

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

Meeting: Saturday, November 16, 2024

Worship will begin at 9:00am. Registration/check-in starts at 8:00am

PLACE: Reidsville - First Presbyterian Church, 318 South Main Street, Reidsville

There is abundant parking in the church parking lot and across the street. Special needs parking is in a small lot on the north side of the church.

There will be a video link to the meeting on the front page of the Presbytery website for those who will not be in attendance. This will be a "view only" option.

In-person registration will be available prior to 10:00am on November 16 at Reidsville First Presbyterian Church, but lunch cannot be guaranteed for those who register on site.

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

Elder Steve Braxton, Moderator
Paul Sink, Stated Clerk

Historical Sketch of First Presbyterian Church, Reidsville

With the conclusion of the Civil War and the completion of the railroad from Danville, VA to Greensboro, NC, Reidsville, positioned between the two larger cities on the railroad, began to develop as a town. Rev. Jacob Doll, who had served as stated supply for churches in both Rockingham and Caswell counties, recognized that no church of any denomination was in the growing Reidsville, so he began an effort to recruit Presbyterians to plant a new church. He found willing Elders at Bethesda (Ruffin) and Wentworth Presbyterian Churches, and so began a plan. After years of organizing and the successful start of services twice a month, property was secured and a church was built on the corner of Gilmer and Main Streets. The new church, a frame structure, was completed in the fall of 1874 and it became the home of the congregation for forty-five years. Following the completion of the first church, and in securing Rev. Doll as stated supply pastor, First Presbyterian, Reidsville was formally organized on January 15, 1875 by a commission of Orange Presbytery with 22 charter members.

First Presbyterian grew steadily along with the surrounding town. In 1909, 14 members withdrew in order to begin a new Sunday School in the nearby countryside, a successful program that led to the establishment of Greenwood Presbyterian. Throughout Greenwood's early years, First Presbyterian remained connected and sought to give whatever aid it could to allow the congregation to thrive. Following the success of Greenwood, another outpost Sunday School was approved in 1947. It, too, proved successful and the Sunday School became Hillview Presbyterian Church in 1949. Though its early years were beset by problems, by 1975 it once again became a growing congregation. Hillview and First Presbyterian continued a close relationship until Hillview closed in November 2000.

The cornerstone of the present church, built on the same plot of land as the then manse, was laid on October 4, 1920 and the building, of Colonial Georgian architecture, was completed in the fall of 1922. By 1936 the church had grown enough to expand, and the addition of the Boyd Memorial Wing was completed. An educational building was begun in 1960 and completed in 1962. With the new building came a new plan - providing families in Reidsville with high quality, low cost child care. So, in August 1969, the First Presbyterian Child Development Center, the first such child care center in Rockingham County, was established, initially staffed entirely by the Sunday School class that developed the idea for the center. The Child Development Center, though now its own separate

organization, continues to provide the same high quality, low cost service to the community. The main building, housing the sanctuary, offices, classrooms, and more, is now over 100 years old and, though full of memories and beauty, is in need of many repairs. A capital campaign was begun in 2023 to address these many issues and prepare the church for its next phase of ministry.

In 1974 the church purchased a house in Montreat, NC from a former minister to be used for church members attending conferences in Montreat, as well as a place for all to enjoy the beauty of the NC mountains. The Elizabeth Lorde Huske house continues to welcome church groups from all over the country as they attend the Montreat Youth Conferences and other summer conferences, and is used by church members in the off season for family get togethers and more. Through the gifts of several families, six college scholarships are awarded each year to deserving Reidsville students, some dedicated specifically to members of First Presbyterian and others open to any deserving student.

The heart of First Presbyterian has always been serving the larger community. Whenever there have been needs in Reidsville, First Presbyterian has had a role in meeting those needs. Our efforts, along with partnering churches and community leaders, have included the welcoming of Afghan refugees in the wake of Russia's invasion of Afghanistan in 1979, the establishment of the Reidsville Outreach Center, and the groundwork for the Reidsville Human Relations Commission, a city effort to address racism and division in Reidsville. Current mission projects include serving in the Reidsville Soup Kitchen, hosting the Rockingham United Mobile Market, providing food for the Reidsville High School food pantry, helping resettle refugee families through Church World Service, and the maintenance of a community garden to provide produce to families in need. Most recently, when Hurricane Helene devastated communities throughout Western NC, we canceled all reservations in the Montreat house to provide free housing for those doing relief work.

Throughout our nearly 150 years of ministry we have had 9 senior pastors, 2 associate pastors, and 5 interim pastors. Our church is blessed by a caring, friendly congregation, many hands willing to do even difficult jobs, and a young, energetic, compassionate, and capable pastor. We look forward to the many new things that God continues to do through this church.

Our Vision

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

9:00amv **Call to Order and Opening Prayer** Elder Steve Braxton, Moderator

Worship and Celebration of the Lord's Supper

Worship has been planned and coordinated by Rev. Wes Pitts, Elder Tony De La Rosa, and the staff and leadership of FPC Reidsville. We welcome Rev. Diane Givens-Moffett as our preacher for worship today.

(After worship, those present to take part in the concurrent workshop sponsored by EQUIP on property and buildings maintenance will meet in the Session Room. Earth care Congregations and/or those interested in becoming one for a workshop will also meet concurrently in an upstairs meeting room)

10:00 **Organization of Presbytery** Moderator
Establishment of Quorum
New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.)
Approval of Docket

Moderator's Welcome Moderator
Corresponding Members (Teaching Elders from other Presbyteries and ministers of other Christian denominations)
Ruling Elder Commissioners attending for the first time
Visitors and Guests

10:10 **Land Acknowledgement** Elder Beth Hooten

10:15 **Executive Presbyter's Welcome and Report pg. 8** CRE Tony De La Rosa

10:20 **Designated Presbyter's Welcome and Report pg.11** Rev. Jodi Lingan

10:25 **Stated Clerk's Report pg. 12**

10:30 **Synod of the Mid Atlantic 254th Assembly Report pg. 16** Rev. Felicia Stewart Hoyle

10:40 **Peace & Justice** Elder Beth Hooten
Racial Equity Equipping events for 2025

10:50	Executive Council Budget and Finance Committee Church Growth & Transformation Stewardship Committee	pg. 27 pg.28	Rev. Jennie Hemrick Elder Ronda Tatum Rev. Liz Troyer Rev. Kyle Goodman
11:25	Commission on Ministry Task Force on Examinations Quarterly Report Welcome Liturgy CRE Documentary CRE Commissioning	pg. 44 pg. 48 pg. 52	Rev. Felicia Stewart Hoyle Rev. Travis Milam, Rev. Debbie Layman
11:55	New Business		Moderator Braxton
11:57	Announcements		
	Adjournment with Benediction and Lunch Blessing		Moderator Braxton
Noon	Lunch and Table Fellowship		Fellowship Hall

Next Presbytery Meeting:
Tuesday, February 11, 2025 beginning at 9:00am
North Wilkesboro Presbyterian Church, North Wilkesboro, North Carolina

Mission of Salem Presbytery

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

Salem Presbytery Land Acknowledgement

A Land Acknowledgement is a formal statement that recognizes the unique and enduring relationship between Indigenous Peoples and their traditional territories; laying plain that Indigenous people have not been and cannot be erased.

Further, to recognize the land is to express gratitude and appreciation to those upon whose traditional territory we reside, and it is a way of honoring the Indigenous people who have been living and working on this land for centuries.

A land acknowledgement does not exist in a past tense, or historical context alone; colonialism is a current and ongoing process, and we need to build mindfulness of our present participation in that arrangement. It is also worth noting that acknowledging the land is Indigenous protocol.

North Carolina has been home to many Indigenous peoples at various points in time, including the tribes/nations of: Bear River/ Bay River, Cape Fear, Catawba, Chowanoke, Coree, Creek, Croatan, Eno, Hatteras, Keyauwee, Machapunga, Moratoc, Natchez, Neusiok, Pamlico, Shakori, Sara/Cheraw, Sissipahaw, Sugeree, Wateree, Weapemeoc, Woccon, Yadkin, and Yeopim.

The State of North Carolina currently recognizes 8 tribes: Coharie, Lumbee, Meherrin, Occaneechi Saponi, Haliwa Saponi, Waccamaw Siouan, Sappony, and the Eastern Band of Cherokee.

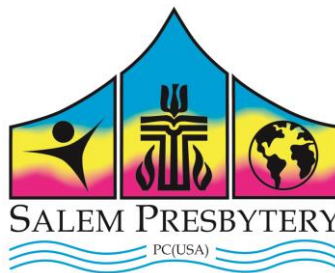
Salem Presbytery is situated on lands originally inhabited by the Cherokee, Tutelo, Saponi, Saura, Keyauwee, Sissipahaw, Occaneechi, Eno and Tuscarora, if not other peoples.

So today, let us acknowledge those peoples whose ancestors were stewards of this land for many years before the arrival of European Settlers. Their descendants are still here and have a historic and essential bond to the physical space of North Carolina. They, and the land itself, are integral to our past, present and future.

Let this acknowledgement serve as an ongoing reminder of our collective stewardship, in partnership with the original inhabitants, of the land where we reside.

Format and substantive content from the National Association of Social Workers (NC Chapter) <https://www.naswnc.org/news/585375/What-is-a-Land-Acknowledgement-and-Why-Is-It-Important.htm>

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Clemmons, NC 27012



Exec@salempresbytery.org
(336) 766-3393, ext. 128

Tony De La Rosa, Executive Presbyter

November 16, 2024

Dear Friends:

I write this report to Salem Presbytery on All Saints Day (Nov. 1st) in preparation for our fall meeting at First Reidsville two weeks from now.

Election Thoughts

I live into the earnest hope that by the time we convene, the finalized results of our national election will be known to us all and that we will have a clearer picture of course of our country during the months and years. To say there is palpable anxiety about the election is to vastly understate what we are experiencing all around us. I shall continue to hold in my prayers all voters, election workers, security personnel, and voting places, especially those located in our churches throughout our presbytery during this delicate and trying time.

As a church, though, we should always live into hope. Sometimes that hope is challenged and frayed, and other times hope can fly authentically, freely, and without limits. I am inviting friends and church leaders from our presbytery in the greater Triad area to join Michael and me at our home in Greensboro to view Election Night results in a quiet and supportive atmosphere on the evening on November 5, beginning at 7:00pm. If any of you would like details and directions, please be sure to reach out to Parish B Engagement Pastor, Rev. Frank Dew, for information.

As mainline churches have always done—and especially Presbyterian ones—our involvement in elections has been one of tempered and thoughtful moderation. We certainly honor and value our freedom to make our own electoral choices as individuals, but as a big tent church that encompasses many viewpoints, we do so with deepest mutual respect and Christian love directed to those who think differently. No matter what the results reveal, we live into our higher nature by avoiding the painful scourge of triumphalism should our favored candidates prevail and continually praying for those fearful of the adverse outcomes in any event. It is said that mainline Protestantism is one of the very few institutions left in American society where left and right ideological elements peaceably engage with one another in shared endeavors. My hope is that the air of mutual deference and camaraderie will both continue and grow well after the last vote is cast this month.

Benefits Thoughts

As if we do not have enough stressors on church life, these past few months have been doubly tense as the Board of Pensions rolled out its changes to the Benefits Plan for 2025, including the de-linking of medical coverage for pastoral dependents for the mandated portions

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of the plan for installed pastors. As we now near the end of the open enrollment season for church employee participants in the Board's benefits plan, I am pleased to inform you that most beneficiaries and churches in our presbytery appear to have navigated the transition well and with mutually satisfactory outcomes. This is not to say that all are pleased with the changes or that all parties are happy, but the difficult conversations about coverage decisions have been undertaken with grace and creativity.

We have achieved this milestone thanks in major part due to the outstanding work of the COM's Task Force on Policy, Benefits, and Compensation, whose members include:

- Rev. Newton Cowan, Moderator,
- Rev. Dr. Erin Bowers,
- Elder Billy Coleman,
- Rev. Neil Dunnavant, and
- Rev. Felicia Stewart Hoyle.

They have overseen the extensive communication and in-person programs that sought to provide all parties with accurate and relevant information at key stages this summer and fall. Please be sure to extend your appreciation to them for their hard work, and please know that both we are available to help address any residual concerns in coming months, particularly when the first invoices are generated in the new year.

Disaster Recovery Thoughts

Yesterday, I was pleased to accompany members of a delegation from Presbyterian Disaster Assistance headquarters and the Presbyterian News Service in visiting with church leaders in the areas of our presbytery hardest hit by Hurricane Helene in late September. Seven congregations in Ashe and Watauga counties are now at the forefront of recovery efforts in their affected communities of mission and witness, with one church, Lansing Presbyterian, having suffered the most damage to their facility. Despite the devastation all witnessed and experienced from Helene, the stories shared by the gathered church representative offered consistent rays of hope and generosity. Time and time again, our connectional church and even total strangers offered help and assistance to an overwhelming and inspiring degree.

A core message, however, from the gathering was the region's recovery efforts will be a years-long endeavor and that needs will be ever evolving. The impending winter season will be a critical test for recovery networks as residents in damaged housing find themselves without life-sustaining heat in their homes. Timely restoration of critical infrastructural to outlying, poorer, less-populated regions of the mountains without the political influence of larger towns will be a serious challenge in the coming year. Lack of affordable housing for longtime residents of the mountains—already a serious problem before the storm—has only been exacerbated by the destruction and will require years of advocacy and hands-on labor to address in any meaningful way.

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Our continued prayers and support continue for all our affected congregations in Ashe and Watauga, and for Parish E Engagement Pastor, Rainey Ratchford, as she works with these seven congregations (Baird's Creek, First Boone, Glendale Springs, Lansing, Laurel Fork, Mount Jefferson, and Ruple Memorial) to rebuild what has been lost and bring the love of Christ to all in need.

