the care of the Southern Virginia Presbytery on June 1, 1974 or when I was ordained on June 1, 1977, but, I believe that my journey began as my grandmother would say when I was holding Church services in her living room and backyard.

I believe that my journey begun in the Sunday School Classrooms and Worship Services at Church Street Presbyterian Church (now Trinity Presbyterian Church) and my participation in the Westminster Fellowship activities of Catawba Inter- Presbytery Agency. My journey also began when I first realized that the young people of my apartment complex needed someone to care about their well-being and someone to be a positive role model.

My journey has not always been easy, fair, or just but I have found that I could not let go of God's hands. I had to remember the lessons of the Biblical saints like Job and Paul. Paul's words have given me so much guidance as I have struggled with challenges of life and ministry, for, he said in (Philippians 4:11-13) "11 I am not saying this because I am in need, for I have learned to be content whatever the circumstances. 12 I know what it is to be in need, and I know what it is to have plenty. I have learned the secret of being content in any and every situation, whether well fed or hungry, whether living in plenty or in want. 13 I can do all this through him who gives me strength."

In my faith journey God has shown me that when confronted with conflict, a good leader should always seek to find the common ground that may give all that are involved an opportunity to build trust and to work together to resolve the situation.

In my Seventy-two years of life, I have found that on this journey God have given me the opportunity to find peace, love, joy, and happiness! These gifts were given to me through the grace and mercy of God. It is in this state of spiritual awareness, I have felt the present, love, and grace of God and I can say that He has never left me alone.

Statement of Faith**Rev. Dr. Sidney Davis**

"I believe in God the Father Almighty, maker of heaven and earth; And in Jesus Christ his only Son our Lord: who was conceived by the Holy Spirit, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, dead, and buried;* the third day he rose from the dead; he ascended into heaven, and sitteth at the right hand of God the Father Almighty; from thence he shall come to judge the quick and the dead. I believe in the Holy Spirit, the holy catholic** church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen."

The words of the Apostles' Creed have always been my starting point when I begin to express my Faith. It is a simple expression of the basis for a relationship with God and clear statement of His grace. The words I believe starts my leap of faith into the eternal hands of God. Jesus when speaking to Lazarus's sisters in the midst their deep grief made a statement of comfort, hope and faith: Oohn 11: 25 -270 25 Jesus said to her, "I am the resurrection and the life. The one who believes in me will live, even though they die; 26 and

whoever lives by believing in me will never die. Do you believe this?" I have always noted that he asked the question of personal faith; Do You Believe? It is in making this commitment of faith that God's mercy and grace can enter the situation and change the circumstances of our human condition. We move from fear to joy knowing that in this relationship with God there is always Hope for the future.

I believe God has called us to a life of service and selected us to be ambassadors of reconciliation. We are to embrace the words of 2nd Corinthians 5: 17- 21 which states; "17 Therefore, if anyone is in Christ, the new creation has come: 18 The old has gone, the new is here! 18 All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation: 19 that God was reconciling the world to himself in Christ, not counting people's sins against them. And he has committed to us the message of reconciliation. 20 We are therefore Christ's ambassadors, as though God were making his appeal through us. We implore you on Christ's behalf: Be reconciled to God. 21 God made him who had no sin to be sin for us, so that in him we might become the righteousness of God." In every way by the grace and mercy of God we have been changed into new spiritual existence and thus giving us the responsibility to speak the good news of the Kingdom of God.

Our ministry is called to go forward, to commit to a covenant with each other and God. Jesus Himself gave us this calling when He spoke these words: (Matthew 28:19-20) "19 Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age."

Faith Journey

Rev. Patricia Greene

As far back as I can remember, I have been drawn to church. I grew up in a family that attended church Sunday mornings, Sunday evenings, and Wednesday nights, and many other occasions when the church doors were open. The first church I remember attending was a small Baptist Church in the mountains of North Carolina, and my grandparents and parents were involved in leadership in various ways. While I did not see women serving in ordained positions, I was keenly aware of the holy ranks of women who served as teachers, music directors, hospitality providers, and encouragers. From a young age, I felt at home in the church, welcomed and loved, and I wanted to participate in that sacred space with people I cherished.

