



Welcome to the 82nd Stated Meeting of Salem Presbytery.

The Session and Congregation of **First Presbyterian Church, Greensboro**, welcome you on April 21, 2009. In this package are directions to the church, parking directions, and a history of this glorious ministry. Please respect that this is a peanut free church.

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.

NOTE: Ballots for voting on the proposed Book of Order amendments will be distributed at registration to those persons who are entitled to vote.

Orientation for Elders attending presbytery for the first time will commence at 8:30AM. Get location directions at the registration table.

Lunch tickets will be on sale at Registration for \$10.00 (note the new price). Checks should be made payable to First Presbyterian Church.

The docket for this meeting will commence with worship, the Reverend Sandra Greene preaching. A **Necrology Service** will follow communion. Examinations Committee and Committee on Ministry reports will be received during the morning session, including a sermon by a Candidate.

Honorable retirement of the Reverends George Hunter and Norman Whitney will be celebrated during the morning session.

Prayers of Thanksgiving and Intercession will be offered immediately before lunch. Please pick up cards to list your prayer concerns when you register. Hand the cards to the Clerk's table prior to lunch.

Voting on the proposed Amendments to the *Book of Order* will take place in the afternoon session. Two presentations on proposal **08-B (Ordained Officers)**, one in favor and one opposed, will be delivered prior to the lunch break. We will move to the Life Center in the church facility for lunch and for round table discussions on the proposed amendments. Additional debate time is allocated for the afternoon.

This is expected to be a busy meeting. Please pay attention to directions when moving within the facility; getting lost will only delay progress.

Grace and peace,
Mack Dagenhart
Stated Clerk





A Word of Hope from General Presbyterian Sam Marshall

"Unless the Lord builds the house, those who build it labor in vain. Unless the Lord guards the city, the guard keeps watch in vain. It is in vain that you rise up early and go late to rest, eating the bread of anxious toil; for God gives sleep to God's beloved." Psalm 127: 1-2

Quaker writer and theologian Parker Palmer describes the "Shadow Side of Leadership" in an article entitled *"Leading from Within."* His definition of leadership sets a high bar for all of us members who serve in the Presbyterian Church: "A leader is a person who has an unusual degree of power to project on other people his or her shadow, or his or her light. A leader is a person who has an unusual degree of power to create the conditions under which other people must live and move and have their being – conditions that can either be as illuminating as heaven or as shadowy as hell. A leader is a person who must take special responsibility for what's going on inside him or her self, inside his or her consciousness, lest the act of leadership create more harm than good."

Seeking to help us uncover more of a self that will project light instead of a shadow, Palmer describes four of our "shadow" sides: the first two: low self-worth, which encourages us to take our esteem from others; and a tendency to see life/reality as emotional "combat"; it is the last two on his list I wish to address for emphasis with the Presbytery.

In order to face our shadow sides regarding the third shadow - fear/chaos, we must not be driven by a fear of failure. Palmer defines this "fear" shadow thusly: "In an organization this particular shadow gets projected outward as rigidity of rules, procedures, and personnel manuals. It creates corporate cultures that are imprisoning rather than empowering."

Our Council continue to grapple with the shadow of this fear in seeking to create a more simple, less frustrating, "open" structure within the Presbytery: Our mission: "To **Reach** others for Christ, **Equip** them to be faithful disciples; and **Send** them to reach others." It requires a lot of change! "What we forget," cautions Palmer, "from our spiritual tradition, is that God created out of chaos. Chaos is the pre-condition to creativity, and any organization (or any individual) that doesn't have an arena of creative chaos is already half-dead. When a leader is so fearful of chaos as not to be able to protect and nurture that arena for other people, there is deep trouble."

So even today we find the Presbytery still bubbling somewhat in those theological "waters" of chaos as we meet to work on the strategic Mission of Reach, Equip and Send; change can make folks nervous! I would take encouragement from Palmer that we are very much still in a "normal" developmental stage with that lingering aroma of "change" that wafts through our Presbytery meeting rooms and congregations, but we need not be "afraid."

A final corollary to this "fear" shadow is Palmer's last "shadow" – the denial of death. We will continue to wrestle with the most demanding part of our calling which is to resist the denial of institutional "deaths." Projects and programs, says Palmer, remain on life-support for decades, even though they may have been in a coma for years.

In our new focus we may "lay" to rest some committees and programs, and this process may continue. We should not be afraid, for our theological framework speaks of "resurrection." From what "forms" and structures may "die," we trust a new "resurrection body" of dreams, ideas, mission and ministry may arise. Palmer offers encouragement by reminding us that our spiritual tradition says at least one simple thing: "Be not afraid! The great spiritual traditions don't say you can't have fear, because we all have fears, and leaders have fears aplenty. But they say you don't have to be your fears, and you don't have to create a world in which those fears dominate..."

As we are asked to "lead from within" our own spiritual development is critical. Frank Lloyd Wright told a graduating class of architects this truth: "Just as no stream can rise higher than its source, if you would build great buildings, go and first work on yourself." Many of the past year's travails might have led us into a valley of shadows: Yet there also brightly gleams the "light" that has been shown among us: missions within our bounds and far beyond, faithful congregations, fresh insights and always, always, new hopes. May Salem Presbytery cast a strong light, not a shadow, in all its worship, witness and service to God. "Be great in act, as you have been in thought. Let not the world see fear and sad distrust."

Shakespeare – King John



A Brief History Of First Presbyterian Church

In 1824 Greensboro was a 16-year-old village. There was said to be only one professing Christian in the little courthouse town of some two dozen families, and he was a Baptist. But after veteran Presbyterian minister William Denny Paisley arrived as a teacher at local academies, there were two. The Reverend Paisley called together a meeting on October 3, 1824, at which the First Presbyterian Church was organized. It was the first in town, but it was an inheritor of the Presbyterian tradition begun in Guilford County a half-century earlier by Buffalo and Alamance Churches.

The new church had twelve members. Eight of them were white—two men and six women; four of them were black—one man and three women, all slaves. Eight years later a church was built, largely because the women organized the Greensboro Female Benevolent Society, raising funds for a church.

By 1844 the aging Reverend Paisley had been succeeded by Reverend John A. Gretter. A church with 83 members, First Presbyterian had outgrown its building and erected another on the same site at the corner of Davie and Church Streets. The organ installed in 1849, as the Mexican War raged, was the only one in the city for 50 years. Following Reverend Gretter's death at the age of 42, the church called Reverend J. Jones Smyth. He served from 1855 to 1859.

In 1859 the church began a pastoral relationship with Dr. Jacob Henry Smith which was to last until 1896. During Dr. Smith's years the bell was donated to the Confederacy to make bullets. In 1865 the church became a hospital for war wounded. Dr. Smith preached at the courthouse or borrowed the Baptist church for his services. The congregation continued to grow, although the black members withdrew in 1868. They established St. James Presbyterian Church, which still flourishes today. By 1892 the third First Presbyterian Church building had been erected on the original site. After Dr. Smith's death, his son, Reverend Egbert Smith, succeeded him, serving until 1907. In that year, Reverend R. Melton Clark began a ten-year pastorate. In 1916 Dr. Charles F. Myers began a pastorate which continued until 1945. When he arrived in 1916, the church had a budget of just over \$50,000 and a membership of 1,034. The figures more than doubled during his pastorate, and in 1929, First Presbyterian Church moved to its present site on Fisher Park Circle and occupied the present sanctuary and Smith Building. Dr. John A. Redhead began a 25-year pastorate in 1945. The church added the Memorial and Corl buildings to its 1929 complex. Membership reached 3,500 and annual giving passed the \$600,000 mark during these years of growth and expansion. First Presbyterian also continued the tradition of sponsoring new Presbyterian churches in the community.

When Dr. Redhead retired, Dr. Joseph B. Mullin was called in January 1971. During Dr. Mullin's ministry the church expanded its community and international outreach, including the Child Care Ministry program. The sanctuary and chapel were renovated and the Columbarium/Memorial Garden was established.

On April 3, 1988, Dr. Mullin retired and Dr. Jerold D. Shetler answered the call in October 1988. Before his retirement in December 1998, Dr. Shetler presided over the largest expansion of church facilities since the church was built in 1929.

After Dr. Shetler's retirement, Dr. Sid Batts answered the call to our congregation in 2001. In his early years, he has been instrumental in restructuring the church's governance, reemphasizing discipleship, especially of young adults, and expanding the outreach programs. The church which began with a dozen members now has a membership that far outnumbers the population of the little town in which the church was organized over 150 years ago.

Directions

First Presbyterian Church

617 North Elm Street, Greensboro, NC 27401

336-373-0445

From I-85 North

1. Merge onto I-85 N / US-29 North / US-70 E (exit 120) toward Greensboro and I-40 West.
2. Take the US-220 North exit (Exit 35B) toward I-40 West / Coliseum Area.
3. Merge onto Freeman Mill Road.
4. Freeman Mill Road becomes South Edgeworth St.
5. Turn right onto West Smith Street.
6. Turn left onto North Elm Street

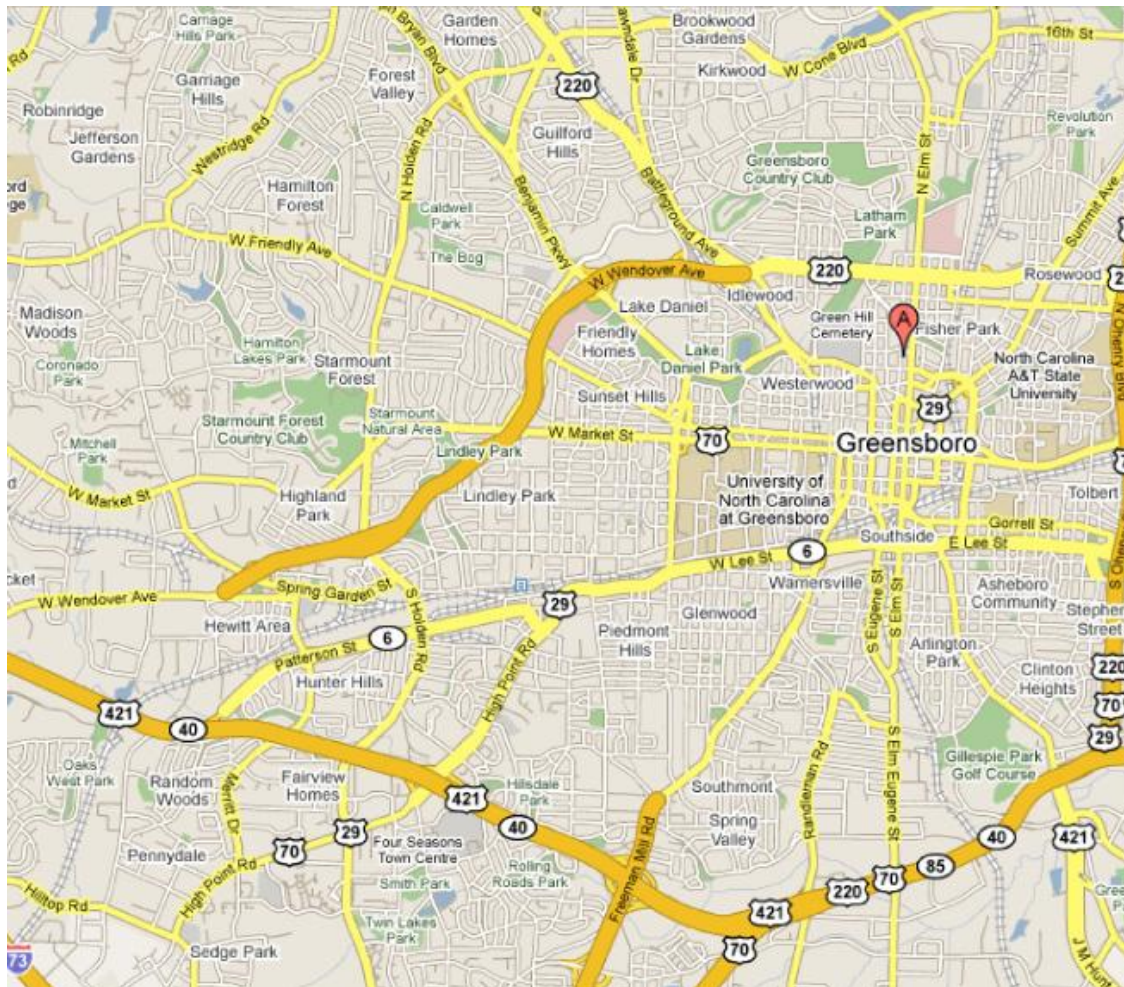
From I-85 South / I-40 West

1. Take the East Lee Street / NC-6 exit (EXIT 41) toward US-29 North / US-220 North.
2. Keep right at the fork to go on East Lee Street / NC-6 West.
3. Turn right onto Edward R Murrow Blvd.
4. Edward R Murrow Blvd becomes South Murrow Blvd.
5. South Murrow Blvd becomes East Fisher Avenue.
6. Turn right onto North Elm Street.

From I-40 East

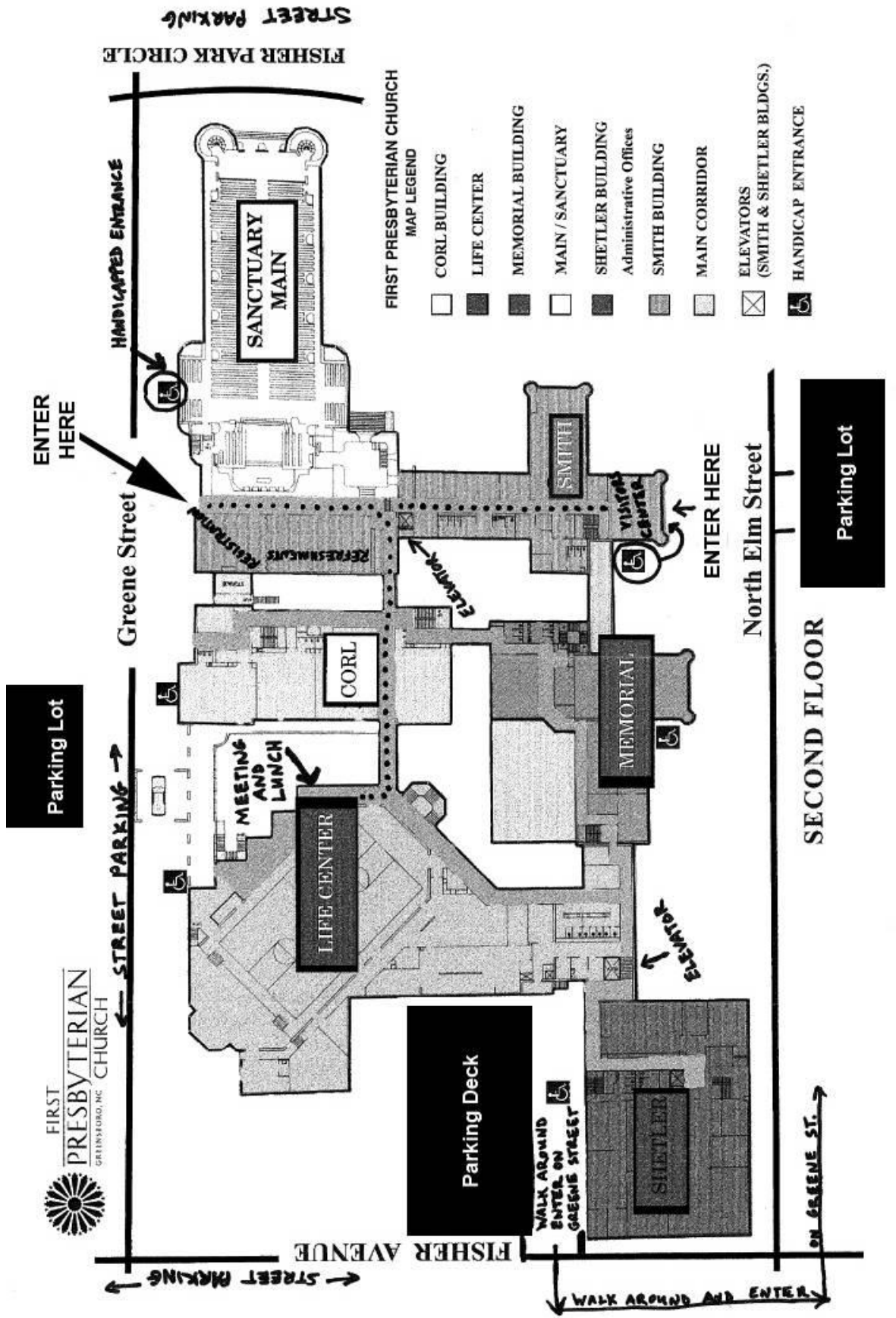
1. Take the Wendover Avenue East exit (exit 214B).
2. Turn right onto West Wendover Avenue.
3. Turn right onto Carolina Street.
4. Turn left onto West Bessemer Avenue.
5. Turn right onto North Elm Street.

[***Click here for a Google online map and to get directions from your location***](#)



Parking

Parking is available on the streets encircling the campus. The church also has parking lots on North Elm and North Greene.



**SALEM PRESBYTERY
AMENDMENT VOTING PROCEDURE – APRIL 21, 2009**

There are ten proposed amendments to the Book of Order and four ecumenical statements presented for acceptance. Consideration of the amendments will commence immediately prior to the lunch break and continue through lunch, at small tables. **Ballots will be distributed at registration.**

Two five minute presentations on Amendment **08-B Ordained Officers**, one for and one against, will be made before the lunch break.

