

**ONE HUNDRED TWENTY-FIRST STATED MEETING  
MINUTES OF SALEM PRESBYTERY  
FEBRUARY 12, 2019**

The One Hundred Twenty-First Stated Meeting of Salem Presbytery, held on Tuesday, February 12, 2019 at Guilford Park Presbyterian Church, Greensboro, North Carolina, was called to order with prayer by the Presbytery Moderator, the Rev. Felicia Stewart Hoyle at 9:00 a.m.

**ENROLLMENT**

Commissioners		Commissioned Ruling Elders	13
Elders	74	Christian Educators	2
Ministers	100	Corresponding Members	2
		Administrative Staff	1
		Stated Clerk	1
		TOTAL:	193
		(+visitors – 48)	241

The following is the record of ministers' attendance:

**Attended:**

Lindsey Altvater Clifton, Marybeth Asher-Lawson, Taylor Barner, Frederick A. Beck, Joseph J. Blankinship, Erin Bowers, Edward L. Boyce, Kenneth L. Broman-Fulks, Olen V. Bruner, Thomas Brent Burleson, M. Gray Clark, Christy Clore, William Kevin Conley, Wallace Frank Covington, Amanda Davee Lomax, Nancy Jo Dederer, Franklin M. Dew, Neil Wayne Dunnivant, James David Ealy Jr., Christopher F. East, Lou McAlister East, John C. Elam, Stewart E. Ellis, Robert O. Freeman, Dana Fruits, Jonathan Gaska, Kenneth Griffin Gatewood, Brian Gawf, Jon Kyle Goodman, Kate Davelaar Guthrie, J. Randy Hall, William Hamilton, Randy Harris, Evan Harrison, Marti Hazelrigg, Peter Hazelrigg, Jennie Leake Hemrick, Fredrick R. Horner, Bryan Earl Hovey, Charles H. Howell, Felicia Stewart Hoyle, William M. Hoyle, Karen Ware Jackson, James Robert Jackson IV, Dorothy Campbell Jacobs, Vicki Jones-Johnson, Sandra M. Kern, Barrie Miller Kirby, Thomas J. LaBonte, Jay Lambeth, Emily S. Larsen, Eric P. Larsen, Debbie Layman, Charlie Lee, Robert E. Lee, Joel M. Long, Inger Manchester, Eustacia M. Marshall, Toure Marshall, Patrick Edward McElwaine, Bryan McFarland, Judson J. Milam, Travis Milam, Raymond P. Mims Jr., Alfredo Miranda, Susan Elizabeth Moorefield, Laura Kate Morrison, Stephen Moss, Joshua Musser Gritter, Lara Elene Musser Gritter, Glenn Otterbacher, Jeffrey Payne Paschal, Samuel C. Perkins, Kim Priddy, John Caldwell Pruitt, Paul Rhodes, Paul Ridolfi, Jessica Rigel, James Rissmiller, Brian Rummage, Mark Sandlin, Stephen W. Scott, Caroline Newman Sell, Howard Butch Sherrill, Ronald Shive, Paul Sink, Jay D. Smith, Jeffrey S. Smith, William Stacey Steck, Courtney Stevens, Samuel Stevenson, J. Stuart Taylor III, Katie Barrett Todd, Mason Todd, Dale Walker, Randolph T. Wellford, Daniel Wilkers, Alicia Wilson, Leigh Wisner, Lee Zehmer

**Excused:**

Margaret Almeida, John Banasiak III, Kathryn Beach, Steve D. Braswell, Kellie J. Browne, Kathryn Campbell, Samuel Dansokho, Melissa G. Davis, Terri Engle, William Stephen Hannah, William Bailey Heyward, Hye Jin Hwang, John Johnson, Lynn Kunkle, Rosa Miranda, Mark Wallace Sinnett, Jeffrey Sockwell, J. Grant Sutphin, Nancy Williams-Berry.

The following Churches were enrolled by the attendance of their elected Elder Commissioners:

A-D

**Alamance** Ken Carraway, David White, **Asheboro First** Mary Alexander, Chee Chee Brown, **Bethany (Graham)** Charles U. Allen, **Bethany (Statesville)** Deborah L. Harris, **Bethel** Steven M. Stiles, **Boone First**, Jeff Williams, **Burlington First** Barbara Roberts, Jennings Chandler, **Calvary** Betty Agnew-Wasson,

**Church of the Covenant** Annie Oakley, **Church of the Cross** G. Elaine Morehead, **Clemmons** Don Nielsen, Don Baker, **Concord** Luger Guill, **Covenant** Jane Davis, **Cross Roads**, Ann Seeley.

E-J

**El Bethel** Marie Burchell, **Faith** Prince Mushunju, **Fellowship** Charles Morgan, **Fieldstone** Warren Nelson, **Flat Rock** Nina L. Ellis, **Forest Hills** Brenda Drewry, **Franklin** Douglas Foxworth, **Greensboro First** Andy Cochrane, Kay Compton, Ed Cox, Penne Prigge, Tricia Faircloth, Elizabeth Bostian, **Griers** Bill Morris, **Guilford Park** Levinia Kollar, **Gulf** Kaye Palmer, **Hawfields** Debby Ferrell, **High Point First** Billie Porter, Aaron Clinard, **Highland** Mark Doughton, Grover Gore II, **Immanuel** Tony Blankenship, **Jamestown** Teresa Griswold, **John Calvin** Sammie Hinshaw.

K-R

**Lexington First** Charles Brayer, **Logan** Elaine Woods, **Mebane First** Thomas Vinson, **Mocksville First** Sue Hadley, Mount **Vernon** Rachel Hunter, **New Hope** Ken Truelove, **North Wilkesboro** Barbara Gregory, **Oak Ridge** Shirley Bear, **Parkway** Dee Parker, **Pine Hall** Donald Kensher, **Pittsboro** Ellen Grand, **Reid Memorial** LaQreshia Bates-Harley, **Reidsville First** Becky Norman, **Rumple Memorial** Jane Rogers.

S-Z

**Saint Andrews** Daryl Heestand, **Saint Paul (Greensboro)** James A. Tewes, **Saint Paul (High Point)** Doris T. Davis, **Salisbury First** Tricia Johnson, Carr Garner, **Sedgefield**, Myra Montgomery, **Shady Side** Ken Davis, **Shallowford** Sally Gant, **Sparta** Janey Jones, **Springwood** Wanda Small, **Starmount** Drake Doimler, **Statesville First** Bill Long, **Stony Creek** Karen K. Greene, **Thyatira** Ed Hall, **Trinity (Salisbury)** Alfreda Cowan, **Westminster (Greensboro)** Jim Gale, Larry Hooker, Laura Hochstein.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

A-L:

Allen Temple, Baird's Creek, Bethesda (Ruffin), Bethesda (Statesville), Beulah, Bixby, Boonville First, Cameron, Chapel in the Pines, Cleveland, Collinstown, Community in Christ, Cooleemee, Danbury Community, Dellabrook, Dogwood Acres, Eben-ezer, Ebenezer, Elkin, Fifth Creek, Francisco, Freedom, Glendale Springs, Glenwood, Grace, Graham, Greenwood, Hills, Joyce, Kernersville First, Korean First, Lake Norman Fellowship, Lansing, Laurel Fork, Lloyd, Love Valley.

