

2008 PRELIMINARY MINUTES

General Assembly Cumberland Presbyterian Church

Vision of Ministry

Biblically-based and Christ-centered
born out of a specific sense of mission,
the Cumberland Presbyterian Church strives to be true to its heritage:
to be open to God's reforming spirit,
to work cooperatively with the larger Body of Christ,
and to nurture the connectional bonds that make us one.

The Cumberland Presbyterian Church seeks—to be the hands and feet of Christ in witness and service to the world and, above all, the Cumberland Presbyterian Church lives out the love of God to the glory of Jesus Christ.

Priority Goals

- **Recruit, educate and nurture clergy and laity for their specific ministries.**
- **Revitalize and equip congregations and presbyteries to fulfill the mission (vision) of the church.**
- **Establish new congregations.**

**ONE HUNDRED SEVENTY-EIGHT MEETING
TOKYO, JAPAN**

**NEXT MEETING - MEMPHIS, TENNESSEE
JUNE 15 - 19, 2009**

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PROGRAM SCHEDULE

Assembly Meetings: Tama Center and Shin-Yurigaoka

Retiring Moderator: The Reverend Frank Ward

Host: Japan Presbytery

Worship Director: The Reverend Makihiko Arase

Japan Presbytery

Music Director: Mr. Takashi Mogi

Guitarist: Mr. Yusuke Watanabe

Organists: Ms. Sachiko Kosaka

Ms. Teruko Yuasa

Ms. Momoyo Kokubu

FIRST DAY - SATURDAY, JUNE 7, 2008

<u>Location</u>	<u>Time</u>	<u>Event</u>
Keio Plaza and Molino Hotels	8:30 a.m. - 11:00 p.m.	Registration for Commissioners and Youth Advisory Delegates (in the lobby area)
Koza CP Church	1:00 p.m.	Setup displays Opening Worship The Retiring Moderator: The Reverend Frank Ward West Tennessee Presbytery Worship Director:
	2:30 p.m.	Break for Commissioners to move to Commissioners Section for business session
	2:45 p.m.	Constitution of General Assembly Report of the Credentials Committee Election of Moderator Election of Vice-Moderator Presentation by the Stated Clerk, Robert D. Rush Communications Committee Appointments and Referrals to Committees Election of Stated Clerk Welcome, Pastor Host, Local Officials, United Church of Christ in Japan, and Presbyterian Church in Japan Resolutions by Commissioners Presentations Introduction of Board and Agency Representatives
	5:30 p.m.	Fellowship Time (A casual reception will be provided at the annex hall.) Take down displays Youth Welcome Party

SECOND DAY - SUNDAY, JUNE 8, 2008

	10:30 a.m.	Worship in local churches (Japan Presbytery to assign churches.)
Parthenon Tama (Tama Center)	4:00 p.m. - 5:00 p.m.	Committee Meetings
Koza CP Church	4:00 p.m.- 6:30 p.m.	Youth Fellowship
	- 5:00 p.m.	Break for dinner
	7:00 p.m.	Committee Meetings
	- 9:00 p.m.	

THIRD DAY - MONDAY, JUNE 9, 2008

Parthenon Tama (Tama Center)	9:00 a.m.	Committee Meetings
	- 5:00 p.m.	
	5:00 p.m.	Dinner Break

Evening Program

Parthenon Tama (Tama Center)	7:00 p.m.	Worship - Elder Raymond Wong Hong Kong Presbytery
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FOURTH DAY - TUESDAY, JUNE 10, 2008

Asao Citizenz Hall (Shin-Yurigaoka)	9:00 a.m.	Devotional, Youth Advisory Delegate
		Marisa Knight, Trinity Presbytery
	9:30 a.m.	General Assembly Business
	5:00 p.m.	Dinner Break

Big Hall

Evening Program

Asao Citizenz Hall	7:00 p.m.	Conclusion of General Assembly Business
	- 9:00 p.m.	

FIFTH DAY - WEDNESDAY, JUNE 11, 2008

9:00 a.m.	Sight-seeing Day (Optional)
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SIXTH DAY - THURSDAY, JUNE 12, 2008

Parthenon Tama (Tama Center)	9:00 a.m.	Setup displays
	10:00 a.m.	Celebration I
	2:00 p.m.	Celebration II
		Take down displays

Evening Program

Parthenon Tama (Tama Center)	7:00 p.m.	Closing Worship Preacher: The Reverend Masahiro Matsumoto Japan Presbytery
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COMMISSIONERS
to the
ONE HUNDRED SEVENTY-EIGHT GENERAL ASSEMBLY

PRESBYTERY	MINISTER	COMMITTEE	ELDER	COMMITTEE
Andes (2).....	Luz Maria Heilbron de Montoya	CE/S		
Arkansas (2).....	Brent Ballow	M/M/C.....	Helen McGowan.....	CE/S
	Wayne Wood.....	CPCH/BC		
Cauca Valley (2)				
Choctaw (1).....	Virginia Espinoza	CPCH/BC	Lola John	CE/S
Columbia (2)	Larry Guin	M/M/C.....	Byrne Dunn	MTS/HF
	Wayne Morgan	J.....	Juliann Gillespie.....	CPCH/BC
Covenant (3).....	Dare Aden.....	J.....	Reese Baker.....	CPCH/BC
	Jeff Biggs.....	M/M/C.....	Sandra Boaz.....	PP
	Danny Potts	CE/S	David Copeland.....	J
Cullman (1).....	Lon Broyles	TSC.....	Jimmie Moore	J
Cumberland (3).....	Dennis Preston.....	TSC.....	Kathy Allen	PP
	Sam Romines.....	J.....	Marlene Darland.....	M/M/C
Del Cristo (3)	Dennis Benadom	CE/S	Pam Davis	CPCH/BC
	Tom Martin.....	MTS/HF	Jerry Young.....	PP
	Theresa Martin	J.....	Tom McWilliams.....	TSC
East Tennessee (3).....	Bill Ivey.....	J.....	Terry Bellamy.....	M/M/C
	Randall Mayfield.....	CE/S	Dallas Hord.....	MTS/HF
	Milton Ortiz.....	PP	Joe Malloy	CPCH/BC
Grace (3)	Mindy Acton.....	M/M/C.....	Chuck Bingham.....	CPCH/BC
	Robert Tant	CE/S	Lewis Jones	J
	Michael Wilkinson	CPCH/BC		
Hong Kong (1)	Amos Yuen	M/M/C.....	Ellis Ng.....	M/M/C
Hope (1)	Jimmy Cox	PP	Trenelia Malone.....	TSC
Japan (1).....	Masaharu Asayama.....	TSC.....	Mitsuru Hagiuda.....	M/M/C
Missouri (1).....	Glenda Melson	TSC.....	Gary Moore	MTS/HF
Murfreesboro (3).....	Jeff Clark	M/M/C.....	Roger Brownyard	MTS/HF
	Jonathan Clark.....	MTS/HF	Rick Gamble.....	CE/S
	Denny Shepard	J.....	Mike Tharp	PP
Nashville (3).....	Ronnie Pittenger.....	CPCH/BC	Ralph Baggett.....	CE/S
	Lowell Roddy	PP	Delmas Brake	MTS/HF
	Kip Rush.....	J.....	E.J. Boyson.....	TSC
North Central (2).....	Eduardo Montoya.....	TSC.....	Anna Ruth Long.....	J
	Carroll Richards	MTS/HF	Priscilla Wilson.....	CE/S
Red River (3).....	L.G. Parkhurst	CPCH/BC	Judy Davidson	J
	Mike Sharpe	TSC.....	David Huff.....	PP
	Linda Snelling	CE/S	Steve Kramer.....	MTS/HF
Robert Donnell (1)	Earl Goodwin	PP	Jeffery Hyatt.....	M/M/C
Tenn./Georgia (2).....	Carlton Harper.....	MTS/HF	Lou (Sylvia) Hall.....	PP
	Ji Eun (Sarah) Lee	M/M/C		
Trinity (2).....	Geoff Knight.....	CPCH/BC	Ethel Benedict	M/M/C
	Cynthia Maddux.....	PP	Lezlie Daniel	TSC
West Tennessee (5).....	Ron McMillan	M/M/C.....	Mark Davis.....	TSC
	Michael Qualls	TSC.....	Mark Maddox	M/M/C
	James Ratliff.....	PP	Diann White	MTS/HF
	Frank Ward	CPCH/BC	Marianna Williams	PP
	William Warren	MTS/HF		

YOUTH ADVISORY DELEGATES
to the
ONE HUNDRED SEVENTY-SEVENTH GENERAL ASSEMBLY
 (Each Presbytery is eligible to send two Youth Advisory Delegates)

PRESBYTERY	DELEGATE	COMMITTEE
Arkansas.....	Dana Ballow.....	PP
.....	Logan Dockins.....	MTS/HF
Choctaw		
Columbia.....	Kasey Davis.....	CPCH/BC
.....	Morgan Williams.....	J
Covenant.....	Noah Quinton.....	PP
Cullman		
Cumberland.....	Jeanette White	
del Cristo.....	Phillip Barton.....	J
.....	Eric Benedom.....	M/M/C
East Tennessee		
Grace		
Hope		
Japan.....	Ryo Katagiri.....	TSC
.....	Rutsuko Matsumoto.....	M/M/C
Missouri		
Murfreesboro		
Nashville.....	Mitchell Law.....	CPCH/BC
.....	Ean Taylor.....	CE/S
North Central		
Red River.....	Paige Duggins.....	TSC
.....	Kaitlyn James.....	M/M/C
Robert Donnell		
Tennessee-Georgia		
Trinity.....	Ben Daniel.....	MTS/HF
.....	Marisa Knight.....	PP
West Tennessee.....	Heather Glenn.....	CE/S
.....	Rhett Ramsay.....	TSC

COMMITTEES ABBREVIATIONS AND MEETING ROOMS
Parthenon Tama (Tama Center)

ABBREV.	COMMITTEE	MEETING ROOM
CPCH/BC.....	Children's Home/Bethel College.....	NO. 1
CE/S.....	Christian Education/Stewardship.....	NO. 1
J.....	Judiciary.....	NO. 2
MTS/HF.....	Memphis Theological Seminary/ Historical Foundation.....	Atelier
M/M/C.....	Missions/Ministry/Chaplains.....	Special
PP.....	Program Planning.....	NO. 3
TSC.....	Theology/Social Concerns.....	Study

COMMITTEE ASSIGNMENTS

1. **CHRISTIAN EDUCATION/STEWARDSHIP** (NO. 1)
Chair: Rev. Linda Snelling **Co-Chair:** Elder Rick Gamble
Ministers: Dennis Benadom, Randall Mayfield, Luz Maria Heilbron de Montoya, Danny Potts, Robert Tant
Elders: Ralph Baggett, Lola John, Helen McCowan, Priscilla Wilson
Youth Advisory Delegates: Heather Glenn, Ean Taylor
2. **CHILDREN'S HOME/BETHEL COLLEGE** (NO. 1)
Chair: Elder Joe Malloy **Co-Chair:** Rev. Virginia Espinoza
Ministers: , Geoff Knight, L.G. Parkhurst, Ronnie Pittenger, Frank Ward, Michael Wilkinson, Wayne Wood
Elders: Reese Baker, Chuck Bingham, Pam Davis, Juliann Gillespie
Youth Advisory Delegates: Kasey Davis, Mitchell Law
3. **JUDICIARY** (NO. 2)
Chair: Rev. Wayne Morgan **Co-Chair:** Elder Judy Davidson
Ministers: Dare Aden, Bill Ivey, Theresa Martin, Sam Romines, Kip Rush, Denny Shepard
Elders: David Copeland, Lewis Jones, Anna Ruth Long, Jimmie Moore
Youth Advisory Delegates: Phillip Barton, Morgan Williams
4. **MEMPHIS THEOLOGICAL SEMINARY/HISTORICAL FOUNDATION** (Atelier)
Chair: Elder Diann White **Co-Chair:** Rev. Tom Martin
Ministers: Jonathan Clark, Carlton Harper, Carroll Richards, William Warren
Elders: Delmar Brake, Roger Brownyard, Bryne Dunn, Dallas Hord, Stephen Kramer, Gary Moore
Youth Advisory Delegates: Ben Daniel, Logan Dockins
5. **MISSIONS/MINISTRY/CHAPLAINS** (Special Meeting)
Chair: Rev. Jeff Clark **Co-Chair:** Elder Ethel Benedict
Ministers: Mindy Acton, Brent Ballow, Jeff Biggs, Larry Guin, Sarah Lee, Ron McMillan, Amos Yuen
Elders: Terry Bellamy, Marlene Darland, Mitsura Hagiuda, Jeffery Hyatt, Ellis Ng, Mark Maddox
Youth Advisory Delegates: Eric Benadom, Kaitlyn James, Rutsuko Matsumoto
6. **PROGRAM PLANNING** (NO. 3)
Chair: Rev. James Ratliff **Co-Chair:** Elder Sandra Boaz
Ministers: Jimmy Cox, Earl Goodwin, Cynthia Maddox, Milton Ortiz, , Lowell Roddy
Elders: Kathy Allen, Lou (Sylvia) Hall, David Huff, Mike Tharp, Marianna Williams, Jerry Young
Youth Advisory Delegates: Dana Ballow, Marissa Knight, Noah Quinton
7. **THEOLOGY/SOCIAL CONCERNS** (Study)
Chair: Elder Lezlie Daniel **Co-Chair:** Rev. Masaharu Asayama
Ministers: Lon Broyles, Glenda Melson, Eduardo Montoya, Dennis Preston, Michael Qualls, Mike Sharpe
Elders: E.J. Boyson, Mark Davis, Trenelia Malone, Tom McWilliams
Youth Advisory Delegates: Paige Duggins, Ryo Katagiri, Rhett Ramsey
9. **CREDENTIALS:**
Chair: Robert Tant
Members: Heather Glenn, Anna Ruth Long, Denny Shepherd

ASSEMBLY MEETINGS AND OFFICERS

Historical Review of the Stated Meetings and Officers of:

THE CUMBERLAND PRESBYTERY, 1810-1813

Date	Place	Moderator	Clerk	Members
1810, February	Sam McAdow's House Dickson Co., TN	Samuel McAdow	Young Ewing	3
1810, March 20	Ridge Meeting-House, Sumner Co., TN	Samuel McAdow	Young Ewing	14
1810, October 23	Lebanon Meeting-House	Finis Ewing	Young Ewing	16
1811, March 19	Big Spring, Wilson Co., TN	Robert Bell	Young Ewing	19
1811, October 9	Ridge Meeting-House	Thomas Calhoun	David Foster	23
1812, April 7	Suggs Creek Meeting-House	Hugh Kirkpatrick	James B. Porter	28
1812, November 3	Lebanon, KY	Finis Ewing	Hugh Kirkpatrick	22
1813, April 6	Beech Meeting-House, Sumner Co. TN	Robert Bell	James B. Porter	34

THE CUMBERLAND SYNOD, 1813-1828

1813, October 5	Beech Meeting-House	William McGee	Finis Ewing	13
1814, April 5	Suggs Creek	David Foster	James B. Porter	27
1815, October 17	Beech Meeting-House	William Barnett	David Foster	15
1816, October 15	Free Meeting-House, TN	Thomas Calhoun	David Foster	22
1817, October 21	Mt. Moriah, KY	Robert Donnell	Hugh Kirkpatrick	27
1818, October 20	Big Spring, TN	Finis Ewing	Robert Bell	27
1819, October 19	Suggs Creek, TN	Samuel King	William Barnett	24
1820, October 17	Russellville, KY	Thomas Calhoun	William Moore	30
1821, Third Tues. in Oct.	Russellville, KY	Minutes not recorded		
1822, October 15	Beech Meeting-House	James B. Porter	David Foster	47
1823, October 21	Russellville, KY	John Barnett	Aaron Alexander	48
1824, October 19	Cane Creek, TN	Samuel King	William Moore	68
1825, October 18	Princeton, KY	William Barnett	Hiram McDaniel	76
1826, Third Tues. in Oct.	Russellville, KY	Minutes not recorded		
1827, November 20	Russellville, KY	James S. Guthrie	Laban Jones	63
1828, October 21	Franklin, TN	Hiram A. Hunter	Richard Beard	94

THE GENERAL ASSEMBLY, 1829-

1829, May 19	Princeton, KY	Thomas Calhoun	F. R. Cossitt	26
1830, May 18	Princeton, KY	James B. Porter	F. R. Cossitt	36
1831, May 17	Princeton, KY	Alex Chapman	F. R. Cossitt	34
1832, May 15	Nashville, TN	F. R. Cossitt	F. R. Cossitt	36
1833, May 21	Nashville, TN	Samuel King	F. R. Cossitt	35
1834, May 20	Nashville, TN	Thomas Calhoun	James Smith	48
1835, May 19	Princeton, KY	Sam King	James Smith	42
1836, May 17	Nashville, TN	Reuben Burrow	James Smith	43
1837, May 16	Lebanon, TN	Robert Donnell	James Smith	49
1838, May 15	Princeton, KY	Hiram A. Hunter	James Smith	47
1840, May 19	Elkton, KY	Reuben Burrow	James Smith	55
1841, May 18	Owensboro, KY	William Ralston	C. G. McPherson	56
1842, May 17	Owensboro, KY	Milton Bird	C. G. McPherson	57
1843, May 16	Owensboro, KY	A. M. Bryan	C. G. McPherson	68
1845, May 20	Lebanon, TN	Richard Beard	C. G. McPherson	95
1846, May 19	Owensboro, KY	M. H. Bone	C. G. McPherson	86
1847, May 18	Lebanon, Ohio	Hiram A. Hunter	C. G. McPherson	71
1848, May 16	Memphis, TN	Milton Bird	C. G. McPherson	100
1849, May 16	Princeton, KY	John L. Smith	C. G. McPherson	75
1850, May 21	Clarksville, TN	Reuben Burrow	Milton Bird	102
1851, May 20	Pittsburgh, PA	Milton Bird	Milton Bird	71
1852, May 18	Nashville, TN	David Lowry	Milton Bird	107
1853, May 17	Princeton, KY	H. S. Porter	Milton Bird	108
1854, May 16	Memphis, TN	Isaac Shook	Milton Bird	112
1855, May 15	Lebanon, TN	M. H. Bone	Milton Bird	101
1856, May 15	Louisville, KY	Milton Bird	Milton Bird	99
1857, May 21	Lexington, MO	Carson P. Reed	Milton Bird	106
1858, May 20	Huntsville, AL	Felix Johnson	Milton Bird	124
1859, May 19	Evansville, IN	T. B. Wilson	Milton Bird	131
1860, May 17	Nashville, TN	S. G. Burney	Milton Bird	168
1861, May 16	St. Louis, MO	A. E. Cooper	Milton Bird	51
1862, May 15	Owensboro, KY	P. G. Rea	Milton Bird	58
1863, May 21	Alton, IL	Milton Bird	Milton Bird	73
1864, May 19	Lebanon, OH	Jesse Anderson	Milton Bird	65
1865, May 18	Evansville, IN	Hiram Douglas	Milton Bird	78
1866, May 17	Owensboro, KY	Richard Beard	Milton Bird	155
1867, May 16	Memphis, TN	J. B. Mitchell	Milton Bird	176
1868, May 21	Lincoln, IL	G. W. Mitchell	Milton Bird	184
1869, May 20	Murfreesboro, TN	S. T. Anderson	Milton Bird	173
1870, May 19	Warrensburg, MO	J. C. Provine	Milton Bird	167

Date	Place	Moderator	Clerk	Members
1871, May 18	Nashville, TN	J. B. Logan	Milton Bird	173
1872, May 16	Evansville, IN	C. H. Bell	Milton Bird	182
1873, May 15	Huntsville, AL	J. W. Poindexter	John Frizzell	165
1874, May 21	Springfield, MO	T. C. Blake	John Frizzell	185
1875, May 20	Jefferson, TX	W. S. Campbell	John Frizzell	169
1876, May 18	Bowling Green, KY	J. M. Gill	John Frizzell	184
1877, May 17	Lincoln, IL	A. B. Miller	John Frizzell	171
1878, May 16	Lebanon, TN	D. E. Bushnell	John Frizzell	205
1879, May 15	Memphis, TN	J. S. Grider	John Frizzell	143
1880, May 20	Evansville, IN	A. Templeton	John Frizzell	194
1881, May 19	Austin, TX	W. J. Darby	John Frizzell	187
1882, May 18	Huntsville, AL	S. H. Buchanan	John Frizzell	188
1883, May 17	Nashville, TN	A. J. McGlumphy	T. C. Blake	204
1884, May 15	McKeesport, PA	John Frizzell	T. C. Blake	148
1885, May 21	Bentonville, AR	G. T. Stainback	T. C. Blake	185
1886, May 20	Sedalia, MO	E. B. Crisman	T. C. Blake	193
1887, May 19	Covington, OH	Nathan Green	T. C. Blake	187
1888, May 17	Waco, TX	W. H. Black	T. C. Blake	217
1889, May 16	Kansas City, MO	J. M. Hubbert	T. C. Blake	217
1890, May 15	Union City, TN	E. G. McLean	T. C. Blake	220
1891, May 21	Owensboro, KY	E. F. Beard	T. C. Blake	213
1892, May 19	Memphis, TN	W. T. Danley	T. C. Blake	229
1893, May 18	Little Rock, AR	W. S. Ferguson	T. C. Blake	226
1894, May 17	Eugene, OR	F. R. Earle	T. C. Blake	167
1895, May 16	Meridian, MS	M. B. DeWitt	T. C. Blake	208
1896, May 21	Birmingham, AL	A. W. Hawkins	J. M. Hubbert	200
1897, May 20	Chicago, IL	H. S. Williams	J. M. Hubbert	224
1898, May 19	Marshall, MO	H. H. Norman	J. M. Hubbert	221
1899, May 18	Denver, CO	J. M. Halsell	J. M. Hubbert	181
1900, May 17	Chattanooga, TN	H. C. Bird	J. M. Hubbert	230
1901, May 16	West Point, MS	E. E. Morris	J. M. Hubbert	226
1902, May 15	Springfield, MO	S. M. Templeton	J. M. Hubbert	255
1903, May 21	Nashville, TN	R. M. Tinnon	J. M. Hubbert	247
1904, May 19	Dallas, TX	W. E. Settle	J. M. Hubbert	251
1905, May 18	Fresno, CA	J. B. Hail	J. M. Hubbert	249
1906, May 17	Decatur, IL	Ira Landrith	J. M. Hubbert	279
1906, May 24	Decatur, IL	J. L. Hudgins	T. H. Padgett	106
1907, May 17	Dickson, TN	A. N. Eshman	J. L. Goodknight	140
1908, May 21	Corsicana, TX	F. H. Prendergast	J. L. Goodknight	136
1909, May 20	Bentonville, AR	J. T. Barbee	J. L. Goodknight	142
1910, May 19	Dickson, TN	J. H. Fussell	J. L. Goodknight	144
1911, May 18	Evansville, IN	J. W. Duvall	J. L. Goodknight	109
1912, May 16	Warrensburg, MO	J. D. Lewis	J. L. Goodknight	119
1913, May 15	Bowling Green, KY	J. H. Milholland	J. L. Goodknight	112
1914, May 21	Wagoner, OK	F. A. Brown	J. L. Goodknight	105
1915, May 20	Memphis, TN	William Clark	D. W. Fooks	116
1916, May 18	Birmingham, AL	J. L. Price	D. W. Fooks	125
1917, May 17	Lincoln, IL	F. A. Seagle	D. W. Fooks	102
1918, May 16	Dallas, TX	C. H. Walton	D. W. Fooks	117
1919, May 15	Fayetteville, AR	J. H. Zwingle	D. W. Fooks	101
1920, May 15	McKenzie, TN	J. E. Cortner	D. W. Fooks	123
1921, May 19	Greenfield, MO	Judge John B. Tally	D. W. Fooks	108
1922, May 18	Greeneville, TN	Hugh S. McCord	D. W. Fooks	102
1923, May 17	Fairfield, IL	P. F. Johnson, D. D.	D. W. Fooks	105
1924, May 15	Austin, TX	D. M. McAnulty	D. W. Fooks	93
1925, May 21	Nashville, TN	W. E. Morrow	D. W. Fooks	114
1926, May 20	Columbus, MS	I. K. Floyd	D. W. Fooks	111
1927, May 19	Lakeland, FL	T. A. DeVore	D. W. Fooks	97
1928, May 21	Jackson, TN	J. L. Hudgins	D. W. Fooks	97
1929, May 16	Princeton, KY	H. C. Walton	D. W. Fooks	98
1930, May 15	Olney, TX	O. A. Barbee	D. W. Fooks	92
1931, May 21	Evansville, IN	J. L. Elliot	D. W. Fooks	98
1932, May 19	Chattanooga, TN	G. G. Halliburton	D. W. Fooks	104
1933, June 14	Memphis, TN	W. B. Cunningham	D. W. Fooks	94
1934, June 14	Springfield, MO	A. C. DeForest	D. W. Fooks	103
1935, June 13	McKenzie, TN	C. A. Davis	D. W. Fooks	104
1936, June 18	San Antonio, TX	E. K. Reagin	D. W. Fooks	100
1937, June 16	Knoxville, TN	George E. Coleman	D. W. Fooks	109
1938, June 16	Russellville, AR	D. D. Dowell	D. W. Fooks	117
1939, June 15	Marshall, MO	E. R. Ramer	D. W. Fooks	126
1940, June 13	Cookeville, TN	Keith T. Postlethwaite	D. W. Fooks	116
1941, June 19	Denton, TX	L. L. Thomas	D. W. Fooks	120
1942, June 18	McKenzie, TN	George W. Burroughs	D. W. Fooks	108
1943, June 17	Paducah, KY	A. A. Collins	D. W. Fooks	94
1944, June 15	Bowling Green, KY	I. M. Vaughn	D. W. Fooks	94
1945, May 31	Lewisburg, TN	S. T. Byars	Wayne Wiman	103
1946, June 13	Birmingham, AL	C. R. Matlock	Wayne Wiman	105
1947, June 12	Knoxville, TN	Morris Pepper	Wayne Wiman	108

Date	Place	Moderator	Clerk	
Members				
1948, June 17	Nashville, TN	Paul F. Brown	Wayne Wiman	105
1949, June 16	Muskogee, OK	Blake Warren	Wayne Wiman	109
1950, June 15	Los Angeles, CA	L. P. Turnbow	Wayne Wiman	98
1951, June 14	Longview, TX	John E. Gardner	Wayne Wiman	105
1952, June 12	Memphis, TN	Emery A. Newman	Wayne Wiman	120
1953, June 18	Gadsden, AL	Charles L. Lehning, Jr.	Wayne Wiman	107
1954, June 17	Dyersburg, TN	John S. Smith	Wayne Wiman	124
1955, June 16	Lubbock, TX	Ernest C. Cross	Shaw Scates	118
1956, June 21	Cookeville, TN	Hubert Morrow	Shaw Scates	118
1957, June 21	Evansville, IN	William T. Ingram, Jr.	Shaw Scates	119
1958, June 18	Birmingham, AL	Wayne Wiman	Shaw Scates	116
1959, June 17	Springfield, MO	Virgil T. Weeks	Shaw Scates	120
1960, June 15	Nashville, TN	Arleigh G. Matlock	Shaw Scates	130
1961, June 21	Florence, AL	Ollie W. McClung	Shaw Scates	126
1962, June 20	Little Rock, AR	Eugene L. Warren	Shaw Scates	126
1963, June 19	Austin, TX	Franklin Chesnut	Shaw Scates	117
1964, June 17	Chattanooga, TN	Vaughn Fults	Shaw Scates	123
1965, June 16	San Francisco, CA	Thomas Forester	Shaw Scates	114
1966, June 15	Memphis, TN	John W. Sparks	Shaw Scates	124
1967, June 21	Paducah, KY	Raymon Burroughs	Shaw Scates	123
1968, June 19	Oklahoma City, OK	Loyce S. Estes	Shaw Scates	115
1969, June 18	San Antonio, TX	J. David Hester	Shaw Scates	116
1970, June 17	Knoxville, TN	L. C. Waddle	Shaw Scates	116
1971, June 16	Jackson, TN	E. Thach Shauf	Shaw Scates	116
1972, June 19	Kansas City, MO	Claude D. Gilbert	Shaw Scates	110
1973, June 18	Ft. Worth, TX	Thomas H. Campbell	Shaw Scates	101
1974, June 17	Bowling Green, KY	David A. Brown	Shaw Scates	116
1975, June 16	McKenzie, TN	Roy E. Blakeburn	Shaw Scates	120
1976, June 21	Tulsa, OK	Hubert W. Covington	T. V. Warnick	115
1977, June 30	Tampa, FL	Fred W. Bryson	T. V. Warnick	122
1978, June 19	McKenzie, TN	Jose Fajardo	T. V. Warnick	120
1979, June 18	Albuquerque, NM	James C. Gilbert	T. V. Warnick	126
1980, June 16	Evansville, IN	Robert L. Hull	T. V. Warnick	126
1981, June 15	Denton, TX	W. Jean Richardson	T. V. Warnick	126
1982, June 21	Owensboro, KY	W. A. Rawlins	T. V. Warnick	124
1983, June 20	Birmingham, AL	Robert G. Forester	T. V. Warnick	127
1984, June 11	Chattanooga, TN	C. Ray Dobbins	T. V. Warnick	125
1985, June 17	Lexington, KY	Virgil H. Todd	Roy E. Blakeburn	125
1986, June 23	Odessa, TX	James W. Knight	Roy E. Blakeburn	125
1987, June 15	Louisville, KY	Wilbur S. Wood	Roy E. Blakeburn	125
1988, June 6	Tulsa, OK	Beverly St. John	Robert Prosser	119
1989, June 12	Knoxville, TN	William Rustenhaven, Jr.	Robert Prosser	96
1990, June 25	Ft. Worth, TX	Thomas D. Campbell	Robert Prosser	88
1991, June 24	Paducah, KY	Floyd T. Hensley, Jr.	Robert Prosser	106
1992, June 22	Jackson, TN	John David Hall	Robert Prosser	102
1993, June 21	Little Rock, AR	Robert M. Shelton	Robert Prosser	100
1994, June 20	Albuquerque, NM	Donald C. Alexander	Robert Prosser	100
1995, June 19	Nashville, TN	Clinton O. Buck	Robert Prosser	102
1996, June 17	Huntsville, AL	Merlyn A. Alexander	Robert Prosser	95
1997, April 11	Nashville, TN	Merlyn A. Alexander	Robert Prosser	80
1997, June 16	Louisville, KY	W. Lewis Wynn	Robert Prosser	95
1998, June 15	Chattanooga, TN	Masaharu Asayama	Robert Prosser	97
1999, June 21	Memphis, TN	Gwendolyn Roddye	Marjorie Shannon	96
2000, June 19	Bowling Green, KY	Bob G. Roberts	Robert D. Rush	96
2001, June 18	Odessa, TX	Randolph Jacob	Robert D. Rush	88
2002, June 17	Paducah, KY	Bert L. Owen	Robert D. Rush	95
2003, June 23	Knoxville, TN	Charles McCaskey	Robert D. Rush	96
2004, June 21	Irving, TX	Edward G. Sims	Robert D. Rush	87
2005, June 27	Franklin, TN	Linda H. Glenn	Robert D. Rush	91
2006, June 18	Birmingham, AL	Donald Hubbard	Robert D. Rush	87
2007, June 18	Hot Springs, AR	Frank Ward	Robert D. Rush	84

GENERAL REGULATIONS

A. The Assembly's Standing Rules

1. MEETINGS. The General Assembly shall meet annually on the third or fourth Monday of June at two o'clock in the afternoon to organize, elect a moderator and transact business. The Assembly shall close on Thursday or Friday of the same week.
2. ELIGIBILITY REQUIREMENT FOR ELDER COMMISSIONERS. Elder commissioners must be active members of the session of the church to which they belong.
3. YOUTH ADVISORY DELEGATES. Each presbytery is eligible to elect two non-voting youth advisory delegates. Advisory delegates have full rights as members of standing and select committees. Youth advisory delegates should be 15 through 19 years old.
4. OFFICIAL FORMS. The stated clerks of the various presbyteries may certify commissioners and youth advisory delegates to the General Assembly either by the form provided by the Office of the General Assembly or via electronic methods.
5. ELECTION OF MODERATOR. The procedure for electing a moderator shall be as follows: Nominations shall be from the floor. One nominating speech not exceeding ten minutes shall be permitted on behalf of each nominee. When there is more than one nominee the election shall be by ballot. A committee appointed by the Stated Clerk shall receive the ballots, count them under the supervision of the Clerk, and shall certify the vote. If there are more than two nominees and no nominee receives a majority of the votes cast, the vote shall be taken in the same manner on those leading nominees who together received a majority of the total vote cast on the preceding ballot.
6. ELECTION OF VICE MODERATOR. The General Assembly may elect a vice-moderator. Nominations may be made by any member of the Assembly. The vice-moderator shall perform the duties of the moderator in the absence or disability of the moderator or in the case of a vacancy in the office of moderator, and shall perform such other duties as may be assigned to the office of vice-moderator by the Moderator or the Assembly.
7. PROGRAM COMMITTEE. The Program Committee shall consist of the Retiring Moderator, Stated Clerk, Pastor Host, and an elected representative of each board, and a representative of the Cumberland Presbyterian Women's Ministry. The committee shall meet not later than February 15.
8. REFERRALS. The Stated Clerk, in consultation with the Retiring Moderator, shall refer all items before the Assembly. Commissioners and advisory delegates shall be provided with copies of referrals in advance of the Assembly.
9. STANDING COMMITTEES. The Retiring Moderator, in consultation with the Stated Clerk, shall appoint all standing committees. Committee reports duplicated and in the hands of commissioners shall be considered as having been presented. Those presenting committee reports shall have the opportunity to make remarks and give explanation, such presentations not to exceed ten minutes.
10. ORDER FOR CONSIDERING REPORTS. Reports of all standing and special committees, with the exception of the Nominating Committee, shall be considered in the order in which they are filed with the Stated Clerk. The Moderator and the Stated Clerk may recommend exceptions to this rule.
11. STANDING COMMITTEES NAMED. The standing committees of the General Assembly shall be as follows: Judiciary, Children's Home/Bethel College, Memphis Theological Seminary/Historical Foundation, Missions/Commission on Ministry/Commission on Chaplains, Christian Education/Stewardship, Program Planning, Theology and Social Concerns. The Moderator may, with the consent of the General Assembly, appoint such special committees as are needed. All General Assembly committees are required to hear board representatives and team leaders if such hearings are requested. When a General Assembly Standing Committee is seeking information regarding an issue dealt with in more than one report it may invite representatives of those agencies to be present at the same time. Committees shall write out all recommendations verbatim in their reports.
12. CHANGES AFFECTING THE WHOLE CHURCH. When far-reaching changes in programs and/or policies are recommended by a standing committee, the committee shall recommend that the proposals be referred for study by the Ministry Council and the agency affected before they become final. If serious consequences are discovered, the Ministry Council and the agency affected may delay implementation until the next General Assembly.
13. RESOLUTIONS. All resolutions related in any way to the general enterprise of the Church shall be referred to appropriate standing committees for recommendations to the Assembly. All such resolutions shall be presented for referral before the close of business on Tuesday morning.

