

**ONE HUNDRED THIRTIETH STATED MEETING  
MINUTES OF SALEM PRESBYTERY  
MAY 11, 2021**

The One Hundred Thirtieth Stated Meeting of Salem Presbytery, held on Tuesday, May 11, 2021 by Zoom, was called to order by the Presbytery Moderator, the Rev. Paul Sink at 9:00 a.m.

**ENROLLMENT:**

Commissioners		Commissioned Ruling Elders	6
Elders	50	Lay Pastors	3
Ministers	98	Certified Christian Educators	3
		Corresponding Members	1
		Administrative Staff	1
		Stated Clerk	1
		TOTAL:	163
		(+Visitors - 14)	177

The following were present for this meeting of Presbytery:

**Ministers (98):**

Almeida, Margaret	Heyward, Will
Anderson, Amanda	Horner, Fred
Asher-Lawson, Marybeth	Hoyle, Felicia Stewart
Barner, Taylor	Jacobs, Dolly
Barrett Todd, Katie	Johnson, John
Bates, Timothy	Johnson, Vicki
Beach, Kathy	Jordan, Steve
Berry, Kent	Kerr, Russ
Blankinship, Joe	Kirby, Barrie
Bowers, Erin	Kuzmovich, Khelen
Braswell, Steve	Lambeth, Jay
Broman-Fulks, Ken	Larsen, Emily Schlaman
Browne, Kellie	Larsen, Eric
Burleson, Thom	Layman, Debbie
Cagle, David	Lee, Charlie
Campbell, Kathryn	Lenger, Ruth
Conley, Kevin	Lingan, Jodi
Cowan, Newton	Long, Joel
Dederer, Nancy Jo	Manchester, Inger
Dew, Frank	Marshall, Gordon
Dove, Keith	McCain, Vicki
Duffield, Jill	McFarland, Bryan
Dunnavant, Neill	Milam, Judson
Ealy, David	Milam, Travis
Ellis, Stewart	Moorefield, Susan
Engle, Terri	Morrison, Kate
Fitchett, Judy	Moss, Stephen
Fletcher, Patricia	Mullen, Lisa Florence
Fruits, Dana	Musser Gritter, Joshua
Gatewood, Griff	Nesbit, Tom
Glaser, Joanne	Otterbacher, Glenn
Goodman, Kyle	Perkins, Sam
Griffin, R.C.	Pitts, Wes
Harris, Randy	Priddy, Kim
Harrison, J. Evan	Rhodes, Paul
Hazelrigg, Marti	Ridolfi, Paul

Rigel, Jessica  
Riker, Cassandra  
Rissmiller, Jim  
Rummage, Brian  
Sell, Caroline  
Sell, Nathan  
Senior, John  
Shive, Ron  
Simmons, Allison  
Sink, Paul  
Smith, Barbara  
Smith, Jay  
Smith, Jeff

Snipes, Steve  
Sockwell, Jeff  
Steck, Stacey  
Stevens, Courtney  
Stevenson, Samuel  
Taylor-Troutman, Andrew  
Thompson, Ernie  
Todd, Mason  
Troyer, Elizabeth  
Wisner, Leigh  
Wyche, Frank  
Zehmer, Lee  
Ziglar, Kaye

### **Ruling Elder Commissioners (50):**

Asheboro 1st	Watson, Susan
Baird's Creek	Miller, Jinx
Bethany Graham	Smith, Shelby
Bethany Statesville	Bass, Ronny
Bethel	Flippin, Jimmie
Boone 1st	Simpson-Koch, Cathy
Burlington 1st	Bates, Patti
Burlington 1st	Doss, Jordan
Calvary	Agnew-Wasson, Betty
Clemmons	Lovell, Emily
Concord	Bergner, Gena
Cooleemee	Dodd, Leann
Fellowship	Davis, Julie
Greensboro 1st	Goodman, Jean
Greensboro 1st	Hare, Jill
Greensboro 1st	Hoeger, James
Greensboro 1st	Jennings, Dolly
Griers	Morris, Bill
Guilford Park	Brugler, Mary Lois
Hawfields	Muller, Sandra
High Point 1st	Brockmann, Carolyn
High Point 1st	Clinard, Aaron
Highland	Milam, Alice
Immanuel	Brown, John
John Calvin	Curran, Jacqueline

Logan  
Mocksville 1st  
Mount Jefferson  
Mount Tabor  
Mount Vernon  
New Creation  
North Wilkesboro  
Oak Ridge  
Pittsboro  
Reidsville 1st  
Rumple Memorial  
Saint James  
Saint Paul High Point  
Salisbury 1st  
Shady Side  
Shallowford  
Sparta  
Springwood  
St. Andrews  
Starmount  
Stony Creek  
Third Creek  
Thyatira  
Trinity Winston-Salem  
Unity