Experience at other presbytery meetings is that most of the proposals are not contested. A procedure known as “Unanimous Consent” will be suggested for seven of the ten Amendments and the Ecumenical Statements. The Moderator will introduce each proposal. No response from the floor will signal a **Yes** vote. A floor response will result in the proposed amendment being introduced as a motion, debated, and voted upon.

- **08-A Vows of Membership**
- **08-C Replacing the word “Sympathy” with the word “Compassion”.**
- **08-D General Assembly Mission Council Name Change.**
- **08-E Non-Geographic Presbyteries.**
- **08-G Synod Membership on Permanent Committees.**
- **08-H Five Ordination Examinations.**
- **08-J Alternative Forms of Resolution.**

- **08-K Ecumenical Statement with the Roman Catholic Church On**
- **08-L Ecumenical Statement with the Episcopal Church.**
- **08-M Ecumenical Statement with the Korean Presbyterian Church in America.**
- **08-N Ecumenical Statement with The Moravian Church on Adopting**

Two proposed Amendments are similar. Should both be approved, wording will be consolidated into one amendment. We will vote on each proposal separately.

- **08-F Presbytery Membership of Certified Christian Educators**
- **08-I Certified Christian Educators**

08-B Ordained Officers will be addressed last. In addition to the 5 minute presentations given before lunch, debate will be balanced between speakers for and against, speakers limited to 1 minute each. It is fervently suggested that speakers not repeat a point (or points) made by a previous speaker. Debate time will be limited to 30 minutes total.

Ballots will be collected at the conclusion of voting, and counted while the remainder of the docket is completed. Results are expected to be available prior to adjournment.

**SALEM PRESBYTERY
EIGHTY-SECOND STATED MEETING
First Presbyterian Church
Greensboro, North Carolina
April 21, 2009
www.salempresbytery.org**

DOCKET

Vision

With a devoted faith in Jesus Christ, Salem Presbytery has accepted God's call to witness to the way of our risen Savior and to serve Christ's own in the world. Undergirded and guided by God's spirit, we seek together to strengthen the worship, work and witness of Presbytery, our congregations and all our faithful to be the people of God spanning barriers of race, gender, class and ethnic background

Mission

Salem Presbytery is called to fulfill the MISSION and GOVERNING responsibilities given us by Jesus Christ, the great Head of the Church as interpreted by the Constitution of the Presbyterian Church (U.S.A.); that every one of us will be strengthened and equipped as faithful disciples of Jesus throughout the world.

√ 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

ORGANIZATION OF PRESBYTERY

- (A) Stated Clerk Report & Communications Mack Dagenhart
 Guidelines for Amendment Voting
 Quorum
 New Business to be added to docket (afternoon)
Write out proposed motions and give to Stated Clerk before the meeting begins.
- (B) Approval of Docket
- (C) Consent Agenda Sidney Batts
 Welcome from Church Margaret Elliott
 Moderator's Welcome & Report
 Corresponding Members
 Elders attending for the first time
 Introduction of Beth Hayes

9:15 **WE GATHER IN GOD'S NAME**

WORSHIP SERVICE IS ON SECTION "B", PAGES 4-5

- (D) NECROLOGY FOR 2008 Nori Torbert and Dianna Wright

REVISED

B

10:30		AMENDMENT DISCUSSIONS AND VOTING	
12:25	(G)	HUNGER REPORT AND LUNCH PRAYER	Bryan McFarland
12:30		BREAK FOR LUNCH	
1:30		INTERCESSORY PRAYERS	
1:35		CANDIDATE PREACH	Jonathan Hardy Watt
2:00	(E)	EXAMINATIONS COMMITTEE	
	(F)	COMMITTEE ON MINISTRY	Dale Walker & Stephen Scott
2:45	(H)	COMMITTEE ON PREPARATION FOR MINISTRY	
3:00		CELEBRATION OF RETIREMENTS: George Hunter Norman M. Whitney, Sr.	Sam Marshall
		LITURGY OF HONORABLE RETIREMENT	
		Leader: Lord, you have been our refuge from one generation to another.	
		People: Before the mountains were brought forth, or the land and the earth were born, from age to age you are God.	
		Leader: Bless the Lord, O my soul, and all that is within me, bless God's holy name.	
		People: Bless the Lord, O my soul, and forget not all God's benefits.	
		Leader: who forgives all your sins and heals all your infirmities;	
		People: who redeems your life from the grave and crowns you with mercy and loving-kindness;	
		Leader: who satisfies you with good things,	
		People: and your youth is renewed like an eagle's.	
		DECLARATION	
		PRAYER	
3:15	(I)	PRESBYTERY COUNCIL	Norman Whitney
	(J)	Budget and Finance Committee	Jud Milam
3:30	(L)	PERSONNEL COMMITTEE REPORT	Kristi Rolison
3:35	(K)	NOMINATING COMMITTEE	Anne Mackey
3:40		NEW BUSINESS (introduced in the morning)	
3:45		BENEDICTION AND CLOSING HYMN	Margaret Elliott

REPORTS FOR THIS MEETING:

- (A) Stated Clerk Report
- (B) Docket
- (C) Consent Agenda
- (D) Necrology for 2008
- (E) Examinations Committee Report
- (F) Committee on Ministry Report
- (G) Hunger Report
- (H) Committee on Preparation for Ministry
- (I) Presbytery Council Report
- (J) Budget & Finance Committee Report
- (K) Nominating Committee Report
- (L) Personnel Committee Report
- (M) "Congregations Seeking to Disaffiliate" Draft
- (N) Equip Support Team Report

SALEM PRESBYTERY WORSHIP SERVICE
April 21, 2009

Songs of Preparation.....Cherub Choir

Call to Worship

Leader: With what shall we come before the Holy One and bow ourselves before God on high?

People: **God has shown us what is good.**

Leader: What does God require of us?

People: **To do justice, to love kindness, and to walk humbly with our God.**

Opening Hymn – 142: All Hail the Power of Jesus' Name!.....CORONATION

Prayer of Confession

Gracious God, our sins are too heavy to carry, too real to hide and too deep to undo. Free us from a past that we cannot change; open to us a future in which we can be changed, through Jesus Christ our Lord. Amen.

Assurance of Pardon

Leader: Since God has forgiven us in Christ, let us forgive one another. The peace of Christ be with you.

People: **And also with you.**

Congregational Response: Down to Earth, as a Dove.....PERSONENT HODIE



Down to earth, as a dove, Came to light ho - ly love:



Je - sus Christ from a - bove Bring - ing great sal - va - tion



Meant for ev - ery na - tion. Let us sing, sing, sing, Dance and spring,



spring, spring, Christ is here, Ev - er near! Glo - ria in ex - cel - sis.

Prayers of the People

Scripture: John 20: 19-31

Leader: This is the Word of the Lord

People: **Thanks be to God**

Sermon: "Let Me See Your Hands"

Sandra Greene

Hymn – No. 517: We Come as Guests Invited.....WIE LIEBLICH IST DER MAIEN

Celebration of the Lord's Supper.....Sid Batts and Dolly Hunt
Intinction – worshipers will come forward in the center aisle and return by the side aisles.

Hymns during the Lord's Supper

No. 507: I Come with Joy.....DOVE OF PEACE

No. 510: Jesus, Thou Joy of Loving Hearts.....QUEBEC

No. 513: Let us Break Bread Together.....LET US BREAK BREAD

Prayer

Hymn – No. 371: Lift High the Cross.....CRUCIFER

Benediction

SALEM PRESBYTERY CONSENT AGENDA ADDENDUM

April 21, 2009

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:

HONORABLE RETIREMENTS

1. That the Committee on Ministry recommends that the **Reverend Norman M. Whitney, Sr.**
CA be Honorably Retired effective April 30, 2009 and that his service of recognition be held at the April meeting of Presbytery.
2. That the Committee on Ministry recommends that the **Reverend George Hunter** be
CA Honorably Retired, effective April 1, 2009 and that his service of recognition be held at the April meeting of Presbytery.

MINISTERS TRANSFERRING INTO SALEM PRESBYTERY TO ACCEPT A CALL

3. That the **Reverend Paul Rhodes** be transferred from Giddings-Lovejoy Presbytery pending approval of his examination and that the terms of call of Bethel Presbyterian Church, McLeansville, North Carolina, to the **Reverend Paul Rhodes**, to serve as Pastor be found in order and the terms of call (printed below) be approved; and that upon signing the Book of Ministerial Obligations, the call be placed in his 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 May 1, 2009.

Salary and Housing Allowance	\$ 0
Professional Expense Reimbursement	\$40,000
Automobile Expense Reimbursement	PROVIDED (at Federal Rate)
Board of Pensions	PROVIDED
Education/Book Reimbursement	\$ 1,100
Moving Costs	PROVIDED

Four weeks vacation Two weeks study leave One month Paternity leave at full pay

That the following Administrative Commission be approved to install the **Reverend Paul Large Rhodes** at Bethel Presbyterian Church, McLeansville, North Carolina, on May 3, 2009, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
James Rissmiller	Preside & Propound the Constitutional Questions	Minister
Sue Flippin	Preach the Sermon	Elder
Robert Tennant	Charge the Minister	Minister (guest)
Jeffrey Duane Smith	Charge the Congregation	Minister
Benjamin E. Williams	Prayer of Installation	Minister
Cynthia Ingle	Lead in Worship	Elder
Thomas O. Vinson	Lead in Worship	Elder

4. That the **Reverend B. Lynn Stall** be transferred from New Hope Presbytery pending approval of her examination and that the terms of call of Ruple Memorial Presbyterian Church, Blowing Rock, North Carolina, to the **Reverend B. Lynn Stall**, to serve as Pastor be found in order and the terms of call (printed below) be approved; and that upon signing 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 May 1, 2009.

Salary and Housing Allowance	\$78,800
Professional Expense Reimbursement	*1

Automobile Expense Reimbursement	*1
Board of Pensions	PROVIDED
Education/Book Reimbursement	*1
Moving Costs	\$10,000
Study Leave Reimbursement	*1

*1: lump sum of \$4,500 per annum; dental allowance of \$675 per annum

Four weeks vacation-*2 Two weeks study leave-*3 Two months maternity leave at full pay

**** Administrative Commission will be in the Addendum (handed out the morning of the meeting at registration).**

5. That following his successful examination, the call of the Highland Presbyterian Church, Winston-Salem, North Carolina, to **Mr. Jonathan Hardy Watt**, a Candidate under the care of Salem Presbytery, to serve as Associate Pastor be found in order; and the terms of call (printed below) be approved; and that signing of the Book of Ministerial Obligations, the call be placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with EEO provisions of the **Book of Order** (G-11.0502g) and the AAEO Policy adopted by Salem Presbytery (July 1993) in offering this call, pending his successful examination and ordination. The effective date is June 7, 2009.

Salary and Housing Allowance	\$35,005
Automobile Expense Reimbursement	\$ 500
Board of Pensions	PROVIDED
Education/Book Reimbursement	\$ 1,100
Health Insurance	\$ 6,825.98
Disability	\$ 350.05

Four weeks vacation Two weeks study leave 3 Month Sabbatical after 6th year
One month Paternity leave at full pay

That the following Administrative Commission be approved to install **Mr. Jonathan Hardy Watt** at Highland Presbyterian Church, Winston-Salem, North Carolina, on June 7, 2009, at 10:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Randy Harris	Preside & Propound the Constitutional Questions	Minister
Jill Crainshaw	Preach the Sermon	Minister
Hardy Clemmons	Charge the Minister	Minister (guest)
Newton Cowan	Charge the Congregation	Elder
Ken Blank	Prayer of Ordination/Installation	Minister
Sam Stevenson	Lead in Worship	Minister
Linda Collins	Lead in Worship	Elder

NEW COMMISSIONED LAY PASTOR CONTRACT

4. That **Mr. Fred Terry, CLP** be commissioned as the Lay Pastor of the Second Presbyterian Church, Mocksville, North Carolina, for a one year period beginning April 1, 2009 and that he be granted permission to celebrate the Sacraments and moderate the Session.

AUTHORIZED TO CELEBRATE THE LORD'S SUPPER IN THEIR CONGREGATIONS

5. The Committee on Ministry proposes that **Mr. Larry Bailey, CLP** at Beulah Presbyterian Church, N. Wilkesboro, North Carolina, be authorized to serve the Lord's supper no more than once a quarter for Beulah Presbyterian Church, for a period of one year, effective April 21, 2009.
- CA**

RECEIVE MINISTER TRANSFERRING INTO SALEM PRESBYTERY

6. That following his successful examination, his signing of the Book of Ministerial Obligations, and his affirmative responses to ordination questions, the **Reverend Wyatt Coley**, be received as a Minister of Word and Sacrament into Salem Presbytery.
- CA**
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**SALEM PRESBYTERY
2008 NECROLOGY
April 21, 2009**

Ministers:	Anne Carter Shelley Robert L. Turner William C. Rhodes, Jr. Lester E. Sheppard	February 13, 2008 March 26, 2008 April 2, 2008 August 20, 2008
Elders:		
Allen Temple:	Margaret C. Carr Margaret K. Cowan	March 25, 2008 June 15, 2008
Asheboro First:	Nancy Barham Elbridge Reid Craig	February 12, 2008 November 19, 2008
Boone First:	Zeb Shook	March 16, 2008
Buffalo:	Roy Edward Donnell	June 11, 2008
Burlington First:	T. Hunter Skeen Marvin Henry Grant Charles T. Gardner Thomas Davis McGowan	January 29, 2008 February 2, 2008 May 3, 2008 December 22, 2008
Church of the Covenant:	Aden C. Magee	January 21, 2008
Clemmons:	Russ Keyser Robert Duncan Sipprell Dr. Roger D. Surbaugh	January 24, 2008 October 15, 2008 November 21, 2008
Community in Christ:	Phil Thomas	March 21, 2008
Concord:	Chal Stikeleather Ruth Ervin Hedrick	April 21, 2008 August 1, 2008
Cross Roads:	Aline Tate	January 20, 2008
El Bethel:	Marvin "Shorty" Jeffries	December 25, 2008
Elkin:	Ina Buelin	August 4, 2008
Forest Park:	Thaddeus Harris Nancy Reavis	October 3, 2008 October 4, 2008
Franklin:	Robert Cauble Betty Overcash Voight Lingle	February 25, 2008 March 1, 2008 November 2, 2008
Freedom:	Minnie S. Dobbins	May 12, 2008
Glenwood:	Naomi Mitchell	

Graham:	Edgar L. "Eddie" Dunn, Jr. Grady J. Wheeler, Sr. Donald Craig Starling	May 23, 2008 June 4, 2008 October 27, 2008
Greensboro First:	Ernest Cobb McLean, Jr. Katherine Royall Williams Emmett Watson Bringle Sharon Hart Welker	March 15, 2008 May 9, 2008 September 26, 2008 October 8, 2008
Guilford Park:	Helen Zerwas Art Winstead, Sr. Mary Keating	February 9, 2008 February 17, 2008 October 29, 2008
Gulf:	Margaret McQueen Palmer	March 14, 2008
Hawfields:	Gillie Woods Randolph McGee	April 22, 2008 September 17, 2008
High Point First:	Alan Post	June 19, 2008
Highland:	Fay Gaqne Ben Morton Phil Lucas Harry Hobbs Ginny Gunn Jim Pittman	February 19, 2008 May 7, 2008 September 4, 2008 September 16, 2008 November 2, 2008 November 21, 2008
John Calvin:	Joan Ashley Dr. Frank Meyer	February 11, 2008 September 14, 2008
Lansing:	Fred Carter	October 30, 2008
Lexington Second:	Archie Briggs	may 12, 2008
Lloyd:	Roberta E. C. Howie	March 9, 2008
Memorial:	Archie Cameron	January 27, 2008
Mocksville First:	Robert L. Wallace	May 21, 2008
 Mooresville First:	Pressley Brawley, Jr. Eliza R. Good	July 16, 2008 August 6, 2008
New Salem:	John Hulette Norton	April 13, 2008
North Wilkesboro:	Douglas McElwee	December 29, 2008
Parkway:	Evangeline Helms Harold Lewis Kenneth Compton	February 25, 2008 March 3, 2008 November 5, 2008
Pilot Mountain First:	Michael Gray Tilley Margaret Barnes Jessup	March 12, 2008 March 14, 2008

Pittsboro:	Charles Cameron Mary Hayes Holmes Francis Whitaker	July 24, 2008 August 11, 2008 November 21, 2008
Reidsville First:	Elsie Cox	February 5, 2008
Saint Andrews: Saint James:	Helen Short Virginia Hodges Margaret Gill Cellestine Hunt	October 16, 2008 February 24, 2008 April 2, 2008 June 14, 2008
Saint Paul, Greensboro:	Robert Puckett	October 13, 2008
Shallowford:	Vaughan Thomas Milton Day Baughman, Jr.	March 17, 2008 May 11, 2008
Shiloh, Burlington:	Edgar Oliver Warren Morton	January 26, 2008 March 10, 2008
Siler City:	Frances Aldridge	May 29, 2008
Sparta:	Kenneth Cox Frances Edwards Gene Dysart	January 4, 2008 January 23, 2008 December 28, 2008
Spencer:	Tom Powell	May 12, 2008
Starmount:	William Lawrence "Bill" Seawell, Jr. Martha Lou Anderson	July 25, 2008 November 14, 2008
Statesville First:	Richard Hall John Donaldson Charles David Benbow, III J. Allen Knox Doris Corl	February 16, 2008 April 1, 2008 May 12, 2008 May 23, 2008 September 21, 2008
Stony Creek:	Norwood "Woody" Elvis Bostic	September 14, 2008
Thomasville First:	Marie Crews	February 12, 2008
Thyatira:	Charles L. Wilson	October 21, 2008
Trinity, Elon:	Margaret Cole	October 23, 2008
Trinity, Salisbury	Vera M. Moore	July 26, 2008
Trinity, Winston-Salem:	Roy Yeatts	January 2, 2008
Unity:	Hobert Bost	February 1, 2008
Winston-Salem First:	Jonnie Fuller	September 23, 2008

**SALEM PRESBYTERY
EXAMINATIONS COMMITTEE REPORT
Tempe Fussell, Chair
April 21, 2009**

The Presbytery proceeded with the examinations of Wyatt Coley, George Henry Murray, Paul Large Rhodes, B. Lynn Stall, and Jonathan Hardy Watt. They have been examined by the Examinations Committee of Salem Presbytery.