Final Thoughts

I am in awe of the presbytery's extension of the love of Christ to one another in these stressful and challenging times. The stories are so many and so multi-faceted that I cannot share them all with you, but I see in my overview as Executive what most only experience one-on-one. I am so grateful to know how much we labor as a presbytery with care for one another as well as care for the hurting world around us. I am perpetually grateful to be a part of your witness as a glorious company of saints this Day of All Saints, exhibiting the Kingdom to those whose lives hunger for hope, respite, and renewal. May our hope in Jesus the Christ and the day of the Lord's Coming anew never flag nor fail us!

In Christ,

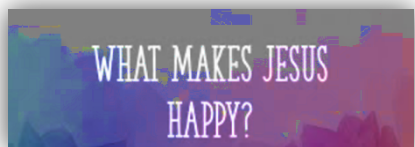
Tony De La Rosa,
Executive Presbyter

Presbytery Siblings,

The reading for the first Sunday in Advent this year is ominous (as always): darkness, roaring seas, anguish, terror. But the whole point, as we approach the beginning of a new church year, is that this is *not* the end of God's story. Because **hope is coming**, riding on the clouds, shining like the sun and out of the darkness salvation comes (borrowed shamelessly from Robin Mark's *Days of Elijah*).



Since we were together last, Flat Rock Presbyterian held its final worship service on September 29th and Dogwood Acres Presbyterian will hold its final worship service on January 12th. There are a dozen churches who are a heartbeat away from dissolution due to aging membership (<10 members). The majority (58%) of our Presbytery churches have temporary clergy relationships (see [G.2.0504](#)). **We know the darkness. This is not, however a declaration of despair**; it is a healthy acknowledgement of our reality.



In the midst of the darkness the Light will always shine. The Flat Rock Presbyterian property will be sold to Shepherd's House, a homeless and transitional living center, which will be used to house homeless men. Your COM is working tirelessly to understand where the edges are in trying to fit the square peg of being church today into the round hole of our PCUSA polity. The Church Growth and Transformation Committee is focusing on so much more than simply surviving; they are looking to lead our churches to thriving. *Jesus is smiling.*

All of these conversations highlight the **need for us, at every level**, to consider not just managing what we have, but leaning into the future as we are provided glimpses of opportunities to **move beyond business-as-usual**. Being Church is challenging— but we have been there before, in every generation. And, never to be forgotten, is that the **Spirit has been, is, and always will be with us!**



These are sacred conversations that acknowledge reality while embracing our spirituality. *Of listening. Of letting go. Of putting one foot in front of the other. Together.* These are not meant to be tragic or fear-filled proclamations – how can they be when all is a part of the magnificent story of God's abiding love? So, the new year is upon us. Grab a hand. **It's time to see what the Church can become**—and we are the ones blessed to be called as this generation's great cloud of witnesses! Advent, after all, is the season of hope and expectation!

With a grateful heart to be serving with you, jodi

Stated Clerk's Report

For Information:

Approved the Administrative Commission to Install Rev. Dr. Carrie Finch-Burriss as Pastor at Fieldstone PC.

Session Minutes Reviews

I aim to schedule regional gatherings of clerks of Session for the purpose of reviewing 2024 Session minutes. If you are willing to host such a gathering this winter (one hour, no refreshments, prefer Sunday afternoons/evenings) please send me an email.

For Action:

First Presbyterian Church of Mt. Airy requests permission to sell a piece of real property owned at 126 West Church St., Mt Airy. This is not the primary ministry location.

Paul Sink

Stated Clerk

statedclerk@salempresbytery.org

**PRESBYTERY REPORT TO SYNOD ON REPRESENTATION
2024 Form for Year 2023**

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Presbytery: SALEM

I a If you have a COR:

how often does it meet? 3-4 times annually

does it meet with the Presbytery Nominating Committee? Yes

how does it report to Presbytery? Written report at quarterly meetings of Pby

b If you do not have a COR, please state how you handle oversight of appropriate representation?

II What is the size of your presbytery? Churches: 130 as of 12/31/2023, plus 1 NCD plus 1 NWC

Members: 18,443

What percentage of members are minorities? 5.4%

III. Of the leadership positions with in your presbytery (Leadership includes all Presbytery level committee members) :

How many are filled by women? 59 How many are filled by men? 52

IV. In the past 5 years, have you had a non-majority Moderator? Yes

V. What actions or initiatives has your COR taken to try and improve your record of representation on committees? Constant and consistent recruitment, particularly of ethnic minorities and ruling elders

VI. What might the Synod COR do to assist your efforts to be more effective in your work?

Report submitted by **David Vaughan, Stated Clerk** Signature David Vaughan

Phone # **336-766-3393** e-mail: **statedclerk@salempresbytery.org**

This document was/will be part of COR's report to Presbytery on **November 16, 2024**

Stated Clerk: **David Vaughan** Signature David Vaughan
Date **8/14/2024**

Please return this form on or before **(In office Deadline Date of August 12, 2024)**: via email to cmotley@synatlantic.org or to Synod of the Mid-Atlantic, 3601 Seminary Avenue, Richmond, VA 23227.

VI.

2024 COMMITTEE ON REPRESENTATION REPORT

PRESBYTERY NAME: Salem

Committee	Total	Male Clergy	Male Laity	Female Clergy	Female Laity	Asian Amer.	African	African Amer.	Hispanic Latino	Native American	Multi-Cultural	Middle Eastern	White	Other Self Ident	Person With Disability	Youth 25/ Under	Young Adult 26-35	Adult 36-64	Senior Adult 65+
1 Budget & Finance	9		3	2	4			4					5					9	
2 Church Development	9	2	1	5	1			4					5					9	
3 Committee on Ministry	47	21	5	13	8			4					43					33	14
4 Presbytery Officers	2		1		1			1					1						2
5 Presbytery Council	12	4	1	4	3			2	1				9			1	1	9	2
6 Nominating Committee	12	4	1	3	4			3					9			1	1	6	5
7 Commissioner to 226 GA/ 250-253 SOMA Assembly	8	1	2	3	2			3					5					5	3
8 Committee on Preparation	12	5	1	2	4	1							11				1	11	
9																			
10																			
11																			
12																			
13																			
14																			
TOTAL	111	37	15	32	27	1		21	1				88				3	82	26

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A Digest of the 254th Assembly (PCUSA)

Greetings from Rev. Warren Lesane, Jr, Synod Executive/Stated Clerk



To the Mid-Atlantic Community and Beyond!

We are pleased to announce that the 254th Assembly marked a milestone of progress and achievement for the region. Over the last ten Synod Assemblies, Matthew 25 has served as the guiding vision, inspiring transformative efforts across our community. Thanks to the dedication of commissioners, committee members, chairs, and presbytery leaders, we have reached a point where we can celebrate several significant accomplishments:

- ✚ The *Next Generation Initiative* (NGI) has now been established as a permanent Synod committee with secured funding support.
- ✚ Our focus on *Atonement, Repair, and Reparation* was powerfully led by the Rev. Dr. Rodney Sadler, whose enthusiastic leadership energized the Assembly.
- ✚ RE Rick Ufford-Chase and TE Ashley De Brit guided the plenaries, helping the Synod delve into the history that provides context and theological grounding for the NGI.
- ✚ Members of the NGI team were present, and we proudly introduced a new NGI video.
- ✚ We honored the Rev. Dr. Bronwen Boswell for her groundbreaking role as the first female Stated Clerk of the PC(USA).
- ✚ \$50,000 in awards, scholarships, and grants were distributed to four congregations, two presbyteries, three college and seminary students, and one conference center.
- ✚ The Synod's Kate B. Reynolds Fund Certification Committee awarded \$650,557.62 in support to retired ministers across the five North Carolina Presbyteries.
- ✚ We joyously celebrated leadership transitions: the Rev. Dr. David Cho moved from Moderator to Past Moderator, TE Barry Parks transitioned to Moderator, and Rev. Leah assumed the role of Vice Moderator.
- ✚ **Synod per capita will increase from \$1.15 to \$1.50 in 2026. Inform your financial officers.**
- ✚ **The Annual Presbytery Minutes review will now take place in person. Clerks will be doodling poll to establish the best date and location.**
- ✚ **The Synod has a partnership with the *Center of Jubilee Practice* to further support the NGI, presbyteries, and congregations open to exploring Atonement, Repair and Reparation.**

We encourage commissioners and all members of the community to share this exciting news with presbyteries, congregations, sessions, and beyond. God is clearly at work, and the Synod of the Mid-Atlantic is honored to be part of this divine movement. We invite you to join us in this mission as we continue to build a vibrant and just future!

CELEBRATION: This 254th Synod Assembly In lovingly honor, the 254th Synod Assembly



celebrated TE Bronwen Boswell, who is the Executive and Stated Clerk for Shenandoah Presbytery. Bronwen took a one-year leave of absence from the Presbytery to become the FIRST female Stated Clerk of the Presbyterian Church USA. She served as an interim from August 2023 to August 2024. Bronwen was heralded for her ability to use Presbyterian Polity to glorify God and to hold the PCUSA, its councils accountable. Synod Commissioners and presbytery staffs from ABI, AKAP, BAL, CHA, CCC, EVA,

JAM, NAT, NEW, NHO, SAL, SHE, WNC Presbyteries as well as the SMA presented gifts and expressed words of appreciation for her contributions. We welcomed Dr. Boswell by to her position in Shenandoah Presbytery.

ATONEMENT PREACHED DURING THE OPENING WORSHIP SERVICE: Over the past 10 Synod Assemblies have focused on three foci of Matthew 25, namely: 1) Building Congregational Vitality. 2) Dismantling Structural Racism. 3) Eradicating Systemic Poverty. During the Assembly, Repair and Reparation was front and center as it relates to the foci of Building Vital Congregations. This set the stage for **Rev. Rodney Sadler, Jr. Ph.D.** who delivered a transformative sermon entitled, “Atonement, Seeking Shalom.” His sermon reminded all that “race is the scientific description of who God made you to be, who you really are.” However, “It is a societal prescription of what is socially acceptable for you in this world, what society will allow you to do.” Biblical scholars have used scripture to substantiate racial inequality. To end the chaos of racial inequity, Dr. Sadler encouraged us to adopt a spirit of Shalom – the establishment of balance. This Shalom is more than



peace, the absence of war, the ending of chaos or to quiet the noise. This Shalom is one of providing repair and restoration (Atonement) by making things right, fixing what was broken, and restoring destructive order. He reminded us that racism offends people, and it highly offends God. “It is time to acknowledge the undeniable harm that racial and gender criticism has caused, it is time that we start seeking Shalom.” [Watch Dr. Sadler’s sermon here.](#)

LANDS AND SETTING THE STAGE: RE Donna Graves honored the Assembly by sharing the Sacred Land acknowledge of who settled that land on which the synod is meeting. It included that there are seven Tribal Nations in Virginia that have federal recognition. While sharing the locations of each tribe, she noted that her mother belonged to the Monacan Tribal Nation. The Presbyterian Mission Agency and the Presbyterian Foundation were acknowledged where donations can be sent to address property repair of Native American facilities. The Rev. Dr. Eunil David Cho (Moderator), Assistant Professor of Spiritual Care and Practical Theology and Boston University School of Theology, set the stage for the work of the Assembly by presenting the Synod’s journey over the past 8-Assembly. He discussed the past and enabled us to make the connection to a way forward.

THE NEXT GENERATION INITIATIVE (NGI): The NGI has now been established as a



permanent Synod committee with secured funding support. In 2018, NGI was introduced to the synod, but it was not until 2024, NGI was adopted as one synod priority ministries. To introduce the history, the current church climate and the future envisioned by the NGI,



Rev. Dr. Floretta Barbee-Watkins and Rev. Dr. Bruce

Grady delivered a major presentation to the Assembly. In bringing the “Where we’ve Been” of African Americans in the Presbyterian Church, Dr. Grady, using the image of a 400-year-old angel oak tree, depicted that “African Americans have been rooted in a faith, in Jesus Christ. A faith that affirms that – despite a dehumanizing system that, according to the Constitution, told us that we were three fifths human.” Dr. Barbee-Watkins provided an overview using current statistics to portray “Where we Are.” She pointed out that there are over forty-one million African Americans in the United States, 12%. In our denomination, there about 41,000 African Americans, representing 4.5%. Over half of the clergy in our denomination are sixty-five or older. Only 33% are in their twenty’s. Women outnumber men in every age group except for sixty-five and older. She pointed out the effects of the Reunion of 1983 and how that merger wreaked the most havoc in African American Congregations. The movement led to dispersion of congregations that at one time were flourishing. Other factors contributed as well; a decline of industrial jobs in urban centers, the rise of non-denominational churches, churches offering a more dynamic worship experience and churches with greater community engagement. In her setup for “Where We’re Going,” she said that “we aren’t asking for a seat at the table – we built the table and that’s the reason the NGI is so important.” “We’re constructing a beacon of light for the entire denomination – a fortress of hope for the next generation and generations to come.” Rev. Grady illuminated the necessary of the vision of NGI. Conditions of our world are not that different from the 1850’s – just before the Civil War. In these times of division and disunity, Community Engagement led with a spirit of Shalom is what is necessary. Rev. Barbee-Watkins added that “moving forward, the NGI is looking at identifying and recruiting clergy, creating the possibility of having healthy, vital African American congregations.” In the next 5 to 7 years, statistics show that 1600 congregations will close unless mergers take place. NGI asks, “What do we need to do to prepare leaders for now?” Adaptive change is necessary – transferring innate talents from one discipline to another. Take mentoring seriously. We must learn to speak to a generation that listens, learns, thinks, and speaks differently than we do, for the future of the African American Presbyterian Church – for the entire Presbyterian Church. At the end of their presentation, they showed a video of voices from throughout the Synod, addressing the need and value of the NGI. [View the video here.](#)

NGI REPAIR AND REPARATION: The Assembly welcomed RE Rick Ufford-Chase and TE



Ashley De Brit, co-directors for the Center for Jubilee Practice. Ashley joined us via Zoom and Rick was in attendance. In addition to serving as co-director of the Center for Jubilee Practice, Rick has served as a director of Border links in Arizona at the Sonora Borderlands. He was the first full-time director of the Presbyterian Peace Fellowship. He was the moderator of the 216th General Assembly of the PCUSA. Ashley is a former member of the Racial Equity Advocacy Committee as well as a former member of the Disparities Experienced by Black Women and Girls Task Force for the PCUSA. In Ashley’s presentation, she shared that The Center for Jubilee Practice was started in 2021 with the goal of working on concrete action towards restorative justice and racial healing and repair. They realized that issues of racism are historic, systemic, and intersectional, and cannot be properly addressed without taking some kind of action step towards healing, reparations, and atonement. They also seek to hear stories of, and to offer support to non-dominant communities within the church. Their mission statement is that “We accompany religious communities as we confess the harm we have caused and foster the healing of our communities through concrete practices of full inclusion, reparations and care for creation.” They accomplish this through having conversations with groups, congregations, and organizational meetings like this Assembly. They listen for values communities claim to have versus what have. They conduct historic research, especially when it comes to racial and cultural issues and create affinity groups for those in need of support. They conduct regular consultation with the groups they work with and help them to plan their next steps. It was with these gifts, that the Center for Jubilee Practices were invited work with the NGI as they plan a new way forward. Rick then facilitated the plenary that focused on helping the Synod to understand the history that provides the backdrop, impetus, and theological rationale for the Next Generation Initiative. He used a Fishbowl exercise with NGI members in a circle to respond to questions such as, what excites them, how we can take the initiative Synod-wide, what is our organizing strategy, what do we need to be successful, and what are the immediate next steps. Rick then instructed breakout groups by Presbytery to answer the same questions. Each group’s answers were shared after an hour of lively discussion.