Rucker, Faye  
Kirkpatrick, Michael  
Gouger, Linda  
Chunn, Vanessa  
Hunter, Rachel  
Clawson, Barbara  
Pruitt, Polly  
Carlson, John  
Morel, Jose  
Harrill, Jane  
Moore, Louise  
Knox, Charles E.  
Davis, Doris T.  
Johnson, Scott  
Davis, Ken  
Ellis, Grace  
Robinson, Jennifer  
McNeal, Russ  
Sanderson, Rourke  
Dorner, Stephanie  
Barker, Janet  
Steele, Elizabeth  
Sechler, Phares  
Daniels, Brenda  
Fleming, Karen

### **Commissioned Ruling Elders (6):**

Beard, James  
Blankenship, Jerry  
Braxton, Steve  
Crunk, Sidney  
Glaser, Timothy  
Moore, Sue

### **Lay Pastors (CREs without current commission) (3):**

Flippin, J. Sue  
McElroy, Harold  
Jenkins, Samuel

**Corresponding Members (1):** Lesane, Warren (Pby of Charlotte, and Executive and Stated Clerk, Synod of the Mid-Atlantic)

**Stated Clerk, Salem Presbytery (1):** Vaughan, David

**Presbytery Staff (1):** Ratledge, Christine

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#### CALL TO ORDER AND OPENING PRAYER

The Moderator, the Rev. Paul Sink, called the meeting to order at 9:00 a.m. and constituted the meeting with prayer. Special instructions for participating by Zoom were given.

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#### MORNING WORSHIP

Salem Presbytery was led in worship under the leadership of Rev. Dr. Barbara A. Smith, with the sermon focused on the passage at Luke 24:44-53. The Lord's Supper was celebrated following the sermon.

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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. Paul Sink.

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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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#### REPORT FROM TRANSITIONAL GENERAL PRESBYTER Rev. Dr. Barbara A. Smith

The Rev. Dr. Barbara Smith presented her report and welcomed members and commissioners to this meeting.

Good Morning Salem Presbytery! Today is my third presbytery meeting with you. And while we're still virtual, I remain thankful for the technology that has allowed us to connect whether we are next door, in another county, or another state. And as much as we long for the days that we can be fully together, reality is that a hybrid model of gathering is the new norm as it includes some that wouldn't have been able to be among us otherwise – retirees who have moved away, those serving in validated ministries who aren't able to get away but can tune in, those who are homebound due to illness or a broken-down car!

The same is true for worship! I have consistently worshipped with Salem Presbytery churches since I began my ministry among you. And as I hear stories from many of you as I "zoom" among you, many of your churches are experiencing higher numbers of people either tuning in "live" or watching recorded services. The gospel is being shared in ways we could never have imagined when we welcomed 2020.

Zoom meetings – while I admit my eyes are sometimes blurry at the end of the day – allow for more participation across the presbytery since commuting to meetings from far and wide isn't necessary. I sure get more done in a day with meetings stacked up against one another.

And while more and more people have been vaccinated, we still need to be careful! I have to admit I felt a great sense of relief this past Monday (April 26) when I was officially two weeks post second vaccine. But I still have no desire to eat at an indoor restaurant, go the movies, or spend any amount of time indoors – in public.

Yesterday (April 27), I met with members of the Transitional General Presbyter search team who now serve as a support team for me in my ministry among you. We talked about when I might venture to North Carolina, and agreed that later this Summer, after people return from vacations, might be a good time. In fact, even though our August Presbytery meeting is slated to be virtual, I'm thinking of scheduling that time to "be in town" as long as we aren't dealing with higher numbers of infections from who knows what variants. Stay tuned...

I continue to thank God for leading me to Salem, and hold you in my prayers!

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STATED CLERK REPORT  
David Vaughan

**FOR INFORMATION:**

**Upcoming meetings of Presbytery - 2021**

Saturday, August 14, 2021 - Virtual

Tuesday, November 16, 2021 - Location/method pending

**Annual Directory**

This packet contains the annual Presbytery directory, which I am required to publish. Please note that this roster includes Presbyterians only; we are grateful for those of other denominations who are faithfully serving our churches. CREs are listed only if they are serving under a current commission.

**Minutes of Administrative Commissions to Ordain/Install**

This packet contains the minutes, since August 2020, from Administrative Commissions to Ordain/Install a minister of Word and Sacrament.

**2020 Mission Challenge Award**

The income from the Mission Challenge Fund (one of our restricted investments) will be used by the Presbytery to encourage churches to increase their mission funding. Each year, the Presbytery shall select two churches each to receive 50% of the fund's income. The churches' use of the money will be restricted to a mission project of its choice. The awards include:

\* To the church achieving the highest percentage increase of annual funding for the Presbytery's mission budget;

\* To the church spending the highest percentage of their annual budget on mission (based upon data submitted in the 2020 Annual Statistical Report).

The Stewardship Committee will announce the recipients of this year's awards.