RECOMMENDATIONS:

1. That the Presbytery proceed with the examination of **Wyatt Coley**, who is a Southern Baptist Minister. He has been examined and approved by the Examinations Committee of Salem Presbytery. In the context of the examination, **Wyatt Coley** was asked those questions that were required through the endorsement of the Peace, Unity and Purity Special Committee's Report. There were no declared departures from the essential tenets of the Church. In addition, the special committee's suggested questions were provided as reference to the Examination Committee members for use during the interview.

Wyatt Coley

His bio is as follows:

Fuquay-Varina, NC, was my birthplace on August 30, 1931. My brother, the only sibling, was two years my junior and died in his 50's due to smoke inhalation as a firefighter. My father was a deputy sheriff and my mother was a nurse. Both were devout Christians.

I, along with my family, attended Sunday school regularly at the local Baptist church. At ten years of age I made a public profession of faith and was baptized shortly thereafter. From that day forward I knew one day I would go into the ministry.

My early life was that of a farmer with cotton, corn and tobacco as our main crops. At that time, farming was a job of intense labor and physically demanding, as we did the work ourselves versus the high tech machinery used today.

After graduating from Apex High School, I attended Wake Forest University where I graduated in 1953 with a minor in Classical Greek and a double major in Philosophy and Psychology. I was a student pastor of several part-time churches while attending Wake Forest. Immediately upon graduating from Wake Forest I entered Southeastern Baptist Theological Seminary where I majored in New Testament Theology and Church History.

I have pastored at several churches during my ministerial career including Leesville, New Hill, Duncan, Shiloh, Lake Waccamaw and Westwood Baptist Churches. Also, I was chaplain at N. C. Baptist Hospital.

My wife, Sarah Roark Coley, is an executive secretary (retired). I have three sons and three daughters, four of whom are adopted.

Due to a critical problem with addiction on the part of my first wife with no positive results after years of intensive treatment by professionals, I resigned from the last Baptist church which I served, and entered the financial planning field. At that time, and even in some situations today, Baptists would not tolerate a divorced minister regardless of the circumstances. Because of this experience, I was never again comfortable in the Baptist denomination.

Upon moving to Gulf, N. C. where we started attending the Presbyterian Church, and were taken under the wings of Reverend Cecil Callis, with whom I was acquainted earlier in life, the possibility of serving Christ in His ministry gnawed at my conscience. With Cecil's council and the encouragement of Reverend Ron Shive, I asked God to "give me another chance" to serve Him full time.

Mt. Vernon Springs Presbyterian Church called me while I was an elder at Gulf Presbyterian to be their "temporary supply" in July 2006, and I have never been happier as I continue to serve that fellowship.

His credo is as follows:

In this self-examination of my faith three questions come to mind:

- 1) What is the world in most need of today? (Need)
- 2) What am I most prepared to do concerning this? (Preparation)
- 3) How do I plan to help accomplish this need? (Action)

First: The one common denomination of God's creatures is that "we have all sinned and fallen short of the glory of God". Every person in this world is in dire need of the salvation, a continuous process, that can only come through complete surrender to the will of the one who is "the way, the truth, and the life".

Man inherently lives by faith, faith in either God, or in idols, as John Calvin insisted. The people of the world need to know the truth, in order to be set free. The world needs to know personally the living God, as revealed in His Son, Jesus Christ.

Second: My entire life in one way or another has been spent preparing to serve Him as a minister and as a lay person. Although my preparation previously was in another denomination, my basic belief and practice differed basically only in the type of church government. My academic preparation as well as my experience has been in the field of the pastorate and my heart and soul belong to God's call in that field.

Third: If God opens a door of opportunity for me to serve Him, that is my highest calling, no matter where or when or with whom it may be. As long as I am physically and mentally able, I shall strive to give Him my very best. God has blessed me with His wonderful love and I plan to share that love with everyone I meet.

My faith is best characterized by John 1:1-19. We have the Father revealed to us by the Son who was truly divine and truly human. He became flesh and "pitched His tent" among us and became the sacrificial Lamb of God who takes away the sin of you and me and the world, if the world would only respond.

The Presbyterian Church has order through a system of constitutional law, which appeals to me. It is a representative church government that actually served as a political model for the founders of the United States of America and still assures that God's business is handled "decently and in order".

I am in agreement with our covenant relationship. The Sacraments, Baptism and The Lord's Supper, are signs and seals of God's promise to us of His grace and absolute faithfulness. We are the beneficiaries of a Creator-Redeemer God, revealed in Jesus Christ and confirmed to us by the coming of the Holy Spirit.

At first, the baptism of infants in our church troubled me until I understood the true meaning. In my prior denomination one "needed to reach the age of accountability and understanding". I think the words of our Presbyter, Jim Rissmiller, when he said, "Infant baptism shows that God is

reaching out and claiming that child” helped me grasp the real meaning. “You have not chosen me but I have chosen you” emphasizes the fact that the covenant already enfolds them and has but God has by virtue of their parents' faith and love encircled them with the wonder of covenant. We are baptized once as Jesus was and the experience of confirmation, which we have later, should remind us of our baptism.

When we see through the lens of faith we get the true meaning of the sacraments. We repeat the Lord's Supper and the promise given in our baptism are renewed time and time again. Baptism calls us to repentance and the Lord's Supper repeats that call. Baptism is the entrance into the church of Christ and the Lord's Supper is the continuous nourishment and repeats the call of repentance in Baptism. Also, Baptism points to our participation in the death and resurrection of Jesus and communion is the constant repetition which our faith needs. To follow Christ's request to “do this in remembrance of me”. His last supper, as He instituted, reminds me of His shed blood and broken body ---- for me!

Preaching of the Word is a necessary part of worship, especially in conjunction with the sacraments, lest we waiver in our understanding of their meaning.

The message of the cross and the sacraments is about what Christ has done and the Holy Spirit is doing continuously for me. It is essential that the Holy Spirit's presence be realized in the Sacraments.

The Scripture says, “Choose this day whom you will serve”.

I have chosen. It is my prayer that you will choose to allow me to serve Him in our denomination.

2. That the Presbytery proceed with the examination of **George Henry Murray** who is a member of Eastern Virginia Presbytery. He has been examined and approved by the Examinations Committee of Salem Presbytery. In the context of the examination, **George Henry Murray** was asked those questions that were required through the endorsement of the Peace, Unity and Purity Special Committee's Report. There were no declared departures from the essential tenets of the Church. In addition, the special committee's suggested questions were provided as reference to the Examination Committee members for use during the interview.

George Henry Murray

His bio is as follows:

The Apostle Paul wrote, *For to me, to live is Christ and to die is gain.* (Philip. 1:21) As I grow in years I grow in my understanding of what Paul meant by this statement. At the same time I more clearly see how far I fall short of living out this basic truth.

I grew up in a Christian home where my parents passed on to me their faith in Jesus. In college this faith became truly my own. I recognized that I was responsible for my response to the grace of God. I knew Jesus as Savior, but his lordship became an area of constant growth.

Through good times and bad the Lord of lords has proven himself entirely and completely faithful. As a result, I am drawn ever closer to his side. I desire above all else to know him, love him and follow him. I want to be his hands, his feet and his mouth to expand his kingdom as people come to realize his great mercy and love.

The Lord singled me out for ministry when I was in college. I responded to this call by entering seminary. After going down a few side roads I was ordained in 1987 serving a small church in Washington, NC. From there my wife and I moved to Kernersville enjoying a ten year ministry

at First Presbyterian Church. In 2001 we accepted a call to Second Presbyterian Church in Newport News, VA. We have both been blessed to see God use us in a variety of ways. Most recently I have been involved in video ministry working on promotional projects, faith challenging videos and devotional material. I have come to see what important contributions media can make to the church's ministry.

Last year my wife and I decided to move back to Kernersville. We have many fond memories connected with the area and friends with whom we have continued to stay connected over the years. Both my wife and I look forward to serving the Lord in the Triad area.

His credo is as follows:

I believe in the Old and New Testaments as verbally inspired by God communicating exactly who he is and his plans for humanity. They are the supreme and final authority in faith and life.

I believe in one God, eternally existing in three persons, Father, Son and Holy Spirit.

I believe that Jesus Christ was conceived of the Holy Spirit, born of the Virgin Mary and is true God and true man.

I believe that we were created in the image of God, that we sinned and thereby incurred not only physical death, but also spiritual death, which is separation from God; that all human beings are born with a sinful nature and from this sinful nature proceeds all actual sins; that God's grace alone brings us into a relationship with him.

I believe that the Lord Jesus Christ died for our sins according to the Scriptures as a representative and substitutionary sacrifice; and that all who believe in him and accept him are justified on the ground of his shed blood.

I believe in the bodily resurrection of our Lord Jesus Christ and in his ascension into heaven where he serves as our High Priest and Advocate.

I believe in the personal and bodily return of our Lord Jesus Christ.

I believe that salvation is by grace through faith, and that all who receive by faith the Lord Jesus Christ are born again of the Holy Spirit and thereby become spiritual children of God.

I believe that the Holy Spirit empowers and gifts every believer for the ministry of the body of Christ to each other and to the world.

I believe that God's people are called to be continually changed to reflect his image and to change the world as we proclaim the good news, exhibit his love and expect his kingdom to be present through our words and deeds.

I believe "the Sacraments of Baptism and the Lord's Supper are God's acts of sealing the promises of faith within the community of faith as the congregation worships, and include the responses of the faithful to the Word proclaimed and enacted in the Sacraments." (W-3.3601) The water of Baptism tells us that we have been given new life calling us to be living sacrifices to God. In eating bread and drinking the fruit of the vine we receive the sustaining presence of Jesus as we remember his covenant and pledge anew our obedience.

3. That the Presbytery proceed with the examination of **Paul Large Rhodes**, who is a member of Giddings-Lovejoy Presbytery. He has been examined and approved by the Examinations Committee of Salem Presbytery. In the context of the examination, **Paul Large Rhodes** was asked those questions that were required through the endorsement of the Peace, Unity and Purity Special Committee's Report. There were no declared departures from the essential tenets of the Church. In

addition, the special committee's suggested questions were provided as reference to the Examination Committee members for use during the interview.

Paul Large Rhodes

His bio is as follows:

First and last, I am a beloved child of the living God by grace through faith in Jesus Christ. All the meaning in my life, all my relationships, and all my joy can only be understood in the context of this relationship.

I grew up around Pittsburgh, PA as the middle of three brothers, nurtured in a large, urban, evangelical congregation of what has become the Presbyterian Church (USA). Having consciously put my faith in Christ through the camping ministry of that church at age nine, I continued to grow through involvement and leadership in youth programs.

However, a formative series of events came about in my senior year of high school in part because I had come to realize that due to my intellectual doubts and God's seeming silence, I no longer believed in him. Yet I chose to trust the One I no longer believed in, because the people I admired were Christians and I could see no other option of hope.

After I made this choice of faith in the crisis of doubt, God showed himself to me in ways that were and are convincing to me, especially around the unexpected death of my mother. I have never seriously doubted since, although I found being a Religion major at Bowdoin College to be a continual assault on my theology –an assault that taught me to examine the reasons behind my beliefs and the ways I communicate about them.

Bowdoin was also the place where I met Nancy, who became my wife during the summer after college. She embarked on a career of excellence in health care administration while I began five years of study at Gordon-Conwell Theological Seminary and four years of youth ministry in a Boston-area Presbyterian church.

This congregation and the one I served after it both had crises in which the entire pastoral staff resigned during my tenure. In the second church – a UCC call to which I had been ordained as a PC(USA) minister – I was the youngest of the pastors. It was an introduction to church dynamics and pastoral ministry that fueled my appreciation both for bold and wise interim pastors and for Presbyterian polity.

I continued in youth ministry in a variety of contexts, including interim, parachurch, and tentmaking, for another nine years in three states before accepting a call as the first Designated Pastor in the Presbytery of Philadelphia. It was here that our first son, Peter, was born. When Nancy's career took us to Missouri, I served as a pastor in St. Louis.

Moving to North Carolina coincided with our adoption of Mikhail (Misha), and I had the privilege of focusing my ministry on my family. A little over a year later, we added an elderly friend to our family, and I had the privilege of being primary caregiver as we nursed her from death's door, to renewed mobility, and to faith in Christ before her body finally succumbed after 18 months. With Lorraine's passing and Misha's maturing, I am again called to pastoral ministry within the Presbyterian Church (USA) with a deeper understanding of the ministries of hospitality and caregiving.

His credo is as follows:

I trust in one true and living God, who has created all that exists, who loves the creation and who redeems the creation. One God exists in three Persons: distinct so as to have separate roles and to be in relationship with one another, yet one so that each is wholly God. God is good.

God is ultimately beyond human comprehension, yet chooses to be known to humans through revelation and by faith. Throughout history God has repeatedly established relationships with men and women, revealing facets of God's character and will. The Bible is the record of many of these relationships, including all that are definitive of the relationship between God and humanity. Inspired by God and written by humans, Scripture is trustworthy, authoritative and complete. All that we need to know about God is found in Scripture. Nothing that is true will contradict Scripture, rightly and wholly understood.

The most important revelation of God in history was when the second Person of the Godhead became human as Jesus of Nazareth, son of Mary. Fully God and fully human, Jesus in his living and preaching showed what it means to be truly human as we were created to be. Completely innocent himself, he allowed himself to be put to death, paying the penalty for our evil. He rose again from the dead, rendering death ultimately powerless. All who trust him and seek to yield control of their lives to him will live in eternal harmony with God even after dying.

Although Jesus the physical man ascended into heaven, God the Holy Spirit is still fully present and active in the world. Indeed, because of Jesus, the Spirit communes more fully and more broadly with humanity, living within, nurturing and acting through all who trust Jesus as Savior and Lord. The two sacraments that are shared by – and in part define – the visible expression of the Church universal are particular means by which the Spirit nurtures and communes with God's people. As Baptism and the Lord's Supper each bear witness to Jesus' saving work, the Holy Spirit bears witness to the participants' belonging among the redeemed people of God. As Presbyterians we administer Baptism once to a person, either when he or she is an infant or at the beginning of his or her adult life as a believer. Baptism declares our dependence on Jesus for salvation by dramatizing death by drowning as well as purifying by shed blood. The Lord's Supper is celebrated repeatedly and reenacts Jesus' giving his disciples a final means to understand and remember his death and resurrection. Each sacrament is a renewal and reaffirmation of the covenant of salvation through the blood of Jesus.

The mission of the Church is to enjoy the fullest relationship with God in Jesus Christ and to make God known through Christ to all people. In worship, prayer, study, and teaching it is to grow in knowledge of and sensitivity to God. In these ways and also by preaching, service to others, and work to make society more compatible with God's character, the Church is called to bear bold, accurate and inviting witness to Christ. The Church must always work for the reconciliation of God and humankind based on the person and work of Jesus. The Church must always work for the reconciliation of humans with humans and of humanity with all creation based on the grace, justice, and love of God. Individually and corporately we are called to love God with all that we are and have, and to love others as we are loved by God.

The role of church polity is to encourage, enable and protect the Church in fulfilling its mission. Recognizing that every member of the Church on earth is prone to evil and/or foolishness, structures are created and authority given to certain offices of the visible church so that the spirit and work of the Church might be unified and faithful to God.

4. That the Presbytery proceed with the examination of **B. Lynn Stall**, who is a member of New Hope Presbytery. She has been examined and approved by the Examinations Committee of Salem Presbytery. In the context of the examination, **B. Lynn Stall** was asked those questions that were required through the endorsement of the Peace, Unity and Purity Special Committee's Report. There were no declared departures from the essential tenets of the Church. In addition, the special committee's suggested questions were provided as reference to the Examination Committee members for use during the interview.

B. Lynn Stall**Her bio is as follows:**

I was born in Greenville, SC into a family with deep Presbyterian roots. Church played a central role in the life of my family. My sisters and I participated in all the activities for children and youth at First Presbyterian Church where my parents served as elders. After college at Furman University, I moved to Florida where I received a graduate degree in counseling and became an elementary school guidance counselor. My deepening faith and growing sense of call to ordained ministry as a hospital chaplain led me to move to Atlanta to attend Columbia Theological Seminary. While at seminary, I worked for two years as an intern at Peachtree Presbyterian Church and, after my graduation and ordination, I remained there for two more years. Several years of clinical training in hospital ministry and pastoral counseling at Georgia Baptist Hospital in Atlanta followed. I worked at Trinity Presbyterian Church as Interim Associate before leaving Atlanta to move to Chapel Hill where I served University Presbyterian Church for eight years. It was while in Chapel Hill that I met my husband, Edward Bruce, currently a math teacher in Cary in Wake County Public Schools. In late 2000, I began my work as the Interim at North Raleigh Presbyterian Church. Soon my title was changed to Stated Supply and I have served there for the last eight years. Edward and I enjoy travelling, exploring the mountain region, movies, hiking/walking, and eating out.