STATED CLERK’S REPORT: The Rev. Warren Lesane, Jr., acknowledged the celebration for TE. Bronwen Boswell and commended the planning team and all the Presbyteries who contributed to an amazing 154th Synod Assembly. He highlighted the following items during the report:



- 226th GA: Warren participated in the reading of two years of minutes with other Synod Stated Clerks. The minutes of the Synod of the Mid-Atlantic were approved without exception. Warren also presented a one-page report at the GA to our mid council committee. They Synod office collaborated on the General Assembly training that was done in collaboration with the office of the General Assembly. The Synod hosted a dinner for about seventy-five of our Commissioners at the General Assembly to enjoy authentic Mexican food at the Blue Iguana Restaurant.

- Presbytery and Ecumenical: National Capital Presbytery was commended for responding well to the Synod’s request. They have the largest delegation here at the Synod Assembly! Warren serves as the Ecclesiastical Officer for the Mid-Atlantic Region for Ecumenical Involvement with the Virginia Council of Churches. Some of their accomplishments include a \$2,000 Synod contribution to underwrite the cost of the program. In collaboration with Maryanne Glover, General Minister, we were able to offer post Covid grants to a few congregations who had suffering youth programs, to get them restarted.
- Montgomery Immersion Experience: In 2018, leaders from 12 Synods met in Montgomery, Alabama to visit the Equal Justice Initiative. The past synod moderator Suzanne Taylor and Warren represented the SMA. From this visit, a design was created which allowed Suzanne to lead a delegation of around forty-two people from nine Presbyteries in 2019. The impact of that visit was that several Presbyteries created the Montgomery Immersion Experience. Newcastle Presbytery has been funding the Synod since before Warren’s arrival at amounts ranging from \$30,000 to \$50,000 annually. These funds enable the Synod to do far reaching ministries.
- Presbytery Leadership: The Stated Clerk stated that even with a few retirements, presbytery leadership is stable. He also recognized the Rev. Dr. Melissa Sumner Long, who is the new Transitional General Presbyter in the Presbytery of Eastern Virginia. The Rev. Paul Sink is the new Stated Clerk for Salem Presbytery. TE David Vaughn from Salem Presbytery has retired and Cameron Murchison from Western North Carolina Presbytery.
- Presbytery Minutes Review: All 14 Presbyteries submitted their minutes, and they have all been certified. Those noted with exceptions will be notified by the Stated Clerk. In 2025, the Presbytery Stated Clerk will conduct the annual review in persons.

Executive Committee: Moderator Cho David stated that this has been an exciting ride for the Executive Committee for the past couple of years. They have had some “heavy lifting” with the Assembly a year ago. They are grateful for the partnership with the Synod Staff and thanks them for taking the time to join them. He also thanks the committees for their flexibility and patience as they found time to meet. The committee approved a \$5,000 disaster relief grant from Western North Carolina to partner with the local Habitat for Humanity and Eastern Mennonite disaster Relief to rebuild a bridge that collapsed from a flood; Approved the Jubilee Fund Committee’s \$2,500 grant to Baltimore Presbytery to provide safe and healthy places for youth to interact and learn; Authorized the Synod Executive to pay for lunch for our commissioners who gathered at the 226th General Assembly of the PCUSA in Salt Lake City, Utah; and Approved a one-year contract with The Center for Jubilee Practices to impact the work of NGI.



Administration:



Chair TE Felicia Stewart Hoyle acknowledged the members of the Administration Committee: Alice Freeman from Abingdon, Helen Hall from Western North Carolina, Kate Rasko from Shenandoah, Carl Wilton from Baltimore, Miriam Dewhurst from National Capital, and their newest member Matt Miller from National Capital. Actions of the committee include; Support of synod staff; Evaluating synod assemblies and addressing synod policies. Recommendations include the approval of the following: (1) Change the synod standing rules to include a section for the Next Generation Initiative committee; (2) A change in Massanetta Springs Article of Incorporation; (3) Approval of the Annual Presbytery Minutes Review.

Emerging Ideas (EI):

Co-chair RE Amanda Pine shared that they are the “idea incubator.” They provide funding for innovative ideas in a way that is different than grants. They function in a way designed to inspire partnership for transformation and action. The committee is currently considering a partnership with Larissa Kwong for NextChurch. She has shared information about the work that they have been doing. They are looking for partnerships with our Synod, and they are investigating ways in which they can support CREs in the Presbyteries.



Finance:



Chair RE Cherry Peters acknowledging her committee and the hard work they have done. There is a great deal of excitement afoot and the interests that have emerged are filled with enthusiasm. In addition to the interests, the budget is and per capita is due to declining membership. The synod receives money from Presbyteries based on population. Revenues are down and expenses are up resulting in a negative impact. Two permanent committees have been added to the mission and operating budget, namely, Emerging Ideas and NGI. Personnel costs are going down because of turnover, etc. The resulting increase in spending means that the draw from reserves must increase this year. We do not draw more than is returned to us by our investments in the form of interest and dividends. We thank those who came before us. The following recommendations were approved: (1) the 2025 operating budget was approved; (2) Per capita will increase in 2026 from \$1.15 to \$1.50.

Grants: Co-Chair TE Chip Stapleton presented the Grants report. The synod is receiving 3-times more grant applications than it can fund. The following Small Church Grant were funded: (1) The Bridge PC (CCC), for Architect Costs \$5,000.00; (2) The Grove PC (CHA) for Community Food Garden \$5,000.00; (3) Cornerstone PC (NHO) for Women’s ESL Classes \$4,410.00; and (4) Amherst PC (PEA) for Preschool Tuition Subsidy \$5,000.00. Peacemaking Grant from New Hope Presbytery for COM Systemic Team Training \$5,000.00. Visionary Grant was awarded to the Presbytery of the Peaks for Justice & Mercy Trip \$4,000.00. Stultz College Scholarship was awarded to Isaiah Grady for \$5,000. Euler Seminary Scholarships were awarded to Donna Graves and Andrew Hall each in the amount of \$3,275.00. A Presbytery Initiative Grant was awarded to Massanetta Spring for a Keep Awake Conference in the amount of \$10,000. Total amount awarded was \$49,960.00.



Committee on Representation: Co-Chair RE George Hall acknowledged its work of



focusing diversity and inclusiveness. The goal is to have adequate representation from each of the 14 Presbyteries in the Synod. The composition and membership should include male, female, and BIPOC persons (Black, Indigenous and People of Color). Everyone should be involved in the decision-making processes of the committee. The Committee on Representation was formed when the Northern and the Southern Churches united. In that unification, it was established that the new merged group would have a strong

commitment to full participation in the church’s decision-making process. They approved the minutes from their August 21, 2024, meeting and will conduct a Synod audit. This audit will measure how effective the Synod has been in maintaining diversity within its staffing, among its commissioners, among its committee members, and particularly on the PJC. They will also address the Synod’s anti-racism policy. The committee has asked to be allowed to recruit a committee or task force to draft a policy statement. This policy needs to be different from that of a Presbytery.

Nominations: Co-Chair RE Doug Sensabaugh shared that their job is to fill vacancies of four permanent committees is ongoing. He presented the following recommendation. That Barry Parks be elected as Moderator and that Leah Epps be elected as Vice Moderator and that the slate of nominees be approved including the Next Generation Initiatives Committee. COR – Matlynn Yeoman; NOM – Barbara Gomez; NOM – Martha Strayhorn. The recommendation was approved. The

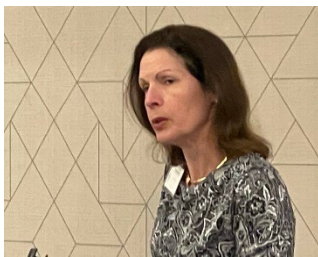


inaugural slate of nominees for the NGI slate be approved: **Class of 2025 (1-year term)** David Cho – AMTE – AKAP; Renee S. Warthen – BFRE – WNC; Phanta Lansden – BFTE – SAL; Aaron Alexander – BMRE – CHA; Karen Brown – BFTE – BAL; Lakesha Bradshaw Easter- BFTE -NHO. **Class of 2026 (2-year term)** Guy Moody – WMRE – BAL; Donna Graves – BFRE – EVA; Chris Burton – BMTE – JAM; Sonya McAuley-Allen – BFTE – CHA; Bruce Grady – BMTE – NHO; James Harley – WMRE – SAL. **Class of 2027 (3-year term)** Cassandra Thomas – BFTE – CCC; LaQreisha Bates Harley – BFRE – SAL; Brian J Wells – BMTE – EVA - Vern Bolden – BMTE – PEA; Serenity Taylor – BFTE – CHA; Floretta Barbee Watkins – BFTE – JAM

REPORTS FROM THE AGENCIES:



RE Sy Hughes, Mission Engagement and Support, Southeast Region, shares that he works on behalf of the Office of the General Assembly and the Presbyterian Mission Agency to raise funds for special offerings for shared mission support and to help interpret per capita. He travels and visits presbyteries to talk with congregations to share what is going on in the denomination. In the 10 years that he has been in position he has seen a lot of change. We as a church have anxiety and stress around change. “Everybody wants be a reformer until it’s time to reform.” As we consider what the future looks like through NGI, we want to partner with you. Any initiatives that the Synod is working on – they would like to be a resource. Let us help. Mission Engagement Services reaches out to every ministry are within the Office of the General Assembly and the Presbyterian Missionaries to collect information regarding the upcoming three months. They deliver this information to Presbytery leaders so they can push it through to their Presbyteries. Sy requested that Presbyteries would send this kind of information to him so that he can exchange information both ways. Sy acknowledged that this is the 25th anniversary of One Great Hour of Sharing offering. He also said that he would like to do something special for those congregations who have given for twenty-five consecutive years. He presented a banner to the Moderator for having the most congregations in a Synod that have consistently support the One Great Hour of Sharing Offerings.



TE Carrie Mitchell encouraged all to participate in the Board of Pensions. Should anyone need information about it, she has made herself available to answer all questions. She introduced the work of Rev. Dr. Jerry Cannon, who has been tasked with doing new things. He has taken over a program that was created several years ago – the 301 Grants. This grant provides three years of paid benefits for organizing pastors and evangelists. This grant provides two-thirds subsidy in the fourth year and one-third in the fifth year. They would like to get these grants out to new worshipping communities. They also started a new project called Shared Ministries. This project supports two or more congregations who want to join to have one minister. We will subsidize that for the first three years. They only require that they have two separate worship times to allow the pastor to go from one to the other. They will subsidize those benefits to \$10,000 each of those first three years. She encouraged Assembly attendants to take care of themselves participating in the many benefits offered. Think of the wellness programs that they have as a daily spiritual practice. They just gave a 4.5% increase to boost the power of your pension credits. This represents the 12th increase since 2013. The Board of Pensions offers Sabbath, Sabbatical and Clergy Renewal Grants for up to \$5,000 each. They also offer

emergency assistance. They want to help. They provide bridge coverage for Pastors moving from one ministry call to another. In times of life changes, you are encouraged to be in touch with our employer services and member services team. They can be reached at 800-773-7752. Annual enrollment runs between October 21st and November 8th.



General Minister Mary Ann Glover shared that the ministry and mission of the Virginia Council of Churches (VCC) is in response to the goodness of the gospel of Jesus Christ, that we manifest more fully, the unity of the Church of the body of Christ. The VCC and other stage Councils of Churches received a \$100,000 grant from a private family foundation to address Christian Nationalism before the November election. The VCC is also working on racism with an anti-racism reconciliation team. Last year they conducted their first two and a half day training. The vision is for male, female, a person of color and a white person to partner with nomination teams, reconciliation teams or any other that will address systemic racism. The next training will be held in Richmond in May 2025. The VCC also received a grant which went to ten congregations to renew their youth ministries because of Covid. Next year they are looking at after school programs for the neediest of the needy. Every year, we give two awards to people in the state of Virginia. The first is a lifetime ecumenical award of a person who has retired and has focused on humanism for their entire ministry. The second is the Faith and Action award for a person who is still active in ministry, but their focus still has been a humanism focused ministry.