14. AMENDING/SUSPENDING GENERAL REGULATIONS. No item of business in conflict with the General Regulations shall be considered except by suspension of the same. The General regulations may be amended or suspended by a two-thirds vote of members voting. The vote of the Assembly on all questions requiring more than a majority vote shall be recorded in the minutes.
15. CASES NOT PROVIDED FOR IN THE GENERAL REGULATIONS. In cases not provided for in the General Regulations, the Assembly shall be governed by the Rules of Order of the *Confession of Faith* and by *Roberts Rules of Order* (Revised).

B. The Committee on Nominations

1. The Nominating Committee shall be composed of ten members, one minister and one lay person from each of the five synods. Members shall be selected from different presbyteries within the synod if possible.
2. Members will be elected by the General Assembly for one three year term and are not eligible for reelection.
3. Presbyteries and/or Synods may recommend persons to serve on the General Assembly's Committee on Nominations. Such recommendations shall reach the office of the Stated Clerk no later than February 1, and shall be presented to the existing Nominating Committee as recommendations for its consideration in making nominations for elections to the General Assembly's Nominating Committee.
4. The Nominating Committee shall meet not earlier than February 15 each year.
5. It shall be the duty of this Committee to:
 - a. Review the file of available personnel and to nominate to the General Assembly qualified persons to fill all vacancies. The Committee shall not be limited to persons named in data on file, but shall be expected to obtain as much information concerning prospective nominees as is available to them.
 - b. The personal consent of every new nominee must be obtained before nomination and election are valid. A signed consent form not more than one year old shall be considered personal consent.
 - c. The report of the Committee shall list the names of nominees, the presbytery if a minister, and the presbytery and local congregation if a lay person.
6. Any commissioner to the Assembly may make a nomination from the floor provided consent of the nominee has been obtained.
7. The Stated Clerk shall make available a suitable form on which recommendations may be made and on which background and qualifications of persons who qualify for board and agency membership may be stated.
8. Presbytery moderators and stated clerks shall be asked to assist in the securing of names and data concerning persons who may be qualified to serve on the Ministry Council, the Advisory Committees of Boards and Agencies, and the governing boards of Institutions. They shall file this information with the Stated Clerk of the General Assembly. The number of names shall not be less than one for every thousand active members, or a fraction thereof, in a presbytery. This file shall be available to the General Assembly for its use.

C. The Moderator

1. The Moderator of the General Assembly is the titular head of the Cumberland Presbyterian Church during the tenure of the office and has great opportunity for service in the Church. The Moderator receives a precious gift; i.e., the freedom to go anywhere and to listen to the mind, heart, and spirit of the denomination and to speak with and to the Church.
2. The office of Moderator has great honor and respect, and the person elected to the Office is a priest, prophet, and pastor of the Church at large. The Moderator prays with and for the work of the Spirit of God in the life of the denomination at every opportunity.
3. The Moderator of the General Assembly is a representative of the Cumberland Presbyterian Church wherever God leads. The Moderator participates in the life and work of the Denomination, as far as possible, and pays particular attention to ecumenical relations, especially with the Cumberland Presbyterian Church in America.
4. The Moderator represents the General Assembly as an officer of the Assembly and as an ordained person.
5. The Moderator speaks from knowledge of the actions of General Assembly and may interpret the actions of the Assembly as a responsible representative. The Moderator has authority to speak for the

- Church only as an ordained representative elected to the office of Moderator for one year.
6. The Moderator has the privilege of attending every meeting of General Assembly agencies and other judicatories to observe the life and work of the Denomination at every level. The Moderator is an ex-officio member of every agency of the General Assembly. The Moderator is a member of the General Assembly Council for two years; during the tenure in office and for the year following the tenure.
 7. The Moderator is the chair person of the General Assembly Program Planning Committee, a member of the Place of Meeting Committee, and serves wherever the Assembly requests.
 8. The role and functions of the Moderator during the sessions of the General Assembly are described in the Constitution and Rules of Order of the Cumberland Presbyterian Church/ Cumberland Presbyterian Church in America.
 9. The Moderator observes the places and times God is calling the Church to service, assesses the need for a Denominational response to God's call, and reports items that concern the General Assembly for his/her experience of service and capabilities for ministry.
 10. Judicatories, congregations, and others are urged to invite the Moderator to represent the General Assembly and to share in the witness of the Church.
 11. An allowance for part of the expenses of the Moderator is administered by the Stated Clerk. The Moderator and the person issuing an invitation will agree in advance on arrangements to pay travel expenses.
 12. The Moderator wears the official cross and stoles of the office during the term of office. A gavel and a replica of the Moderator's cross is presented to the Moderator upon retirement from the office.

D. The Assembly Stated Clerk

1. The Definition and Authority of the Stated Clerk's Office
 - a. The Stated Clerk of the General Assembly shall be the Principal Executive Officer of the General Assembly.
 - b. The Stated Clerk shall be primarily concerned with the spiritual life of the Church and with maintaining and strengthening a united witness.
 - c. The Stated Clerk shall assume specific responsibility for assuring the orderly governance of the Church in accordance with the Constitution, Rules of Order and Rules of Discipline.
 - d. The Stated Clerk shall be the servant of the General Assembly and shall represent the interests of the General Assembly in regard to all judicatories, boards, and other agencies of the Church and organizations outside the Church by responding to requests for (1) official records of the General Assembly actions, (2) interpretations of its actions, and (3) personal representations where an official of the General Assembly is needed. In cases of emergency (when resignations of a committee, commission, or board impairs the ability of the entity to function) the Moderator may appoint the Stated Clerk to act, until the General Assembly Council or the General Assembly meets.
 - e. The Stated Clerk shall serve as the official representative of the Cumberland Presbyterian Church in ecumenical relationships.
 - f. The Stated Clerk shall be the officer authorized to sign all documents on behalf of the Cumberland Presbyterian Church with regard to litigation, to select and employ legal counsel and to enter into litigation on behalf of the church.
 - g. The Stated Clerk shall be elected by the General Assembly for a term of four years. The regular term of office shall begin on January 1 and expire on December 31. There shall be no limit to the number of terms to which one individual may be elected. The nominating committee shall make nominations when the Stated Clerk's term expires. Nominations may also be made from the floor. If the office becomes vacant, the clerk declines to be re-nominated or is unacceptable to the nominating committee for renomination, a search shall be conducted by the Ministry Council and a nominee reported to the General Assembly by the Ministry Council. If the Stated Clerk resigns or becomes unable to serve between meetings of the Assembly, the Ministry Council shall assume the responsibilities and authorities of the office and arrange for their fulfillment.
2. Duties of the Stated Clerk

The Stated Clerk shall perform such duties as prescribed in the Constitution. Additionally and/or specifically the Stated Clerk of the General Assembly shall:

 - a. Make suitable arrangements for General Assembly meetings.

- (1) Call meetings of the place of meeting committee.
 - (2) Receive meeting invitations and research possible meeting sites.
 - (3) Contract for facilities.
 - (4) Call meetings of the program committee.
 - (5) Prepare and distribute an information form to be completed by commissioners for the Moderator's use in making committee appointments.
 - (6) Prepare and distribute preliminary minutes and an agenda for the meeting.
 - (7) Advise the moderator in the appointment of committees.
 - (8) Refer all items before the Assembly to the appropriate committee.
 - (9) Schedule space for committee meetings and all general sessions of the General Assembly.
 - (10) Provide for printing and other communication needs of the General Assembly while in session.
- b. Maintain official records of the General Assembly.
 - (1) Supervise the recording of accurate minutes of General Assembly meetings and actions.
 - (2) Publish and distribute the minutes of each meeting.
 - (3) File the minutes of each meeting with the Historical Foundation as a permanent record.
 - (4) Respond to inquiries concerning actions of the General Assembly.
 - (5) Maintain and update annually the Digest of General Assembly actions.
 - c. Maintain a communications office for the General Assembly.
 - (1) Prepare and disseminate a summary of actions of the General Assembly.
 - (2) Receive, respond to and, when appropriate, refer to the proper judicatory, board, or other agency all communications to the Cumberland Presbyterian Church.
 - (3) Receive official memorials, resolutions, appeals, dissents, protests, references and other communications for presentation to the General Assembly.
 - d. Maintain a name and address file on congregations, session clerks, pastors and other leadership of congregations with statistical information about congregations, presbyteries and synods.
 - (1) Mail official report forms to session clerks by December 1 each year.
 - (2) Receive such reports and cause to be published a record of information received.
 - (3) Distribute such published information to all ministers, sessions clerks, and others who have an official relationship with the General Assembly.
 - (4) Provide information upon request to all who present a proper request.
 - e. Provide representation on the General Assembly Council and support services for all General Assembly agencies not represented by a principal executive officer on the General Assembly Council.
 - (1) Schedule meetings as requested or as required to fulfill General Assembly directives.
 - (2) Provide accounting support services for commissions, committees and task forces.
 - (3) Coordinate reporting to assure complete consideration of work and responsibilities assuring that budgeting procedures are followed and that reports are in proper form and adequately communicate essential information.
 - (4) Represent the interests of the General Assembly commissions, committees and task forces before the Ministry Council.
 - (5) Hold, report annually, and distribute as authorized by the General Assembly or the Ministry Council the Contingency Fund and all other General Assembly Funds not entrusted to the care of a General Assembly board or other agency.
 - f. Represent the Cumberland Presbyterian Church in establishing and maintaining relations with other churches particularly those of the presbyterian and reformed tradition.
 - (1) Serve as an official delegate to the Caribbean and North American Area Council of the World Alliance of Reformed Churches.
 - (2) Communicate with clerks of presbyterian and reformed churches about common concerns.
 - (3) Establish and maintain friendly relations with other churches to the extent possible.
 - (4) Give special attention to sustaining vital relationships with the Cumberland Presbyterian Church in America.
 - g. Represent the Cumberland Presbyterian Church in all litigation affecting the Cumberland Presbyterian Church.
 - (1) Sign all documents on behalf of the Cumberland Presbyterian Church with regard to litigation.
 - (2) Select and employ legal counsel.
 - (3) Enter into litigation or take such other appropriate action as is deemed necessary and proper to serve the best interests of the name and assets of the Cumberland Presbyterian Church.

- (4) Call the Judiciary Committee into session or by other means secure the advice of the committee on weighty matters.
- h. Communicate with presbyteries and synods on behalf of the General Assembly.
 - (1) Communicate to presbytery and synod clerks the actions and requirements of General Assembly that relate to those judicatories.
 - (2) Provide training sessions for presbytery and synod clerks and orientations for General Assembly commissioners.
 - (3) Attend meetings of presbyteries and synods periodically.
 - (4) Be available upon the request of presbyteries or synods to explain General Assembly actions or requirements.
- i. Provide support services for the Moderator of the General Assembly.

E. Engrossing Clerk

An Engrossing Clerk shall be elected by the General Assembly for a term of four years to serve during meetings of the General Assembly and to serve as Stated Clerk pro tempore during the meetings of the Assembly in the event the Stated Clerk is absent or unable to serve. The regular term of office shall begin on January 1 and expire on December 31. There shall be no limit to the number of terms the Engrossing Clerk may serve. The Nominating Committee shall make nominations regarding the election of the Engrossing Clerk when the term expires or the office becomes vacant. This provision does not preclude nominations from the floor of the General Assembly.

F. The Assembly Year and Reporting

1. The General Assembly year shall be the same as the calendar year.
2. The Stated Clerk of the General Assembly shall mail to session clerks statistical forms for reporting congregational data on December 1 of each year. Session clerks shall mail the completed forms to presbytery clerks by February 1 of each year. The composite statistical report for all congregations of a presbytery shall be mailed by the presbytery clerk to the Clerk of the General Assembly by February 10 of each year.
3. All agencies of the General Assembly, with the exception of institutions on the academic year, are directed to close their books as soon after December 31 as possible, but not later than January 31 of the following year, and deliver 2 copies (letter size) of their report, along with a copy on computer diskette, if possible, to the Stated Clerk not later than March 15. Reports should be written as concisely as possible and yet reflect the total work of the agency and signed by two board/executive officers. Institutions on the academic year shall close their books at the end of their fiscal year and report by March 15 of the following year. Line item budgets for the forthcoming year shall accompany board reports. All agencies funded directly from OOU shall submit multi-year program budgets to the Ministry Council not later than November 1.
4. All supplementary board and agency materials and memorials shall be submitted to the General Assembly Office not later than thirty (30) days prior to the Assembly.
5. All financial reports are to be condensed as much as possible, but must convey all essential information on agency operation.
6. All financial records of monies or securities held by anyone in the name of the Cumberland Presbyterian Church shall be audited by a certified public accountant. The audit shall be sufficient and the records and securities are not to be submitted at the meeting of General Assembly. Two copies of the report of the accountant are to be delivered to the Office of the General Assembly for review by the Ministry Council. [Boards and agencies with budget income of \$100,000 or less are not required to have an audit but to submit their books and financial statements to the Ministry Council Audit Committee annually.]
7. Each agency or person whose financial records require an audit shall be required to furnish a fidelity bond of an adequate amount to protect all funds held by the agency or person, the cost of which shall be paid from the operation expenses of the agency.

G. Agencies of the General Assembly

1. Membership
 - a. The General Assembly shall fill all vacancies on its agencies.
 - b. The membership of the agencies of General Assembly shall be as follows:
The Ministry Council - 15 voting members (3 members from each Synod with no more than 9 clergy or laity members and no more than 9 members of either gender) and 6 Advisory

members (Stated Clerk, Moderator, Immediate Past Moderator and 3 youth ages 16-19 when elected) Makeup of the Ministry Council should reflect that we are a Global Church.

Memphis Theological Seminary - 24 members (11 non-Cumberland Presbyterians)

Stewardship, Foundation, and Benefits - 11 Advisory members

Christian Education - 9 Advisory members

Cumberland Presbyterian Children's Home - 15 members (6 non-Cumberland Presbyterians)

Missions - 15 Advisory members (2 members from each of the 5 synods, 5 members elected at large, and no fewer than 6 of either sex)

Historical Foundation - 6 members (1 member from each of the 5 synods and 1 member elected at large, no two persons shall be elected from the same presbytery and the and representatives from the Cumberland Presbyterian Church in America)

The Cumberland Presbyterian - 5 Advisory members

General Assembly Commissions:

Military Chaplains and Personnel - 3 members

On the Ministry - 9 Advisory members

General Assembly Committees:

Joint Committee on Amendments - the members of the Judiciary Committee of the Cumberland Presbyterian Church, five members of the Judiciary Committee of the Cumberland Presbyterian Church in America.

Judiciary - 9 members (The Permanent Committee on Judiciary of the Cumberland Presbyterian Church will appoint five of its members to function on the Joint Committee on Amendments.)

Nominating Committee - 10 members

Place of Meeting - The Moderator, the Stated Clerk, & the Director of Women's Ministries

Unified Committee on Theology and Social Concerns - 8 members

- c. The tenure of office for agencies of the General Assembly shall be three years. Persons other than members of the Nominating Committee may be elected to succeed themselves twice, giving a total of not more than nine years. One year must elapse at the end of nine years before a non-Cumberland Presbyterian is eligible to serve on the same board or permanent agency; two years must elapse before a Cumberland Presbyterian is eligible to serve on the same board or permanent agency, and one year must elapse before a Cumberland Presbyterian may serve on another board or agency of the General Assembly.
 - d. No person shall be elected to serve concurrently on more than one agency.
 - e. No member who continues to meet the standard requirements for election or appointment to any agency of the church shall be removed from membership except for misfeasance.
 - f. The members of agencies may be any member of the Cumberland Presbyterian Church in good standing in the presbytery or local congregation where membership is held. Persons serving in executive capacities of the General Assembly, or a person employed by an agency of the General Assembly may not serve as a member of the board of the employing agency.
 - g. A majority of the membership of the Commission on the Ministry shall be active pastors.
 - h. At least one member of the Commission on Theology and Social Concerns shall be a Cumberland Presbyterian member of the faculty of Memphis Theological Seminary.
 - i. Resignations of members of General Assembly committees and commissions are effective when delivered in writing to the Stated Clerk of General Assembly. Resignations from the incorporated boards and agencies are effective when delivered in writing to the corporation's secretary or board chair, who shall immediately advise the Stated Clerk of the General Assembly of the resignation.
2. The Permanent Committee on Judiciary
 - a. The Committee shall be composed of nine members four of whom are to be ordained ministers and three of whom are to be attorneys. The Permanent Committee on Judiciary of the Cumberland Presbyterian Church will appoint five of its members to function on the Joint Committee on Amendments.
 - b. The Committee shall meet at least annually.
 - c. Stated Clerks of synods and presbyteries shall forward all memorials to the Stated Clerk of the General Assembly immediately following their adoption. All memorials considered by the Committee must be in the hands of the Clerk by April 15.
 - d. The opinion of the Committee on legal questions shall at any time be available to any agency, judicatory, or person in the church. The request for an opinion of the committee shall be presented

in writing to the chairperson of the Committee. The chairperson shall secure the views of all members of the Committee and write an opinion based on the majority views of the members.

The opinion given shall be advisory only.

- e. The Committee shall have one of its members in attendance at each meeting of the General Assembly to advise with the Assembly, its officers and members, on all judicial questions. Upon request of the Moderator, a member of the Committee shall sit in advisory capacity during the business sessions of the assembly.
- f. The Committee when directed by the General Assembly, shall prepare proposed amendments to the Constitution, Rules of Discipline, General Regulations, and Rules of Order, and shall submit these in its report to the General Assembly.

H. The Assembly's Minutes

- 1. A copy of the Assembly Minutes shall be sent upon request to ordained ministers, licentiates, candidates, commissioners, clerks of sessions, agency members, schools of the church, synod and presbytery clerks and to the Stated Clerk's exchanges. Others desiring the minutes may purchase them from the Resource Center.
- 2. Church sessions, presbyteries and synods should study the Minutes of the General Assembly in order to implement actions and programs into the lower courts. Any errors found should immediately be called to the attention of the Stated Clerk.

I. General Assembly Rulings

The General Assembly is the authority on all judicial matters; therefore, it shall be the duty of the Stated Clerk to update the Cumberland Presbyterian Digest annually.

MEMORIAL ROLL OF MINISTERS

IN MEMORY OF MINISTERS LOST BY DEATH

<u>NAME</u>	<u>PRESBYTERY</u>	<u>AGE</u>	<u>DATE</u>
Canada, Fred	Grace		02/25/07
Conway, Crawford	Tennessee-Georgia	64	04/09/07
Copeland, Billy	Hope...	77	10/30/07
Dailey, Larry	Missouri		02/06/07
Hall, Charles R	West Tennessee	68	08/18/07
Irby, Joe Ben	West Tennessee	91	03/07/07
Kimbrell, Bobby	Cullman		09/12/07
Munoz, Gerado	Cauca Valley	94	10/12/07
Parsons, Robert	West Tennessee		??
Phillips, Troy	Grace..		06/14/07
Prince, C. S.	Grace..		??
Russell, Jake	Cumberland		12/13/07
Salisbury, A.D.	Murfreesboro		02/11/07
Sumrall, Max	Grace..		11/11/07
Tuor, Thomas Tut	Nashville		05/08/07
Yepez, Juan	Cauca Valley		12/??/07

LIVING GENERAL ASSEMBLY MODERATORS

- 2007—REV. FRANK WARD, 1978 Union Avenue, Memphis, TN 38104
2006—REV. DONALD HUBBARD, 2128 Campbell Station Road, Knoxville, TN 37932
2005—REV. LINDA H. GLENN, 619 N. 24th Avenue, Humboldt, TN 38343
2004—REV. EDWARD G. SIMS, 2161 N. Meadows Drive, Clarksville, TN 37043
2003—REV. CHARLES MCCASKEY, 679 Canter Lane, Cookeville, TN 38501
2002—REV. BERT OWEN, 605 Lake Scene Drive, Eddyville, KY 42038
2001—REV. RANDOLPH JACOB, 610 W. Adams Street, Broken Bow, OK 74728
1999—ELDER GWENDOLYN G. RODDY, 3728 Wittenham Drive, Knoxville, TN 37921-1080
1998—REV. MASAHARU ASAYAMA, 3-15-9 Higashi, Kunitachi-shi, Tokyo, JAPAN
1997—ELDER W. LEWIS WYNN, 102 Beverly Drive, Madison, TN 37115
1996—REV. MERLYN A. ALEXANDER, 80 N. Hampton Lane, Jackson, TN 38305
1995—REV. CLINTON O. BUCK, 4986 Warwick, Memphis, TN 38117
1994—REV. DONALD C. ALEXANDER, 2520 107 Cutoff, Greeneville, TN 37743
1993—REV. ROBERT M. SHELTON, 7128 Lakehurst Avenue, Dallas, TX 75230
1992—REV. JOHN DAVID HALL, 1407 Wellman Avenue NE, Huntsville, AL 35801
1990—REV. THOMAS D. CAMPBELL, 4032 Graham Oaks Court, Memphis, TN 38122
1989—REV. WILLIAM RUSTENHAVEN, Jr., 703 W. Burleson, Marshall, TX 75670
1988—ELDER BEVERLY ST. JOHN, 806 Evansdale Drive, Nashville, TN 37220
1987—ELDER WILBUR S. WOOD, Box 122, Palestine, AR 72372
1985—REV. VIRGIL H. TODD, 3095 Glengarry Road, Memphis, TN 38128
1982—REV. WILLIAM A. RAWLINS, 3100 Cook Lane, Longview, TX 75604
1981—REV. W. JEAN RICHARDSON, 7533 Lancashire, Powell, TN 37849
1980—REV. ROBERT L. HULL, Rt 2, 100 Timberlake Drive, McKenzie, TN 38201
1979—REV. JAMES C. GILBERT, 3720 W. Biddison, Ft. Worth, TX 76109
1978—REV. JOSE FAJARDO, 101 Vanderbilt, Waxahachie, TX 75165
1975—REV. ROY E. BLAKEBURN, 111 Park Place, Greeneville, TN 37743
1969—REV. J. DAVID HESTER, 1212 Woodbury Court, Knoxville, TN 37922-6000
1968—REV. LOYCE S. ESTES, 510 N. Main Street, Sturgis, KY 42459
1956—REV. HUBERT MORROW, 240 S. Inglewood Avenue Apt 203, Russellville, AR 72801

GENERAL ASSEMBLY OFFICERS

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1978 UNION AVENUE
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(901) 276-4572 ext. 218 (Work)
fdw@cumberland.org

VICE MODERATOR
THE REVEREND JOHN DEATON
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(256) 275-4045
nebocumberland@bellsouth.net

STATED CLERK AND TREASURER
THE REVEREND ROBERT D. RUSH, D.MIN.
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ENGROSSING CLERK
DR. THOMAS J. CRAIG, JR.
8958 Carriage Creek Road
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(901)382-0428
tjc102@comcast.net

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REV. MELISSA MALINOSKI, 201 N Main Street, Greeneville, TN 37745

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- (1)MS. ELIZABETH HORSLEY, 1200 Imperial Drive, Denton, TX 76201
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- (1)MS. GWEN RODDY, 3728 Wittenham Drive, Knoxville, TN 37921
- (1)REV. SAM ROMINES, PO Box 127, Lewisburg, KY 42256

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- DR. ROBERT D. RUSH, 1978 Union Avenue, Memphis, TN 38104
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(2)*MR. DWIGHT REASONS, 256 State Route 152 W, Humboldt, TN 38343
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- (3)*MRS. BETTY ROY, 32 Oak Forest Circle, Denton, TX 76210
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- (2)MS. GWEN McREYNOLDS, 425 Henderson Road, Jackson, TN 38305
- (3)+MS. SHIRLEY MERRITT, PO Box 81, Charleston, TN 37310
- (2)+MS. MARY RICE, 7747 South Cornell, Chicago, IL 60649 (deceased)
- (3)+REV. KAY WARD CREER, 1723 County Road 421 North, Henderson, TX 75652

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- (3)MR. DAN WASHMON, 1204 Shady Lane, Bedford, TX 76021

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- (1)MS. PAMELA DAVIS, 5111 County Road 7545, Lubbock, TX 79424
- (2)REV. CLIFF HUDSON, 4782 Waverly Court, Ooltewah, TN 37363
- (1)+MS. NAOMI KING, 3850 Millsfield Highway, Dyersburg, TN 38024
- (1)MS. SIDNEY MILTON, 287 Golden Acres Loop, Calvert City, KY 42029

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- (3)MR. WES BRANTLEY, 817 West 24th, Ada, OK 74820
- (1)MR. MARK DAVIS, 2511 Horsham Drive, Germantown, TN 38139
- (3)*DR. DAVID GOATLEY, 300 "I" Street Northeast, Suite 104, Washington, D.C. 20002
- (3)+DR. LYNNE HERRING, 226 Church Street, Huntsville, AL 35801
- (1)*REV. AMY HOWE, 69 East Cherry Drive, Memphis, TN 38117
- (2)MR. WILLIAM NELMS, 2936 Teraway Drive, Murfreesboro, TN 37130
- (2)MRS. MARIANNA WILLIAMS, 947 Troy Avenue, Dyersburg, TN 38024

(Members whose terms expire in 2009)

- (1)*DR. DAVID BOYLE, 4750 St Elmo Street, Memphis, TN 38128

- (3)DR. JOSEPH BUTLER, 4548 Highway 161, Springfield, TN 37172
(3)REV. KEVIN COLVARD, 1217 Highpoint Circle, Birmingham, AL 35244
(2)DR. JOHN DAVID HALL, 109 Oddo Lane, Huntsville, AL 35802
(1)MS. JAN HOLMES, 5209 87th Street, Lubbock, TX 79424
(1)REV. J. CRAIG MARTINDALE, 2913 Pellas Place, Murfreesboro, TN 37127
(2)REV. W. JEAN RICHARDSON, 7533 Lancashire Boulevard, Powell, TN 37849 (resigned)
(2)*DR. RANDOLPH MEADE WALKER, 2062 Jamie Drive, Memphis, TN 38116

(Members whose terms expire in 2010)

- (2)*DR. CARMICHAEL CRUTCHFIELD, 506 Trace Drive, Jackson, TN 38305
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(2)*REV. EMILY MATHENY, 1509 Granville Lane, Memphis, TN 38104
(1)MR. TIM ORR, 1591 Laura Lane, Dyersburg, TN 38024
(3)DR. REBECCA SALISBURY, 502 South Alley Street, Jefferson, TX 75657
(1)*MRS. K.C. WARREN, 215 Buena Vista Place, Memphis, TN 38112

IX. MISSIONS

X. FOREIGN MISSIONS

XI. MISSIONS AND EVANGELISM

XII. MISSIONS AND CHURCH ERECTION

(Members whose terms expire in 2008)

- (2)REV. STEVE DELASHMIT, 811 Campbell Lane, Bowling Green, KY 42104
(3)REV. RICKEY PAGE, 6845 Old Charlotte Pike, Nashville, TN 37209 (At Large)
(2)REV. JEFFERSON SLEDGE, 241 Long Bow Road, Knoxville, TN 37934
(1)MRS. BEVERLY STOTT, 200 East Main Street, Dresden, TN 38225
(3)REV. KEVIN L. WOOD, 1116 Park Hill Circle, Knoxville, TN 37909 (At Large)

(Members whose terms expire in 2009)

- (3)MRS. MARY ANN COLE, 620 Plum Springs Road, Bowling Green, KY 42101
(2)REV. R. TONY JANNER, 16835 Highland Drive, McKenzie, TN 38201
(2)MRS. ATHALA JARAMILLO, 959 NW 106th Avenue Circle, Miami, FL 33172
(2)MRS. ROBIN McCASKEY-HUGHES, 1205 Olde Bridge Road, Edmond, OK 73034
(2)MRS. GAYE WOOD, HC 61 Box 600, Calico Rock, AR 72519

(Members whose terms expire in 2010)

- (1)REV. MAKIHIKO ARASE, 3-355-4 Kami Kitadai Higashi, Yamato-Shi, Tokyo, 207-0023 JAPAN
(2)MR. MIKEL DAVIS, 102 Willow Wood, Ovilla, TX 75154
(3)MRS. CAROLYN MEDLEY, 566 Country Club Lane, Winchester, TN 37398
(2)MRS. JO ANN SHUGERT, PO Box 67, Trilla, IL 62469
(2)MR. SAM SUDDARTH, 206 Ha Le Koa Court, Symrna, TN 37167

XIII. STEWARDSHIP, FOUNDATION AND BENEFITS

XIV. FINANCE, FOUNDATION, AND MANAGEMENT

XV. FINANCE

XVI. TRUSTEES

XVII. MINISTERIAL RELIEF

XVIII. TITHING AND BUDGET

XIX. COMMISSION ON EDUCATIONAL ENDOWMENT

(Members whose terms expire in 2008)

- (2)MS. B. DENISE ADAMS, 126 Ray, Monticello, AR 71655
- (2)REV. DARRELL PICKETT, 113 Woods Drive, Glasgow, KY 42749
- (1)MRS. DEBRA SHANKS, 3997 North 100th Street, Casey, IL 62420
- (3)MS. BILLIE (Janie) STAMPS, 4008 Logan Lane, Fort Smith, AR 72903

(Members whose terms expire in 2009)

- (1)MR. DARRELL DRINKALL, 167 Park Creek Road, Manchester, TN 37355 (deceased)
- (1)MR. ROBERT LATIMER, RR 1 Box 123, Miami, MO 65344
- (3)MR. TIM LATIMER, 1012 Junior Jones Road, Humboldt, TN 38343

(Members whose terms expire in 2010)

- (3)MR. AL DAVIS, 646 Fernbrook Lane, Marshall, TX 75672
- (1)MR. CHARLES G. FLOYD, 4219 Two Rivers Lane, Franklin, TN 37069
- (1)REV. THERESA MARTIN, 5507 68th Street, Lubbock, TX 79424
- (2)REV. MICHAEL WILKINSON, 2404 Altadena Road, Birmingham, AL 35243

GENERAL ASSEMBLY COMMISSIONS:**I. CHAPLAINS AND MILITARY PERSONNEL**

- (2) Term Expires in 2008—REV. CHARLES MCCASKEY, 565 E. Tenth Street, Cookeville, TN 38501
- (3) Term Expires in 2009--REV. JEARL D. HUNLEY, 2618 Canterbury Road, Columbus, MS 39705
- (2) Term Expires in 2010—REV. PAUL COLLINS, 915 Warms Sands SE, Albuquerque, NM 87123

These three persons and the Stated Clerk also represent the denomination as members of the Presbyterian Council for Chaplains and Military Personnel, 4124 Van Ness Street NW, Washington, DC 20016.