Her credo is as follows:

I believe in the Triune God, Creator, Redeemer, and Sustainer. The one true God is a God of grace, justice, and love. Humankind was created, out of love and for love, because God desires relationship. Each of us is unique, and yet all are reflections of the divine image. God has given us freedom of will, so we face the consequences of our choices. We have been created for community and relationship and stewardship of the earth. Since we do not follow God's love and commands, we cannot free ourselves from our sinful and broken state.

I believe that, in the fullness of time, God chose to be revealed in Jesus Christ, fully human and fully divine. Through his life, death, and resurrection we are bought back into right relationship with God and with one another. We are redeemed and made a new creation. The Holy Spirit is our present active guide, brooding over this world, moving in us and among us and through us, within the Church and the world. The Spirit nurtures and empowers us for faithful living, binding us together into one body of Christ.

I believe that we are brought into the community of faith through the waters of baptism, the sign and seal that marks us as beloved children of God. As we gather around the table to share the Lord's Supper, the bread and cup nourish and strengthen the people of God as the spiritual presence of Jesus Christ, uniting us with believers in every time and place.

I believe that God is revealed and witnessed to in the Holy Scriptures, the unique and authoritative standard for faith and life. The written Word tells of God's saving acts in history and of God's redemptive love for all creation in the witness of Jesus Christ, the living Word. Each of us comes to the written Word from our individual context of life, and the Word read and preached guides and directs us for faithful service. The Reformed tradition and the Confessions bear witness to the living faith of the Church which has struggled through the years with the challenges of the world around it.

I believe that the Church is called into being by God and is equipped to engage the world through the living and the sharing of the good news of Jesus Christ. Each of us is called to discipleship, using our particular gifts toward the fulfillment of God's purposes. Just as the Holy Spirit calls us into the Church, we are empowered and strengthened to go back out into the world to serve and witness to the love of God. As a Christian, I believe that through one's life and actions, we are called to proclaim the gospel, work for justice and peace, and live in hope until the time when all creation will be redeemed and reunited with God.

5. That the Presbytery proceed with the examination of **Jonathan Hardy Watt**, who is a Candidate in Salem Presbytery. He has been examined and approved by the Examinations Committee of Salem Presbytery. In the context of the examination, **Jonathan Hardy Watt** was asked those questions that were required through the endorsement of the Peace, Unity and Purity Special Committee's Report. There were no declared departures from the essential tenets of the Church. In addition, the special committee's suggested questions were provided as reference to the Examination Committee members for use during the interview.

Jonathan Hardy Watt

His bio is as follows:

I first perceived God calling me to be a Minister of Word and Sacrament within the Presbyterian Church during my sophomore year at Baylor University. This was a most unexpected calling as, while I had been a Christian my entire life, I had not been attending any church regularly and would have described my spiritual life at that time as being "on life support," at best. However, try as I might to brush aside or explain away this calling, I simply could not make it go away. Thus, conceding defeat, I enrolled in several religious-studies classes with the idea that, if I could not make this call go away, I might be able to bargain with it and become a professor of religion. While this might seem strange to some, I was very familiar with the challenges of being a pastor, as my grandfather is a minister and, frankly, wanted nothing to do with it.

Try as I might to rationalize with God, however, the call persisted – through the end of my time at Baylor and my move to San Antonio, until I finally relented and began meeting with a minister at my then recently re-discovered home church, First Presbyterian Church of San Antonio. The instant I answered the call in the affirmative (just to try it on for size, I thought at the time) I felt a wave of peace pass over me which I had not perceived since the beginning of my struggle. Since that day I have worked to further refine that call through enrolling and graduating from Divinity school, work at Westminster and Highland Presbyterian Church, pursuing Ordination, careful outside study, and through conversations with my family, friends, and mentors. Through all of my discernment practices I have felt increasingly confident of my call to be a Minister of Word and Sacrament within the Presbyterian church, and it is my hope to fully live into God's claim on my life, marked through baptism, in this role.

His credo is as follows:

I believe that in life and death we belong to the one triune God, fountain of all Goodness, grace, truth, and love, who is both the Father who creates us and the Mother who nurtures us. We enjoy this relationship through God's son, Jesus of Nazareth, the Christ (being both fully-God and fully-human), and through the Holy Spirit. Though God made us good, male and female, in God's own image, our thanklessness, pridefulness and sin turned us away from God.

Because we were incapable of restoring right relationship with God by following the Law, God sent his Son, Jesus Christ, who through his ministry on Earth taught us how to live as God's children. And, who, through his sacrificial death on the cross and resurrection by God, allowed us to re-enter right relationship with God through Grace.

I believe that the Bible, both the Hebrew Scriptures and the New Testament, to be the written Word of God which witnesses to God's self-revelation and tells the story of Jesus of Nazareth, the risen, living Christ. As such, the Scriptures are central to Christian life and stand above all other confessions, statements, and ways of perceiving God.

I believe we proclaim God's Word through preaching and enact God's word through the two Sacraments instituted by God and commended by Christ, baptism and the Lord's Supper. I believe baptism to be the sign and seal whereby we acknowledge and respond to God's claim upon us,

through God's grace. Within the Lord's Supper, I believe we remember Jesus' Last Supper with his disciples, his crucifixion and his resurrection, share in communion with one another, and are spiritually fed by the body and blood of Christ. I believe that all of these things are possible through the gift of the Holy Spirit.

I believe the Holy Spirit is present and active in the world, justifies by Grace through faith, guides us, gives us courage, inspires us, feeds us, and calls us into the Lord's service. In gratitude to God, for God's incomprehensible gift of Grace and never-ending love, and empowered by the spirit, we strive to serve Christ in everything to do so that our most menial tasks might point to and glorify God. I believe we are called to reach out to one another in Christian love, remembering that all people are our neighbor, and to allow the light of Christ to shine through our thoughts, words, and deeds.

**SALEM PRESBYTERY
COMMITTEE ON MINISTRY
Dale Walker & Stephen Scott, Co-Moderators
April 21, 2009**

I. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

A. RENEWING AN INTERIM PASTOR

1. The Committee on Ministry concurred with the Session of Second Presbyterian Church, Salisbury, North Carolina, in renewing the Interim pastoral contract between the **Reverend Roger Mackey** for a period of one year, effective March 27, 2009.
2. The Committee on Ministry concurred with the Session of the Trinity Presbyterian Church, Winston-Salem, North Carolina in renewing the Interim pastor contract with the **Reverend John William Lindeman** for a period of fifty-one weeks beginning February 16, 2009.

B. SECURING A NEW TEMPORARY SUPPLY

1. That the COM concurs with the action of the Session of First Presbyterian Church, Winston-Salem, North Carolina in securing the **Reverend Stephen M. McCutchan** to serve as Temporary Supply until the engagement of an Interim Pastor and further that he be appointed Moderator of the Session, effective March 1, 2009.
2. That the COM concurs with the action of the Session of Beulah Presbyterian Church, N. Wilkesboro, North Carolina in securing **Mr. Larry Bailey**, CLP as Temporary Supply for 6 months with one Sunday off per month, effective March 15, 2009.
3. That the COM concurs with the action of the Session of Clio Presbyterian Church, Statesville, North Carolina in securing the **Reverend Robert O. Freeman** as Temporary Supply for one year, effective March 1, 2009.

C. RENEWING A TEMPORARY SUPPLY

1. The Committee on Ministry concurred with renewing the Temporary Supply contract between the **Reverend Thomas B. Bagnal, Jr.** and the Flat Rock Presbyterian Church, Mt. Airy, North Carolina for a period of eleven months beginning February 1, 2009.

II. COMMITTEE ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. DISSOLUTION OF PASTORAL RELATIONSHIPS

1. Dissolved the Pastoral relationship between the **Reverend Norman M. Whitney, Sr.** and Bethany Presbyterian Church, Graham, North Carolina, effective April 30, 2009.
2. Dissolved the Pastoral relationship between the **Reverend M. Gray Clark** and Fellowship Presbyterian Church, Greensboro, North Carolina, effective March 15, 2009.

B. CLP CONTRACT RENEWALS

1. The Commissioned Lay Pastor contract between **Mr. Richard LaDew** and the Pleasant Grove Presbyterian Church, Yanceyville, North Carolina was renewed for a period of one year, effective April 1, 2009.

2. The Commissioned Lay Pastor contract between **Mr. David E. Stratton** and the Sandy Ridge Presbyterian Church, Sandy Ridge, North Carolina was renewed for a period of one year, effective January 14, 2009.
3. The Commissioned Lay Pastor contract between **Mr. Richard Ladew** and the Griers Presbyterian Church, Leesburg, North Carolina, was renewed for a period of one year, effective April 1, 2009.

C. STATED SUPPLY RENEWALS

1. The **Reverend Steve A. Snipes** was renewed as the Stated Supply of the Oakland Presbyterian Church, Statesville, North Carolina for a period of one year, effective January 1, 2009.
2. The **Reverend Judith B. Dellinger** was renewed as the Stated Supply of the Yadkinville Presbyterian Church, Yadkinville, North Carolina, for a period of one year, effective January 1, 2009.

D. STATED SUPPLY RELATIONSHIP

1. The Committee on Ministry recommends that Salem Presbytery appoint the **Reverend Wyatt Coley** be appointed as the Stated Supply of Mt. Vernon Springs Presbyterian Church, Siler City, North Carolina, for a period of one year, effective April 21, 2009, and that he be appointed Moderator of the Session.

H. MODERATOR OF SESSIONS

1. Appointed the **Reverend Margie Boyd** as the Moderator of Session for the Fellowship Presbyterian Church, Greensboro, North Carolina.
2. Appointed the **Reverend Keith Uffman** as the Moderator of Session of the Shiloh Presbyterian Church, Burlington, North Carolina.
3. Appointed **Mr. David Vaughan**, a member of Committee on Ministry, as Moderator of Session of the Bethany Presbyterian Church, Graham, North Carolina until an interim pastor can be secured.

I. APPROVAL OF CHANGES OF CALL

1. The changes in terms of call for the year 2009 meet the Presbytery's Minimum Salary Standard and are approved by the Committee on Ministry: **Reverend Stephen B. Lindsley** of First Presbyterian Church, Mt. Airy, North Carolina; **Reverend Lou East** of Epiphany NCD, Greensboro, North Carolina.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

RECOMMENDATIONS:

HONORABLE RETIREMENTS

- CA** 1. That the Committee on Ministry recommends that the **Reverend Norman M. Whitney, Sr.** be Honorably Retired effective April 30, 2009 and that his service of recognition be held at the April meeting of Presbytery.

2. That the Committee on Ministry recommends that the **Reverend George Hunter** be Honorably Retired, effective April 1, 2009 and that his service of recognition be held at the April meeting of Presbytery.

MINISTERS TRANSFERRING INTO SALEM PRESBYTERY TO ACCEPT A CALL

3. That the **Reverend Paul Rhodes** be transferred from Giddings-Lovejoy Presbytery pending approval of his examination and that the terms of call of Bethel Presbyterian Church, McLeansville, North Carolina, to the **Reverend Paul Rhodes**, to serve as Pastor be found in order and the terms of call (printed below) be approved; and that upon signing the Book of Ministerial Obligations, the call be placed in his 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 May 1, 2009.

Salary and Housing Allowance	\$ 0
Professional Expense Reimbursement	\$40,000
Automobile Expense Reimbursement	PROVIDED (at Federal Rate)
Board of Pensions	PROVIDED
Education/Book Reimbursement	\$ 1,100
Moving Costs	PROVIDED

Four weeks vacation Two weeks study leave One month Paternity leave at full pay

That the following Administrative Commission be approved to install the **Reverend Paul Large Rhodes** at Bethel Presbyterian Church, McLeansville, North Carolina, on May 3, 2009, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
James Rissmiller	Preside & Propound the Constitutional Questions	Minister
Sue Flippin	Preach the Sermon	Elder
Robert Tennant	Charge the Minister	Minister (guest)
Jeffrey Duane Smith	Charge the Congregation	Minister
Benjamin E. Williams	Prayer of Installation	Minister
Cynthia Ingle	Lead in Worship	Elder
Thomas O. Vinson	Lead in Worship	Elder

4. That the **Reverend B. Lynn Stall** be transferred from New Hope Presbytery pending approval of her examination and that the terms of call of Ruple Memorial Presbyterian Church, Blowing Rock, North Carolina, to the **Reverend B. Lynn Stall**, to serve as Pastor be found in order and the terms of call (printed below) be approved; and that upon signing 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 May 1, 2009.

Salary and Housing Allowance	\$78,800
Professional Expense Reimbursement	*1
Automobile Expense Reimbursement	*1
Board of Pensions	PROVIDED
Education/Book Reimbursement	*1
Moving Costs	\$10,000
Study Leave Reimbursement	*1

*1: lump sum of \$4,500 per annum; dental allowance of \$675 per annum

Four weeks vacation-*2 Two weeks study leave-*3 Two months maternity leave at full pay

****Administrative Commission will be in the Addendum (handed out the morning of the meeting at registration).**

5. That following his successful examination, the call of the Highland Presbyterian Church, Winston-Salem, North Carolina, to **Mr. Jonathan Hardy Watt**, a Candidate under the care of Salem Presbytery, to serve as Associate Pastor be found in order; and the terms of call (printed below) be approved; and that signing of the Book of Ministerial Obligations, the call be placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with EEO provisions of the **Book of Order** (G-11.0502g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call, pending his successful examination and ordination. The effective date is June 7, 2009.

Salary and Housing Allowance	\$35,005
Automobile Expense Reimbursement	\$ 500
Board of Pensions	PROVIDED
Education/Book Reimbursement	\$ 1,100
Health Insurance	\$ 6,825.98
Disability	\$ 350.05

Four weeks vacation Two weeks study leave 3 Month Sabbatical after 6th year
One month Paternity leave at full pay

That the following Administrative Commission be approved to install **Mr. Jonathan Hardy Watt** at Highland Presbyterian Church, Winston-Salem, North Carolina, on June 7, 2009, at 10:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Randy Harris	Preside & Propound the Constitutional Questions	Minister
Jill Crainshaw	Preach the Sermon	Minister
Hardy Clemmons	Charge the Minister	Minister (guest)
Newton Cowan	Charge the Congregation	Elder
Ken Blank	Prayer of Ordination/Installation	Minister
Sam Stevenson	Lead in Worship	Minister
Linda Collins	Lead in Worship	Elder

NEW COMMISSIONED LAY PASTOR CONTRACT

4. That **Mr. Fred Terry, CLP** be commissioned as the Lay Pastor of the Second Presbyterian Church, Mocksville, North Carolina, for a one year period beginning April 1, 2009 and that he be granted permission to celebrate the Sacraments and moderate the Session.

AUTHORIZED TO CELEBRATE THE LORD'S SUPPER IN THEIR CONGREGATIONS

5. The Committee on Ministry proposes that **Mr. Larry Bailey, CLP** at Beulah Presbyterian Church, N. Wilkesboro, North Carolina, be authorized to serve the Lord's supper no more than once a quarter for Beulah Presbyterian Church, for a period of one year, effective April 21, 2009.

RECEIVE MINISTER TRANSFERRING INTO SALEM PRESBYTERY

- CA** 6. That following his successful examination, his signing of the Book of Ministerial Obligations, and his affirmative responses to ordination questions, the **Reverend Wyatt Coley**, be received as a Minister of Word and Sacrament into Salem Presbytery.
-

**SALEM PRESBYTERY
 COMMITTEE ON MINISTRY ADDENDUM
 Reverends Dale Walker and Stephen Scott, Co-Chairs
 April 21, 2009**

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

RECOMMENDATIONS:

RECEIVE MINISTER TRANSFERRING INTO SALEM PRESBYTERY

- 7. That following his successful examination and his signing of the Book of Ministerial Obligations, the **Reverend George Henry Murray** be received as a Minister of Word and Sacrament into Salem Presbytery, as a Member at Large.

ADMINISTRATIVE COMMISSION TO INSTALL

- 8. That the following Administrative Commission be approved to install the **Reverend B. Lynn Stall** at Ruple Memorial Presbyterian Church, Blowing Rock, North Carolina, on June 21, 2009, at 11:00 am.

NAME	RESPONSIBILITY	MINISTER/ELDER
Sam Marshall	Preside & Propound the Constitutional Questions	Minister
Sam Marshall	Preach the Sermon	Minister
Charles Carter	Charge the Minister	Minister
Trimella Chaney	Charge the Congregation	Elder
Mary Katherine Robinson	Prayer of Installation	Minister
John Calvin	Lead in Worship	Elder

SALEM PRESBYTERY - April 2009
Hunger Action Report :: Rev. Bryan McFarland, Hunger Action Advocate

Hunger Action Reports highlight the 5 (five) program areas of the *Presbyterian Hunger Program* which is online at: <http://www.pcusa.org/hunger>

1. DIRECT FOOD RELIEF

Distribution for International Hunger and Spring Domestic Hunger grants are highlighted on the bulletin insert elsewhere in this packet. Please use it to interpret with your congregation the continued need for and utilization of those pennies for hunger!