M-Z:

Madison, Milton, Mocksville Second, Mt. Airy First, Mount Jefferson, Mount Tabor, Mount Vernon Springs, New Creation Community, New Salem, Oakland, Oakview, Old Providence, Piedmont, Pilot Mountain First, Pine Hall, Pine Ridge, Pleasant Grove, Prospect, Red House, Saint James, Salisbury Second, Sandy Ridge, Shiloh (Burlington), Shiloh (Statesville), Siler City, Smyrna, Speedwell, Spencer, Stoneville, Tabor, Taylorsville, Third Creek, Thomasville First, Thyatira, Trinity (Elon), Trinity (Winston-Salem), Unity, Vandalia, Wentworth, Yadkinville, Yanceyville.

The following Church Educators were enrolled: Charlotte Allbright, Dianna Wright.

The following Commissioned Ruling Elders (Lay Pastors) were present: Jim Beard, David Boger, Steve Braxton, Bill Browder, Sue Flippin, John Groff, James Harley, Nita Henderson, Samuel Jenkins, Sue Moore, Rick Purcell, Fred Terry, Parks Williams.

Stated Clerk present: David Vaughan

Corresponding Member present: Cassandra Thomas, Coastal Carolina; Ray Jones, Cherokee Presbytery  
The following Administrative Staff was present: Laurie Scott

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CALL TO ORDER AND OPENING PRAYER

The Moderator, the Rev. Felicia Stewart Hoyle, called the meeting to order at 9:00 a.m. and constituted the meeting with prayer.

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MORNING WORSHIP AND CELEBRATION OF THE LORD'S SUPPER

Salem Presbytery was led in worship by the Rev. Jeff Paschal, pastor of Guilford Park Presbyterian, and the Rev. Kim Priddy, pastor of Sedgefield Presbyterian. A special trumpet accompaniment was provided by the Rev. Fred Beck, Guilford Park. The Rev. Jeff Paschal preached the sermon, "Tough and Tender Love" using scripture readings from Deuteronomy 6:1-9 and I Corinthians 13:1-13. The Lord's Supper was celebrated following the sermon.

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WELCOME FROM HOST CHURCH

The governing body was welcomed by Rev. Jeff Paschal, Guilford Park Presbyterian Church, Greensboro, North Carolina. Information regarding the arrangements for this meeting was presented.

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QUORUM

The Stated Clerk, Elder David Vaughan, advised the Moderator that a quorum was present for conducting the business of Presbytery.

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APPROVAL OF DOCKET

The docket was presented by the Moderator of Salem Presbytery, the Rev. Felicia Stewart Hoyle. One matter of new business was presented to the Clerk which will be addressed by Executive Council and brought forth at the May Presbytery meeting.

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**ACTION:**

1. Presbytery approved the docket.
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WELCOME AND REPORT FROM THE MODERATOR  
AND  
INTRODUCTIONS

The Moderator welcomed Salem Presbytery to the meeting and extended a special welcome to Elders attending Presbytery for the first time. Visitors and guests were also welcomed and recognized.

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## GREETINGS FROM ECUMENICAL GUEST

Salem Presbytery welcomed Yusuf Crenshaw, a representative from the Islamic Center of Greensboro. He brought greetings and thanks for the ties between the Islamic Center and the Guilford Park congregation.

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### EXAMINATIONS COMMITTEE

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

The Examinations Committee approved the examinations of Judy Fitchett and Evan Harrison for service in Salem Presbytery and presented the following Faith Journeys and Statements of Faith. The Committee also recommended Tom Nesbit for ordination by Salem Presbytery.

#### **Faith Journey**

**Judy Fitchett**

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The church has been my home all my life. As a child I attended church with my family and both of my parents were active participants in our church including many lay leadership positions. Church was a comfortable place for us to be and it was the source of friendships for my family and myself for many years. My college years and early-married years found me not nearly as faithful to church attendance but never completely removed. I think God really became personal and alive in my life through the baptism and example of my husband during our second year of marriage. My husband's response to the difference God made in his life was amazingly visible.

As our children were born and careers took off, church offered a sense of stability and familiarity to me and I proceeded down the same path led by the example of my parents. I accepted positions of leadership in the church, I think, because I knew nothing else. Though I hardly realized it, God was preparing me for a deeper commitment to him at many stages along the way. During a very small group study, I hit a wall of confrontation with some early childhood memories. During this time of crying out to God for healing which involved therapy, and talking with trusted friends and pastors, I began a personal time of study to learn more about God. That desire to study God led me to a 3- year course in the School of Women's Ministry and then to enroll in a certificate program with Fuller Seminary while we were living in California. While I felt like I was ready for a more engaged level of volunteer leadership within the Presbyterian Church we attended in Pleasanton, I was surprised to find out that 2007 would bring us to the Chicago area with my husband's job transfer. It was difficult to leave 25 years of church family and friends and a calling I felt would be the result of my work and study.

God is continually working in my life in ways more different than I could imagine. When the pharmacy I was working in closed in 2008, my prayers seemed to be "what next?" It was at that time that I began sensing a call to seminary and sought advice and help in discernment from several church leaders and friends who had walked with me in my faith journey for many years. Seminary has been a wonderful experience of learning and fellowship with others. I am grateful to those who urged me to begin the ordination process along the way. Through the care of my home church, the CPM of the Chicago Presbytery and the professors at UDS I began to discern a call to professional ministry rather than just the satisfaction of Biblical learning that had been my focus when I enrolled in Seminary.

In my personal devotion time in that year between graduation and finding a call, I rested on the verse from Isaiah 43:1, "But now, this is what the LORD says-- he who created you, Jacob, he who formed you, Israel: "Do not fear, for I have redeemed you; I have summoned you by name; you are mine." That verse was the focus of my Installation at First Presbyterian Church in Connersville in May 2014.

Serving that church in a rural farming area, with much economic depression, was a long way from what I had ever known working as a Pharmacist in more metropolitan areas near San Francisco and Chicago. God had called me to a different place and a new understanding of what it meant to extrapolate that verse to each and every person I met. God allowed me to give and receive grace and redemption from street

people, those with only 6<sup>th</sup> grade education working to raise a family and support the community they lived in, and yes, even colleagues who rejected my presence on their pulpits because of my gender.

I physically left that church in July of 2018 because my aging parents, who live here in NC, need physical and emotional help as they move through their 90's together. That group of people in the church and in the surrounding community left an indelible mark on my life with their love and acceptance. They fleshed out to me what it meant to be "summoned by name" and to belong to God and one another.

Although I have officially retired, God continues to bless me with a hunger to continually know God more through my own walk, through my studies and through fellowship with others. I know that God is not done yet and though I am officially "retired" I still feel God's summon and pray to be alert and receptive to God's continuing summons.

### **Statement of Faith**

**Judy Fitchett**

God claims, comforts and challenges me in Jesus Christ. The Heidelberg Catechism proclaims this truth for me: in life and in death I belong, body and soul, to God. This has become a foundational statement for me as I move into a new calling of my continuing journey with God. It reminds me of God's claim on my life through Jesus as my Lord and Savior and it challenges me to live life as the Spirit guides and directs me. I find comfort in knowing that in all times and places God is with me and desires God's best for me no matter how I may feel or recognize God's presence in the moment.