II. ON THE MINISTRY**(Members whose terms expire in 2008)**

- (1)REV. DAVID LANCASTER, 426 Fuqua Road, Martin, TN 38237
- (2)REV. GLENDA MELSON, 634 West Fremont Road, Lebanon, MO 65536
- (2)MRS. MARY JO TURNER, 12651 Wagon Wheel Circle, Knoxville, TN 37922

(Members whose terms expire in 2009)

- (2)REV. MARK DAVENPORT, 8828 Highway 119, Alabaster, AL 35007
- (3)REV. WILLIAM ROLMAN, JR., 602 Canyon Drive, Columbia, TN 38401
- (1)REV. ROBERT E. SHELTON, 10508 Royalwood Drive, Dallas, TX 75238

(Members whose terms expire in 2010)

- (3)REV. JAMES LIVELY, 201 North Main, Greeneville, TN 37745
- (1)MS. PAT OWEN, 7906 Manner Pointe Drive, Louisville, KY 40220
- (2)REV. TOMMY THOMPSON, 9160 Tchulahoma Road, Southaven, MS 38671

GENERAL ASSEMBLY COMMITTEES

I. JUDICIARY

(Members whose terms expire in 2008)

- (2)REV. JAMES F. BYRD, 1744 Perryville Road, Harrodsburg, KY 40330
- (3)MR. RONALD THURMAN, 4475 Bear Lake Road, Cookeville, TN 38506
- (2)REV. DWAYNE TYUS, 903 West Hickory Boulevard, Madison, TN 37115

(Members whose terms expire in 2009)

- (2)REV. HARRY CHAPMAN, 4908 El Picador Court, Rio Rancho, NM 87124
- (2)MR. CHARLES DAWSON, PO Box 904, Scottsboro, AL 35768
- (3)MR. JOSEPH STUDDARD, 1560 Hickory Lane, Columbus, MS 39705

(Members whose terms expire in 2010)

- (1)MS. KELLY GOOCH, 2220 Cornwall Street, Germantown, TN 38138
- (3)REV. GEOFF KNIGHT, 2119 Avalon Place, Houston, TX 77019
- (1)REV. SHERRY LADD, 4521 Turkey Creek Road, Williamsport, TN 38487

II. JOINT COMMITTEE ON AMENDMENTS

Five members of the Judiciary committee of the Cumberland Presbyterian Church.
Five of the seven members of the Judiciary Committee of the Cumberland Presbyterian Church in America listed below:

- +ELDER E. L. ALBEA, 289 China Grove Road, Rutherford, TN 38369
- +REV. WILLIAM GREENWELL, 225 East 7th Street, Sturgis, KY 42450
- +REV. WILLIE KATE McFIELD, 5157 Mimosa, Chattanooga, TN 37416
- +ELDER MABLE POINDEXTER, 5509 King Drive, Birmingham, AL 35228-2663
- +ELDER JOHN RAINEY, 8005 Elizabeth, Chicago, IL 60620
- +ELDER EDDIE SCRUGGS, 1627 Carroll Road, Harvest, AL 35749
- +MR. EARNEST L. WALLACE, 2018 Van Cleave, Dallas, TX 75216

III. NOMINATING

(Members whose terms expire in 2008)

- (1)MRS. KAREN AVERY, 9420 Layton Court Northeast, Albuquerque, NM 87111
- (1)DR. DAVID COLVARD, 428 Riverview Drive, Florence, AL 35630
- (1)REV. BRIAN HAYES, 9104 US Highway 68 West, Calvert City, KY 42029
- (1)REV. NATHAN SCOTT, 960 South Katy Road, Atoka, OK 74525

(Members whose terms expire in 2009)

- (1)MS. SALLY SAIN, 37 Hilltop Road, Fayetteville, TN 37334
- (1)REV. LISA SCOTT, 4509 Rogers Street, North Little Rock, AR 72118

(Members whose terms expire in 2010)

- (1)MS. NANCY BEAN, 3510 Clubhouse Drive, Somerset, KY 42503
- (1)REV. MARK BARRON, 836 McArthur Street, Manchester, TN 37355
- (1)REV. EDDIE JENKINS, 826 S Miller Road, Valrico, FL 33594
- (1)MR. RONNIE PARKS, 62 Hughes Loop, Milan, TN 38358

IV. PLACE OF MEETING

THE STATED CLERK OF THE GENERAL ASSEMBLY
THE MODERATOR OF THE GENERAL ASSEMBLY
THE DIRECTOR OF WOMEN'S MINISTRIES OF THE BOARD OF MISSIONS

V. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS**(Members whose terms expire in 2008)**

- +REV. MARK CHAPMAN, PO Box 8302, Paducah, KY 42002
- +REV. ROBERT GREENWELL, 778 Markham Road, Sturgis, KY 42459
- +ELDER JOE JORDAN, 209 Burwell Road, Harvest, AL 35749
- +REV. JACQUELINE LANG, 904 35th Avenue, Tuscaloosa, AL 35491
- +REV. WILLIAM MONTAGUE, 417 Richwood North, Jackson, TN 38305
- (2)REV. STEVE MOSLEY, 1200 North Arkansas, Russellville, AR 72801
- +REV. BILLY TRIBBLE, 1202 South Evenside Avenue, Henderson, TX 75654
- (1)MR. JOHN WILSON, 3705 A Ferndale Avenue, Nashville, TN 37215

(Members whose terms expire in 2009)

- (2)REV. PAUL CRISS, 6813 Salem Road, Lakeland, TN 38002
- (2)REV. MITZI MINOR, 875 South Cox, Memphis, TN 38104
- (2)REV. HOWARD RODGERS, 336 County Road 1216, Vinemont, AL 35179

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- (1)REV. LANNY JOHNSON, 317 Liberty Lane, McMinnville, TN 37110
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- (1)REV. JOHN LOVELACE, 814 Crestwood Drive East, Evansville, IN 47715
- (1)REV. JANICE OVERTON, 3320 Pipeline Road, Birmingham, AL 35243
- +ELDER MARY THOMPSON, 4208 Kings Court, Nashville, TN 37218

President of Memphis Theological Seminary - Ex-officio Member

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Caribbean and North American Area Council, World Alliance of Reformed Churches:

STATED CLERK ROBERT D. RUSH, 1978 Union Avenue, Memphis, TN 38104

(Members whose terms expire in 2008)

- (1)MS. CORNELIA SWAIN, 164 Alexander, Memphis, TN 38111

THE REPORT OF THE MODERATOR

PP

I. INTRODUCTION

The Cumberland Presbyterian Church is in the midst of a mess. That's the beginning of my message to the church this year. I described the mess as: loss of 3 experienced and knowledgeable executives from denominational leadership; the struggles to reorganize the program agencies; the moving of the denominational center from one location to another; the diminishing membership; the closing of churches whose callings were completed; the reduced OOU income; and the need for additional finances to purchase and construct a new denominational center.

But God has a strange way of showing up in the midst of a mess. Just think of the mess the world was in when God became incarnate in Jesus; just imagine the mess of humankind in bad need of being saved through the cross of Calvary. It's in the midst of the mess that God breaks through with redemption and hope and grace and love!

The Cumberland Presbyterian Church is standing on the brink of readiness. In the midst of the mess God is breaking in to renew and bring hope. Even though change is challenging, it can be an opportunity to discover new ways to fulfill our calling as God's people.

We are turning the corner to merge program boards and agencies into the Ministry Council. As we do so there is some sense of grief and concern by those who are serving and have served on these boards. Will the respective programs and ministries continue as important elements in the church's mission? What will happen to endowments and other assets? What will happen to present staff? How will who we are be incorporated into the new Ministry Council?

We are turning the corner to relocate our denominational offices into a new and modern building to accommodate the new structure and the unification of services provided.

We are embarking on 5 years of focus on evangelism and the meaning of reaching out selflessly to be disciples of Christ Jesus. We are completing a 10 year emphasis on new church development, church revitalization and leadership development. We are beginning to think globally not just locally. We are expanding ministries beyond racial, ethnic and cultural boundaries. Our institutions are embracing the church's mission in their respective ministries and as such are extending our witness beyond Cumberland Presbyterianism.

We are discovering the potential for the gift of God's unity as the Ministry Council envisions a structure built around the concept of ministry teams that will plan and implement programs. Denominational ministries will revolve around a Christ centered discernment process that will empower people to prayerfully seek God's calling and move out courageously to be and to make disciples.

In the midst of it all, it has been my honor and privilege to serve as your Co-Moderator/Moderator during 2007-2008. I was likewise honored to serve until December as Co-Moderator with Rose Mary Magrill and with John Deaton who has served as Vice-Moderator since December. I have had opportunities to experience the church at large. I have visited presbyteries, board meetings, agency meetings and served as an advisory member to the new GA Ministry Council. I was humbled to serve as speaker for the 2007-2008 Bethel College Opening Convocation and to preach at several presbyteries plus the denominational day celebration in Robert Donnell Presbytery.

The Cumberland Presbyterian Church practices hospitality in its best form and for all of the attention given to me and the office of moderator I am especially grateful. I've struggled at times with some of the traditions of the office. In particular, I had personal difficulties with persons standing whenever the moderator is introduced. I understand fully the practice but it's a ritual that places too much focus on the person and the office. I'd rather the church do as the old hymn suggests and "Stand Up for Jesus." I know this has been something personal for me and probably is of little concern for the church at large.

I have been privileged to see the church from back stage — the inner workings of boards and agencies. I continue to admire and stand in gratitude for the commitment and dedication of denominational employees. I am impressed that all have the church and its ministry foremost in their sense of call. We are blessed. In the midst of the changes that are taking place, your denominational staff have endured and maintained their loyalty and dedication even when uncertainties loomed large.

I express my gratitude to Stated Clerk Robert Rush and Elizabeth Vaughn of the Office of the General Assembly for their support throughout the year. Organizing one's itinerary is made easier when there are persons like these two who pay attention to the details and respond readily to requests. Thank you.

Someone has said that "It's a great time to be Cumberland Presbyterian." I can't remember a time

when it wasn't. It's especially an opportune time to re-envision the future under the leadership of the Holy Spirit and to discern more fully where our feet need to move. Maybe, like Noah, they need to move toward the lumber yard as "We stake our very lives on the voice we have heard" and are hearing.

II. MODERATOR'S ROLE

One of the challenges I faced during my year as Co-Moderator/Moderator was to develop a schedule and itinerary for representing the GA at various judicatories and meetings. There was no highly structured plan and the itinerary emerged as the year progressed. Scheduling became problematic because of the number of presbyteries that meet on the same dates in the fall and spring. It appears to me that a more deliberate effort would help a new Moderator each year.

RECOMMENDATION 1: That the Stated Clerk meet with the newly elected Moderator shortly after the meeting of GA to discuss the ministry opportunities, the budget for the office, the role of the Vice-Moderator, and to plan an itinerary for the upcoming year. Furthermore, that a communications system be established with presbyteries and other agencies hosting the Moderator or Vice-Moderator so that there is clear understanding of expectations and that full information is provided from the hosts including the meeting location, time and lodging and any pre-meeting documents that are being made available to all other participants.

III. OFFICE OF THE STATED CLERK

The Stated Clerk of the General Assembly included the following in his report to the 177th General Assembly:

"Although the General Assembly has mandated that all executive staff must be evaluated every two years, there is no procedure in place to evaluate the Stated Clerk. The General Assembly developed a form for evaluating all executives.... If the General Assembly desires an evaluation every two years, it will have to designate a person responsible for it." (Page 30, 2007 Minutes of the General Assembly)

Since there is no longer a Commission on the General Assembly Office and since the 2007 General Assembly did not follow through with action pertaining to the Stated Clerk's observation and suggestion, it seems important to put in place an agency to provide counsel, evaluation and support to the General Assembly Stated Clerk and the Office of the General Assembly. It seems to be an expressed need from the Clerk himself.

RECOMMENDATION 2: That the General Assembly assign the role of providing counsel, evaluation and support to the General Assembly office to the Permanent Committee on Judiciary and that Article G.2.g. be added to the General Regulations and read as follows: The Committee shall serve as the agency of the General Assembly to provide counsel and support to the General Assembly Office and to do an evaluation of the Stated Clerk during every odd numbered year."

IV. BYLAWS, CONSTITUTION AND RULES OF ORDER

A motion was presented at the 2007 General Assembly to set aside one of the *Rules of Order* to allow the body to elect a Co-Moderator. While that motion was in order according to the *Rules of Order*, according to the Permanent Committee on Judiciary it was not in order with the *Bylaws of the General Assembly Corporation*. Those Bylaws were not readily accessible during the meeting of the General Assembly. Since there are provisions that are allowable by the *Rules of Order* but not necessarily by the *Constitution* nor the *Bylaws*, it is essential for commissioners to have accessible the Bylaws of the Corporation which supercede other documents.

RECOMMENDATION 3: That the Stated Clerk be instructed to include a copy of the Bylaws of the GA Corporation in the Preliminary and Permanent Minutes of the General Assembly.

V. SPIRITUAL RENEWAL AND VISIONING

Someone has suggested that Christianity is entering into another major period of reformation. The last reformation and the authority upon which it was built, namely solo scriptura (scripture alone), are being challenged. In such a confusing time, the church stands all the more in need of prayer, spiritual renewal, discernment of God's will and a clearer vision for the future. While the General Assembly provides an annual opportunity for some of this to happen, it is too often preoccupied with responding to reports and recommendations related to existing and anticipated programs and ministries. How can the General Assembly be more intentional about prayer, worship, discernment, renewal without the demands of reports and budgets?

What if the General Assembly only addressed reports from its agencies and boards every other year rather than annually? What if in subsequent years the General Assembly engaged commissioners, youth advisory delegates and others in prayerful discernment, expanded worship opportunities and visioning for the future? What if in these subsequent years there is a focus related to our priorities (mission), providing opportunity for the church at large to sit "together at the table" and suggest directions for the future?

Recommendation 4: That the General Assembly continue to meet annually; that beginning in 2009 all boards and agencies will report every odd numbered years; that in every even numbered year beginning in 2012 (plans have already been made for the 2010 General Assembly's celebration of the church's birth) the General Assembly will gather for worship, spiritual renewal, visioning, and listening for God's voice and the voice of the church related to the church's mission and ministries; that a General Assembly Planning Team (GAPT) comprised of the Moderator, Stated Clerk, a representative (staff or elected member) from each Ministry Team of the Ministry Council and each institution, plus two members at large appointed by the Moderator be charged with planning, developing a theme, securing leadership and implementing the program for the meetings of the General Assembly in these even numbered years; and, that funding for this GAPT be provided through the Office of the General Assembly.

VI HOW WE FUNCTION

The General Assembly is in the process of restructure. All program agencies and boards are being incorporated into a new Ministry Council. The Historical Foundation is now an institution along with Memphis Theological Seminary, Bethel College and the Cumberland Presbyterian Children's Home. Because of these changes the old structure designed for the processing of reports and recommendations to the General Assembly is no longer relevant. Present General Regulation (A.11.) refers to committees pertinent to the old structure with separate program boards and agencies. A new structure is needed to facilitate the various ministry and program reports that come before the Assembly.

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In addition, the planning of General Assembly is often focused only on a theme, a worship director and preachers/speakers for worship. The planning group is representative of the agencies and hosting presbytery and is facilitated by the moderator. Often the planning is based on past designs and models. A new model may be needed for the odd numbered years when the Assembly meets. (A model for the even numbered years is identified in Recommendation 4 above.)

RECOMMENDATION 5: That a General Assembly Implementation Team (GAIT) be charged with the responsibilities of: determining and recommending a new structure and model for building the agenda and processing the reports and recommendations; implementing a new model of worship planning via a worship planning team appointed by the GAIT; selecting the theme and theme scripture(s) for the respective Assembly; making any additional plans to enable the effective functioning of the Assembly grounded in the leadership of the Holy Spirit; and, proposing revisions of the appropriate General Regulations to reflect the recommended changes. That the GAIT be composed of the Moderator (convener/facilitator), Stated Clerk, two members from the host presbytery, one member of the Permanent Committee on Judiciary, two representatives from the Ministry Council (staff or elected), one Cumberland Presbyterian faculty representative from Memphis Theological Seminary, and two young persons; that these team members be named and called to serve by the Moderator and the Stated Clerk; and, that funding for the GAIT be provided through the Office of the General Assembly.

THE REPORT OF THE STATED CLERK

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The Stated Clerk is elected by the General Assembly and is the Chief Executive Officer of the Denomination. The position also entails serving as President and Treasurer of the Board of Directors of the Cumberland Presbyterian Church General Assembly Corporation. Although the Stated Clerk is given specific responsibilities for the orderly governance of the Church, the primary task is to focus on the spiritual life of the Church.

The person who holds this office must be knowledgeable about the past, present and emerging policies, procedures, regulations, and Rules of Discipline. The Stated Clerk must protect the name and assets of the Cumberland Presbyterian Church. In the event that litigation is necessary, it will be done only in consultation with the Permanent Committee on Judiciary. In addition to Church law, the Stated Clerk is often requested to give information about civil law and occasionally tax law. Throughout the year the Stated Clerk must respond in an orderly manner to a variety of inquiries.

The Office of the General Assembly often receives communications and inquiries which must be referred to the proper board/entity, or a lower judicatory of the Church. The Office of the General Assembly receives invitations to host future General Assemblies, memorials from presbyteries, resignations from boards/entities, appeals from synods, as well many other communications.

The Stated Clerk must make suitable arrangements for the General Assembly, to provide preliminary minutes and agendas, provide orientation for commissioners/youth advisory delegates, and assist wherever needed to assure that the General Assembly will run smoothly.

The Stated Clerk is the official representative in ecumenical relationships. The Stated Clerk shall seek to establish and maintain relations with other churches, particularly those of the Presbyterian and Reformed tradition. The Stated Clerk is a representative to the Caribbean and North American Area Council of the World Alliance of Reformed Churches, and the American Bible Society. The Stated Clerk is an Advisory Member of the Presbyterian Council on Chaplains and Military Personnel. Establishing and sustaining vital relationships with the Cumberland Presbyterian Church in America is especially important.

The yearbook, Minutes of the General Assembly, Summary of Actions of the General Assembly, annual updates to the Cumberland Presbyterian Digest, are provided by the Office of the General Assembly. Revising and printing the Confession of Faith is the responsibility of the Stated Clerk. Periodically the Stated Clerk will revise manuals for Session Clerks and Stated Clerks of presbyteries and synods.

The Stated Clerk holds, reports annually and distributed funds from the contingency fund when expenditures are authorized by the General Assembly or the Ministry Council. The Stated Clerk must provide accounting support for all commissions, committees, task forces, and all General Assembly funds not entrusted to a particular entity.

I. STAFF

Mrs. Elizabeth Vaughn, the Assistant to the Stated Clerk, and the Stated Clerk are the only two employees in the Office of the General Assembly.

Mrs. Vaughn is responsible for maintaining the statistical information on congregations and ministers, manages the budget of the Office of the General Assembly as well as for agencies for which funds are provided, and takes care of some of the correspondence. Ms. Vaughn designs the covers for the yearbook and minutes, and maintains the website of the General Assembly Office. The church is indebted to Mrs. Vaughn for her excellent work.

Tommy Craig has served as engrossing clerk since 1999. He is meticulous in keeping the minutes of the General Assembly and assists in providing orientation for commissioners when needed. Each committee chair and co-chair benefits from Mr. Craig's expertise in assisting in preparing clear and accurate reports.

II. ECUMENICAL RELATIONSHIPS

A. AMERICAN BIBLE SOCIETY

The Mission of the American Bible Society is to make the Scriptures available to every person in his/her own language at a price which is affordable. Cumberland Presbyterians are encouraged to observe Bible Sunday in November. It is important to support financially and prayerfully the American Bible

Society and other similar organizations so that the gift of the Written Word can be given to individuals. The gift will transform lives.

B. WORLD ALLIANCE OF REFORMED CHURCHES

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The World Alliance of Reformed Churches (WARC) and the Reformed Ecumenical Council (REC) will become one organization in an historic gathering June 18-20, 2010 in Grand Rapids, Michigan. The new name will be "The World Communion of Reformed Churches" (WCRC).

Besides traditional Reformed Churches, the new organization will be open to Presbyterian, Congregational, Waldensian, First Reformation, United and Uniting traditions who affirm the basis of the new entity. The new Reformed body will also invite movements, agencies and theological institutions of the Reformed movement into active affiliation with it.

The basis of union for the new Reformed entity states:

"The basis of the World Communion of Reformed Churches (WCRC) shall be the Word (John 1) of the triune God, incarnated in Jesus Christ, revealed in the Holy Scriptures of the Old and New Testaments and witnessed to by the Church. This World Communion of Reformed Churches embodies Reformed identity articulated in historic Reformed confessions and continued in the life and witness of the Reformed Community."

The key callings of the new Reformed body will be:

- To foster Reformed confessional identity and communion among Reformed Churches, and unity in the whole Church;
- To promote justice in the economy and the earth, and all of God's creation, and to work for peace and reconciliation in the world;
- To encourage the renewal of Reformed worship and spiritual life as a global family of God's people;
- To strengthen leadership development and the nurture of the covenant community;
- To promote the full participation of women and youth in all aspects of the Church's life;
- To renew a passion among Reformed Christians for God's mission, both witness and service, in spirit of partnership and unity;
- To interpret Reformed Theology of contemporary witness and for the unity of the Church.

Between general meetings of the World Alliance of Reformed Churches, the Denomination sends representatives to the Caribbean and North American Area Council (CANAAC). Ms. Cornelia Swain represented the Cumberland Presbyterian Church in an area council meeting in Georgetown, Guyana, February 25-29. The Stated Clerk is also a representative to the area council, but was not able to attend the meeting due to another commitment. Through Bible studies, panel discussions, and workshops, delegates analyzed the ecclesial, economic and theological systems which support and challenge economic justice regionally and globally.

The Area Council overwhelmingly approved the following resolution urging the United States Government to end the economic blockade of Cuba, and expressed solidarity with the people of Cuba and Christian Churches there.

WHEREAS the Gospel of Jesus Christ holds faith the vision of society marked by justice, peace, compassion, and reconciliation and calls people of good will to work and pray for such attributes;

WHEREAS the Caribbean and North American Council (CANAAC) of the World Alliance of Reformed Church stands in solidarity with our Sisters and Brothers in Cuba;

WHEREAS at its February 28, 2008 meeting in Georgetown, Guyana, considered the situation of the Church and the Community;

WHEREAS the effects of the United States blockade of the nation of Cuba continues to cause considerable hardship for the Cuban people;

THEREFORE, be it resolved that CANAAC calls on the United States Government to lift the embargo and normalize relations between the two countries; and,

BE IT FURTHER RESOLVED THAT, the CANAAC Convenor send a letter with the Resolution to the President of the United States, the Secretary of State, the President of the Senate, and the Speaker of the House of Representatives; and

BE IT FURTHER RESOLVED THAT, CANAAC encourage member Churches in the United

States to utilize their internal structures to press for a policy change regarding the United States embargo of Cuba; and
BE IT FURTHER RESOLVED THAT, all CANAAC Churches continue to hold Cuban Churches and Communities in prayer.

III. CORRECTION TO MINUTES OF THE CALLED MEETING, DECEMBER 2007

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The Stated Clerk has discovered that in the Minutes of the called meeting in December 2007, page 29 states that copies of the Proposed Bylaw Changes are attached. Although the proposed changes were mailed to the commissioners, alternates, and youth advisory delegates with the call, the Bylaws adopted by the General Assembly in December were not attached. The following Bylaws were adopted for the Cumberland Presbyterian Church General Assembly Corporation.

Bylaws of the Cumberland Presbyterian Church General Assembly Corporation
A Non-profit Religious Corporation Organized and Existing
Under the Laws of the State of Tennessee

ARTICLE 1-RELIGIOUS CORPORATION

1.01 Purpose. The Cumberland Presbyterian Church is a spiritual body comprised of a portion of the universal body of believers confessing Jesus Christ as Lord and Savior. As an ecclesiastical body, the Cumberland Presbyterian Church is a connectional Church which includes all of the judicatories of the Church. The highest judicatory of this ecclesiastical body is the General Assembly of the Cumberland Presbyterian Church (referred to in these Bylaws as “the Church”). This corporation has been formed to serve and support the Church by holding real and personal property of the Church, employing staff to serve the Church, and performing other secular and legal functions.

1.02 Ecclesiastical Authority Not Limited by Corporate Powers. The enumeration in state statutes or these Bylaws of specific power which may be exercised by the Commissioners, Board of Directors, or the officers of the corporation when acting in their corporate capacity shall not limit their authority when acting in their ecclesiastical capacity for the Church.

1.03 Church Authorities. The doctrine of the Cumberland Presbyterian Church, expressed in the Confession of Faith, Constitution, Rules of Discipline, and Rules of Order of the Cumberland Presbyterian Church, shall have precedence over any inconsistent provision of these Bylaws.

ARTICLE 2-TERMINOLOGY

2.01 Delegates. The corporation’s delegates shall be called “Commissioners.”

2.02 General Assembly. A meeting of the Commissioners shall be called a “General Assembly”.

2.03 President. The corporation’s president shall be called the “Stated Clerk”.

ARTICLE 3-OFFICES

3.01 Location. The principal office of the corporation in the State of Tennessee shall be located in Shelby County, Tennessee. The corporation may have such other offices, either within or outside the State of Tennessee, as the General Assembly or the Board of Directors may direct from time to time.

ARTICLE 4-COMMISSIONERS

4.01 Commissioners. The Commissioners shall have the powers and authority described in the corporation’s charter and these Bylaws. Included among them are the power to:

- a. Elect the elected members of the Board of Directors.
- b. Approve any amendment to the corporation’s charter except an amendment to delete the names of the original directors; to change the name of the registered agent, or to change the address of the registered office;

- c. Elect and remove the Moderator, Stated Clerk, and the Engrossing Clerk
- d. Fill vacancies on the corporation's various boards, agencies and committees, and on the boards of any subsidiaries;
- e. Approve the merger or dissolution of the corporation, or the sale of substantially all of the corporation's assets; and
- f. Transact such other business of the corporation as may properly come before any meeting of the Commissioners.

4.02 Selection of Commissioners: Number and Qualifications. Commissioners shall be selected by the presbyteries. A presbytery shall be entitled to send one minister and one elder for each 1,250, or fraction thereof, active members (including ordained clergy) in the presbytery. Each elder selected as a Commissioner must be serving as a member of a session at the time of the General Assembly at which he or she will serve. A Commissioner shall continue to serve until no longer qualified or until his or her successor is selected and qualified.

4.03 Youth Advisory Delegates. Each presbytery may select not more than two youth advisory delegates who should be from 15 through 19 years of age. Advisory delegates may serve as members with full rights on General Assembly committees, but shall not vote as Commissioners.

4.04 Annual Meeting and Notice. The Commissioners shall meet annually at a date and time established by the General Assembly. The meeting shall be continued from day to day until adjournment. Written notice of the meeting shall be mailed to the stated clerks of all presbyteries and published in the Cumberland Presbyterian at least sixty (60) days prior to the proposed meeting.

4.05 Special Meetings and Notice. The Moderator, or in case of the Moderator's absence, death, or inability to act, the Stated Clerk, may with the written concurrence or at the written request of twenty Commissioners, ten of whom shall be ministers and ten elders, representing at least five presbyteries, call a special meeting of the Commissioners. Written notice of any special meeting shall be mailed to the state clerks of all presbyteries, to all Commissioners, and to their alternates at least sixty (60) days prior to the meeting. The notice shall specify the particular business of the special meeting, and no other business shall be transacted.

4.06 Place of Meeting. The General Assembly may designate any place within or outside the state of Tennessee as the place for any annual meeting. If the Commissioners fail to designate a place for an annual meeting, or if an emergency requires the place to be changed, the Board of Directors may designate a place for the annual meeting. The Moderator or the Stated Clerk, as the case may be, when calling a special meeting shall designate the time and place of the meeting in the notice of the meeting.

4.07 Quorum. Any twenty or more Commissioners, of whom at least ten are ministers and ten elders, entitled to vote shall constitute a quorum at any General Assembly. When a quorum is once present to organize a meeting, business may continue to be conducted and votes taken despite the subsequent withdrawal of any Commissioner. A meeting may be adjourned despite the absence of a quorum.

4.08 Voting. Every Commissioner shall be entitled to one vote, which must be cast by the Commissioner in person; no proxies are permitted. All corporate actions shall be taken by majority vote except as otherwise provided by the corporation's parliamentary authority. Voting for members of the Board of Directors shall be non-cumulative.

ARTICLE 5-BOARD OF DIRECTORS

5.01 Authority. The Board of Directors shall manage the business and affairs of the corporation except for any power or authority which is reserved to the Commissioners or delegated to any other agency of the corporation. The Board of Directors is authorized to amend the corporation's charter only to delete the names of the original directors; to change the name of the registered agent; or to change the address of the registered office.

5.02 Composition of the Board of Directors. The Board of Directors shall consist of seven (7) members, who shall be the directors of the corporation. Six (6) members shall be elected by the Commissioners and the Stated Clerk shall serve by virtue of office. All members, whether elected or ex officio, shall have all of the privileges of office.

5.03 Qualification for Election. Each person elected to the Board of Directors shall be a natural person who is a person in good standing of a presbytery or local Cumberland Presbyterian Church. No two directors shall be from the same presbytery, provided, however, that a director who moves from one presbytery to another may continue to serve until the expiration of his or her term of office.

5.04 Election and Tenure. The elected members of the Board of Directors shall serve terms of three (3) years each. The terms shall be staggered so that two (2) directors shall be elected each year. Each

person elected shall serve unto his or her successor has been elected and qualified.

5.05 Action of Board in Emergency or By Default. If, for any reason, the General Assembly fails to fill a vacancy on the Board of Directors at the next General Assembly, then the Board of Directors may fill the vacancy by majority vote of the members then in office.

5.06 Meetings. The Board of Directors shall meet annually or more often at such time and place as it may set. Special meetings may be called by or at the request of the Stated Clerk or any three directors at any place, either within or outside the state of Tennessee.

5.07 Notice. Notice of any meeting shall be given at least five (5) days before the date of the meeting, except that notice by mail shall be given at least ten (10) days before the date of the meeting. Notice may be communicated in person; by telephone, fax, or electronic mail; or by first class mail or courier. Except as specifically provided by these Bylaws, neither the business to be transacted at nor the purpose of any special or regular meeting of the Board of Directors need be specified in the notice of the meeting.

5.08 Notice of Special Actions. Any meeting of the Board of Directors at which one or more of the following actions shall be considered must be preceded by seven (7) days written notice to each member that the matter will be voted upon, unless notice has been waived. Actions requiring such notice are: amendment or restatement of the corporate charter; approval of a plan of merger for the corporation; sale of all or substantially all of the corporation's assets; and dissolution of the corporation.

5.09 Officers of the Board of Directors. The Board of Directors may have such officers of the board as it may deem appropriate.

5.10 Quorum and Voting. A majority of the members shall constitute a quorum for the transaction of business at any meeting of the Board of Directors. When a quorum is once present to organize a meeting, it is not broken by the subsequent withdrawal of any of those present. A meeting may be adjourned despite the lack of a quorum. The vote of a majority of the members present at a meeting at which a quorum is present shall be the act of the Board of Directors unless a greater vote is specifically required by the Charter or the Bylaws.

5.11 Conference Meetings. Any or all the members of the Board of Directors or any committee designated by it may meet by means of conference telephone or similar communications equipment which permits all persons participating in the meeting to hear each other simultaneously. A member who participates in a meeting by such means is deemed to be present in person at the meeting.

5.12 Action by Written Consent. Whenever the members of the Board of Directors are required or permitted to take any action by vote, such action so taken and signed by all of the members entitled to vote,

5.13 Emergency Actions. If the Board of Directors determines by a vote of three-fourths of all its members that an emergency exists of such magnitude as to threaten the work of the whole Church, or of all boards and other agencies of the Church, and that the emergency requires action before the next meeting of the General Assembly, then the Board of Directors shall exercise the powers of the Commissioners in such emergency.

5.14 Compensation. Members of the Board of Directors shall receive no compensation in their capacity as members of the Board of Directors. Members may be paid their expenses, if any, of attendance at each meeting of the Board of Directors.

5.15 Removal of Directors. An elected member of the Board of Directors may be removed by the Commissioners for misfeasance or if he or she is no longer qualified to be elected to the Board of Directors.

ARTICLE 6-WAIVER OF NOTICE

6.01 Written Waiver. Any notice required to be given to any member of the Board of Directors or a Commissioner under these Bylaws, the Charter, or the laws of Tennessee may be waived. The waiver shall be in writing, signed (either before or after the event requiring notice) by the person entitled to the notice, and delivered to the corporation.

6.02 Waiver by Attendance. The attendance of a member of the Board of Directors or a Commissioner at any meeting shall constitute a waiver of notice of the meeting, unless the person attends a meeting for the express purpose of objecting to the transaction of any business because the meeting was not properly called or convened.

ARTICLE 7-MODERATOR AND VICE-MODERATOR

7.01 Nomination and Election. At the beginning of each annual meeting the General Assembly shall elect a Commissioner to serve as Moderator until the next annual meeting. Nominations for Moderator shall come from the floor. One nominating speech, not to exceed ten minutes, shall be permitted on behalf of each nominee. If there is more than one nominee, the election shall be conducted by written ballot. A committee appointed and supervised by the Stated Clerk shall receive the ballots, count them, and certify the election. If no nominee receives a majority of the votes cast, a run-off election shall be conducted. Only those leading nominees who together received a majority of the votes cast on the preceding ballot shall be included in the run-off election.

7.02 Vice-Moderator. The General Assembly may elect a Vice-Moderator in like manner. The Vice-Moderator shall perform such duties as may be assigned by the Moderator of the General Assembly and perform the duties of the Moderator in the event of the Moderator's disability or absence from office for any reason.

7.03 Duties. The Moderator shall:

- a. Preside at all meetings of the General Assembly.
- b. Appoint, with the consent of the General Assembly, such special committees as are needed;
- c. Serve on the General Assembly Place of Meeting Committee;
- d. Perform such other duties as may be assigned by the General Assembly.

7.04 Removal. The Moderator or Vice-Moderator may be removed by the General Assembly whenever in the judgment the removal would serve the best interests of the corporation.

ARTICLE 8-STATED CLERK

8.01 President. The Stated Clerk is the principal executive officer of the corporation and shall also have the titles of "president" and "treasurer".

8.02 Nomination and Election. The Nominating Committee may nominate the serving Stated Clerk for re-election. If the Nominating Committee declines to nominate the serving Stated Clerk for re-election, or if the Stated Clerk has vacated the office, resigned, or declined to be re-nominated, then the Ministry Council shall conduct a search for and nominate a candidate to the General Assembly. In either event, further nominations may be made by the Commissioners. The Commissioners shall elect the Stated Clerk by majority vote.

8.03 Term of Office. The Stated Clerk shall be elected to a term of four (4) years. The regular term of office begins on January 1 and ends on December 31. There is no limit on the number of terms which may be served by an individual Stated Clerk.

8.04 Duties. The Stated Clerk shall generally supervise and control the business affairs of the corporation and see that all orders and resolutions of the General Assembly are carried into effect. The Stated Clerk may sign on behalf of the corporation any deeds, mortgages, notes or other instruments and any contracts or documents made, executed and delivered in the ordinary course of business or duly authorized by the General Assembly or the Board of Directors except for documents the execution of which has been expressly delegated to some other person. The Stated Clerk shall:

- a. Make suitable arrangements for meetings of the General Assembly;
- b. Maintain the official records of the corporation;
- c. Maintain a communications office for the corporation;
- d. Maintain a name and address file on congregations, session clerks, pastors, and other leadership of congregations with statistical information about congregations, presbyteries, and synods;
- e. Provide representation on the Board of Directors;
- f. Represent the Church in ecumenical relationships;
- g. Represent the corporation and arrange for legal counsel in all litigation or other legal proceedings affecting the Cumberland Presbyterian Church;
- h. Communicate with synods and presbyteries on behalf of the corporation;
- i. Provide support services for the Moderator; and
- j. Perform such other duties as may be assigned by the General Assembly from time to time.

