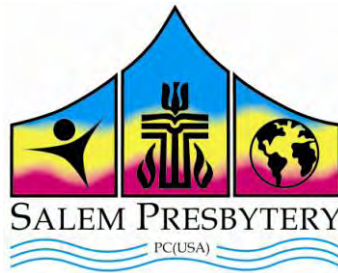


P. O. Box 1763, Clemmons, NC 27012
336.766.3393 Fax: 336.766.7153



3950 Clemmons Road, Clemmons, NC
www.salempresbytery.org

Dear friends in Christ,

The 87th Stated Meeting of Salem Presbytery will be held on **Saturday, July 17, 2010** commencing at 9:00AM.

First Presbyterian Church, Mocksville and the churches of Davie County will be our hosts for this meeting. Directions to the church, and a brief history of the First congregation, are included in this package. Be prepared to marvel at the state-of-the-art audio/visual technology installed in the church.

General Presbyter Rev. Sam Marshall, fresh from the General Assembly meeting in Minneapolis, will deliver the sermon. A report on the General Assembly will be delivered by the GA Commissioners.

Registration will commence at 8:00AM and continue until 10:00AM. Registration after that time will take place only at the Stated Clerk's table in the sanctuary. **Please register**, even late, as this is Presbytery's means of recording attendance.

Orientation for elder commissioners attending for the first time will commence at 8:30AM. Get location directions at the registration tables.

Baby sitters will be provided. Please notify the Presbytery office (Pat Freiberger: 336-766-3393) at least two days prior to the meeting of your needs.

Lunch tickets will be on sale during Registration for \$8.00 (Checks payable to First Presbyterian Church.)

Prayers of Thanksgiving and Intercession will be offered during the meeting. Please fill out your prayer requests at time of Registration – prayer cards are available.

A full docket is part of this package. In addition to the GA Commissioner reports, we will hear from other vital aspects of Salem Presbytery. Come early and stay late.

In Christ,

Mack Dagenhart, Stated Clerk

A Brief History of First Presbyterian Church of Mocksville

Our now 244 year history as a worshipping congregation began as recorded in the May 28, 1767 minutes of the Synod of Philadelphia and New York, which said: "Motions for supplies were also made in behalf of...Goshen in the forks of the Catawba, the south fork of Catawba, the forks of Yadkin, and Salisbury, in North Carolina..." These "forks of Yadkin" refer to what was later known as Joppa Presbyterian Church, located at the present Joppa Cemetery site on Highway 601 in Mocksville. The cemetery is the burial site of Squire Boone. Joppa church is now known as First Presbyterian Church of Mocksville.

The first structure was undoubtedly a small, one-room log structure. It was purported to be located in the southeast corner of the cemetery inside the rock wall. Later a second church, a frame building, was constructed with a door at each end and steps up to a high pulpit. The Rev. J.D. Kilpatrick was the first pastor in 1792, also serving Unity and Third Creek churches in Rowan County. With a severe shortage of ministers, catechists were licensed and served churches like Joppa for many periods throughout its history.

The Minutes of the Session of Joppa Church indicate that around 1834 the church moved into the Town of Mocksville. On April 6, 1840 a vote is recorded to move to the present modern day site. The first church was constructed on the same foundation as the present sanctuary. The building was made of brick with front doors opening into a vestibule. Stairs inside the sanctuary led up to galleries on each side and were used by slave members. In 1867, the African American members of the church started Second Presbyterian Church of Mocksville.

The third church (the first on the modern site) was used until 1905, when our present sanctuary (excepting the chancel) was constructed. The year-end report of Presbytery indicated a cost of \$6,761.39. A Sunday School Annex was built as a part of the sanctuary in memory of three children who died in a typhoid epidemic in 1899.

In 1923 the church became a charter member of Winston-Salem Presbytery, and had the distinction of having been a charter member in 1770 of Orange Presbytery and in 1795 of Concord Presbytery. It returned to Concord Presbytery after the dissolution of Winston-Salem Presbytery in 1971.

The year 1952 saw the start of construction on the Educational Building to accommodate a growing Sunday School. In 1958, a sanctuary renovation was undertaken including the construction of the chancel area added to the worship space. The chancel addition was a part of the two story building constructed on the back of the physical plant. The total cost of the Education Building, sanctuary renovations, a new manse, and building addition was \$87,000. The church bicentennial was celebrated in 1967.

Nineteen ministers, many interim pastors and licensed lay leaders, have served the church since it began as Joppa Church. The Rev. Leland A. Richardson was the longest tenured pastor at the church from 1970 to 1997. Our new media room is named in his honor. In the recent past, the church has undergone many smaller renovations adding spaces for small and large groups to fellowship and study. Our sanctuary was again updated in 2010 with a change in our chancel design, allowing a growing choir to face the congregation. Updates to the worship space also include a sound and projection system blended into our historic structure.

A highly respected, long-time member elder of this church, James Wall, has published a history of our church listed below. Many more interesting facts along these 244 years are captured there. Limited copies of this book are available for purchase or can be enjoyed in our media room downstairs.

For all the faithful members called to this church over these many years we give thanks to holy God as we pray God's blessings on our continued ministry to share the Good News of Jesus Christ near and far. Welcome to First Presbyterian Church of Mocksville!

Source: Wall, James W., *A History of the First Presbyterian Church of Mocksville, North Carolina*, 1997.

SALEM PRESBYTERY
EIGHTY-SEVENTH STATED MEETING
First Presbyterian Church
Mocksville, North Carolina
July 17, 2010
www.salempresbytery.org

DOCKET

OUR VISION

We as Salem Presbytery strive:
to be a visible witness to Jesus Christ, **REACH**
to equip and strengthen our congregations and leaders
for ministry in the world, **EQUIP** and
to inspire and model local and global mission, **SEND**.

√ Denotes Order of the Day. * You may stand for these parts of the liturgy. () Corresponds to numbers in Packet materials.
Dark print is said by the people

8:00	Registration	
8:30	Orientation for new Commissioners	
8:50	Music	
√9:00	CALL TO ORDER - Opening Prayer	Rosa Miranda
	ORGANIZATION OF PRESBYTERY	
(B)	Stated Clerk Report & Communications	Mack Dagenhart
	Quorum	
	New Business to be added to docket (afternoon)	
	<u>Write out</u> proposed motions and give to Stated Clerk before the meeting begins.	
(A)	Approval of Docket	
(C)	Consent Agenda	
	219 th General Assembly Commissioner Report	
	Welcome from Church	Paul Seelman
	Moderator's Welcome & Report	
	Corresponding Members	
	Elders attending for the first time	
9:35	BOARD OF PENSIONS	Helen Locklear

CELEBRATING OUR MINISTRIES

REACH

To be a visible witness to Jesus Christ...

9:45 (D) WORSHIP SERVICE BY HOST CHURCH

CELEBRATION OF THE LORD'S SUPPER

INTERCESSORY PRAYERS

10:45 GENERAL PRESBYTER REPORT Sam Marshall

EQUIP

To equip and strengthen our congregations and leaders for ministry in the world...

10:55 ASSOCIATE PRESBYTER REPORT James Rissmiller

11:05 EQUIP SUPPORT TEAM Jay Banasiak

11:20 AFRICAN AMERICAN ADVOCATE REPORT Dianna Wright

11:30 (F) PRESBYTERY COUNCIL REPORT Ron Bowie

11:45 (G) BUDGET AND FINANCE COMMITTEE Jud Milam

11:55 (H) NOMINATING COMMITTEE Jack Wagstaff

12:00 (I) COMMITTEE ON PREPARATION FOR MINISTRY Mike Horne

12:20 (J) HUNGER REPORT AND LUNCH PRAYER Bryan McFarland

√12:30 LUNCH BREAK

1:30 RECONVENE FROM LUNCH

1:30 CANDIDATE TO PREACH
Kellie Browne Scripture: John 10:11 and Psalm 23
Sermon: "Grace or Fear: How Are We Living?"

1:45 (K) EXAMINATIONS COMMITTEE Tempe Fussell
Kellie Browne

1:55 (L) COMMITTEE ON MINISTRY Stephen Scott
Doug Gebhard
Conciliation Report
Honorable Retirement for the Reverend Bernard Spielman

SEND

To inspire and model local and global mission...

2:30 ASSOCIATE PRESBYTER REPORT Lemuel Garcia

2:40 CHIAPIS, MEXICO REPORT Carl Utley

2:50 HISPANIC MINISTRY Alfredo Miranda

3:00 PEACE AND JUSTICE

NEIGHBORHOOD UPDATES

3:10 WEST NEIGHBORHOOD: Martha Ellis and Jinx Miller

3:20 CENTRAL NEIGHBORHOOD: Larry Green, Constance Johnson and Gene Moore

3:30 EAST NEIGHBORHOOD: Bill Browder, Floyd Jackson and Sam Jenkins
Acts 16 Experience by Carl Parsons

3:40 BENEDICTION

Rosa Miranda

PACKET REPORTS:

- (A) Docket
- (B) Stated Clerk Report (no written report)
- (C) Consent Agenda
- (D) Worship
- (E) EQUIP Support Team
- (F) Presbytery Council Report
- (G) Budget & Finance Committee
- (H) Nominating Committee
- (I) Preparation for Ministry
- (J) Hunger Report
- (K) Examinations Committee
- (L) Committee on Ministry
- (M) World Communion of Reformed Churches
- (N) Church Growth & Transformation Report

ADDITIONAL INFORMATION:

- 2010 Updates-Board of Pensions, PCUSA
- Commitment to Peacemaking
- Commissioner Report Form
- Commitment Form for abiding by Salem Sexual Misconduct Policy, adopted July 2007

SALEM PRESBYTERY CONSENT AGENDA

July 17, 2010

The consent agenda is to be used only if there is no anticipated dissent or discussion. Such items might be approval of minutes, accepting resignations, etc.

The consent agenda may be used to group, in a single action, a number of matters not controversial or that are closely related. It may include as many as six, ten, or more items of simultaneous vote. To make the best use of the consent agenda, keep the following in mind:

1. The matters included should be absolutely non-controversial.
2. Any commissioner has the right to ask for any item to be removed and debated and voted upon separately. Such removal is done without debate or vote.
3. It may not be time saving to use the consent agenda if there are only a few items to be included.
4. If a consent agenda is used, the proper format will be followed in the written report. This includes:
 - a) Marking all included items with an asterisk in the list of referrals;
 - b) Listing the consent agenda as the first item of business in the report;
 - c) Marking all included items within the body of the report with an asterisk; and
 - d) Stating the action the committee is recommending in Section I for each item.