I know that God has pursued me with relentlessness, desiring that I live in a more personal relationship with God. I believe in the three persons of the Trinity – Father, Son and Spirit as a single God who dwells in community and pursues each of us offering a relationship within God's trinitarian community. I have often experienced God's presence in retrospect as I become more aware of God's protection and leading throughout my life. Often wondering why God chose to open the doors to seminary as a second career, I can observe God's training throughout my first career as a pharmacist. I also see God's preparation of my heart, as I often wanted to take the lead rather than work together with a loving God. All in God's good time have I come to this threshold, and I am humbled and grateful for God's continuing faithfulness to me.

Jesus made possible the entrance of humanity into the divine relationship; not only by God's descending to us but also by lifting us up into a new spiritual birth. By taking on all of humanity's frailties and sinfulness and redeeming them all through the grace of his life, death, resurrection and ascension, Jesus opens the kingdom to all people. Jesus, as the embodiment of all that is good, wise and true, not only exemplifies a life lived in the abundance of God but also opens our hearts and minds to receive the truth of this good news for each of us.

The Spirit helps me to remember who I am and to whom I belong as I face the circumstances of this life. The Spirit guides and directs me towards the life-giving unity found within the Trinity and the joy of being one of God's children. As my own temptation is to turn towards my own selfishness, I am guided to a better way by the transforming power of the Spirit. By the transforming work of the Spirit I become more and more the whole person that God desires for me to become. As the Spirit testifies to the reality of God's love for me and the truth of Christ's grace that I have received, I learn to trust and rely more fully upon the strength of the Spirit's presence.

I believe in the one holy catholic and apostolic church. The church that rejoices in being God's hands, feet, face and voice of hope, love and reconciliation in a world so filled with a burning desire to possess things rather than to receive the gifts of our creator God. I believe in a church, a people, who offer God's voice and action to the concerns of a world that harbors hate, apathy and unworthiness; a church who joins with God to fulfill God's mission of oneness in a world of divisions and prejudices.

It is with joy that I receive the gracious gifts of God to the church that include our sacraments of Baptism and the Lord's Supper. Baptism, similar to reconciliation, is a one time sacrament that is a personal proclamation to the community of the work that God has already begun in the heart of an individual or in the case of infant baptism reminds us that God begins God's work in all of us before we are even able to respond to God's grace and mercy. The Lord's Supper is much like sanctification in that it is an ongoing gift

of God's grace in our lives; a grace that prepares us and strengthens us to carry God's reconciling mission into the world.

With Christ as our living Word, I confess the authority of scripture as the Written Word, the preaching and hearing of scripture as the spoken Word and our sacraments as the enactment of the Word in our midst. Scripture is the living Word of the living God that leads me into an ever deeper and richer relationship with God, with myself and with all humanity.

Our finite existence in this world expands to an everlasting existence with God. God who so loves the world that God chose to reveal God's self that we may glimpse the reality of the kingdom to come. God's call on my life, "you are mine", reminds me of God's faithfulness.

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### **Faith Journey**

**Evan Harrison**

My parents raised me in the faith at First Presbyterian in Burlington, NC. They were both very active in the church. As hymns reverberated loudly throughout the sanctuary, I could feel God's presence there from a young age. Confirmation was the most pivotal experience in my young life; as our teachers allowed us to explore some of the deepest questions of faith. I professed my faith with the sense that I didn't have to know the answers to every question one can ask God. Trusting Jesus as Lord and Savior was key.

As a high school senior, I immensely enjoyed planning Youth Sunday, preparing and delivering the sermon. After studying religion and philosophy at UNC-Chapel Hill and being inspired by several pastors, I felt called to continue exploring my reformed faith in seminary.

In 2003 I graduated college, married my college sweetheart, moved to Frankfort, KY, and began my studies at Louisville Presbyterian Theological Seminary. My experience there opened my eyes to many new voices in my Christian and Presbyterian heritage as well as how important the application of our faith is in today's changing world. I was excited to see where God might call me in ministry.

God called us to Connecticut, where I worked with Presbyterians and other reformed denominations in interfaith and interdenominational work. As interim administrator for Interfaith Cooperative Ministries, God showed me how rabbis, imams, Universalists, Quakers and mainline clergy can partner to improve their community. These relationships enriched my appreciation of Presbyterianism. As an Urban Ministry resident for three years at Hands On Hartford and Center Church in Hartford, I saw that, as homeless people and upper-class Christians began to learn each others' names, God transformed the town.

My first experience as a solo pastor came in a call to Sunnyside Presbyterian Church in the rural outskirts of Fayetteville. The small but faithful congregation showed immense love and support to me as well as a willingness to try new things. By reclaiming how God had powerfully used the church over the past hundred years and by exploring our changing community, we took time to articulate anew God's calling through a poetic vision poem. Living into and articulating our vision has melted our congregation's survival anxiety, revealing new courage and joy in the congregation and me. Our interaction in the community has increased. God sends new members to us, replacing those who have passed on or moved far away.

After nearly nine years at Sunnyside, I am more in love with congregational ministry than ever. I learned I don't need to be superman—we have a better savior in Jesus! I now get more joy out of empowering others to shine than trying too hard to shine, myself. As I embrace a new calling at Pittsboro Presbyterian, I look forward to the many glimpses of God's Kingdom that I will get to see in this new context. I learn about people's faith journeys, and see new opportunities in the midst of a changing community. Although I still have plenty to explore and learn, I now see my faith as more about "savoring" time with God in the midst of all the many aspects of pastoral, family and personal life each day.

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### **Statement of Faith**

**Evan Harrison**

God lovingly created heaven and earth. Though God created humanity in God's image and was pleased, we disobeyed. We assumed we could discern, without God, the difference between good and evil. This sin begat sin; unable to save or reconcile ourselves, we have come to experience persistent suffering,

fear, and death. But woven through time and scripture is God's love for us. Salvation began with God choosing to reconcile us to God. God, again and again, reaches for us, chooses us, and extends us grace. The story of this plan plays out throughout the entire bible. The bible (Old and New Testament) is the authoritative, God-inspired, reliable witness about the triune God; my salvation is in Jesus Christ my Lord. Through scripture, I realize that God chose to reconcile humanity by becoming human and by paying the wages of sin through God's own death as a perfect sacrifice. At the same time, we see that God offers his own son. As Jesus defeats Satan and the powers of evil by allowing evil to do its worst to him, exhausting everything and even dying a shameful, painful, lonely death on the cross, his cross and resurrection illuminate the victory of God's love and grace. What is clear in each of these layers of truth about salvation is that God acted first. Humanity can't save itself.

Through the loving guidance of the Holy Spirit, we can read scripture and repent to God, remembering and understanding Christ's words. The Holy Spirit frees us, thanks to God's grace, to do truly good and righteous acts from time to time, as servants of God. We are works in progress. I give thanks to God that our lives are ongoing faith journeys as we turn more and more towards God. Realizing our sins on increasingly subtler levels and gaining faith in the face of adversity, God draws us ever closer and uses us for God's greater will.

God's sovereignty is witnessed clearly in the sacraments. In all baptisms (especially in infant baptisms), we acknowledge as Presbyterians that God chose us before we could choose God. Baptism is the outward sign and seal of God electing us to salvation and to service. Remembering our baptism and the fact that God chose us and loves us, though we don't merit it, gives us the courage to confess our sins and turn back to God in new and ongoing ways. The sacrament of the Lord's Supper nourishes our faith, again as a sign and seal, reminding us that, as baptized people, Jesus died for us that we might taste God's love and reconciliation. It is no coincidence that, as we gather around the communion table, we forgive one another as we bear witness that Jesus died for us and that we are offered new strength and hope in the midst of any life situation.