As the years passed, and I found myself living in a different geographical area, I began to see women serving in ordained positions. Even though I was not always consciously aware of it, my mind and heart began to open further to new possibilities for myself. While in college, I quickly gained appreciation for the scholarly world of religion and theology. However, despite my love for religious academia, I continued to feel drawn to the church, and my intersecting love for God, people, and church took me to seminary. It was there that I discovered a passion for preaching and worship that I never knew I possessed, and my gifts for pastoral care continued to develop. It was also there, in that Presbyterian school, that an appreciation of the PCUSA began to be kindled in me...an appreciation that has steadily evolved and has led me to this place today.

Since my time in seminary I have served two different churches as Pastoral Resident (PCUSA) and Associate Pastor/Minister to Families (Baptist). Both of these positions helped hone my ministry skills and awakened a confidence and competency in church leadership that was striking for me to see and feel. God was working through these opportunities and congregations to help me further discern my call.

In my last months of church work, I was recognizing within myself a restlessness and readiness for change. From my time in that small Baptist church in the mountains, I have had a particular affinity for senior adults, and I have discovered through the years that I have significant gifts when it comes to listening, companionship, and loving well. The groundwork was being laid for a move to hospice chaplaincy, and it is in this field that I have found a new home. Death and dying are sacred times, and I am grateful for the chance to walk with people as they near the end of their lives. There is great mystery in that time, and to be able to be a part of that holy journey for a person and family is beautiful work indeed. Reminding people

that they are beloved, helping them find meaning and significance in their lives, listening to their stories and providing space for grief in all its forms, these are but a few of the aspects of my job that I cherish and consider part of my ministry calling.

During these past few years, I have felt drawn back into the Presbyterian world to which my seminary first really introduced me. I will always be grateful for my Baptist heritage and ordination, but I feel God has been leading me for years toward this denominational turning point, and I am now ready to embrace it.

God has spoken through mentors, friends, family, and acquaintances to call out my gifts and to point me forward on this journey of love. God has used music, scripture, and other sacred writings to speak into my life, bringing clarity and hope.

Most central to my calling is my desire always to lean into love and to love people well...to seek the beauty in each person, remembering that the image of God is within us all...and to shine some light into this world and into people's lives.

Statement of Faith

Rev. Patricia Greene

I believe in the One eternal God, Creator and Sustainer of the universe. Having existed from before time, God will continue to exist forever. God is utterly transcendent and immanent - outside of time and space, yet intimately present with creation. God desires relationship with the creation God personally crafted.

I believe in Jesus Christ, God's son, born of a woman. Fully divine and fully human, Jesus walked the earth with fellow humans as one of us but without sin, setting a profound example for humanity. In his life, death, and resurrection, he demonstrated power over sin and death and provided a salvific way by which creation could receive forgiveness and thereby more fully experience relationship with, and be reconciled to, God.

I believe in the Holy Spirit, permanently given to creation upon Jesus' ascension. As the indwelling presence of God that comforts and directs creation, the Holy Spirit is a mark of God's constant love and care for, and presence with, humanity. The Holy Spirit continually summons humans toward fuller relationship with God.

I believe that together, God, Jesus, and the Holy Spirit form the Holy Trinity and work to beckon creation toward the divinely willed Good. A perfect example of life in relationship, the Trinity models for humanity the significance and necessity of community.

I believe the divinely inspired Holy Scriptures provide the primary source of knowledge about God and the Christian faith. The Scriptures are the living Word of God, in, through, and by which God (often in the form of the Holy Spirit) has guided and inspired people throughout history and continues to do so today.

I believe humanity was fashioned in the image of God to have relationship with God, and, as part of creation, humanity was originally declared "good." At the core, humans carry the image of God and are deeply beloved by God. Yet all humans are marred by sin and continually do things aberrant from the divinely willed Good, rebelling against God and following a path of estrangement from the Divine. Still loved by God despite sin, humans are recipients of God's grace and mercy and are constantly being called by the Spirit back to original Goodness.

I believe the Church is the visible body of Christian believers existing of both pastor(s) and laity. The pastor(s) strives to guide and empower the laity such that it achieves a deeper relationship with God. The pastor's greatest responsibility and privilege is to allow the love of God and the pastor's love for God to radiate such that it embraces people in actions and words, reminding them of their belovedness. The laity is called to minister alongside the pastor - loving God and sharing the love of God with the church and the

world. Together the pastor and the laity worship God. Responding to God's command for bold love and service, the Church seeks ways to embody and work toward ever-greater compassion and justice.