How the consent agenda works:

The Moderator announces, "the next business in order is the consent agenda" and briefly covers each item. At this time, commissioners wishing to do so may ask for any of the items on the agenda to be taken out and placed on the regular agenda. If the item is taken out, it will be considered in its regular place on the agenda.

After the consent agenda has been reviewed, the Moderator asks, "Is there any objection to the approval of any of these items?"

After a slight pause, the Moderator states, "Since there is no objection, the consent agenda is approved by general consent."

Used properly, the consent agenda can simplify meetings and save valuable time.

RECOMMENDATIONS:

Move approval of the Consent Agenda, which includes the following recommendations from the:

Committee on Ministry:

MINISTER TRANSFERRING TO SALEM PRESBYTERY

CA 1. That the Reverend Thomas Burleson, currently a member of Cincinnati Presbytery be received into Salem Presbytery as a Member at Large, EOD #797, and further that the Stated Clerk be asked to request a letter of transfer, effective June 24, 2010.

COMMISSIONED LAY PASTOR (new)

CA 1. That Mr. Jack Dyer be commissioned as the Commissioned Lay Pastor of the Stoneville Presbyterian Church, Stoneville, North Carolina, for a period of one year, effective August 1, 2010 and that he be granted permission to celebrate the Sacraments and moderate the Session under the supervision of the Reverend Edgar Self.

CA 2. That Mr. Timothy Bates be commissioned as the Commissioned Lay Pastor of the Cameron Presbyterian Church, Statesville, North Carolina, for a period of one year, effective June 1, 2010.

HONORABLE RETIREMENT

CA 1. That the Reverend Bernard Leslie Spielman, Jr. be granted the status of Honorably Retired effective July 1, 2010, and that a Service of Retirement be held at the July 17, 2010 Presbytery Meeting, option 3, and that he be placed on the Presbytery Pulpit Supply list.

CA 2. That the Reverend Phil Gehman be granted status of Honorably Retired effective August 31, 2010, and that a Service of Retirement be held at the October 2010 Presbytery meeting.

AUTHORIZATION OF CLP TO PERFORM WEDDINGS

CA 1. Mr. Terry Collins, CLP, has completed the Presbytery approved curriculum to prepare him to perform weddings, therefore COM recommends that Mr. Terry Collins be authorized to perform services of Christian marriage in the congregation of which he is the Commissioned Lay Pastor.

AUTHORIZATION OF AN ADMINISTRATIVE COMMISSION TO ORDAIN A CANDIDATE OF SALEM PRESBYTERY ON BEHALF OF ANOTHER PRESBYTERY

CA 1. The Committee on Ministry concurs with the following Administrative Commission to ordain Mr. Joseph Sandoval, a Candidate under the care of Salem Presbytery, on behalf of New Hope Presbytery where he has accepted a call. The ordination will be held at First Presbyterian Church, Greensboro, North Carolina, on August 1, 2010, at 4:00 pm.

NAME	RESPONSIBILITY	MINISTER/ELDER
Sidney Batts	Reside & Propound the Constitutional Questions	Minister
Thomas Currie	Preach the Sermon	Minister (Guest)
Lawrence Avent	Charge the Minister	Minister
Terry Lashley	Prayer of Ordination	Elder
Neil Dunnivant	Lead in Worship	Minister
Noe Juarez	Lead in Worship	Elder

ELDERS AUTHORIZED TO CELEBRATE THE LORD'S SUPPER

- CA 1. That authorization for Mr. Larry Bailey, CLP, be renewed to serve the Lord's Supper no more than once a quarter at Beulah Presbyterian Church, North Wilkesboro, North Carolina, for a period of one year, effective April 23, 2010.
- CA 2. That authorization for Dr. Y. Dianna Wright be renewed to administer the Sacrament of the Lord's Supper for a period of one year, beginning July 18, 2010, in congregations of Salem Presbytery where an ordained minister of Word and Sacrament is not available to meet the needs for administering the Lord's Supper.

2011 MINISTER'S ANNUAL COMPENSATION

- CA 1. The COM recommends to Presbytery that the following figures be adopted for ministerial minimum compensation for full-time service in 2011:

Salary:	\$27,350
Housing Allowance (or free use of manse including utilities)	\$8,470
Auto Reimbursement:	Provided
(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal allowable rate, currently \$0.50 per mile)	
Board of Pensions:	Provided
If Housing Allowance: \$11,284 (31.5% of salary-plus-housing)	
If Use of Manse: \$11,197	
Continuing Education and/or Book Reimbursement:	\$1,125
Vacation:	4 weeks
(This means 20 "normal work days", assuming that two days per week are "time off".)	
Study Leave:	(including Sundays) 2 weeks
Maternity Leave with full pay:	2 months
Or	
Paternity Leave with full pay:	1 month
(whichever is appropriate)	
Days off per week:	at least 1
Moving (to the field) expenses reimbursement:	Provided

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in the ministry (up to 10 years) should be added to the minimum salary adopted by presbytery.

If ministers are provided with a manse in which to live, the churches to which such ministers are called are encouraged to establish an equity allowance for the minister.

The COM asks the Church Growth & Transformation Committee to serve as a resource for those churches that may need a greater understanding for the need to meet these minimum standards.

These figures do not include the cost of someone to fill the pulpit when the pastor is away, nor the cost of Worker's Compensation insurance or other similar expenses.

****We recognize that we all have experienced difficult economic times, however, if the church's budget permits, we recommend that existing calls be increased by at least 2.31%.**

2011 CERTIFIED CHRISTIAN EDUCATOR ANNUAL COMPENSATION

- CA 2. The COM recommends to Presbytery that there be no mandatory change to minimum compensation guidelines for 2010 for full-time service for Certified Christian Educators in Salem Presbytery:

Salary:	\$35,820*
Auto Reimbursement:	Provided
(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal allowable rate, currently \$0.50 per mile)	
Board of Pensions:	Provided
Professional Development:	\$1,125
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.
Or	
Paternity Leave with full pay: (whichever is appropriate)	1 month

(*Note: It is intended that the minimum salary of a Certified Christian Educator not exceed the minister minimum. This particular recommendation herein is a combination of the recommended 2011 salary and housing allowance for ministers.)

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in church education (up to 10 years) should be added to the minimum salary adopted by Presbytery.

****We recognize that we all have experienced difficult economic times, however, if the church's budget permits, we recommend that existing contracts be increased by at least 2.31%.**

**The Worship of God's People
On the Occasion of the 87TH Meeting of Salem Presbytery
First Presbyterian Church of Mocksville † July 17, 2010**

GATHERING & ADORATION

PRELUDE In Christ Alone *arr. M. McDonald*

CALL TO WORSHIP (responsive) Paul Seelman

The grace of our Lord Jesus Christ be with you all.

And also with you.

Let us worship God.

Cry out with joy to the Lord, all the earth.

Worship the Lord with gladness.

Come into God's presence with singing!

**For the Lord is a gracious God,
whose mercy is everlasting;
and whose faithfulness endures to all generations.**

Praise the Lord.

The Lord's name be praised.

PRAYER OF ADORATION

SPECIAL MUSIC Spirit Song *J. Wimber*

Sylvia Steele and Marshall Steele, duet

*HYMN 491 Stand Up and Bless the Lord ST. THOMAS

CONFESSION

PRAYER OF CONFESSION (responsive)(adapted from Psalm32) John Groff

Blessed are those whose transgression is forgiven, whose sin is covered.

**Blessed are those to whom the Lord imputes no iniquity, and in whose spirit
there is no deceit.**

I acknowledged my sin to you,

And I did not hide my iniquity;

I said, "I will confess my transgressions to the Lord";

And you forgave the guilt of my sin.

Therefore let all who are faithful offer prayer to you;

At a time of distress, the rush of mighty waters shall not reach them.

You are a hiding place for me; you preserve me from trouble;

You surround me with glad cried of deliverance.

Steadfast love surrounds those who trust in the Lord.

**Be glad in the Lord and rejoice, O righteous, and shout for joy, all you
upright in heart.**

KYRIE



Lord, have mer-cy up-on us. Christ, have mer-cy up-on us. Lord, have mer-cy up-on us.

Report of the Salem Presbytery EQUIP Support Team (EST)

Rev. Jay Banasiak, Moderator

JBanasiak@clemmonspresbyterian.org, 336-766-4631.

UPCOMING EVENTS

2010-2011 Educator Gatherings

The EQUIP Support Team has decided to meet (fairly) regularly, on the first Thursday of the month...in most months (there was a method to the choice of the months...I'll not bore you with that)! Some gatherings will be Ecumenical with the Moravians, some Presbytery-wide, and others in our Neighborhoods. Western Neighborhood Gatherings will ordinarily coincide with the regularly-scheduled Neighborhood Meeting of the given month.

All Educators, youth leaders, and lay leaders in Christian Education are invited to meet for times of fellowship and a sharing of ideas.

- Sept 2, 2010, Ecumenical Gathering, Fall & Advent Planning
- Oct 7, 2010, Presbytery Gathering
- Nov 2010, Western Neighborhood (in conjunction with regular Western Neighborhood Meeting)
- Dec 2, 2010, Eastern and Central Neighborhood Gatherings (dates TBA)
- Feb 10, 2011, Ecumenical Gathering, Post-APCE
- Mar 2011 Western Neighborhood (in conjunction with regular Western Neighborhood Meeting)
- Apr 7, 2011, Eastern and Central Neighborhood Gatherings
- May 5, 2011, Ecumenical Gathering, Year-End

2010 APCE Mid-Atlantic Event

"Learning to Lead By Knowing Those You Lead", with Elaine Barnett

October 25 - 27, 2010, Moravian Center, Laurel Ridge, North Carolina

Visit <http://apcenet.org/events/mid-atlantic/index.php> for more information.

Visit <http://www.montreat.org/current/> for a list of upcoming conferences at Montreat, including:

Visit <http://www.salempresbytery.org/events/workshops&conferences.shtml> for more Continuing Education and Respite Opportunities!

Training Your Officers

with Richard Boyce, Associate Professor of Preaching and Pastoral Leadership at Union Presbyterian Seminary at Charlotte

River Landing at Sandy Ridge

1575 John Knox Drive,
Colfax, NC

Sunday, August 29, 2010

2:30-3:45pm

This event is for pastors, Clerks of Session, or other lay leaders involved in training your church officers.

Register TODAY! Turn this page into Jay B., Jim R., or Kim Nichols, or you may call/email at 336-766-3393 or knichols@salempresbytery.org. **REGISTRATION DEADLINE AUGUST 23, 2010**

Name: _____ Phone: _____

Email: _____ Church: _____

RESOURCES

Suggested Resources of the Quarter

Pathway to Renewal: Practical Steps for Congregation. Daniel P. Smith and Mary K. Sellon, Alban Institute, 2008. ISBN# 978-1-56699-371-5

“*Pathway to Renewal* offers pastors and congregational leaders a framework for understanding and addressing the deep cultural shift facing the people of a congregation during congregational renewal.”