8.05 Removal. The Stated Clerk may be removed by the General Assembly whenever in its judgment the removal would serve the best interests of the corporation.

ARTICLE 9-OTHER OFFICERS

9.01 Secretary. The chief executive officer of the Ministry Council shall, by virtue of office, be the secretary of the corporation, and shall in general perform all duties incident to the office of secretary.

9.02 Engrossing Clerk. The Engrossing Clerk shall be elected by the General Assembly to a term of four (4) years. The regular term of office begins on January 1 and ends on December 31. There is no limit on the number of terms which may be served by an individual Engrossing Clerk. The Engrossing Clerk shall serve as Stated Clerk pro tempore during meeting of the General Assembly in the event the Stated Clerk is absent or unable to serve. The Engrossing Clerk shall perform such other duties as may from time to time be prescribed by the Board of Directors or the General Assembly.

9.03 Additional Officers. The corporation may have such additional officers as it may from time to time find necessary or appropriate.

ARTICLE 10-INDEMNIFICATION

10.01 Indemnification. The corporation shall indemnify any director, officer or employee who is, or is threatened to be, made a party to a complete, pending, or threatened action or proceeding from any liability arising from the director's, officer's or employee's official capacity with the corporation. This indemnification shall extend to the personal representation of a deceased person if the person would be entitled to indemnification under these Bylaws if living.

10.02 Costs and Expenses Covered by Indemnification. Indemnification provided under these Bylaws shall extend to the payment of a judgment, settlement, penalty, or fine, as well as attorney's fees, court costs, and other reasonable and necessary expenses incurred by the director or officer with respect to the action or proceeding.

10.03 Limitation on Indemnification. No indemnification shall be made to or on behalf of any person if a judgment or other final adjudication adverse to that person establishes his or her liability:

- a. for any breach of the duty of loyalty to the corporation;
- b. for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law; or
- c. for any distribution of the assets of the corporation which is unlawful under Tennessee law.

ARTICLE 11-TRUSTEE FOR THE CORPORATION

11.01 Trustee. The Board of Stewardship, Foundation and Benefits of the Cumberland Presbyterian Church, a nonprofit corporation existing under the laws of the state of Tennessee, holds certain real property and other assets of the Church as trustee for the use and benefit of the Church. The Board of Stewardship may continue to hold such real property and other assets, but after the adoption of these Bylaws, it shall hold those assets as trustee for the use and benefit of the Cumberland Presbyterian Church General Assembly Corporation.

11.02 Other Assets. Other, additional property may from time to time be conveyed to the Board of Stewardship to be held by it as trustee for the corporation. All assets held by the Board of Stewardship as trustee for the corporation shall be held at the pleasure and direction of the General Assembly.

ARTICLE 12-PARLIAMENTARY AUTHORITY

12.01 Designation. The parliamentary authority of the corporation in all meetings shall be the latest revised edition of the Rules of Order as set out in the Confession of Faith and Rules of Government of the Cumberland Presbyterian Church. In matters not provided for in the Rules of Order, the parliamentary authority shall be Robert's Rules of Order, latest revised edition.

ARTICLE 13-AMENDMENTS

13.01 Manner of Amendment. These Bylaws may be amended or repealed only by the affirmative vote of two-thirds of the votes cast in a duly constituted meeting of the General Assembly. Fair and reasonable notice of the proposed amendment shall be provided as required by state law.

13.02 No Amendment by the Board of Directors. No portion of the Bylaws may be amended or

repealed by the Board of Directors.

RECOMMENDATION 1: That the Minutes of the Called Meeting of the General Assembly in December 2007, page 29, be corrected by inserting the above Bylaws adopted in the meeting.

IV. ENDORSEMENT FOR MODERATOR

The Reverend Jonathan Clark, Murfreesboro Presbytery, has been endorsed by his presbytery to be the Moderator of the 178th General Assembly.

V. COMMISSION ON THE OFFICE OF THE GENERAL ASSEMBLY

When the General Assembly Council was established in 1993, the General Assembly also approved the establishment of a Commission on the General Assembly. In 1995 the Commission was abolished. The Commission consisted of four members, three elected by the General Assembly on staggered terms, and the Moderator by virtue of office. The purposes of the Commission on the Office of the General Assembly were as follows:

1. To propose policies regarding functions and procedures of the Office of the General Assembly.
2. To assist the Office of the General Assembly in budget preparation and communication with the General Assembly Council.
3. To review the work of the Stated Clerk in accordance with the directives of the General Assembly. When the Commission was in place, it was responsible for biennial evaluations of the Stated Clerk
4. To establish the salary and the benefits of the Stated Clerk and other employees of the Office of the General Assembly.

Center salaries have been recommended by the Salary Administration Committee. The Stated Clerk's Salary was the amount recommended for all other executives, however, it was the prerogative of each board to establish the salary on the level suggested by the Salary Administration Committee. The Salary Administration Committee consisted of the executives, plus one elected representative from each board whose offices were in the Denominational Center. Only the elected representatives could determine the salary scale. Once the scale was determined, each board made a decision about the salaries of all employees. With the reorganization, there is no longer a salary administration committee. The Ministry Council will establish a salary scale for its own employees, but the Office of the General Assembly will not be included in the scale established by the Ministry Council. By having an agency such as the Commission on the Office of the General Assembly, there would be an agency to establish salaries and to make evaluations of employees.

RECOMMENDATION 2: That the General Assembly establish a Commission on the Office of the General Assembly using the guidelines above.

RECOMMENDATION 3: That the Commission on the Office of the General Assembly report annually to the General Assembly.

VI. CHANGES IN GENERAL REGULATIONS

With the new organizational structure, the General Assembly needs to revise General Regulations A. 7 and A. 11. The Director of Ministries should be added to the program planning committee, and some of the boards will become ministry teams.

RECOMMENDATION 4: That General Regulation A. 7 Program Committee be changed by adding the Director of Ministry and adding representation from ministry teams, thus making the General Regulation to read:

"The Program Committee shall consist of the Retiring Moderator, the Stated Clerk, Pastor

Host, an elected representative of each board or ministry team, and a representative of the Cumberland Presbyterian Women's Ministry. The committee shall meet no later than February 15.

General Regulation A.11 needs to be revised in light of the new organizational structure. We will still need committees to handle the reports of the various institutions, committees on Judiciary, Program Planning, and Theology/Social Concerns. We will also need a committee to receive the reports of the Board of Stewardship, Moderator, and the Stated Clerk. I propose that the Historical Foundation be placed with the Children's Home, Bethel College and Memphis Theological Seminary be listed as Higher Education, and an Administrative Committee be listed for the reports of the Board of Stewardship, Moderator and the Stated Clerk.

RECOMMENDATION 5: That General Regulation A. 11 Standing Committees Named be amended by deleting the words Bethel College from the Children's Home Committee, moving the Historical Foundation to this committee, deleting the words Memphis Theological Seminary and adding the words Higher Education, deleting the words Missions/Commission on the Ministry/Commission on Chaplains, deleting the words Christian Education/Stewardship and adding the word Stewardship, thus making General Regulation A. 11 to read:

"The standing committees of the General Assembly shall be as follows: Children's Home/Historical Foundation, Higher Education, Judiciary, Stewardship, Theology/Social Concerns. The Moderator may, with the consent of the General Assembly, appoint such special committees as are needed. All General Assembly committees are required to hear board representatives and team leaders if such hearings are requested. When a General Assembly Standing Committee is seeking information regarding an issue dealt with in more than one report it may invite representatives of those agencies to be present at the same time. Committees shall write out all recommendations verbatim in their reports."

The last sentence in General Regulation D.1.d reads: "In cases of emergency (when resignations of a committee, commission, or board impairs the ability of the entity to function) the Moderator may appoint the Stated Clerk to act, until the General Assembly Council or the General Assembly meets." The responsibility for acting for the General Assembly between meetings has been assigned to the Board of Directors of the Cumberland Presbyterian Church General Assembly Corporation. The words General Assembly Council should be deleted and the words Board of Directors substituted.

RECOMMENDATION 6: That General Regulation D.1d be amended by deleting the words General Assembly Council and adding the words Board of Directors in the last sentence, making the last sentence to read:

"In cases of emergency (when resignations of a committee, commission, or board impairs the ability of the entity to function) the Moderator may appoint the Stated Clerk to act, until the Board of Directors or the General Assembly meets."

VII. BOARD OF DIRECTORS, GENERAL ASSEMBLY CORPORATION

In the called meeting in December 2007, the General Assembly elected a new board of directors for the General Assembly Incorporation. Prior to the called meeting in December, the General Assembly Council had been the Board of Directors. With the merging of program boards into the new Ministry Council, trust funds would become more vulnerable in the event the corporation was sued. The General Assembly determined that it would be beneficial to have a separate board of directors for the corporation, instead of having the members of the Ministry Council be the Board of Directors.

In order to purchase the new property, and to secure money to finish the two buildings, the General Assembly approved loaning to the Center Task Force up to \$1,645,000 million dollars. Since a temporary task force cannot borrow money, the Board of Directors of the General Assembly Corporation executed the loan. Gifts to "I Love My Church" will help to repay the loan as well as some future Our United Outreach donations.

VIII. RELOCATING THE CHURCH CENTER

The Denominational Offices will be relocating to the new buildings the last week of July or early August, if completion of the buildings stays on schedule. While in the process of moving the phone and computer systems, there may be a few days that persons at the center may not be able to receive any messages. Persons who need to contact someone at the center are welcome to call the Stated Clerk and he will relay the message to the proper person(s). The home phone number of the Stated Clerk is (901)213-4879.

IX. STATISTICAL INFORMATION

Statistical information is not totally accurate as 92 failed to file the annual report. Some congregations have failed to file reports for many years, thus the information is based on the last numbers received from the congregation. Congregational report forms are mailed to each session clerk the first of December. When congregations change session clerks it is essential that the Office of the General Assembly be notified so that the report forms will go to the proper person. If a congregation fails to receive a report form, a new one can be secured by contacting the Office of the General Assembly. Hopefully, in the near future we will have the report forms online.

	<u>1997</u>	<u>2006</u>	<u>2007</u>
Number of churches/fellowships	771	748	730
Total Membership	88,068	81,034	78,462
Active Membership	53,967	47,082	49,017
Professions of Faith	1,880	1,706	1,725
Members Added	4,780	3,833	3,295
Members Lost	4,778	4,281	4,303
Church School Enrollment	38,851	30,265	31,181
Given to Our United Outreach	2,160,016	2,652,872	2,612,161
Total Outreach Giving	5,585,350	8,331,581	8,470,007
Total Expenditures	34,375,614	46,396,330	49,271,775
Total Income Received	39,787,462	54,793,981	57,798,405
Value of Church Property (1 = 1000)	337,301	368,503	380,321

RECOMMENDATION 7: That each presbytery request that its Board of Missions or similar agency, have a representative to meet with the session of a congregation which has not reported, to impress upon the church the importance of filing the annual report which is part of history.

VIV. THE CONTINGENCY FUND SUMMARY OF 2007 ACTIVITY

Balance Forward 1/1/07	\$45,529.12
Income:	
Our United Outreach	\$11,862.34
Interest	<u>1,300.58</u>
	<u>13,162.92</u>
	\$58,692.04
Expenditures:	
General Assembly Office - Organizational Task Force	\$ 28,992.17
General Assembly Office - 2010 Program Planning Committee	6,323.12
General Assembly Office - Priority Goals Programming	<u>13,556.00</u>
	\$48,871.29
Balance 12/31/07	\$9,820.75

<p>**Restricted \$ 4,281.71</p> <p>4,855.44</p> <p>1,000.00</p> <p>11,323.95</p> <p>7,410.83</p> <p>\$28,871.93</p> <p>**Unrestricted: (19,051.18) 12/30/07</p> <p>\$ 9,820.75</p>	<p>Priority Goals Programming (Approved in 1999 - Beg. Bal. \$59,756.55 less \$7,500 used by BCE for curriculum introductory events, \$1000 used by BCE for camp directors' conference, and \$15,000 used by Board of Missions for Church Planter Training Program Curriculum through Alban Institute, \$3,500 used by BCE for miniversities. \$10,200 used by BCE for miniversities and \$4,718.84 used by Commission on Ministry to do workshops for presbyterial committees on ministry. Less \$13,556.00 for General Assembly Council. The original designation for the Commission on Ministry was \$9,000, thus \$4,281.16 of this amount is designated.)</p> <p>Catechism Revision Committee (Approved 6/99 - \$4,500 less \$882.93 spent in 2000, and \$699.90 spent in 2002, and \$691.18 spent in 2003, and \$370.55 spent in 2004. An additional \$7,500 was approved in 8/03 for \$7,500 for next 5 years.)</p> <p>Commission on Ministry (Approved 1/03 - Beg. Bal. \$15,000 less \$9,866.53 used for Ordination Task Force. The Commission requests that only \$1000 be kept in reserve.)</p> <p>2010 Program Planning Committee (Approved 6/06 - Beg. Bal. \$20,000 less \$1,638.79 and less \$714.14 spent in 2006 and less \$6,323.12 spent in 2007.)</p> <p>For General Assembly in 2008</p>
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RECOMMENDATION 9: That the amount listed for the Catechism Committee be used to print 1000 copies of the catechism, revise the Study Guide printed in 2003, and that any excess be transferred to unrestricted funds in the contingency fund.

Respectfully submitted,
Robert D. Rush

THE REPORT OF THE MINISTRY COUNCIL

PP

To the 178th General Assembly of the Cumberland Presbyterian Church in session in Tokyo, Japan, June 5-13, 2008.

I. INTRODUCTION

The 177th General Assembly established the new 15-member Ministry Council, plus 3 advisory members and 3 youth advisory members, to serve as the primary long and short range planning agency of the Cumberland Presbyterian Church, identifying the Church's vision for ministry and overseeing the implementation of ministry. Included in the General Assembly action was instruction to the Board of Christian Education, Board of Missions, Cumberland Presbyterian Publications Board, and the Commission on the Ministry to take action to dissolve their boards and form themselves into advisory committees, accountable to the Ministry Council. Further, the General Assembly Council was instructed to dissolve, transferring its responsibilities to the Ministry Council.

The Ministry Council initially met in August 2007 to begin our work and have met four times at this writing. We have also worked as subcommittees on various tasks between Ministry Council meetings, and we have established a Search Committee for the purpose of identifying candidates for the role of Director of Ministries.

The transition into the new structure has been a gradual and purposeful process, which continues to date. We have felt urgency to get structures in place for the ministries of the Church to be accomplished, and we are particularly grateful to the Boards and to the staff who have worked so faithfully to see that the work of the Church has continued seamlessly during this time.

As we have gathered information and attempted to understand the issues before us, we have received great support from the Church. We have made real progress, but have much yet to accomplish. We offer this report of our work with thanks to all those throughout the Church who have provided information, who have offered encouragement, and who have kept the work of the Ministry Council in their prayers.

II. GENERAL INFORMATION

A. MEETINGS AND ORGANIZATION

The Ministry Council under the direction of its officers, Chairperson Gwen Roddye, First Vice Chairperson Jill Carr, Second Vice Chairperson Reverend Iwao Satoh, and Secretary Elizabeth Horsley, met five times in regular session since the 177th General Assembly.

B. COUNCIL MEMBERS WHOSE TERMS EXPIRE

The terms of Mr. Leo Whinery, Mr. Roy Shanks, Reverend Iwao Satoh, and Ms. Breanne Murray Tolley expire in 2008; and all are eligible for re-election. However, Ms. Breann Murray Tolley has asked not to be re-elected. Reverend Michael Wilkinson whose term expires in 2009 and Ms. Betsy Atkins whose term expires in 2008 have resigned.

C. COUNCIL REPRESENTATIVES TO 178TH GENERAL ASSEMBLY

Reverend Sam Romines will be the Council's representative to the 178th General Assembly and Reverend Iwao Satoh will be the alternate. The new Director of Ministries will also attend to be introduced to the General Assembly.

D. COUNCIL EMPLOYEES

Mr. Davis Gray continues to serve as a part-time consultant to the Ministry Council, and Ms. Mary McCaskey is employed part-time as Administrative Assistant to the Council and the Director of Ministries.

III. BYLAWS OF THE MINISTRY COUNCIL

BYLAWS OF THE MINISTRY COUNCIL

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Ministry Council of the Cumberland Presbyterian Church

For the Glory of God, the Ministry Council will:

✠ Seek Christ's vision

✠ Support ministry development

✠ Serve the Church

ARTICLE I

NAME, PURPOSE, AND REPORTING

A. Name

The name of this body shall be the Ministry Council of the Cumberland Presbyterian Church.

B. Purpose

The purpose of the Ministry Council shall be:

1. To identify and implement the Cumberland Presbyterian Church's vision for ministry;
2. To provide primary long and short range planning for the Church, striving to assure that all segments will be working on a common mission and that duplications and gaps in the Church's ministry will be minimized;
3. To promote the effective distribution of human and material resources in order that the various facets of the Church's ministry be carried out in an effective and efficient manner;
4. To provide and/or insure that the General Assembly has all relevant information concerning programs, budgets, and the general work of the Church in order that the General Assembly may make wise and informed decisions;
5. To recommend a budget to the General Assembly for the purpose of achieving an integrated, coordinated, and prioritized Church program;
6. To consider reports and recommendations of all General Assembly entities in light of the Church's prioritized programs;
7. To serve as the agent to manage certain fiscal and property affairs of the Cumberland Presbyterian Church General Assembly Corporation, and in that capacity:
 - a. To be responsible for *Our United Outreach* by planning, recommending and promoting *Our United Outreach* income and expense budgets to the General Assembly, receiving and receipting *Our United Outreach* income, and distributing *Our United Outreach* in accordance with actions and budgets of the General Assembly;
 - b. To manage Church Center property;
8. When the Office of Stated Clerk is vacated, the Ministry Council shall nominate a candidate for Stated Clerk to the General Assembly.

C. Reporting

The Ministry Council shall report to each meeting of the General Assembly.

ARTICLE II

MEMBER, AUTHORITY, AND MEETINGS

- A. The corporation has one member, which is the Cumberland Presbyterian Church General Assembly Corporation. The rights of the member shall be specified in the corporation's charter.
- B. The annual meeting of the member shall be held simultaneously with the annual meeting of the General Assembly.

ARTICLE III

BOARD OF DIRECTORS, AUTHORITY, AND MEETINGS

A. Composition and Qualifications

1. The board of directors shall be composed of fifteen (15) directors appointed by the member.
2. Three (3) directors shall come from each synod of the Cumberland Presbyterian Church.
3. Directors shall be divided into two classes: directors who are ordained ministers of the gospel of the Cumberland Presbyterian Church (“Clergy”) and those who are not (“Laity”). No more than nine (9) directors shall belong to any one class.
4. No more than nine (9) directors shall be of the same gender.
5. Each director shall at all times during his or her term of office be an active member of the Cumberland Presbyterian Church.

B. Term of Office

1. The initial directors shall serve the term of office specified in the charter. Each other director shall serve a term of three (3) years except for directors appointed by the member to fill a position vacated by a director who did not fill his or her complete term of office.
2. The member may remove any director of the corporation, with or without cause, by giving written notice of the removal to the director and to the president of the corporation. Removal shall be in accordance with any rules and procedures established by the member.
3. A director who no longer meets the qualifications for office shall be deemed to have resigned.

C. 1. Advisory Members

2. There shall be six Advisory Members to the board of directors, who shall be the Stated Clerk, the Moderator of General Assembly, the Immediate Past Moderator of General Assembly, and three youth Advisory Members appointed by the member. Each youth Advisory Member shall be between the ages of 16 and 19, inclusive, when appointed.
3. Advisory Members are not directors, but have the right to be present in all meetings of the board. Advisory members may participate in debate but shall not have the right to vote.

D. Quorum

A majority of the directors shall constitute a quorum for the transaction of any business, but any lesser number may adjourn the meeting to a later date.

E. Meetings

1. The board of directors shall meet at least three times annually upon the call of the president or secretary. Directors and Advisory Members shall be notified of a meeting on or before the 10th day prior to the meeting in person; by telephone, e-mail, or facsimile; or by first class US mail to the person’s residence or business address. Notice by email or facsimile shall be to the address or fax number provided to the secretary by the director or Advisory Member.
2. Notice of any meeting shall state the time and place of the meeting. The purpose or purposes for which the meeting is called need not be included in the notice unless required by these bylaws or state law.
3. Participation in Meeting
Any or all directors may participate in a meeting by any means of communication by which all directors participating may simultaneously hear each other during the meeting. A director participating in a meeting by this means is deemed to be present in person at the meeting.
4. Action without a Meeting.
If all of the directors consent to take an action without a meeting, the action is approved upon the affirmative vote of the number of directors that would be necessary to authorize or take such action at a meeting. The action must be evidenced by one or more written consents describing the action taken, signed by each director, and filed with the corporate records reflecting the action taken.

ARTICLE IV
OFFICERS

- A. Officers
The officers of the Ministry Council shall be a Chairperson, a First Vice Chairperson, a Second Vice Chairperson, a Secretary, a Treasurer and such other officers as the Ministry Council may provide.
- B. Election
The officers of the Ministry Council shall be elected at the first meeting of the board following the annual meeting of the General Assembly and shall hold office for a term of one year and until their successors are elected. Any officer may be removed by the board of directors whenever in its judgment the removal would serve the best interests of the corporation.
- C. Chairperson
It shall be the duty of the Chairperson to preside at all meetings of the Ministry Council and of the Executive Committee of the Ministry Council and to perform such other duties as are usually incumbent upon and incident to this position and which may be assigned by the Ministry Council.
- D. First Vice Chairperson
The First Vice Chairperson shall have the power and perform the duties of the Chairperson during the absence or disability or refusal to act of the Chairperson or in case of a vacancy in the office of the Chairperson, and perform such other and further duties which may be assigned by the Ministry Council
- E. Second Vice Chairperson
The Second Vice Chairperson shall have the power and perform the duties of the First Vice Chairperson during the absence or disability or refusal to act of the First Vice president or in case of a vacancy in the office of the First Vice Chairperson, and perform such other and further duties which may be assigned by the Ministry Council.
- F. Secretary
The Secretary shall perform the duties incident to this office or which may be assigned by the Ministry Council. The Secretary shall, with the assistance of such persons as the General Assembly may designate, keep minutes of all meetings of the Ministry Council and of the Executive Committee of the Ministry Council and shall give notice of all such meetings requiring notice.
- G. Treasurer
The Director of Ministries shall be the Treasurer. The Treasurer shall receive and safely keep in the name of the Ministry Council all monies belonging to the Ministry Council and shall deposit or keep the same in depositories designated by the Ministry Council. The Treasurer shall sign or cause to be signed all checks drawn upon the account of the Ministry Council under the general direction and authority conferred by the Ministry Council. The Treasurer shall render a statement of account to the Ministry Council at its regular meetings and more frequently if required by the Ministry Council. The Treasurer shall perform all other duties usually incident to this office or which may be assigned by the Ministry Council
- H. Vacancies
Any vacancies in the offices of the Ministry Council may be filled at any meeting, and in case of the absence or temporary disability of any officer the Ministry Council may designate an incumbent to serve for the time being who shall during such incumbency have the powers of such officer.

ARTICLE V

STAFF

The Ministry Council shall employ a Director of Ministries with skills in planning and administration who shall not be a director of the corporation, and whose duties shall be to lead in the accomplishing the purposes of the Ministry Council. The Ministry Council will also employ, through the Director of Ministries, support staff as needed to perform the functions of the Ministry Council.

ARTICLE VI

COMMITTEES

A. Executive Committee

1. The Executive Committee of the Ministry Council shall be a standing committee consisting of the Chairperson, First Vice Chairperson, Second Vice Chairperson, and Secretary;
2. The Chairperson, or in the Chairperson's absence the First Vice Chairperson, shall be Chairperson of the Executive Committee;
3. The Executive Committee shall meet upon the call of the Chairperson at anytime upon at least three days' notice to the members thereof, delivered to them personally, e-mailed, mailed, or telephoned to them at their residence addresses or usual business address. A confirmation response is expected from each member; and if not received within twenty-four hours the Chairperson must attempt to contact that member. Meetings of the Committee shall be held at within Shelby County, Tennessee, or at any other place with the unanimous consent of the members of the Committee.

B. Center Interagency Team

1. The Center Interagency Team of the Ministry Council shall be a standing committee consisting of the following voting members: the Director of Ministries, Stated Clerk, Executives of the Board of Stewardship and Historical Foundation with the Director of Ministry presiding and reporting to the Ministry Council;
2. The Center Interagency Team will be responsible for on site management of the Church Center property and other common services;
3. The Center Interagency Team shall be responsible for the employment and supervision of the Central Accounting Division staff and implement all necessary audits.

C. Other Committees

The Ministry Council shall have the power to appoint Committees as it may be necessary for the efficient conduct of its business and every such Committee shall have such power and possess such authority as the Ministry Council by its bylaws or resolution vests in it, and shall report its work to the meetings of the Ministry Council.

ARTICLE VII
INDEMNIFICATION

A. Indemnification

The corporation shall indemnify any director or officer who was, is, or is threatened to be made a party to a completed, pending, or threatened action or proceeding from any liability arising from the director's or officer's official capacity with the corporation. This indemnification shall extend to the personal representative of a deceased director or officer if the director or officer would, if living, be entitled to indemnification under these Bylaws.

B. Costs and Expenses Covered by Indemnification.

Indemnification provided under these Bylaws shall extend to the payment of a judgment, settlement, penalty, or fine, as well as attorneys' fees, court costs, and other reasonable and necessary expenses incurred by the director or officer with respect to the action or proceeding.

C. Limitation on Indemnification.

No indemnification shall be made to or on behalf of any director or officer if a judgment or other final adjudication adverse to the director or officer establishes his or her liability:

1. for any breach of the duty of loyalty to the corporation or its member;
2. for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law; or
3. for any unlawful distribution of the assets of the corporation.

ARTICLE VIII AMENDMENTS

Any amendment to these bylaws must first be adopted by the board of directors and then approved by the member. Approval by the board shall be by a two-thirds vote taken at least ten (10) days after notice of the proposed amendment has been given to every director..

RECOMMENDATION 1: That the Bylaws of the Ministry Council be adopted.

IV. PROGRAMMING MINISTRY STRUCTURE

A. MINISTRY COUNCIL DIAGRAM OVERVIEW

Meeting at least four times since the creation of the Ministry Council by the 177th General Assembly, we have been working to grasp for ourselves the flow of work that will occur when the restructuring is complete. The Ministry Council offers this brief description of how we envision the structure. This is a process that will continue to develop and be refined as we learn from our experience and continually strive to improve the coordination of programming ministries.

In order to promote a clearer understanding of the structure through which the programming ministry of the Cumberland Presbyterian Church will occur, the Ministry Council has created a diagram overview. During the process of developing the diagram, we identified some changes in terminology (subject to approval by the General Assembly) that help clarify the purposes of each of the working bodies. Arrows on the diagram indicate that communication travels in all directions.

The Ministry Council is the visioning body of the Church and is accountable to the General Assembly. The Ministry Council serves as the primary long and short range planning agency of the church, striving to ensure that all segments work on a unified mission and that human and material resources are distributed and utilized to carry out the ministry of the church in an effective, efficient manner.

The Director of Ministries is under the direct employment of and responsible to the Ministry Council. This person gives executive leadership to the Ministry Council in accomplishing the duties defined in its Bylaws and supervises the Global Ministry Leadership Team.

The Global Ministry Leadership Team is made up of the Director of Ministry and the Ministry Team Leaders (executives of the pre-merger Board of Missions, Board of Christian Education, Commission on the Ministry, and Cumberland Presbyterian Publication Board). This body interprets the vision/mission of the church to the Ministry Teams, coordinating the ministries in a unifying, bridging manner.

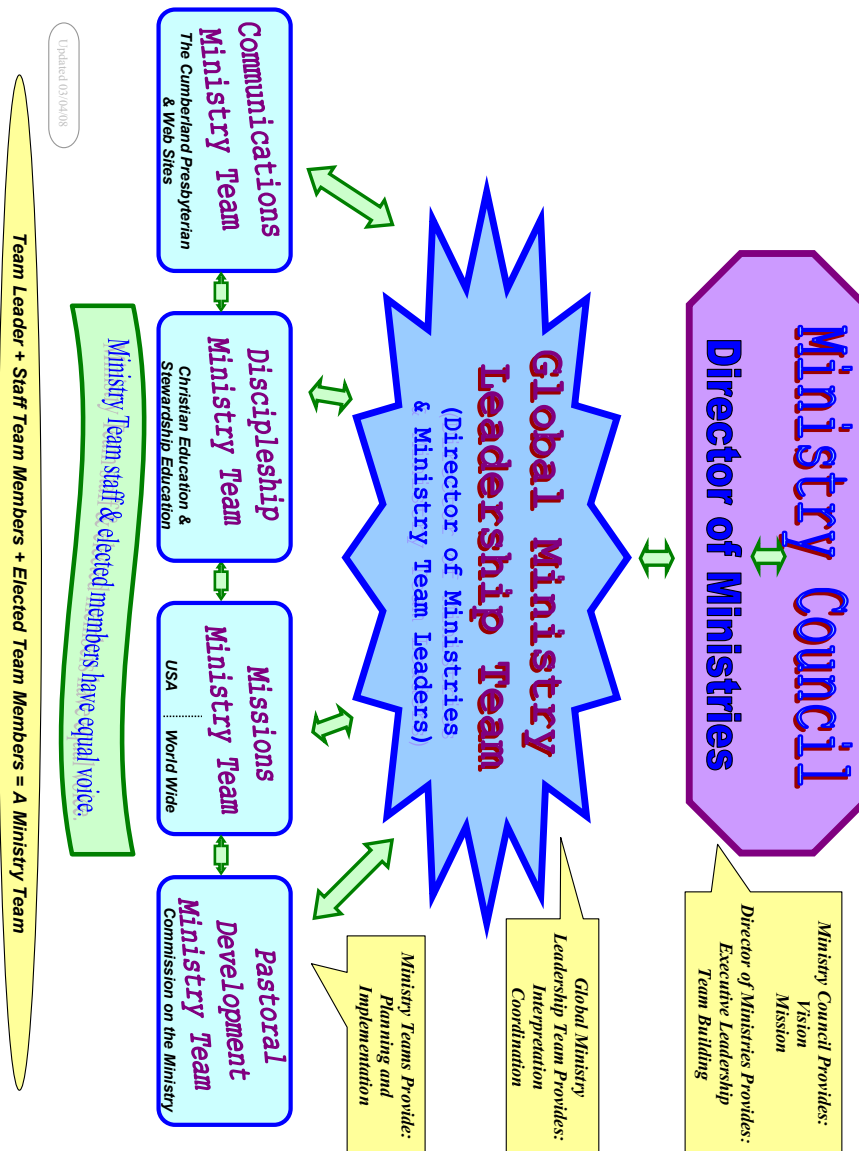
The Ministry Teams (referred to as “Advisory Committees” per the 2007 General Assembly) provide planning and implementation of the programs of the Church. Ministry Teams are made up of a Team Leader, Staff Team Members (paid employees) and Elected Team Members (members of the pre-merger programming boards). Ministry Teams are empowered to make real decisions regarding planning and implementation of the vision/mission that is discerned by the Ministry Council and coordinated by the Global Ministry Leadership Team. Ministry Team Staff members and Elected Members have equal voice within their respective Ministry Teams.

The Ministry Teams, with a brief definition, are:

- Communications Ministry Team—responsible for the publication of *The Cumberland Presbyterian*, web sites, and /or other publications.
- Discipleship Ministry Team—responsible for Christian Education and stewardship education.
- Pastoral Development Ministry Team—responsible for the care of clergy, clergy spouses, and those seeking ordination.
- Missions Ministry Team—responsible for both USA and World Wide (referred to as “Global” per the 2007 General Assembly) missions, under the direction of the Missions Ministry Team Leader.

These brief descriptions by no means encompass the full scope of the work of the organization structure.

B. MINISTRY COUNCIL DIAGRAM



RECOMMENDATION 2: That the following changes in terminology be approved: “Advisory Committee” to “Ministry Team” and “Global Missions” to “World Wide Missions.”

RECOMMENDATION 3: That the programming ministries be named Communications Ministry Team, Discipleship Ministry Team, Missions Ministry Team, and Pastoral Development Ministry Team.

V. OUR UNITED OUTREACH

Proposed Our United Outreach (OUO) allocations for 2009 were previously adopted by the 177th General Assembly. Because the OUO distribution for 2009 related to the pre-merger structure of the programming boards, we offer this edited version, which shows OUO allocations for the current Ministry Council and Ministry Teams. Note the allocations for other General Assembly entities have not changed. This format simply reflects the combined OUO resources allocated to the Ministry Council for the Global Ministries programming.

2009 OUO Allocations Post-Merger

Board/Agency	Proposed 2009	Percentage	
Ministry Council Combined	\$ 1,445,252.00	50.28%	
Bethel College	\$ 205,084.00	7.13%	
Children's Home	\$ 86,332.00	3.00%	
Nominating Committee	\$ 4,535.00	0.16%	
Board of Stewardship	\$ 316,874.00	11.02%	
General Assembly Office	\$ 184,514.00	6.42%	
PAS	\$ 41,806.00	1.45%	
Historical Foundation	\$ 89,806.00	3.12%	
Commission on Chaplains	\$ 9,331.00	0.32%	
CPRC*	\$ 44,170.00	1.54%	*
Judiciary Committee	\$ 8,055.00	0.28%	
Center Property	\$ 54,007.00	1.88%	
Contingency Fund	\$ 13,754.00	0.48%	
Theology & Social Concerns	\$ 4,819.00	0.17%	
Memphis Theological Seminary	\$ 197,595.00	6.87%	
Touch the Future*	\$ 168,493.00	5.86%	*
Total OUO	\$ 2,874,427.00		

*These are guaranteed.