I believe the Sacraments of Baptism and Holy Communion are external signs of the internal reality of Divine grace. They require the work of the Holy Spirit in and through them and are purposed to nurture and sustain faith, marking us as God's own and drawing us ever closer to God and to one another.

I believe one day Jesus will return in all Divine glory. A new heaven and new earth will be formed, and eventually, because of God's grace, love, and mercy, we will spend eternity in the presence of God. This belief provides the underpinning for Christian hope.

Faith Journey

Rev. Julie M. Hill

The youngest of three girls, I was born and raised in Wilmington, NC. Bedtime Bible stories and prayers, Sunday school, and singing in the children's choir at church are among my earliest memories and formed the foundation of the faith I later claimed as my own. I was raised in the United Methodist Church where I grew in faith and experienced the joy of being part of a supportive and encouraging church community. After my father died when I was seven, the emotional and tangible support we received from family, friends, and our church made it possible for my mother, who had never worked outside the home, to provide a stable environment for us. I learned the importance, indeed the necessity, of community. My elementary school days were marked by racial unrest in Wilmington, with curfews imposed and National Guard tanks patrolling the streets. This experience, along with seeing the struggles my mother faced as a single woman in the 1960's and 1970's, sealed within me a deep passion for issues of justice and equality.

It was at a summer church youth conference where I experienced the richness of personal devotional disciplines and the fellowship of other young devoted Christians, that I first felt God's call, though I did not understand it to be a call to ordained ministry. I pondered going into ministry when I graduated from Duke but did not have a clear sense of call and could not imagine me, a woman, as a pastor. For the next 20 years I collected catalogues and brochures from various seminaries and divinity schools.

I joined a Presbyterian Church in the mid 1980's, where the message of God's grace seeped into my soul and I had a role model of a woman in pastoral ministry. I threw myself into the life and ministry of that church and found my thirst for more only increased. It was in teaching a 5th grade Sunday school class entitled, "God Calls God's People," focusing on the call stories of Jacob, Joseph, Moses and others, and at the same time being asked to read the call of Jeremiah in worship, that I came to realize that God has always worked through flawed and unprepared people and that I must take the yearning I felt and God's call on my life seriously. Though life caused delays in pursuing my call, I entered the first class at Union Presbyterian Seminary in Charlotte in February 2002.

In a basic sense, my underlying faith has not changed since childhood. God is love. We are called into community and to nurture and support one another. Justice is an issue of faith. Yet I have grown- in understanding of my total dependence upon God's unfathomable grace, in appreciation for the mystery and freedom of God which is always beyond my ability to define or limit, and in hope, that goes beyond the immediate, to trust in the larger purposes of God that cannot be thwarted. In a world that often seems to be falling apart, I trust that God's kingdom will come. In the meantime, I am called to follow in the way of Jesus, assured that "nothing can separate us from the love of God in Christ Jesus our Lord."

Statement of Faith

Rev. Julie M. Hill

I trust in the living, loving Triune God,
 Father, Son and Holy Spirit,
 to whom I belong in life and in death.

I trust in God the Father, who has created and is still creating-

whose love and provision for all of God's creation
are beyond my imagining and are the constants in life.

I trust in God the Son, Jesus Christ, fully human and fully God,
whose life of love reveals the heart of God,
whose life of love demonstrates what it means to be fully human.
Through his life, death and resurrection, Jesus reconciles us to God
and invites us to new life in him,
both now and for all eternity.
Jesus Christ is Lord and Savior.

I trust in God the Holy Spirit, who is loose in the world,
working in ways beyond my understanding
as the life-giving force of God in Christ with us;
breaking into the brokenness of our world
to give birth to a new creation.
The Spirit claims us in the waters of baptism,
strengthens and nurtures us
with the bread of life and the cup of salvation,
and calls us into service in Christ's name.

In Holy Scripture is found the story of God and God's activity in the world.
By the illumination of the Holy Spirit,
God speaks to us through these ancient words.
I believe we read Scripture in light of Jesus' life, death and resurrection.

