



Ministry General Information

Ministry Name Salem Presbytery	Presbytery Salem	Synod Mid-Atlantic
Email cratledge@salempresbytery.org	Preferred Phone 336-766-3393	Website Address www.salempresbytery.org
Mailing Address PO Box 1763, Clemmons, NC 27012	Alternate Phone/Email	Community Type
Congregation or Organization Size	Curriculum	Average Worship Attendance
Church School Attendance	Statistical Report	
Intercultural Composition		Released Date 6/25/2026

Information about the Position

Position Requirements

Position Type(s) General Presbyter/Executive Presbyter/Presbytery Leader	Language Requirements English
Experience Required 5 to 10 Years	Statement of Faith required? Yes
Specify Title, PT Work Hours or Salary Range (if applicable) Presbyter for Transformation & Leadership Development	Are you open to a clergy couple? No
Employment Status Full-time	

Ministry Requirements

Church Mission/Vision Statement

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

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.

Tasks, expectations, salary range, duties, supervision, assignments, and responsibilities for the position.

The Presbyterian for Transformation and Leadership Development is a position elected by the presbytery to lead Salem in fulfilling its vision to be a catalyst for transformational ministry, vital mission, and dynamic leadership in local congregations and worshipping communities. Their leadership will connect, support, and strengthen the work of local congregations, and it will connect Salem Presbytery to the larger work of the P.C. (U.S.A) in fulfilling Christ's transformative work of love and justice in the Church and in the world. Collaborating with the Executive Council and presbytery staff, their leadership will guide Salem from its status quo into what the Spirit is calling it to be next.

Compensation & Housing

Minimum Effective Salary	Housing Type
95000	Housing Allowance

MDP - Narratives

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

Salem Presbytery seeks to be a catalyst for transformational ministry, vital mission, and dynamic leadership among our congregations and worshipping communities. After several years of transition and discernment, we believe the Holy Spirit is calling us toward a more collaborative, sustainable, and outward-focused model of ministry.

Our vision is rooted in strengthening congregations, equipping leaders, and encouraging innovative ministry that responds to the realities of a changing world while remaining grounded in the Reformed tradition. We seek to cultivate communities where pastors, ruling elders, and congregations are supported spiritually, relationally, and practically as they engage their local mission fields.

Salem Presbytery includes congregations of varying sizes, theological perspectives, and community contexts. We believe this diversity is a gift and creates opportunities for mutual encouragement, learning, and partnership. Through leadership development, congregational support, and presbytery-wide gatherings, we hope to deepen connections across the presbytery and help churches imagine new possibilities for ministry.

Salem is committed to moving beyond institutional maintenance toward transformational engagement with our communities through worship, discipleship, justice, compassion, and creative mission partnerships.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

Salem Presbytery serves a diverse region of North Carolina that includes urban, suburban, small-town, and rural communities. Our congregations reflect a broad range of theological perspectives, ministry contexts, demographics, and community needs. Some churches are thriving and growing; others are navigating questions of sustainability, leadership transition, and changing cultural realities.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

While the statistical data provides a snapshot, only 37% of our congregations have installed leadership and 63% of our congregations have 10-15 regularly attending worshipers. At the same time, we see tremendous opportunity for renewed ministry, creative partnerships, and Spirit-led transformation.

Salem seeks to respond to these realities by equipping congregations and leaders for faithful innovation rather than fear-based preservation. We hope to strengthen relationships among churches, create opportunities for leadership development, and encourage ministries that address isolation, poverty, injustice, and spiritual hunger within our communities.

Our vision includes creating spaces for encouragement, collaboration, and shared learning among pastors and congregational leaders. We believe the church still has a vital witness to offer, and we seek leaders who can help congregations engage their communities with humility, courage, creativity, and hope.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

Salem Presbytery recently adopted a new collaborative staffing model designed to strengthen both transformational ministry and administrative leadership. The Presbyter for Transformation and Leadership Development will work closely with the Presbyter for Administration/Stated Clerk in a shared leadership model that values partnership, communication, and mutual accountability.

This role will focus primarily on congregational vitality, leadership development, relationship building, and helping Salem imagine faithful new possibilities for ministry. The position complements the work of the Administrative Presbyter/Stated Clerk, whose primary responsibilities center on governance, polity, administration, and organizational systems.

The person called will collaborate with presbytery committees, staff, pastors, and congregational leaders to strengthen connections across Salem and support the implementation of our vision for ministry. This includes planning presbytery-wide educational gatherings, supporting clergy and lay leaders, encouraging innovation, and helping congregations navigate change faithfully.

Our hope is that this collaborative staffing model will create healthier systems, stronger congregational support, and renewed energy for ministry throughout Salem Presbytery for years to come.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

The person called as Presbyter for Transformation and Leadership Development should be spiritually grounded, relationally gifted, emotionally intelligent, and energized by the work of equipping leaders and congregations for transformational ministry. We seek someone who demonstrates a deep love for the church, openness to the leading of the Holy Spirit, and appreciation for the theological diversity within the Presbyterian Church (U.S.A.).

The successful candidate will possess strong interpersonal and communication skills, including the ability to listen carefully, build trust across differences, encourage collaboration, and navigate conflict with wisdom and grace. Experience in leadership

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

development, congregational vitality, change management, and strategic thinking is highly valued.

We seek a leader who is hopeful, creative, and capable of helping congregations move beyond institutional maintenance toward faithful engagement within communities. The ability to connect people, cultivate emerging leaders, and encourage innovation while honoring tradition is essential.

Candidates should demonstrate knowledge of PC(USA) theology, polity, and culture, along with experience serving in ministry leadership. The ideal candidate will be a collaborative leader who inspires others, nurtures relationships, and helps Salem Presbytery discern what God is calling us to become next.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

The Presbyter for Transformation and Leadership Development will provide leadership in helping Salem Presbytery strengthen congregational vitality, leadership development, and transformational ministry throughout the presbytery.

Primary responsibilities include developing leadership and ministry opportunities for pastors, ruling elders, and congregational leaders; planning two annual presbytery-wide educational and training gatherings; and connecting congregations with resources that support innovation, discipleship, and community engagement.

The person called will build and sustain relationships with congregations, clergy, committees, and ministry partners throughout Salem Presbytery. They will support churches navigating change, encourage collaboration among congregations, and help identify opportunities for new ministry initiatives and partnerships.

This role also includes representing Salem within the wider PC(USA), participating in denominational conversations, and helping connect local congregations with broader church resources and mission opportunities.

The Presbyter for Transformation and Leadership Development will collaborate closely with the Administrative Presbyter/Stated Clerk, Executive Council, presbytery staff, and committees in implementing Salem's shared vision for faithful, sustainable, and transformational ministry.

Optional Links

Presbytery Website - Come and meet us! - <https://www.salempresbytery.org/>

References

Reference #1

Reference #2

Reference #3

Lee Zehmer Teaching Elder - formerly in Salem Presbytery 336-596-7428 lzehmer@fpcrockhill.org	Jud Milam Teaching Elder - retired 336-816-4936 judmilam@gmail.com	Barbara Smith Former Interim Executive Presbyter 215-470-8811 bamrev@aol.com
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Self-Referral Contact Information

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