The joy of discipleship to Christ as a Presbyterian is knowing that God is in control and has reached out to me in love. I trust that God has settled my debt; I am free to live a life of gratitude in fearless service to God, using my gifts and empowering others, instead of worrying that I might err and thus lose my place in God's eternal kingdom. God's love and grace shown in Jesus teach me how to love God, myself, and others. Jesus shows me that times of solitude and self-care are vital in order to shepherd others facing adversity. Jesus shows me that facing temptations in solitude and depriving myself of comforts on occasion can help me remember that the source and purpose of life rests in nothing less than God. I thank God for increasing my faith every week as I see Christ in the people I serve and shepherd; I learn again and again each week through every scripture and sermon. I am both the teacher and the taught. The church is asked to be Christ in the world, even at the risk of losing its life. May we all - as disciples, congregations, and mid-governing bodies of the church - enjoy the most special opportunity of life to be small but important parts of Christ's body, the church, today.

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## Faith Journey

Tom Nesbit

I am a life-long Presbyterian. In 1993, I married Nancy. We are both ordained Ruling Elders. Our two sons, Sam and Matt, are both active in our congregation, First Presbyterian in Mocksville.

The call to ministry is something that I had felt as a younger person as I considered colleges and careers, but I chose to go into law. When later I went on several mission trips to the Gulf Coast after Katrina, I once again felt the call to ministry. Then I heard a sermon on the doctrine of vocation, and concluded that my calling was to remain in the practice of law. Events would prove me wrong.

In November 2005, my father became acutely ill during the night. I delayed going until morning. When I got there, and saw him, I immediately called an ambulance to take him to the hospital. He remained there until he passed away. I let him down by not going sooner. And it grieved me, greatly.

While my dad was in the hospital, my wife and I were in the process of selling a building we owned. There were serious irregularities in the closing that I did not catch because I was grieving, at the hospital with my dad. When these errors were discovered, I was stunned to find myself the focus of blame.

Most people in the dominant culture reject out of hand those who say they are wrongfully accused. But until you have been in that place, you cannot fathom the power of the State. I prayed I

would keep my law license, believing the Lord would come to my aid. Instead, the Bar revoked my license. Bitterly angry, I shook my fist at God, and walked away.

Let me testify that there is evil in the world that seeks to take our lives. Confronted by that power, I, alone, was powerless and broken. In that dark hour, I cried out for Jesus, and fell at his feet. My minister would come later to sit with me. He was the first to confirm what I had resisted, that I was being prepared for, and called to, ministry.

The call I hear is to pastoral care and advocacy. With the exception of my family and faith, almost everything I once held dear, and thought important, has been taken away. My profession -- which is more than a job, it was the way I lived -- home, savings, lifestyle, and the people we thought were friends, all are gone. In effect, I died. Many in such straits have in fact died, by their own hand. Unmerited grace, and grace alone, allowed me to pass through that dark valley, so that I might be a help to others. This I believe.

I know now what it is to sit in the dirt. I know how the dirt feels, how it smells, how it tastes. I know what it is to have to look up at the ones looking down on you. I know what it is to be left hurt and helpless in the ditch by the road.

And I know mercy. I know what it is to have another come alongside, and sit with you, and bind your sores, and tell you that you are a beloved child God, no matter how dirty, or wounded, you, or they, may be. I believe that such is the place and the ministry to which I am called, that of the wounded healer who comes alongside and tends those on the Jericho Road, that of a witness to grace.

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## Statement of Faith

Tom Nesbit

I confess that Jesus Christ is my Lord and Savior, my Lord and my God. Christ is fully God, the Word in loving freedom become flesh, born of a virgin. Fully human, Jesus experienced the totality of human living, and dying. Yet Jesus did not sin. He was obedient to the will of God to the point of death on the cross, ensuring that in dying, then rising, we could not be separated from the love of God, even in death. Jesus is the way, the truth, and the light, the only name by which we may be saved.

I believe in YHWH, sovereign, eternal, and almighty God, creator, sustainer, and parent of humanity. I believe in the Holy Spirit, Advocate, Helper, the movement of God in the world.

I believe in the perfect, Triune God who is God with us, and for us, despite our sinfulness. I tremble at the teaching that all are not elect. It is of course God's place alone to judge. Still, as a sinful man of unclean lips, saved only by faith through grace, I feel called to pray that God's justice be tempered by God's mercy.

I believe that the Bible is the enduring word of the living God given to humanity through the inspiration of the Spirit, an authoritative and trustworthy account of God's faithful covenant with God's people. I stand on its promises and delight in its hope.

I believe in the church universal, the body of Christ, where the word of God is proclaimed and the sacraments rightly administered. The mission of the church is to share the gospel in thought, word and deed, loving God with all our being, and our neighbors as our selves.

I believe that the sacraments of baptism and communion, given to us by Christ, are visible signs and seals of God's grace and presence. In the waters of baptism, we are marked as God's own. At table, we celebrate and proclaim in fellowship the redeeming sacrifice of Christ, given for us.

I believe that God answers prayer, giving what is needed according to God's perfect will, and that in all things God's grace is sufficient.

I look to the wedding feast of the Lamb prepared for the communion of saints drawn from the diversity of humanity, who by irresistible grace have overcome and persevered.

I believe that every knee will bow, and every tongue will confess, Jesus Christ is Lord. Maranatha. Come, Lord. Amen.

## ACTION:

2. Salem Presbytery approved the ordination of Tom Nesbit following his preaching and examination on the floor of Presbytery.



COMMISSION ON MINISTRY  
Rev. Joe Blankinship and Rev. 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 **Presbyterian Church of the Covenant**, Greensboro, North Carolina, in renewing the interim contract with the **Reverend Mark Sandlin** for a period of one year beginning December 8, 2018.
2. Concurred with the Session of the **Fellowship Presbyterian Church**, Greensboro, North Carolina, in renewing the interim contract with the **Reverend Nancy Jo Dederer** for a period of six months beginning January 16, 2019.

**B. STATED SUPPLY RENEWAL**

1. Concurred with the Session of the **Vandalia Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract of the **Reverend Paul Ridolfi** for a period of one year beginning February 1, 2019.
2. Concurred with the Session of the **Cameron Presbyterian Church**, Statesville, North Carolina, in renewing the Stated Supply contract of the **Reverend Timothy Bates** for a period of one year beginning January 1, 2019.
3. Concurred with the Session of the **St. Paul Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract of the **Reverend Dr. Jay Lambeth** for a period of one year beginning November 1, 2018.
4. Concurred with the Session of the **Baird's Creek Presbyterian Church**, Vilas, North Carolina, in renewing the Stated Supply contract of the **Reverend Keith Freeman** for a period of one year beginning January 1, 2019.

**C. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE**

1. Dissolved the Associate Pastoral relationship between the **Reverend Lindsay Conrad** and **First Presbyterian Church**, Burlington, North Carolina, effective November 30, 2018.