The recipient of the 2024 Faith and Action award will go to TE **Warren Lesane Jr** representing



the Presbyterian Church (USA) and this year's Lifetime Ecumenist award recipient is the Rev. David K. Shumate representing the Church of the Brethren. Please join them on November 7th at Mount Zion First African Baptist Church in Charlottesville, VA from 10a-3p to support Warren. I have secured the Holiday Inn Hotel, Charlottesville-Monticello, 1200 fifth. St. SW, Charlottesville, NC meeting room (no charge for the meeting room); the hotel's phone number is 434-339-0125. The meeting rooming is reserved for VCC from 1 p.m. to 5 p.m.

on Wednesday, November 6, 2024. The link to make a reservation at our special rate of \$119.00 is below; the deadline to make reservations has been extended to Friday, October 18. **Booking Link:** [Virginia Council of Churches](#) **Booking code: VOU.** Please make your reservations by October 18; on October 19, 2024, this hotel rate is \$169.00. When you call to make your reservation, please state you are with the Virginia Council of Churches to receive the discounted rate. Mary Ann also wanted to spread the word that scholarships are available for any seminarian student from our congregations who is fifty and under – not only Presbyterian Churches – Every denomination that she visits.



TEs Clayton Rascoe and TE Colleen Earp expressed appreciation for approving the change to their articles of incorporation and for the grant to support their Keep Awake program this fall. They also extended gratitude to the Synod for its \$50,000.00 towards Massanetta’s Spring Centennial Campaign. They have had a successful summer both with their programs and with their young adults on the summer staff – giving them meaningful work. Clayton announced that he will be on sabbatical for half of next summer. Colleen explained that the Keep Awake program is a Matthew 25 conference for high school students and their leaders. It is a “pay what you can” program which has brought in a lot of new youth programs and churches who we had not been able to welcome before. We expect two hundred participants this year. We focus on leadership skills in this conference specifically designed to benefit our Black churches and the church. The next conference is in November. The other program she brought to our attention is their 103rd Historic Bible and Church Music Conference which happens at the end of July. This conference is for Worship Leaders, pastors, and music directors of all ages. They offer scholarships for young adults and first timers. Clayton shared that this fall they are welcoming many Presbyterian Churches for church retreats. Remember them if you need a location for a retreat. They are available all year long. Massanetta Springs in partnership with Church World Service since 2016, welcome refugees for temporary housing on site. That work continues. The forward plan is to replace the “dorm suites” with hotel style housing. They have a goal of raising \$4.5MM to hire contractors, architects and start getting to work. So far, they have raised \$3.8MM against that goal. They are open to speaking with any outreach committee that would support their project.



Vice Moderator Leah Epps shared a passage from Luke 14: 7-14 which depicted a story where guests had been invited to a wedding feast as she preached the closing Assembly worship experience. Jesus noticed that the invited guests chose the best seats at the table. They were advised to not sit in the best seats because someone with greater honor might show up and the host would have to ask you to move, and you would suffer embarrassment. Take the lower seat and the host might ask you to sit at the table of honor and you will be honored by all the guests. TE Epps asked if there were times where we took the best seats at the table? Also, when were others not allowed a seat at the table at all. “Was it a feeling of superiority where there should be equality? It is arrogance when there should be compassion. Maybe it is fear or competition.” She continued, “What if in our world, there were no front road or back? No distinguishing by status, race, or age? No reservations required and no bad seats?” Jesus’ advice in scripture tells us, “When we have a feast, do not only invite only your friends, relatives and the ones with possessions who can repay you – instead, invite the poor, the blind, the crippled, who

cannot repay.” Rev. Epps charged us to “act in love, proclaim the divine truth and to make room at the table.” Well done, thy good and faithful servant! [Watch Rev. Epps Sermon here.](#)

Installation of New Leadership



Vice Moderator, Barry Parks was installed as the new Moderator of the Synod of the Mid Atlantic. Rev. Leah Epps was installed as the new Vice Moderator of the Synod of the Mid Atlantic. Eunil David Cho was honored by the Assembly as Past Moderator of the Synod of the Mid Atlantic.



Written and edited by:
Montressa Barbee-Watkins
Global Alliance Marketing, LLC
October 7, 2024

Executive Council

The Executive Council met on September 25, 2024 and October 17, 2024.

The Executive Council received reports from Executive Presbyter Tony De La Rosa, Designated Presbyter Jodi Lingan and Stated Clerk Paul Sink. Committees and Commissions made reports as well.

Actions taken on behalf of Presbytery:

Approved the 2023 Audited Financial Statements.

Based on guidance from the 2023 Audit and Elder Tatum's explanation from our Audit report, approved creating a volunteer Treasurer position. It was further approved for Jud Milam to hold this role Oct 1, 2024 – Sept 30, 2025.

Reviewed and endorsed the Proposed Budget for 2025 as presented by Elder Tatum. This Proposed Budget will be presented to the Presbytery for approval.

After receiving a report and request from Massanetta Springs Camp & Conference Center and several members of Salem Presbytery regarding their Capital Campaign, and acting upon fund guidance from Budget & Finance, approval was granted for Salem Presbytery to "sponsor a room" at the level of \$35,000. This donation will come from the DP Foust Fund.

Business of Executive Council:

General Assembly amendment voting was discussed in connection with the Presbytery meeting schedule. Consideration was given to the fact that our high country congregations are still reeling from hurricane Helene. Given that dynamic, it was decided to hold the February Presbytery meeting in person and for us to consider the Constitutional Amendments at that meeting. This was seen as the fair and pastoral way to ensure all had time to consider the proposed amendments. The Stated Clerk will work to secure a location for the meeting.

Approved Minutes from previous EC meetings as well as the August 2024 Presbytery meeting.

Received report and updates from the Administrative Commissions for Flat Rock PC, Immanuel PC, Lloyd PC, and Oakland PC.

Salem Presbytery
Statement of Financial Position
September 30, 2024

Assets					
1		Cash - Operating		2,529	
2		Cash - Savings		8,065	
3		Cash - Hunger Restricted		83,930	
4		Cash - Money Market		280,761	
5				<u>375,285</u>	
6					
7		Pledges Receivable from previous year end		1,103	
8		Investments (\$941,661 available in Gen Fund)		2,708,503	
9		Note Receivable - Current		11,678	
10		Sales Tax Receivable		82	
11		Other Receivables		1,833	
12		Current Assets			3,098,483
13					
14		Land, Building, Equipment		500,970	
15		Less Accumulated Depreciation		(188,506)	
16		Land, Building, Equipment Net		312,464	
17		Notes Receivable - Long-term		399,723	
18		Non-current Assets			712,187
19					
20		Total Assets			<u>3,810,670</u>
21					
22					
Liabilities and Net Assets					
24		Liabilities:			
25		Accounts Payable		10,959	
26		Other Liabilities		0	
27		Current Liabilities			10,959
28					
29		Net Assets:			
30		Unrestricted		3,005,888	
31		Temporarily Restricted		563,306	
32		Permanently Restricted		138,759	
33		Net Loss		91,759	
34					3,799,711
35					
36		Total Liabilities and Net Assets			<u>3,810,670</u>

Salem Presbytery

Notes to Statement of Financial Position

September 30, 2024

	Merrill Lynch	Certificates of Deposit	New Covenant	Presbyterian Foundation	PILP	Total
1. Investments						
Investments at last statement:	1,756,791	368,174	197,022	247,800	75,584	2,645,371
Income	10,104	2,051			312	12,467
Fees	(1,459)	(150)				(1,609)
Gain/Loss on disposition	(5,139)					(5,139)
Additions/(Withdrawals)						0
	1,760,297	370,075	197,022	247,800	75,896	2,651,090
Unrealized Gain (Loss)	57,338	75				57,413
Current Balance	1,817,635	370,150	197,022	247,800	75,896	2,708,503
Asset Allocation:						
Fixed Income	68%	100%				
Equities	31%		100%	99%		
Cash/Money Accounts	1%			1%	100%	

2. Other Receivables - Board of Pensions premium to be reimbursed by El Buen Pastor.

		Current	Long-Term	Total
3. Note Receivable balance includes:	Grace Presbyterian	1,584	548	2,132
	Monte Sinai Iglesia	10,094	399,175	409,269
		11,678	399,723	411,401

Salem Presbytery
Statement of Activities
September 30, 2024

				Actual	Budget	Variance
GENERAL FUND						
Revenue						
1		Presbytery Support from Churches		366,558	396,900	(30,342)
2				366,558	396,900	(30,342)
3		Other Receipts		15,225	20,000	(4,775)
4		Income from Investments		22,735	22,500	235
5		Realized Gain (Loss) on Investment		12,416	0	12,416
6		Other Interest		16,194	14,868	1,326
7		Reimbursement from El Buen		55,114	55,114	(0)
8		Transfers into General fund		93,496	88,497	4,999
9		Total Revenue		581,737	597,879	(16,142)
10						
11	Expense					
12		Campus Ministry		64,500	60,750	(3,750)
13		GA & Synod Support		100,873	100,874	1
14		Defined Ministries		750	750	0
15		Council / Committees		5,298	17,795	12,497
16		Administrative				
17		Compensation		368,916	384,347	15,431
18		Continuing Education		1,168	2,250	1,082
19		Travel Expense		16,453	18,076	1,623
20		Communications		10,413	11,100	687
21		Insurance		13,618	17,111	3,493
22		Other Administrative		23,119	16,825	(6,294)
23		Closed Church Expense		0	0	0
24		Total Expense		605,108	629,878	24,770
25		Operating Expenditures in Excess of Revenue		(23,371)	(31,999)	8,628
26		Unrealized Gain (Loss) on Investment		54,523		54,523
27		Proceeds from Property Disposals		16,055		16,055
28		Proceeds for Carrying Costs		30,771		30,771
29		General Fund Revenue in Excess of Expenditures		77,979	(31,999)	109,978

	Salem Presbytery				
	Statement of Activities				
	September 30, 2024				
30	Pass-Throughs				
31					
32		REVENUE			
33		PCUSA	80,833		
34		Local Validated Causes	16,267		
35			97,100		
36		EXPENDITURES			
37		PCUSA	80,833		
38		Local Validated Causes	16,267		
39			97,100		
40		Revenue in Excess of Expenditures	0		
41					
42	Other Presbytery Funds				
43		REVENUE			
44		Black Caucus	400		
45		Campus Ministry	1,322		
46		Catawba Camping Scholarship (Camp/conf)	997		
47		Church Growth	126,356		
48		Decentralized Office Costs	19,136		
49		Hunger	87,568		
50		New Covenant Funds	14,129		
51		Office Building Proceeds	25,630		
52		Peace & Justice	3,699		
53		Presbyterian Foundation	9,719		
54		Roxanna Atwood Fund	2,477		
55		Seminary Education Scholarship	292		
56			291,725		
57		EXPENDITURES			
58		Black Caucus	1,070		
59		Campus Ministry	9,096		
60		Church Growth	55,013		
61		Decentralized Office Costs	2,545		
62		Hispanic Ministry	4,097		
63		Hunger	102,500		
64		Latta Scholarship	4,740		
65		Mission Challenge	3,750		
66		New Covenant - Cora Harrison	500		
67		Office Building Proceeds	73,408		
68		Peace & Justice	5,299		
69		Roxanna Atwood fund	838		
70		Strategic Initiatives	15,089		
71			277,945		
72		Presbytery Funds Revenue in Excess of Expenditures	13,780		
73		Total Revenue in Excess of Expenditures	91,759		

Salem Presbytery									
Church Support for Presbytery									
		<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
1	Jan	52,109	45,385	51,343	37,722	13,846	29,879	34,758	32,790
2	Feb	47,696	48,760	41,290	40,861	39,487	53,945	30,403	38,463
3	Mar	54,696	54,302	41,989	54,061	72,010	53,389	59,234	46,159
4	Apr	87,952	70,886	79,112	43,724	58,361	55,844	51,218	42,742
5	May	38,373	42,438	39,011	27,509	45,145	52,128	45,782	44,035
6	Jun	43,943	44,407	43,333	84,511	40,651	39,080	37,016	41,498
7	Jul	83,106	75,011	63,733	50,740	44,950	64,839	60,605	61,460
8	Aug	41,829	40,582	43,044	39,815	46,872	42,424	28,209	41,373
12	Sep	34,328	40,872	52,286	44,732	55,584	46,010	61,190	41,589
9	Add Jorge Vazquez Compensation YTD						52,218	55,114	55,115
10	Add Transformational Presbyter Transfer In							116,711	93,496
11	Total through Sep	484,032	462,643	455,141	423,675	416,906	489,756	580,239	538,720
13	Oct	70,613	63,622	45,103	39,050	62,640	38,595	69,704	
14	Nov	68,713	48,941	36,427	66,464	36,695	65,344	33,654	
15	Dec	61,211	52,768	75,398	82,018	73,212	60,058	59,900	
16	Total	684,569	627,974	612,069	611,207	589,453	653,753	743,498	538,720
17	Dismissals/Closings	28,000	42,435	0	0	0	0	0	
18		712,569	670,409	612,069	611,207	589,453	653,753	743,498	538,720
19									
20	Annual Budget	1,044,088	1,015,257	905,779	695,638	665,412	766,951	825,000	837,835
21	Annual % Received	65.57%	61.85%	67.57%	87.86%	88.58%	85.24%	90.12%	64.30%
22									
23	Year-to-Date:								
24	YTD Total	484,032	462,643	455,141	423,675	416,906	489,756	580,239	538,720
25	Budget thru Sep	783,066	761,443	679,334	521,729	499,059	575,213	618,750	628,376
26	YTD % Received	61.81%	60.76%	67.00%	81.21%	83.54%	85.14%	93.78%	85.73%
27									