**FOR ACTION:**

**Dismissal of Administrative Commission for Oakland Presbyterian Church**

At the request of the Oakland Session, I appointed in August 2019 an Administrative Commission to work with the Oakland Session to help the Session envision a future for the Oakland church. Original members of the AC included RE Sarah Davis, RE John Hoover, Rev. Paul Sink, former RE Rada Spencer, and the Rev. Stacey Steck. Rev. Sink served as moderator and has reported (along with Carol Johnson, Clerk of Session) that the AC's work is complete. I will, therefore, ask the Presbytery to dismiss the AC with its thanks.

**2020 Necrology**

I will ask the Presbytery to review the 2020 Necrology and I will offer a prayer of thanksgiving for these saints of God who now are in the nearer presence of our Savior, Jesus Christ.

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**ACTION:**

2. Presbytery dismissed the AC for Oakland PC with its thanks.
3. Presbytery joined in reviewing the Necrology and was led in prayer by the Stated Clerk.

**2020 NECROLOGY**

**MINISTERS:**

James H. Allen	May 31, 2020
Carole F. Chase	May 21, 2020
William Reid Dalton	July 19, 2020
Charles G. Fitzpatrick	October 17, 2020
James Henderson	September 28, 2020
William F. Long	November 5, 2020
Hugh Reid Montgomery	April 21, 2020
Victor C. Scott	April 17, 2020
Billy F. Sosebee	March 11, 2020
Norman Morgan Whitney	October 23, 2020

**ELDERS:**

ALAMANCE	John Carson Andrews, Jr.	April 15, 2020
	Rossie Jennings Sharpe	April 25, 2020
	James Robert Hunter	April 26, 2020
	Harvey Lee Starr	November 30, 2020
ALLEN TEMPLE	Sallie Marie Carr	December 28, 2020
ASHEBORO, FIRST	Robert Barham	January 1, 2020
	Don Monroe	January 7, 2020
	Roberta "Chee Chee" Brown	June 18, 2020
	Jute Ramsey	November 29, 2020
BETHEL, MCLEANSVILLE	Vernon "Sonny" Horace Allen Jr.	November 18, 2020
	John Henry Key	March 20, 2020
BETHESDA, STATESVILLE	Carolyn McCoy	November 5, 2020
BOONE, FIRST	Tom Taylor	January 28, 2020
BURLINGTON, FIRST	Edwin Benson Armstrong, Jr.	July 23, 2020

	William Don Ketner, Sr. Helen DaVault Ogden Eugenia Goley Pruitt Margaret Crowson Skinner	October 7, 2020 September 4, 2020 May 13, 2020 August 17, 2020
CHURCH OF THE COVENANT	Dezree Miller Bass David Wayne "Mitch" Mitcham	March 3, 2020 March 17, 2020
CHURCH OF THE CROSS, PRESBYTERIAN	Elaine R. Buie Don R. Moore W.J. (Bill) Buie	January 11, 2020 July 8, 2020 November 22, 2020
CLEMMONS	Ralph Cornwell John Herrmann Bona Allen	December 28, 2020 March 2, 2020 March 20, 2020
COMMUNITY IN CHRIST	George Pierson Donald Wayne Helms	July 24, 2020 December 5, 2020
CONCORD	Sue Ruffin Jim Sande Dan McKinney William "Bill" Summers	January 11, 2020 March 3, 2020 October 16, 2020 December 7, 2020
ELKIN	Margaret Yancey (Peggy) Dudley	April 4, 2020
FOREST HILLS	Chuck Richie	August 8, 2020
FREEDOM	Roy E. Green	September 7, 2020
GLENDAL SPRINGS	Kermit Boykin Lenna Rae Severt Stanley	June 8, 2020 July 6, 2020
GREENSBORO, FIRST	Darlene Crenshaw Young John Herman Snider James Drake Crosland	July 10, 2020 October 17, 2020 November 2, 2020
GUILFORD PARK HAWFIELDS	Peggy Hicks Hugh Doss Bill Covington	February 15, 2020 April 17, 2020 March 21, 2020
HIGHLAND	Sam Blythe Bill Hammond Jim Boone Whaley Batson Harnet McGraw	March 28, 2020 October 3, 2020 November 16, 2020 December 20, 2020 November 28, 2020
JAMESTOWN	Dorothy Benson Stuart Schurr	April 2, 2020 June 28, 2020
JOHN CALVIN LEXINGTON, FIRST	Mary Drinkard Key Marian Van Zant Robert T. "Bob" Oates, Jr.	October 19, 2020 July 11, 2020 November 11, 2020
MOUNT JEFFERSON NEW HOPE	Sherry McNeill Marie Carter Louise Coleman	February 28, 2020 January 9, 2020 April 25, 2020
PARKWAY PITTSBORO	Robert Moore Shirley Francis Councilman Lindley Charles E. Kirk	July 28, 2020 May 12, 2020 April 8, 2020
REIDSVILLE, FIRST RUMPLE MEMORIAL	Frances Robinson Don Saunders Jim Scott Dave Greene	June 30, 2020 July 9, 2020 August 1, 2020 October 1, 2020
ST. PAUL, GREENSBORO	Ruby Whitley Diane Taylor	January 4, 2020 July 26, 2020
ST. PAUL, HIGH POINT	Charles Franklin Phifer Ruby Saunders Sellers	July 9, 2020 September 2, 2020
SALISBURY, FIRST	Dorothy May "Dottie" Goodnight	January 5, 2020