**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 **Mr. James Beard** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning March 1, 2019.
2. Concurred with the Session of the **Siler City Presbyterian Church**, Siler City, North Carolina, in renewing the contract of **Mr. Richard LaDew** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning September 1, 2018.

**B. TRANSFER MINISTER OUT OF SALEM PRESBYTERY**

1. That the **Reverend Mitzi Lesher-Thomas** was transferred to New Hope Presbytery effective January 8, 2019.

2. That the **Reverend Lindsay Conrad** was transferred to the Presbytery of Minnesota Valleys effective January 14, 2019.
3. That the **Reverend Ken Meeks** was transferred to the Presbytery of Western North Carolina effective December 6, 2018.

C. MODERATOR OF SESSION

1. That **Mr. Jack Dyer** was appointed Moderator of Session for **El Bethel Presbyterian Church**, Eden, North Carolina, beginning January 24, 2019.
2. That **Mr. David Parker** was appointed Moderator of Session for **First Presbyterian Church**, Statesville, North Carolina, on November 26, 2019.
3. That the **Reverend Stewart Ellis** was appointed Moderator of Session for **Shallowford Presbyterian Church**, Lewisville, North Carolina, during the sabbatical absence of the pastor, the **Reverend Jeff Sockwell**.
4. That **Mae and Larry Weed**, CRE's in Colson Presbytery, were appointed Moderators of Session for **Lansing Presbyterian Church**, Lansing, North Carolina.
5. That **Mr. Lee Woods** was appointed Moderator of Session for **Beulah Presbyterian Church**, North Wilkesboro, North Carolina.

D. VALIDATED MINISTRY APPROVED

1. That the chaplaincy at Alleghany County Hospice in Sparta, North Carolina, was approved as a validated ministry for the ordination of **Mr. Tom Nesbit**.
2. That the revalidation of the ministry of the **Reverend Sandra Lee Breeden Greene** at Wake Forest Baptist Health and Faith Health was approved for 2019.

E. ADMINISTRATIVE COMMISSION APPROVED

1. Stated Clerk approved the administrative commission to ordain and install the **Reverend Travis Milam** as Pastor of **First Presbyterian Church, Pilot Mountain**, North Carolina, on January 20, 2019.

F. MINISTER TRANSFERRING TO SALEM PRESBYTERY

1. That the **Reverend Judy Fitchett**, a member of White Water Valley Presbytery, was received by Salem Presbytery on December 6, 2018.
2. That the **Reverend James Evan Harrison**, a member of Coastal Carolina Presbytery, was received by Salem Presbytery on January 24, 2019.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

**ACTION:**

3. That the call of **New Hope Presbyterian Church, Lexington**, North Carolina, to the **Reverend Brian Rummage** to serve as Pastor was found in order; and the terms of the call (printed below) were approved; and that upon the signing of the Book of Ministerial Obligations, the call was placed in his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the **Book of Order** (G-3.0307) and the AAEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is January 1, 2019.

Cash Salary	\$45,360
Housing Allowance	\$30,708

Automobile Expense	\$ 1,800
Business/Professional	\$ 1,000
Board of Pensions	Provided
Vacation	4 weeks
Study Leave	2 weeks
One month paternity leave at full pay.	
Three month Clergy Renewal Leave after seven years.	

B. CALL EXTENDED TO MINISTER TRANSFERRING TO SALEM PRESBYTERY

**ACTIONS:**

- The call of the **John Calvin Presbyterian Church**, Salisbury, North Carolina to the **Reverend Laura Kate Morrison** to serve as Pastor (approved at the November 12, 2018 meeting of Salem Presbytery) was placed in her hands.
- The call of **Pittsboro Presbyterian Church, Pittsboro**, North Carolina, to the **Reverend James Evan Harrison** to serve as Pastor was found in order; and the terms of the call (printed below) were approved; and that upon the signing of the Book of Ministerial Obligations, the call was placed in his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the **Book of Order** (G-3.0307) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is March 1, 2019.

Cash Salary	\$58,000
Automobile Expense	\$ 4,000
Business/Professional	\$ 1,500
SECA	\$ 2,200
Continuing Education	\$ 1,500
Cell Phone	\$ 720
Dental	\$ 1,632
Board of Pensions	Provided
Vacation	4 weeks
Study Leave	2 weeks
One month paternity leave at full pay.	
Three month Clergy Renewal Leave after seven years.	

C. ADMINISTRATIVE COMMISSION

**ACTION:**

- The following Administrative Commission to install the **Reverend Laura Kate Morrison** as Pastor of **John Calvin Presbyterian Church**, Salisbury, North Carolina, on March 3, 2019, was approved.

NAME	RESPONSIBILITY	MINISTER/ ELDER
Paul Sink	Preside & Propound the Constitutional Questions	Min
Dominique Robinson	Preach the Sermon	Min
Dianna Wright	Charge the Minister	Elder
Bryan McFarland	Charge the Congregation	Min
Lara Musser Gritter	Prayer of Installation	Min
Sarah Davis	Lead in Worship	Elder
Sammie Hinshaw	Lead in Worship	Elder

D. WELCOME LITURGY

## Welcome into membership of Salem Presbytery

*Danny, Evan, Judy, Kate, Tom, and Nate have been received into membership of Salem Presbytery. Let us join in celebration as they are welcomed.*

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

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

Leader: We have gifts that differ according to the grace given to us

**People: prophecy, in proportion to faith;**

Leader: ministry, in ministering;

**People: the teacher, in teaching:**

Leader: the exhorter, in exhortation;

**People: the giver, in generosity;**

Leader: the leader, in diligence;

**People: the compassionate, in cheerfulness.**

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

*Romans 12:4-9, 11*

**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 ministers of Word and Sacrament.**

Leader: As you join us in ministry, the Presbytery remembers some of our constitutional responsibilities to ministers and congregations. (G-3.0301)

**ALL: As Elders and Ministers of Word and Sacrament, we, Salem Presbytery, pledge ourselves to provide encouragement, guidance, resources and pastoral care to you as members of our presbytery.**

Leader: As we join in this new relationship we reclaim our historic calling and remember the great ends of the church as stated in our *Book of Order*. Please join me as we remember that The Great Ends of the Church are:

**ALL: The proclamation of the gospel for the salvation of humankind;  
the shelter, nurture, and spiritual fellowship of the children of God;  
the maintenance of divine worship  
the preservation of the truth;  
the promotion of social righteousness;**

and the exhibition of the Kingdom of Heaven to the world.

(Book of Order, F-1.0304)

**\*Hymn 722: Lord, Speak to Me That I May Speak**  
CANONBURY

E. REQUEST FOR CONSIDERING INTERIM PASTOR FOR INSTALLED POSITION

**ACTION:**

7. Salem Presbytery approved the **Reverend Mark Sandlin**, current interim pastor for **Presbyterian Church of the Covenant**, Greensboro, North Carolina, to be considered for the installed position at that church.

F. 2019 MINIMUM COMPENSATION STANDARDS

**ACTION:**

8. Salem Presbytery adopted the following 2019 minimum compensation for part time Ministers not in installed positions:

2019 MINIMUM COMPENSATION

For PART TIME MINISTERS OF WORD AND SACRAMENT NOT IN INSTALLED POSITIONS

Compensation calculated per hour \$25.00

Housing Allowance: A portion of the above compensation may be designated as "Housing Allowance" per IRS rules.