2. DEVELOPMENT ASSISTANCE

3. INFLUENCING PUBLIC POLICY

Join Bryan on June 14-16 in Washington, DC, for Bread For The World's Gathering 2009. There will be worship, workshops, meals, music, visits to Congress, and of course, a celebration! Facilities can only accommodate 350 participants, so register early.

More information online at: www.bread.org

Bryan is excited to be invited to provide Coffeehouse music, co-lead one of the workshops, and lead gathering music for the Closing Worship service for this National Gathering.

4. LIFE-STYLE INTEGRITY

Learn about the Presbyterian Coffee Project, Electric Stewardship, Sweat-Free Tee Shirts, Oikocredit, the Eco-Palms Project, and the Global Marketplace online at: <http://www.pcusa.org/enough/>

5. EDUCATION & INTERPRETATION

JOIN THE FAST - The Global Food Crisis is a tragic reality. Given the way our global food system is currently shaped, resolving the crisis is challenging and complex. Please join the staff of Salem Presbytery as we turn to the traditional spiritual practice of fasting, and to pray, repent and discern what God would have us do to address the underlying causes. May we listen for what is needed by our neighbors around the world in this time of crisis. <http://www.pcusa.org/foodcrisis/signup.htm>

Stay tuned for information re: Singing For THEIR Supper in the Central and West Neighborhoods in Fall 2009.

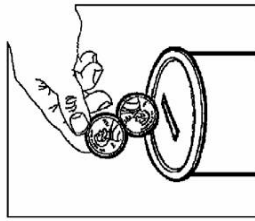
Your Hunger Action Advocate is available for evening programs, Church School classes, pulpit supply, retreats, workshops, etc.

Contact Rev. Bryan McFarland – email: bryan@bryanfield.net cell phone: 336.327-2041

Salem Presbytery - Pennies for Hunger

April 2009

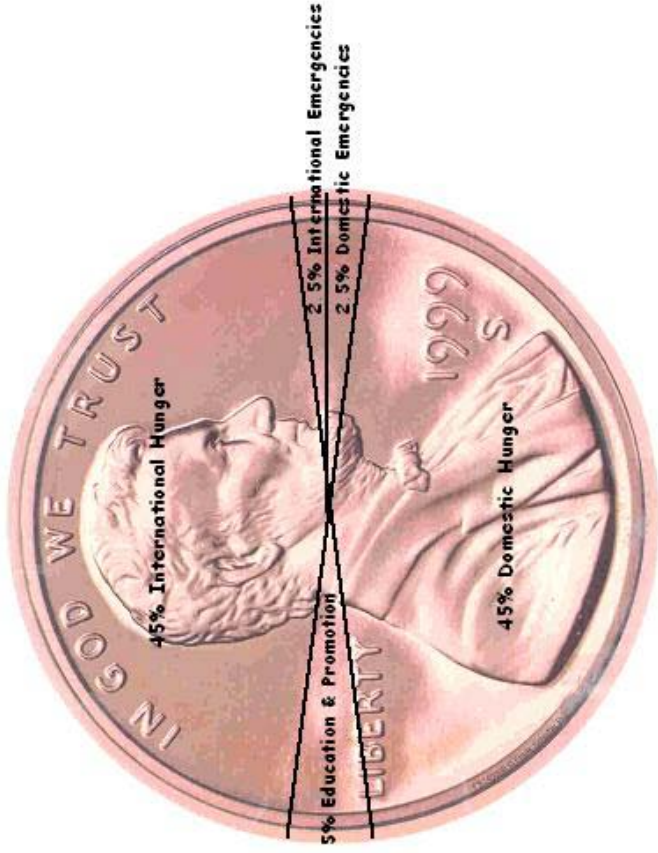
Two Cents A Meal



Since 1989 Salem Presbytery has collected & distributed nearly THREE MILLION DOLLARS to feed the hungry locally and around the world!!

Domestic Grants are awarded twice a year to helping agencies within the bounds of Salem Presbytery. Grant decisions are made by the Ministry Grants Task Group.

Salem Presbytery's International Hunger Task Group oversees global Hunger Projects and is currently engaged in eight projects in ten countries. See other side for details.



Domestic Hunger Grants ~ Spring 2009

Sponsoring congregation	Agency/Amount
Thyatira	Ministerio Hispano de Rowan Agape Program \$1000
First, Salisbury	Rowan Helping Ministries \$2500
Clemmons	Samaritan Ministries \$2250
Yadkinville	Yadkin Christian Ministries \$1500
First, Mt. Airy	Yokefellow Cooperative Ministry \$1800
First, Statesville	Yokefellow Ministry of Greater Statesville \$2500
First, Burlington	Alamance County Meals on Wheels, Inc. \$3000
Madison	Backpack Pals \$2270
Red House	Caswell County Parish, Inc. \$1500
Mebane	Loaves & Fishes Christian Food Ministry, Inc. \$2250
Dogwood Acres	Our Daily Bread Soup Kitchen \$2000
El Bethel	The Lord's Pantry, Inc. \$3000
First, Boone	Hospitality House of the Boone Area, Inc. \$1000
Elkin	Tri-County Christian Crisis Ministry \$1500
North Wilkesboro	Wilkes Cares \$2000
15 Domestic Hunger Grants for Spring 2009 \$30070	

International Hunger Grants of Salem Presbytery

We currently furnish projects in the following locations.

Belarus	\$4800
Brazil	\$30000
Congo	\$16000
Cuba	\$4800
Ethiopia	\$5000
Haiti	\$6000
Haiti 2	\$1235
Nigeria (proposed)	\$9000
China, Salem Orphanage	\$16000
TOTAL	\$72835

Contact Bryan for hunger action programs, supply preaching, church school classes, retreats, workshops, even concerts!

Completed applications for Fall 2009 Domestic Hunger Grants are due at Salem Presbytery office by Mon., August 3, 2009.



Rev. Bryan Field McFarland, Hunger Action Advocate
email - bryan@bryanfield.net

Office: 336/766-3393 Fax: 336/766-7153 Cell: 336/327-2041
Salem Presbytery PO Box 1763 Clemmons, NC 27012

**SALEM PRESBYTERY
MINISTRY CLUSTER
COMMITTEE ON PREPARATION FOR MINISTRY
Reverends Ken Broman-Fulks, Mike Horne, and Amanda Anderson, Co-
Moderators
April 21, 2009**

The Committee certified the following candidates ready to receive a call:

Sarah Johnson, candidate from Westminster Presbyterian Church, Greensboro,
graduate of Princeton Theological Seminary

Joe Sandoval, candidate from First Presbyterian Church, Greensboro, attending
Union-PSCE Charlotte

Susan Dietrich, candidate from First Presbyterian Church, Boone, graduate of
Union-PSCE Richmond

Eddie Self, candidate from Oak Ridge Presbyterian Church, Oak Ridge,
attending Wake Forest Divinity School

Margaret Almeida, candidate from First Presbyterian Church, Salisbury,
graduate of Union-PSCE Charlotte

RECOMMENDATIONS:

1. That Salem Presbytery examine **Alicia Wilson**, a member of First Presbyterian Church, Salisbury, North Carolina, graduate of Furman University and 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.
 2. That Salem Presbytery permit the Committee on Preparation for Ministry to administer an alternate ordination exam in Biblical Exegesis to candidate **Kellie Browne**.
-

**SALEM PRESBYTERY
PRESBYTERY COUNCIL REPORT
Reverend Norman Whitney, Moderator
April 21, 2009**

The Presbytery Council met on March 12 and April 2, 2009.

The following is reported as information:

- Council minutes of the February 18 and March 12, 2009, were approved.
- The Reverend Tom Norwood of Davidson Consulting Group reported on his attendance at the PCUSA Stewardship Conference and plans to begin the Stewardship Workshops throughout the Presbytery.
- Sample resources were distributed regarding the process in discussing the upcoming GA amendments to the Constitution in our neighborhoods and churches.
- Discussed the draft guidelines for *Congregations Seeking to Withdraw From Salem Presbytery and the Presbyterian Church (U.S.A.)*. The guidelines are to be distributed at the April 2009 Presbytery meeting as information only and will be voted on at the July 2009 Presbytery meeting. It was also reported that the deadline for statistical reports had passed.
- Heard report on the hunger grant requests and that fifteen (15) agencies are requesting over \$5,000 in funds.
- Work continues on updating our Presbytery's mission statement and Manual of Operations, to be presented at the October 2009 Presbytery meeting.
- Heard an update on Lucio Gonzalez, CLP, at Eben-ezer Presbyterian Church, Siler City, concerning his deployment.
- Heard report of the need for congregations to be better trained in disaster response and liability issues surrounding mission and disaster relief work.

The following reports actions taken by the Presbytery Council:

- Approved the Budget & Finance Committee request to combine the following accounts to be called "Assist Ministry"; Critical Points in Ministry, Tool Box Project, Small Church Aid, and Older Adult Ministries (from 2008 budget).
- Approved the Vandalia Presbyterian Church to submit a General Assembly Mission Program Grant application, recommended and endorsed by the New Church Development Committee. Fund disbursement will begin in 2009 and drawn from Whispering Pines Growth Fund.
- Approved Davidson Consulting Group cost of \$3,500 per month through August for materials, workshops, and individual consulting with congregations and council on stewardship design and implementation to be expended from either the Brentwood or Whispering Pines restricted accounts, at the treasurer's discretion.
- Approved the Vital Churches Acts 16:5 to subsidize up to 20 churches at \$115 per month for twelve months (\$27,600) for participating in the program. The \$27,600 is a "maximum" expenditure and does not factor in that a portion of this will be reimbursed to the Presbytery by participating churches on the sliding scale based on church size. These funds will be disbursed from either School of Evangelism or Randolph-Phoenix account, at the treasurer's discretion.
- Approved recommendations for the Joint Outdoor Ministry sub-committee: Billy Robinson, Don McCracken, and TBA.
- Appointed the following for the Presbytery Initiative Committee which will coordinate joint actions by presbyteries in the Synod of the Mid-Atlantic: Moderator of Presbytery, Moderator of Council, Stated Clerk and General/Associate Presbyters.

RECOMMENDATIONS:

1. Recommended a covenant agreement between Salem Presbytery and Lees-McRae College.
2. To disperse a \$6,000 grant from Development/Redevelopment account #436200 AND issue a loan for \$6,000 at the interest rate of 4.5% for five years from the General Loan Fund account #43600 to assist the Milton Presbyterian Church (Milton) in making repairs on its historic sanctuary.
3. Trinity Presbyterian Church, Salisbury, requests a \$10,000 grant through Committee on Ministry, from the Randolph-Phoenix Fund (#436200) to assist with moving their pastor from Detroit to Salisbury and first year salary support.
4. Council approved a \$22,000 loan for a paved parking lot for the Mount Vernon Presbyterian Church, Woodleaf, at the interest rate of 4.50% for seven (7) years, to be disbursed and reimbursed to the Randolph-Phoenix Fund (#436200)
5. To approve the Campus Ministries of Greensboro to purchase a house for their ministry.

“Whereas, Presbyterian Campus Ministry of Greensboro has applied for a loan of \$214,400 from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc., Therefore, the Presbytery of Salem (a “Corporation”) of the Presbyterian Church (U.S.A.) having received and reviewed the loan application of Presbyterian Campus Ministry of Greensboro, located at 3501 W. Market Street, Greensboro, NC, a member in good standing of this Presbytery, approved the loan application and guarantees the repayment of principal and interest on the loan to the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc., in the amount of \$214,400. The officers of the Presbytery Corporation are authorized to sign the Guaranty /Agreement for this loan as agents of the Presbytery Corporation.”

6. That an official covenant relationship begin between the Tzeltal Synod and Salem Presbytery for a period of five years, beginning in April 2009.
 7. That Salem Presbytery concur with the Board of Trustees approval for Pittsboro to sell an easement. The sale of the easement will be \$12,000 and paid directly to Pittsboro Presbyterian Church.
-

1 **A COVENANT OF AGREEMENT BETWEEN**
 2 **THE TZELTAL SYNOD OF THE NATIONAL PRESBYTERIAN CHURCH OF MEXICO**
 3 **AND**
 4 **THE PRESBYTERY OF SALEM OF THE PRESBYTERIAN CHURCH (U.S.A.)**

5
 6 **BIBLICAL FOUNDATION**
 7

8 As Christians, we are called to be a Church of Pentecost. On the day of Pentecost, the Jewish
 9 celebration of renewing their covenant with the sovereign lord of creation, people from nations all over
 10 the world gathered in Jerusalem. (Acts 2:1-12) In a reversal of the divisions of the world reflected in the
 11 story of the tower of Babel (Genesis 11:1-9), these people, while continuing to speak each in their own
 12 language, were united by the singular message of God’s love that both respected and transcended their
 13 distinct languages and cultures.

14 The Tzeltal Synod and the Presbytery of Salem, guided by that same spirit, seek to give witness to
 15 our common Lord by reaching across the barriers of language and cultures and being enriched by our
 16 distinctiveness while being united by God’s reconciling love. We enter into this relationship not only for
 17 our mutual benefit but also as a testimony to the world of shalom that God seeks for all of us.

18 We acknowledge that Christ’s redemption is for all ethnicities. This is evident in John’s vision
 19 (Revelation 7:9-10) as every language is valued. Thus the values of all cultures and peoples and
 20 languages may contribute to the Reign of God.

21 **HISTORICAL BACKGROUND**
 22

23 From the Perspective of the North Carolinian Presbyterians

24 Salem Presbytery has been sponsoring short-term, cross-cultural mission trips to Mexico since
 25 1994 and to Chiapas since 2002. Salem’s goal has been to offer an opportunity for both those
 26 experienced and inexperienced in international mission to join others from the Presbytery in service and
 27 worship across cultural boundaries. Over 450 members of approximately 25 Salem churches have made
 28 one and sometime multiple visits over the past 15 years to 16 cities and villages in Mexico. Salem
 29 construction and medical teams have worked side by side with Spanish and Indigenous Presbyterians to
 30 build or update clinics, sanctuaries, schools and church buildings and they have treated over 7,500 clinic
 31 patients.

32 Since 2003, Salem’s focus has been to work with the Tzeltal Presbyterian church in Chiapas.
 33 More than 20 mission teams have visited, worked and worshipped with churches from the three Tzeltal
 34 Presbyteries which make up the Tzeltal Synod. Through these trips, relationships have been formed
 35 which have transformed lives on both sides of the Mexican border. Members from Salem Presbytery
 36 pray daily for their brothers and sisters in Christ in Chiapas. We seek God’s will and His blessing on the
 37 establishment of a covenant relationship between Salem Presbytery and the Tzeltal Synod.

38 From the Perspective of the Tzeltal Presbyterians

39 The Tzeltal Church of Bachajon in Chiapas was founded in 1950 thanks to the work of Wycliffe
 40 Institute missionaries Florencia Slocum and Mariana Gerdel of the Wycliffe Institute who had moved to

41 the area. A translation of the New Testament into the Bachajon Tzeltal was dedicated in 1965. At that
 42 time the Reformed Church began its ministry among the Tzeltal people. Presbyterianism was finally
 43 embraced by our people in the 1980s; and in the 1990s we came to realize the full extent of the
 44 Presbyterian tradition outside Mexico. A relationship with Salem Presbytery was begun in 2003 after
 45 Tzeltal congregations worked in partnership with Presbyterians of a different language and culture.
 46 These short term mission trips sponsored by Salem Presbytery have proven to be a blessing in opening
 47 our eyes to the realities of other Presbyterian churches. Our faith has been strengthened by worshipping
 48 together with Presbyterians of other lands with whom we have been able to worship God together and
 49 fulfill the Great Commission working side by side.

50 THEOLOGICAL FOUNDATION OF THE COVENANT

51 In the name of God our Creator, Christ our Redeemer, and the Holy Spirit our Sustainer:

52

- 53 • We affirm our mutual call to give faithful witness to the unity of the Church that is beyond
 54 any human boundaries.
- 55
- 56 • We state our conviction that by engaging in mission together we will share with one another
 57 God's love and grace that crosses all national, political, cultural, and economic barriers.
- 58
- 59 • We express our hope that the partnership between Tzeltal Synod and Salem Presbytery will
 60 contribute to further the Kingdom of God among all our constituents.
- 61

62 We believe that in Jesus Christ God calls all Christians into a covenant relationship with God, and
 63 with brothers and sisters in faith, not only individually but as congregations and governing bodies. The
 64 broad purpose of our covenant relationships is to respond to God's grace in Jesus Christ, and to glorify
 65 God while enjoying all the promises of God that are set before us in the Scriptures. Within the church,
 66 God has given us this great commission: to make disciples of all nations, baptizing all those whom God
 67 calls, and teaching them to observe all that Jesus commands. In fulfillment of our commission, we rely
 68 solely upon the grace of God. By the power of the Holy Spirit at work within us and through us, we
 69 believe the promise of Jesus Christ, namely, that he is with us and will continue to be present to us to
 70 the end of this age.

71 We believe that God is calling the Presbytery of Salem and the Tzeltal Synod into a particular
 72 covenant relationship, one that will glorify God, build up the Body of Christ in both North Carolina and
 73 Chiapas, and wherever the Spirit leads us in mutual service and that will serve to advance the gospel of
 74 Jesus Christ.