	Trevor George Williams	January 30, 2020
	Paul Edward Fisher	October 30, 2020
SEDGEFIELD	Ellen Chelava	January 9, 2020
SHALLOWFORD	Mary Kay Johnson	August 23, 2020
SPARTA	Ramona Friend	Fall 2020
	Henry Thorne	October 30, 2020
	Walt Bennett	November 25, 2020
SPRINGWOOD	Arlene Ingle	July 16, 2020
	Billy Sutton	December 5, 2020
STATESVILLE, FIRST	Fred Deaton	January 23, 2020
	Bert Holt	September 13, 2020
STARMOUNT	Ernest Burton Spangler	November 11, 2020
	Robert Elee McLendon	December 25, 2020
THYATIRA	Joyce Dagenhart Caldwell	February 11, 2020
	Mary Sloan Moon	October 27, 2020
TRINITY, SALISBURY	Guam Reid	January 10, 2020
TRINITY, WINSTON SALEM	Richard (Dick) Patterson	September 18, 2020
	Virginia (Ginny) Carr	April 30, 2020
	Carol Edmond	December 22, 2020
UNITY	Roger Wilson	October 18, 2020
VANDALIA	James David Sharpe	October 8, 2020

#### GREETINGS AND PRESENTATIONS FROM PRESBYTERIAN ORGANIZATIONS

Elder Elizabeth Little from the Board of Pensions spoke about the COVID pandemic, a new financial protection package for pastors and a recent increase in pension returns. Sarah Barker from Presbyterian Homes of North Carolina reported on the participation in Mother's Day and Father's Day Offerings that help provide financial assistance for senior adults. Rev. Kaye Barrow-Ziglar reported on Synod's Committee on Representation, and Rev. Felicia Stewart Hoyle reported on the recent meeting of the Synod Assembly.

#### COMMITTEE ON MINISTRY

Rev. Amanda Anderson and Rev. John Johnson, Co-Moderators

Rev. Amanda Anderson presented the following report on the work of the Commission on Ministry.

#### I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

##### A. SECURING A STATED SUPPLY CONTRACT

1. Concurred with the Session of **Hills Presbyterian Church**, Pilot Mountain, North Carolina, in securing a Stated Supply contract with the **Reverend Jennie Hemrick** for a period of twelve months beginning March 1, 2021.

##### B. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Calvary Presbyterian Church**, Statesville, North Carolina, in renewing the Stated Supply contract with the **Reverend Timothy L. Bates** for a period of one year beginning January 1, 2021.

##### C. SECURING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **Westminster Presbyterian Church**, Greensboro, North Carolina, in securing a Parish Associate Agreement with the **Reverend Cindy Higgins** for a period of one year beginning April 13, 2021.

#### D. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **Flat Rock Presbyterian Church**, Mt. Airy, North Carolina, in renewing a Temporary Supply contract with the **Reverend Wilborn Rives** for a period of twelve months beginning January 15, 2021.
2. Concurred with the Session of **Mt. Tabor Presbyterian Church**, Cleveland, North Carolina, in renewing a Temporary Supply contract with the **Reverend Timothy Porter** for a period of twelve months beginning January 1, 2021.
3. Concurred with the Session of **Allen Temple Presbyterian Church**, Cleveland, North Carolina, in renewing a Temporary Supply contract with the **Reverend Alberta McLaughlin** for a period beginning March 7, 2021 and ending February 27, 2022.
4. Concurred with the Session of **Pleasant Grove Presbyterian Church**, Yanceyville, North Carolina, in renewing a Temporary Supply contract with the **Reverend Stephen Jordan** for a period of twelve months beginning March 1, 2021.

#### E. SABBATICAL REQUEST

1. The COM approved the following sabbatical requests:  
**Rev. Jon Gaska, Trinity Presbyterian Church, Winston-Salem**  
**Rev. David Ealy, Hawfields Presbyterian Church, Mebane**  
**Honorable Reverend Bill Hoyle, Clemmons Presbyterian Church, Clemmons**

#### F. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE:

1. Dissolved the Pastoral relationship between the **Reverend Brian Rummage** and **New Hope Presbyterian Church**, Lexington, North Carolina, effective May 16, 2021, pending the affirmative vote of the New Hope congregation.
2. Dissolved the Pastoral relationship between the **Reverend Caroline Sell** and **Westminster Presbyterian Church**, Greensboro, North Carolina, effective June 30, 2021, pending the affirmative vote of the Westminster congregation.