Part-time workers (less than 20 hours) are not eligible for Pension and Medical participation offered by the Board of Pensions PCUSA. However, employing organizations may offer eligible BOP products to eligible employees, and should they choose, provide some or all of the cost of the product. See [www.pensions.org](http://www.pensions.org)

Auto Reimbursement Provided

(This means that all business miles approved by the employer are to be reimbursed at the current Federal Allowable Rate)

G. REQUEST FOR HONORABLE RETIREMENT

**ACTION:**

9. The **Reverend Lou East** was granted the status of Honorably Retired effective March 16, 2019.

H. SERVICE OF HONORABLE RETIREMENT

**ACTION:**

10. **The Reverend Sid Batts**, the **Reverend Chris East**, the **Reverend Lou McAllister East**, the **Reverend Joel Long**, and the **Reverend Randy Wellford** were honored by Salem Presbytery in celebration of their ministries and upon the occasion of their retirements. Rev. Long presented a special communion set to Salem Presbytery

## GREETINGS FROM PRESBYTERIAN MISSION AGENCY

The Reverend Ray Jones, Acting Director for Theology, Formation, and Evangelism for the Presbyterian Mission Agency, brought greetings and information from our national mission work.

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### PEACE AND JUSTICE

Rev. Stuart Taylor and Rev. Frank Dew, Co-Moderators

Rev. Taylor recognized Elkin and Guilford Park as two Earth Care congregations and challenged the churches of Salem Presbytery to join in this important mission. Rev. Frank Dew commended the Advocacy Day training at Sedgefield Presbyterian Church on Saturday, March 2 to all of Salem Presbytery. Commissioners from Forest Hills Presbyterian Church and Sedgefield Presbyterian Church were recognized as Peace and Justice Churches. Rev. Jon Gaska updated the Presbytery on the work surrounding the resolution for racial justice adopted by Salem Presbytery at the November 2018 meeting. Black History month was commemorated and the anti-racism coalition of Salem Presbytery was described and an invitation was extended to be part of that coalition.

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### LUNCH ADJOURNMENT

Directions for lunch plans were given by the **Reverend Jeff Paschal** as well as a blessing of thanksgiving for the meal. Salem Presbytery was dismissed for lunch.

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### PRAYERS OF INTERCESSION AND THANKSGIVING

The Moderator reconvened the gathering of Salem Presbytery with prayers of intercession and thanksgiving for needs throughout the Presbytery, country and world.

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### GREETINGS AND PRESENTATION FROM SALEM PRESBYTERY STAFF

Transitional General Presbyter, Steve Scott, Associate Presbyter, Bryan McFarland, and Associate Presbyter, Dianna Wright, brought greetings and reports of the work of the Presbytery.

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### STATED CLERK REPORT Elder David Vaughan

### **FOR INFORMATION:**

#### **Session Minutes Reviews**

Session minutes will be reviewed in accordance with the following calendar. Clerks of Session should bring any minutes needing annual review, even those for years prior to 2018. You may attend any review session, even one outside your "neighborhood":

- Tuesday, February 12, 2019 (today), immediately following adjournment of today's Presbytery meeting – in the Church Library
- Sunday, February 17, 2019, 2:00pm, Community in Christ-Presbyterian, Greensboro – (targeting Guilford and Randolph county churches)
- Sunday, February 24, 2019, 2:00pm, Franklin Presbyterian Church, Salisbury – (targeting Rowan, Davidson, and Davie county churches)
- Sunday, March 3, 2019, 2:00pm, St. Andrews Presbyterian Church, Winston-Salem – (targeting Forsyth, Stokes, and Rockingham county churches)
- Sunday, March 10, 2019, 2:00pm, First Presbyterian Church, Statesville – (targeting Iredell and Yadkin county churches)
- Sunday, March 17, 2019, 2:00pm, North Wilkesboro Presbyterian Church – (targeting the West Neighborhood)
- Sunday, March 24, 2019, 2:00pm, Cross Roads Presbyterian Church, Mebane – (targeting Alamance, Caswell, and Chatham county churches)
- Tuesday, May 14, 2019, immediately following adjournment of the Spring meeting of Salem Presbytery – at Taylorsville Presbyterian Church.

### **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 2018 statistics. I will provide a brief update as a part of my report to Presbytery.

### **ACTION:**

**11.** Salem Presbytery dismissed with gratitude the Administrative Commission charged with assisting the uniting of two of our Lexington-area congregations, Fairmont Presbyterian Church, and Second Presbyterian Church of Lexington. The following members of Salem Presbytery served on the Commission: the Reverend Joe Blankinship, Ruling Elder Ken Davis, Ruling Elder Nissa Hegler, the Reverend Tom LaBonte (moderator), the Reverend Brian Rummage, Ruling Elder Janie Styers, and the Reverend Dale Walker.

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### CELEBRATION OF NEW HOPE

The Reverend Tom LaBonte led Salem Presbytery in celebration of the new congregation of New Hope Presbyterian Church. The former congregations of Fairmont Presbyterian Church and Second Presbyterian Church in Lexington were recognized.

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### BOARD OF PENSIONS Elder Elizabeth Little

The Board of Pensions regional representative for Salem Presbytery, Elder Elizabeth Little, brought greetings and news from the Board of Pensions. One important message was the news of the elimination of vacancy dues for churches without a pastor.

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### EXECUTIVE COUNCIL Rev. Jennie Hemrick, Moderator

The Executive Council (EC) met on December 13, 2018 and January 17 and 29, 2019.

Regular reports were received from the Presbytery staff and David Vaughan, Stated Clerk.

#### **For Information –**

The Executive Council:

- Approved minutes of previous EC and Presbytery meetings;
- Elected Rev. Jennie Hemrick as Moderator of the EC and CRE Fred Terry as Vice Moderator of the EC for 2019;
- Acted to guarantee a loan from the PC(USA) to Presbyterian Church of the Covenant, Greensboro;
- Granted permission to the New Salem Session to sell its manse and property, with proceeds from the sale to be spent on mission;
- Celebrated the service of Elder David Parker (First-Statesville) whose Executive Council term concluded in December 2018;
- Received updates on the progress of the Dream Team, including the scheduling of listening sessions and incorporating refinements to their initial plan;
- Received updates on the progress of the Per Capita Task Force, and reviewed information that this body is making available to Salem's congregations and governing bodies;
- Learned that the Christ Presbyterian Church physical plant issues have been satisfactorily addressed;
- Received a proposed budget for 2019 for Presbytery operations from the Budget and Finance Committee;
- Changed future EC meeting dates in 2019: April 11 (instead of April 18) and December 12 (instead of December 19);
- Approved the docket for the February 2019 meeting of Presbytery, including the final report of the Dream Team;
- Reflected upon and prayed regularly for the work, worship, and witness of Salem's staff, congregations, and missional organizations.

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#### **DREAM TEAM PRESENTATION**

Rev. Ron Shive, Moderator

The Dream Team, composed of Elder Beth Barksdale, Elder David Boger, Rev. Peter Hazelrigg, Rev. Eustacia Marshall, Rev. Toure Marshall, Rev. Kim Priddy, Rev. Ron Shive, and Rev. Jeff Smith presented their final proposal (attached) for the reorganization and restructure of Salem Presbytery. Upon completing the presentation, Rev. Ron Shive made the following motion:

"On behalf of this task force of the Executive Council, I move that Salem Presbytery approve the modified proposal from the Dream Team dated February 12, 2019. Further, that following a period of recruitment to begin now as conducted by the Executive Council Moderator and members of the Executive Council, we move that a team of nine people (including two members of the Dream Team) in support of the plan be elected by the Executive Council at tis March 2019 meeting to serve as an Implementation Team whose responsibility will be to implement the plan by December 31, 2019, including the calling of Presbytery staff."