The church is the body of Christ,
gathered by God for the sake of the world.
The church's mission is shaped by the witness of Jesus' life.
Here disciples are formed and sent-
sent into the world to participate in Christ's work on earth-
to love and serve others,
to seek justice and resist evil,
and to proclaim the good news of Jesus Christ.

I am not my own; I belong to God.
In gratitude to God and empowered by the Holy Spirit,
I seek to joyfully serve Christ in my daily life,
even as I wait for the fullness of God's kingdom.

Faith Journey

CRE Shannon Langston

I was born into, baptized, raised and confirmed in a Lutheran Church in Phoenix, Arizona. As a teen I went to youth group, helped in the younger kid's Sunday school classes, I went to church camp, and on mission trips. I always felt a pull towards the church and a greater understanding, constantly wanting to learn more. I ended up leaving the church my junior year of high school over differences with another youth, and because the pastor was was of no help.

In 2003, while my father in law was going through some health struggles, I met his pastor, her name is Pat, from their small Presbyterian church in Peoria, AZ. During that time I had become close friends with her, and AJ (my husband) and I started attending there more regularly, and basically didn't leave until we

moved to North Carolina in 2021. She is what inspired me to go into Christian education, and eventually part of the reason I went into pastoral leadership. She is still one of my best friends and biggest supporters today.

Over the course of the 18 or so years we were there I held many hats. I started off as a Sunday school teacher, then my final title for the last 10 years I was there, Director of Christian Education, in which I oversaw the entire program for birth through adults. I also started volunteering for vacation Bible school, then stepped up to being the director for from 2004-2019. In 2014 I started serving on committees at the presbytery level, and enjoyed it immensely, and was the moderator of one of the committees from 2017-2020.

In 2015 I started taking classes at Austin Presbyterian Theological Seminary in their Certificate in Ministry program as a way to expand my understanding of the church, God, the Bible, Jesus and beyond. About 2 years into it I was talking to the Executive Presbyter of the Presbytery of the Grand Canyon about my classes. He asked if I was interested in becoming a CRE and he explained what it is. He said he thought I would be good at it, he had heard me do sermons at our youth group services several times and knows my compassion and passion for ministry. He urged me to pray on and talk to AJ about it. I found out that Austin PTS doesn't offer all of the courses I would need and though I had already taken 4 classes, only one would count toward the CRE program. So I transferred to University of Dubuque's Theological Seminary and was accepted into their Congregational Leadership Program, where they accepted the one class I took that did count as a transfer.

From the date I started at Austin, to the date I ended at Dubuque, it took me 8 and a half years to finish. That's also a total of 11 classes. Why did it take that long though? I took 1 class per semester, and none in the summers at first as I had young kids home from school, plus both my kids have some varying forms of mild mental special needs (now 17 and 18 years old), that required some undivided attention. Then there's me, I had struggled with some life threatening health issues in 2020-2021. So between my kids and I, I had to put things on hold sometimes. But, I never gave up! So after moving to North Carolina, getting everyone else settled into their job, and school, and all of us into a new house, I went back full force in August of 2022 and finished my last 3 classes, graduating in August 2023.

It took a bit of a journey to get here, but here I am, right where I belong!

Statement of Faith

CRE Shannon Langston

I believe in the Bible, the inspired Words of God given to humanity. The Bible was written and collected by humanity to lead us into a relationship with God and have God's guidance throughout our lives. I believe the Bible is still relevant today, as we will always need God's guidance. I believe we need to adjust our understanding of the Bible with the changing world around us, in doing so I believe we make the Word of God more valuable, approachable, accepting and inclusive to all.

I believe in having a personal relationship with Scripture. To read, meditate on and discern what each passage is saying to me, and how to come to a better understanding of God's relationship within myself and with humanity through that text. Each time I come to Scripture and ask the Holy Spirit to guide to me, I learn something new and feel reinvigorated. Scripture inspires me to make better decisions for myself, my family, my church, the world around me and bring that knowledge into my ministry and mission.

I believe in God, who is the creator of all. I believe God continues to inspire all who come to God to be better and do better for God and for all of humanity. I believe God pulls us closer to God so we can have a personal relationship with God. All of us are created equally in God's perfect image, to be God's children, to love God and follow God.