Salem Presbytery							
Report of Fund Balances							
Activity Year to Date through September 30, 2024							
		Beginning Balance	Income	Change in Mrkt value	Expense	Transfers	Ending Balance
1	General Fund	1,389,030.35	535,068.00	54,523.00	605,108.00	93,496.47	1,467,009.82
2	Presbytery Designated						
3	Campus Ministry	101,863.42	1,321.82		4,096.00	(5,000.00)	94,089.24
4	Office Building Proceeds	528,825.75		25,630.53		(73,407.47)	481,048.81
5	Decentralized Office Costs	3,818.92	17,271.43	1,864.61	2,545.37		20,409.59
6	Strategic Initiatives by EC	15,089.00				(15,089.00)	-
7	Church Growth Funds:						
8	Whispering Pines	50,438.74					50,438.74
9	Church Growth	729,819.94	126,355.89		55,012.85		801,162.98
10	General Loan	150,000.00					150,000.00
11	Missions	1,022.24					1,022.24
12	Youth Triennium	5,000.00					5,000.00
13		2,974,908.36	680,017.14	82,018.14	666,762.22	-	3,070,181.42
14	Temporarily Restricted						
15	Professionals & Pastors	4,432.50					4,432.50
16	African American Leadership Dev	7,000.00					7,000.00
17	Black Caucus	1,842.48	400.00		1,070.02		1,172.46
18	Camp/Conference Scholarship	16,153.87	997.03				17,150.90
19	Hispanic Ministry	46,620.07			4,097.41		42,522.66
20	Hunger International	83,587.00	43,783.92		69,500.00		57,870.92
21	Hunger Domestic	17,423.14	43,783.96		33,000.00		28,207.10
22	Peace & Justice	31,187.79	3,699.19		5,299.28		29,587.70
23	Seminary Education	20,864.49	292.00				21,156.49
24	NC Virgil Ashbaugh	14,360.65	87.14	1,059.34			15,507.13
25	NC Cora Harrison	4,484.31	27.78	337.66	500.00		4,349.75
26	NC Maryland Hickerson	1,848.55	14.34	174.39			2,037.28
27	NC Stone Estates	148,836.74	944.67	11,482.73			161,264.14
28	PF Campus Co-Op Ministries	19,559.96	279.21	318.47			20,157.64
29	PF Latta Scholarship	9,419.05	517.39	590.14	4,740.00		5,786.58
30	PF DP Foust (Church Growth)	91,238.01	1,164.30	2,283.16			94,685.47
31	PF Ruby Robertson	1,362.38	173.72	198.20			1,734.30
32	PF Mission Challenge	40,709.70	1,959.34	2,234.82	3,750.00		41,153.86
33	Roxanna Atwood	2,375.81	891.97	479.64	837.94		2,909.48
34		563,306.50	99,015.96	19,158.55	122,794.65	-	558,686.36
	Permanently Restricted						
35	NC Virgil Ashbaugh	520.00					520.00
36	NC Cora Harrison	260.00					260.00
37	NC Maryland Hickerson	600.49					600.49
38	NC Stone Estates	12,482.34					12,482.34
39	PF Latta Scholarship	21,727.65					21,727.65
40	PF Ruby Robertson	7,603.08					7,603.08
41	PF Mission Challenge	70,565.42					70,565.42
42	Roxanna Atwood	25,000.00					25,000.00
43		138,758.98	-	-	-	-	138,758.98
44		3,676,973.84	779,033.10	101,176.69	789,556.87	-	3,767,626.76

SALEM PRESBYTERY 2025 BUDGET		Executive Council Endorsed - 10/17/2024			
		2025 Proposed	2024 Amended	\$ Change	% Change
REVENUE					
	¹ Per Capita - Local Church Support	563,571	563,521	50	0.01%
	² Other Receipts	15,000	20,000	(5,000)	-25.00%
	³ Investment Income	60,000	30,000	30,000	100.00%
	⁴ Interest	17,485	19,860	(2,375)	-11.96%
	Reimbursement - El Buen	77,585	74,866	2,719	3.63%
	⁵ EC Approved Use of Designated Reserves (10 months)	90,488	120,213	(29,725)	-24.73%
	Transfer from Campus Ministry Fund	-	5,000	(5,000)	-100.00%
	⁶ Withdrawal from Undesignated Reserves	11,520	7,880	3,640	46.19%
	TOTAL REVENUE	835,649	841,340	(5,691)	-0.68%
EXPENDITURES					
	CAMPUS MINISTRY				
	⁷ Campus Ministries	86,000	86,000	0	0.00%
	Campus Ministry Total	86,000	86,000	0	0.00%
	SEND				
	⁸ Per Capita - General Assembly (% of assessment)	129,950	112,496	17,454	15.52%
	⁹ Per Capita - Synod Mid-Atlantic (100%)	21,210	22,002	(792)	-3.60%
	NC Council of Churches	1,000	1,000	0	0.00%
	Send Total	152,160	135,498	16,662	12.30%
	COMMITTEES/COUNCIL				
	Committee on Ministry	8,100	8,100	0	0.00%
	Preparation for Ministry	7,535	7,535	0	0.00%
	Resource Center	1,320	1,320	0	0.00%
	¹⁰ Presbyterian Youth Council (PYC)	-	4,000	(4,000)	-100.00%
	Comm on Representation	100	100	0	0.00%
	Committees/Council Total	17,055	21,055	(4,000)	-19.00%
	ADMINISTRATION				
	¹¹ Compensation				
	Salaries	273,406	269,640	3,766	1.40%
	Housing	25,750	25,000	750	3.00%
	Salary - SECA	7,959	6,146	1,813	29.50%
	Insurance/Benefits	95,567	119,131	(23,564)	-19.78%
	FICA/Medicare	14,927	16,394	(1,467)	-8.95%
	¹² Engagement Pastors	10,800	10,800	0	0.00%
	Compensation Total	428,409	447,111	(18,702)	-4.18%
	Compensation - Hispanic Ministry				
	El Buen Pastor Compensation	77,585	74,866	2,719	3.63%
	Compensation - Hispanic Ministry Total	77,585	74,866	2,719	3.63%
	Continuing Education				
	Executive Presbyter	2,000	2,000	0	0.00%
	DP for Transformational Ministry	1,000	1,000	0	0.00%
	Continuing Education Total	3,000	3,000	0	0.00%
	Travel & Professional Expenses				
	Executive Presbyter	7,000	10,000	(3,000)	-30.00%
	DP for Transformational Ministry	4,000	4,000	0	0.00%
	Communications Director	1,500	1,500	0	0.00%
	Stated Clerk	2,230	3,600	(1,370)	-38.06%
	Other Staff	2,500	2,500	0	0.00%
	Engagement Pastors	2,500	2,500	0	0.00%
	Travel & Professional Expenses Total	19,730	24,100	(4,370)	-18.13%

SALEM PRESBYTERY 2025 BUDGET		Executive Council Endorsed - 10/17/2024			
	Communications				
	Telephone/Internet	5,900	5,800	100	1.72%
	Computer	7,700	7,700	0	0.00%
	Website	1,000	1,000	0	0.00%
	Communications Total	14,600	14,500	100	0.69%
	Administrative				
	Office Supplies	1,100	1,100	0	0.00%
	Postage/Copying/Printing	1,900	1,000	900	90.00%
	Professional Fees (Audit)	14,000	13,000	1,000	7.69%
	Bank & Payroll Fees	2,500	2,500	0	0.00%
	Miscellaneous	500	500	0	0.00%
	Administrative Total	20,000	18,100	1,900	10.50%
	Insurance				
	Insurance	17,110	17,110	0	0.00%
	Insurance Total	17,110	17,110	0	0.00%
	TOTAL EXPENDITURES	\$835,649	\$841,340	-\$5,691	-0.68%

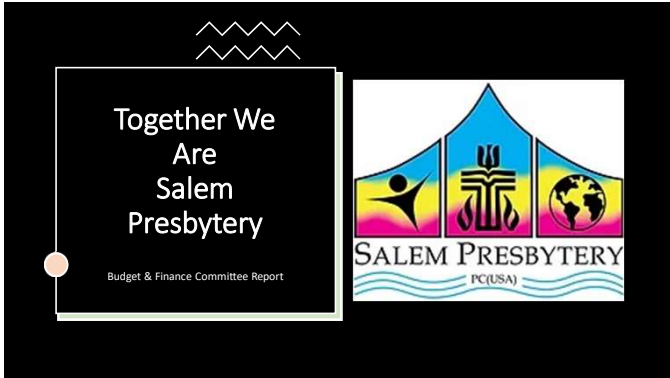
Notes to the 2025 Budget Proposal:

- 1 **Local Church Support** - The Per Capita ask of churches is **\$45 per member**, an increase of **10.4%** from the 2024 ask. The Per Capita ask takes into consideration the 10.61% increase for GA per capita in 2025. The 3 parts to the Per Member Ask are: 1) Per Capita for **GA at 65% of the assessment**; 2) Per Capita for **Synod Assessment at 100% of assessment** ; and 3) General operating funds for the Presbytery which includes staff expenses, insurance, committees, engagement pastors, campus ministries, annual audit, etc. 2024 Per Capita is \$41 per member.
- 2 **Other Receipts** - Salem Presbytery participates in 2 programs through Brotherhood Mutual (Safe Ministry Program & Ministry Partner Program). \$5,000 is for the Safe Ministry Program & \$10,000 for the Ministry Partner Program. The Safe Ministry Program is on an historical actuarial claims basis and in 2024 Salem Presbytery did not receive \$5,000 due a roof claim from several years ago for El Buen.
- 3 **Investment Income** - Based on the General Fund portion of investment income. Conservative projection proposed, however, could see a 7% return to be used to cover operating expenses based if a new investment policy is approved at the November Budget & Finance committee meetings. The proposed change to the investment policy could allow for use of investment income to put towards operating expenses & potentially minimize the use of withdrawals from undesignated reserves.
- 4 **Interest** - Interest income from Allegacy operating account, Money Market account & CDs with Merrill Lynch (short term CDs). Conservative estimate of 2% for the Allegacy operating & Money Market accounts and 3.5% for the short term CDs with Merrill Lynch.
- 5 **EC Approved Designated Reserves** - In 2022, Executive Council approved the use of designated reserves to fund the Designated Presbyter for Transformational Ministry (DPTM) position. In 2025, this position will be funded using Designated Reserve funds from the Office Building Proceeds Fund reserves for 10 months (Jan 1 - Oct 31, 2025); however, the Designated Presbyter for Transformational Ministry is budgeted on the expenditure side for 12 months, meaning that 2 months of the position will be covered with regular operating funds which impacts the Per Capita ask.
- 6 **Withdrawal from Undesignated Reserves** - used to balance the budget. The intent is to have other revenues received, including local church support, such that we will not have to rely on our already diminishing reserves to cover operating expenses. Withdrawals from reserves is not a sustainable model. It is proposed that if reserves are needed, that the undesignated reserves from church property sales set aside for General Fund use be used to cover this need.
- 7 **Campus Ministries** - The lump sum recommended for Campus Ministries is provided to the Campus Ministry Task Force to complete its work on a distribution. **NOTE:** After the Budget was submitted to Council, Campus Ministries committee requested that an additional \$10,000 be transferred at the beginning of the year to the General Fund from the designated Campus Ministries Fund to fund UKirk Greensboro, Faithpointe, Listening Post, Appalachian State Univ, and Korean Presbyterian Church.
- 8 **Per Capita - General Assembly** - The full G.A. assessment for 2025 is based on \$10.84 per Presbytery member based on the 2023 member number (18,443) and would be \$199,922.12. The 2025 budget reflects **65%** of the apportionment or **\$17,454** which is more than the 2024 budget.

SALEM PRESBYTERY 2025 BUDGET

Executive Council Endorsed - 10/17/2024

9	Per Capita - Synod of the Mid-Atlantic - the decrease reflected in this area is due strictly to the decrease in the membership number used for 2023. This is 100% of the 2025 apportionment for Salem Presbytery. The Synod per capita for 2025 remains \$1.15 per member. The member number used is as of 12/31/2023 (18,443).				
10	Youth Council - there has not been an active Youth Council in the recent past therefore these funds were eliminated. The recommendation is to use designated reserve funds such as Church Growth if there is a proposal designed to revamp/restart/renew a Youth Ministry within the				
11	Compensation - 2025 Compensation & Benefit Schedule @	<u>Compensation</u>	<u>Housing Allow</u>	<u>BoP & SECA</u>	<u>Total</u>
	Executive Presbyter	\$103,000.00	\$0.00	21,598.60	\$124,598.60
	Designated Presbyter for Transformational Ministry	\$56,998.15	\$25,750.00	25,837.05	\$108,585.20
	Stated Clerk	\$21,285.75	\$0.00	10,781.23	\$32,066.98
	Communications Director	\$14,205.45	\$0.00	0.00	\$14,205.45
	Administrative Assistant	\$50,003.19	\$0.00	16,298.92	\$66,302.11
	Financial Secretary	\$27,913.60	\$0.00	25,758.88	\$53,672.48
	Dental/Vision Employee Only Offering to eligible employees				\$3,250.80
	<i>Employee Compensation Totals</i>	<i>\$273,406.14</i>	<i>\$25,750.00</i>	<i>\$100,274.68</i>	<i>\$402,681.62</i>
	- Decreases related to changes in Board of Pensions offset 3% compensation increase. 3% effective COLA for most staff				
	- All eligible staff receiving Covenant Plan benefits for 2025, together with full medical coverage, EXCEPT for the Stated Clerk.				
	- Stated Clerk receiving all Transitional Pastor Plan benefits in accordance w/ employment agreement with Taylorsville Presbyterian Church (primary employer). Presbytery paying a portion of the BoP benefits. Stated Clerk receiving a 1% prorated COLA increase due to 9/1/2024 service start date.				
	- All eligible staff receive employee-only dental & vision coverage (annual cost \$3,250.80). Does not include Director of Communications.				
12	Engagement Pastors - Engagement Pastors receive a stipend of \$180 per month. There is one Engagement Pastor per parish (\$180 per month x 5 Engagement Pastors x 12 months) = \$10,800. They also receive mileage reimbursement for travel within their parishes if requested.				