The Reverend Mason Todd then proposed the following substitute motion:

"I move that, based upon the recommendations of the Dream Team, Salem Presbytery now enter a time of discernment for a period of no less than one year and no more than two years.

During this time of discernment, the members of Salem Presbytery will work to elect an Implementation Team from the greater membership of the whole body. The Implementation Team will:



- Enter into intentional conversation with all of our current staff and the Personnel Committee for the purpose of further revision of the Dream Team recommendation on staffing models.
  - a) At the conclusion of the discernment period, the elected Implementation Team, in conjunction with the Personnel Committee and Executive Council, will either recommend to the Presbytery a current staff member for one of each of these new positions, or offer the current staff members a negotiated severance package and begin the search for a new staff member.
- Work with the Per Capita Task Force, the Finance Committee, the Property Committee, and a newly formed Stewardship Task Force to address current budget shortfalls, the use of the building, and the potential for a capital campaign to bolster reserves.
- Work with existing Presbytery Commissions/Committees/Task Groups and the Executive Council to streamline the Dream Team's proposals for restructure so that the needs of all our existing programs and ministries will be adequately addressed.
  - a) As a priority, the elected Implementation Team will meet with representatives of 5 North Carolina Presbyteries and Salem Presbytery's own Campus Ministry Committee to learn more about, with the intent to join in August 2020, the newly proposed and soon-to-be created Presbyterian Collegiate Ministries of North Carolina board.
- Facilitate trial-run gatherings based on the six proposed parishes and revise those geographical groupings as necessary based on feedback from participants.
- Make reports on their progress at every Executive Council meeting and subsequent Presbytery meetings, allowing time for and requesting feedback of the greater Salem Presbytery membership in each of their reports.
  - a) The elected Implementation Team will intentionally seek feedback, as well as provide regular reports in order to increase transparency and encourage participation from the membership of Salem.

The Budget and Finance Team will develop a budget based on the recommendations of the elected Implementation Team, to be approved by the whole of Salem Presbytery at the end of the season of discernment, no earlier than February 2020 and no later than February 2021, and implemented at the start of the next budget year.

The whole Presbytery will:

1. Commit to a season of prayer for the future of our Presbytery.
2. Commit to having conversations within our churches on the ways each individual congregation can invest itself in the work of Salem Presbytery, including renewed or increased financial participation.

**ACTION:**

12. After a period of discussion and debate, the substitute motion failed, and the Dream Team Proposal was approved.

PER CAPITA TASK FORCE  
Rev. Ken Broman-Fulks

The work of the Per Capita Task Force was explained, brochures explaining per capita were distributed, and every congregation was encouraged to contribute ten dollars per member above regular support of the Presbytery to send to Synod and General Assembly. Special per capita offerings can be effective ways to achieve this goal.

BUDGET AND FINANCE  
Rev. Jay Lambeth

The Reverend Jay Lambeth presented the 2019 Presbytery Budget (attached).

**ACTION:**

13. Salem Presbytery approved the proposed 2019 Presbytery Budget.

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CAMPUS MINISTRY

The Reverend Katie Barrett Todd, Executive Director of UKIRK Greensboro, and the Reverend Amanda Davee Lomax, Campus Minister for Salem College, reported on the work of campus ministry in Salem Presbytery.

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SEND MISSION

Rev. Ray Mims, Moderator

The Reverend Ray Mims directed Salem Presbytery to review the following written report from the SEND Mission Committee:

The Mission (Send) Committee continues to plan mission opportunities with our congregations and to encourage participation in disaster assistance efforts. The Presbytery, in partnership with Hebron USA (Hebron USA coordinates trips and funding for the ministries in Chiapas), sponsored four weeks of Medical Mission trips to Ocosingo, Mexico in 2018. Over those weeks, some 25 mission travelers with medical or language skills served over 2,500 people at Los Manos de Cristo (The Hands of Christ) Clinic. Built by Salem Presbytery congregations, the clinic opened in 2012. Two hundred fifty folks received reading glasses donated by congregations and Lions Clubs. Churches donated medical supplies to restock the Clinic. Some 300 clean water filters were distributed and people were trained how to use and maintain them. (Contaminated water is the source of many of the diseases encountered by our teams.)

Twelve mission travelers went to Chiapas, Mexico last June to do work on a church building and to conduct Bible School for the children. First Church Boone sent eleven travelers to work on a new youth camp in Yaxoquintila, Mexico. Ten youth and adults traveled to eastern NC last March to assist with home renovations. Three travelers journeyed to Kenya in October to visit with the staff and children of the Sister to Sister Ministry which is partially funded by our Pennies-for-Hunger offerings. Many of our congregations have been filling clean-up buckets to go to the hurricane and tornado victims in NC. Other congregations carried out additional national and international mission efforts.

Mission travelers returned renewed from the experience of serving with brothers and sisters in great need. The lives of many people have been blessed through the mission efforts of Salem Presbytery congregations.

**2019 Mission Trip Plans**

February 2-10, 2019 Medical Trip - Ocosingo, Mex.- Leader: Bill Herring, [walnutcovefarm@yahoo.com](mailto:walnutcovefarm@yahoo.com)

February 9-17, 2019 Medical Trip - Ocosingo, Mex. Leader: Bill Herring, [walnutcovefarm@yahoo.com](mailto:walnutcovefarm@yahoo.com)

April 21- 27, 2019 Youth Construction Trip– New Orleans-Leader: Neil Huffman, [mnhuff@earthlink.net](mailto:mnhuff@earthlink.net)

June 29-July 6, 2019 Construction/Ch.Ed.Trip – Chiapas, Mex. Brad Morton,[dbmercury@gmail.com](mailto:dbmercury@gmail.com) & Neil Huffman, [mnhuff@earthlink.net](mailto:mnhuff@earthlink.net), Leaders

October 5-13, 2019 Medical Trip - Ocosingo, Mex. -Leader: Bill Herring, [walnutcovefarm@yahoo.com](mailto:walnutcovefarm@yahoo.com)

October 12-20, 2019 Medical Trip - Ocosingo, Mex. -Leader: Bill Herring, [walnutcovefarm@yahoo.com](mailto:walnutcovefarm@yahoo.com)

Other trips to Puerto Rico, Florida and Haiti are being considered for 2019. Medical supplies and reading glasses are being collected at the Presbytery office to be carried by travelers going in mission. (see wish list)

The Committee members are available to assist congregations as they plan mission programs and activities. Churches are asked to share their mission plans with the Committee so that overall efforts can be coordinated and celebrated. For additional mission information or traveler applications, check the Presbytery web site: [www.salempresbytery.org](http://www.salempresbytery.org) or by mail at Salem Presbytery, P.O. Box 1763, Clemmons, NC 27012

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#### ADJOURNMENT AND BENEDICTION

The Moderator adjourned the meeting with the benediction.