## II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

#### A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of **Bethany Presbyterian Church**, Statesville, North Carolina, in renewing the contract of **Tim Glaser** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of six months beginning January 1, 2021.
2. Concurred with the Session of **Wentworth Presbyterian Church**, Reidsville, North Carolina, in renewing the contract of **Marty Brim** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning January 1, 2021.
3. Concurred with the Session of **Reid Memorial Presbyterian Church**, Mooresville, North Carolina, in renewing the contract of **James Harley** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning February 21, 2021.
4. Concurred with the Session of **Mt. Vernon Springs Presbyterian Church**, Siler City, North Carolina, in renewing the contract of **Bill Browder** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning February 1, 2021.
5. Concurred with the Session of **Freedom Presbyterian Church**, Statesville, North Carolina, in renewing the contract of **James Harley** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning February 1, 2021.
6. Concurred with the Session of **Trinity Presbyterian Church**, Elon, North Carolina, in renewing the contract of **Steve Braxton** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning March 15, 2021.
7. Concurred with the Session of **Glendale Springs Presbyterian Church**, Glendale Springs, North Carolina, in renewing the contract of **Sidney R. Crunk** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning May 1, 2021.

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



1. That the **Reverend Toure Marshall** was transferred to Northeast New Jersey Presbytery effective February 13, 2021.

C. MODERATOR OF SESSION

1. That the **Reverend JoAnne Glaser** was appointed Moderator of Session for **Oakland Presbyterian Church**, Statesville, North Carolina.
2. The **Reverend Jim Rissmiller** was appointed Moderator of Session for **Faith Presbyterian Church and New Creation Community Church**, Greensboro, North Carolina.

D. MINISTER MEMBER AUTHORIZED TO PRESIDE AT CELEBRATION OF THE LORD’S SUPPER

1. That the **Reverend David Partington**, HR member of Salem Presbytery, was authorized to preside at the celebration of the Lord’s Supper at Well-Spring Retirement Community, Greensboro, North Carolina.

E. VALIDATED MINISTRIES RENEWAL

1. Approved the renewal of Validated Ministries for **Keith Dove**, Sid and Cathy Batts Pastoral Resident at **First Presbyterian Church**, Greensboro.

F. MINISTER LABORING WITHIN THE BOUNDS OF SALEM PRESBYTERY

1. That the **Reverend Cindy Higgins** was given permission to labor within the bounds of Salem Presbytery as the Parish Associate of **Westminster Presbyterian Church**, Greensboro, North Carolina.

G. ADMINISTRATIVE COMMISSION APPROVED

1. Stated Clerk of Salem Presbytery approved the following Administrative Commission for the installation of **Charles Jeremy Cannada** as Pastor of the **First Presbyterian Church**, Statesville, North Carolina:

<u>NAME</u>	<u>RESPONSIBILITY</u>	<u>RULING/TEACHING ELDER</u>
Kaye Barrow-Ziglar	Preside & Propound the Constitutional Questions	TE
Adam Ryan Quine	Preach the Sermon	TE
Rhyne Scott	Charge the Minister	RE
Kate Morrison	Charge the Congregation	TE
Donna Adams Perkins	Prayer of Ordination/Installation	RE
Frank King	Lead in Worship	RE

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

1. That the call of the **First Presbyterian Church**, Asheboro, North Carolina, to the **Reverend Brian Rummage** to serve as Pastor be found in order; and the terms of the call (printed below) be approved; and that the call be 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 June 1, 2021.

Cash Salary	\$53,000
Housing Allowance	\$21,000
Utilities Allowance	\$4,000
Other Allowances	\$1,320
Automobile Expenses	\$1,900
Business Expenses	\$1,000
SECA	\$5,967
Continuing Education	\$1,600
Moving Costs (up to)	\$8,000
Paid Vacation	4 weeks
Paid Continuing Education	2 weeks

*Full medical, pension, disability, and death benefit coverage under the Board of Pensions. Two months maternity leave at full pay or one month paternity leave at full pay. In the seventh year of service, the*

congregation will provide for a three-month Clergy Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.

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**ACTION:**

4. Presbytery approved the call to the Rev. Brian Rummage from the Asheboro First Presbyterian Church, and the call was placed in his hands.

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**B. COM RESTRUCTURE REQUEST**

1. That Salem Presbytery affirm the COM restructure proposal, as summarized below.

Overview: Instead of three geographic neighborhoods, there would be seven Salem COM Task Forces. Each task force covers the entire presbytery, but its work will be task-specific. Each task force will elect co-moderators and a clerk and will hold monthly stated meetings. Membership of each task force will be geographically representative of Salem Presbytery. The seven task forces are listed below, along with a general summary of their work, divided by what is designated as committee or commission tasks.