Strategic Leadership for a Change: Facing Our Losses, Finding Our Future. Kenneth J. McFayden, Alban Institute, 2009, ISBN# 978-1-56699-392-0

“*Strategic Leadership for a Change* provides congregational leaders with new insights and tools for understanding the relationships among change, attachment, loss, and grief.”

EQUIP Resource Page Updated

Visit the new EQUIP Resource Page for your ministry needs! More updates since the April Presbytery meeting: <http://salempresbytery.org/who/equipresources.shtml>
Suggestions? Please send them to Jay at email or phone above.

**SALEM PRESBYTERY
COUNCIL REPORT
Ron Bowie, Moderator
July 17, 2010**

Council met on May 20, 2010 and June 17, 2010.

The following is reported as information:

- Council continued discussion of the creative ways the Presbytery can embody its vision.
- Heard a report from the Reverend J. Herbert Nelson, II, Director of the PCUSA Washington Office for Public Witness.

The following actions were taken by Council:

- Minutes were approved for both meetings.
- Recommendation to encourage neighborhoods to revisit their asset mapping work and produce a new list of resources available to the Presbytery in order to build a database.
- Approved the formation of a support team to enable the REACH and SEND ministries to work together.
- Approved distributions of funds from the International Hunger Task Force.
- Received the Audit Report from the Budget & Finance Committee.
- Instructed the Budget and Finance Committee to create a manual of policies and procedures.
- Approved the Administrative Commission for the Logan Presbyterian Church.
- Endorsed Grandfather Home/ Birthday offering grant.
- Endorsed Campus Ministry Standard Procedures.
- Endorsed 2011 Presbytery Meeting dates.
- Endorsed the Hispanic Caucus of the Synod of the Mid-Atlantic.
- Approved Budget and Finance Committee request to update the accounting software used by the Presbytery office.
- Approved the use of Implementation Funds by the Camp Grier Task Force for the purpose of seeking outside consultation assistance in their work.
- Heard a report from James Hudner, Representative of the Toddee Presbyterian Mission School in Liberia and approved 15 minutes on the July docket for the purpose of vetting information to the Presbytery about his ministry.
- Approved the Personnel Policy Manual/ Employee Handbook for the Presbytery.
- Approved individuals to serve on the Nominating Committee.
- Endorsed First Presbyterian Church, High Point, NC in support of a health clinic in Liberia, West Africa.

Trustee Actions:

- Discussed a proposal from Eben-ezer Presbyterian Church, Siler City, to purchase property.
- Approved the final draft of the updated By-Laws for Salem Presbytery to be sent to the floor of Presbytery in February 2011.

RECOMMENDATION:

Salem Presbytery Trustees approved a proposal to be presented to Salem Presbytery for concurrence at its July, 2010 meeting:

1. "That Presbytery of Salem entrusts the approval of requests by congregations to sell, mortgage or otherwise encumber its property and to acquire property subject to an encumbrance or condition, to Salem Presbytery trustees, who are constituted as a Commission to act on behalf of the Presbytery in matters pertaining to G-8.0501. This provision does not apply to actions proposed or undertaken by churches in schism (G-8.0601) or to churches considering withdrawal under Salem Presbytery Policy Guidelines."
-

**SALEM PRESBYTERY
BUDGET & FINANCE COMMITTEE REPORT
Judson Milam, Moderator
July 17, 2010**

Here we are again, making roughly the same report we have made in the past. Our deficit spending is outside our comfort zone. Our income levels are lower than we had hoped. But, we greet the future with a guarded degree of optimism. In many ways we have more reason for the guarded optimism this year than last, because we have traveled this road before. It is a scary road, but unfortunately, getting to be a familiar one.

Let's do the numbers: At the end of May we were running a deficit of just under \$66,000. In one sense this is not bad for the deficit at the end of February was fifty seven thousand dollars. However, now we have suspended some thirty thousand dollars in payments to Synod and General Assembly, which we anticipate restoring by the end of the year. A more telling number may be that income at the end of May was a little over fifty five thousand below that of last year. (But, the budget was about that much lower than the previous year also.)

So, it is not an "everything is coming up roses" picture. Still, our history points toward a degree of optimistic expectation as we approach the Fall, and move into the fourth quarter.

We are calling for everyone to "put on the brakes" as much as possible in regard to spending. We are calling for churches to be increasingly mindful of the mission and ministry of Presbytery as they proceed into and through the next six months. Sometimes churches just haven't sent their money in! We just want to say, now would be a great time to do that!!!

In these times we watch the ebb and flow of funds very cautiously, month by month.

We are continuing to move toward our plan to **present a 2011 Budget to the October meeting of Presbytery**. We failed in this plan last year because projections were dismal at the end of the Summer and into the Fall. They only truly picked up in the fourth quarter. Looking at our history, and looking at our future, we are going to give it another try.

We need to anticipate that the 2011 Budget will be smaller than the 2010 Budget. We will have to be a little bit smaller to maintain economic stability and viability. This is not easy, for when the budget is truly examined there are not many areas to cut where our program is not severely affected.

Since our last meeting our new **auditors (Bernard Robinson & Company of Greensboro) have completed their work**. They gave us a good report, but offered suggestions for a cleaner, neater operation. We are immediately moving toward implementing their suggestions. There are audit reports available to anyone who would like one at this meeting, or at the Presbytery Office. And, too, we can have someone give you an explanation.

Over the past year we have been extremely fortunate to be able to add several extremely talented and committed individuals to our Committee. These include Doug Aiken from Asheboro, First; John Milholland from Fifth Creek and Old Providence; Carolyn Sprinkle from Sparta; John Odom from Starmount; Dave Slinkard from Oak Ridge, and Virginia Wood from Greensboro.

Our prayer is for your prayers that we walk creatively together in God's Grace in such difficult times as these.

**SALEM PRESBYTERY
NOMINATING COMMITTEE
Jack Wagstaff/Paul Woodard, Co-Chairs
July 17, 2010**

The following persons are being recommended to fill vacancies in the Presbytery structure:

RECOMMENDATIONS:

1. Budget & Finance Committee

Rev. John Odom, Starmount
Mr. David Slinkard, Oak Ridge
Rev. Virginia Wood, MAL

Church Growth & Transformation Committee

Class of 2012: Mr. Tom Byrnes, Thomasville First

Committee on Representation

Class of 2012: Mr. C. O. Williamson, St. James

Examinations

Class of 2010: Rev. John McCall, Westminster, Greensboro

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**SALEM PRESBYTERY
COMMITTEE ON PREPARATION FOR MINISTRY
Ken Broman-Fulks, Mike Horne, and Dana Fruits, Co-Moderators
July 17, 2010**

The Committee on Preparation for Ministry met on May 27, 2010, at First Presbyterian Church in Winston-Salem, and held annual consultations with 16 inquirers and candidates under care.

The Committee certified the following as Certified Ready to Receive a Call:

Amanda Earp Diekman, candidate from Westminster, Greensboro, a graduate of Duke Divinity School, effective May 4, 2010

Kristin Kay Pike, candidate from Alamance, Greensboro, and soon to be graduate of Union Seminary-PSCE Charlotte, effective June 22, 2010

The Committee enrolled the following as Inquirers for Ministry (G-14.0302).

Yoonjung Na, member of First Korean, Greensboro, a graduate of Wake Forest Divinity, effective May 4, 2010

J. Grant Sutphin, member of First Presbyterian Church, Statesville, a graduate of Pittsburgh Theological Seminary, effective May 4, 2010

Andy Hamer, member of First Presbyterian Church, Winston-Salem, attending Gordon-Conwell Theological Seminary—Charlotte, effective June 22, 2010

RECOMMENDATIONS:

1. That Salem Presbytery authorizes the Reverends **Ken Broman-Fulks, Dana Fruits, Kathryn Campbell**, and Elder **John Edwards** to serve as readers for the PCUSA Ordination Exams in October 2010.
 2. That Salem Presbytery examine **Dawn Martin**, a member of First Presbyterian Church, Burlington, a current student at Columbia Theological Seminary, and that following her successful examination she be enrolled as a Candidate for the Ministry of Word and Sacrament.
-

SALEM PRESBYTERY - July 2010

Hunger Action Report: Rev. Bryan McFarland, Hunger Action Advocate

Highlighting the five areas of the *Presbyterian Hunger Program* at: <http://www.pcusa.org/hunger>

1. DIRECT FOOD RELIEF AND 2. DEVELOPMENT ASSISTANCE

The deadline for Fall 2010 Domestic Hunger grant applications is August 1st. Be looking for a bulletin insert later in July highlighting International Hunger grants. These bulletin inserts are offered as a way to interpret with your congregation the continued need for and utilization of our pennies for hunger!

3. INFLUENCING PUBLIC POLICY

This year, taxes are near the top of the agenda in Congress because a series of tax cuts and tax credits enacted in recent years will expire. In the midst of the debate over which taxes to change and which to renew, the needs of low-income people could easily be lost. Bread for the World's 2010 Offering of Letters will ask Congress to protect and strengthen key tax credits that can make a big difference for low-income workers and their families.

Learn more about this year's Offering of Letters at: www.offeringofletters.org/

4. LIFE-STYLE INTEGRITY

The *...until all are fed* project will provide "music on a mission" to help the Presbyterian Hunger Program. Learn more about this unique project which moved into PRODUCTION mode this month. Rev. Bryan McFarland and others are recording, mixing and mastering the project AND you can be part of the production journey watching updates from the studio! Pledgers will not only have access to ALL updates, but 20% of EACH pledge goes to Presbyterian Hunger Program. PLUS... the songs on the project will be organized in a liturgical format and are all intended for use in worship. Learn more at: www.untilallarefed.net

5. EDUCATION & INTERPRETATION

Salem Presbytery offices serve Equal Exchange coffees, teas and some snacks. Your congregation and office can too! It is the right thing to do AND it is not really that much more expensive. Find out how at: www.pcusa.org/coffee/order.htm

Your Hunger Action Advocate, Rev. Bryan F. McFarland is available for evening programs, Church School classes, pulpit supply, retreats, workshops, etc.

email: bryan@bryanfieldmcfarland.net cell: 336.327-2041



**SALEM PRESBYTERY
EXAMINATIONS COMMITTEE
Tempe Fussell, Moderator
July 17, 2010**

In context of the committee's examination, Kellie Browne was asked those questions that were required through the endorsement of the Peace, Purity and Unity Special Committee's Report. There were no declared departures from the essential tenets of the Church. In addition, Examination Committee members were given the P.U.P. Committee's suggested questions to be used as a reference during the interview.