VI. AUDITS

Audits for all boards/agencies and institutions have been done by professional accounting firms and filed with the Stated Clerk's Office. These are available to Commissioners as needed.

VII. CHURCH CALENDAR 2008-2009

RECOMMENDATION 4: That the 178th General Assembly approve the following dates for the church calendar.

CHURCH CALENDAR 2008-2009

July 2008	7	Bethel College 2nd Session Registration/Classes Begin
	7-25	Memphis Theological Seminary Second Term Summer School
	12	Program of Alternate Studies Graduation
	12-26	Program of Alternate Studies Summer Extension School
	13-18	CP Youth Conference
	30-8/1	Christian Education Consultant Training Event
August 2008	1	Bethel College Second Session Ends
	1-31	Church Paper Sunday (Any Sunday in August)
	24	Quarterly Missions Emphasis
	30	Memphis Theological Seminary Fall Classes Begin
	31-9/28	Christian Education Season
September 2008	14	Senior Adult Sunday
	21	International Day of Prayer and Action for Human Habitat
October 2008	1 - 31	Clergy Appreciation Month
	5	Worldwide Communion Sunday
	12	Clergy Appreciation Sunday
	20-22	Clergy Retreat
November 2008	Any Sunday	Love Loaf Offering
	Any Sunday	Commitment Sunday

	<ul style="list-style-type: none"> 1 Memphis Theological Seminary Inquirer's Day 2 Stewardship Day 9 Day of Prayer for People with AIDS and Other Life-Threatening Illnesses 16 Bible Sunday 23 Quarterly Missions Emphasis 30-12/24 Advent
December 2008	<ul style="list-style-type: none"> Any Sunday Gift to the King Offering (11/30-12/24) 13 Memphis Theological Seminary Final Day of Fall Classes 25 Christmas Day
January 2009	<ul style="list-style-type: none"> 4 Epiphany 5-6 Stated Clerk's Conference 5-16 Memphis Theological Seminary D.Min. Residency 9 Cut-off Date for OUO Receipts for Previous Year 12 Bethel College Classes Begin 20-22 Ministers' Conference (Brenthaven CP Church) 23 Memphis Theological Seminary New Student Spring Orientation 24 Memphis Theological Seminary Spring Classes Begin
February 2009	<ul style="list-style-type: none"> 1 Denomination Sunday 1 Souper Bowl Sunday 1 Historical Foundation Offering 1 Annual Reports Due to Presbytery Clerks 1-28 Black History Month 10 Annual Reports Due to Stated Clerk of the General Assembly 15 Youth Sunday 22 Quarterly Missions Emphasis 25 Ash Wednesday 25-4/12 Lent to Easter
March 2009	<ul style="list-style-type: none"> 1 Theological Education Sunday 1-31 Women's History Month 6 Bethel College Mid-Term 6 World Day of Prayer (Church Women United) 7 Memphis Theological Seminary Inquirer's Day 9-13 Bethel College Spring Break
April 2009	<ul style="list-style-type: none"> 5 One Great Hour of Sharing 5 Palm Sunday 6-11 Memphis Theological Seminary Closed for Holy Week 9 Maundy Thursday 10 Good Friday 10-12 Bethel College Easter Break 12-5/31 March of Missions, Easter to Pentecost 20-24 National Farm Worker Week
May 2009	<ul style="list-style-type: none"> 1 May Friendship Day (Church Women United) 3-10 Family Week 9 Bethel College Commencement 16 Memphis Theological Seminary Graduation 17 CP Children's Home Sunday 18 Cumberland Presbyterian Children's Home Sunday 24 Quarterly Missions Emphasis 31 Pentecost 31 World Missions Day

June 2009

- 1 Bethel College First Session Registration/Classes Begin
- 1-27 Memphis Theological Seminary Summer Term
- 14 Children's Sunday
- 15-19 General Assembly, Memphis, Tennessee
- 16-18 Cumberland Presbyterian Women's Ministry Convention
- 26 CP Youth Conference Registration Cut-Off
- 26 Bethel College First Session Ends

VIII. GENERAL REGULATIONS

J

A. THE COMMITTEE ON NOMINATIONS

RECOMMENDATION 5: That General Regulation B.5.d. be added to read as follows: "The Committee on Nominations shall be intentional in nominating persons who represent the Global nature of the church."

In order to implement many of our recommendations, several General Regulations must be addressed.

B. THE MODERATOR

RECOMMENDATION 6: That General Regulation C.6. be changed to read as follows: "The Moderator has the privilege of attending every meeting of General Assembly agencies and other judicatories to observe the life and work of the Denomination at every level. The Moderator is an ex-officio member of every agency of the General Assembly. The Moderator is an Advisory Member of the Ministry Council for two years; during the tenure in office and for the year following the tenure."

C. THE ASSEMBLY STATED CLERK

RECOMMENDATION 7: That General Regulation D.2.e. be changed to read as follows: "Provide representation on the Ministry Council and support services for all General Assembly agencies."

D. AGENCIES OF THE GENERAL ASSEMBLY

Certain agencies of the General Assembly elect members who are not members of the Cumberland Presbyterian Church and have been referred to as non-Cumberland Presbyterians. They will now be referred to as Ecumenical Partners.

RECOMMENDATION 8: That General Regulation G.1.b. be changed to read as follows: "The membership of the agencies of General Assembly shall be as follows:

The Board of Directors of the Cumberland Presbyterian Church Corporation shall have six members plus the Stated Clerk. No two members can be elected from the same presbytery.

The Ministry Council - 15 voting members (3 members from each Synod with no more than 9 clergy or laity members and no more than 9 members of either gender) and 6 Advisory members (Stated Clerk, Moderator, Immediate Past Moderator and 3 youth ages 16-19 when elected). Makeup of the Ministry Council should reflect that we are a Global Church.

Communications Ministry Team - 5 elected Team Members

Discipleship Ministry Team - 9 elected Team Members

Missions Ministry Team - 15 elected Team Members (2 Team members from each of the 5 synods, 5 Team members elected at large, and no fewer than 6 of either gender)

Pastoral Development Ministry Team - 9 elected Team Members (a majority of which shall be active pastors)

Stewardship, Foundation, and Benefits - 11 members

Cumberland Presbyterian Children's Home - 15 members (6 non-Cumberland Presbyterians referred to as Ecumenical Partners)

Historical Foundation - 6 members (1 member from each of the 5 synods and 1 member elected at large, no two persons shall be elected from the same presbytery and the representatives from the Cumberland Presbyterian Church in America)

Memphis Theological Seminary - 24 members (11 non-Cumberland Presbyterians referred to as Ecumenical Partners)

General Assembly Commissions:

Military Chaplains and Personnel - 3 members

General Assembly Committees:

Joint Committee on Amendments - the members of the Judiciary Committee of the Cumberland Presbyterian Church, five members of the Judiciary Committee of the Cumberland Presbyterian Church in America.

Judiciary - 9 members (The Permanent Committee on Judiciary of the Cumberland Presbyterian Church will appoint five of its members to function on the Joint Committee on Amendments.)

Nominating Committee - 10 members

Place of Meeting – The Moderator, the Stated Clerk, & the Director of Women’s Ministries

Unified Committee on Theology and Social Concerns - 8 members”

Since the Commission on the Ministry has been renamed Pastoral Development Ministry Team in General Regulation G.1.b. and the phrase “(a majority of which shall be active pastors)” was added, we make the following recommendation:

RECOMMENDATION 9: That General Regulation G.1.g. which reads as follows: “A majority of the membership of the Commission on the Ministry shall be active pastors,” be deleted.

IX. LETTERS OF MERGER

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To help the 178th General Assembly and the membership of the Cumberland Presbyterian Church, as well as current Boards and Agencies, understand the process of merger; we offer this brief clarification:

Letters pertaining to a “Plan of Merger” between the Ministry Council and the Related Incorporated Boards of the Cumberland Presbyterian Church have been signed and are before this Assembly for adoption. Once adopted, these letters of merger will be held in the care of the Ministry Council until such date the Ministry Council and respective board have agreed that all necessary details have been concluded to ensure a successful merge. At said time, the “Plans of Merger” will be filed with the Secretary of the State of Tennessee. Upon approval by the Secretary of the State of Tennessee, merger will be complete. Until such time, the boards and agencies will continue to operate as they have been, programmatically and financially, except under the guidance of the Ministry Council as defined by the 177th General Assembly which has assumed the duties of the General Assembly Council.

RECOMMENDATION 10: That the Cumberland Presbyterian Church General Assembly Corporation, the sole member of each merging corporation, adopt the Plan of Merger for the Ministry Council of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation, and Board of Christian Education of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation, with the surviving corporation of this merger to be Ministry Council of the Cumberland Presbyterian Church.

RECOMMENDATION 11: That the Cumberland Presbyterian Church General Assembly Corporation, the sole member of each merging corporation, adopt the Plan of Merger for the Ministry Council of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation, and Board of Missions of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation, with the surviving corporation of this merger to be Ministry Council of the Cumberland Presbyterian Church.

RECOMMENDATION 12: That the Cumberland Presbyterian Church General Assembly Corporation, the sole member of each merging corporation, adopt the Plan of Merger for the Ministry Council of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation, and Commission on Ministry of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation, with the surviving corporation of this merger to be Ministry Council of the Cumberland Presbyterian

Church.

RECOMMENDATION 13: That the Cumberland Presbyterian Church General Assembly Corporation, the sole member of each merging corporation, adopt the Plan of Merger for the Ministry Council of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation, and Cumberland Presbyterian Publication Board, a Tennessee nonprofit corporation, with the surviving corporation of this merger to be Ministry Council of the Cumberland Presbyterian Church.

X. FUTURE MEETING DATES

The Ministry Council will continue with its meeting schedule for 2008 and attempt to meet only three times in 2009. Due to time and expense restraints, the Council has decided to hold regular meetings in Memphis instead of in locations throughout the Church:

August 1-3, 2008	Memphis, Tennessee
November 13-15, 2008	Memphis, Tennessee
February 26-28, 2009	Memphis, Tennessee
April 24-25, 2009	Memphis, Tennessee

Respectfully Submitted,
Gwen Roddy, President
Elizabeth G. Horsley, Secretary

THE REPORT ONE OF THE BOARD OF CHRISTIAN EDUCATION

CE/S

I. INTRODUCTION

¹⁷Meanwhile, the eleven disciples were on their way to Galilee, headed for the mountain Jesus had set for their reunion. The moment they saw him they worshiped him. Some, though, held back, not sure about worship, about risking themselves totally.

¹⁸⁻²⁰Jesus, undeterred, went right ahead and gave his charge: "God authorized and commanded me to commission you: Go out and train everyone you meet, far and near, in this way of life, marking them by baptism in the threefold name: Father, Son, and Holy Spirit. Then instruct them in the practice of all I have commanded you. I'll be with you as you do this, day after day after day, right up to the end of the age."

— Matthew 28:16-20 (The Message, Eugene Peterson)

The call is clear. We are commissioned by Christ to go out and train everyone we meet, far and near, in this way of life, marking them by baptism and to instruct them in the practice of all Jesus has commanded us. The Board of Christian Education has responded to that call by developing ministries that seek to fulfill the priority of the church to "Recruit, educate and nurture clergy and laity for their specific ministries." Leadership development and spiritual renewal stand at the forefront of our efforts. Through ministries like the Cumberland Presbyterian Youth Conference, the Christian Education Conference, Opening Doors to Discipleship, the Presbyterian Youth Triennium, the Consultant Training event, Miniversities, and other programs, the board seeks to join Christ in the daunting challenge of making disciples who follow the way of life taught by our Lord.

The following belief statements about Christian education, developed by the Board of Christian Education, serve as a measure of the validity for our response to God's call.

- Christian education is a dynamic, continuous, holistic process for persons of all ages, both individually and corporately.
- Christian education involves struggles with issues of life and leads toward faith, maturity, personal growth, and lifestyles consistent with Christian faith.
- Christian education requires skilled, motivated, committed people. Human resources provided by God are available to meet the needs of this ministry.
- Christian education must develop appropriate materials of highest quality, utilize methodologies and resources that reflect changes in technology, in order to meet the needs of people.
- Christian education is done in a variety of settings (such as church, home, and beyond) and invites all persons to develop a life-enhancing knowledge of and relationship with God, Jesus Christ, the Holy Spirit, the church, and all God's creation.

As we serve we embrace the promise that nourishes our spirits and drives us into the future with hope that God in Christ will be with us as we do this, day after day after day after day after day!

II. GENERAL INFORMATION

A. OFFICERS OF THE BOARD

Officers of the Board are Kip Rush, president; Darryl Campbell, vice president; Vernon Sansom, secretary; and Frank Ward, treasurer.

B. EXPIRATION OF TERMS

The terms of Reese Baker, Jill Carr and Sandra Shepherd will expire at the 2008 General Assembly. Since Jill Carr is a member of the General Assembly Ministry Council she is not eligible to be reelected. The Board expressed gratitude to Jill with a Certificate of Appreciation and a Patron membership. Reese Baker is completing his first term and Sandra Shepherd her second term. Both are eligible for reelection.

C. BOARD REPRESENTATIVE TO THE 178TH GENERAL ASSEMBLY

The Board's representative to the 178th General Assembly is Reverend Tom Martin. The alternate is Reverend Kip Rush.

D. STRUCTURE AND STAFF

Because of budgetary concerns, the Board has reduced greatly its staff in the last six years. It has also sustained changes in structure and personnel. Mrs. Claudette Pickle retired from the position of Executive Director at the end of 2007. Reverend Frank Ward was called to this position, vacating the office of Coordinator of Youth Ministry. The board hopes to have a person employed as Coordinator of Ministries with Youth and Young Adults by the time of the meeting of the 178th General Assembly.

Present staff members are Matt Gore (who works half time) with responsibilities for management and promotion of Encounter, Cumberland Presbyterian resources and helping with the Board's website; Cindy Martin, with primary responsibility for children's ministry, internal editorial and production of resources, and the consultant program; Reverend Frank Ward, with primary responsibility for administration, liaison with middle judicatories, coordination of field services, and interdenominational relationships. All staff members have leader development responsibilities. Reverend Frank Ward serves as executive director. Christine D. Tyler is administrative assistant.

The board reminds the General Assembly of the loss of two part-time staff positions in recent years. These persons provided leadership for Third Age Ministry, Adult/Family Ministry and Leadership Development.

Staff plan and implement the various ministry areas of Christian Education. The Resources division of the Board of Christian Education distributes the adult quarterly Encounter, Cumberland Presbyterian resources, and logo items.

E. RELATIONSHIPS

Where possible, we work in partnership with other denominations through a number of interdenominational and ecumenical agencies. Participation in these partnerships is an expression of our understanding of the nature and mission of the church, and our obedience to the mandate of General Assembly reflected in our charter. These partnerships permit us to practice good stewardship of people resources, to assume high quality programs and resources and to realize significant economies. Unfortunately, budget concerns among all denominations has limited cooperative work over the years. A listing of partnerships through which we are presently working follows.

Ministries in Christian Education, National Council of Churches

This commission includes the Committee on the Uniform Series, which is made up of representatives of denominations in the United States and Canada. It produces the outlines for the International Bible Lessons for Christian Teaching (Uniform Series). These uniform lesson outlines are the basis of Sunday school study materials used by millions of persons throughout the United States and Canada, as well as in other parts of the world. The lessons in Encounter are developed from these outlines. James D. McGuire represents the Board of Christian Education as a working member of the committee. Frank Ward is an advisory member.

The Coordinator of Ministries with Youth and Young Adults will serve on the Ecumenical Youth Ministries Staff Team and the Ecumenical Young Adult Ministry Team.

Office of Education, World Council of Churches

Publications from the Office of Education help the staff to think globally and to keep informed about world issues that relate to Christian education.

Institute for Peace and Justice

This network was formed in 1981 as an association of families who seek well-being, wholeness, peace, and justice in family situations and in the broader community. Families are challenged to pursue ways of living that are more cooperative, nonviolent, simple, multicultural, global, and prayerful. The board promotes workshops and resources of this association. Frank Ward is staff liaison.

These Days Partnership

These Days, a devotion resource, is published for the Presbyterian Church in Canada, Presbyterian Church (USA), United Church of Canada, United Church of Christ, and Cumberland Presbyterian Church. Frank Ward is staff liaison.

United Board for Christian Discipleship

UBCD is a partnership between the Board of Christian Education of the Cumberland Presbyterian Church and the General Assembly Mission Board of the Cumberland Presbyterian Church in America.

Protestant Church-Owned Publishers Association

The Protestant Church-Owned Publishers Association is an organization of official not-for-profit publishing houses governed by a board elected or appointed by a Protestant church body that acknowledges the Lordship of Jesus Christ, Son of God as revealed in the Bible. This organization helps staff to keep current on what is going on in the various denominational publishing houses. Frank Ward relates to PCPA.

F. RECOGNITIONS AVAILABLE

A gift of \$150 or more to an endowment fund entitles the donor to designate a recipient of the Golden Patron award. This certificate is in recognition of persons, laity or clergy, who have been involved in the educational work of the church for fifty or more years. It recognizes service as an educator, no matter where that service has been rendered; that is, one's service need not have been rendered only in Cumberland Presbyterian settings.

A gift of \$100 to one of the endowment funds entitles the donor to designate a recipient of a Patron of Christian Education award.

A gift of \$25 to one of the endowment funds entitles a congregation to designate a recipient of a Teacher of the Year award.

A gift of \$100 to one of the endowment funds entitles the congregation to designate a person for the Christian Educator of the Year award.

A gift of \$30 to the Cumberland Presbyterian Youth Conference Endowment entitles the donor or designee to receive a CPYC Perpetual Conferee certificate.

These recognitions are means of expressing appreciation to and providing support for persons who serve in the educational work of the church. Individuals may bestow Golden Patron, Patron, and CPYC Perpetual Conferee awards. An attractive certificate is available for each of the above recognitions.

G. ENDOWMENT FUNDS

A listing of the forty endowment funds for the Board of Christian Education follows:

- Paul W. Allen Endowment for Christian Education
- Grace Johnson Beasley Memorial Endowment
- Bennet and Mildred Brown Endowment
- Jill Davis Carr Endowment for Leadership Development
- Christian Education Mid-Century Fund
- Christian Education Season Endowment
- Lavenia Campbell Cole Annuity Endowment
- Carl Cook Outdoor Ministry Endowment
- Consultant Training Fund Endowment
- Cumberland Presbyterian Youth Conference Endowment
- H. Harold Davis Endowment for Christian Education
- Jack W. Ferguson, Jr. Endowment for Christian Education
- Ira and Rae Galloway Endowment for Christian Education
- Jean Garrett Endowment for Christian Education
- Louise Adams Heathcock Memorial Fund Endowment
- John Gilbert Horsley Endowment for Denominational Leadership by Youth
- Donald and Jane Hubbard Endowment for Christian Education
- Into the Nineties for Christian Education Endowment
- Rev. Gale J. Keown Endowment for Christian Education
- Earl King Memorial Fund Endowment

Virginia Malcom Christian Education Endowment
Wesley and Jackie Mattonen Endowment for Christian Education
David and Mary McGregor Christian Education Endowment
James D. McGuire Endowment for Christian Education
Howell G. and Martha Jo Mims CPYC Endowment
Morris and Ruth Pepper Endowment for Christian Education
Bill and Hazel Phalan Endowment for Christian Education
Claudette Hamby Pickle Endowment for Christian Education
Publishing House Endowment
Dr. and Mrs. E. K. Reagin Endowment for Christian Education
Jodi Hearn Rush Endowment for Christian Education
William “Rusty” Rustenhaven III Christian Education Endowment for Youth Ministry
Jeff and Angie Sledge Endowment for Christian Education
John W. Speer Endowment for Christian Education
Cornelia Swain Endowment for Christian Education
Irvin and Annie Mary Swain Endowment for Christian Education
Jake Tyler Endowment for Children’s Ministry
Frank and Linda Ward Endowment for Christian Education
William Warren Endowment for Christian Education
Clark Williamson Memorial Fund Endowment
Helen Wiman Memorial Fund Endowment
Young Adult Ministry Endowment

The Jean Garrett and Jake Tyler Endowments were added in 2007. Other new endowments may be established at any time by individuals or congregations wishing to honor or memorialize persons who have lived exemplary lives and rendered significant service. They may honor individuals or multiple persons (e.g., husband and wife, parents, grandparents, brothers, sisters, pastors). Any member of the Board or its staff will welcome an opportunity to discuss establishing a new endowment with prospective donors.

H. CHRISTIAN EDUCATION SEASON OFFERING

The 151st General Assembly (1981) authorized the Board of Christian Education to receive an offering annually during Christian Education Season. This offering has established the Christian Education Season Endowment. The Board has made bulletin inserts and offering envelopes available each year to congregations requesting them. Congregations are encouraged to utilize the bulletin inserts and to provide an opportunity for members, not only to be educated about the ministry of Christian education in the denomination, but to give an offering if they desire. The 2007 emphasis was on leader development through an online resource, Opening Doors to Discipleship.

I. ASSOCIATION OF CUMBERLAND PRESBYTERIAN CHURCH EDUCATORS

The association was established, with membership open to both volunteer and professional church educators, in response to interest expressed during the Christian education dinner at the 1984 General Assembly. Membership fees are \$25 per year. These dues are deposited in one of the Board’s endowment funds.

III. THE EDUCATIONAL WORK OF THE CHURCH

The primary mission structure of the church is the congregation. The primary support structure for congregations is the presbytery. While it is impossible for the Board of Christian Education to relate directly to each congregation within every presbytery, providing services needed to fulfill its mission in education, we can and do make an effort to relate to the Christian education agency in every presbytery. The Board of Christian Education staff is available to presbytery Christian education agencies, encouraging, equipping, and supporting them as they work with the congregations for which they are responsible.

The following information is a brief update on our ministry of Christian education.

A. CURRICULUM DEVELOPMENT/INTERPRETATION/PROMOTION

1. Church School Curriculum

Bible Quest: A Bible Story Curriculum for All Ages was available for use beginning with the fall quarter, 2000. It is a series that helps people of all ages to: encounter the overall biblical story; be formed/shaped by that story; learn how to interpret the faith story and connect it to their lives; and live in the world as disciples of Jesus Christ. The series uses four biblical themes: incarnation, covenant, salvation, and liberation/justice.

Cumberland Presbyterians were involved in all aspects of the development: writing the foundations paper, developing outlines, creating the design for the series, completing curriculum surveys, critiquing outlines, writing, editing, developing the curriculum, and testing prototypes. In recent years *Bible Quest* was produced and distributed by the Presbyterian Church (U.S.A.).

This curriculum resource has served the church for almost 8 years. At the end of August, *Bible Quest* will be discontinued.

In September 2002, *Seasons of the Spirit* replaced *The Whole People of God*; like its predecessor *Seasons of the Spirit* provides resources for those congregations desiring materials based on the lectionary. Resources are available for birth-2, ages 3-5, ages 6-8, ages 9-11, ages 12-14, ages 15-18, adult, and multi-age (ages 5-12). *Seasons of the Spirit* empowers all ages to be transformed in Christ as they: explore meaning and mystery in the Bible; celebrate in worship, sacraments, education, and service; engage in ministries of love, justice, and witness; and live in inclusive communities of faith shaped and led by the Holy Spirit. *Seasons of the Spirit* may be ordered from LOGOS at 1/800/323-7543.

Staff reviewed and recommended *Gather 'Round* resources which were new for fall 2006. These resources are published by Brethren Press and Mennonite Publishing Network. *Gather 'Round* is Bible story-centered. This curriculum seeks to: nurture children in their faith formation process; strengthen the connection between home and congregation; explore what it means to follow in the footsteps of Jesus in Christian community; and increase the ease of use and versatility of the curriculum.

Resources are available for preschool (ages 3-4, with tips for 2s), primary (grades K-2), middler (grades 3-5), multiage (grades K-6, with tips for older students), junior youth (grades 6-8), youth (grades 9-12), and parent/caregiver. Designed to sit on each family's table, the Talkabout contains scripture, prayers, and ideas for sharing surrounding each quarter's theme. Resources may be ordered from: Brethren Press, 1451 Dundee, Elgin, IL 60120, Web: www.gatherround.org, Phone: 1/800/441-3712, Fax: 1/800/667-8188, E-mail: customerservice@gatherroundstore.org.

The Present Word is an adult quarterly based on the International Bible Lessons for Christian Teaching, often referred to as the Uniform Series. Several Cumberland Presbyterians have served as writers for this resource. *The Present Word* may be ordered from Presbyterian Distribution Services (PDS) by calling 1/800/524-2612 M-F 9 a.m. - 7 p.m. Eastern; faxing 1/502/569-8030; ordering from the web at WebMarketplace: <http://www.pcusa.org/marketplace/index.jsp>; or mailing Presbyterian Church (U.S.A.), PDS Prepaid Processing, P.O. Box 643674, Pittsburgh, PA 15264-3674.

Encounter is an adult Cumberland Presbyterian quarterly, which is based on the Uniform Series. It remains a strong option for adult Sunday school classes throughout the Cumberland Presbyterian Church with a circulation just under 8,000 copies quarterly. The following people have or are in the process of writing for *Encounter*: Stan Wood, winter 2007-08; Mark Horner, spring 2008; Sherry Ladd, summer 2008; Andy McClung, fall 2008; Kip Rush, winter 2008-09; Lisa Scott, spring 2009; Tom Martin, summer 2009; and Dudley Condron, fall 2009.

Beginning in fall 2007, staff provided a leaders guide for use with *Encounter*. For fall and winter quarters, one copy was provided free of charge. The material was also available on the BCE webpage. Because of unusually high demand, the leader's guide became a sale item beginning with the Spring 2008 quarter. The cost is \$ 2.95. *Encounter* may be ordered from the Board of Christian Education at 1/901/276-4572, extension 252.

2. Vacation Bible School Resources

Since the discontinuation of an ecumenically developed series, staff has searched for resources to suggest for Cumberland Presbyterian congregations to use in the vacation church school setting. Board of Christian Education staff provides an overview chart of resources each year. This year's chart was produced and made available through Cokesbury; it is hoped that the chart will help users make an informed decision about which materials will best fit their VBS needs. This booklet with the chart was mailed to the pastor and a Christian Education leader in all Cumberland Presbyterian congregations.

3. *New Earth: Christian Resources for the Outdoors Series*

For the 2008 camping season the New Earth: Christian Resources for the Outdoors will focus on the theme *Handle With Care*. This curriculum is developed by New Earth Publishers, an ecumenical publishing partnership, in cooperation with the Committee on Outdoor Ministry of the National Council of the Churches of Christ. This resource centers on God's creation and God's call for us to serve as stewards in caring responsibly for this remarkable trust. The price is \$315.00 and includes materials for all age groups and permission to duplicate items. A CD is included with electronic files to enable users to customize the resource to fit their particular camp needs. Cumberland Presbyterians will order these materials from the Christian Board of Publication at 1-800-366-3383. Promotional brochures were distributed to presbyterial boards.

4. *These Days*

These Days is a daily devotional published four times a year. Each issue includes a scripture for the day, daily Bible verse, written message, and prayer. Cumberland Presbyterians have been included as writers for most every quarter.

These Days may now be ordered from *These Days* Subscriptions, 100 Witherspoon Street, Room 2047, Louisville, KY 40202-1396. You may also call 1/800/227-2872, fax 1/800/541-5113, or visit www.pccpub.com

A single prepaid and a quantity prepaid subscription plan is available. In addition, a large print edition is available. The regular print edition is \$7.95 per year (bulk rate of \$4.95 each for 5 or more copies per subscription) and the large print is \$8.95 per year (bulk rate of \$6.95 each for 5 or more copies per subscription). Frank Ward serves on the editorial committee for this devotion resource.

5. Church Membership Resources

The Making of Disciples Called Cumberland Presbyterian by Bob Phelps has been available since June 2002. This resource is designed for those leaders who do membership education in the congregational setting. It is in a loose-leaf notebook format; a CD accompanies the notebook and permission is granted for congregations to customize, duplicate, or adapt the activities. The primary audience is: older elementary children and youth who are making preparation for church membership; adults who are newcomers to a new church development or to a congregation; and, others who wish to learn more about the meaning of discipleship as Cumberland Presbyterians. It includes: a covenant of participation to be duplicated and signed by each person (and parents in the case of children and youth), core information for all age groups, session plans for 6 sessions, and study/reflection/action activities for use with various age groups and in a variety of settings. It is available from the Board of Christian Education for \$19.95.

About Being Cumberland Presbyterian, a 15-page booklet, is a brief, user-friendly resource to help persons know about Cumberland Presbyterianism. It includes numerous simple graphics with formatting that readily engages the reader with pertinent information about the denomination. This resource is for persons who want basic information about the denomination without doing an in-depth study. It will also be a handy piece for congregations (especially new church developments) to purchase in quantity and provide for persons who are unfamiliar with the Cumberland Presbyterian Church. Available from the Board of Christian Education, this resource is \$1.50. For Japanese, Hispanic, and Korean editions, contact the Board of Missions.

6. *The Family Gathers for Worship*

This 56-session book was written and compiled by Hester Allen with contributions from Donna Heflin, Jim McGuire, Mary Thompson, and Gayle Wood. It provides suggestions for weekly times of worship for family members with children and younger youth. In addition, there are four special occasion worship suggestions. It can be used in a variety of home settings. It is \$9.95 and is available from the Board of Christian Education.

7. *Planning Guide for the Christian Year*

Written by Marty Aden and edited by Bob Phelps, this guide includes planning tips, a detailed discussion of each season, and suggested activities for each season. It is available through the Board of

Christian Education for \$5.95.

8. *Planning Guide for the Worship Committee*

This resource was planned and written by Henry Bradford, Roy Hall, Fran Vickers, and Robert S. Wood. Two free copies were mailed to each congregation shortly after its publication several years ago. Additional copies are available through the Board of Christian Education for \$3.95.

9. *One Family Under God and Study Guide for One Family Under God*

One Family Under God was written by Thomas D. Campbell; a study guide was written by Jack W. Ferguson and Otis Johnson. This resource tells the story of the two denominations up to the early 1980's. Both resources are available for purchase from the Board of Christian Education. The book is \$2.95 and the study guide, \$1.00.

10. *God So Loves*

The present video produced by Frank Ward is about the two Cumberland Presbyterian Churches. It is approximately twenty-five minutes in length and presently sells for \$19.95. It may be used in a number of settings: church membership classes; newcomer groups; fellowship dinners; individual use in the home; etc. Because the video is several years old, plans are underway to update it.

11. *Kerygma*

In-depth Bible study by young people and adults is integral to the ongoing process of faith development in congregations. The *Kerygma* program reflects Reformed and Presbyterian theology and traditions, and supports a philosophy of Christian education consistent with the Board's understanding of effective methodology. Resources may be ordered by calling 1/800/537-9462 or by sending a fax to 1/412/344-1823; in addition, you may purchase them from a Cokesbury store.

12. *Planning Guide for Family Ministry*

This guide was written by Timm Glover and is designed for use by Christian education committees, family ministry committees, or sessions. It is available from the Board of Christian Education for \$4.95.

13. *Searchings: For Third Agers Who Are Seeking Something More*

These fifty-three devotions were written by Morris Pepper. They can be used for individual reflections and as devotions in Third Age groups. This resource is available from the Board of Christian Education at a cost of \$8.95.

14. *Covenant of Grace: A Thread Through Scripture*

This 13-chapter commentary on the 1984 *Confession of Faith* was written by Dr. Hubert Morrow. It sells for \$7.95 from the Board of Christian Education

15. *Logos*

Logos is designed for a weekday program of 2½ - 4 hours divided into four segments: Family Time (meal and activities); Bible Time; Worship Skills; and Play Time (recreation/crafts). Materials are for grades 1-12. At least one parent or a person serving as a surrogate parent of participating children is required to participate in some way in the program. The program was developed by persons who are Presbyterians and the theology is compatible with what Cumberland Presbyterians believe. The Board of Christian Education has recognized the merits of the Logos design as an acceptable option for midweek programming for school-age children and youth. These resources may be ordered from: The Logos System Associates, 1405 Frey Road, Pittsburgh, PA 15235; the toll free phone is 1/877/937-2572 and the email address is logos@logos-system.org.

16. Workshop Rotation

The Workshop Rotation Model is the name given to a learning model that began some 16 years ago at the Barrington Presbyterian Church in Barrington, Illinois. Staff members, Neil McQueen and Melissa Hansche, created the approach. In the Workshop Rotation Model, learners are taught the same Bible story for several weeks; learners rotate to a different workshop, such as drama, computer, music, etc., each week.

There are some congregations desiring to use the Workshop Rotation Model, but not wishing to write their own curriculum. Therefore, staff reviewed *PowerXpress*, a new curriculum developed by Abingdon for the Workshop Rotation Model. Written for use with kindergarten through grade 6, each of the units is designed for 8 weeks. There are 8 stations: art; computer; cooking; games; video; music/movement; science; and storytelling. The curriculum is designed with packet sheets, which are hole-punched for a notebook; dividers are provided. It will cost approximately \$600 for a year's usage. This is available through Cokesbury. Staff is able to suggest other curriculum resources designed for this learning approach.

17. *Children in the Sanctuary*

Children in the Sanctuary is now available both in video and DVD. It is designed to involve children fully in the worship life of a congregation and has an extensive use/study guide with a good listing of additional resources related to worship. The six segments of the video are: What is Worship?, Promises Made at Baptism, Opportunities and Challenges When Children Participate in Corporate Worship, Children Participating in Worship, Children Leading in Worship, and Children Planning Worship. The segments can be used individually as well as in a series. The cost is \$29.95 from the Presbyterian Church (USA) at 1/800/524-2612.