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Recorded by:



Laurie Scott  
Office Manager

David Vaughan  
Stated Clerk

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**Salem Presbytery**

**2019 Budget**

	2019		2018	
	Budget	%	Budget	%
<b>REVENUE</b>				
Undesignated Giving	650,000		700,000	
Per Capita	60,000		45,000	
Other Receipts	20,000		11,000	
Dismissal of Churches	0		15,000	
Rental Income	11,160		0	
Interest on Investments	24,000		26,000	
Other Interest	1,800		2,550	
Conference/Retreat Revenue	7,500		15,500	
Withdrawal from Reserves	131,319		200,207	
	<u>905,779</u>		<u>1,015,257</u>	
<b>EXPENSES</b>				
<b>Campus Ministry</b>				
ASU	31,000		42,000	
NC School of Arts	7,000		7,000	
St James at A & T	29,000		29,000	
Ukirk of Greensboro	46,000		41,000	
W-S Area Campus Ministry	17,000		12,500	
W-S State-Grace Pres	9,000		9,000	
	<u>139,000</u>	15%	<u>140,500</u>	14%
<b>SEND</b>				
GA Shared Mission	10,000		14,000	
Per Capita - General Assembly	54,800		120,000	
Per Capita - Synod Mid-Atlantic	5,200		19,022	
NC Council of Churches	4,000		4,000	
	<u>74,000</u>	8%	<u>157,022</u>	15%
<b>Council / Committees</b>				
Church Growth	0		500	
Committee on Ministry	8,700		9,850	
SEND Communications	1,000		1,000	
Council	200		200	
EQUIP	5,200		4,600	
Personnel	800		1,000	
Preparation for Ministry	10,000		10,000	
Resource Center	1,620		1,620	
Stated Clerk	2,400		4,600	
Youth	10,750		10,750	
Other Related Commissions	200		400	
	<u>40,870</u>	5%	<u>44,520</u>	4%
<b>Administrative Compensation</b>				
Salaries	303,788		336,684	
Housing	58,000		28,000	
Salary - SECA	15,426		9,360	
Insurance / Annuity	132,820		141,096	
FICA / Medicare	12,250		12,035	
	<u>522,284</u>	58%	<u>527,175</u>	52%

Continuing Education					
General Presbyter	2,800		3,300		
Assoc Presbytr - Equip/Afr Amer	2,000		2,225		
Hispanic Evangelist	2,000		2,500		
Assoc Presbyter - SEND	2,200		2,700		
Other Employees	275		275		
	<u>9,275</u>	1%	<u>11,000</u>	1%	
Travel & Professional Expenses					
General Presbyter	7,000		8,000		
Assoc Presbyter - Equip/African	4,000		5,000		
Assoc Presbyter - Send	4,000		5,000		
Hispanic Evangelist	3,000		4,000		
Hunger Action Enabler	2,500		3,500		
Other Staff	1,500		2,500		
Staff Retreat	1,000		1,500		
	<u>23,000</u>	3%	<u>29,500</u>	3%	
Communications					
Telephone/Internet	6,400		7,700		
Computer	10,150		14,740		
Website	6,800		6,600		
	<u>23,350</u>	3%	<u>29,040</u>	3%	
Other Administrative					
Dues & Subscriptions	200		200		
Office supplies	3,500		4,000		
Postage / copying / printing	6,000		2,900		
Professional fees	12,000		13,000		
Contract Services	6,400		12,000		
Bank & payroll fees	2,400		2,400		
Interest Exp	700	100	500		
Miscellaneous	400		500		
	<u>31,000</u>	3%	<u>35,500</u>	3%	
Building & Occupancy					
Closed Church Expense	6,000		0		
Custodial Services	4,200		4,200		
Facilities Maintenance	10,000		14,400		
Insurance	18,500		18,000		
Utilities	4,300		4,400		
	<u>43,000</u>	5%	<u>41,000</u>	4%	
	<u>905,779</u>	100%	<u>1,015,257</u>	100%	

Salem Presbytery		Dream Team Proposed Budget					Compensation Details for 2019, 2020, 2021		
	Budget 2018	Proposed Year 1	One-Yr Budget Reduction	Projected Year 2	Projected Year 3	Salary	SECA/FICA	BOP	
<b>Staff</b>									
Presby Administration		117,984		117,984	117,984	80,000	6,120	31,864	full time
Presby Transform		103,236		103,236	103,236	70,000	5,355	27,881	full time
Presby Leadership		103,236		103,236	103,236	70,000	5,355	27,881	full time
*Communications		26,913		26,913	26,913	25,000	1,913	0	1/2 time
Admin. Support		53,060		53,060	53,060	40,000	3,060	10,000	full time
*Stewardship & Development		32,295		32,295	32,295	30,000	2,295	0	1/2 time
Financial Admin.		42,974		42,974	42,974	21,850	1,672	19,452	1/2 time
	527,175	479,698	47,477	479,698	479,698	336,850	25,770	117,078	
<b>Campus Ministries</b>									
ASU	42,000	37,800		30,240	24,192				
NC School of the Arts	7,000	6,300		5,040	4,032				
St. James at A&T	29,000	26,100		20,880	16,704				
Ukirk of Greensboro	41,000	36,900		29,520	23,616				
W-S Area Campus Min.	12,500	11,250		9,000	7,200				
W-S State - Grace Pres.	9,000	8,100		6,480	5,184				
	140,500	126,450	14,050	101,160	80,928				
		10%		20%	20%				
<b>SEND</b>									
GA Shared Mission	14,000	7,000		10,000	10,000				
GA Per Capita	120,000	60,000		90,720	110,952				
Synod Per Capita	19,022	9,500		14,120	14,120				
NC Council of Churches	4,000	2,000		3,000	3,000				
	157,022	78,500	78,522	117,840	138,072				
<b>Council/Committees</b>									
Church Growth	500	500		500	500				
COM	9,850	7,591		7,591	7,591				
Send Communications	1,000	0		0	0				
Council	200	200		200	200				
Equip	4,600	0		0	0				
Personnel	1,000	500		500	500				
COPM	10,000	7,500		7,500	7,500				
Resource Center	1,620	1,620		1,620	1,620				

	41,000	18,000	23,000	18,000	18,000	18,000
<b>Total Expense</b>	1,015,257	810,449	204,808	824,499	824,499	824,499
<b>Salem Presbytery Budget</b>						
<b>Revenue</b>	<b>2018</b>	<b>Year 1</b>		<b>Year 2</b>	<b>Year 3</b>	
Undesignated Giving	700,000	650,000		650,000	650,000	
Per Capita	45,000	60,000		60,000	60,000	
Other Receipts	11,000	20,000		20,000	20,000	
Dismissal of Churches	15,000					
Interest on Investments	26,000	24,000		24,000	24,000	
Other Interest	2,550	1,800		1,600	1,400	
Conference Revenue	15,500	7,500		7,500	7,500	
Subtotal	815,050	763,300		763,100	762,900	
Withdrawal from Reserves	200,207	38,203		61,399	61,599	
	1,015,257	801,503		824,499	824,499	
<b>Other Considerations:</b>						
The proposed budgets do not reflect an increase in church giving; although that is our hope and goal.						
The proposed budgets do not reflect any revenue from the sale of our property.						
The proposed budget reflects reductions in campus ministry which is sought to be subsidized through grants.						