RECOMMENDATION:

1. That the Presbytery proceed with the examination of **Kellie Jo-Anne Browne** who is a candidate under the care of Salem Presbytery and a member of Oak Ridge Presbyterian Church, Greensboro, North Carolina. She has been examined and approved by the Examinations Committee of Salem Presbytery. Ms. Browne has preached during the meeting of Presbytery and that sermon is a part of the examination process. We therefore move that her examination be sustained as satisfactory, and that following her signing of the Book of Ministerial Obligations, she be enrolled as a Minister of Word and Sacrament of the Presbyterian Church (USA) and a member of Salem Presbytery.

Faith biography introduction:

I was born in Toronto, Canada and christened in the Anglican Church. My family considered ourselves to be nominally Anglican. We did not attend church, and I did not really know what "Anglican" meant. It was just what I put on my school forms.

Nevertheless God was always there, calling me through events unique to me. For example, I was the only person in my family to attend a Christian summer camp where I read the bible and learned to sing several hymns. I assumed these hymns were "camp songs" until returning home to hear the other "camp songs" my brother learned at his camp.

My husband and I were married in the United Church of Canada. We moved to Maryland when our children were in kindergarten and second grade. In Maryland, we were invited to attend the Presbyterian Church (USA) with our neighbors. The first time I sat in the pews, I sensed an overwhelming feeling that I was home and that God had been patiently waiting for me to get there.

Over the next several years, as a stay at home mom, I became actively involved in the church. During these years I was ordained as an elder and a deacon, serving three different congregations, twice as a member of session and once as the chair of the deacons. I strongly sensed God's call to full-time ordained ministry, even though I had not yet been to college.

At the age of forty, and with some fear and trembling, I made the decision to go to the university to work on my B.A. I had exhausted every effort to think of a way to answer God's call without university. I earned my B.A. in history and religious studies, and began working on my M.Div. at the Wake Forest University School of Divinity. I graduated from Wake Forest in May, 2009.

I have been working in the church through these more recent years as a seminary intern and now on a volunteer basis with my own pastor and mentor, Carl Utley at Oak Ridge Presbyterian Church while seeking a call to ministry in this geographical area. My husband

and I are ready to step out in faith, following God's call to me in ministry. Our children are also supportive of my call. Our daughter is completing a Master's degree in library science at Chapel Hill, and our son is completing his B.A. at UNCG.

Statement of faith:

I believe in the one true God, Creator of all things seen and unseen. This is the God who called a people through Abraham, freed this people from slavery in Israel, and spoke through the prophets. This is the same God who became incarnate in Jesus Christ, and through whom salvation and redemption are made available to all who believe. This one God is a communion of three—Father, Son and Holy Spirit—who always work in unity.

I believe in one Lord and Savior, Jesus Christ, the historical and unique person who was at the same time fully God and fully human. Through his life, death and resurrection, Jesus Christ has opened the way for all to have access to the fullness of God's plan, both now and eternally.

I believe in the Holy Spirit, through whom the Scriptures of the Old and New Testament were written. This same Spirit sustains us, prays for us, and always points us to Jesus Christ.

I believe God created all things good, but that human beings have turned away from God. We sin against God by pursuing our own gods and our own ways. God, however, does not turn away from us. God pursues us, seeking to turn us back to God. Through the loving sacrifice of Jesus Christ, we are invited to return to God as forgiven people. Our salvation is certain and is offered to us by God's grace, and not because of anything we have done.

I believe the church is God's chosen instrument on earth, called to love and serve others, always reaching out with the message of God's love and salvation. Jesus Christ alone is head of the church, and together believers are the body of Christ. We are called into relationship with Jesus Christ and with one another.

I believe the sacraments of the church, the Lord's Supper and Baptism are the visible signs of God's inward actions in our lives. Through the waters of baptism, we receive cleansing from the stain of sin and are marked with God's seal of our salvation. God's grace touches us through the sacraments. Through our participation in the Lord's Supper, we experience a communion with Jesus Christ and with the church universal. We receive nourishment for our souls, strengthening us for ministry. In both of these sacraments, ordinary elements are set apart as the means through which we are joined with God.

I believe the Old and New Testaments are equally inspired by the Holy Spirit as the unique and authoritative witness to Jesus Christ. Scripture instructs us about the nature and purpose of God, whose justice and love always work together to achieve God's purposes for all of creation. The Holy Spirit continues to inspire our understanding of Scripture and of God's purpose through the preaching and hearing of the Word.

**SALEM PRESBYTERY
EXAMINATIONS COMMITTEE ADDENDUM
Tempe Fussell, Moderator
July 17, 2010**

RECEPTION OF MINISTER TO RETURN TO SALEM PRESBYTERY-PERIOD HAS BEEN LESS THAN THREE YEARS:

RECOMMENDATION:

1. That the Presbytery proceed with the examination of the **Reverend Thomas Burleson**, who is returning to Salem Presbytery to seek membership, and the period of absence has been less than three years, the appearance of the Minister before the Examination Committee is waived and the minister appears for suitability and fit by the Committee on Ministry, and subsequently stands before the Presbytery for examination for reception as a Minister Member.(COM Policy Manual P-29.1, adopted 1/24/10)

Faith biography introduction:

Born in the turbulent year of 1968, I have had... so far... what I would characterize as a nicely normal and fairly unremarkable life. There has been love found and love lost. Successes and failures all along the way. Good times and bad times. Friends and enemies and everybody in between.

My childhood was one of middle class, suburban comfort and adventure. Childhood school days were fun without too much undue drama. Even those pesky teenage years were filled with more geekiness than trauma and drama. The four years at UNC- Chapel Hill came and went way too fast.

After some missteps in the transition from college to "real life" in my early twenties, I went out in search of myself as an "educator" and somehow that journey led me to Princeton Theological Seminary after a stint in the world of preschools. Baptized as an infant in a small Presbyterian church in the mountains of Tennessee, I had grown up in the church during all those wonderful suburban years. Sunday School, VBS, Children's Choir (at least until my voice changed and I could finally convince the powers that be that I was no singer and had been faking it for years), Confirmation, Youth... did it all. I had a well-programmed instilled faith, but in retrospect I wouldn't really call it mine, yet. Still, somehow in those too quick college years I kept finding myself in different religion classes every semester. On this journey toward "educator", Christian educator felt right. There wasn't a whole lot of thought and deliberation. This was what I was supposed to do. I felt it.

At Princeton, I finally was able to explore with abandon what it was I believed. I was taught how to delve deep into scripture. I was set loose to explore theology. I was finally given permission to make my faith my own. With MA in hand, I went off to become a Christian Educator at First Presbyterian, Franklin NC. I was an educator with attitude. No, I would not become a minister. No, I did not want to step behind the pulpit. No, I am never going to be a minister. No. No. No. Okay, maybe.

Four years later it was back to Princeton. As an educator, I had hit the proverbial non-ordained glass ceiling and wanted to serve more this congregation I had fallen in love with. My youth group had a nasty habit of growing up and I wanted to be able to fully minister to them throughout their lives. It was a strange lesson to learn... that in order to serve better I would have to leave that congregation behind and take my love for them into the rest of

ministry. Growth, I suppose. During those four years in Franklin, I also met, fell in love and convinced Jo to be my wife in a whirlwind courtship that took about as long as it took me to write this sentence. We also had our first child, Baylen. In between classes at Princeton, we cooked up our daughter Sarah who wouldn't be born until a few months into my first ordained call at Sparta, NC. She was born into a congregation of proud grandparents.

As first calls go, I was spoiled by Sparta. My eight years there were full. As a hybrid educator/minister, I was often the one who was learning the lesson. In the first half of my time there, I learned about death and dying. I came to know too much about cancer. I learned to let go of whatever fear I had of death and to replace it with trust in God. I learned about listening instead of waiting for my turn to talk. I learned how to dream about ministry and the risks that have to be taken in order to have those dreams realized. I learned how to fail in order to succeed. I learned that being a minister went beyond the four walls and the small group of people who carried the name "member". I learned about community; it's possibilities and pitfalls. I learned to keep learning. And in that time, I earned another piece of paper to hang on my wall along with the joyful vanity of putting three stripes on my "preachin' robe".

I had hoped that my second call in Union, KY would be just as full. Union presented itself as a church with immediate challenges and amazing potential. Unfortunately, too much too soon became full of conflict as my hopes for another long-term call turned into just a year and a half as "unintentional interim". Union is still a church with immediate challenges and amazing potential.

So today, I am euphemistically in transition and in between calls. Back at my home in Sparta because of the non-existent housing market here. After fifteen years together, Jo and I are preparing for the next family phase as the children hit full into their teenage years. And I am hoping for what tomorrow's ministry will bring.

His Statement of Faith:

I believe in God the creator of all and in the innate goodness of creation as a reflection of its Creator. Nothing exists outside of God. Like God, creation is not stagnant, but is full of the newness of life. It is in the love and the absolute free grace of God that all things find meaning. God delights in what God has wrought. To us God is a mystery, which we continually seek to understand through relationships and narrative, but we will never fully understand the totality of the heart, mind, and will of God. The revelation of God will continue throughout the existence of humankind and beyond.

I believe in Jesus of Nazareth as the Christ, the anointed of God, the embodiment of God's boundless grace. Through the sinless life of Jesus, we find focus and connection with an unfathomable God. Christ is the door that opens the way to a closer relationship with God. As disciples, we follow the example and teachings of Jesus; living the life of the servant, loving God with all our heart, mind, strength and soul and loving our neighbor as ourself. Through the cross of Christ, sin is overcome and we are set free to embrace a life of love because we know that God first loved us.

I believe in the Holy Spirit, the sustainer of all Creation. The Spirit does not control, but allows for the possibility for both sin and sanctification to enter into the relationship between God and creation. The Spirit empowers; keeping creation connected, continually calling it into relationship with God and each other. The Spirit inspires through the giving of gifts, and vocation; calling us to wholeness as God intended.

I believe the church to be the Body of Christ, empowered by the Spirit of God both individually and collectively. The church is called to use the gifts and talents bestowed by God in the furtherance of the servant ministry of Jesus Christ. The church is not perfect, and,

like the people who make it up, is stained by sin. Just as each Christian journeys in their faith, so does the church; constantly confessing its sin and reforming towards grace in its corporate journey. Baptism unites the body by presenting a responsibility born of God's grace, bonding each member to one another and to God in Christ. The Eucharist strengthens and renews that bond, reminding us that Christ is the ever-present head of the Church.