**COM Task Force on Transformational Ministry for the Changing Church**

Membership: 5 COM members plus adjunct list of coaches

Committee work:

- coach churches as they discern their mission and current pastoral needs, including new models of parish ministry
- resource and guide churches through the process of closing

Commission work:

- make recommendations on new models of pastoral ministry
- make recommendations (in working with Stated Clerk) about a church closing

**COM Task Force on Examinations**

Membership: 12 members

Committee work:

- The Committee shall examine candidates, commissioned ruling elders, and teaching elders on behalf of the Commission on Ministry (Section IV.05(d) of the Salem Presbytery Manual).*
- examine those non-PCUSA individuals seeking to serve as temporary supply in the churches of Salem Presbytery
- make recommendations to the appropriate body or task force

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

Membership: 7 members plus adjunct list of trained transitional pastors, session moderators, trained transition responders/liaisons

Committee work:

- counsel with churches regarding calls for permanent pastoral relations (Section IV.05(c)iv of the Salem Presbytery Manual)*

Commission work:

- act between Presbytery meetings for transfers of Installed Teaching Elders in and out of Salem Presbytery where ordination is not required (Section IV.05(c)viii of the Salem Presbytery Manual)*
- act upon the following requests: contract and contract renewals for transitional ministers, dissolution of an installed pastoral relationship, terms of call for installed positions (candidates, transfers, and minister members)
- recommend to the Stated Clerk the establishment of an Administrative Commission of Salem Presbytery to ordain/install clergy

**COM Task Force on Temporary Ministry and Pulpit Supply**

Membership: 7 members plus adjunct list of Salem Academy coaches and mentors, session moderators, trained transition responders/liaisons, and pulpit supply

Committee work:

*-counsel with sessions regarding temporary pastoral services when a church is without a teaching elder, and it shall provide lists of teaching elders and ruling elders who have been trained by the Presbytery to supply vacant pulpits (Section IV.05(c)v of the Salem Presbytery Manual)*

*-provide training and oversight for non-PCUSA ministers serving congregations in Salem Presbytery (e.g. Salem Academy) G-2.0506*

Commission work:

*-act upon the following requests: labor inside the bounds of Salem Presbytery, temporary supply, stated supply, and designated pastor/co-pastor contracts and renewals, temporary assistance agreements, placement on the Salem Presbytery pulpit supply list, and the authorization of elders to celebrate the Lord's supper or moderate a session*

### **COM Task Force on CRE Training and Oversight (G-2.10)**

Membership: 7 members plus adjunct list of trained mentors

Committee work:

*-recruit and train Commissioned Ruling Elders*

*-provide care and ongoing continuing education programs for CREs*

Commission work:

*-act upon the following requests: CRE contracts and contract renewals, commissioning of CREs in congregations\* (\*recommend to Salem Presbytery), and triennial re-commissioning of CREs at presbytery meeting\* (\*recommend to Salem Presbytery)*

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

Membership: 5 members plus adjunct list of trained mediation coaches and collaborative members of the Salem Equip group

Committee work:

*-serve as an instrument of Presbytery for promoting the peace and harmony of the churches, especially in regard to matters arising out of the relations between teaching elders and churches. Its purpose shall be to mediate differences and reconcile persons, to the end that the difficulties may be corrected by the session of the church if possible, that the welfare of the particular church may be strengthened, that the unity of the body of Christ may be made manifest (Section IV.05(c)vii of the Salem Presbytery Manual)*

*-provide for the implementation of equal opportunity employment for teaching elders and candidates without regard to race, ethnic origin, sex, age, marital status, or disability (Section IV.05(c)vi of the Salem Presbytery Manual)*

*-work with Equip to facilitate church officer development as needed*

Commission work:

*-make recommendations to Presbytery regarding calls for the services of its teaching elders (Section IV.05(c)ii of the Salem Presbytery Manual)*

*-recommend, after discernment, to the Stated Clerk the establishment of an Administrative Commission of Presbytery to address issues in particular churches, with or without asserting original jurisdiction*

*-act upon the following requests: concurrence with overtures concerning compensation\* (\*recommend to Salem Presbytery) and remuneration for temporary tasks\* (\*recommend to Salem Presbytery)*

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

Membership: 5 members

Committee work:

*-visit regularly and consult with each teaching elder of the Presbytery. It shall report to the Presbytery annually the type of work in which each teaching elder of the Presbytery is engaged (Section IV.05(c)l of the Salem Presbytery Manual)*

- support certified Christian educators in Salem and provide guidance for those seeking to become Certified Christian Educators in Salem Presbytery G-2.1103
- provide an annual review of those members working in validated ministry beyond a particular congregation G-2.0503a
- work with Stated Clerk to provide annual Member-at-Large report to Presbytery G.2.0503b

Commission work:

- approve the following individuals seeking membership in Salem Presbytery: retiree transfers, member-at-large transfers and those seeking ordination and engaged in validated ministry beyond a particular congregation\* (\*recommend to Salem Presbytery)
- act upon the following requests: validated ministry work beyond a particular congregation and honorable retirement\* (\*recommend to Salem Presbytery)

**How will the COM stay directly connected with all the churches in Salem Presbytery?** In addition to work on a specific task force, COM members will serve as church partners for specific congregations in their geographic area.