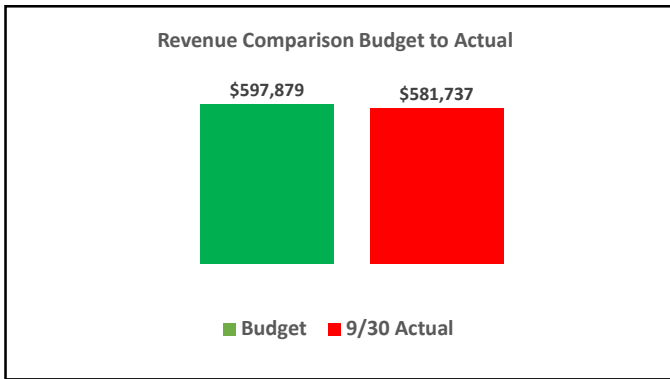


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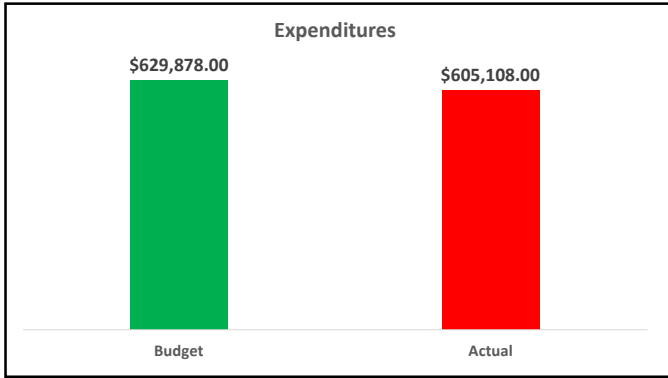
September Financial Results

- Operating cash balance decreased \$9,000 in September
- Cash receipts from churches about the same as in August (which weren't phenomenal)
 - Still below last year at this time
 - Church receipts \$30,342 under budget at 9/30
- Operating Expenditures under budget by \$24,770
 - Councils/Committees underspending
 - Savings in several administrative accounts
- General Fund Operating Expenditures in Excess of Revenue through 9/30/2023 by \$23,371
 - *However, factoring in funds available from closed churches and unrealized gains on investments – General Fund revenue in excess of Expenditures by almost \$78,000*

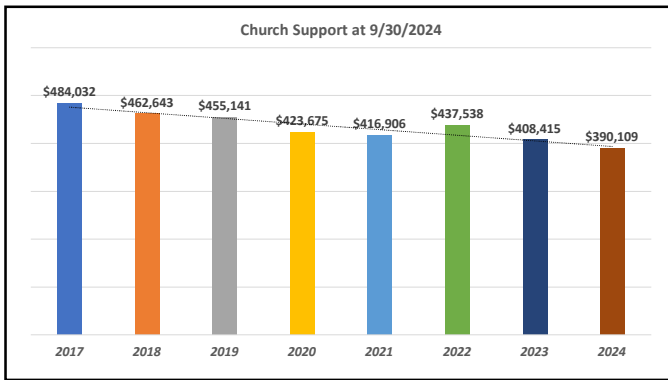
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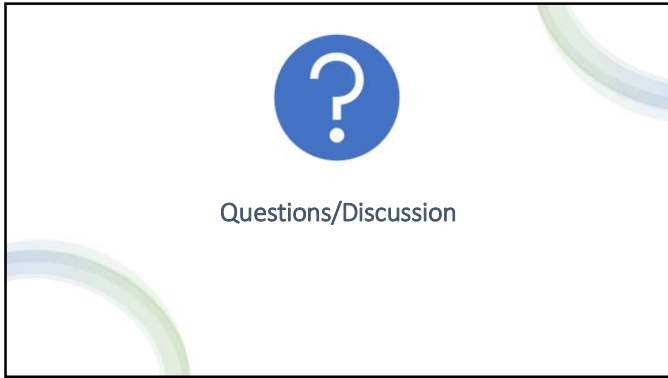


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Actual to Budget Comparison thru 9/30/2024

	Actual	Budget	Variance – Actual to Budget
REVENUE	\$581,737	\$597,879	(\$16,142)
EXPENDITURES	\$605,108	\$629,878	+24,770
Operating Revenue in Excess of Expenditures	(\$23,371)	(\$31,999)	+\$8,628
<i>Available from closed churches & unrealized investment gain</i>	\$101,352	\$0	+\$101,352
General Fund Revenue in Excess of Expenditures	\$77,979	(\$31,999)	+\$109,978

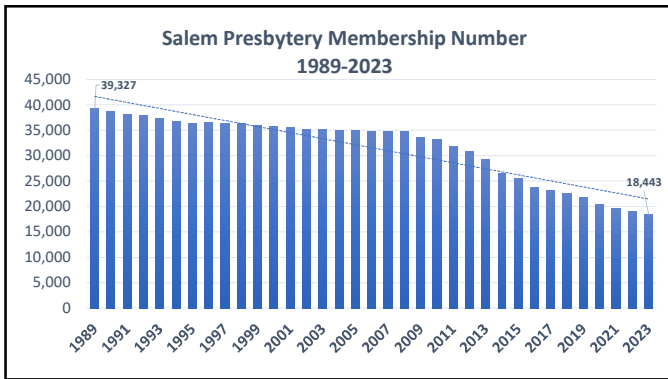
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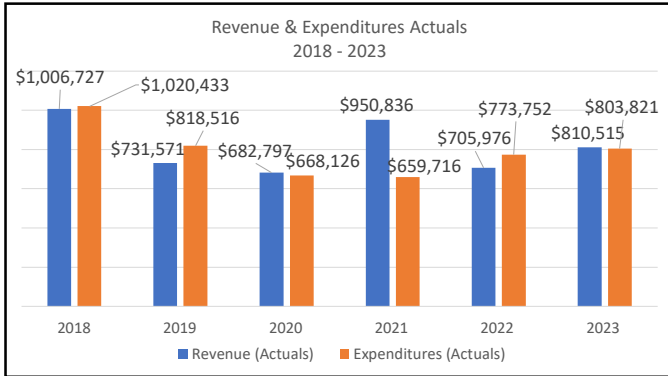
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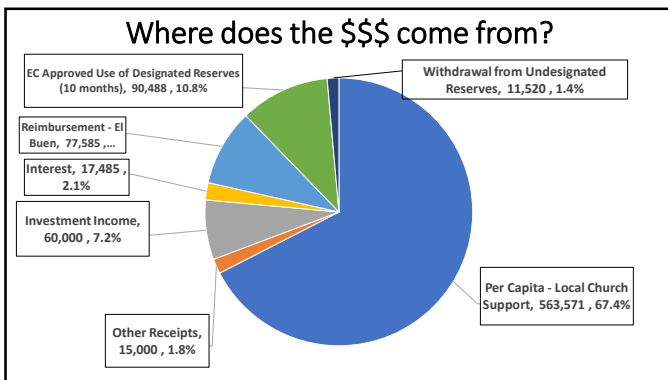
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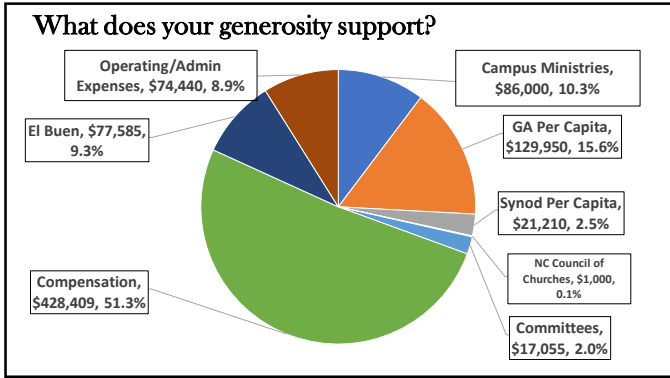
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11

REVENUE	2025 Proposed	2024 Amended	\$ Change
Local Church Support	\$563,571	\$563,521	+\$50.00
Other Receipts	15,000	20,000	(\$5,000)
Investment Income	60,000	30,000	+\$30,000
Interest	17,485	19,860	(\$2,375)
El Buen – budget only	77,585	74,866	+\$2,719
EC approved Designated Reserves	90,488	120,213	(\$29,725)
Transfer in for Campus Ministries	0	5,000	(\$5,000)
Undesignated Reserves	11,520	7,880	+\$3,640
Total	\$835,649	\$841,340	(\$5,691)

12



13

Expenditures	2025 Proposed	2024 Amended	\$ Change
Campus Ministries	\$86,000	\$86,000	\$0
Per Capita – General Assembly	129,950	112,496	+\$17,454
Per Capita - Synod	21,210	22,002	-\$792
NC Council of Churches	1,000	1,000	\$0
Committees/Council	17,055	21,055	-\$4,000
Compensation	428,409	447,111	-\$18,702
Administrative/Operating Expenses	74,440	76,810	-\$2,370
Hispanic Ministry – Budget only	77,585	74,866	+\$2,719
Total Proposed Expenditures	\$835,649	\$841,340	-\$5,691

14

Administrative/Operating Expenses

	2025 Proposed	2024 Amended	\$ Change
Continuing Education	\$3,000	\$3,000	\$0
Travel/Professional Expenses	19,730	24,100	-4,370
Communications	14,600	14,500	+100
Administrative Costs	20,000	18,100	+1,900
Insurance	17,110	17,110	0
Total	\$74,440	\$76,810	-\$2,370

15

Designated Presbyterian for Transformational Ministry

- Contract expires 10/31/2025
- Budget includes Revenue offset for 10 months from Designated Funds
- Expenditure side of the budget includes 12 months of expenses. Meaning Presbytery general operating cash to fund 2 months of the position.

DESIGNATED PRESBYTER TRANSFORMATIONAL MINISTRY	
REVENUE (10 MONTHS)	\$90,488
EXPENDITURES (1 YR)	\$108,585
DIFFERENCE	(\$18,097)

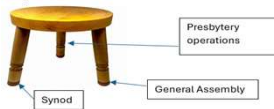
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Compensation - 2025 Schedule	Compensation & Benefit	Compensation	Housing Allow	BoP & SECA	Total
Executive Presbyter		\$103,000.00	\$0.00	21,598.60	\$124,598.60
Designated Presbyter for Transformational Ministry		\$56,998.15	\$25,750.00	25,837.05	\$108,585.20
Stated Clerk		\$21,285.75	\$0.00	10,781.23	\$32,066.98
Communications Director		\$14,205.45	\$0.00	0.00	\$14,205.45
Administrative Assistant		\$50,003.19	\$0.00	16,298.92	\$66,302.11
Financial Secretary		\$27,913.60	\$0.00	25,758.88	\$53,672.48
Dental/Vision Employee Only Offering to eligible employees					\$3,250.80
Employee Compensation Totals		\$273,406.14	\$25,750.00	\$100,274.68	\$402,681.62

- Decreases related to changes in BoP which offset 3% compensation increase. 3% effective COLA for most staff
 - All eligible staff receiving Covenant Plan benefits for 2025, together with full medical coverage, EXCEPT for the Stated Clerk. Stated Clerk receives all Transitional Pastor Plan benefits in accordance w/ employment agreement with Primary Employer (Taylorsville PCUSA). Presbytery pays portion of BoP benefits. Stated Clerk receives a 1% prorated COLA increase due to 9/1/2024 service start date.
 - All eligible staff receive employee-only dental & vision coverage (annual cost \$3,250.80). Does not include Director of Communications.

17


2025 Per Capita Discussion – The 3-legged Stool



- Synod Per Capita budgeted 100% - \$21,210
 - Decrease from 2024 due to lower member number (18,443 vs 19,132)
- GA Per Capita - \$129,950 (65% of the 2025 assessment)
 - 100% = \$199,922
 - 2025 Budget is 65% of assessment an increase of \$17,754 over 2024 budget
- Presbytery portion – pays for staff, committees, operating expenses, Insurance, campus ministries, etc.
- 2025 Local Support Ask - \$45 per member


18

2025 Budget Proposal




Local Church Ask

Increases to \$45 per member
Increase of \$4
Lower member number being used
from 2023 YE Statistical Report



Increasing amount remitted for GA per Capita

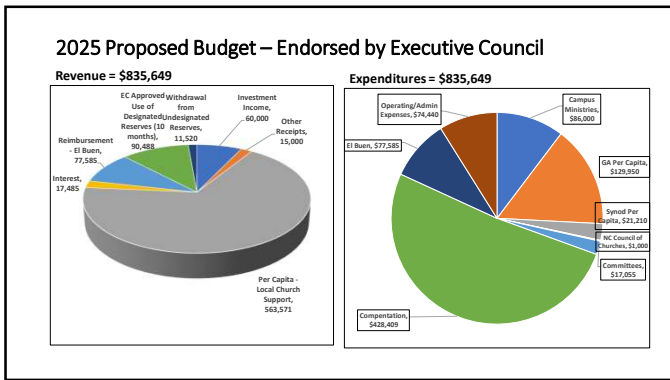
Fully funding Synod Assessment
Increase in GA assessment with lower member number




DPTM position funded for 10 months using Designated Reserves

BUT budgeted for 12 months on the Expenditure side

19



20



Questions/Discussion

21

The Rev. Travis Milam, Co-Moderator
The Rev. Debbie Layman, Co-Moderator

For Information:

The Examinations Task Force has successfully examined the following for service in Salem Presbytery.

Faith Journey

Rev. Ginny Taylor-Troutman

My faith journey really began before I have memories. I've never known life without nurturing parents and supportive faith communities that embodied God's love and care for me. As a child, church was a place where I felt safe and welcomed and known. I grew up learning that God's love compels us to care for the world, for our neighbors, and especially for those who are suffering or struggling.

When I went to college at UNC-Chapel Hill, I found a new faith community at the Presbyterian Campus Ministry. It was there that I really began to explore my personal beliefs and first felt a sense of call to ministry. After graduation, I continued my discernment while serving as an intern in the Youth and Youth Adult Programming office at Montreat Conference Center.

A series of personal connections and what felt like nudging of the Holy Spirit compelled me to begin seminary at Union in Richmond, VA.

After completing my education, I had the joy and challenge of serving as a full-time hospital chaplain for two years. During that time I prayed at bedsides, listened in waiting rooms, and shared meals in the cafeteria with people in the midst of pain and tragedy. I was present because I believe that God shows up in those moments with love that is stronger than fear. The Word became flesh and still dwells among us.

Jesus' promise to be found among the poor, the homeless, and the outcast compels me to engage in social mission and to seek opportunities to serve with others. I have led both youth and college students on local and international trips to explore our call to respond to our neighbors in the margins. Whether it's partnering with Guatemalans working on environmental justice or advocating for affordable health care with our representatives in Washington, I have seen the transformational impact social mission has not only on individuals but also on communities and systems.