I believe the Bible to be the inspired Word of God. However, scripture does not fully encapsulate a total understanding of God, but represents the work of the faithful as they have sought after God in their own time and place. The Bible informs our continual act of discernment of the real presence of God at work in the world. Each generation must responsibly seek after God in the words of scripture through continual study of not only the words themselves but also the historical and cultural contexts behind those words and how those contexts affected that generation's search after God. In this way, we can also expose the limitations of our own time and culture as we too imperfectly seek after God. The Bible stimulates our hearts, minds, and souls; teaching and challenging through the different journeys of those who have come before, broadening our limited understanding of God in our own time.

**SALEM PRESBYTERY
COMMITTEE ON MINISTRY
Steve Scott and Jo Ann Woodcock, Co-Moderators
July 17, 2010**

I. COMMITTEE ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

A. RENEWING INTERIM PASTORAL RELATIONSHIPS

1. Concurred with the Session of the Fellowship Presbyterian Church, Greensboro, North Carolina, in renewing the Interim Pastor contract with the Reverend Joel Long for a period of one year, beginning June 1, 2010.
2. Concurred with the Session of the Second Presbyterian Church, Salisbury, North Carolina, in renewing the Interim Pastor contract with the Reverend Roger Mackey for a period of ninety days, effective March 27, 2010.
3. Concurred with the Session of First Presbyterian Church, Eden, North Carolina in renewing the Interim Pastor contract with the Reverend Benjamin E. Williams for a period of one year, beginning July 15, 2010.
4. Concurred with the Session of Sparta Presbyterian Church, Sparta, North Carolina, in renewing the Interim Pastor contract with the Reverend Robert Mathias for a period of six months, from May 1, 2010 to November 1, 2010.
5. Concurred with the Session of Pine Hall Presbyterian Church, Pine Hall, North Carolina, in renewing the Interim Pastor contract with the Reverend Richard Hildebrandt for a period of three months beginning May 1, 2010.

B. SECURING A TEMPORARY SUPPLY

1. Concurred with the Session of the Clemmons Presbyterian Church, Clemmons, North Carolina, in securing the Reverend Terri Engle to serve as the Temporary Supply for the period of May 17, 2010 through August 17, 2010.

C. RENEWING A TEMPORARY SUPPLY

1. Concurred with the Session of the Jamestown Presbyterian Church, Jamestown, North Carolina, in renewing the Temporary Supply contract with the Reverend James B. Wagner, for a period of 12 months, beginning January 1, 2010.

II. COMMITTEE ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. DISSOLUTION OF PASTORAL RELATIONSHIP

1. Dissolved the pastoral relationship between the Reverend James Dickens and the Logan Presbyterian Church, Scotts, North Carolina, effective June 11, 2010.

B. TRANSFER OF MINISTER OUT OF SALEM PRESBYTERY

1. The Reverend Kurt W. Johnston was transferred to Charlotte Presbytery, effective January 1, 2010, and the Stated Clerk has requested a letter of transfer.

C. PERMISSION TO LABOR OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

1. Upon receiving notification that the Reverend J. William Lindeman has received permission to labor within the bounds of the Presbytery of the Western Reserve, COM granted permission for the Reverend J. William Lindeman to labor outside the bounds of Salem Presbytery from January 1, 2010 to December 31, 2010, to be renewed January 1 of the next year.

D. MODERATOR OF SESSIONS

1. The Reverend Bruce Benton was appointed the Moderator of Session for Gulf Presbyterian Church, Gulf, North Carolina.
2. Mr. Jack Dyer, CLP, was appointed the Moderator of Session for Stoneville Presbyterian Church, Stoneville, North Carolina.
3. The Reverend Kyle Goodman was appointed the Moderator of Session for Logan Presbyterian Church, Scotts, North Carolina, until other service at Logan Presbyterian Church has been engaged.
4. The Reverend Fred Coates was appointed the Moderator of Session for Church of the Springs, Barium Springs, North Carolina.
5. The Reverend Steve Lindsley was appointed the Moderator of Session for Edward Web Memorial Presbyterian Church, Mt. Airy, North Carolina.

E. COMMISSIONED LAY PASTORS (RENEWAL)

1. Mr. Bruce Wheeler CLP contract with the Milton Presbyterian Church, Milton, North Carolina was renewed for one year, effective April 1, 2010.
2. Ms. Sue Flippin CLP contract with Siler City Presbyterian Church, Siler City, North Carolina was renewed for one year, effective May 1, 2010.
3. Mr. Terry Collins CLP contract with Asbury Presbyterian Church, Westfield, North Carolina was renewed from May 16, 2010 to August 31, 2010.

F. STATED SUPPLY RELATIONSHIP (RENEWAL)

1. The Reverend Benjamin F. Williams contract as Stated Supply at Piedmont Presbyterian Church, Burlington, North Carolina, was renewed for one year, effective May 1, 2010.
2. The Reverend Clyde T. Cook contract as Stated Supply at Love Valley Presbyterian Church, Love Valley, North Carolina, was renewed for a period of one year beginning June 1, 2010.
3. The Reverend Calvin Crump contract as Stated Supply at Shady Side Presbyterian Church, Lexington, North Carolina, was renewed for 1 year, effective January 1, 2010.

III. RECOMMENDATION FOR THE ACTION OF PRESBYTERY

CANDIDATE OF SALEM PRESBYTERY ACCEPTING A CALL

1. That following her successful examination, the call of John Calvin Presbyterian Church, Salisbury, North Carolina, to Ms. Kellie Jo-Anne Browne, a Candidate under the care of Salem Presbytery, to serve as Pastor be found in order; and the Terms of Call (printed below) be approved; and that upon the signing of the Book of Ministerial Obligations, the call be placed in her hands. The committee on Ministry is satisfied that this congregation has

complied with the EEO provisions of the Book of Order (G-11.0502g) and the AAEEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is July 15, 2010.

Salary	\$28,000	
Manse allowance	\$ 9,000	
Utilities Reimbursement	\$ 3,000	
Automobile Expense Reimbursement	\$ 1,700	COM recommends for consideration, that Automobile Expense read as "Provided" for tax purposes.
Education/Book Reimbursement	\$ 1,200	
Board of Pensions	PROVIDED	
Moving Costs	PROVIDED	
Four weeks vacation		Two weeks study leave
Two months maternity leave at full pay		

The following Administrative Commission be approved to ordain and install Ms. Kellie Jo-Anne Browne at John Calvin Presbyterian Church, Salisbury, North Carolina, on August 15, 2010 at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
James Rissmiller	Preside & Propound the Constitutional Questions	Minister
Jill Crainshaw	Preach the Sermon	Minister
Carl Utley	Charge the Minister	Minister
Joyce Caddell	Charge the Congregation	Elder
Betsy Rule	Lead in Worship	Elder
Richard Browne	Lead in Worship	Elder
David Boger	Prayer of Installation & Ordination	Elder

MINISTER TRANSFERRING TO SALEM PRESBYTERY

- CA 1.** That the Reverend Thomas Burlson, currently a member of Cincinnati Presbytery be received into Salem Presbytery as a Member at Large, EOD #797, and further that the Stated Clerk be asked to request a letter of transfer, effective June 24, 2010.

COMMISSIONED LAY PASTOR (new)

- CA 1.** That Mr. Jack Dyer be commissioned as the Commissioned Lay Pastor of the Stoneville Presbyterian Church, Stoneville, North Carolina, for a period of one year, effective August 1, 2010 and that he be granted permission to celebrate the Sacraments and moderate the Session under the supervision of the Reverend Edgar Self.
- CA 2.** That Mr. Timothy Bates be commissioned as the Commissioned Lay Pastor of the Cameron Presbyterian Church, Statesville, North Carolina, for a period of one year, effective June 1, 2010.

HONORABLE RETIREMENT

- CA 1.** That the Reverend Bernard Leslie Spielman, Jr. be granted the status of Honorably Retired effective July 1, 2010, and that a Service of Retirement be held at the July 17, 2010 Presbytery Meeting, option 3, and that he be placed on the Presbytery Pulpit Supply list.

- CA 2.** That the Reverend Phil Gehman be granted status of Honorably Retired effective August 31, 2010, and that a Service of Retirement be held at the October 2010 Presbytery meeting.

AUTHORIZATION OF CLP TO PERFORM WEDDINGS

- CA 1.** Mr. Terry Collins, CLP, has completed the Presbytery approved curriculum to prepare him to perform weddings, therefore COM recommends that Mr. Terry Collins be authorized to perform services of Christian marriage in the congregation of which he is the Commissioned Lay Pastor.

AUTHORIZATION OF AN ADMINISTRATIVE COMMISSION TO ORDAIN A CANDIDATE OF SALEM PRESBYTERY ON BEHALF OF ANOTHER PRESBYTERY

- CA 1.** The Committee on Ministry concurs with the following Administrative Commission to ordain Mr. Joseph Sandoval, a Candidate under the care of Salem Presbytery, on behalf of New Hope Presbytery where he has accepted a call. The ordination will be held at First Presbyterian Church, Greensboro, North Carolina, on August 1, 2010, at 4:00 pm.

NAME	RESPONSIBILITY	MINISTER/ELDER
Sidney Batts	Reside & Propound the Constitutional Questions	Minister
Thomas Currie	Preach the Sermon	Minister (Guest)
Lawrence Avent	Charge the Minister	Minister
Terry Lashley	Prayer of Ordination	Elder
Neil Dunnivant	Lead in Worship	Minister
Noe Juarez	Lead in Worship	Elder

ELDERS AUTHORIZED TO CELEBRATE THE LORD'S SUPPER

- CA 1.** That authorization for Mr. Larry Bailey, CLP, be renewed to serve the Lord's Supper no more than once a quarter at Beulah Presbyterian Church, North Wilkesboro, North Carolina, for a period of one year, effective April 23, 2010.
- CA 2.** That authorization for Dr. Y. Dianna Wright be renewed to administer the Sacrament of the Lord's Supper for a period of one year, beginning July 18, 2010, in congregations of Salem Presbytery where an ordained minister of Word and Sacrament is not available to meet the needs for administering the Lord's Supper.

2011 MINISTER'S ANNUAL COMPENSATION

- CA 1.** The COM recommends to Presbytery that the following figures be adopted for ministerial minimum compensation for full-time service in 2011:

Salary:	\$27,350
Housing Allowance (or free use of manse including utilities)	\$8,470
Auto Reimbursement:	Provided
(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal allowable rate, currently \$0.50 per mile)	
Board of Pensions:	Provided
If Housing Allowance: \$11,284 (31.5% of salary-plus-housing)	
If Use of Manse: \$11,197	
Continuing Education and/or Book Reimbursement:	\$1,125
Vacation:	4 weeks
(This means 20 "normal work days", assuming that two days per week are "time off".)	
Study Leave:	(including Sundays) 2 weeks
Maternity Leave with full pay:	2 months

Or	
Paternity Leave with full pay: (whichever is appropriate)	1 month
Days off per week:	at least 1
Moving (to the field) expenses reimbursement:	Provided

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in the ministry (up to 10 years) should be added to the minimum salary adopted by presbytery.