**When would COM plenary meetings take place?** There are no monthly stated COM plenary or neighborhood meetings in this model. An annual gathering of all COM task forces will take place, coordinated by the COM leadership team.

**What is the COM Leadership Team?**

To coordinate the overall work of the COM task forces, a COM Leadership Team will consist of 19 people:

- co-moderators of each task force (14)
  - Stated Clerk and Transitional General Presbyter
  - COM member serving as “bridge” for the Salem Engagement Pastors
  - COM Leadership Team co-moderators (elected at annual COM gathering)

**How will Salem Presbytery staff be available to the task forces?**

Salem Presbytery Transitional General Presbyter- will attend all task force meetings and provide matches through CLC for the task forces responsible for calls and transitions.

Salem Presbytery Stated Clerk- will be available to task forces as needed and requested.

Salem Presbytery Administrative Assistant- will monitor incoming COM communication and work with task force co-moderators to distribute these communications. The Administrative Assistant will also work with the Stated Clerk to appropriately file paperwork after task force meetings.

**ACTION:**

5. Presbytery approved the restructure plan as submitted by the Commission on Ministry.

EXECUTIVE COUNCIL  
Rev. Kathy Beach, Moderator

The Executive Council (EC) met on February 18, March 18 and April 15, 2021.

Regular reports were received from Barbara Smith (Transitional General Presbyter) and David Vaughan (Stated Clerk).

**For Information –**

**Actions taken on behalf of Presbytery (Manual, Section IV.08.b.iii)**

The EC acted on behalf of the Presbytery in the following matter:

- Elected the Rev. Jim Rissmiller to a three-year term on the Committee on Representation.

**Other actions taken:**

- Approved minutes of previous EC meetings;
- Received comments about the proposed Scripture, Prayer, and Evangelism Task Force from the Rev. Paul Rhodes and the Rev. John Elam. The EC agreed to consider the proposal in light of the remarks shared in the meeting and the remarks of Rev. Steve Moss that were emailed to the EC moderator. Following a month of discernment, the EC sustained its February 2021 decision. The Presbytery's plan for reorganization includes periods of times at Presbytery meetings where all voices can be heard, and where members and commissioners would spend time in Bible study, prayer, and growth - and the EC is committed to this.
- Received full reports from the Budget and Finance Committee;
- Ordered the August 2021 meeting be held virtually on the ZOOM platform;
- Heard that the Church Growth and Transformation Committee is working on an accountability plan for the El Shaddai Vision community (one of our two 1001 New Worshipping Communities);
- Received word that the Personnel Committee is sponsoring a farewell Zoom gathering honoring Peggy Trenchard;
- Heard from the Stewardship Committee that they continue to contact churches to make a pledge for 2021 support, and that they are sending thank-you notes when 2021 pledges are received or increased;
- Approved increasing Salem's per capita commitment to the Synod of the Mid-Atlantic, taking \$13,538 from the proceeds from building sales to send to the Synod. This action will make Salem's 100% per capita commitment to the Synod;
- Agreed to revisit the November 2021 Presbytery meeting locus and method;
- Endorsed the plan of the Commission on Ministry for reorganization.

In early February, our Transitional General Presbyter authored a document on matters of philosophy and operation that need to be addressed by the Executive Council and, perhaps, the Presbytery itself. In the three EC meetings covered by this report, the EC has spent considerable time looking into these matters and discussing them. This is anticipated to continue in the months to come.

**For Action –**

1. The Executive Council asks the Moderator to recognize the Rev. Ken Broman-Fulks to speak before the Presbytery on behalf of the Implementation Team.
2. The Executive Council asks the Moderator to recognize the Rev. Jay Lambeth to speak before the Presbytery on behalf of the Budget and Finance Committee.
3. The Executive Council asks the Moderator to recognize the Rev. Kyle Goodman and the Rev. Kim Priddy, co-moderators of the Stewardship Committee, to speak before the Presbytery.
4. The Executive Council asks the Moderator to recognize the Rev. Charlie Lee to speak before the Presbytery regarding the work of the Personnel Committee. The Executive Council (EC) met on December 10, 2020 and January 21, 2021.

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**ACTION:**

6. Presbytery approved the dismissal of the Implementation Team at its request, and participated in a litany of dismissal.
7. Presbytery received its quarterly reports from the Budget and Finance Committee (see attached).