75 Specifically, we promise before God and to one another, and intend to fulfill with God's help,
 76 certain mutual endeavors, as partners in the gospel of Jesus Christ. In fulfillment of these endeavors, we
 77 acknowledge our mutual sinfulness and need of grace, our mutual desire to serve God as faithful
 78 disciples of Jesus Christ, our call from God to submit to one another as brothers and sisters in Christ,
 79 holding each other accountable for our service and partnership. We pledge to be truthful to one
 80 another, always speaking the truth in love. We pledge to seek mutual understanding, knowing that
 81 cross-cultural ministry requires patient listening and prayerful discernment. We pledge to be gentle in
 82 the Spirit with one another, believing that through humility and kindness the barriers that arise from
 83 cultural differences and the barriers that arise as the result our human sinfulness and limitations can be

84 overcome. With God’s help and our active service, we believe that this covenant can produce an
85 abundant harvest for the kingdom of God.

86 **OUR MUTUAL ENDEAVORS**

87 A. Mutual Prayer and Encouragement

88
89 Both the Tzeltal Synod and Salem Presbytery will provide a means for churches,
90 congregations, missions, and pastors to establish particular relationships in which
91 we may pray for one another, making a point when possible to know each others’
92 particular needs, joys, and concerns.
93

94 B. Mutual Education of Pastors and Congregations

95
96 1. The Presbytery of Salem will seek to be a partner in the continuing education of the
97 Tzeltal Synod pastors, and as doors open in ministry, the continuing education of
98 Tzeltal elders, churches and congregations. The Tzeltal Synod officers will be
99 responsible for identifying the specific topics and needs of its pastors, lay pastors,
100 congregations and elders.
101

102 The Presbytery of Salem will seek to support the continuing education ministries of
103 the Tzeltal Synod by sending teachers and facilitators from the US. It is Salem
104 Presbytery’s desire that these teachers and facilitators be introduced to ministry in
105 Chiapas through hands-on participation at the congregational level during their
106 tenure in the Tzeltal Synod. It is the testimony of past teachers from North Carolina
107 that they return to Salem Presbytery from Chiapas as better equipped and more
108 faithful servants of Jesus Christ in the PCUSA.
109

110 When local educational initiatives better serve the Tzeltal Synod, Salem Presbytery
111 will seek to lend financial support to those local ministries.
112

113 2. The Tzeltal Synod will seek to identify individuals within their presbyteries who can
114 travel to Salem Presbytery, facilitated by the presbytery, and educate the PCUSA
115 pastors and congregations on life and ministry in Chiapas, including topics that are
116 of particular importance to understanding cross-cultural ministries, both in Chiapas
117 in the PCUSA. For example, it would be of great benefit to the USA Presbyterians to
118 better understand:

- 119 i. Life and Ministry of the Indigenous Church in Chiapas
- 120 ii. The Impact of the USA Migrant System in Southern Mexico, on communities
121 and churches
- 122 iii. Models of Evangelism in Chiapas and Ministry in the Tzeltal Cross-cultural
123 context

124 C. Mutual Mission

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126 1. The Tzeltal Synod and Salem Presbytery will continue to serve together in cross-
127 cultural ministries through the sending and receiving of medical mission teams and
128 construction groups in the late spring and summer months.

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- 2. Both the Tzeltal Synod and Salem Presbytery will be open to the Spirit of God in discovering areas of ministry and outreach, both in the USA and in southern Mexico, where our partnership can serve to extend the reach of Jesus Christ into the world. Examples of possible mission endeavors:
 - i. Latino ministries/outreach/evangelism in Salem Presbytery
 - ii. Cross Cultural Mission in other parts of Mexico.
 - iii. Building or strengthening ministries for, by, and with women in our presbyteries and churches.
 - iv. Ministry with youth: strengthen and train youth of our congregations in their understanding of the mission and vision of the church (United States-Mexico)

In light of these declarations and with these hopes we propose to establish an official covenantal relationship between the Tzeltal Synod and the Presbytery of Salem for a period of five years beginning in February, 2009.

**SALEM PRESBYTERY
BUDGET & FINANCE COMMITTEE
Reverend Jud Milam, Chair
April 21, 2009**

As you may,...or may not,...know, we are presenting the 2009 Budget for your approval at this time. This is in keeping with the budgeting calendar we have used over the last several years. To present the budget at this time gives us better ability to evaluate incoming pledges, and, in turn, put forth a budget that best reflects a realistic understanding of our income.

But, there are some disadvantages of this budgeting calendar. It is our hope that we will be able to present a "2010 Working Budget" at the October meeting of Presbytery, even though there may be some changes prior to the "2010 Final Budget", which we anticipate presenting at our 2010 February meeting.

As we move through the summer we will be asking all committees to make 2010 budget projections based on needs, as well as hopes and dreams.

The 2009 Budget included in this packet reflects the hard times of our economy. We have written this budget to be conservative, but it is possible it is not conservative enough. It reflects a realistic understanding of all anticipated income at this point. Nevertheless, if the economic struggle in our churches becomes even greater we could see the need to cut even lower.

The 2009 Budget presented is a little over \$280,000 less than the 2009 Requested Budget. The 2009 Requested Budget will still be our hope and vision of what we will do if additional funds become available. To achieve the balanced budget we had to substantially make cuts in our giving to Synod and General Assembly. These were hard decisions made necessary by these difficult times. Further, a number of dramatic cuts are made in Presbytery operations.

We concluded the 2008 Year with over a \$90,000 deficit. Although it is possible to absorb this once, to do so even in a second year will push our reserves below the level necessary for operations.

The Budget & Finance Committee is not seeking to be pessimistic at this point, just conservative.

RECOMMENDATION:

1. That the 2009 Budget of \$1,420,877, be presented, approved and implemented immediately.
-

SALEM PRESBYTERY

2009 BUDGET

	2008 Budget	2009 Budget	2009 Budget
	Total	Requested	
Revenues			
REVENUE & SUPPORT			
SUPPORT REVENUE			
141000 - BENEVOLENCE GIVING	\$1,508,700.00	\$1,304,954.00	\$1,308,632.00
141100 - PRIOR YR BENEVOLENCES	\$48,000.00	\$25,000.00	\$25,000.00
141150 - NEIGHBORHOOD INITIATIVE	\$0.00	\$0.00	\$0.00
Total SUPPORT REVENUE	\$1,556,700.00	\$1,329,954.00	\$1,333,632.00
PROGRAM RECEIPTS			
142006 - SENIOR HIGH SPG RETREAT	\$6,000.00	\$6,000.00	\$6,000.00
142007 - MIDDLE SCH FALL RETREAT	\$11,000.00	\$11,000.00	\$11,000.00
Total PROGRAM RECEIPTS	\$17,000.00	\$17,000.00	\$17,000.00
OTHER REVENUE/TRANSFERS			
144001 - INTEREST ON INVESTMENTS	\$20,000.00	\$20,000.00	\$20,000.00
144008 - HUNGER ACTION ENABLER	\$18,245.00	\$18,245.00	\$18,245.00
144009 - TERMINATION CONTRACT	\$0.00	\$0.00	\$0.00
144010 - EXPENDITURE REIMBURSEMENT	\$0.00	\$0.00	\$0.00
144011 - PRIOR YEAR UNSPENT FUND	\$0.00	\$0.00	\$0.00
144013 - ACCUMULATED FUND BALANCE	\$75,908.00	\$49,910.00	\$25,000.00
144020 - NEIGHBORHOOD INITIATIVE	\$0.00	\$0.00	\$0.00
Total OTHER REVENUE/TRANSFERS	\$114,153.00	\$88,155.00	\$63,245.00
SYNOD OF MID-ATLANTIC & GA			
144101 - PRESBY HUNGER PROGRAM	\$7,000.00	\$7,000.00	\$7,000.00
144102 - PEACEMAKING-SYNOD	\$0.00	\$0.00	\$0.00
144103 - CAMPUS MINISTRY GRANTS	\$0.00	\$0.00	\$0.00
144106 - NCD - GENERAL ASSEMBLY	\$0.00	\$0.00	\$0.00
Total SYNOD OF MID-ATLANTIC & GA	\$7,000.00	\$7,000.00	\$7,000.00
TOTAL REVENUE & SUPPORT	\$1,694,853.00	\$1,442,109.00	\$1,420,877.00
TOTAL REVENUES	\$1,694,853.00	\$1,442,109.00	\$1,420,877.00
Expenses			
REACH			
REACH CHURCH GROWTH/DEVELOPMENT			
OPERATIONAL			
154605 - CONTRACTED SERVICES	\$3,500.00	\$3,500.00	\$3,500.00
154634 - SUPPLIES	\$0.00	\$0.00	\$0.00
154639 - TRAINING	\$2,104.00	\$2,104.00	\$2,104.00
154643 - TRAVEL	\$2,500.00	\$2,500.00	\$2,500.00
154647 - PRINTING	\$0.00	\$0.00	\$0.00
Total OPERATIONAL	\$8,104.00	\$8,104.00	\$8,104.00
CHURCH REDEVELOPMENT			
154650 - SMALL RURAL CHURCH	\$0.00	\$0.00	\$9,410.88
154660 - REDEVELOPMENT REQUEST	\$15,000.00	\$15,000.00	\$10,000.00
154665 - CH REVITALIZATION CONFERENCE	\$0.00	\$0.00	\$0.00

	2008 Budget	2009 Budget	2009 Budget
	Total	Requested	
Total CHURCH REDEVELOPMENT	\$15,000.00	\$15,000.00	\$19,410.88
NEW CHURCH DEVELOPMENT			
154670 - CHAPEL IN THE PINES	\$5,000.00	\$5,000.00	\$5,000.00
154671 - HISPANIC MINISTRY	\$0.00	\$0.00	\$0.00
154673 - POTENTIAL NCDS	\$15,000.00	\$15,000.00	\$10,000.00
154674 - PRESBY CH OF THE SPRINGS	\$5,000.00	\$5,000.00	\$5,000.00
154676 - HISPANIC MIN.-EBEN-EZER	\$14,444.00	\$14,444.00	\$5,033.12
154678 - NCD COACHES	\$6,723.00	\$6,723.00	\$6,723.00
Total NEW CHURCH DEVELOPMENT	\$56,167.00	\$46,167.00	\$31,756.12
EVANGELISM			
154960 - SEMINARS/CONFERENCES	\$0.00	\$1,000.00	\$1,000.00
Total EVANGELISM	\$0.00	\$1,000.00	\$1,000.00
SMALL CHURCH SUPPORT			
156524 - DELLABROOK	\$3,000.00	\$0.00	\$0.00
156539 - KERNERSVILLE FIRST	\$2,500.00	\$0.00	\$0.00
156556 - SHADY SIDE	\$3,000.00	\$2,500.00	\$2,500.00
156557 - SPENCER	\$0.00	\$0.00	\$0.00
156563 - MEBANE FIRST	\$2,000.00	\$2,000.00	\$2,000.00
156590 - CONTINGENCY AID	\$6,800.00	\$0.00	\$0.00
Total SMALL CHURCH SUPPORT	\$17,300.00	\$4,500.00	\$4,500.00
TOTAL REACH	\$96,571.00	\$74,771.00	\$64,771.00
EQUIP			
OPERATIONAL Support Team			
170021 - POSTAGE	\$150.00	\$150.00	\$150.00
170040 - LEADERSHIP DEVELOPMENT	\$500.00	\$500.00	\$500.00
170043 - TRAVEL	\$1,000.00	\$1,000.00	\$1,000.00
170047 - PRINTING	\$100.00	\$100.00	\$100.00
170049 - RESOURCING CONGREGATIONS	\$500.00	\$500.00	\$500.00
170070 - OFFICER TRAINING WORKSHOP	\$750.00	\$750.00	\$750.00
170075 - NEIGHBORHOOD EVENTS	\$0.00	\$1,000.00	\$1,000.00
170090 - APCE CONFERENCE	\$0.00	\$1,000.00	\$1,000.00
Total OPERATIONAL	\$3,000.00	\$5,000.00	\$5,000.00
JOINT OUTDOOR MINISTRY			
171521 - POSTAGE	\$50.00	\$50.00	\$50.00
171543 - TRAVEL	\$100.00	\$100.00	\$100.00
171547 - PRINTING	\$50.00	\$50.00	\$50.00
171550 - CAMP GRIER AID	\$31,755.00	\$32,000.00	\$32,000.00
Total JOINT OUTDOOR MINISTRY	\$31,955.00	\$32,200.00	\$32,200.00
RESOURCE CENTER			
178147 - PRINTING/LICENSE FEE	\$250.00	\$250.00	\$250.00
178150 - JOHN KNOX SUBSCRIPTION	\$550.00	\$550.00	\$550.00
178160 - NEW SOURCE ACQUISITION	\$200.00	\$1,000.00	\$1,000.00
Total RESOURCE CENTER	\$1,000.00	\$1,800.00	\$1,800.00
YOUTH MINISTRY			
172017 - MEALS	\$500.00	\$500.00	\$500.00
172021 - POSTAGE	\$300.00	\$300.00	\$300.00
172034 - SUPPLIES	\$100.00	\$100.00	\$100.00
172043 - TRAVEL	\$2,000.00	\$2,000.00	\$2,000.00
172047 - PRINTING	\$300.00	\$300.00	\$300.00
172050 - SR HIGH SPRING RETREAT*	\$10,000.00	\$10,000.00	\$10,000.00

	2008 Budget	2009 Budget	2009 Budget
	Total	Requested	
172060 - MIDDLE SCH FALL RETREAT*	\$15,000.00	\$15,000.00	\$15,000.00
172065 - BACKGROUND CHECKS	\$1,000.00	\$1,000.00	\$1,000.00
Total YOUTH MINISTRY	\$29,200.00	\$29,200.00	\$29,200.00
CAMPUS MINISTRY			
165540 - NC SCHOOL OF THE ARTS	\$11,000.00	\$10,700.00	\$10,700.00
165550 - ASU	\$54,000.00	\$54,000.00	\$54,000.00
165560 - WINSTON-SALEM STATE	\$11,322.00	\$11,322.00	\$11,322.00
165570 - UNC - GREENSBORO	\$41,700.00	\$57,300.00	\$57,300.00
165580 - W-S AREA CAMPUS MINISTRY	\$18,252.00	\$18,252.00	\$18,252.00
165590 - A&T STATE/BENNETT COLLEGE	\$0.00	\$0.00	\$0.00
165591 - INTL CAMPUS MIN OF TRIAD	\$470.00	\$3,000.00	\$3,000.00
165592 - NC CABINET EXPENSES	\$2,000.00	\$2,000.00	\$0.00
165595 - CAMPUS MIN CONTINGENCY	\$1,000.00	\$1,000.00	\$0.00
Total CAMPUS MINISTRY	\$139,744.00	\$157,574.00	\$154,574.00
195003 - COUNSELING CENTER	\$31,000.00	\$31,000.00	\$5,166.66
TOTAL EQUIP		\$256,774.00	\$227,940.66
SEND			
ECUMENICAL & INTERFAITH			
160571 - NC COUNCIL OF CHURCHES	\$5,000.00	\$7,300.00	\$7,300.00
Total ECUMENICAL & INTERFAITH	\$5,000.00	\$7,300.00	\$7,300.00
PEACE & JUSTICE			
161870 - PREBY CONVOCAION/RETREAT	\$0.00	\$0.00	\$0.00
161880 - PEACEMAKING PROJECT	\$1,000.00	\$1,000.00	\$1,000.00
Total PEACE & JUSTICE	\$1,000.00	\$1,000.00	\$1,000.00
COMMUNITY MINISTRY GRANTS			
163066 - ALLIED CH OF ALAMANCE	\$5,000.00	\$0.00	\$0.00
163074 - CALDWELL HOUSE	\$5,000.00	\$0.00	\$0.00
163076 - CRISIS CONTROL MINISTRY	\$4,000.00	\$0.00	\$0.00
163085 - PRODIGALS COMMUNITY	\$3,500.00	\$0.00	\$0.00
163092 - DAVIE COUNTY ADVOCACY	\$1,500.00	\$0.00	\$0.00
163103 - IREDELL CHRISTIAN MINISTRIES	\$4,000.00	\$0.00	\$0.00
163106 - DISABILITY ADVOCATES OF NWNOC	\$1,000.00	\$0.00	\$0.00
163107- Contingency		\$12,000.00	\$0.00
Total COMMUNITY MINISTRY GRANTS	\$24,000.00	\$12,000.00	\$0.00
NC PRISON MINISTRY			
165060 - NC PRISON CHAPLAINCY	\$14,000.00	\$14,000.00	\$14,000.00
Total NC PRISON MINISTRY	\$14,000.00	\$14,000.00	\$14,000.00
WORLDWIDE MINISTRY			
157001 - PROGRAM FEES	\$0.00	\$7,800.00	\$0.00
157095 - SALEM ORPHANAGE	\$0.00	\$12,000.00	\$0.00
164000 - TZELTAL SYNOD INTERNATIONAL PARTNER	\$0.00	\$3,000.00	\$3,000.00
Total WORLDWIDE MINISTRY		\$22,800.00	\$3,000.00
195001 - GENERAL ASSEMBLY	\$120,000.00	\$104,519.00	\$10,000.00
195002 - SYNOD OF MID-ATLANTIC	\$3,000.00	\$3,000.00	\$0.00
195004 - STATE-WIDE CAMPUS MINISTRY	\$17,830.00	\$17,830.00	\$17,830.00
195005 - GENERAL ASSEMBLY-JAE CHUNG	\$0.00	\$7,680.00	\$7,680.00
196001 - PER CAPITA - GEN ASSEMBLY	\$199,748.00	\$213,552.60	\$161,944.54
196002 - PER CAPITA-SYNOD	\$55,590.00	\$50,349.80	\$25,349.80
TOTAL SEND		\$454,031.00	\$248,104.34