If ministers are provided with a manse in which to live, the churches to which such ministers are called are encouraged to establish an equity allowance for the minister.

The COM asks the Church Growth & Transformation Committee to serve as a resource for those churches that may need a greater understanding for the need to meet these minimum standards.

These figures do not include the cost of someone to fill the pulpit when the pastor is away, nor the cost of Worker's Compensation insurance or other similar expenses.

****We recognize that we all have experienced difficult economic times, however, if the church's budget permits, we recommend that existing calls be increased by at least 2.31%.**

2011 CERTIFIED CHRISTIAN EDUCATOR ANNUAL COMPENSATION

- CA 2.** The COM recommends to Presbytery that there be no mandatory change to minimum compensation guidelines for 2010 for full-time service for Certified Christian Educators in Salem Presbytery:

Salary:	\$35,820*
Auto Reimbursement:	Provided
(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal allowable rate, currently \$0.50 per mile)	
Board of Pensions:	Provided
Professional Development:	\$1,125
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.
Or	
Paternity Leave with full pay: (whichever is appropriate)	1 month

(*Note: It is intended that the minimum salary of a Certified Christian Educator not exceed the minister minimum. This particular recommendation herein is a combination of the recommended 2011 salary and housing allowance for ministers.)

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in church education (up to 10 years) should be added to the minimum salary adopted by Presbytery.

****We recognize that we all have experienced difficult economic times, however, if the church's budget permits, we recommend that existing contracts be increased by at least 2.31%.**

RECOMMENDATION BUT NOT REQUIRED:**Endorsed as Recommendations for individuals in full-time service to the Church:**

The following salary minimums (adjusted for the growth in the Consumer Price Index – as were the ministerial and certified educator minimums) are offered as guidelines for 2011 for individuals in full-time service of the church:

Non-Certified Educator, Bachelor's degree or less:

Salary:	\$23,250
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Professional Development:	\$1,125
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.
Or	
Paternity Leave with full pay: (whichever is appropriate)	1 month

Non-Certified Educator, Master's in Christian education:

Salary:	\$26,040
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Professional Development:	\$1,125
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.
Or	
Paternity Leave with full pay: (whichever is appropriate)	1 month

Non-Certified, non-ordained M.Div. in Christian education or youth:

Salary:	\$31,740
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Professional Development:	\$1,125
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.
Or	
Paternity Leave with full pay: (whichever is appropriate)	1 month

Certified Associate (Bachelor's level)

Salary:	\$30,070
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Professional Development:	\$1,125
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.

Or
 Paternity Leave with full pay: 1 month
 (whichever is appropriate)

For all levels of Educators:

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in church education (up to 10 years) should be added to the minimum salary adopted by Presbytery.

****We recognize that we all have experienced difficult economic times, however, if the church's budget permits, we recommend that existing contracts be increased by at least 2.31%.**

ITEMS REPORTED FOR INFORMATION:

1. Contracts for Commissioned Lay Pastors will read as follows:

Based on the growth of the Consumer Price Index (as used for other compensation recommendations), the COM has adjusted the compensation of Commissioned Lay Pastors to \$18.42 per hour effective January 1, 2011.

2. Days off and vacation time is defined as follows:

Pastors/Educators/CLP's in Salem Presbytery have as part of their Call or Contract at least four weeks of vacation. Four weeks is to be defined as twenty-eight (28) calendar days, including four (4) Sundays.

3. Background checks are necessary to meet insurance requirements as follows:
 - A task force will be created in each neighborhood to communicate and process the background checks needed to comply with insurance needs.
 - Background checks will apply to all existing Ministers and CLPs and will be charged \$30.00 for the cost of the check, at their next change of call. (note: Sessions may want to absorb this cost for their Minister or CLPs) A five year rotation will be in place to redo the background checks, to remain current. Red flags will only be reviewed by the Neighborhood Presbyter and Neighborhood COM. All processed checks will be confidential and kept in a locked file in the Presbytery Office.
 - Clerks of Session will be notified of Ministers and CLPs who have not completed this task.
 - A draft of a proposed policy will be acted on at the September 2010 Plenary COM meeting and reported at the October Presbytery meeting as information.
 - At the July Presbytery meeting all ministers and CLPs will sign a statement that they have read and will comply with the Salem Sexual Misconduct Manual (adopted July 2007) and returned to the Presbytery office to be inserted into personnel files. The Senior Administrative Assistant will maintain a spreadsheet of everyone who has signed and returned their background permission form and the "to comply with signature page" of the Salem Sexual Misconduct Manual.



World Communion of Reformed Churches

Message from the Uniting General Council 2010 Grand Rapids, United States

Called to communion, committed to justice



Communion cup of fellowship, unity, togetherness

God gathered us

In Grand Rapids, Michigan, we gathered in hope, from the world-wide family of Reformed Churches, representing 230 denominations and 80 million believers, bound to God and to one another through our baptism and called into unity as disciples of Jesus Christ. We united in praise of God.

Yet we lamented the absence of 71 sisters and brothers from around the world who should have been with us but were prevented from sharing our fellowship because they were denied visas to enter the USA.

Confessing our past divisions, and rejoicing that, by the grace and forgiveness of God, we are not bound by our past, we participated in the birth to the World Communion of Reformed Churches, a testimony to our thirst for unity.

We, in all our diversity, acknowledged with thanksgiving our opportunity to meet in the traditional territory of the Odawa, Ojibwa, and Potawatomi Native American peoples. Despite a history of devastation and loss, in which the Church was complicit, they extended to us a gracious welcome and gave honour to those visiting their land. Through the drum, dance, and song of their culture, we listened to their confession of Christ. There were those among us who heard echoes of their own stories. Their witness called us to confess how we too are broken and in need of healing. Our understanding of mission was challenged to accept different ways of expressing our faith. And we were inspired and filled with hope by their longing to share their distinctive insights into the faith we share as we seek reconciliation as peoples of God, the Creator.

We sought the inspiration of the Holy Spirit as we continue our journey together.



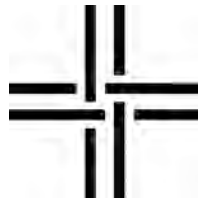
Confessional Identity

God's word addresses us

We were moved by the Word of God which came to us in many ways as we explored our theme: "making every effort to maintain the unity of the Spirit in the bond of peace." (Eph 4:3) It came through our worship in music, dance, drama and sermon; through dialogue and conversation as we found connections across cultures; through reading and studying the Scriptures together.

We heard and were touched by how the overflowing communal nature of God draws us into communion with God, with one another and with all creation. We celebrated this communion at the Lord's table. We recognised that this communion is for the sake of the world's transformation. We heard that our identity as God's people commits us to the work of God's justice.

In the face of the global divide between rich and poor, and the suffering of the earth, we heard the Gospel of reconciling love and prepared ourselves to respond in joyful hope.



Woven together for greater strength

We respond to God's Word

Called to communion and committed to justice:

- We pray for those living in divided communities who long for reconciliation; for those whose voices go unheard, whose gifts are not valued, whose humanity is not respected; those subjected to humiliation and violence; those under oppression and persecution:

We pray for the earth, the water and the air as they suffer from human exploitation of natural resources, and for all those who suffer from the devastating effects of climate change. (Rom 8.21-22)

Called to communion and committed to justice:

- We give thanks to God for the rich experience of being in communion in the World Communion of Reformed Churches and of being drawn together as partners in God's mission to the world.

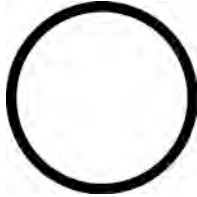
Called to communion and committed to justice:

- We have come to recognise in the youth among us a new fire for ecumenism and we commit ourselves to work together in this new communion as equals, remembering that God values and welcomes people of every age:
- We promise our children that we will listen to them, honour their questions and celebrate their voices, understanding that they are part of the church of today with gifts that enrich the family of God.

- We will strive to care and be fair to every generation and to all of God's creation, listening to God's instruction like children, so that we might all be partners in God's plan for unity in the world and the kingdom to come.

We, in all our diversity, will seek to equip one another to participate in the mission of the triune God in ways:

- that strengthen our spirituality and worship as the means by which our communion is nourished, refreshed and renewed
- that strengthen our sense of being united in one church family, including a commitment to gender equality and to respect for the environment,
- that strengthen our passion for justice, including in the global economy and in the creation of reconciled communities



A circle of unity with justice for all

We are sent into the world by God

We are sent out in peace, ordained and non-ordained alike, equals in the priesthood of Christ and in the unity of the Spirit, to love and serve the Lord, called to communion and committed to justice.



Message for children from the Uniting General Council 2010 Grand Rapids, United States

A Message to the Children

We were invited by God for a meeting with new friends in Michigan, USA, for a church family party.

God knows your name and our names and that's what makes us a family. That's why God invited us to a big family meeting in Grand Rapids to get to know each other better. The family members came from all over the world!

It was a shame that 71 family members couldn't come to the party. They were not allowed to cross the borders into the United States. It made us sad and mad so we thought about them a lot while we were together and we prayed for them.

As in every family there have been problems between sisters and brothers, and aunties and uncles, and parents and children, and cousins too. But one of our wise uncles welcomed us with a smile and told us stories about the first peoples who lived here and about our family history and he said "some things have gone terribly wrong in the past because you didn't know how to listen and how to share. But now I will reach out to you and I hope you to me, and let's do better in the future." You should have seen his face when he said this to us. It made us believe that we really can!

We had meals together, and lots of good food. We sang songs and danced together, the young ones and the old ones in our family. We even ate at Jesus' table. And God said "Oh, I LOVE this family!!"

The family members laughed and cried and sang and prayed together early and late every day. It was really cool!

Some people told us about bad things that have happened in their neighbourhoods, so we prayed for them and for the earth, and the air, and the water, and the animals, and everything that God has created.

It was so wonderful that we would have liked to stay at the party ALL the time. But we had to say good-bye and return to our own homes. Some of the family members will go home to fancy places. Others will go home to places where there is war and hunger. It's so unfair! Even though we know that God will go with us to all places, there is a need for something more - that's what this family is for!

Before we said good-bye we made promises to each other, saying "I will not forget you. I will listen to you. You will be my friend. I will be fair to you, care about what happens to you, and if you need me I will be there for you. We will work together for everyone in our church family and for all other families too!"

And when it was really time to say good-bye we hugged each other. In all of the hugs we felt the touch of our loving God who invited us to this party and reminded us that we are family. This is the story I want to tell you. Can you imagine what this was like? This is our family, the family we are called to be.