As the Presbyterian campus minister at Virginia Tech, I had the great honor of nurturing a community of curious young people just beginning to experience adulthood. We found new ways to worship, explored big questions of faith, and practiced being God's beloved in a unique season of life.

I have also had the privilege of serving as part-time Stated Supply Pastor for Bethlehem Presbyterian Church in Mebane. I began my ministry there just a few months before the COVID-19 pandemic upended our lives. It was a grace to lead worship, preach weekly, and care for this elderly community through such uncertain times. I visited folks in rehab centers and their homes who, though unable to attend services, have a deep well of faith. I strived to help foster a sense of belonging and belovedness for those saints of the church, even as they found themselves apart from the building. I led funerals, preached at holidays, and led the celebration of the 200th

Anniversary of the church. My pastoral skills and identity continued to grow and deepen significantly as I served the faithful people of BPC.

Statement of Faith

Rev. Ginny Taylor-Troutman

I believe in the One, Triune God as Creator, Redeemer, and Sustainer, who is ever faithful to the original desire for goodness in all of creation because of God's abounding love.

I believe in a creative and dynamic God who made the world and all that is in it. As humankind, we are created equally in God's image, which calls us into relationship with one another and in utter dependence on God. But in our sinfulness, we seek to serve ourselves and we forget we are God's beloved. We abuse our power and exploit the earth and our neighbors. Yet God remains faithful.

I believe in Jesus Christ, the son of God, our Redeemer. As God's Word, which became flesh, Jesus is both fully human and fully divine. Through his life, death and resurrection, he reveals God's purposes and grace. He healed the sick, forgave sinners, blessed children, ministered to the broken hearted, to the poor and oppressed, and announced the coming reign of God's justice and compassion to all. Though holy and righteous, Jesus was condemned and crucified thereby suffering deep human pain. He was dead, buried, and on the third day, God raised him from the dead, testifying once and for all to the redemptive power of life over death.

I believe in the Holy Spirit, our Sustainer, the presence and power of the living God. The Spirit imbues the individual, the church, and the world with renewing creativity and life. Our faith in Jesus Christ is a gift of the Holy Spirit that leads, guides, comforts, and challenges us to serve.

The two Sacraments instituted by Christ are visible signs of invisible grace for us today. We are claimed by God in the waters of Baptism, a physical initiation into the church and a mystical entrance into the priesthood of all believers. This common faith is strengthened when we share the Lord's Supper. The bread of life and the cup of salvation unify us in fellowship with the risen Christ and point to his redeeming work on our behalf. The sacraments are God's gifts that nourish us for a life of faith.

We belong to God in the Church. The church is the covenant community of God called together by Jesus Christ. As the priesthood of all believers, we are sent out to represent the kingdom of God within our own communities. By preaching, teaching, and living the good news of Jesus Christ, we witness to God's mercy in Jesus Christ. We are called to be peacemakers and reconcilers. In participating in acts of justice and empowerment on behalf of those living in the margins of society, we glorify God.

In all things, the Holy Scriptures guide us as the living Word and a unique and authoritative witness to the Triune God. The Word of God is the source of our knowledge of Jesus Christ and the story of God's people that bears witness to God's steadfast and enduring love and mercy. Just as the Holy Spirit was operative in the writing of Scripture, we rely on that same Spirit to open our hearts and minds to God's Word for us today.

Faith Journey

Rev. Cindy Higgins

My faith journey... one page to share a lifetime of grace!

My story began in my parents' arms where God placed me to be raised and nurtured by two who loved God deeply and consistently for 95+ years. For that I am eternally grateful!

In the fall of 2019, I held each of them in my arms, a different kind of grace, as I released them to their new and forever home with God, "eternal in the heavens!"

Oh, the circle of life!

The geometry of my faith is a circle, a grace-filled circle.

- The secure and nurturing circle of parent love, and our family love... not perfect by any stretch, but consistent and reliable and generous. We tried to create such a circle when our own boys were born. Both adopted, they entered our family circle by the clear orchestration of God, and even when tough love was needed, we held them close and still do. Our circle widened to welcome our amazing daughter-in-law Yasmine eight years ago...another of God's gifts.
- The "church" circle has held me always. Baptized and raised in a small Presbyterian Church, we were knit together with people of all sorts in a warm and inclusive community. Mrs. Crum planted in me a love for God's Word and Mrs. Peterson's "eye" from the choir loft could set me straight! The Mallinsons, pastor and wife? Their generous humility and love of missions grew my heart.

The three churches I served over my 38 years of ministry each formed a unique circle of grace, helping me spread my wings. Mentors and colleagues shaped ministry style: George with his outrageous warmth and laughter and his love for missions; Bob the visionary, drawing people into God-size dreams; David, my spiritual guru, introduced me to a deeper contemplative life; Frank "lives" servant leadership and pulls me along!and that's just the tip of the iceberg.

- During the Pandemic and racial unrest of this past year, a diverse group of faith leaders formed a weekly zoom that has been incredibly rich in stretching our understanding and involvement. Not only have deep friendships formed, but together we have an ever increasing impact in the city, beginning with a Juneteenth Walk to the Emancipation Oak, uniting Christians from across the area to walk hand in hand in seeking justice as we follow Jesus.
- The circle of friends, deep-spirited friends: this circle has carried me through more challenges than I can name: tough times with struggling teenagers; health issues for family members; major decisions; the loss of my beloved parents. These friends also dance with me in the circle of celebration when gratitude to God is the only reasonable responses!

Above and beyond all of these is the love where I am embraced by God, Father, Son and Holy Spirit. I am drawn to the image of perichoresis which hints of the triune forming a circle of welcome and joy and dance...a circle of grace. This circle continues to widen as we reach out and welcome others.

When I consider my life, as I enter into this new season, I find myself celebrating all God has done and will do in this imperfect world and my imperfect life. God is like that! All thanks be to God!

Statement of Faith

Rev. Cindy Higgins

I love God who breathed life into everything and everyone, including me. God delights in the beauty of his magnificent creation, inviting us to revel in wonder and awe. God especially delights in his children and call all of us “the Beloved”. We have a vast, loving, powerful God who is “at work within us, able to accomplish far more than we can ask or imagine.”

I love Jesus, God’s own son, who claims us and calls us through the waters baptism. Jesus nourishes us at his welcome table, his nail-scarred hands connecting us to himself and to one another. Jesus understands our hunger and thirst and feeds us always. He saves us even from ourselves and draws us closer to the heart of God. Jesus walked on earth in human flesh to be one of us, one with us. He came into the neighborhood, as the Message says, and he never left! Modeling for us an earthly life, Jesus saves us for eternal life, calling us to our forever home.

I love the Holy Spirit who comforts us in hard times, guides us in confusing times, lights the fire of an ever-deeper faith within us. The Spirit generates God’s promise and purpose, God’s power and praise within us. The Spirit fills the once empty places within me and all of us with God’s extravagant abundance. The Spirit fills us with God’s own life!

The community of faith is knit together as the church, to work and serve and live our faith, especially during these trying times. For all her imperfections, I love the Church. In this Spirit of community, God draws us to himself and one another. It is our place to belong, to be forgiven, to be nurtured, to be fed. In the church we discover Adam and Eve who satisfy their every desire, including forbidden fruit. We also meet Abraham and Sarai who pack up and just “go” because God calls them. We share the pews with the Israelites whose cry “not enough” echoes through the centuries, often our cry as well. Yet we also sing songs of praise with David, a person after God’s own heart. We confess our denials next to Peter, but we also lean into God’s calling to “feed my sheep”, “tend my lambs”. With God’s help, we strive to follow Jesus’ impossible commands to love our neighbors as ourselves, even our enemies.

I love the church as we call for justice until it flows down like water. I love the church’s calling to be the hands and feet of Jesus in the world.

In the Bible, God’s Word, we meet God’s Word and read of the people who failed repeatedly but God lifted them up and loved them always, just as God does for us today. 70 x 7, God forgives us and helps us to forgive others.

This is my story, this is my song... the tip of the iceberg of my statement of faith. For when all is said and done, To God be the glory, in the Church, in Jesus Christ, to all generations, forever and ever. Amen.

The Rev. Felicia Stewart Hoyle, Co-Moderator
The Rev. R.C. Griffin, Co-Moderator

I. COMMITTEE ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

A. SECURING A STATED SUPPLY

1. Concurred with the Session of **New Creation Community**, Greensboro, North Carolina, in securing a Stated Supply contract with **Reverend Gray Clark** for a period of six months beginning July 3, 2024.

B. STATED SUPPLY RENEWAL

1. Concurred with the Session of **St. Paul Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Jay Lambeth** for a period of one year beginning November 1, 2024.

2. Concurred with the Session of **First Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Maria Hanlin** for a period of one year beginning June 15, 2024.

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

1. Concurred with the Session of **Forest Hills Presbyterian Church**, High Point, North Carolina, in securing the contract with the **Reverend Jon Phillips** as Transitional Pastor for a period of one year beginning October 1, 2024.

2. Concurred with the Session of **First Presbyterian Church**, High Point, North Carolina, in securing the contract with the **Reverend David Smith** as Transitional Pastor for a period of one year beginning December 1, 2024.

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

1. Concurred with the Session of **New Hope Presbyterian Church**, Lexington, North Carolina, in renewing the contract with the **Reverend Mason Todd** as Transitional Pastor for a period of one year beginning September 8, 2024.

E. SECURING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **First Presbyterian Church**, Statesville, North Carolina, in securing a Parish Associate Agreement with the **Reverend Jacqueline Kunkle** for a period of one year beginning October 1, 2024.

F. RENEWING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **First Presbyterian Church**, Greensboro, North Carolina, in securing a Parish Associate Agreement with the **Reverend Doug McLeroy** for a period of one year beginning June 15, 2024.

G. SABBATICAL PLAN APPROVAL

1. That the sabbatical plan for **Reverend Joshua Musser-Gritter** was approved.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. MODERATOR OF SESSION

1. That the **Reverend Scott Lawson** was appointed Moderator of Session for **Graham Presbyterian Church**, Graham, North Carolina.
2. That the **Reverend Mason Todd** was appointed Moderator of Session for **First Presbyterian Church**, High Point, North Carolina.
3. That the **Reverend Lisa Mullen** was appointed Moderator of Session for **Logan Presbyterian Church**, Statesville, North Carolina.
4. That the **Reverend Leigh Wisner** was appointed Moderator of Session for **Pilot Mountain Presbyterian Church**, Pilot Mountain, North Carolina.
5. That the **Reverend Jeremy Cannada** was appointed Moderator of Session for **Cleveland Presbyterian Church**, Cleveland, North Carolina.
6. That the **Reverend Dr. Will Eads** was appointed Moderator of Session for **Collinstown Presbyterian Church**, Westfield, North Carolina.
7. That the **Reverend Dr. Will Eads** was appointed Moderator of Session for **Francisco Presbyterian Church**, Westfield, North Carolina.
8. That the **Reverend Wes Pitts** was appointed Moderator of Session for **Madison Presbyterian Church**, Madison, North Carolina.
9. That the **Reverend Dr. Alberta McLaughlin** was appointed Moderator of Session for **Dellabrook Presbyterian Church**, Winston-Salem, North Carolina.
10. That the **Reverend Kaye Barrow-Ziglar** was appointed Moderator of Session for **Grace Presbyterian Church**, Winston-Salem, North Carolina.

B. COMMISSIONED RULING ELDERS (RENEWAL)

1. Concurred with the Session of **Pine Ridge Presbyterian Church**, Pilot Mountain, North Carolina, in renewing the contract of **Rachael Brooks** to serve as their Commissioned Ruling Elder for a period of one year beginning October 1, 2024.
2. Concurred with the Session of **Hills Presbyterian Church**, Pilot Mountain, North Carolina, in renewing the contract of **Rachael Brooks** to serve as their Commissioned Ruling Elder for a period of one year beginning October 1, 2024.
3. Concurred with the Session of **Siler City Presbyterian Church**, Siler City, North Carolina, in renewing the contract of **Richard LaDew** to serve as their Commissioned Ruling Elder for a period of one year beginning August 18, 2024.
4. Concurred with the Session of **Laurel Fork Presbyterian Church**, Laurel Springs, North Carolina, in renewing the contract of **Jeffrey Bumgarner** to serve as their Commissioned Ruling Elder for a period of one year beginning November 1, 2024.

5. Concurred with the Session of **Old Providence Presbyterian Church**, Cleveland, North Carolina, in renewing the contract of **Jeffrey Bumgarner** to serve as their Commissioned Ruling Elder for a period of one year beginning November 1, 2024.

C. RECOMMISSIONED RULING ELDER FOR VALIDATED MINISTRY

1. That the revalidation of the ministry of **Rick Purcell** at the Graham Police Department was approved for 2024.

D. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Pastoral relationship between the **Reverend Peter Kim** and **First Presbyterian Church**, High Point, North Carolina, effective September 30, 2024.
2. Dissolved the Pastoral relationship between the **Reverend Travis Milam** and **Pilot Mountain Presbyterian Church**, Pilot Mountain, North Carolina, effective October 9, 2024.
3. Dissolved the Pastoral relationship between the **Reverend Kaye Barrow-Ziglar** and **Logan Presbyterian Church**, Statesville, North Carolina, effective August 31, 2024.

E. PULPIT SUPPLY LIST

1. Added the following individuals to the pulpit supply list:

CRE Jim Beard
Reverend Peter Kim
Reverend Olen Bruner

F. MINISTER TRANSFERRING INTO SALEM PRESBYTERY

1. That the **Reverend Cindy Higgins**, a member of Shenandoah Presbytery, was received by Salem Presbytery on September 26, 2024.
2. That the **Reverend Mary Virginia Taylor-Troutman**, a member of New Hope Presbytery, was received by Salem Presbytery on September 26, 2024.