18. *Study Guide for the Confession of Faith*

Thomas D. Campbell and Anna Bolling wrote this study guide for use with the 1984 Confession of Faith. It is designed in workbook style for individual or group study. Each participant in a study will need his or her own copy. The cost is \$.95 from the Board of Christian Education.

19. *Study Guide for the Proposed Catechism*

In 2003 the General Assembly approved a recommendation from the Catechism Committee that the Board of Christian Education produce a single study guide for the proposed catechism and that the guide contain suggestions for use with children, youth, adults and families. Staff studied the catechetical questions, grouped them into 8 sections, and developed outlines for this resource.

The *Study Guide for the Proposed Catechism of the Cumberland Presbyterian Church*, written by Sandra Shepherd, is in a notebook format. There are eight sessions with activities appropriate for children, youth, adults and families. The sessions are: Who Is God? Who Are We?; A Covenant Relationship with God; Jesus Is Christ; The Holy Spirit, Then and Now; What Does It Mean?; Christian Worship; The Church: Who, What, Where, When, Why, and How?; and The Lord's Prayer. Each session engages learners in dealing with the questions and answers of the catechism, using scripture and creative activities. This resource definitely moves away from the catechetical method of memorization of answers to questions. It is available from the Board of Christian Education for \$12.

20. *Seeing the Face of God*

This book of sermons by H. Harold Davis was born of a conversation among Willene Davis, Carol Odom, and Bill Odom following the death of Harold, who served as executive director for the Board of Christian Education for thirty-one years. Bill Odom served as editor for this project. Frank Ward wrote some biographical information. The book contains forty-one sermons. It is available from the Board of Christian Education for \$15.95.

21. *The Thoughtful Christian*

The Thoughtful Christian is an online resource center for adult study materials. Studies are grouped

into 6 categories: In the News, Bible and Theology, Spirituality, Christian Living, Contemporary Issues, and Popular Culture. *The Thoughtful Christian* may be purchased in these three ways: *Individually* – a one-part study is \$5, two-session study is \$10, three-session \$14, and four-session \$18; *Study Packs* – containing five studies of varying length for just \$40; or by *12-month subscription* for just \$350 (\$250 for congregations whose worship attendance averages 100 or less), which allows multiple users and unlimited downloads. Renewals are \$225 per year. You may order individual sessions or may subscribe to the service at www.thethoughtfulchristian.com

The Board of Christian Education has entered into partnership with The Presbyterian Publishing Corporation in *The Thoughtful Christian*. The Board will receive a percentage of the subscription or purchases made by Cumberland Presbyterians. The partnership also applies to the new *The Thoughtful Christian for Teens*. Cumberland Presbyterian writers have been invited to contribute to these electronic resources.

B. LEADER DEVELOPMENT AND SUPPORT

1. Miniversities

One of the most successful programs of the Board of Christian Education has been the miniversities for leader development. Approximately 20 events are held within the period of 1 month in various locations of the church. The hope is that no one will have to travel more than 2 hours to attend a miniversity. These workshops of 3-3 ½ hours have provided leadership development for church officers and for studying the proposed catechism. The miniversities are held every two years. The first three events have had approximately 2,750 persons in attendance. Leadership for these events are the consultants of the Board. The next miniversities will be in 2009. Hopefully other program agencies of the General Assembly will join with the Board in partnership to provide leader development for pastors, teachers, congregation mission leaders and others in the area of evangelism, a 5 year priority of the church.

2. Camp Staff Training

The Board seeks to assist presbyteries in their camping ministry by providing services for equipping camp staff members in sharpening skills for their respective roles. Our goal is to provide training sessions in the spring of the year for 2 or 3 presbyteries on a rotation and/or need basis. In some cases 2 or more presbyteries that are geographically close may wish to join together for one camp staff training event.

3. Bridges

Bridges: Building Relational Inroads for Discipleship, Growth, Enrichment, and Service is mailed three times per year in January, May, and September. It is an eight-page self-mailer with pertinent information for congregational C. E. planners and leaders. Bridges is designed to be taken apart for copying and/or distribution to appropriate persons in the congregation. Back issues are also available upon request and on the website at www.cumberland.org/bce.

Staff writes articles and solicits articles from outside contributors. The Cumberland Presbyterian Church is very fortunate to have many capable, qualified people among its ranks who are willing to share their gifts and insights with the larger church. By asking some of these people to write articles, staff is providing the readers of *Bridges* the opportunity to hear what people at the local level are doing.

Cindy Martin coordinates the materials and prepares the piece for the printer. Other staff members contribute materials related to their staff program areas.

4. Church Library Resources

A Manual for Church Libraries is available from the Board of Christian Education for \$2.95.

5. Christian Education Plan Book

The *Christian Education Plan Book* was revised and updated. Two copies were sent to each congregation in the Sunday School packet mailed in April. It should be a valuable resource for those persons serving on local church Christian education committees or ministry teams.

6. Church Officer Training

The *Development of Church Officers in the Cumberland Presbyterian Church*, written by Chris Joiner, has sections on the call to ministry, ministry of the elder, ministry of the deacon, photocopyable resources, and a leader's guide. This resource was available mid-2001 and has been enthusiastically received in the church. It is available from the Board of Christian Education for a cost of \$19.95.

For leader development of elders and deacons we still provide the ten sessions in *Designs for Church Officer Training* written by Paul and Hester Allen. This resource sells for \$12.95 from the Board of Christian Education.

7. *A Climate for Learning: Educational Planning for Your Congregation*

A Climate for Learning: Educational Planning for Your Congregation was sent free to each congregation. Copies are available for purchase from the Board of Christian Education for \$4.95.

8. Presbytery Board Partnerships/Support

The *Plan Book for the Board of Christian Education: Presbytery and Synod* is the basic resource provided by the Board of Christian Education. It is available free of charge from the Board of Christian Education office.

The 164th (1994) General Assembly requested that presbyterial boards of Christian education be encouraged to invite a staff member to attend one meeting on a biennial basis. These visits provide wonderful opportunities for staff to meet presbyterial board members, learn of Christian education needs in presbyteries, and build connectional bonds.

The Presbytery Board mailing was sent to all appropriate board members in January. It contained leadership development information, upcoming youth event information, resources, and partnership helps.

Presbyterial boards are encouraged to send the Board of Christian Education their announcements of presbyterial Christian education events so they can be listed on the Board's web page. The address is www.cumberland.org/bce

RECOMMENDATION 1: That presbyterial boards of Christian education be encouraged to strengthen partnership with the GA board by inviting a staff representative to attend a meeting of the respective board to discover what ministries are being planned and implemented and to share information about services and opportunities.

9. Program Planning Calendar

The planning calendar is designed by a committee with representatives from the boards of Stewardship, Missions, Christian Education, and the Office of the General Assembly; Cindy Martin chairs this committee. It continues to be a helpful resource for pastors and church leaders.

The theme of the 2008 calendar is "Experience Japan." The calendar focuses solely on Japan—its culture, people, and CP churches. The price is \$ 7.95. The theme of the 2009 calendar is "Children Around the World." The price will be \$8.50. Calendars may be ordered from the Board of Christian Education at 1/901/276-4572, extension 252.

10. Staff Consulting

Each staff member is available for consultation in-office, on-site, via telephone, and by e-mail. Consulting takes various forms: recommendations of resource materials; assistance in choosing curriculum; ideas for leader development; planning for outdoor ministry; leading Christian education planning; etc.

11. C. E. Website

Staff encourages people to check the Board of Christian Education web page, which may be accessed at www.cumberland.org/bce. It contains important information about resources and upcoming events.

12. New Sunday School Year Packet

A packet was mailed to all congregations in late April. This packet contained materials helpful to congregations as they plan for the new church school year. Among the contents were the C. E. Planbook, information about curriculum, an installation service, etc.

13. Opening Doors to Discipleship

Teachers and leaders need access to excellent resources in the areas of:

- Basic teaching skills and methods
- Basic Bible knowledge
- Basic tenets of the Reformed/Presbyterian faith

With these needs in mind, the Board of Christian Education is working in cooperation with other denominations to offer a 3 course on-line resource called Opening Doors to Discipleship. Each course will have 12 sessions.

This resource will be:

- web-based
- engaging
- interactive
- educational
- congregationally-based

The three courses are outlined as follows:

Course A: Basic Teaching Skills

1. How we “grow” in faith
2. Creative learning environments
3. How children and youth learn
4. How adults learn
5. Storytelling—the heart of Christianity
6. Talking and listening in a teaching environment
7. Engaging Bible study
8. Using drama to teach and learn
9. Learning centers for all ages
10. Creative writing
11. Using the arts in teaching
12. Making your session the best time of the week

Course B: Basic Bible Background

1. Introduction to the Bible
2. The Prologue (Genesis 1-11)
3. The Patriarchs (Genesis 12-50)
4. The Exodus (Exodus-Deuteronomy)
5. The Promised Land (Joshua—Judges)
6. The Monarchy (1 Samuel—2 Chronicles)
7. The Writings (Job—Song of Solomon) and Prophets (Isaiah-Malachi)
8. The Exile and Return (Ezra—Nehemiah)
9. The Gospels (Matthew—John)
10. The Early Church (Acts)
11. The Epistles (Romans—Jude)
12. Revelation

Course C: Basic Tenets of the Reformed/Presbyterian Faith

1. I believe in God
2. The Trinity: One God or Three?
3. Maker of heaven and earth
4. Providence and evil
5. The doctrine of human beings
6. Jesus Christ: The incarnation
7. Jesus Christ: The atonement and reconciliation
8. Jesus Christ: The resurrection
9. The Holy Spirit

10. The doctrine of justification and the doctrine of sanctification
11. The Holy Catholic Church
12. The life everlasting

A number of courses is already available. Hopefully all three will be available by the end of the year. A course 4 is projected for early next year with the emphasis on “The Teacher as Evangelist.”

The denominations which are partners in this project are the Presbyterian Church in Canada, the Moravian Church, the Reformed Church in America, the Presbyterian Church USA, and the Cumberland Presbyterian Church.

Teachers and pastors may work through courses individually, in teams or in larger groups to enhance their teaching/learning skills and improve their leadership capabilities. These online courses are absolutely free of charge to Cumberland Presbyterians. Approximately 40 individuals and congregations are already engaged in these courses. You may go to www.cumberland.org/bce for the access code and link or go to openingdoorstodiscipleship.com for additional information.

RECOMMENDATION 2: That congregations be strongly encouraged to take advantage of this Cumberland Presbyterian resource for leadership development.

C. ADULT/FAMILY MINISTRY

1. Third Age Ministry

Staff responds to this area of need by using consultants and contract staff.

2. Institute for Peace and Justice

Many denominations have cut back on staff in the area of peacemaking and have decreased financial resources to the Institute for Peace and Justice; in turn, the Institute has had to downsize staff. Frank Ward has staff responsibilities for this area.

The Institute has a number of resources that are available online. Illustrative of the kinds of resources is *Kids Creating Circles of Peace*, which contains varied activities for children. It is an excellent resource for extra sessions with children at church, in families, for day camping, and other children’s programs that promote caring, respect, and peaceful living. It sells for \$5.95. *Building a Culture of Peace Begins with Children* provides a creative way of teaching and internalizing some of the “things that make for peace.” It sells for \$5.00.

The address for the Institute for Peace and Justice is 475 East Lockwood Avenue, St. Louis, MO 63119. Their web address is www.ipj-ppj.org. The phone number is 1/314/918-2630. Resources may be ordered online from http://www.ipj-ppj.org/resource_page.html.

3. Divorce Recovery

This guide provides help for divorce recovery groups to meet in six sessions of 1 ½ hours. Among the topics to be dealt with are dealing with losses, letting go of the past, recovering and using self-esteem, and planning for the future. The guide is \$8.95 and is available from the Board of Christian Education.

4. Adult Ministry Resources

The board has contracted with Donna Heflin to update a listing of resources for adult ministry. These are posted on the web and will be available to anyone asking for assistance.

D. YOUTH MINISTRY

1. Youth Advisory Delegates

The Coordinator of Ministries with Youth and Young Adults provides leadership for an orientation session for youth advisory delegates; this session is scheduled immediately prior to the opening of each General Assembly.

2. Souper Bowl of Caring

The 2008 Souper Bowl of Caring was February 3rd. On that Sunday, youth groups all over North America gathered money at the close of worship to be used for a service ministry in their respective communities. Promotional materials for the 2008 event were included in *Bridges* and on the BCE website. In addition, a special youth ministry mailing went to congregations in October and included promotional materials for Souper Bowl Sunday.

3. Youth Sunday

Youth Sunday was February 17, 2008. Staff promoted this in *Bridges*, on the BCE website, and in the special youth ministry mailing.

4. 30-Hour Famine

This program of World Vision was scheduled for February 22-23, 2008 or April 25-26, 2008. It was designed as an educational opportunity on hunger, poverty, and Christian action as well as a fund-raising event to support people who live in poverty and hunger. Staff promoted participation in the 30-Hour Famine in *Bridges*, in a special youth ministry packet, and on the BCE website.

5. Youth Packet

A packet of materials was mailed in October 2007, to all pastors and youth ministry leaders in the Cumberland Presbyterian Church. The packet included promotion of CPYC, Souper Bowl Sunday, 30-Hour Famine, Youth Sunday, Annual Recreation Workshop, and an annotated listing of youth ministry resources.

E. CHILDREN'S MINISTRY

1. *I Have Been Baptized*

This resource written by James D. McGuire and DeVere Ramsay includes a booklet, a single sheet for the pastor/session and a single sheet for parents/caregivers. It is designed to be given to the parents at the time of the child's baptism and can be used in later years to recall this particular baptism and to better understand the importance of this sacrament. It was reprinted for the fifth time by the generous contribution of the Fellowship Cumberland Presbyterian Church of Mountain Home, Arkansas. It may be purchased from the Board of Christian Education for \$3.95.

2. Children's Sunday

Children's Sunday is June 8, 2008. The spring issue of *Bridges* offered suggestions for observing Children's Sunday.

3. *Welcome to the Lord's Table*

Welcome to the Lord's Table is very similar in length and style to *I Have Been Baptized*. It was written by James D. McGuire and DeVere Ramsay. It helps children to understand the sacrament of communion and has a message to the pastor and session as well as a message to caregivers. At the time of this report, contact is being made with other denominations to ascertain their interest in having the resource.

4. Children's Ministry Resources

A listing of resources for children's ministry is on the web and will be available to anyone asking for assistance.

IV. WORSHIP RESOURCES

1. *Book of Common Worship*

The *Book of Common Worship* is provided for development and enrichment of worship. This collection of liturgical resources in the Reformed tradition contains the best material from the *Supplemental Liturgical Resources*, which have been used in the church for several years. The *Book of Common Worship*, recommended for use by the 163rd General Assembly, also includes lectionaries, a psalter, and other important liturgical resources. In addition, there is a *Book of Common Worship Pastoral Edition* and a *Book of Common Worship Daily Prayer*. We also provide the series of seven *Supplemental Liturgical Resources: Service for the Lord's Day, Holy Baptism and Services for the Renewal of Baptism, Christian Marriage, The Funeral: A Service of Witness to the Resurrection, Daily Prayer, Services for Occasions of Pastoral Care, and Liturgical Year*. Resources may be ordered from the Board of Christian Education.

2. Hymnals

The Worshiping Church (1990) and *Hymns, Psalms, and Spiritual Songs* (1990) are authorized hymnals now available. *The Worshiping Church* may be ordered from Hope Publishing Company; the toll free number is 1/800/323-1049. *Hymns, Psalms, and Spiritual Songs* is the generic Presbyterian hymnal. It is available from Cokesbury at 1/800/672-1789 or at www.cokesbury.com

3. Resources

The *Planning Guide for the Worship Committee* and the *Children in the Sanctuary* video/DVD were described under curriculum resources. Articles, Bible studies, copyright information, an annotated listing of worship resources, a workshop design, an annotated listing of hymnals, and a sharing of worship ideas are available on the Board of Christian Education website at www.cumberland.org/bce.

4. Worship Bulletins

Worship bulletin services are available through Dexter at 1/866/563-2425 or Concordia Publishing House at 1/800/325-3040. Church supplies may be ordered from Cokesbury by calling 1/800/672-1789 or faxing 1/800/445-8189.

V. FINANCIAL REPORT

A. BUDGETS FOR 2008-2009

The 177th General Assembly adopted budget allocations for OUO through 2009. The Christian Education program budgets for 2008-2009 is submitted with this report for information, and appears in the Budgets section of the Minutes.

B. AUDIT REPORT

A certified copy of our 2007 audit report is not available at the time this report is being written. When the audit is completed, two copies will be delivered to the Office of the General Assembly in compliance with General Regulations E.6. Relevant portions of the audit report appear in the report of the Ministry Council.

C. ANALYSIS OF FUND BALANCES

The 158th (1988) General Assembly asked for itemization and accounting for the fund balances shown in the annual audit reports. An agency's fund balance is theoretically the amount of cash that would result if the agency were to liquidate all its assets and satisfy all its liabilities. Each year the fund balance increases or is diminished, depending upon a number of factors, including whether the operation experienced a profit or loss. Following is the analysis of the Board of Christian Education program and Resource Center fund balances as required by General Assembly.

**Board of Christian Education (Program Operation) Fund Balance
December 31, 2007**

1. Unrestricted Funds	\$18,778
2. Investment Loan Program (on deposit with Board of Stewardship)	
B.C.E. Office Equipment/Furniture Fund (designated)	\$39,066
Adventures in Family Living (restricted)	\$4,162
B.C.E. Contingency Fund (designated)	\$135,581
Revolving Publication Fund (restricted)	\$28,898
Leader Development Fund (restricted)	\$63,882
Young Adult Conference (restricted)	\$4,417
God So Loves Video Fund (restricted)	\$5,285
Curriculum Fund (designated)	\$13,234
Transportation (designated)	\$51,946
Other Receivables	\$7,745
Receivable from Our United Outreach	\$46,537
Fund balance 12/31/06 (from audit report)	\$410,383
Projected fund balance 12/31/07	\$377,832

VI. PLAN OF MERGER

J

Plan of Merger of The Board of Christian Education of the Cumberland Presbyterian Church

The board adopted the following plan of merger in its meeting on February 1, 2008.

The following Plan of Merger is made pursuant to the provisions of Chapter 61 of the Tennessee Nonprofit Corporation Act.

- A. The merging corporations are: The Board of Christian Education of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation, and Ministry Council of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation.
- B. The surviving corporation of this merger shall be: Ministry Council of the Cumberland Presbyterian Church.
- C. The terms and conditions of the merger are: No consideration shall be exchanged in connection with this merger. The only condition of the merger shall be the approval of Cumberland Presbyterian Church General Assembly Corporation. The merger shall be effective on the date Articles of Merger are accepted for filing in the office of the Secretary of State of Tennessee.
- D. Both of the merging corporations are public benefit corporations, and the surviving corporation shall remain a public benefit corporation. Cumberland Presbyterian Church General Assembly Corporation, a Tennessee nonprofit corporation, is the sole member of both of the merging corporations. Cumberland Presbyterian Church General Assembly Corporation shall be the sole member of the surviving corporation.

This Plan of Merger was adopted by the Board of Directors of The Board of Christian Education of the Cumberland Presbyterian Church at a duly constituted meeting held on February 1, 2008.

BOARD OF CHRISTIAN EDUCATION OF THE
CUMBERLAND PRESBYTERIAN CHURCH

Secretary: Vernon Sanson (Signature on original)

Attest-President: Kip Rush (Signature on original)

This Plan of Merger was adopted by Cumberland Presbyterian Church General Assembly Corporation, the sole member of each merging corporation, on June ___, 2008.

Secretary

Attest: President

Respectfully submitted: Kip J. Rush, president; Darryl Campbell, vice-president; Vernon Sansom, secretary;
Frank Ward, executive director/treasurer

REPORT OF THE UNITED BOARD FOR CHRISTIAN DISCIPLESHIP CUMBERLAND PRESBYTERIAN CHURCH CUMBERLAND PRESBYTERIAN CHURCH IN AMERICA

CE/S

I. INTRODUCTION

The 1972 General Assemblies created the Federated Board of Christian Education. For nineteen years, the Federated Board of Christian Education served the constituencies of the two denominations as if the churches were already one body. The experience has confirmed the truth of the axiom, "Unity is discovered in mission."

The 1990 General Assembly of the Cumberland Presbyterian Church in America created the General Assembly Mission Board, which continues the work previously done by three program boards. In the 1999 General Assembly, some restructure took place and the General Assembly Mission Board became partners in ministry with the Board of Christian Education of the Cumberland Presbyterian Church.

At the 1991 meeting the Federated Board of Christian Education redefined its identity and mission. From this effort emerged a new name, the United Board for Christian Discipleship, a cooperative ministry, which in 2008 spans thirty-six years.

The United Board for Christian Discipleship is committed to programming that addresses the Christian education needs and concerns of both denominations.

II. GENERAL INFORMATION

A. MEMBERS, STAFF

Members of the United Board for Christian Discipleship are Mindy Acton, Don Adams, Reese Baker, Darryl Campbell, Gladys Canty, Jill Carr, Jeff Gehle, Gladys Graham, Tom Martin, Nina Phipps, Perryn Rice, Kip Rush, Vernon Sansom, Endia Scruggs, Clark Sharp, Sandra Shepherd, and Gayle Wood. Program staff members are Matt Gore, Lynne Herring, Cindy Martin, and Frank Ward.

B. BOARD MEETING

The United Board for Christian Discipleship meets once each year, alternating locations between Huntsville, Alabama, and Memphis, Tennessee. Meetings are on the Friday before the first Saturday in February. The 2008 meeting was held in Memphis on February 1st. The 2009 meeting will be held in Huntsville on February 6th.

The Cumberland Presbyterian Church is restructuring at the General Assembly level. UBCD envisions that it will be incorporated into the new structure and will continue its important ministries into the future. It seems appropriate that UBCD relate to the Discipleship Ministry Team of the Ministry Council.

C. REPRESENTATIVES

The United Board for Christian Discipleship representative to the 2008 Cumberland Presbyterian General Assembly is Tom Martin with Kip Rush as alternate. The United Board for Christian Discipleship representative to the Cumberland Presbyterian Church in America General Assembly is Endia Scruggs.

III. JOINT PROGRAMS

The United Board joins together to plan and implement six major programs.

A. YOUTH MINISTRY PLANNING COUNCIL (YMPC)

The Youth Ministry Planning Council is the youth ministry planning agency for the United Board for Christian Discipleship. The following persons completed their terms of service in July, 2007: Billy Black, Joshua Graham, Abigail Prevost, Scarlet Staggers. New members were added. Membership and terms are:

Terms to Expire 2008: Chris Colosi, Anna Sweet, Susanna Patterson, Jericka Kinlaw, Calvin Rogers, Jr.

Terms to Expire 2009: Mitchell Brown, Miles Bubbett, Kile Garrett, Marisa Knight, Ashley Powers

Terms to Expire 2010: Morgan Boyd, Christopher Jerrolds, Nikki Naron, and A'Yonika Rogers

The council meets during the Cumberland Presbyterian Youth Conference and in late November to evaluate existing youth ministry programs, plan CPYC, and envision potential new ministries to and with youth.

B. CUMBERLAND PRESBYTERIAN YOUTH CONFERENCE (CPYC)

The 2007 CPYC was held July 7-12 at NaCoMe Conference Center, Pleasantville, Tennessee. The theme was "Just An Empty Cup" with the supporting scripture being Philippians 2:1-11. A total of 179 persons attended. We were blessed with the presence of two youth from Japan Presbytery and two from Hong Kong Presbytery. The program included theme devotions by the Youth Ministry Planning Council, worship, Pit Stop groups, flick-reflect, recreation, cabin family time, and presentations.

Participants in the 2007 CPYC contributed a total of \$1,240.78 to the CPYC Endowment Fund. Special recognition was given to Frank Ward for his 35th year as Director of CPYC. Staff contributed a gift to the Frank and Linda Ward Endowment Fund in the amount of \$428.

Anna Sweet, member of the Youth Ministry Planning Council, wrote an article for the Cumberland Presbyterian Magazine and The Flag.

The following is from a pastor who picked up some youth from CPYC. "When our kids were picked up from CPYC, the ones riding in the car with me talked almost non-stop about their week. There was anticipation and eagerness in their voices. There was a spark of life and energy that was evident as they relived their week. They didn't mind being without their cell phone. They didn't mind missing a TV show. They didn't miss all the comforts of suburban life. Status, standing, class (socio and economic) had been forgotten for a few days. In south central Tennessee during July, shorts and T-shirts are about all one needs anyway!"

The 2008 CPYC will be July 13-18 at NaCoMe Conference Center. The theme is "Put A Face on It!" The Youth Ministry Planning Council explains the theme in this brief fashion. "Poverty becomes real when you see the faces of a homeless family. Only as we put a face on our struggles, fears, and joys do they become real. What happens when the faceless have a face?" The daily sub-themes are Putting A Face on: Our Fears, Our Failures, Our Foes, Our Faith, and Our Future. The registration fee is \$310. Youth and adult leaders have the opportunity to register by June 25.

C. PRESBYTERIAN YOUTH TRIENNIUM

The 2007 Presbyterian Youth Triennium was July 17-22 at Purdue University, W. Lafayette, Indiana. The theme was "Hope Is in Our Midst."

Members of the Design Team from the CPC were: Joanna Bellis, Sydney Brown, Chris Clinton, Billy Price, Mark Rackley and Katie Sharpe. Members from CPCA were: Jordan Brandon and Alisha Moore. Mark Brown served as contract staff for community life. Other leadership from the CPC/CPCA included: Tiffany McClung (storyteller and small group manual writer), Chuck Brown (choir director), Perryn Rice (preacher), Aaron Ferry (recreation) and RaSharon King (energizer). Frank Ward served as staff for the United Board for Christian Discipleship, representing both CP denominations.

There were approximately 4,300 persons registered for Triennium. Approximately 155 Cumberlands were registered as participants, including four global partners. A number, however, served as small group leaders and in other leadership roles. Early reports indicate that this event provided a significant and life-changing experience for many. Over \$22,000 was raised for disaster relief funds of the participating denominations.

A participant from the Scottsboro CPC wrote the following in the church newsletter:

"When I hurried in my application for the Presbyterian Youth Triennium, I knew I was in for an amazing experience. However, I really didn't know just how amazing it was going to be. I'll use the key

word of HOPE to show just how my time at Purdue went.

“H is for HYMNALS, or lack thereof. It was obvious to all of us when we came to the first worship service that Triennium was to use a contemporary style of worship. At first I wasn’t crazy about it, but it soon grew on me and I saw how some people could find God in the flashing lights and dancing.

“O is for the various OPPORTUNITIES that were available to us all week. One opportunity I participated in was singing in a choir of over 200 voices! To have so many fellow Presbyterians using their gift from God to sing to His glory was absolutely astonishing. Wow!

“P is for PRAYER. Aside from walking, praying was one of the most frequent activities everyone participated in. I feel that through prayer, everyone at Triennium grew to be a family. I loved being a part of that large family.

“E is for the wonderful EXPERIENCE I had. Although the 2007 Triennium is over, I hope I can carry the experience I gained from it through every day, everywhere, and all my life. May hope always be in our midst.”

D. YOUNG ADULT MINISTRY

Young adults seem to be the primary group that is choosing to absent themselves from church affiliation. While they still value belief in Jesus Christ, they are disenchanted with the institutional church and see little evidence of the church living a faith consistent with Jesus’ teachings. How does the church provide a ministry that will make a difference for these persons? In what ways does the church need to discover anew a calling that is inclusive of all? What are the barriers that need to be bridged between the church and young adults?

With these questions looming large, Michael Clark and Frank Ward, representing UBCD, attended a meeting of the Young Adult Ministry Team (YAMT) of the National Council of Churches in September 2007 in Chicago, Illinois. This team is composed of young adult ministry staff from a variety of denominations. One of its major ministries is a young adult conference called “Come to the Feast.” This event has been held every two years but has been changed to every three years. The conference is designed for leaders in young adult ministry. The next event is 2009.

The YAMT serves to network young adult ministry persons and to raise awareness to numerous resources and means for effecting young adult ministry. The UBCD feels that association with the YAMT will be advantageous to its ministry. Plans call for expanding the job description of the new UBCD staff person to include not only youth ministry but young adult ministry also. The board will be exploring the benefits of this person participating as a member of the YAMT.

UBCD will continue to explore ways to help congregations develop more effective ministries with young adults.

E. CONSULTANT PROGRAM

The Consultant Training Program had its beginning in the mind and heart of Virginia Malcom, who was employed by the Board of Christian Education of the Cumberland Presbyterian Church for more than 27 years. She dreamed of assembling a corp of persons throughout the church who had a commitment to Christian education and would be trained to function as consultants. These persons would have opportunities for continuing education, periodically up-dating their consulting skills to be better able to provide leadership training.

In 1974, the first such event was held on the campus at Bethel College. Lectures for this event centered around “Biblical and Theological Foundations” for Christian education, laying the foundation on which future events were built. In every subsequent year with the exception of two, consultants have gathered for this continuing education event. From these events has come an experience of community that has fostered a network for the sharing of concerns, ideas, and resources.

How the program operates

Sponsored by the United Board for Christian Discipleship (UBCD), this program seeks to equip persons to serve as consultants to synods, presbyteries, and congregations. Consultants may resource training events, seminars, and workshops, or serve one-to-one in consultations to enable and equip teachers/leaders to do their tasks. Consultant services may be secured by:

1. Negotiating directly with consultant;
2. Contacting presbytery boards or agencies for recommendations of consultants with particular

- skills;
3. Working through UBCD to obtain recommendations of consultants for particular areas of need.
 4. Those who secure the services of a consultant are responsible for all expenses the consultant incurs as a result of preparation and travel in addition to a minimum honorarium of \$100 per day.

Becoming a participant

1. Invitation to participate will be issued only by staff, with the understanding that the first event is a time to determine whether or not being a consultant is a call for that person;
2. Prospective consultants can participate up to three years as they continue to explore the call, which should be a sufficient amount of time for the call to become known to the prospective consultant and to United Board for Christian Discipleship staff;
3. At the end of three years, staff will issue an invitation to sign a covenant for those who feel called and for whom the call is verified by staff's evaluation of progress and capabilities within the program.
4. Once a person signs a covenant form, he or she will be required to become certified in the core competencies. These core competencies are areas of expertise that should be basic knowledge for anyone who participates in the program. Workshops in these areas will be available on a rotation basis, which will enable all consultants to achieve certification, even if attendance is not possible every year. Re-certification will be an ongoing process for all consultants. The online training courses offer another possible avenue for certification in core competencies.
5. The core competencies identified are: consulting/workshop techniques, workshop design, curriculum evaluation, role of teacher, teaching/learning approaches, age level/gender characteristics, planning for Christian Education, planning a session, use of Bible, Cumberland Presbyterian/Cumberland Presbyterian Church in America theology 101/Catechism (if approved).
6. The assessment of a consultant's abilities will be done through self-reporting, staff observations, and through working with a more-experienced consultant (mentoring). In most situations, only those people who have completed or are in the process of completing certification will be considered for leadership in events. Staff is still in the process of designing an effective tool and method for consultants to use in their reporting.

Consultant Training Event 2007

Twenty-nine people, including three staff members, attended the 2007 Consultant Training Event, which was held at St. Columba Conference Center on October 26-28. The theme was "Stepping Up: Opportunities and Challenges of the 21st Century Church." Dr. Cindy Arnold Owen, professor of education at Bethel College, addressed participants about 21st Century learners, the implications for teaching and learning within the church, and the things that will impact learning in the next five to ten years.

The four workshop opportunities in which consultants participated connected with the keynote presentation by focusing on the teacher/teaching and resources. The workshops were: Role of Teacher (led by DeVere Ramsay), Utilizing Resources (developed by Michael Clark and facilitated by staff), Teaching/Learning Approaches (led by Samantha Hassell), and Curriculum/Resource Evaluation (led by Randall McGee). Worship leadership was provided by Nina Phipps, Brenda Laurence, Ray DeVries, and Rick Gamble.

The rankings for this event were exceptionally strong — 9.65 out of a possible 10.0. Obviously it met the needs of many of the participants.

As part of the event, participants were invited to share resources that they had found to be useful to them or their congregation. So many people wanted to share that staff had to extend the scheduled time. This feature will no doubt become a regular addition to the event. Participants also had the opportunity to listen to and talk with Memphis Theological Seminary professor Barry Anderson about the emergent church and Celtic Christian spirituality. His presentation served as a springboard for the 2008 event, which will focus on trends of the emergent church.

Cindy Martin is the coordinator of the Consultant Program.

F. CHRISTIAN EDUCATION CONFERENCE

The 2008 Christian Education Conference is scheduled for November 4-7 at St. Columba Conference Center, Bartlett, Tennessee. The theme is "Risking Ourselves Totally" from Matthew 28:16-21 (The Message). The focus will be the Sunday School as a vital ministry of the congregation and a new vision for its future. This is in response to the directive of the 176th C.P. General Assembly in 2006: "That the Board of Christian Education and staff, in planning the Christian Education Conference, focus on the Sunday school, including but not limited to structure, curriculum, environment, age specific classes, calling and training of Sunday school teachers as well as the promotion of Sunday School."