**SALEM PRESBYTERY
CHURCH GROWTH AND TRANSFORMATION COMMITTEE
Rev. Barrie Kirby, Moderator
July 17, 2010**

The work of the Church Growth and Transformation Committee encompasses all three areas of the Mission focus of Salem Presbytery; REACH, EQUIP, and SEND. REACH as we support New Church Development; EQUIP as we support congregations with workshops and training; SEND as we provide loans and grants to our congregations. The committee meets on the first Monday of each month at the Salem Presbytery Office in Clemmons from 10:00am-12:00noon.

Members are Rev. Barrie Kirby (moderator), Rev. Sam Marshall, Mr. Marshall Steele, Rev. Emily Odom, Ms. Shirley Steele, Rev. Will Ackles, Rev. Lee Zehmer, Rev. David Lee, Mr. Andres Miranda, and Mr. Bill Browder

Each month the committee receives reports on the status of New Church Developments and on the status of churches that are in need of some type of financial assistance. The committee receives, considers and acts upon grant requests from churches. Churches requesting grant funding communicate with Rev. Marshall about their needs prior to submitting proposals. Proposals must be well developed and have clear action plans to be considered. Application forms are available from the Presbytery Office.

Committee Action between January 2010 and June 2010;

*Approved a \$50,000 grant from the Foust Home Missionary Work Trust Fund to Springwood Presbyterian Church to partially support the cost of connecting the church and proposed child care center to the Burlington city water and sewer system.

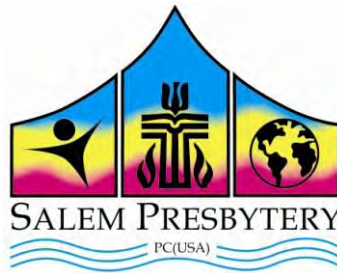
*Approved by consent a request for Presbytery to co-sign a loan application with Mt. Jefferson Presbyterian Church.

*Approved a grant of \$1000 from the Randolph-Phoenix Fund to support a one day workshop entitled GROWTH IN PREACHING presented by Dr. Don Wardlaw at High Point First Presbyterian Church and May 18, 2010.

*Approved a grant of \$1000 from the Randolph-Phoenix Fund to support a one day workshop entitled ATTRACT, REACH AND KEEP presented by Dr. Lynette Hawkins at Church of the Springs on May 22, 2010.

*Approved a grant of \$926 to First Presbyterian Church of Thomasville for the pastor to attend THE CHURCH UNBOUND CONFERENCE in Montreat on August 4-10, 2010.

*Endorsed the submission of a \$925 proposal to PCUSA General Assembly to cover the cost of a marketing program for Christian Education by First Presbyterian Church of Thomasville.



Commissioner Report Form

Exciting ministries being done in Salem Presbytery

Date and Location of Presbytery Meeting:

Date and Location of the Next Presbytery Meeting:

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

a. The Main Actions of the Presbytery were: [REACH, EQUIP, SEND](#)

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:

V. One Church / Pastor / Presbytery Effort Who / Which Needs our Support or Prayers:

REMINDER:

The Digest is on the web site within one week of the Presbytery meeting, which highlights the events and actions taken at the meeting.

2010 Updates * Board of Pensions PC (USA) * (800)773-7752

Rev. Helen Locklear, Regional Representative
Synods of Mid-Atlantic and Living Waters (Kentucky & Tennessee)
OFFICE 888.564.3717 * FAX 502.222.4568 * Email: hlocklear@pensions.org
Board of Pensions 800.773.7752 * Web Site: www.pensions.org

Healthcare Reform Is Now Law

Last month President Obama signed the Patient Protection and Affordable Care Act (H.R.3590) and the Health Care and Education Reconciliation Act (H.R. 4872) into law. The core objectives of these programs are to provide coverage to millions of uninsured individuals while taking steps to control soaring healthcare costs. Detailed provisions included such things as eliminating pre-existing condition provisions, dependent coverage to adult children, expanding Medicare, and eliminating annual and lifetime benefit maximums.

Working through the Church Alliance (a coalition of church pension board executives), our consultants, and other industry groups, the Board of Pensions is closely assessing the potential impact on the Medical Plan, our members, and all employing organizations our plan serves. Employer-based coverage such as church plans may have later effective dates than insured plans. As of today no changes have been made. As changes are implemented, they will be communicated to all our Plan members. The Board will be posting on Pensions.org summaries and FAQ's as they are developed by our internal and external experts.

CHURCH WIDE MEDIEN SALARIES (Used in Determine Minimum Pension Credits Accrued)

	<u>2010</u>	<u>2009</u>
Ordained	\$52,200	\$50,800
Exempt Lay	38,800	37,600
Non-Exempt Lay	28,500	27,600

REMINDER! TIMELY Reporting of Member Salaries Ensures Prompt Benefits (pensions benefits, death benefits and accurate monthly invoicing)

GOOD EXPERIENCE APPORTIONMENTS: 2000: 9% 2001: 3% 2002: 0% 2003: 0%
2004: 2% 2005: 3% 2006: 3.6% 2007: 3.7% 2008: 3.8% 2009: 0% 2010: 0%

Result??? A **28.1% INCREASE** in Pension Checks and Pension Credits from 2000-2010!! The Board of Pensions Defined Benefits Plan is quite unique in this "Apportionment" feature.

New Health Management Service Provider

ActiveHealth Management has replaced and expanded upon the health management services formerly provided by CareAllies. These services include:

- **Pre-Certification** – Call ActiveHealth at **866-794-3127** to pre-certify tests and procedures that require advance approval
- **Informed Care Management** – Support services to help control chronic conditions
- **Personal Health Record (NEW)** – Confidential online tool used to organize your health records; available in Spring 2010
- **Case Management** – Provides assistance in coordinating medical care and treatment for serious injury or long-term illness
- **24 Hour Nurse Line** – Registered Nurses are available 24/7 to answer your health questions

If you have questions about the programs and services through ActiveHealth Management, please call the Board of Pensions at 1-800.773.7752. .

\$100 Health Stewardship Incentive

Earn the reward of improved health and receive \$100 Health Stewardship Incentive by taking a Health Assessment and launching your Personal Health Record (PHR). The \$100 prepaid debit card can be used for IRS-qualified healthcare expenses to pay for everything from eyeglasses to office copays to aspirin. To get started:

- (1) Go to www.MyActiveHealth.com/pcusa and create your private account. This launches your secure and confidential PHR
- (2) Complete the Health Assessment (about 15 minutes)
- (3) Sign in to the MyActiveHealth Web site at least two more times on different days before July 31, 2010.

That's it! Your \$100 Health Stewardship Incentive should arrive in about three weeks of your completing Step 3.

* * * * *

Thinking about Retiring??

You may want to consider the following suggested retirement timetable

2 Years before retirement, you may want to:

- Contact your Regional Service Team at the Board of Pensions for your pension projections, information about working after retirement, supplemental medical coverage, etc.

1 Year before retirement or age 64, you may want to:

- Visit the Social Security office for information about retirement & survivor benefits, Medicare, etc.
- Become familiar with Medicare Part B

4-6 Months before retirement, you may want to:

- Contact your Executive/General Presbyter, or COM Chair regarding implementation of your retirement process
- Decide on the exact date of your retirement
- Obtain a retirement packet from the Board of Pensions
- Complete a retirement application with Social Security

3 Months before retirement, you may want to:

- Consult with your EP, and COM Chair about your retirement date, vacation benefits, and presbytery meetings to request approval for retirement. Your session will need time to plan recognition for your retirement and related arrangements
- Mail retirement papers to the Board of Pension

DON'T FORGET!!! PRE-CERTIFICATION 7-10 days BEFORE scheduled medical testing or treatment IS REQUIRED FOR MRI, MRA, CAT, PET or SPECT scans as well as all NON-emergency hospitalization for medical or surgical treatment, including maternity.

In emergency situations, seek nearest help immediately!! We request notification be made to ActiveHealth (866-794-3127) within 48 hours of emergency scans, tests, or hospitalizations.

***** Pre-certification is also required for Mental Health/Substance Abuse in-patient treatment or hospitalization; call CIGNA Behavioral Health at 866-7640-2772 to pre-certify**

**YOUR MEMBER SERVICE TEAM IS AVAILABLE TO ASSIST YOU Monday-Friday 8:30am-5:00pm ET
1-800-773-7752**

"Serious effort has been made to ensure the facts presented here are accurate and up-to-date. In an event of a conflict with the official Plan or Benefits Plan provisions, however, current official Plan documents, rates and rules will apply."

HL-04/10

ACKNOWLEDGEMENT OF

Salem Policy and Procedures...Sexual Misconduct Prevention Manual

I hereby acknowledge that I have received and read a copy of the "Policy and Procedures...Sexual Misconduct Prevention Manual" for Salem Presbytery, revised July 2007. I understand its meaning and agree to conduct myself in accordance with the policy, and am subject to its provisions concerning Administrative leave.

Date of acceptance_____

Signature_____

Print Name_____

Please return this form to the Presbytery Office for filing.

Salem Presbytery

P.O. Box 1763

Clemmons, NC 27012

Or Email to: pfreiberger@salempresbytery.org

NOTE: This manual is on the Salem Presbytery web site at www.salempresbytery.org

Commitment to Peacemaking



Responding to God's Covenant, _____ now commits itself to peacemaking. In fulfilling this commitment, we will do peacemaking through:

WORSHIP: provide worship that expresses the reality of God's peace giving;

PRAYER AND BIBLE STUDY: encourage prayer, Bible study, and spiritual disciplines that nurture and deepen the spiritual life of the community and equip people to share the gospel message of peace to the world;

PEACEMAKING IN FAMILIES AND IN COMMUNITY LIVING: create opportunities for people of all ages to develop peacemaking skills such as conflict resolution, mediation, or nonviolence training that will help them grow as peacemakers in their families, in the congregation, and in the community;

COMMUNITY MINISTRIES: work with and support ecumenical and interfaith partners and other bodies in their pursuit of social, racial, and economic justice, to confront racism and all other forms of prejudice, and to respond to people in communities, local, national, and worldwide, who are caught in poverty, hurt by unemployment, or burdened by other problems;

STUDY AND RESPONSE TO GLOBAL ISSUES: support human rights and economic justice efforts in at least one area of the world—through presbytery partnerships and sister countries;

GLOBAL SECURITY: study global security concerns, work for worldwide arms control, and support alternatives to military solutions to international and civil conflicts;

MAKING PEACE WITH THE EARTH: protect and restore the environment through study, advocacy, and individual and corporate lifestyle commitments;

RECEIVING THE PEACEMAKING OFFERING: support financially the churchwide peacemaking effort by receiving the Peacemaking Offering and through other means.