I believe in Jesus Christ, the true Son of God. Who leads us so we may learn to love, understand and forgive, not only for ourselves, but all of our neighbors, whether believers of Christ or not. We come to Jesus

seeking salvation, grace and understanding each time we speak to him. We are to celebrate his life, his teachings, his death, resurrection and ascension, so we may find salvation through him, and to share the Good News of Jesus Christ to all. Christ is who we are to strive to be most like, but knowing we are flawed and fallible, he died on the cross for our sins, so we may be forgiven and try over again, for as many times as we need so we may come into a righteous relationship with God.

I believe in the Holy Spirit is in us all, filling us with love and allowing us to breathe the Word of God and love of Christ to all. I believe God gives us the power of the Holy Spirit when we are baptized, just as the Holy Spirit appeared to Christ at his baptism. I see the power of the Holy Spirit in the world around me through the shared love and care for our neighbors around the world. I feel the powerful presence of the Holy Spirit renewing my own faith within me and strive to share the power of that faith with others, showing them that same comfort. Through the Holy Spirit we are surrounded by the strength of God, Jesus and our fellow believers throughout all time, past, present and future.

I believe the Sacraments of baptism and the Lord's Supper are true gifts of Christ Jesus given to us to devote our lives to him, remember him and serve him with our whole heart, soul and being. When we are first baptized we are committing ourselves to the belief in God's Son, Jesus Christ, and promising to follow him. We are cleansing away our old lives to live in a new covenant with Jesus. When we take communion we are remembering that covenant with Jesus, remembering our own promises made in that covenant, and remembering Jesus' sacrifice for us.

I believe I was created by God for a purpose. I believe it is up to me listen for and look for signs of God's will for me, and to follow God's path. I believe Jesus walks beside me, holding my hand, inspiring me to be better and do better in my life. To teach me to be a better teacher, to lead me to be a better leader, and to share his gift of preaching to others, to share the gift of the Word of God, and Christ's gift of salvation with all. I feel the presence of Christ in my life to pull me back to the grace of God each time I loose my place. I have a deep faith in God and Christ, which fuels my personal relationship with God.

Peace is in all of us because the love of God, peace of Christ and breath of the Spirit exists in us and for us.

Welcome into Salem Presbytery

Patricia, Shannon, and Sidney have been received into membership of Salem Presbytery, and we welcome Julie to labor within our bounds. Let us join in celebration as they are welcomed.

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

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

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

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

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

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

Moderator: Let us not lag in zeal, but be ardent in spirit, serving the Lord.

All: We remember with joy our common calling to serve Christ, and we celebrate God's call to our brothers and sisters in Christ as they serve among us as Teaching Elders.

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

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

The Moderator of the Commission on Ministry will lead the Presbytery in prayer.

The Rev. Felicia Stewart Hoyle, Moderator

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

A. SECURING A STATED SUPPLY

1. Concurred with the Session of **First Presbyterian Church**, Greensboro, North Carolina, in securing a Stated Supply contract with the **Reverend Caroline Phillips** for a period of twelve months beginning November 29, 2023.
2. Concurred with the Session of **First Presbyterian Church**, Burlington, North Carolina, in securing a Stated Supply contract with the **Reverend Caroline Rhoads Tuttle** for a period of six months beginning January 1, 2024.

B. STATED SUPPLY RENEWAL

1. 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, 2024.
2. Concurred with the Session of **Mt. Tabor Presbyterian Church**, Cleveland, North Carolina, in renewing the Stated Supply contract with the **Reverend Timothy Porter** for a period of one year beginning January 1, 2024.
3. Concurred with the Session of **St. Paul Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Jay Lambeth** for a period of one year beginning November 1, 2023.
4. Concurred with the Session of **Grace Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Stated Supply contract with the **Reverend Pamela Mitchell** for a period of one year beginning July 5, 2023.
5. Concurred with the Session of **Faith Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Fred Beck** for a period of 3 months beginning October 1, 2023.
6. Concurred with the Session of **Pine Hall Presbyterian Church**, Pine Hall, North Carolina, in renewing the Stated Supply contract with the **Reverend John Senior** for a period of 1 year beginning January 1, 2024.