	2008 Budget	2009 Budget	2009 Budget
	Total	Requested	
BOOK OF ORDER AND RELATED ENTITIES			
ADMINISTRATION COMMISSION			
152543 - TRAVEL	\$200.00	\$200.00	\$200.00
Total ADMINISTRATION COMMISSION	\$200.00	\$200.00	\$200.00
NOMINATING COMMITTEE			
152821 - POSTAGE	\$0.00	\$0.00	\$0.00
152834 - SUPPLIES	\$0.00	\$0.00	\$0.00
152843 - TRAVEL	\$450.00	\$550.00	\$550.00
152847 - PRINTING	\$50.00	\$50.00	\$50.00
Total NOMINATING COMMITTEE	\$500.00	\$600.00	\$600.00
SELF-DEVELOPMNT OF PEOPLE			
152947 - PRINTING	\$0.00	\$100.00	\$100.00
Total SELF-DEVELOPMNT OF PEOPLE	\$0.00	\$100.00	\$100.00
STATED CLERK			
153021 - POSTAGE	\$600.00	\$500.00	\$500.00
153034 - SUPPLIES	\$200.00	\$250.00	\$250.00
153037 - TELEPHONE	\$0.00	\$0.00	\$0.00
153043 - TRAVEL	\$0.00	\$1,500.00	\$1,500.00
153047 - PRINTING	\$250.00	\$200.00	\$200.00
153050 - PRESBYTERY PACKETS	\$2,700.00	\$0.00	\$0.00
153060 - PRESBYTERY MEETINGS	\$2,000.00	\$2,500.00	\$2,500.00
153070 - GA/SYNOD TRAINING	\$0.00	\$1,500.00	\$1,500.00
153080 - SESSIONAL REVIEW TASK GRP	\$250.00	\$250.00	\$250.00
Total STATED CLERK	\$6,000.00	\$6,700.00	\$6,700.00
REPRESENTATION COMMITTEE			
153343 - TRAVEL	\$100.00	\$100.00	\$100.00
153347 - PRINTING	\$0.00	\$0.00	\$0.00
Total REPRESENTATION COMMITTEE	\$100.00	\$100.00	\$100.00
PERMANENT JUDICIAL COMM.			
153443 - TRAVEL	\$500.00	\$500.00	\$500.00
Total PERMANENT JUDICIAL COMM.	\$500.00	\$500.00	\$500.00
COMMITTEE ON MINISTRY			
OPERATIONAL			
180005 - CONTRACTED SERVICES	\$0.00	\$0.00	\$0.00
180012 - LODGING	\$0.00	\$0.00	\$0.00
180021 - POSTAGE	\$100.00	\$100.00	\$100.00
180034 - SUPPLIES	\$125.00	\$125.00	\$125.00
180037 - TELEPHONE	\$0.00	\$0.00	\$0.00
180043 - TRAVEL	\$3,000.00	\$4,000.00	\$3,000.00
180047 - PRINTING	\$0.00	\$150.00	\$150.00
180050 - PLANNING RETREAT	\$1,600.00	\$2,600.00	\$1,500.00
180051 - CHURCH EDUCATORS SUPPORT	\$1,500.00	\$1,500.00	\$1,500.00
180052 - INTERIM TRAINING WORKSHOP	\$250.00	\$250.00	\$250.00
180053 - CONCILIATION TRAINING	\$0.00	\$2,000.00	\$1,000.00
180054 - CONFLICT WORKSHOP	\$0.00	\$0.00	\$0.00
180055 - SEXUAL MISCONDUCT INTERP	\$500.00	\$500.00	\$500.00
180056 - TRIENNIEL VISITATION	\$0.00	\$50.00	\$0.00
180057 - CARE CH PROFESSIONALS	\$2,000.00	\$3,000.00	\$2,000.00
180058 - PROF DEVELOPMENT EVENTS	\$2,000.00	\$2,000.00	\$2,000.00
180065 - SHARED PENSION GRANTS	\$1,250.00	\$1,250.00	\$1,250.00

	2008 Budget	2009 Budget	2009 Budget
	Total	Requested	
180070 - CLERGY SPIRITUAL	\$0.00	\$0.00	\$0.00
180071 - NEW PASTOR SEMINAR	\$750.00	\$750.00	\$750.00
180075 - CLP TRAINING*	\$1,000.00	\$0.00	\$0.00
180076 - CLERGY BACKGROUND SEARCH	\$425.00	\$425.00	\$425.00
Total COM OPERATIONAL	\$15,000.00	\$18,700.00	\$14,550.00
PREPARATION FOR MINISTRY			
182021 - POSTAGE	\$100.00	\$100.00	\$100.00
182034 - SUPPLIES	\$100.00	\$100.00	\$100.00
182043 - TRAVEL	\$1,200.00	\$1,200.00	\$1,200.00
182047 - PRINTING	\$200.00	\$200.00	\$200.00
182050 - STUDENT GRANTS	\$19,000.00	\$19,000.00	\$19,000.00
182060 - CONSULTATIONS	\$500.00	\$500.00	\$500.00
182070 - COUNSELING/TESTING	\$4,000.00	\$4,000.00	\$4,000.00
Total PREPARATION FOR MINISTRY	\$25,100.00	\$25,100.00	\$25,100.00
EXAMINATIONS COMMITTEE			
185021 - POSTAGE	\$100.00	\$100.00	\$100.00
185034 - SUPPLIES	\$0.00	\$0.00	\$0.00
185037 - TELEPHONE	\$50.00	\$50.00	\$50.00
185043 - TRAVEL	\$700.00	\$700.00	\$700.00
185047 - PRINTING	\$50.00	\$50.00	\$50.00
Total EXAMINATIONS COMMITTEE	\$900.00	\$900.00	\$900.00
TOTAL BOOK OF ORDER & RELATED ENTITIES		\$52,900.00	\$48,750.00
COUNCIL			
COUNCIL COMMITTEES			
COUNCIL OPERATIONAL			
151421 - POSTAGE	\$700.00	\$700.00	\$700.00
151443 - TRAVEL	\$2,000.00	\$2,000.00	\$2,000.00
151447 - PRINTING	\$300.00	\$300.00	\$300.00
Total COUNCIL OPERATIONAL	\$3,000.00	\$3,000.00	\$3,000.00
STEWARDSHIP			
151750 - STEWARDSHIP/CONGR PROJECT	\$1,000.00	\$2,000.00	\$2,000.00
151760 - INTERPRETATION MATERIALS	\$200.00	\$0.00	\$0.00
Total STEWARDSHIP	\$1,200.00	\$2,000.00	\$2,000.00
PRESBYTERY MEETING			
151905 - CONTRACTED SERVICES	\$0.00	\$0.00	\$0.00
151934 - SUPPLIES/LUNCH	\$200.00	\$200.00	\$200.00
Total PRESBYTERY MEETING	\$200.00	\$200.00	\$200.00
GOAL & EVALUATION			
152050 - VISIONING PROCESS	\$900.00	\$0.00	\$0.00
152070 - IMPLEMENTATION PLAN	\$75,908.00	\$49,910.00	\$25,000.00
152080 - NEIGHBORHOOD RETREAT	\$0.00	\$0.00	\$0.00
Total GOAL & EVALUATION	\$76,808.00	\$49,910.00	\$25,000.00
COMMUNICATIONS			
152160 - WEB	\$1,000.00	\$1,000.00	\$1,000.00
Total COMMUNICATIONS	\$1,000.00	\$1,000.00	\$1,000.00
PERSONNEL COMMITTEE			
152250 - PERSONNEL RETREAT	\$200.00	\$200.00	\$200.00
152260 - STAFF SEARCH	\$0.00	\$0.00	\$0.00
152261 - Personnel Year End Bonus		\$1,200.00	\$1,200.00
152270 - TELEPHONE	\$0.00	\$0.00	\$0.00

	2008 Budget	2009 Budget	2009 Budget
	Total	Requested	
Total PERSONNEL COMMITTEE	\$200.00	\$1,400.00	\$1,400.00
BLACK CAUCUS			
152785 - YOUTH LEADERSHIP	\$1,000.00	\$6,400.00	\$1,000.00
Total BLACK CAUCUS	\$1,000.00	\$6,400.00	\$1,000.00
TOTAL COUNCIL AND RELATED ENTITIES		\$63,910.00	\$33,600.00
ADMINISTRATION COSTS			
SALARY/HOUSING/ETC.	\$244,254.00	\$252,369.00	\$231,741.00
150006 - SALARY - STATED CLERK	\$12,000.00	\$12,000.00	\$12,000.00
150008 - HOUSING - EXEMPT	\$98,000.00	\$100,744.00	\$100,744.00
150009 - SALARY- HAE	\$16,995.00	\$5,471.00	\$5,471.00
150010 - INSURANCE/ANNUITY -EXEMPT	\$114,062.00	\$123,352.00	\$123,352.00
150012 - DENTAL INSURANCE	\$4,114.00	\$4,284.00	\$4,284.00
150105 - SALARY - NON-EXEMPT	\$109,554.00	\$112,730.00	\$110,230.00
150107 - OVERTIME/BONUS PAY	\$1,200.00	\$500.00	\$500.00
150110 - INSURANCE & ANNUITY - NON	\$37,675.00	\$31,807.00	\$31,807.00
Total SALARY/HOUSING/ETC.	\$637,854.00	\$643,257.00	\$620,129.00
CONTINUING EDUCATION			
150021 - CONT. ED./GP - REACH	\$1,150.00	\$1,150.00	\$1,150.00
150022 - CONT. ED./FINANCE-TREAS.	\$0.00	\$500.00	\$500.00
150023 - CONT ED/ASSC. PRESBYTER-EQUIP	\$1,000.00	\$1,100.00	\$1,100.00
150024 - CONT ED/ASSC. PRESBYTR-SEND	\$1,000.00	\$1,100.00	\$1,100.00
150026 - CONT. ED./AA ASSOCIATE	\$1,000.00	\$1,000.00	\$1,000.00
150027 - CONT. ED/NON-EXEMPT STAFF	\$1,000.00	\$500.00	\$500.00
150028 - CONT. ED./HISPANIC EVANGELIST	\$2,500.00	\$2,500.00	\$2,500.00
Total CONTINUING EDUCATION	\$7,650.00	\$7,850.00	\$7,850.00
TRAVEL/PROFESSIONAL EXPENSES			
150031 - TRAVEL/GP - REACH	\$8,000.00	\$8,000.00	\$8,000.00
150032 - TRAVEL/FINANCE-TREASURER	\$1,000.00	\$1,200.00	\$1,200.00
150033 - TRAVEL/ASSC. PRESBYTER-EQUIP	\$5,000.00	\$5,000.00	\$5,000.00
150034 - TRAVEL/ASSC. PRESBYTER-SEND	\$5,000.00	\$5,000.00	\$5,000.00
150035 - TRAVEL/STATED CLERK	\$1,000.00	\$0.00	\$0.00
150036 - TRAVEL/AA ASSOCIATE	\$1,000.00	\$2,500.00	\$2,500.00
150037 - TRAVEL/HISPANIC EVANGELIST	\$4,000.00	\$4,000.00	\$4,000.00
150136 - TRAVEL/ NON-EXEMPT STAFF	\$1,000.00	\$1,800.00	\$1,800.00
150138 - TRAVEL/HAE	\$0.00	\$5,000.00	\$5,000.00
Total TRAVEL/PROFESSIONAL EXPENSES	\$26,000.00	\$32,500.00	\$32,500.00
RELATED EXPENSES			
150045 - SELF EMPLOYMENT INSURANCE	\$19,144.00	\$20,698.00	\$20,698.00
150145 - FICA PAYROLL TAX	\$14,774.00	\$15,990.00	\$15,990.00
150150 - FUTURE RESERVE	\$0.00	\$0.00	\$0.00
Total RELATED EXPENSES	\$33,918.00	\$36,688.00	\$36,688.00
OFFICE COSTS			
151002 - PROPERTY DEPRECIATION EXP	\$0.00	\$0.00	\$0.00
151003 - LEGAL FEES	\$0.00	\$0.00	\$0.00
151004 - LOSS ON SALE OF ASSET	\$0.00	\$0.00	\$0.00
151021 - POSTAGE	\$3,500.00	\$3,500.00	\$3,500.00
151026 - UTILITIES	\$4,000.00	\$4,000.00	\$4,000.00
151034 - SUPPLIES	\$2,000.00	\$2,000.00	\$2,000.00
151037 - TELEPHONE	\$8,500.00	\$8,500.00	\$8,620.00
151038 - TEMP/OUTSIDE SERVICES	\$0.00	\$0.00	\$0.00

	2008 Budget	2009 Budget	2009 Budget
	Total	Requested	
151040 - CUSTODIAL SERVICE	\$5,100.00	\$5,100.00	\$5,100.00
151045 - SERVICE/MAINT. CONTRACTS	\$15,200.00	\$15,332.00	\$15,332.00
151050 - EQUIPMENT MAINTENANCE	\$0.00	\$0.00	\$0.00
151052 - EQUIPMENT PURCHASE/LEASE	\$6,185.00	\$6,185.00	\$6,185.00
151055 - MISCELLANEOUS	\$500.00	\$500.00	\$500.00
151057 - MOTOR VEHICLES	\$0.00	\$0.00	\$0.00
151058 - AUDIT	\$14,500.00	\$14,500.00	\$18,500.00
151060 - INSURANCE	\$13,000.00	\$13,000.00	\$13,000.00
151070 - PROPERTY MAINTENANCE	\$12,600.00	\$23,807.00	\$23,807.00
151076 - INTEREST EXP-MORTGAGES	\$0.00	\$0.00	\$0.00
Total OFFICE COSTS	\$85,085.00	\$96,424.00	\$100,544.00
Total ADMINISTRATION COSTS	\$790,507.00	\$816,807.00	\$797,711.00
TOTAL EXPENSES	\$1,694,853.00	\$1,724,105.00	\$1,420,877.00
Net April 7, 2009	\$0.00	-\$281,996.00	\$0.00

**SALEM PRESBYTERY
NOMINATING COMMITTEE REPORT
Anne Mackey, Chair
April 21, 2009**

The Nominating Committee recommends the following individuals to serve on presbytery committees:

COUNCIL:

East: Class of 2011: Rev. Virginia Wood, Guilford Park

COMMITTEE ON MINISTRY:

Central: Class of 2009: Ms. Sylvia Steele, Mocksville Second
Class of 2010: Rev. Douglas Gebhard, John Calvin
Class of 2011: Mr. Charles Fisher, High Point, First

COMMITTEE ON PREPARATION FOR MINISTRY:

Central: Class of 2011: Rev. Randy Harris, Highland

EXAMINATIONS

Central: Class of 2011: Rev. Bill Hoyle, Clemmons

EQUIP SUPPORT TEAM

Central: Ms. Margaret Marks, Calvary

NEW CHURCH DEVELOPMENT

East: Class of 2011: Rev. David Lee, Korean First

PRESBYTERY MEETING TEAM

Central: Class of 2009: Rev. Stephen Lindsley, Mount Airy

NORTH CAROLINA PRESBYTERIANS IN HIGHER EDUCATION MINISTRIES BOARD

Rev. Scott Woodmansee, retired member of Salem Presbytery



Nominations for Salem Presbytery Committees

for the use of the Nominating Committee

Nominee Information:

Name of Nominee: _____

Telephone: _____

Address: _____

E-mail: _____

Church: _____

Status: Clergy
 Elder
 Deacon
 Non-Ordained

Relative experiences:

Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

Please return to Presbytery Office

P.O. Box 1763
Clemmons, NC 27012

**SALEM PRESBYTERY
PERSONNEL COMMITTEE
Beth Utley, Chair
April 21, 2009**

The Personnel committee has completed its most recent project of revamping the process for staff evaluations. The committee used an electronic evaluation form that will be tweaked based on feedback from this year's experience and used again at the beginning of next year. The evaluation is based on the belief that the program staff's work in the presbytery is a partnership with pastors and churches and evaluates performance from that perspective.

Presbytery response to the evaluations was less than 5% across the board. (In real numbers, we looked at 3-5 per staff member.) We realize "new" is always a challenge, but we encourage the members of the presbytery to assist the staff in their understanding of presbytery strengths, challenges, and effectiveness by taking the time to participate next year. Program staff set goals for next year that will also become part of the yearly evaluation conversation.

The results of evaluations show that the staff is forming a strong and effective team. All staff members, program and support, bring gifts to the work of the presbytery that are furthering our ability to do effective mission and ministry.

To further support our support staff, personnel policies are in the process of being reviewed and revised. All job descriptions will also be reviewed and revised as part of this process.

"In the matter of the legal actions taken against Salem Presbytery by former employee Terry Roemer: The attorneys for Brotherhood Mutual Insurance Company, Salem Presbytery's insurance carrier, reached mediated settlements in two legal forums that were agreeable to all parties. The settlements do not indicate that Salem Presbytery violated any law, or was at fault in the issues regarding the complaint. The State of North Carolina determined that there was no retaliation against the employee for having filed a Worker's Compensation Claim. The terms of the mediated settlement are confidential.