Respectfully submitted: Kip J. Rush, president; Darryl Campbell, vice-president; Vernon Sansom, secretary; Frank D. Ward, executive director/treasurer - Board of Christian Education; Clark Sharp, president; Gayle Wood, secretary; Lynne Herring, staff - General Assembly Mission Board

THE REPORT TWO OF THE BOARD OF CHRISTIAN EDUCATION

PP

JOINT REPORT FROM GLOBAL MINISTRIES RETREAT
BOARD OF CHRISTIAN EDUCATION; BOARD OF MISSIONS; BOARD OF
STEWARDSHIP, FOUNDATION AND BENEFITS; COMMISSION ON THE MINISTRY;
AND, MEMPHIS THEOLOGICAL SEMINARY

I. INTRODUCTION

How can denominational program agencies enhance ministries to a global Cumberland Presbyterian Church? Much of our planning and focus is on congregations and presbyteries in the USA. How can we be in ministry more effectively with persons whose primary language is not English? What are the barriers that stand in our way? What vision do we have for the future that will move us beyond the local to the global? How can we be “glocal” (global and local) in ministry rather than global or local? These questions loomed large for the staffs of the Board of Christian Education, Board of Missions, Board of Stewardship, Foundation and Benefits, Commission on the Ministry and Memphis Theological Seminary as we planned for the first ever Global Ministries Retreat. Such an event would provide opportunity to bring representatives from the non-USA presbyteries and program agency staff to explore answers to the questions raised. The experience and findings were important enough to warrant a second report to the General Assembly through the Board of Christian Education, the agency who took the original initiative to explore joint efforts. We share here the purpose, plan and discoveries in order to raise the awareness of the greater church to the challenge of expanding our understanding of the church and to open the way for even greater and more effective ministries in the future.

II. GATHERING IN COMMUNITY

As a result of our common need and concern, a Global Ministries Retreat was planned and held on February 18-20, 2008 at St. Columba Episcopal Conference Center, Memphis, Tennessee. The purpose of the event was to propose ways the General Assembly agencies may work more closely with presbyteries outside the USA to strengthen mutual communication, share effective ministries and resources (from a stance of what may be learned from the non-USA presbyteries as well as what may be helpful to them from the GA agencies), and heighten the awareness of the Cumberland Presbyterian Church as a global Church.

The retreat included: worship led by persons from each of the respective countries, prayer, Bible study, stereotypes of the various cultures, characteristics of the various racial/ethnic/national groups represented, affirmation of good ministries already happening, identification of barriers and specific bridges that need to be built in the future. This historic event provides the foundation upon which ministries will be developed in the future.

Participants in the retreat were: Makihiko Arase–Japan; Elinor Brown–Board of Stewardship; Stephanie Brown–Commission on Ministry; Sean Choy–Korea; Jay Earheart–Brown–Memphis Theological Seminary; George Estes, Pam Phillips–Burke, Lynn Thomas and Robert Watkins–Board of Missions; Michele Gentry–Colombia; Ernest and Michelle Gillis–Korea; Tim Lee–Korea; Jairo Lopez–Colombia; Cindy Martin and Frank Ward–Board of Christian Education; Carolina Maulanda–Colombia; Iwao, Tsuruko, Hummy and Tabby Satoh–Japan, and Grace Yu–Hong Kong.

III. RISING TO THE TOP

In the retreat, the following were identified as good things that are presently happening related to global ministry.

- GA meeting in Japan in 2008
- Growth in mission in Colombia and potential for larger number of candidates for the ministry
- Colombian Task Force as joint effort of Board of Missions and Colombian presbyteries to evaluate and vision for the future ministries of the presbyteries
- Worldwide participation in CP Youth Conference (CPYC) and Presbyterian Youth Triennium(PYT)
- Program of Alternate Studies (PAS) classes in Korea

- Japan Presbytery sending pastors for study at Memphis Theological Seminary
- PAS classes in Spanish and Korean
- 2006 Asian Youth Mission Conference
- International Mission Trips
- Reporting by congregations rather than presbytery in Japan (OUO report)
- CP Women's Ministry has leadership in presbyteries worldwide
- Non-USA presbyteries commissioning missionaries to other countries
- Service ministries connecting USA congregations with Colombian congregations
- Inclusion of non-USA members on boards, agencies, task forces
- Inclusive leadership in worship at GA
- Leadership lectures in Japan Presbytery
- Memphis Theological Seminary's new sabbatical program that will enable faculty to travel to presbyteries outside USA
- Cross-cultural ministries within USA has opened new doors
- Growing number of CPC resources available in different languages
- Growing sensitivity to cultural differences
- This Global Ministries Retreat

IV. STOPPED IN OUR TRACKS

We examined the barriers that have prevented us from being more global in our ministries. The following were identified as some of the barriers.

- We have unique identities nationally and it is difficult to affirm these in the global context with respect and honor and sensitivity to all social contexts.
- We need opportunities to experience our diversity in ways that recognize and inform about cultural/social/ethnic uniqueness.
- Written formal documents of the denomination sometimes become "law" in other countries. For example, rules of discipline that might not arise in Hong Kong; Property laws that don't apply to the presbyteries in Colombia.
- Decision-making table at GA level often includes only USA C.P.s that frequently don't know the implications of recommendations for presbyteries outside the USA.
- Terminology is important. For example, the term national allegiance is interpreted differently. More appropriate to focus on ethnicity rather than nationality.
- Communication barriers because of established practices, language realities and familiarity channels related to BOM ; these sometimes prevent direct communications with and through other agencies.
- The constitution and rules of discipline often suggest applications that don't apply to presbyteries outside the USA. Perhaps we need a dual structure to our constitution and rules of discipline.
- Lack of international world view. Often the USA doesn't get significant information and news from other countries.
- What about services and benefits provided to ministers such as retirement and health care? What are the implications for these in non-USA presbyteries?
- There is not representation at the GA tables that include especially the presbyteries outside the USA. E.g., constitutional and discipline procedures are adopted without input often from those outside the USA for whom these might have a different application.
- Global presbyteries make reports but stateside presbyteries don't.
- We can't mentality should be shifted to realize what is priceless in God's kingdom.
- No denominational staffpersons presently who are from non-USA presbyteries or ethnic backgrounds other than Caucasian.
- We don't have a small core of persons from various cultures/ethnic backgrounds that can be consultants to all agencies of the GA.
- The non-USA presbyteries connection to the denomination is primary through the Board of Missions making it difficult to establish relationships with other program boards and agencies.

V. VISION FOR THE FUTURE

As we sought to discern God's will for the church as related to being "glocal" (global and local), we grasp this vision:

The CPC will be a church where the gifts of all are valued, recognized and shared with others across nationalities, cultures and languages. Pastors and other leaders will be able to work in other places from their home areas. Technology will be used effectively to help connect people through education, common work, and inspiration for evangelizing the world. The church will be so connected that we can better share our burdens, care for one another in crisis, and celebrate our accomplishments.

VI. BRIDGE BUILDING

With this vision before us, we discussed the new structure of the General Assembly Ministry Council and brainstormed ideas (some of which are currently being explored and implemented by the current program boards) for building bridges in the respective Ministry Teams and Memphis Theological Seminary. These include:

Missions:

- Joint mission efforts;
- global events (work camps, global team, youth conference, GA, etc.);
- evangelism training (exchange between countries);
- global full-time and part-time staffing;
- New church development outside the USA;
- opening new mission fields and supporting them;
- serve as clearing house for all information happening in all countries;
- crisis response team development;
- denominational communication liaison (also relates to the Communications Ministry Team);
- center for the missionaries on home leave;
- encouragement of short term missions;
- focusing on evangelism (gospel) vs building and service projects;
- inviting missionaries to local church;
- work camp/social service as joint project more than two countries in a 3rd country;
- training and fund raising (and training for fund raising) of missionaries; connecting to supportive congregations.

Pastoral Development and Memphis Theological Seminary

- Provide continuing education for clergy outside of USA— distance (cyber) learning;
- developing English as a second language program for potential students whose native language is something other than English;
- encourage bi-vocational pastors;
- encourage cross-cultural ministerial exchange program;
- fund leaders seeking higher education;
- crisis training;
- conflict resolution— consultant;
- Christian (calling) ministry;
- sending of pastors to “retreat style” learning and sharing situations;
- hither/yon sharing between pastors (pen pals);
- minister’s conference broadened to be international;
- what can Memphis Theological Seminary do for you? (Outside USA— legally according to accreditation and otherwise);
- counseling for pastors in the languages of the persons needing counseling;
- lecture tour, especially on CP doctrines and practices.

Communications

- Video conferences;
- global members on team;
- different languages used;
- organization of translation team (paid);
- news in CP Magazine that is global;
- Missionary Messenger to have an international version once a year;
- multi-lingual website;
- web links to sermons from different CP pastors;
- network of contact people as opposed to only elected presbyterial executives;

- conscious of collecting information from other teams;
- data bank of CPC members (addresses, email, telephone, etc.);
- website redone;
- coordinator for international communication (non-USA);
- English proficient leader development;
- encourage duplication of communication;
- encourage leaders to develop multi-lingual skills;
- synthesize information;
- generate church to church relationships— congregational partnerships.

Discipleship Ministry

- Translation of Christian education materials;
- connection to “existing” materials in other languages (resource help especially in youth ministry);
- leader training materials (e.g., usher training and deacon training);
- globally minded stewardship materials;
- contextualizing rules of order, constitution and directory for worship;
- publish Confession of Faith in all the CP languages (already on computer, but needs to be formatted and published);
- share worship resources;
- develop review groups to evaluate resource in languages other than English;
- English Sunday School materials that are CP written;
- training in CP beliefs;
- global ecology education (as stewardship);
- necessary to include materials for young people.

VII. MOVING AHEAD WITH HOPE

Much of this report is taken directly from the minutes of the Global Ministries Retreat. In discussing next steps, staff felt it important to present this joint report to the General Assembly. It is our hope that the information provided will raise awareness to the need to be more inclusive and sensitive to the remarkable diversity of the church. Furthermore, we believe that God is leading us to a future where this diversity will be celebrated and will open even greater possibilities for fulfilling God’s call to “make disciples of all nations....” Therefore, we submit the following:

RECOMMENDATION 1: That this report be referred to the General Assembly Ministry Council and that the Council develop strategies for expanding and enhancing the church’s ministry to and with congregations and presbyteries, especially those outside of the USA and those presbyteries within the USA who have members outside the USA.

THE REPORT OF THE BOARD OF MISSIONS

Michael Sharpe, Executive Director

M/M/C

I. ADMINISTRATION

A. BOARD OF MISSIONS

1. Meetings and Organization

Regular 2007 meetings of the board were on February 17-18 and November 15-16. The following officers were elected in November: Mary Ann Cole, president; Jeff Sledge, vice president; and Jo Ann Shugert, secretary. Staff member Margie Shannon served as recording secretary and treasurer.

2. Board Membership

Members whose terms expire at the 2008 General Assembly, with number of terms served in parentheses, are Steve Delashmit (2), Rickey Page (3), Jeff Sledge (2), Beverly Stott (1), and Kevin Wood (3). Rickey Page and Kevin Wood are not eligible for reelection.

3. Board Representative

The board representative to the 2008 General Assembly is Gaye Wood. Mack Arase and Sam Suddarth are alternates.

4. Board Staff

The following people served as staff members in 2007: Administrative- Michael Sharpe, executive director; Marjorie Shannon, director of Administration and Finance; George Estes, Evangelism and Church Development Unit; Michael Sharpe and Pam Phillips-Burk, Congregational Ministries Unit; Robert Watkins, Global Missions Unit; and Sowgand Sheikholeslami, Communication and Publications Unit. Field - Boyce Wallace, missionary, Colombia, SA; Lynn Thomas, Cross-Culture Mission Developer (USA); Tom Sanders, Church Planting Specialist. Support- Melody Collins, office assistant; and Joyce Reeves, secretary. Consultants – Reverend Yoong Kim, Korean Consultant and Reverend Norlan Scrudder, Leadership Referral Services.

B. FINANCIAL REPORTS

1. Audit/Budget

The board's audit is a part of the single audit for all GA agencies at the Center and can be found in the audits section of the Minutes. The 2008-2009 line item budgets can be found in the budgets section of the Minutes.

2. Bequests/Endowments

During 2007 the endowment corpus increased \$526,959.94 by contributions to existing endowments, establishment of new ones, and realized and unrealized capital gains. On December 31, 2007, the market value of all endowments was \$10,967,407.

3. Special Benevolent Funds and Giving Opportunities

Several opportunities to assist in meeting emergency and often critical needs, ordinarily the result of natural or man-made disasters, are provided for Cumberland Presbyterians through the board. The Hunger Fund, Disaster Fund, World Emergency Fund, One Great Hour of Sharing (OGHS), and the Love Loaf programs and special appeals provide the channels for caring support.

Through the board in 2007, Cumberland Presbyterians forwarded emergency funds to the following areas through Church World Service: Pakistan earthquake recovery; Afganistan drought; Southern Sudan returnees; Earthquake assistance in Yunnan Province, China. Additional special relief funds were forwarded to families in Cauca Valley Presbytery for fire-damage recovery, Beth-El Mission in Florida, Project Vida in Texas, Choctaw Presbytery in Oklahoma, and the Presbytery of Liberia.

The OGHS offerings were forwarded to the OGHS office of Church World Service to be disbursed around the world, mostly for self-help programs. On behalf of the church, the board retains 25 percent of the OGHS offerings for quick response to disasters in the USA and elsewhere.

The Loaves and Fishes offering received in 2007 was designated to assist the most vulnerable in

Dafur, Sudan, a World Vision Project. The formula for dividing the Love Loaf offering is 25 percent held by local church for community needs, 25 percent retained by the board for emergency hunger needs, and 50 percent sent to a specific project through World Vision.

All gifts in this section are treated as “second mile” gifts, and the totals are reported in the “Second Mile Giving” section.

4. Gift to the King

Another Second Mile Giving opportunity is the Gift to the King. The first Gift to the King offering was received 80 years ago. Initiated in 1920 by the women’s organization for the building of two Chinese churches, one in China and the other in San Francisco, it has had a positive and upbuilding effect on global missions through the years. Usually, the offering is for support of a cross-culture project.

With a growing Cumberland Presbyterian witness in new mission points in new countries, the 2007 offering will provide grants of \$5,000 or more to assist growing congregations secure property or a building.

5. Second Mile Giving

The term “Second Mile” technically applies only to contributions from churches and/or church groups that give beyond their commitment to Our United Outreach (OUO). However, for the sake of reporting, contributions from individuals and presbyterial/synodical Women Ministry groups for mission-related projects are included. Actually, all designated gifts are recorded as Second Mile gifts. The following report is in the context of the broader meaning of the term.

The total of all 2007 Second Mile Giving through the Board of Missions was \$200,532. This total includes but is not limited to the following gifts to specific projects received during the calendar/fiscal year: Love Loaf Program, \$68,317; OGHS, \$24,702; Gift to the King, \$45,181; Colombia Hot Lunch, \$36,912; Colombia Nursing Home, \$40,810; Other Colombian projects, \$84,381; Choctaw Presbytery projects, \$1,713; Partnership In Mission \$92,978; Convention Offering (CPCH Van) \$15,308; Women’s Ministry Projects/other Second Mile Gifts, \$10,856; Builders Fellowship Calls, \$69,367; SE Asia NCD, \$913.

The fiscal year for Women Ministry projects is September 1 of one year through August 31 of the next year. The Women’s Ministry giving above is on the GA fiscal year, which is the calendar year.

6. Identification of Assets in the Fund Balance

All assets of the Board of Missions, including bank balance, on December 31, 2007.

Fund Balance as of December 31, 2007	\$2,602,750
1. Real Estate	
2. Notes Receivable	51,818
3. Funds to Transfer to Endowment Program	6,380
4. Funds to Transfer to Designated/Restricted Funds	72,450
5. Temporarily Restricted Funds:	
a. Auto/Equipment Depreciation Fund	52,343
b. Benevolent Funds (e.g., Love Loaf, OGHS, World Emergency Fund, etc.)	232,746
c. Birthplace Chaplaincy Reserve	10,008
d. Capital Gifts Campaign Funds	40,224
e. Children in Missions Program	23,029
f. China Ministry Fund	71,951
g. Choctaw Camp Construction Fund (Ins. Payment to rebuild after fire)	4,348
h. Church Redevelopment	14,516
i. Colegio Leadership Development	10,591
j. Colombia Church Development Fund	16,679
k. Colombia Hot Lunch, Mt. Denson CPC	1,707
l. Colombia Missionary Fund	77,464
m. CPWM Development Fund	12,250
n. Crisis Contingency Fund	72,040
o. Cross-Culture NCD	11,273
p. Gift to the King	45,777
q. Hong Kong Scholarship Fund	19,044

r. Leader Training	5,176
s. Liberian Relief/Rehabilitation	5,176
t. New Church Development Reserves	1,155,336
u. PIM Missionary Ministries	31,333
v. Second Mile Funds to be Disbursed	270,816
w. South Korean Ministries	11,156
Total Temporarily Restricted Funds	\$2,235,342
6. Unrestricted Funds:	
a. Budget Reserve Fund	124,391
b. World Missions Conference	18,615
c. Undesignated Cash on Hand	100,725
Total Unrestricted Funds	\$243,731

C. REPORTING PROGRAMS OF MISSIONS/MINISTRIES

The following “Statement of Vision” guides the direction of program planning and ministries of the board.

Drawing upon the resources of a rich doctrinal and historical tradition and building on the strength of current mission endeavors, the Board of Missions envisions a Cumberland Presbyterian Church that is

- EVANGELISTIC - reaching more people with the gospel of God’s love in Jesus Christ,
- INCLUSIVE - growing as a multi-cultural and global church with an increasing acceptance of diversity (of gender, age, and culture),
- CONNECTIONAL - unifying congregations, presbyteries, and the GA Board of Missions as partners in missions,
- COOPERATIVE - increasing awareness of the value of ecumenical mission involvement with appropriate partners,
- HOLISTIC - ministering to individual and societies, enabling them to become whole,
- AFFIRMATIVE - celebrating the ministries of congregations of all sizes in all locations,
- EQUIPPED - preparing people in every way for participation in God’s mission to the world,
- FAITHFUL - committing itself to being God’s people and to doing that which is necessary to fulfill its calling.

The board seeks to make this vision a visible reality through implementing and coordinating mission and ministry activities through four program units: Congregational Ministries Unit, Evangelism and Church Development, Global Missions, and Communication and Publications. Reporting on the board’s programs of missions and ministries is by units.

II. CONGREGATIONAL MINISTRIES UNIT

Pam Phillips-Burk and Michael Sharpe, Unit Leaders

The Congregational Ministries Unit purposes *to enable congregations to fulfill its mission of ministering to individuals and societies so that they may become whole, celebrating the redemptive ministries of congregations of all sizes, in all locations; increasing ecumenical mission involvement with appropriate partners; and growing in commitment to being God’s people and doing that which is necessary to fulfill their calling.*

Programs flowing from and designed to fulfill the purpose can be grouped under four ministry headings: Ecumenical Ministries, Indian Ministries, Women’s Ministries, and Special Services.

A. ECUMENICAL MINISTRIES

Involvement continues in those ecumenical ministries and organizations that have been a part of the board’s work for many years. Relationship to these agencies varies. In some cases, only budget support is provided while in others budget support is provided along with staff members to serve on the official board. In all cases, these ecumenical involvements are significant ministries and are tangible means of living out the ecumenical commitment of the CPC.

1. Partnership Ministries in the Appalachian Region of the USA

Presbyterian and Reformed churches have been involved in ministry to the Appalachian region

for more than 100 years. The Cumberland Presbyterian Church is the third largest Presbyterian body in Appalachia, having 170 churches in 54 counties, mainly in middle and east Tennessee. Of the denomination's total membership, 25 percent live in Appalachia. The main thrust of today's mission efforts by the Cumberland Presbyterian Church in the mountains is through the following ministries.

a. Coalition for Appalachian Ministry (CAM)

CAM is the agency responsible for coordinating cooperative work in Appalachia for the Reformed Church in America (RCA), the PC (USA), the CPC, the Cumberland Presbyterian Church in America (CPCA), and the Christian Reformed Church (CRC). The synods and presbyteries of these communions provide the majority of funds for CAM with some additional support from national agencies.

CAM's ministry continues to expand within three primary program areas: CAM Cabin Crafts, CAM's Volunteer Program, and various educational offerings, including publications.

Interpretive materials, resources, and portable displays are available from the CAM office at 1329 Wears Valley Road, Townsend, Tennessee 37882 or on the web at: www.appalachianministry.org.

Cumberland Presbyterians have active representatives on the CAM board from Cumberland, East Tennessee, Tennessee-Georgia, and Murfreesboro presbyteries, Tennessee Synod, and the GA Board of Missions.

b. Appalachian Ministries Educational Resource Center (AMERC)

The Appalachian Ministries Educational Resource Center, the largest consortia effort to emerge in the history of theological education in the US, is an ecumenical program that provides critically needed specialized education and training for seminarians preparing to minister in the small town and rural churches of Appalachia and similar areas.

The Cumberland Presbyterian Church provided important leadership and participation in the founding of AMERC in 1985. The GA Board of Missions provides annual budget support for AMERC, which, in turn, has been utilized by AMERC as scholarship assistance to Cumberland Presbyterian students participating in any of the training seminars. Lon Broyles continues to serve as executive director.

Information about upcoming seminars and events is available at: www.amerc.org.

c. Presbyterian Council For Media (PCM)

Presbyterian Council for Media (formerly known as PABC) is a media ministry of the CPC and the PC(USA). PCM creates and produces radio public service announcements that proclaim the love, hope and care of the Christian faith as it applies to daily encounters.

Along with being a resource for outreach and evangelism, PCM is evolving into a resource for the church in its use of media from outreach to internal communications to the effective and appropriate use of multimedia in the worship experience.

PCM receives annual budget support from the GA Board of Missions and from presbyteries and synods of the CPC and PC(USA). Lita Swindle from Grace Presbytery, George Mayes from the Presbytery of East Tennessee, along with Mike Sharpe representing the Board of Missions have served on the PCM board. Rick McNeely serves as executive director. The PCM website is: www.councilformedia.org.

2. Partnership Ministries to and Among Seasonal Farm Workers

a. National Farm Worker Ministry (NFWM)

NFWM is a unique ecumenical organization that mobilizes and educates people of faith around the issues critical to farm workers who are organizing for justice.

NFWM sponsors the annual Farm Worker Week, usually observed in April. Available materials for this observance include bulletin inserts, posters, worship resources, press release, and a theme paper.

Materials for Farm Worker Week and related resources may be obtained through the website at: www.nfwm.org.

b. Beth-El Farm Worker Ministry, Inc., Wimauma, Florida

The Beth-El Farmworker Ministry (Wimauma, Florida) continues to make progress in the expansion of Beth-El's ministry with migrant farm-workers in Immakolee, Florida. The new ministry began in the fall of 2006 and a new pastor (Miguel Estrada) for the Immakolee ministry was called in early 2007.

Support for Beth-El is provided through Tampa Bay and Peace River presbyteries (PCUSA), Grace Presbytery (CPC), and the GA Board of Missions.

Dave Moore serves as executive director and Reverend Ramior Ros serves as pastor. Additional

information about the ministries available at Beth-El may be obtained at: www.beth-el.info.

3. Border Ministry

Project Vida, El Paso, TX

Project Vida is a multiple-service ministry that serves thousands of impoverished, medically underserved Hispanics and African Americans along the Texas-Mexico border. Ongoing ministries available through Project Vida include an Early Childhood Program, preventative health care and clinic services, children's reading program, food co-op, thrift shop, computer labs, and environmental projects.

Project Vida's housing organization (PVCDC) has begun rehabilitation of an abandoned tenement into a transitional living center for homeless families with children. Lack of transitional housing is one of the major needs in El Paso.

Project Vida continues to integrate public and private providers in a coordinated system of community health care and the ability to link community leadership with the broader community.

Support for Project Vida is provided by the Cumberland Presbyterian Church and the Presbyterian Church (USA).

4. Ministry in Israel

Since 1967 the CPC, through the Church of Scotland, has supported a Christian ministry in Israel. Our participation in this ministry is made possible through the interest income from an endowment established by the late Armin A. Holzer. The scope of this ministry includes a church in Jerusalem, a day school in the ancient city of Jaffa, a church of both Hebrew- and English-speaking congregations in the city of Tiberias, and a Jerusalem hospice that accommodates up to ninety guests.

B. CUMBERLAND PRESBYTERIAN WOMEN'S MINISTRY

The purpose of the Cumberland Presbyterian Women's Ministry is to accept and share the love and joy of Jesus Christ through the ministry of women in the Cumberland Presbyterian Church as we pray, study God's Word, and reach out through mission, service, encouragement and fellowship. We have sought to fulfill this purpose in a variety of ways, the main one being the 2007 Women's Ministry Convention and Ministry Year. The theme for 2007-2008 has been "Hands Together – One in Christ," with a focus on Ephesians 4:1-6 and Philippians 2:1-2. Through a variety of resources, women have been challenged and encouraged to reach out to others across many lines of differences and become one in the body of Christ. The primary resource for Women's Ministry is the Bible studies which were written by a variety of women. They were available for distribution at Convention in June 2007 and on the Women's Ministry website.

An important area of ministry is through financial giving - special projects, Convention Offering, membership endowment, as well as other needs in the denomination and their communities. The Special Projects for 2006-2007 were: (1) Women Heads of Families Project in Cali, Colombia, (\$44,538) and (2) Ministerial Insurance Endowment with the Board of Stewardship (\$5,770). The 2007 Convention Offering was the Women Heads of Families. The total amount of both this project and offering reflect contributions beyond Women's Ministry. This is a wonderful example of how the women of the church will often set the pace and standard for second mile giving. The total Membership Endowment Fund, as of December 31, 2007, stands at \$1,637,800. Membership giving in 2007 is as follows: Perpetual (\$4,340); Diamond Perpetual (\$880); Patron (\$1,400); Silver Patron (\$750); Golden Patron (\$2,850). The earnings from this substantial endowment has helped to fund missions and ministry around the globe. A "one-time" giving opportunity for 2007 was the Heart Awards. These awards have been bestowed upon women (living or deceased) as a way of recognizing and honoring their work and ministries. 156 Heart Awards were bestowed at \$50 each for a total of \$7,800. This money has been deposited into the Women's Ministry Leadership Fund to help train, support and educate future leaders in the church.

1. 2008-2009 Theme

The theme for Women's Ministry in 2008-2009 is "A Mustard Seed Faith." The purpose statement for the upcoming ministry year is:

"Living by faith, Cumberland Presbyterian women will become useful vessels as God transforms and empowers us to accomplish great works. Providing spice to those around us, we will celebrate this miraculous growth!"

2. 2008-2009 Scripture Text

The Scripture text for Convention and the upcoming program year is Matthew 13:31-32. In the coming year, Women's Ministry will explore the depths of this simple little parable and discover how

it might apply to their lives, churches, and the world in which they live. Together we will celebrate the everyday miracles that God sends our way and look for God at work in the world through our tiny seeds of faith.

3. 2008-2009 Special Projects

The Special Projects for 2008-2009 are: Single Parent Family Therapy at the CP Children's Home and Travel Grants to Assist Internationals attending General Assembly in Tokyo, Japan. The 2008 Convention Offering will be "Single Parent Family Therapy at the CP Children's Home."

4. Church Women United (CWU)

Women's Ministry continues to have an ecumenical partnership with Church Women United (CWU). The denominational representative to CWU is Betty Jacob, Broken Bow, Oklahoma. She is serving a four-year term on the Common Council to be completed in the year 2008. Betty continues to serve on a task force for International World Day of Prayer (WDP). The World Day of Prayer 2008 theme was "God's Wisdom Provides New Understanding" and was written by the women of Guyana. The quadrennial focus for prayer is three-fold: 1) those who are dying from diseases, especially HIV and AIDS; 2) those who are starving; and 3) those on whom violence has been inflicted. WDP is celebrated on the first Friday of March every year. The 2009 World Day of Prayer theme will be "In Christ, There Are Many Members Yet One Body" and will be written by the women of Papua, New Guinea. CWU is sponsoring an ecumenical gathering for women, June 19-22, 2008 in Independence, Missouri. The focus of the conference is "Claim A New Vision." Registration information can be found on the Women's Ministry website or at www.gathering08.com. Many local and regional women's ministry groups participate in programs and events sponsored by CWU. Information about these and other programs may be obtained by contacting Church Women United at 475 Riverside Drive, Suite 1626, New York, NY 10115; 1-800-298-5551; www.churchwomen.org.

5. Be Still and Know.... Women's Conference on Spirituality

A first-time ever women's conference is planned for July 24-26, 2008, in Franklin, Tennessee. Brenthaven Cumberland Presbyterian Church will be the site of the conference. Conference leadership include: (Reverend Cardelia Howell Diamond, Sybil MacBeth, Reverend Tiffany McClung, Mrs. Ola Otto, and Reverend Carol Scrivener. In addition to worship opportunities and plenary sessions, participants will be able to attend workshops on various aspects of spirituality (Centering Prayer, Walking the Labyrinth, Faithbooking, Praying in Color, Lectio Divinia – Bible Reading, and Music/Singing).

6. Ordained Clergy Women

As a means of support and advocacy for women clergy, an annual reception is held during the week of General Assembly. Last year's reception was co-sponsored by the Board of Missions, the Commission on Ministry, and Memphis Theological Seminary, with over 100 people in attendance. This annual gathering provides an opportunity for clergy women to meet one another, some for the first time, and to network for support. It also provides an opportunity for others in the church to express their love and support for clergy women.

Another way in which we seek to support and hold up the ministry of Cumberland Presbyterian clergy women is through statistical information. The following is a summary of such:

Total Ordained Women		82
Pastors		37
Solo	(28)	
Co/Pastors	(3)	
Associate/Assistant	(6)	
Interim	(0)	
Chaplains		18
Hospital	(9)	
Hospice	(1)	
Prison	(1)	
College	(3)	
Military	(2)	
Other settings	(2)	
Denominational		3
Professors		2

Social Worker	1
Youth Director	1
Counselor	1
Dir. of Christian Ed	1
Retired	7
Without Charge	5
Unknown Status	6

This office has sent a card on the ordination date of all the clergy women when that date was known. It is important to mark significant dates in our lives, and we celebrate with the following women in their ordination anniversaries in 2008:

5 years – Gloria Villa de Dias, Deborah Hackman-Truhan

10 years – Lisa Scott, Fran Vickers, Joyce Wright, Rebecca Salisbury, Cassandra Thomas

15 years – Louella Lively, Carol Miller

25 years – Donna Heflin

71 years - Mabel Esch

Other dates of significance: 58 years - Betty Shirley and **47 Years** – Rosalie Brown

These women represent the larger number of Cumberland Presbyterian clergy women who labor for the cause of Christ in their ministry setting. We realize the wonderful gift they are to those who receive their ministry and desire that their touch be felt throughout the denomination.

The Unified Committee on Theology and Social Concerns has a study paper on the issue of women in ministry. It was adopted and commended to the churches and presbyteries of the CPC by the 171st General Assembly (2001). This office has added discussion questions and activities to that document to make it more accessible for group study and reflection. That revised paper is included in each Congregational Information Packet that is sent out to congregations engaged in a pastoral search process. In an effort to encourage the wider use of this study paper, the Board of Missions will make the study paper available on its website and send hard copies upon request.

RECOMMENDATION 1: That General Assembly urge all presbytery agencies and congregations to find ways to utilize this revised study paper for theological review and study.

7. Women Candidates and Licentiates

This office seeks to support, nurture and encourage our Cumberland Presbyterian women licentiates and candidates. According to the General Assembly Office there are 18 licentiates and 24 candidates. Relationships with these women are built and nurtured primarily through informal gatherings and conversations. The Board of Mission has as a goal to meet periodically with these women in informal settings so as to be available for support, nurture and information.

8. Missions Education

The Congregational Ministries unit of the board continues its effort to provide educational resources for children and youth. Kids on a Mission is the program for children. This past year ideas for projects and appropriate mission education resources have been included in each issue of The Missionary Messenger. A resource for missions emphasis will be developed each year to be used primarily in Vacation Bible Schools, but could actually be used in any setting with children. The 2007 emphasis was on the Hot Lunch Program in Colombia, South America. Many local churches took the opportunity to engage their children in mission education through this resource. A future goal is to develop an interactive web site for children and youth dealing with missions.

Missions Education at the 2007 Convention included Beth Wallace speaking and sharing with the participants the expanding and ongoing ministry in Colombia, South America. There were two workshop opportunities focusing upon missions – ministry across cultures and global warming. In addition, participants had the opportunity to visit the nearby Heifer Ranch in Perryville, Arkansas to get a first-hand experience with that ministry which focuses on the elimination of global hunger and poverty.

9. Mission Trips

A work trip for women was held in 2007 (July 22-28) to Christ's Outreach for the Blind in Mount Vernon, Kentucky. The July work team consisted of 22 women (including 2 teen girls). Christ's Outreach

for the Blind is a camping facility for blind and other physically-challenged children. The work teams performed a variety of jobs and tasks from gardening to construction.

There is one trip being planned for 2008 – July 13-19 to Christ's Outreach for the Blind. The cost is \$215 per person and includes 6 nights lodging and three meals a day. Deadline for registration is June 1.

Plans for the future include an international work trip in 2009 which will focus not only on work, but will also be an opportunity for cultural exchange with sisters and brothers in Colombia, South America.

C. INDIAN MINISTRIES

Choctaw Presbytery

A larger parish model continues to be the primary strategy for our common mission with Choctaw Presbytery. A Presbyterial Council, with representation (both lay and clergy) from each church in the presbytery, meets quarterly to prioritize needs and implement programs for the work among the congregations and communities in the presbytery. Betty Jacob serves as Coordinator of the Council and is employed by Choctaw Presbytery. The structure provides the presbytery with greater self-determination.

The primary focus of the council is congregational development and continued development of strong, indigenous leadership. The council is in the process of studying potential sites for a new church development project for the presbytery.

The Board of Missions provides financial support, guidance and consultation to the presbytery primarily through the work of the council.

D. SPECIAL SERVICES

1. Leadership Referral Services

Through the Leadership Referral Services (formerly known as the Department of Professional Services), assistance is provided to churches searching for pastors and pastors who want, need, or might be challenged to relocate. The design of the program is to give each individual exposure to the widest possible range of opportunities for service within the church, to enable search committees of congregations to have access to information about more people, and to match gifts/skills of clergy/church leadership to particular needs of the congregation.