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

1. Concurred with the Session of **Bethel Presbyterian Church**, McLeansville, North Carolina, in securing the contract with the **Reverend Jeff Sockwell** as Transitional Pastor for a period of six months beginning January 1, 2024.
2. Concurred with the Session of **Sparta Presbyterian Church**, Sparta, North Carolina, in securing the contract with the **Reverend Julie Hill** as Transitional Pastor for a period of one year beginning January 1, 2024.

D. SECURING A PARISH ASSOCIATE AGREEMENT

Concurred with the Session of **Rumple Memorial Presbyterian Church**, Blowing Rock, North Carolina, in securing a Parish Associate Agreement with the **Reverend David Henry** for a period of one year beginning October 16, 2023.

E. MINISTER LABORING WITHIN THE BOUNDS OF SALEM PRESBYTERY

That the **Reverend Julie Hill**, a member of Charlotte Presbytery, was given permission to labor within the bounds of Salem Presbytery as the Transitional Pastor of **Sparta Presbyterian Church**, Sparta, North Carolina beginning January 1, 2024. The Terms are:

Effective Salary	\$36,000
Housing	\$0
Board of Pensions	\$14,040
Automobile Expense	Reimbursed at current IRS mileage rate
Continuing Education	\$1,125
Other	\$7,154

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

1. Concurred with the Session of **First Presbyterian Church**, Burlington, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Stewart Rawson** for a period of six months beginning January 1, 2024. (Contract ended February 4, 2024)
2. Concurred with the Session of **Bethany Presbyterian Church**, Graham, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Jon Phillips** for a period of one year beginning January 1, 2024.
3. Concurred with the Session of **New Hope Presbyterian Church**, Lexington, North Carolina, in renewing the Interim/Transitional contract with the **Reverend Mason Todd** for a period of six months beginning September 8, 2023.

G. SABBATICAL PLAN APPROVAL

That the sabbatical plan for **Rev. Kathy Beach** was approved (April 24, 2024 through July 27, 2024).

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. MODERATOR OF SESSION

1. That the **Rev. Wes Pitts** was appointed Moderator of Session for **Speedwell Presbyterian Church**, Reidsville, North Carolina.
2. That the **Rev. Timothy Bates** was appointed Moderator of Session for **Reid Memorial Presbyterian Church**, Mooresville, North Carolina.
3. That the **Rev. Neil Dunnivant** was appointed Moderator of Session for **Forest Hills Presbyterian Church**, High Point, North Carolina.

4. That the **Rev. Caroline Rhodes Tuttle** was appointed Moderator of Session for **First Presbyterian Church, Burlington, North Carolina**.

B. PULPIT SUPPLY LIST

Added the following individual to the pulpit supply list: **Rev. Margaret Almeida**.

C. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

Concurred with the Session of **Unity Presbyterian Church**, Woodleaf, North Carolina, in renewing the contract of **Sue Moore** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning January 1, 2024.

D. VALIDATED MINISTRY APPROVED

That the validation of the ministry of the **Reverend Patricia Greene** as a hospice chaplain was approved for 2024.

E. MINISTER TRANSFERRING TO SALEM PRESBYTERY

That the **Reverend Sidney Davis** a member of Charleston-Atlantic Presbytery, was received by Salem Presbytery on January 25, 2024.

That, following the successful process of transferring ordination to the PC(USA), the **Rev. Patricia Greene** was received by Salem Presbytery on January 25, 2024. Rev. Greene was originally ordained in the Baptist tradition and has formally relinquished her affiliation with the Baptist church.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. ELDER TO CELEBRATE SACRAMENTS

That ruling elders Hugh Montgomery, Dan Moore, Bob Gentry, Jenny Banfield, and David Althouse be allowed to serve communion at Speedwell Presbyterian Church, Reidsville, North Carolina for one year beginning December 15, 2023.

B. RECOGNITION OF COMMISSIONED RULING ELDER RETIREMENT

That Salem Presbytery recognize the retirement of Commissioned Ruling Elder Jim Beard.

RECOGNITION OF THE RETIREMENT OF CRE JAMES BEARD

Moderator: James Beard was clothed with Christ in baptism and called by God through the voice of the church to give particular service as a Commissioned Ruling Elder.