The [Session] or [Other entity within the Presbyterian Church (U.S.A.)] will provide leadership and support in its commitment to peacemaking. It will appoint a member of the committee to be the contact with other regional peacemaking committees and with the Presbyterian Peacemaking Program to receive and distribute information and resource materials that will help us to fulfill this commitment.

Signed:

Signed:

Moderator/Chairperson

Clerk/Secretary

Date

Date

Commitment to Peacemaking

Presbyterian Church (U.S.A.)

“Peacemaking is a mandate for the church because the Prince of Peace is its Lord. Christ is the peacemaker, and all believers are called to be instruments for peacemaking.”

Peacemaking: The Believers’ Calling




The 192nd General Assembly (1980)
The United Presbyterian Church in the United States of America

“Blessed are the peacemakers, for they shall be called children of God,” said Jesus Christ, the Prince of Peace (Matthew 5:9). Peace is the wholeness and well being that God wills for all creation. Although the effects of human sin wound all creation, God is continually at work in the world offering healing, wholeness, mercy, justice, and peace. God’s peace is offered wherever there is brokenness—in individual lives, families, congregations, communities, nations and creation.

God’s gift of peace is most profoundly exemplified in the life and ministry of our Lord and Savior Jesus Christ. Christ calls all who profess faith in him to share the gospel message of peace to a broken and insecure world. Responding to this gracious gift, the church, as the body of Christ, is called to join with others to go into the world to build a culture of peace and nonviolence for all God’s creation.

The General Assembly has affirmed in *Peacemaking: The Believers’ Calling* that God’s peace-giving is central to the message of the gospel of Jesus Christ.

It states that:

-  The Church is **faithful** to Christ when it is engaged in peacemaking.
-  The Church is **obedient** to Christ when it nurtures and equips God’s people as peacemakers.
-  The Church bears **witness** to Christ when it nurtures the moral life of the nation for the sake of peace in the world.

Therefore, congregations and other entities within the Presbyterian Church (U.S.A.) engage in peacemaking as an integral and ongoing part of their life and mission.

“Peace is the intended order of the world with life abundant for all God’s children. Peacemaking is the calling of the Christian church, for Christ is our peace who has made us one through his body on the cross.”

Peacemaking: The Believers’ Calling

The 192nd General Assembly (1980)
The United Presbyterian Church in the United States of America

Questions and Answers

What is the *Commitment to Peacemaking*?

The *Commitment to Peacemaking* is a tool to help Presbyterians engage individually and collectively in peacemaking ministries.

Who makes the *Commitment to Peacemaking*?

Sessions, presbyteries, synods, Presbyterian Women's groups, colleges, seminaries, and other entities that include peacemaking as part of their life and mission may make the *Commitment to Peacemaking*. Sessions who have made the *Commitment to Peacemaking* in the past may use this revision to reaffirm the *Commitment* and celebrate and renew their congregation's peacemaking ministries.

Who should affirm the *Commitment to Peacemaking*?

The session is the appropriate body in the case of a congregation. The *Book of Order* gives the session responsibility "to lead in participation in the mission of the whole Church in the world" (G-10.0102c) and "to lead the congregation in ministries of personal and social healing and reconciliation in the communities in which the church lives and bears its witness" (G-10.0102g). A presbytery committee could recommend that the presbytery make the *Commitment*. Other entities will need to think through their procedures to determine if a board of trustees, a council, or the entire group is the appropriate body to adopt the *Commitment*.

We have done peacemaking for a number of years. Why should we make a commitment now?

Making the *Commitment* can help members of a congregation or other entity understand that peacemaking is not a peripheral issue but a central declaration of the gospel and essential to the life of the congregation or other entity. The *Commitment* provides an invitation to grow in peacemaking and to pass on peacemaking ministries to future generations.

The Peacemaking Offering, one of four special offerings of the PC(USA), funds peacemaking efforts of congregations, presbyteries, synods, and the General Assembly. **25 percent** of the offering remains in the **congregation** to support its peacemaking efforts, **25 percent** goes to **presbytery** and **synod** efforts, while **50 percent** supports the work of the **Presbyterian Peacemaking Program**. The Presbyterian Peacemaking Program uses its share of the Offering to assist congregations, governing bodies, and other entities of the denomination to do peacemaking. Most congregations receive the Peacemaking Offering on World Communion Sunday (the first Sunday in October).

Does making a commitment mean having to do something in all eight areas of the *Commitment to Peacemaking* at one time?

It would be difficult to do everything at once. The *Commitment* provides opportunities to choose areas of emphasis that can vary at different times as different needs and opportunities for ministry arise.

May we rewrite the *Commitment to Peacemaking* to make it more appropriate to our vision of our peacemaking work?

A congregation or other entity may adapt the *Commitment* in any way it believes will more accurately reflect its peacemaking ministries, provided the revisions are consistent with *Peacemaking: The Believers' Calling*. In considering whether to rewrite the *Commitment*, it may prove helpful to remember that peacemaking is done in a variety of arenas: self, family, congregation, community, the global neighborhood, and the environment. It includes concern for racial and economic justice and human rights in the United States as well as internationally.

How might a session or other body decide to adopt the *Commitment to Peacemaking*?

Because of its importance, a period of study and reflection may prove helpful in making this decision. Different groups will need to design a study reflection process appropriate to their needs. Such a process might include:

Study—This could involve studying biblical passages proclaiming God’s peace-giving and God’s call to peacemaking, the *Commitment to Peacemaking*, *Peacemaking: The Believers’ Calling*, and other material. It could also involve reviewing the ongoing peacemaking ministries of the congregation or other entity. Members of the congregation or other entity could lead this study. Leadership might also come from a presbytery committee dealing with peacemaking or from congregations or entities that have already adopted the *Commitment*.

Decide—This could involve voting or establishing consensus or whatever method is appropriate.

Plan—Once the *Commitment* has been made, planning to implement the *Commitment* could be done in ways appropriate to the congregation or other entity.

Inform the Presbyterian Peacemaking Program and the presbytery committee with peacemaking responsibility—The Presbyterian Peacemaking Program in the General Assembly Council’s offices in Louisville, Kentucky, is prepared to send information and materials that will be helpful to peacemaking efforts. Congregations and other entities that have adopted the *Commitment to Peacemaking* will receive the newsletter *Peace Notes* that is published four times a year. The Presbyterian Peacemaking Program has a variety of other resources available. Presbytery committees with responsibility for peacemaking may also provide useful assistance.

Peacemaking in the Presbyterian Church (U.S.A.)

Rooted in the Reformed tradition, Presbyterians affirm God’s sovereignty over all of life. Thus Presbyterians have always engaged in seeking justice that included working for peace. Significant steps in the Presbyterian Church (U.S.A.)’s peacemaking journey include:

192nd General Assembly (1980) of the United Presbyterian Church (U.S.A.) adopted *Peacemaking: The Believers’ Calling* acknowledging the centrality of God’s peace-giving, recognizing past peacemaking efforts of Presbyterians and affirming peacemaking as an integral, ongoing part of the life and mission of all governing bodies of the Presbyterian Church and of individual Presbyterians.


121st General Assembly (1981) of the Presbyterian Church in the United States adopted *Peacemaking: The Believers’ Calling – An Affirmation of Policy and Direction*.


195th General Assembly (1983) of the Presbyterian Church (U.S.A.) urged each session to consider affirming a commitment integrating peacemaking into the life and mission of the congregation.


201st General Assembly (1989) designated peacemaking a continuing goal of the Presbyterian Church (U.S.A.).


214th General Assembly (2002) amended the *Commitment to Peacemaking* so that other entities (presbyteries, synods, Presbyterian Women’s groups and more) might express their commitment to peacemaking.


Making the Commitment to Peacemaking


 **declares** that becoming a part of God's peace-giving is a mission priority of the congregation or other entity;

 **challenges** a congregation or other entity to grow on its peacemaking journey;

 **establishes** a framework for planning and implementing peacemaking in every aspect of the ministry of the congregation or other entity;

 **invites** Presbyterians to work for peace in their own lives, their families, their community, and the international arena;

 **provides** a means for evaluating peacemaking efforts; and

 **encourages** contact and cooperation with other Presbyterian congregations and entities and individuals and communities in other denominations and faiths involved in peacemaking.

To Report Your Commitment to Peacemaking

Please return to the Presbyterian Peacemaking Program, 100 Witherspoon Street, Louisville, 40202-1396.

Responding to God's Covenant, _____ now commits itself to peacemaking.

Signed: _____
Moderator/Chairperson Date

Signed: _____
Clerk/Secretary Date

Name of Church/Entity: _____

PIN Number (if applicable): _____

Street: _____

City/State/Zip: _____

Telephone: _____ E-mail: _____

A contact person for the Presbyterian Peacemaking Program and the presbytery peacemaking committee is:

Name: _____

Street: _____

City/State/Zip: _____

Telephone: _____ E-mail: _____

Is there help available as we implement our commitment to peacemaking?


God, who gave us the ministry of reconciliation, is the greatest source of strength and power as we work for peace. Through prayer, study, and action, we experience God's peacemaking in our own lives and throughout the world.


Many presbyteries have a committee working on peacemaking issues that is able to help


you implement your commitment to peacemaking. Such a committee can also tell you which other congregations and entities in your presbytery have made such a commitment.

The Presbyterian Peacemaking Program produces a variety of resources to support your peacemaking ministries.

Basic peacemaking resources may be ordered by calling Presbyterian Distribution Service at 800-524-2612 or by going online at www.pcusa.org/marketplace.

 *Peacemaking: The Believers' Calling*, PDS #OGA-88-047, \$1.50 plus s/h.

 *Commitment to Peacemaking brochure*, PDS #70-270-03-024, free plus s/h.

 *Doing Peacemaking: Implementing the Commitment to Peacemaking in your Congregation, Third Edition*, PDS #70-270-098-011, \$1.00 plus s/h.

Created in 1980, the Presbyterian Peacemaking Program assists the church as it responds to the gospel calling to "seek peace and pursue it" through:

-  **Intergenerational Conferences**
-  **International Peacemakers and Travel Study Seminars**
-  **Leadership Development and Support**
-  **The Presbyterian United Nations Office**
-  **Resources and Publications**
-  **Young Adult Peacemaking Leadership Development**

Contact the Presbyterian Peacemaking Program

Call

888-728-7228, ext. 5788

Write

Presbyterian Peacemaking Program
100 Witherspoon St., Room 1624A
Louisville, Kentucky 40202-1396

Bookmark

www.pcusa.org/peacemaking



A Ministry of the General Assembly Council

Supported by Contributions to the Peacemaking Offering



PDS #70-270-03-024