With regard to the health of our workplace, a comprehensive summary by James Hiller, Certified Industrial Hygienist, of our clean-up procedures, testing, and current scientific peer-reviewed evaluation of issues related to mold is available at the Presbytery Office for inspection. The Presbytery appreciates the prayers and support that have been given to all those persons involved in this process."

RECOMMENDATION:

1. That Salem Presbytery elect Elder Mack Dagenhart as the Stated Clerk for another three year term, effective April 21, 2009 through April 2012 Presbytery meeting.
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APRIL 21, 2009

**POLICY PROPOSAL
CONGREGATIONS SEEKING TO DISAFFILIATE**

The 217th General Assembly, in 2008, directed that presbyteries should prepare an orderly means of addressing issues related to congregations who may be considering withdrawal from the presbytery and from the PC(U.S.A.). At the July, 2008 Presbytery meeting, a motion was approved directing the Council to formulate a study of issues that could emerge from the PUP report.

Council appointed an ad hoc committee to come up with a proposal covering concerns and alternatives that could emerge. The Committee was appointed and completed its work in January, 2009.

The Committee report to Council recommended a Policy, in which Council concurred, at its March, 2009 meeting.

The proposed Policy is a part of this report. It is presented as information to this Presbytery meeting; it will be recommended for approval at the July, 2009 Presbytery meeting. Copies will be made for all congregations through the presbytery website; discussions will be held through neighborhood meetings.

The Committee

Rev. Steve Moss

Rev. Powell Sykes

Rev. Dale Walker

Rev. Curtis Patterson

Elder Mack Dagenhart, ex officio

Salem Presbytery

Policy for Congregations Considering disaffiliation

Preamble

1. The mission of Salem Presbytery is to serve God by nurturing, supporting, and providing oversight to the Presbyterian (USA) congregations within its midst. This responsibility includes ministries of reconciliation when a congregation questions PCUSA doctrine, policy or practice to the extent that disaffiliation from the denomination in order to become part of some other Reformed denomination recognized by the Presbyterian Church (USA) is being discussed or considered.
2. The most recent General Assembly (218th, June 2008) has expressed its will that presbyteries and synods make available to lower governing bodies and local congregations a process that exercises the responsibility and power “to divide, dismiss, or dissolve churches in consultation with their members” (Book of Order, G-11.0103i), with consistency, pastoral responsibility, accountability, gracious witness, openness, and transparency. In response, this policy is hereby established by Salem Presbytery, in the fervent hope that its use shall never be necessary.
3. This policy seeks to honor Salem Presbytery’s very name, Salem, in that in all cases where a congregation or some of its members express unhappiness with the presbytery, or with other parts of the denomination, the goal shall be loving, honest, compassionate reconciliation, so that harmony may be restored, and mission strengthened. It shall be the policy of the presbytery to treat decisions of congregations considering or seeking dismissal as a matter for pastoral care, and not for discipline, or judicial process.
4. We believe and affirm as a basic principle of our unity that the property chapter of the Book of Order (Chapter 8), is not the basis of our unity, nor is it to be used as an opportunity to accentuate division among us. Our Book of Order reminds us that the civil power of the state should not be used to enforce the provisions of a religious constitution (G-1.0301b), and that our constitution sets forth the principle that our collective organization

as a worshipping community should not burden or infringe on existing property rights (Westminster Confession 6.148).

5. As a presbytery, we recognize that Chapter 8 of the Book of Order provides that congregations may leave the Presbyterian Church (USA) in possession of their property. We further recognize that a congregation has the right to seek dismissal under chapters 8 and 15 of the Book of Order. We are all reminded that the Presbytery itself is the only body empowered to approve a congregation's dissolution, split, or withdrawal. We ask all congregations to act with love, forbearance, dignity, and discretion, should they find themselves led by the Spirit of God to pursue this right. We ask our congregations to defer litigation against the presbytery in civil courts. In the spirit of the Apostle Paul, we peacefully seek first to discuss and arbitrate any disagreements, as brothers and sisters in Christ, before seeking any civil remedies afforded by law.
6. The fact that the various congregations within Salem Presbytery have their origin from different earlier arrangements of congregations within the United States has a bearing on this entire matter:
 - a) Some congregations were formerly members of the United Presbyterian Church (USA), which had a long-standing held-in-trust property provision in its constitution;
 - b) Some congregations were formerly members of the Presbyterian Church (US), and exercised the exemption clause of the Property chapter of the Book of Order; (G-8.0701). The exemption from this provision, claimed by some formerly PCUS congregations pursuant to Article 13 of the Plan of Union (1983), covered only exemption from the requirement to obtain Presbytery's consent to buy, sell, or encumber church property; and it did not confer sole ownership of property upon the congregation.
 - c) Some congregations were formerly members of the Presbyterian Church (US) but did not exercise the exemption clause of the property chapter of the Book of Order;
 - d) And some congregations were organized after re-union, and therefore have no relationship to earlier property clauses in existence prior to re-union.
7. The Stated Clerk of the General Assembly has drawn the attention of the Church to the strong scriptural admonition (First Corinthians 6:1ff) against the use of civil lawsuits to settle issues of dispute between believers, cautioning congregations and governing bodies alike to avoid civil

cases. Accordingly, Salem Presbytery, by the means of this policy statement, covenants with its congregations that it shall not initiate civil lawsuits against congregations, their pastors and officers or members, where a congregation has pursued disaffiliation in accordance with The Book of Order and this policy statement, except for the purpose of collection of outstanding legal financial indebtedness (any existing loan) to the congregation in question by the Presbytery, Synod, or General Assembly. Any and all persons, staff, officers, or volunteers, representing or speaking for the Presbytery shall be bound by all provisions of this policy.

8. It is the will of this presbytery to create both a setting and a process of graciousness, in which the will of God is sought, in which reconciliation is the goal, and through which it will be accomplished with a graciousness befitting those who claim Jesus as Lord. With believers in every time and place, we rejoice that nothing in life or death can separate us from the love of God in Christ Jesus our Lord (Romans 8:38-39 – paraphrased).
9. In all matters relating to this subject, the following two questions will be deemed paramount:
 - a) Is God leading this particular congregation to disaffiliate from the Presbyterian Church (USA), or to be restored fully to the Presbyterian Church (USA)? And,
 - b) If God is leading this congregation toward disaffiliation from the Presbyterian Church (USA), how can that be accomplished in a way that honors Jesus Christ, and that strengthens both the congregation and the presbytery?

Procedure

1. When it becomes apparent that there is significant desire within a congregation to consider disaffiliation, or when the leadership of the presbytery becomes aware through informal contacts that a congregation is in some degree of turmoil or serious disagreement with either the presbytery or the denomination, the following steps shall be taken:
 - a) The Presbytery, through its Council, shall appoint a **“Conciliation Team”**, and visitation will be offered to the congregation. It is to be expected, in light of the reconciling nature of this policy, that the congregation, through its Session, will invite or welcome a visit from

the Conciliation Team, whose purpose shall be to engage the leaders of the congregation, or the congregation as a whole, as circumstances dictate, in a time of prayer and conversation aimed at understanding the conflict, and identifying steps toward reconciliation.

- b) If the team determines that progress can be made toward reconciliation through continued and constructive dialogue, the team will engage in such dialogue. In its dialogue with the congregation, the team will share matters for consideration with respect to implications for a congregation considering leaving the PCUSA, and implications for the impact on the status of the Presbyterian pastor(s) of such congregation. The team, in its work, will engage the pastor, the session, and members of the congregation, as it sees fit, in order both to discover the areas of concern, and to understand them. There is no time limit to such dialogue, (but see subparagraph “1h(4)” below), though either side may bring it to a close by moving toward the next step.
- c) If, after the time of dialogue, the team determines that unresolved issues and concerns remain, the team will report this to the Council, which will then appoint a **“Resolution Team”** to work with the congregation.
- d) The essential purpose of the Resolution Team shall be to work with the congregation toward achieving a mutually agreeable resolution to any important issues that remain open.
- e) It is the expectation of the presbytery that members of this team, as well as members and officers of the congregation, shall work together in mutual trust, that they shall be open and honest with each other in all dealings, that they shall provide to each other all relevant and useful information and documents, and that the congregation’s officers and pastor(s) shall refrain from any unauthorized, unilateral, changes in the way that their congregational property and assets are held or managed.
- f) It is also the expectation of the presbytery that at all times the rights and privileges of those members of the congregation who are in the minority with respect to views held about disaffiliation or related matters shall be affirmed and protected.
- g) It is within the authority of the Resolution Team to recommend to the Council what action, including dissolution if appropriate, should

be taken to resolve the continuing problem. All recommendations of the Resolution Team must be submitted to the full Presbytery, together with the advice of the Council with respect to those recommendations. Only the full presbytery, in meeting, has the authority to approve the terms of any congregational disaffiliation, or to approve any legal action, if such is recommended.

2. A congregation that continues to consider disaffiliation shall follow this procedure:
 - a) The Session shall call for a meeting of the congregation. Advance notice for the meeting shall be by written letter to each member on the Active Roll of the congregation, as well as through Sunday worship announcements. The letter shall be mailed at least thirty days in advance of the meeting date, and public worship announcements shall be made at all worship services between the date of the call and the actual congregational meeting. Representatives of the Presbytery, (members of the Council, as well as Staff Presbyters) shall also be invited to the meeting, with the right to address the body gathered..
 - b) A quorum for this congregational meeting shall be two-thirds of the active membership, the attendees being recorded by name.
 - c) The Session shall make written proposals to the congregation that it deems to be in fulfillment of the congregation's intentions. All members present, as well as the representatives of Presbytery, shall have the right to speak. When the discussion is concluded, the vote shall be taken, by written ballot of the active members of the congregation present. At least two-thirds of those present and voting must vote in favor of disaffiliation in order for the proposal to be passed.
 - d) If a motion for disaffiliation is passed with at least the requisite majority, then the Presbytery Council shall begin a process of negotiation with the congregation to determine the terms of dismissal. This process should be concluded within a reasonable time, but at least within twelve months from the time that the first step of the process was instigated by either congregation or presbytery. The terms of disaffiliation agreed upon in this negotiation process must then be returned to the congregation for a subsequent congregational meet-

ing, called and announced in the same manner as required for the prior meeting, and with at least two-thirds of the active congregation present, accepted by a two thirds majority, in order to be the effective decision of the congregation.

- e) **NOTE:** In the event that the vote for the terms of disaffiliation, as worked out by the Presbytery and the congregation, does not attain the required level of affirmative votes, then two choices remain open to the congregation at this time. (1) It may, through its authorized representatives continue to negotiate with the presbytery to seek different terms for disaffiliation, and then offer these to the congregation for another vote (under the same terms as the previous meeting and voting requirements); or (2) it may choose not to further pursue disaffiliation at this time, in which case it must, by appropriate congregational meeting and vote, (under the same rules outlined above for congregational meetings), rescind its earlier action requesting disaffiliation. Should this all take place, Presbytery shall continue to work with the congregation with the goal of reducing dissatisfaction and enhancing the relationship between the presbytery and the congregation.
- f) If more than ninety percent of those present and voting vote for disaffiliation, the Presbytery shall agree to the disaffiliation, permitting the congregation to depart with all of its property intact. If the majority percentage is between sixty-six and two-thirds percent and ninety percent, then the congregation and the Council shall work to determine a fair money and/or property amount to be given to presbytery, in order for the congregation to depart with its property. Several suggested methods of resolution are here offered for consideration by Council and the congregation in resolving the matter, but are not stipulated as mandatory:
- (1) The congregation may be dismissed and take with it property equal in value to the percentage of members voting (i.e. if eighty per cent voted for disaffiliation, the congregation may retain and take with it eighty percent of the value of its assets, and must prepare a schedule in conjunction with the Council for the time frame for remitting the remaining twenty percent to the Presbytery. Alternatively,
 - (2) The congregation could volunteer to make payments of money to the Presbytery over a five year period to replace

the lost mission and per capita money that the Presbytery would otherwise have expected to receive during those five years, either on a straight line basis or on a declining basis (i.e. 100% the first year, 80% the second year, etc.). Alternatively,

- (3) A congregation that attains a greater than ninety percent vote, and is thus to be permitted to depart with all of its property, shall be encouraged to volunteer to make some monetary contributions to the Presbytery for several years as a way of expressing its gratitude for the historic and ongoing work of its life as a congregation of the PCUSA through Salem Presbytery, and to aid in providing ministry for those members of the departing congregation who decide that they want to remain within the PCUSA, or to aid in initiating new PCUSA ministry in the community.
 - (g) A congregation that is approved for disaffiliation may take its name with it.
 - (h) In the event that any congregation is approved for disaffiliation under the terms of this policy, the presbytery and the congregation shall take all steps possible in order to provide for the pastoral care and congregational life of those members who do not wish to depart the Presbyterian Church (USA). Their protection and nurture shall be a matter of paramount concern to both the departing congregation and to the Presbytery.
 - (i) In the event that any congregation's request for disaffiliation is approved under the terms of this policy, the presbytery shall, in conjunction with the congregation, hold a final worship service of Commissioning, to celebrate our common life in Jesus Christ and to pray for the effectiveness and well-being of both the congregation and the Presbytery. Those departing the PCUSA will be commissioned by the Presbytery to further their work for the kingdom as they go forward in ministry. The service will be jointly planned by members of Presbytery's Council and the Session, and all congregations of Salem Presbytery shall be invited.
3. Should the congregation (or its leadership) refuse visits and discussions with the Conciliation Team and/or the Resolution Team, the Council shall, at its earliest opportunity, recommend to the Presbytery that the Presby-

tery appoint an Administrative Commission with authority to act for the Presbytery, to tentatively resolve all matters. No final action of dissolution, dismissal, division through schism, or discipline shall be taken until the Presbytery in a full meeting shall approve such final action. Any Administrative Commission appointed under the authority of this policy shall be charged with addressing all of the issues addressed above, and with working toward ultimate resolution of the matter with the congregation. All of the policy considerations listed above in this policy statement apply to such an Administrative Commission as well as to the Conciliation and the Resolution Teams.

4. A disaffiliating congregation will be required to pay off any loans outstanding to any entity of the Presbyterian Church (USA). Matters of loans of the congregation held by non-Presbyterian entities are the responsibility of the congregation, and the presbytery shall be legally relieved of any responsibility related to such loans.
5. A disaffiliating congregation will be required to close out its financial and membership books as of the official date of disaffiliation, and to file all reports required by the presbytery for statistical record-keeping.
6. A disaffiliating congregation will be required to work with the Presbyterian Board of Pensions to effect a clean break as of the time of the disaffiliation.
7. A disaffiliating congregation will work closely and diligently with the Presbytery to assist in the transfer of membership of members who do not desire to remain with the disaffiliating congregation.
8. There are some practical considerations to be addressed, should a congregation be approved for disaffiliation. These are listed as an attachment below, for information, but are not binding for the purposes of this policy.
9. This policy shall take effect immediately upon being approved by the Presbytery.

Approved by Salem Presbytery in meeting,

_____ 2009

ATTACHMENT

1. The status of the minister(s) currently called by the congregation: whether they shall remain with the congregation and transfer their ministerial status to the new denomination, or whether they choose to remain within the PCUSA, and thus need to look forward to seeking a new call.
 2. The status of any insurance policies held by the congregation with instrumentalities of the PCUSA may need to be changed.
 3. The tax status of a congregation as a 501©(3) non-profit tax-exempt organization may need to be re-established under the new denomination to which the congregation is being dismissed.
 4. The corporate status of the congregation may need to be revised.
- 1/21/09

Report of the Salem Presbytery EQUIP Support Team

Rev. Jay Banasiak, Moderator

UPCOMING EVENTS

Ecumenical Educators' Gathering with the Moravian Educators

May 14, 2009, 12:30-2:30

Moravian Resource Center, 500 S. Church Street, Winston-Salem

Join with Educators from around the Presbytery and area Moravian churches to learn about new curriculum opportunities for the Summer and Fall. Bring a bag lunch to enjoy while we meet!

Dates for Fall Neighborhood Educators Gatherings will be announced at the July Presbytery meeting.

Annual Recreation Workshop

May 4-9, 2009

Montreat, NC

<http://www.recreationworkshop.org/>

Montreat Christian Education Conference

June 1-5, 2009

<http://www.montreat.org/current/2009-christian-education>

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

RESOURCES

Moravian Resource Center

New resources are being added every week to the Moravian Resource Center in Winston-Salem. Beth Hayes, the Director of the MRC, is very helpful and welcomes anyone to visit the MRC. It is located in Old Salem, at 500 S. Church Street, Winston-Salem.

Beth is present today with an exhibit from the Moravian Resource Center. The exhibit will display information about the MRC and curriculum options for your congregation – including new materials! Be sure to invite your Educator to attend!

Visit the Salem Presbytery Website for Educators and the EQUIP Area of Ministry!

<http://www.salempresbytery.org/who/educators.shtml>

This resource is not only for Educators! Every church can find information that may be helpful to their ministries. New material has been added recently, and more will continue to be added.

EQUIP AREA OF MINISTRY MODEL

Join the network of Neighborhood Partners for the EQUIP Area of Ministry. You can pick up a Neighborhood Partner Form from the Resource Center exhibit today.

If you have ideas for the EQUIP Support Team – for the Presbytery at-large or for your Neighborhood – please speak to a member of the EQUIP Support Team!