ALL: We remember with joy our common calling to serve Christ and celebrate God's call to all who minister among us.

Moderator: Let us pray:

Eternal God, we thank you for your servant, Jim, whose ministry we recognize today. We praise you for joys and accomplishments, and for your grace which has nurtured and sustained him and the Immanuel congregation. As we recognize Jim's ministry, we also pray for the Immanuel church congregation. Bind them ever closer to one another as they bear witness to your saving grace in Jesus Christ, in whose name we make our prayer. **Amen.**

adapted from *Thanksgiving for Faithful Service*

Rev. Sam Perkins, Moderator

For Information:

“Will you share in government and discipline, serving in councils of the church, and in your ministry will you try to show the love and justice of Jesus Christ?”

Our vows of ordination include a commitment to serve the wider church. If you are an elder in the Presbyterian Church, U.S.A., you answered the above question in the **affirmative**. And for those who are *teaching elders* – you signed your name to it in the Book of Ministerial Obligations. Let us not forget that we are “one Body with many parts... As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.” We really need all the parts working together; our health and our growth are at risk.

A description of many of our Presbytery committees may be found at the back of the packet for today's meeting - as is a nominating form. TEACHING ELDERS, please help us by referring names of *ruling elders* in your congregations who would be well-equipped for particular committee, commission or council work. ALL ELDERS, please contact Sam Perkins, Tony De La Rosa, or David Vaughan to let them know where your interests lie with regards to service to the larger church.

For Action:

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

Budget and Finance:

Class of 2026: Elder Myra Belo (St. Paul, High Point)

Church Growth and Transformation:

Class of 2026: Elder Corey Earp (Taylorsville)

Commission on Ministry: Transitions in Ministry (for installed positions)

Class of 2024: Rev. Scott Lawson (Starmount)

Class of 2026: Rev. Lisa Mullen (John Calvin)

Commission on Ministry: Examinations

Class of 2026: Rev. Jon Phillips (Bethany, Graham)

Commission on Ministry: Policy, Compensation, Mediation, and Church Officer Development

Class of 2025: Elder Billy Coleman (Reidsville First)

Executive Council:

Class of 2025: Rev. Arlo Tysinger (Elkin)

Synod Committee on Representation

Class of 2026: Rev. Sidney Davis (Retired)

This page is intentionally blank. (That is, I don't quite know why this blank page exists. But because it was already numbered, I left it in!)

David Vaughan

So you missed the Summit! It was AWESOME.



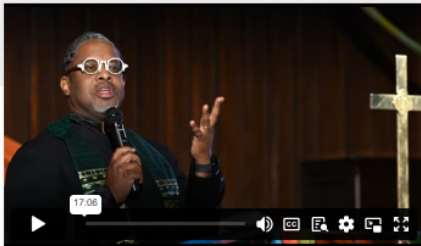
There's a way to catch something of what you missed. Click [HERE](#) to view the main events on video.

<https://vimeo.com/showcase/10891439>

Matthew 25 Summit Speakers - 2024

The first and historical Matthew 25 Summit was held January 16-18, 2024 at New Life Presbyterian Church in Atlanta, GA. This event was the first in-person gathering for people committed to and interested in learning more about Matthew 25. These videos are of the keynote speakers and closing sermon.

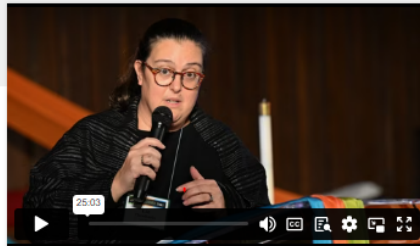
Share



Rev. Hodari Williams, Matthew 25...

Presbyterian Mission Agency

Rev. Hodari Williams delivers the sermon during the opening worship at the Matthew 25 Summit, January 16...



Rev. Dr. Liz Theoharis, Matthew 2...

Presbyterian Mission Agency

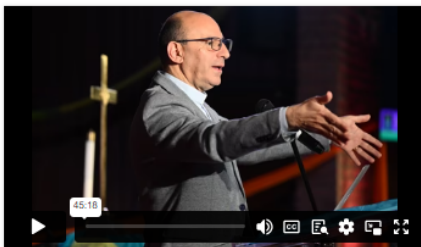
The first Matthew 25 Summit was held January 16-18, 2024 at New Life Presbyterian Church in Atlanta, GA. T...