G. MINISTER TRANSFERRING OUT OF SALEM PRESBYTERY

1. That the **Reverend Nicole Richardson** was transferred to **Florida Presbytery** effective September 26, 2024.

H. WAIVER FOR ROTATION OF ELDERS

1. That a waiver for rotation of elders be granted to Faith Presbyterian, Greensboro, North Carolina, effective October 3, 2024.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. BENEFITS

1. To approve the updated version of Presbytery benefits policy:

**Salem Presbytery Policy
for Churches to Provide Benefits to
Pastoral Leaders and their families COM action November 2024**

1. It is the goal of Salem Presbytery that all installed Pastors, Pastors in Temporary Relationships, Commissioned Ruling Elders, Certified Christian Educators (collectively hereafter, “pastoral leaders”), and their families be covered by health insurance. This includes all installed pastor positions, all temporary pastoral relationships, all CREs and all CCEs contracted for 20 hours or more per week.
2. Pastors in installed positions, shall have their individual benefits—including medical insurance—fully paid for by their churches through the Benefits Plan of the Board of Pensions. For spousal and or family medical coverage of such installed pastors, churches may use the Board of Pensions’ Benefits Plan, or other benefits resources. Such alternative resources may include coverage secured through:
 - spousal employment,
 - the Healthcare Exchange (healthcare.gov), or
 - separate health care coverage provided by the church to non-pastoral employees. Such alternate medical coverage options shall be reasonably comparable to the coverage offered to pastoral leaders through the Board of Pensions.

Pastors in Temporary Pastoral positions, CREs, and CCEs contracted to work 20 hours or more per week are required to include in the contract participation in the Board of Pensions’ Benefits Plan, or comparable coverage including medical insurance, a defined benefit or defined contribution plan, life insurance, disability and temporary disability insurance.

3. When a qualifying event occurs during the year (i.e., divorce, marriage, birth) in the family of the pastoral leader, the church shall immediately arrange to revise benefits coverage to accommodate the change. Any additional costs associated with the qualifying event shall be borne by the church. These qualifying event modifications do not constitute a fundamental change in terms of call and do not require a congregational vote.
4. In the event that the pastoral leader is part of a pastoral leader couple and when both parties have medical coverage through the Board of Pensions, the COM may allow one of the employing organizations the flexibility not to cover their employed spouse so long as coverage levels are maintained for both parties and their family.
5. In the event that an employed spouse of a pastoral leader loses their coverage during year for any reason, then the church will immediately begin to arrange coverage for the formerly employed spouse and family members, if applicable.

We encourage consideration of retirement contributory match programs for pastoral leaders in Temporary Relationships whose coverage is outside the Board of Pensions benefits plan.

6. Board of Pensions’ beneficiaries who are retired but working 20 hours or more per week in a church setting should consult with the Board to ascertain their ongoing benefits status.

B. ELDER TO CELEBRATE SACRAMENTS

- 1. That ruling elders Michael T. Wasson and Sarah Minkins be allowed to serve communion at Calvary Presbyterian Church, Statesville, North Carolina for one year beginning September 24, 2024.

C. COMMISSIONED RULING ELDERS/LAY PASTORS

- 1. That **Chris McClain** be commissioned as the Commissioned Ruling Elder-Lay Pastor of Griers Presbyterian Church, Leasburg, North Carolina, for a one-year period beginning October 1, 2024, and be granted permission to celebrate the Sacraments and moderate the Session.

D. RE-COMMISSIONING OF ALL COMMISSIONED RULING ELDERS

- 1. That Salem Presbytery be led in a service of Re-Commissioning of the following individuals approved for 2024:

**Marty Brim
Sidney Crunk
Richard LaDew
Wayne Robertson
Mae Weed**

Welcome into membership of Salem Presbytery

Ginny and Cindy have been received into membership of Salem Presbytery. Let us join in celebration as they are welcomed.

Presbytery Moderator: As a people striving to participate fully in God's mission, we delight in the newness of fellowship as more saints join in God's work in Salem Presbytery -

**All: saints called again into service,
and new voices and visions that join the strain!**

Presbytery Moderator: Our celebration becomes more joyful in worship and work as people of all ages, races, ethnicities, and worldly conditions join together as the body of Christ at work in the world.

**All: We delight in the brilliant diversity of mind, body, and spirit
that God calls into such hard and holy work.**

Presbytery Moderator: So bless these new faces and voices, bodies and beings, striving ever-faithfully to respond to the call to serve you.

All: And bless us all as we learn to work joyfully together.

Presbytery Moderator: Most importantly, we rejoice this day in the gift of remembering our common call:

All: seeking, by God's grace to pray for and serve the people with energy, intelligence, imagination, and love.

Presbytery Moderator: And we serve this common call better as we are faithful to one another, praying for and supporting our new members as they discover their gifts in this new ministry.

All: Come, Holy Spirit, and move in us that we may become of one heart - loving all people and working for the reconciliation of the world.

Presbytery Moderator: Let us join our hearts in prayer –

Spirit of Unity, Covenant God, we have come from many places for a little while. We have come on journeys of our own to a place where journeys meet here in this time and place. Charge us to be ever-grateful for the gifts to share and celebrate as new passion, energy, and service join the teeming saints of Salem Presbytery. Guide us faithfully forward, most gracious Jesus, as we work together to be your hands and feet in the world. For the sake of the kingdom - here and coming - we pray, Amen.

Commissioning and Recommissioning of CREs

Moderator: We come now to commission Elder Christopher McClain for service to Griers Presbyterian Church, and to recommission all other CREs in Salem who are serving our congregations. Will those to be commissioned or recommissioned please come forward, bringing this liturgy with you. Also we invite members of the Griers church forward to participate in this act of worship.

Leader: As many of you as were baptized into Christ have clothed yourselves with Christ.

Presbytery: **There is no longer Jew or Greek,
there is no longer slave or free,
there is no longer male and female;
for all are one in Christ Jesus.** Galatians 3:27-28

Leader: We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind.

Presbytery: **The great ends of the Church are:
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.**

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

The Co-Moderator of the Task Force on CRE Training and Oversight will introduce those to be commissioned or recommissioned.

Moderator: <to CREs> Dear friends, the grace bestowed on you in baptism is sufficient for your calling because it is God's grace. By God's grace we are saved, and enabled to grow in the faith and to commit our lives in ways that serve Christ. God has called you to particular service. Show your purpose by answering these questions.

Who is your Lord and Savior?

CREs: Jesus Christ is my Lord and Savior.

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

CREs: I will, with God's help.

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

CREs: I do.

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

CREs: I will, with God's help.

Moderator: <to members of the Griers congregation> Do you, members of Griers Presbyterian Church, confirm the call of God to Elder Christopher McClain as your pastoral leader in the service of Jesus Christ?

Griers members: We do.

The Co-Moderator of the Task Force on CRE Training and Oversight will lead the Presbytery in a Prayer of Commissioning, followed by

Presbytery: **Almighty God,
in Jesus Christ you called disciples and,
by the Holy Spirit,
made them one church to serve you.
Let your Spirit rule your church,
so that we may be joined in love and service
to Jesus Christ, who, having gone before us,**

is coming to meet us in the promise of your kingdom. Amen.

Leader: May the God of peace make you holy in every way, and keep your whole being, spirit, soul, and body, free from every fault at the coming of our Lord Jesus Christ. Amen.

Moderator: Friends in Christ, you are commissioned to service as Ruling Elders. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him.

Liturgy adapted from Book of Common Worship, Westminster John Knox Press, 2018.

SALEM PRESBYTERY
Retirement
The Rev. Jeff Sockwell

Jeffrey Alan Sockwell is a native of Greensboro and a graduate of Appalachian State University and of Columbia Theological Seminary. He has served with distinction in more than one congregation and presbytery. Ordained by the Presbytery of St. Andrew in 1992, he served as pastor of First Presbyterian Church of Charleston, Mississippi, for two years, then in North Carolina as pastor of West New Bern Presbyterian Church from 1995 until 2014. While in New Hope Presbytery, he served in several roles, including as a part-time technology and communications staff member, and he became certified as a Healthy Boundaries trainer.

Jeff came to Salem Presbytery in 2014 to serve as pastor of Shallowford Presbyterian Church in Lewisville. While at Shallowford, Jeff helped lead a successful capital campaign and along with others developed closer ties with El Buen Pastor Church in Winston-Salem. The congregation under Jeff's leadership became an Earth Care congregation, a Matthew 25 congregation, and a More Light congregation. As Jeff observed on his last Sunday at Shallowford, "These national movements of the Presbyterian Church (U.S.A.) help direct the way forward; they give clarity to what this community values; they provide a framework for modeling the community of the holy, where kindness and compassion and love are the rule of the day, where all humanity is valued, where community can stand together for equity and justice."

Jeff has used many gifts in his ministry, a deep interest in Celtic spirituality, photography (we often saw him wielding his camera at presbytery meetings, just one of the talents he has shared with us), photography and spirituality. A connoisseur of many of life's pleasures, he roasts his own coffee and is an avid sailor.

Besides taking photographs at meetings of Salem Presbytery, Jeff served on the Executive Council, including one year as moderator. He helped lead a series of workshops on "Creating a Culture of Generosity," which helped some congregations experience marked increases in giving on the part of members. He also served as transitional pastor of Bethel Presbyterian Church in McLeansville.

Jeff is married to Janet, who long worked as a regional consultant with the North Carolina Early Learning Network and for her part made significant contributions to the ministries of the congregations in which they served together. They have grown children, Sarah and Daniel, and are enjoying being (sort of) retired in New Bern, while Jeff continues to find ways to serve in New Hope Presbytery.

The Reverend Stephen W. Scott

SALEM PRESBYTERY
Retirement
The Rev. Francis Rivers-Meza

Rev. Francis Rivers Meza, mi querido hermano en Cristo, the multiple ways in which you live your faith and the way in which you do ministry have been a source of inspiration.

Journeyming with me during the first years in ministry opened new opportunities for grounding, growth and the much needed continued support to respond to God's call to serve the new immigrant community, as I was a new immigrant myself.

Your accompaniment with the sensible loving pastoral care and wisdom that characterizes you, are a gift of God that I treasure.

Your passion to build connections for collaboration and understanding, your determination to open safe spaces so that our diverse Hispanic Latino-a-é community be empowered, your heart and ministry with those living in the margins opened new horizons and blessed many families and their children with better opportunities and livelihoods.

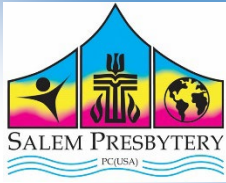
A smile comes to me every time I go back in my memories to that time when you adventured to travel with Alfredo and myself in a bus for more than 17 hours with a group of 40 children and teenagers to a week long camp in upstate New York. It was such a wonderful enriching experience for all.

You have certainly served with love, ingenuity, creativity, and imagination making sure there is a place for all by extending the "borders" of God's kin-dom to include those who live in the margins. Thank you for walking the extra mile by striving hard to make solidarity, more than a word we aspire to, but a value of God's realm that is achievable in our faith communities and neighborhoods.

¡Muchas gracias querido Francis!

La bendición de Dios te acompaña en esta nueva etapa de tu vida.

Rev. Rosa Miranda



Be a part of a **Presbytery Committee**

Budget and Finance

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

Campus Ministry

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

Church Growth & Transformation

Encourages creative approaches to growing vital churches and cares for small churches. *Meets monthly on the second Tuesday at 10:00 a.m.*

COM Task Force on CRE Training and Oversight

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

COM Task Force on Examinations

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

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

Discerns best policies and practices for pastoral relationships in Salem Presbytery; this task force also provides resources for churches seeking mediation or other specific leadership needs. *Meets monthly on the fourth Wednesday at 12:30 p.m.*

COM Task Force on Temporary Ministry and Pulpit Supply

Supports the work of ministers and churches utilizing temporary pastoral relationships, as well as maintaining the presbytery's pulpit supply list. *Meets the Tuesday before the fourth Thursday of the month at 3:00 p.m.*

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

Provides support for members of Salem Presbytery who are honorably retired, serving in validated ministry beyond church walls, members-at-large, and our certified Christian educators. *Meets monthly on the fourth Thursday at 11:00 a.m.*

COM Task Force on Transformational Ministry for the Changing Church

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

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

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

Committee on Preparation for Ministry

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

Committee on Representation

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

Equip

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

Executive Council

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

Hunger Committee

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

Peace & Justice Task Force

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

Permanent Judicial Commission

Meets when a legal case arises, only as needed.

Personnel Committee

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

Presbyterian Youth Council – Adults

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

Property Management Task Force

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

Send Mission Committee

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

Stewardship Committee

To build a culture of generosity through year-round stewardship efforts to support our Salem Presbytery, Synod, and General Assembly budget. *Meets monthly on the third Monday at 2:00 p.m.*



Nominations for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

E-mail: _____

Church: _____

Status: Teaching Elder/Clergy
 Ruling Elder
 Deacon
 Church Member

Committee of Interest: _____

Briefly state relative experiences:

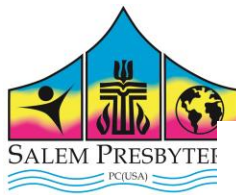
Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

Please return form to:
Salem Presbytery
P.O. Box 1763
Clemmons, NC 27012
office@salempresbytery.org



Commissioner Report Form

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

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

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

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

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

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

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

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

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

VII. **Next Presbytery Meeting:**

Tues., February 11, 9:00 a.m. @ North Wilkesboro Presbyterian Church

REMINDER: The Digest for this meeting will be on the website one week from the date of the Presbytery meeting, which will highlight the events and actions taken at the meeting.

A Reminder from the Peace and Justice Task Force and the Racial Equity Equipping Team:

Salem Presbytery's Racial Equity Equipping Policy was approved on May 17, 2022. It states that all members of the Presbytery have 3 years to attend an equipping or an approved alternate (current interval ends September 2025 - 3 years from the first offered equipping). The aim of the Racial Equity Equipping is for participants to understand that race is a social construct that impacts all areas of our society and that goes against God's intentions. Our role as leaders of the Church & people of faith is to reorient ourselves toward God's intention. The policy text may be found here: <https://www.salemracialequity.org/salems-racial-equity-policy>

Links for registration and for requesting consideration of an alternate training to meet the requirement may be found at www.saleracialequity.org