8. Presbytery received a report from the Stewardship Committee: The Mission Challenge Fund is used by the Presbytery to encourage churches to increase their mission funding. Each year the Presbytery selects two churches each to receive 50% of the fund's income. The churches' use of the money will be restricted to a mission project of their choice. The first award will go to that church achieving the highest percent increase of annual funding for the Presbytery's mission budget during the most recent fiscal year. This year's recipient is Spencer Presbyterian Church. The second award goes to the church spending the highest percent of their annual budget on mission during the most recent fiscal year. This year that award goes to Old Providence Presbyterian Church. The Committee gave thanks to the congregations who are giving and sending their pledges to support the Presbytery. The committee encouraged churches to clean up their "rolls", to record accurate numbers, and urged stewardship to be a year-long process.

9. Presbytery received a report from the Personnel Committee:
- a. Made a permanent decision regarding the employment of a Stated Clerk. The adopted plan had given this responsibility to the Presbyter for Administration but in the current situation, that is not a possibility.
  - b. Expanded the Communications Director position to 20 hours per week, per the Presbytery Plan.
  - c. Eliminated the position previously known as "Administrative Assistant" that was filled by Peggy Trenchard, per the Presbytery Plan. (This is not the same position now being filled by Christine Ratledge.)
  - d. Hired Engagement Pastors – (5 needed to serve 10 parishes): Rev. Evan Harrison, Rev. Jess Rigel, Rev. Jodi Lingen, CRE James Harley, and LayPastor Rainey Ratchford.
  - e. Is working on a revision to the Personnel Manual.
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#### EQUIP

A video presentation by EQUIP and Beth Hayes from the Moravian Resource Center was presented. The video focused on how churches can provide virtual Vacation Bible School and Sunday School classes.

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#### PEACE AND JUSTICE

Rev. Wes Pitts and Rev. Jess Rigel, Co-Moderators

Rev. Jess Rigel spoke on the North Carolina Council of Churches involvement in racial equity training with a focus on gun violence prevention and highlighted an upcoming virtual town hall meeting. Rev. Rigel also drew the Presbytery's attention to the continuing Matthew 25 initiative and encouraged those congregations not identified as a Matthew 25 church to become involved. Rev. Wes Pitts reminded everyone about the upcoming Gene Nichol's webinar focusing on systemic poverty in North Carolina and the church's role in eradicating poverty in North Carolina.

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#### COMMITTEE ON REPRESENTATION

Rev. Sam Perkins and Rev. Sandy Kern, Co-Moderators

#### **For Information:**

MINISTERS AND ELDER COMMISSIONERS ARE STRONGLY URGED TO NOMINATE INDIVIDUALS FOR SERVICE ON PRESBYTERY COMMITTEES. A flyer describing committees of Presbytery, together with a nominating form, is a part of this meeting's packet.

#### **For Action:**

Following consultation with the Executive Council's Personnel Committee, the Committee on Representation nominates Ruling Elder David Vaughan (Burlington First) to continue in service as Stated Clerk of Salem Presbytery for a term beginning August 19, 2021 and concluding October 31, 2023.

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**ACTION:**

10. Presbytery elected RE David Vaughan to continue in service as Stated Clerk of Salem Presbytery concluding on October 31, 2023.

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ANNOUNCEMENTS

HUNGER COMMITTEE

Rev. Leigh Wisner, Moderator

Rev. Leigh Wisner brought attention to opportunities to take action on Hunger issues including Bread for the World, which is an advocacy organization that leverages communal and collective voices to put pressure on elected officials to pass legislation that abates hunger. Rev. Wisner encouraged the joining of forces with Bread members across the country to urge Congress to make the Child Tax Credit (CTC) in the American Rescue Plan (COVID Stimulus) permanent, something that would move millions of children out of poverty as well as reduce hunger. We are also asking Congress to increase U.S. leadership and funding for global nutrition programs without which an entire generation may be denied of their God-given right to flourish. Rev. Wisner directed attention to a PDF found in Salem Matters designed to help congregations easily participate in the 2021 Bread for the World Collective Offering of Letters. Rev. Wisner encouraged congregations to also continue their Pennies for Hunger offerings during this time when many congregations are not meeting in person.

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ADJOURNMENT AND BENEDICTION

The Moderator announced the date of the next Presbytery meeting: Saturday, August 14, 2021. It will be held by Zoom. The Moderator adjourned the meeting at 12:00pm with the benediction. Following adjournment, several remained online for a breakout period of fellowship online.

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Recorded by:  
Christine Ratledge  
Administrative Assistant



David Vaughan  
Stated Clerk

*These minutes approved by Executive Council, 6/28/2022*

## Appendix A

### Ministers Absent from the May 2021 Presbytery Meeting

Cannada, Jeremy

Elam, John C.

Gaska, Jonathan

Gipe, Will

Hoyle, William M.

Kim, Ki Seok

Pruitt, John

Sandlin, Mark

Vazquez, Jorge

Wray, Tom