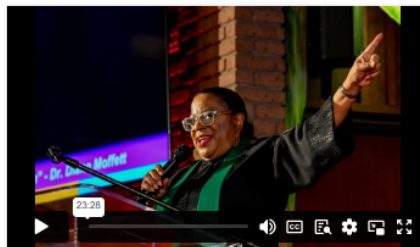
Rev. Dr. William Yoo, Matthew 25 ...

Presbyterian Mission Agency

The first Matthew 25 Summit was held January 16-18, 2024 at New Life Presbyterian Church in Atlanta, GA. T...



Rev. Prof. Mitri Raheb — Matthe...



Rev. Dr. Diane Moffett - Matthew ...



WE BELIEVE

*all God's children
deserve clean water*

The most precious natural resource on earth is clean water. Yet, over 600 million people around the globe suffer from lack of access to a safe water source.

The global water crisis can feel overwhelming, but it doesn't have to. With proper training and support, everyday people from all walks of life can learn how to implement clean water systems and empower communities to produce clean, sustainable water for themselves.

Since 1993, Living Waters for the World (LWW) teams have formed clean water partnerships in over 1,000 communities, embodying the call of Matthew 25.

We do this by:



Training and equipping volunteers who then...



form partnerships with communities in need and...



train & support their partners to install and operate their own water systems and lead health education

We are called to mutual transformation.

By partnering with one another across differences, cultures and boundaries, we join hands around God's table and meet Christ face to face.

“Living Waters for the World allows people to see the world through a new set of eyes, and it invariably changes them.”

—Wil Howie, Founder, Living Waters for the World

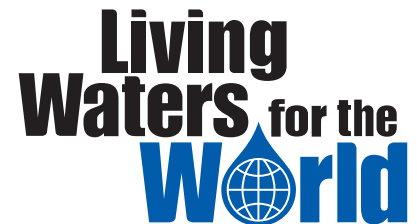
Join us!



VOLUNTEER and build a mission team.

DONATE so sustainable, clean water can flow.

livingwatersfortheworld.org



INSTALLATION OF PRESBYTERY MODERATOR FOR 2024-2026

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.

Steve, 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 Steve 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 Steve 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

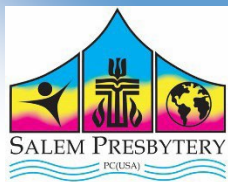
Moderator: Steve, you are installed to service as Moderator of Salem Presbytery. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him. (Colossians 3:17)

The newly installed Moderator addresses the Presbytery:

PRAYER OF THANKSGIVING:

Moderator Braxton: Let us give thanks for the service of Catreliia Hunter – God of grace, we thank you for the gifts of ministry given in your servant, Catreliia. 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 attending to any New Business and Announcements, the newly installed Moderator will entertain a motion to adjourn the meeting of Presbytery, and dismiss the Presbytery with a benediction.



Be a part of a Presbytery Committee

Budget and Finance

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

Campus Ministry

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

Church Growth & Transformation (Installed Leadership)

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

COM Task Force on CRE Training and Oversight

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

COM Task Force on Examinations

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

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

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

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

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

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

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

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

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

Committee on Preparation for Ministry

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

Committee on Representation

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

Equip

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

Executive Council

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

Hunger Committee

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

Peace & Justice Task Force

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

Permanent Judicial Commission

Meets when a legal case arises, only as needed.

Personnel Committee

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

Presbyterian Youth Council – Adults

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

Property Management Task Force

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

Mission Committee

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

Stewardship Committee

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



Nomination for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

E-mail: _____

Church: _____

Status: Teaching Elder/Clergy

Ruling Elder

Deacon

Church Member

Committee of interest: _____

Briefly state relative experiences:

Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

Please return form to:

Salem Presbytery

P.O. Box 1763

Clemmons, NC 27012

Fax: 336-766-7153

lscott@salempresbytery.org



Commissioner Report Form

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

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

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

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

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

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

VII. **Next Presbytery Meeting:**

Tuesday, May 14, 2024 Concord Presbyterian Church, Statesville

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.