Resources available through the Board of Missions to assist churches and ministers involved in the placement process include: Guidelines for Churches in the Search Process, sample contracts/covenants, Guidelines for Clergy and other Church Professionals when considering relocation; and tip bulletins for presbyterial boards of missions and committees on ministry on their role in the search/relocation process. Workshops/seminars on various aspects of the search/call process are offered to presbyteries upon staff availability.

Most LRS and related resources, along with an Employment Opportunity List and other resources related to the referral/search process are now accessible via Internet.

Norlan Scrudder continues to serve as the coordinator for LRS.

2. Special Education/Training in Specific Areas of Concern/Need

a. Small Church and Rural Church Leadership Events

The course, "The Small Church," is now part of the required PAS curriculum. The course, developed and taught by staff of the Congregational Ministries Unit, is offered during the PAS Summer Extension School.

A number of ecumenical leadership events with focus on the rural and small membership church are also available year round for clergy and laity. A current listing of upcoming education/leadership events offered nationwide is available from the Board of Missions and are promoted through Missionary Messenger. Board staff are also available to lead and help design presbyterial workshops/seminars for the small churches.

b. Alternate Pastoral Leadership Models

Small membership congregations engaged in the search process know the difficulty of trying to maintain a full-time resident pastor. Many are exploring a number of leadership options (e.g., tentmaking ministry, parish or yoked ministries, shared ministry as pastor and presbyterial staff, lay leader, clergy couple, student pastor, and interim pastor) and finding a new commitment to ministry. New forms of ministry are, in point of fact, a call to journey to fresh ways of nourishing the faith in changing social

contexts.

Presbyteries are encouraged to become familiar with the various models and resources as a way to assist the small membership churches in securing pastoral leadership and providing effective ministries. Workshops/seminars on these models by the Board of Missions are offered to presbyteries on the basis of staff availability.

3. Park Chaplaincy

For a number of years, the Board of Missions has had the responsibility for planning and directing a summer chaplaincy program at the Birthplace Shrine in Montgomery Bell State Park. The chaplain, in addition to providing a Sunday morning worship service at the chapel, makes contact with people who use the camping facilities and/or stay at the Inn, relates to the park staff in whatever ways are appropriate, and shares information about the history of the denomination with visitors to the Shrine. The chaplaincy program begins the first weekend of June and continues through the last weekend of August.

Last summer the program was extended through October as a trial period to determine the interest of expanding this annual ministry. An Easter Service is planned for the Spring of 2008.

The board's financial responsibility includes lodging and an honorarium for the chaplain's services. Dana Jett-Rand a student at Memphis Theological Seminary and a licentiate from West Tennessee Presbytery, served as chaplain during the summer of 2007.

4. Volunteers in Action (VIA) Ministry

The VIA program continues to coordinate Christian service opportunities for individuals and groups interested in volunteer service. The VIA program provides a structure that serves both the volunteers and those who benefit from their service.

An annually compiled listing of Christian service opportunities is promoted through the first quarter's MEMO mailing and is available on the Board of Missions web site. Updated project listings are periodically included in The Missionary Messenger. A Christian Service Manual and other suggested resources for groups and individuals interested in mission trips are available through the Board of Missions.

5. Christian Service Recognition Sunday Resource Packet

Christian Service Recognition Sunday is observed the third Sunday in September. Materials for observing this special day are mailed to each congregation and are also made available on the Board of Missions website.

III. EVANGELISM AND CHURCH DEVELOPMENT

George R. Estes, Unit Leader

The purpose of this unit is to enable congregations to fulfill their mission of making and developing disciples so that more people will be brought to a saving faith in Jesus Christ, be incorporated into the church, and grow toward full maturity in Christ; and to unify congregations, presbyteries and the General Assembly Board of Missions as partners engaged in mission.

The staff seeks to fulfill the purpose through activities, events, services, and publications that will (1) increase awareness of the biblical theology and imperatives for evangelism, (2) assist churches and judicatories in developing growth/evangelism strategies, (3) keep denominational growth trends and accomplishments before the Church, (4) provide and/or support educational and fellowship opportunities for present and future growth/evangelism pastors and lay leaders, and (5) extend the gospel through new church development and church redevelopment in the United States. Unit staff are: George Estes, Unit Leader (Memphis, Tennessee), Lynn Thomas, Cross-Culture Mission Developer (Birmingham, Alabama), and Tom Sanders, Catalyst Church Planting Specialist (Parker, Colorado). Dr. Yoong Kim served as part-time Unit consultant for Korean Ministry in 2007.

A. PRIORITY FOCUS ON EVANGELISM

Last year's General Assembly approved a five-year priority focus on evangelism for the denomination, urging an emphasis on equipping clergy, lay leaders and congregations for personal evangelism in ways that are appropriate for the contemporary cultural context of our churches. Presbyteries were asked to designate a day of prayer every six months concentrated on this call to evangelism in our communities. General Assembly boards, agencies and institutions, including the Board of Missions, were encouraged to support this five-year priority focus through specific programs and activities. Ministers were encouraged to refresh

their training in evangelism in order that they may provide effective leadership in the churches.

This Unit of the Board of Missions is particularly challenged by, and enthusiastic about, the evangelism priority focus. Suggestions from the Church as to how best Board staff may assist in providing for the training needed for the evangelism focus are welcome. Among the activities related to the evangelism priority focus in 2007 were the following:

- New Evangelism Focus web page on the Board of Missions web site;
- Beginning of an Evangelism Focus Network for ministers and lay leaders around the Church;
- Initiation of an Evangelism Focus e-newsletter, “The E-Word”;
- Gathering of information about local evangelism activities through an on-line survey;
- Dialog with pastors, seminary students and presbytery groups on evangelism concerns;
- Offering workshops and consultations on evangelism;
- Revival preaching;
- New church development planning and oversight – a major component of the Church’s evangelism effort;
- Assistance to smaller membership congregations concerned with enhancing worship services through projection technology;
- Exploration of possible NCD opportunities among Japanese communities in the USA.

RECOMMENDATION 2: That General Assembly re-affirm the priority focus on evangelism and continue to urge presbyteries and General Assembly agencies to engage the whole Church in “fleshing out” the intentions of the priority in the commitment to reach many new persons for the cause of Christ.

B. EVENTS, CONFERENCES, WORKSHOPS, SEMINARS, AND CONSULTATIONS

Events are planned, promoted and conducted to inspire, inform, equip, motivate, and provide fellowship for growth/evangelism leaders, judicatories and clusters of churches, congregations desiring to explore new opportunities for ministry, and church planters in both dominant (English-speaking) and cross-culture settings. The Unit has offered denominational and regional conferences focused on evangelism, as well as workshops and training events with local churches and presbyterial agencies. Activities in this area of work have included the following in recent years.

1. Youth Evangelism Conference

December 28-30, 2006, the Board of Missions sponsored a Youth Evangelism Conference titled “The Discomfort Zone” at Orange Beach, Alabama. The “servant evangelism” approach used at this fine event, along with suggestions for similar regional youth evangelism conferences, are accessible from the Board’s web site. Another youth evangelism event is anticipated in 2009.

2. Cross-Culture Leader Conferences

In this decade the Unit has sponsored conferences and training events for Hispanic pastors and lay leaders, and for Korean ministry leaders. Regional activities in 2007 included meetings with Hispanic pastors in Chattanooga, and a Korean leaders’ event in Chattanooga, under auspices of Tennessee-Georgia Presbytery.

3. International Youth Mission Trips

Unit staff person, Lynn Thomas, and his wife, Nona, led a group of 22 youth and 5 adults on a mission trip to Japan in the summer of 2006, sponsored by the G.A. Board of Missions. The mission trip featured teaching English as a Second Language in churches of Japan Presbytery, and concluded by attending the Asian Youth Conference. They have planned another youth mission trip to Colombia in the summer of 2008. They will be working with the new Senior Citizens Center near Cali and with a Colegio Americano in Manizales, teaching English as a Second Language.

4. Consultations and Seminars

Unit staff respond to invitations to conduct Church Consultations and church growth seminars/workshops as time permits. The Church Consultation is a formal congregational evaluation designed to assist congregations desiring to enhance the effectiveness of their ministry for spiritual and numerical growth. It typically involves the church’s preparation of statistical information and surveys, and an on-site

visit by the Board staff person over a week-end. At that time church leaders and members are interviewed, the community is studied, and the consultant has an opportunity to experience the church in fellowship, worship, and Sunday school. Based on the information gathered, a consultation report is prepared, with suggestions for consideration, and submitted to the church session. The Board provides the staff time for such events at no charge, while the congregation covers travel/lodging and the cost of a professional demographic study. During 2007 Church Consultations were conducted with the following congregations: 1st Church, Florence, Alabama; 1st Church, Huntsville, Alabama; 1st Church, Cleveland, Tennessee.

Two professional diagnostic tools are available to congregations engaged in the church consultation process and/or self-study. Churches may order a demographic study through the Board of Missions called "The Ministry Area Profile." This study is produced by Percept, Inc. and details population information within the congregation's typical ministry area. Included in the report are overhead transparency displays and maps showing summaries of information that are particularly useful with groups and committees. The study costs \$305 when ordered through the Board of Missions. Another detailed and objective instrument is the "Natural Church Development Survey," also administered through the Board of Missions. It is designed to highlight eight essential quality characteristics of congregational life, offering suggestions for improvement in those areas that could enhance growth potential. The tool is especially helpful to churches interested in self-evaluation leading toward a fresh emphasis on outreach and congregational health. The Board's cost for the survey is \$150, to be reimbursed by the using church. The Board of Missions also offers three additional resources for congregations at no charge: "Guidelines for a Mission Review," "Congregational Self-Profile," and a "Guide for the Missions Team."

Seminars and workshops with an evangelism and/or church planting focus are also offered by staff. Last year's General Assembly approved a five-year priority focus on evangelism for the entire Church, and these workshop activities can assist churches, regional groups and presbytery agencies in responding to the evangelism focus. Workshop topics can be designed or adapted for specific purposes, but among the topics recently used are: "Building Bridges with Unchurched People in Your Community," "Relational Evangelism Through the Local Church," "Servant Evangelism," "Personal Faith Sharing for Normal People," "Your Church Can Help Plant a Church," and "Missional Transformation of Congregational Life (Revitalization)."

Staff of this Unit regularly meet with presbyterial boards of missions and task forces to report on ongoing projects or to assist in planning anticipated projects. In 2007 meetings were held with agencies representing 14 presbyteries.

5. Program of Alternate Studies

Staff from this Unit have been instrumental in developing and implementing the Multi-Culture Ministry Track of the Program of Alternate Studies. Tom Sanders serves as coordinator for that program under the leadership of Dr. Thomas D. Campbell, PAS Director. For the first time, the 2007 Summer Extension School included a special block of instruction in Spanish language. Notably, Revs. Alfonso Marquez, Milton Ortiz – PAS graduates – were involved in the teaching, along with Dr. Robert Watkins. Previously, translation was offered in the classroom setting, but that often proved distracting and non-productive. Classes have been conducted in Korean for a couple of years. Dr. Yoong Kim serves as chair of the PAS advisory committee and coordinates the Korean PAS activities. He accompanied Dr. Campbell to South Korea for PAS classes in 2007.

C. GROWTH TRENDS

This Unit is charged with monitoring statistics for the denomination and charting growth trends each year. Because data from the Annual Congregational Statistical Reports are not available until after the preparation of this report, denominational statistics from 2007 and related information will be shared with the General Assembly committee under separate cover, and in publications of the Board of Missions.

D. DEPARTMENT OF CROSS-CULTURE CHURCH DEVELOPMENT

Ten years of cross-culture NCD in the USA:

The Cross-Culture Church Development Office was organized by the GA BOM with the calling of Reverend Lynn Thomas to the staff in early 1998. In 2008 this ministry of the BOM will realize 10 years of service in the CP Church. The primary purpose of this ministry is to start CP Churches among the immigrant populations of the USA (primarily those that speak little English or prefer worship in a language

other than English). Obviously, in the process of developing new CP Churches among the immigrant populations many other responsibilities and initiatives were added to this ministry program in an effort to support our cross-culture NCD work, such as: finding leadership outside the CP Church, leadership training, implementation of the provisional status, assimilation of pastors and congregations, PAS for non-English speakers, non-English publications and materials, events and workshops for non-English speaking CP's.

The following is a statistical overview of the Cross-Culture Church Development efforts in the USA over the past 10 years. (Note: Choctaw Presbytery, a significant ministry of the CP Church, is not part of the Cross-Culture Church Development program, having historical roots in the denomination over many generations.)

Hispanic NCD:

In 1997 there was one CP Hispanic Church in Chicago (Ebenezer) and one Hispanic mission church (Hanover Park). Over the past 10 years there have been 16 Hispanic NCD attempts in the USA, though 5 of those NCD efforts have been closed. Of the 11 remaining Hispanic NCD efforts, 5 have been organized as CP Churches, 6 remain mission churches or fellowships still in development. With the addition of Hanover Park as an organized church, Ebenezer CP Church in Chicago, and Maranatha Church of Presbytery del Cristo (which had been a union church but, in 2007, transitioned to a Cumberland Presbyterian congregation exclusively), in 2008 there will be a total of 8 organized CP Hispanic churches in the USA and 6 Hispanic missions. Also, First Hispanic Presbyterian Church in Tampa, Florida, and Beth-El Mission farm-worker ministry of Wimauma, Florida, are union works of Grace Presbytery.

Sudanese NCD:

The first Sudanese mission in the USA was started in 1998. This fellowship became an organized Cumberland Presbyterian Church. A second Sudanese NCD was started in Omaha, Nebraska in 2001 and eventually was closed. There is one organized Sudanese Church in the USA.

Korean NCD:

The Korean work tends to be fluid and hard to quantify, but current information is as follows. Before 1998 there was only one CP Korean church, in San Jose, California. That church was eventually closed by Presbytery del Cristo. Most of our Korean work has been via the GA-approved assimilation process and has utilized the provisional status as its primary tool of NCD.

There are 20 Korean provisional churches in Tennessee-Georgia Presbytery. There is 1 that is a full organized CP church with a church session, One Way Church in New York. Therefore, there are 21 Korean speaking churches in Tennessee-Georgia Presbytery. There is 1 organized Korean Church in West Tennessee Presbytery, 1 organized Korean Church in Nashville Presbytery, and 1 provisional Korean congregation in Trinity Presbytery. This makes a total of 24 Korean CP congregations, 3 of which are organized.

Hispanic, Korean and Sudanese Attendance:

Based on information we have, there are approximately 920 Koreans involved in CP Churches in the USA, 1,065 Hispanics in Spanish speaking CP Churches in the USA, and 80 participants in the Sudanese Church. Over the past ten years the CP Church has gone from 30 Koreans and 100 Hispanics in the USA to these significant numbers.

Summary:

There is a total of 10 new non-English speaking /organized/ CP Churches in the USA that have been developed over the past 10 years. There are 6 mission churches. And there are 21 provisional churches in the CP Church. Altogether, there are 37 CP Cross-Culture churches, missions and provisional churches in the USA. If NCD efforts that were attempted but closed were added, during the last decade there have been between 45 and 50 cross-culture NCD projects under the guidance of the General Assembly Board of Missions. (Note – it is difficult to get an exact number because of the Korean provisional church dynamic, which at times has been hard to track.)

Based on active membership of the CP Church in the USA, the Spanish, Korean and Sudanese members make up about 4.7% of those who attend CP Churches in the USA. (There are 41,316 active CP members in the USA, according to the 2007 GA Yearbook.)

An added bonus to the cross-culture NCD efforts in the USA is represented in the new mission fields in South Korea and Laos. Both resulted directly from the Board of Missions NCD efforts in the USA among Koreans. The future potential of work in Mexico is also a direct result of our cross-culture efforts with Hispanics in the USA.

Current Overview of Specific CC NCD projects:

Early in 2007 the North Alabama Hispanic mission purchased their second building in Decatur, Alabama. Builder's Fellowship made a \$25,000 grant to help with the purchase of the new facility. The North Alabama Hispanic mission has two worship centers, one in Cullman, Alabama and the other in Decatur, Alabama. Regrettably, during the past year the provisional pastor of this NCD has demonstrated resentments toward the CP Church. This organized Hispanic church will probably go through some painful leadership transition in 2008.

In 2007 two Hispanic missions were approved by their presbyteries for organization as CP churches, the Chicago mission named Hanover Park (renamed Comunidad Cristiana, Christian Community) and the Birmingham, Alabama mission called Jesus Es El Camino (Jesus is the Way). Both will be organized early in 2008. The GA BOM has been asked to help in the nurturing of the Comunidad Cristiana Church once it is organized. The GA BOM will provide advice and counsel to the new session in 2008.

The Houston Hispanic mission, Nueva Vida, began a search for suitable property in late 2007 and is in the process of trying to purchase property as a site for the construction of a worship center. Attendance is about 100 each Sunday and we hope that at some point in the near future it will be organized as a CP Church.

The Atlanta Hispanic mission, El Redil, has been struggling to maintain a permanent worship space over the past two years. Tennessee-Georgia presbytery was able to provide them uninterrupted use of the former Peace CP Church facility in Lawrenceville, Georgia for the next three years. This should give the stability the Hispanic mission will need to continue its growth.

The cross-culture NCD work in the USA has resulted in new contacts in the border area of Mexico, as mentioned above. There have been initial conversations and planning with Mexican pastors with the objective of coordinating a time of fellowship and fact-finding between them and the CP Church to determine if there could be future possibilities for CP work in Mexico in cooperation with these Mexican pastors and their churches.

E. CATALYST CHURCH PLANTING SPECIALIST

Tom Sanders serves as the Board's Catalyst Church Planting Specialist in the greater Denver area where he is working to implement a regional strategy for multiple new church starts. This role was envisioned as one of the special initiatives of the decade NCD plan. A new church effort, initiated as New Community Fellowship, began to thrive under Tom's leadership in the early part of this decade, and a church planting pastor, Scott Rowe, was called to undertake that work as a tent-maker under Tom's supervision. Scott served the fellowship, which changed its name to Genesis Christian Fellowship, for about three years. It did well for a time, but the need to change meeting places and worship schedule, along with changes in the make-up of the core group began to cause the fellowship to lose momentum. In March 2007, in consultation with Board staff and Presbytery del Cristo's Committee on Missions, Scott withdrew from the leadership of the work, and the fellowship was discontinued. It was left open that he might eventually undertake a new effort in the Denver effort, but to date that has not occurred. Tom has continued to try to develop another new church in the area.

An organic church planting strategy for the area was developed early in 2007. The Area Mission Design outlines the procedure by which the work in Denver anticipates developing several fellowships in the region.

In addition, Tom is working on a final project for the Doctor of Ministry degree that is aimed at helping Cumberland Presbyterian pastors and congregations engage in personal evangelism. This topic is in line with the 2007 GA's priority focus on evangelism, and is designed to be an effective "re-tooling" resource for leaders. A significant part of the process will be telephone coaching for those doing evangelism.

F. KOREAN MINISTRY COORDINATOR

Reverend Dr. Yoong S. Kim, founding pastor of Korean Church of Memphis, continued as the Board's consultant for Korean Ministry in 2007, working especially closely with Tennessee-Georgia Presbytery, which has the largest number of Korean congregations. This was a year of transition in that presbytery, as the decision was made to discontinue the Korean Council and encourage Korean pastors, provisional pastors, candidates and congregations to relate directly to the presbytery. A Korean Advisory Committee was appointed to facilitate this process. Dr. Kim has been an integral part of these efforts over the last several years, along with his vital assistance to the Program of Alternate Studies. Also in 2007, his congregation began construction of a new sanctuary.

In 2007 three Korean congregations were officially organized in the US: White Stone Church, in Clarksville, Tennessee, which also dedicated its new church facility in December; One Way Church in Queens, New York; Korean Church of Memphis, Tennessee.

G. PRIORITY GOAL FOR NEW CHURCH DEVELOPMENT AND NCD UPDATES

In 1999 the General Assembly established three priority goals for this present decade, including the priority goal to start 75 new churches. The plan adopted for the goal (cf. 1999 General Assembly Minutes, pp.103-119) called for starting 50 new church efforts in the USA and 25 in international fields, using both traditional and innovative approaches.

In agreement with a statement by Church Growth expert Dr. C. Peter Wagner, the Board continues to be committed to planting new churches as “the most effective methodology for evangelism today.” The Unit provides assistance to presbyteries, congregations, clusters of congregations and church planters in starting new churches. At presbytery’s request, and the Board’s acceptance, this Unit offers guidance and supervision of church planting efforts while they receive financial assistance from any source. In the decade so far several new churches have become financially self-supporting. When outside funding has been completed, supervision by the Board can continue at the request of the particular church and/or the presbytery to assure continuing maturity. The projects listed below were under Board supervision in 2007, in partnership with sponsoring presbyteries. Affirming with the apostle Paul that we plant and water, but God gives the increase, we also bear in mind the words of the Psalmist: “Unless the Lord builds the house, those who build it labor in vain.” (Psalm 127:1)

Six new projects were initiated in 2007:

Dade City, Florida – Mission probe, led by Chuck Reed, Grace Presbytery.

Hope Fellowship - Medina, Tennessee – Jonathan Watson moved to the field as church planter for this new work of West Tennessee Presbytery in September 2007.

The Pathway – Birmingham (area), Alabama – Mission probe – Roger Reid moved to Colera, Alabama, to initiate this mission probe/NCD for Grace Presbytery in the fall of 2007.

Iona Community of Faith - Memphis, Tennessee – Barry Anderson heads a church planting team (tent-makers) for this new effort in midtown Memphis, a project of West Tennessee Presbytery.

New Beginnings (provisional) – Memphis, Tennessee – Reverend Craig Wilson is the founding pastor of this predominantly African American independent congregation in the Frayser area.

Redeemer Evangelical (provisional) – Memphis, Tennessee – Reverend Jimmy Latimer is the founding pastor of this congregation.

Continuing NCD projects related to BOM in 2007 were:

HeartSong Church (Louisville, Kentucky) was organized in 2006 and is building its permanent facility in 2008. Rev. Jim Butler is the pastor.

Creekstone (formerly St. Thomas) Fellowship (Pearland, Texas) was initiated in 2004 under the leadership of Rev. Tim Suenram. In 2007 the fellowship, presbytery and GA BOM agreed to shift the strategy from a full-time to a tent-making NCD model.

Cumberland Peninsula Church (Millbrae, California) is served by founder Reverend Bruce Wong. The fellowship is financially self-supporting but has not yet fully organized. The congregation shares facilities of New Vision United Methodist Church.

Sudanese Church (Gallatin, Tennessee), served by PAS graduate Reverend Jock Paleak, was organized by Nashville Presbytery in 2004 but continues under supervision. The church shares facilities of a United Methodist Church.

Church of Saint Giles (Tulsa, Oklahoma), moved to a new shared location with two other local Presbyterian congregations in the summer of 2007. This ministry with disabled persons and their caregivers is headed by Reverend Bill Webb.

Nueva Vida (Houston, Texas) is served by church planter Reverend Ruben Albarracin. The congregation has a storefront facility and is in the process of purchasing a permanent site for construction of a new facility.

Genesis Fellowship (Denver, Colorado), as noted earlier in this report, was discontinued in 2007. This disappointment reminds us how challenging and difficult new church development really is and calls us to more intentional prayer, guidance and support of our church planters and their congregations.

White Stone Church (Clarksville, Tennessee) erected its first building in 2007 and is gaining a solid presence in the Korean community. Reverend Sonny (Yu Pyong San) Yu is the pastor of this recently organized church.

Casa de Fe y Alabanza (House of Faith and Praise) in Malden, Massachusetts, was organized by East Tennessee Presbytery in 2006 but continues to rely on the guidance of Board staff. It is financially self-supporting and meets in facilities of an American Baptist congregation. Reverend Milton Ortiz is the organizing pastor.

Christ's Hope (N. Little Rock, Arkansas) is served by Reverend Lisa Scott. This mission effort began in 2004 and has employed a number of community outreach activities to build a core group in an inner city community in transition. This is front-line missions in an area of high crime, despondency and decline. The fellowship uses facilities of the former Rose City CP Church.

HighPoint Community (Somerset, Kentucky) is served by tent-making pastor, Reverend John Contini. The congregation uses a rented storefront and is in the first phases of construction of a permanent facility.

Misericordia (Mercy) Church (Lenoir City, Tennessee) started in 2000 under the leadership of Reverend Alfonso Marquez. In addition to the development of the worshiping congregation, Pastor Marquez has organized an outstanding program for English as a Second Language and has received recognition from governmental and private sector agencies for this work. In 2007 he has been instrumental in exploring the possibility of mission in Mexico, as noted earlier.

Benton/Bryant Fellowship (Bryant, Arkansas) has been meeting since 2005. Semi-retired Dr. Ed Hollenbeck serves as the church planter. The group meets in a local senior citizens center for worship.

Cristo el Sembrador (Christ the Sower) shares facilities of First CP Church of Manchester, Tennessee. Neil Aguiar is the pastor. The congregation is looking for a possible permanent meeting place.

El Redil (The Sheepfold), following a period of uncertainty about the possible sale of its meeting place, has been granted use of the former Peace CP Church in Lawrenceville, Georgia, for the next three years. This decision will enable the fellowship to regain stability and begin to grow. The minister is Reverend Mabe Garcia.

Jesus Es El Camino (Christ is the Way) in Birmingham, Alabama, began in 2001 under the leadership of Reverend Jose Perez, and presbytery has now authorized its full organization. The church meets in facilities of Rocky Ridge CP Church.

Arkansas Hispanic Mission (Russellville, Arkansas) is under the direction of Reverend Ricardo Franco. This new fellowship, too, has undergone some changes in strategy in recent months as the pastor, under the guidance of the task force and BOM, has moved toward a tent-making ministry to facilitate the continuation of the mission effort.

Cristo Vive (Christ Lives) Fellowship in Madison, Tennessee, is led by provisional pastor Carlos Cinco. In 2007 the fellowship moved from the Brush Hill CPC to the First CPC of Madison.

Unit staff also continued to work with Luz de las Naciones (McMinnville, Tennessee), Casa de Oracion (Cullman, Decatur, Alabama), Hanover Park and Ebenezer in the Chicago area.

Korean Organized Churches and Provisional Fellowships Relating to BOM

White Stone Korean (organized), Flushing, New York – Reverend Sonny Yu.
 One Way Korean (organized), Clarksville, Tennessee – Reverend Jin Soo Park.
 Memphis Korean Church (organized), Memphis, Tennessee – Dr. Yoong S. Kim.
 Ye Rang Church (provisional), Austin, Texas – Reverend SungIn Park.
 Arkansas Loving Church (provisional), Sherwood, Arkansas – Reverend Sun Wan Cho.
 Asian Outreach (provisional), Lawrenceville, Georgia – Reverend Seon Byung Song.
 Baek Seok Church (provisional), Atlanta, Georgia – Reverend Seung Chon Han.
 Galmal Prayer Garden (provisional), Pendergrass, Georgia – Reverend Mi Yang An.
 Good Shepherd Korean (provisional), Buford, Georgia – Reverend Timothy Song.
 Gwinett Korean Presbyterian (provisional), Suwanee, Georgia – Reverend James Hawn.
 Hope Korean Presbyterian (provisional), Tinton Falls, New York – Reverend Buhwan Yang.
 Immanuel Church (provisional), Antioch, Tennessee – Reverend Ja Park.
 Jesus Mission (provisional), Norcross, Georgia – Reverend David Lee.
 Jesus the True Light (provisional), Summerfield, North Carolina – Reverend Peter Chong.
 Korean Life Presbyterian (provisional), Columbus, Georgia – Reverend Mu Sak Heo.
 Korean Glory Church (provisional), Duluth, Georgia – Reverend Yang Yol Yu.
 Mokchun Presbyterian (provisional), Hinesville, Georgia – Reverend Young Rak Kim.
 New Power Presbyterian (provisional), Lawrenceville, Georgia – Reverend Mi Young Kim.
 Our Good Presbyterian (provisional) Salisbury, Maryland – Reverend Hyoung S. Choi.
 Seagoon Presbyterian (provisional), Flowery Branch, Georgia – Reverend Sung Eun Park
 Sharing Presbyterian (provisional), Flushing, New York – Reverend Jae Chung Ko.
 Sunnyside Place (provisional), Flushing, New York – Reverend Kio Seob Kim.
 Zion City Presbyterian (provisional), Dacula, Georgia – Reverend Samuel Kim.

H. CHURCH REDEVELOPMENT (USA)

Church Redevelopment is an official designation for a congregational revitalization plan requiring presbytery and G.A. Board of Missions approval. In this decade there have been three formal redevelopment programs under supervision of the Board of Missions: Eastlake Church (Oklahoma City, Oklahoma); Faith Church (Bartlett, Tennessee); Burns Flat (Oklahoma). Additional revitalization or “extended NCD/ Redevelopment” efforts through the Board in the decade have included Highland Heights Church (Memphis, Tennessee), Margaret Hank (Paducah, Kentucky), Colonial Church (Memphis, Tennessee), Friends of His (Sherwood, Arkansas), Eastlake Church (Oklahoma City, Oklahoma), and Stonegate Church (Edmond, Oklahoma). In 2007 plans were considered for two new revitalization efforts, but were not fully finalized.

I. NEW CHURCH DEVELOPMENT MATCHING GRANT AND QUARTER CARDS

In response to the priority goal for new churches, a Cumberland Presbyterian donor offered to match contributions for new church development up to \$75,000 each year of this decade. That gift was matched by donations from across the denomination each of the last seven years! One popular program for donating to NCD has been the Quarter Card for New Church Development. Quarter Cards are available for order from the Board of Missions. This card provides coin slots for a total of \$13 as an annual donation for new church development. The Quarter Card program has been especially helpful in teaching stewardship and missions in family settings.

J. THE BUILDERS FELLOWSHIP

In 2007 Builders Fellowship issued three “calls” for new church construction projects. Churches designated to receive proceeds from these calls were Casa de Oracion (House of Prayer) CPC in Decatur, Alabama; Faith Fellowship CPC in Loudon County, Tennessee; and Nueva Vida (New Life) Fellowship in Houston, Texas.

The Builders Fellowship is a vital program of the Board that assists new churches with their initial construction projects. Most new congregations begin conducting public worship services in temporary meeting places, such as schools or store fronts. But soon the growing fellowships need a “place of their own”

to continue and expand their outreach. Everyone realizes that the church is not a building, but a building is a critical tool for mission. Yet invariably new congregations are stretched to the limit financially, and it is extremely difficult to fund a new building completely on their own. That's where Builders Fellowship comes in. Builders Fellowship members covenant to respond to three "calls" each year with a donation of \$50 per call. Each call indicates the project for which contributions are designated and offers a brief description of the ministry of that church. In the hope of providing grants of around \$25,000 total, two calls may be issued for a particular new congregation. Builders Fellowship remains one of the most tangible ways for people all across the Church to be directly involved in new church development. The potential to assist new churches and promote the denomination's priority goal through this source energizes our efforts to enlist new members in this program.

For a number of years, the General Assembly has asked each presbytery's Board of Missions to appoint a Presbyterian Advocate for Builders Fellowship, and that request is again made this year in a recommendation below. The appointment of an Advocate would greatly assist in promoting the program in the presbyteries and congregations. Without that personal involvement, the program must rely primarily on printed information through the Missionary Messenger and other mailings from the Board of Missions. Mr. Neal Alsobrooks has served as a Builders Fellowship Advocate for Nashville Presbytery and is an invaluable asset for the program, as others can be also. A Builders Fellowship Advocate will receive updates from this Unit enabling him/her to represent the program to the congregations of the presbytery. Presbytery meetings, regional CPWM meetings and women's retreats, men's fellowship gatherings, youth retreats and other events can all be opportunities to share the vision and privilege of Builders Fellowship. However, it takes a lay leader, pastor or presbyterial representative to personally represent this call to service. Unit staff is available for programs about Builders Fellowship as well.

A Builders Fellowship Church Award is presented to congregations enrolling at least 10 percent of active members (individual contributing units). The Award is made during a regular worship service of the local church, either by staff or a member of the Board.

Opportunities for participating in Builders Fellowship include the following:

- *Individual Member of Builders Fellowship* - respond to three calls a year, \$50 each (This may be an individual, couple or group.);
- *Builders Fellowship Advocate* - local church and presbytery;
- *Builders Fellowship Church* - congregation enrolls 10% of active members as individual members of the Fellowship;
- *Builders Fellowship Sponsor* - congregation that "adopts" a new church to assist with building payments in its first years;
- *Builders Fellowship Pioneer* - individual, family or group that provides a gift of \$1,000 to \$5,000 in a given year;
- *Builders Fellowship Perpetual Member* - person who remembers Builders Fellowship with a bequest or annuity;
- *Memorial Gifts* may be made through Builders Fellowship for support of new church building projects.

RECOMMENDATION 3: That General Assembly encourage presbyteries to promote Builders Fellowship by appointing a presbyterial advocate for the program, and that time be set aside at a presbytery meeting for a BF presentation by the advocate or staff of the Board of Missions.

RECOMMENDATION 4: That General Assembly alert presbyteries and congregations to the special opportunities for participating in Builders Fellowship, including the Builders Fellowship Church, Builders Fellowship Sponsor, Builders Fellowship Pioneer, Builders Fellowship Perpetual Member, and Memorial Gifts.

RECOMMENDATION 5: That General Assembly urge congregations, groups and individuals to support new church efforts through the matching grant program, Quarter Card program, Second Mile projects, and other special gifts.

IV. COMMUNICATION AND PUBLICATION

Sowgand Sheikholeslami, Unit Leader

A. INTRODUCTION

The purpose of the Communication and Publications Unit is to engage the Executive Director and the staff of all units in effectively communicating with the church, educating the church for missions and to coordinate all efforts.

God calls people and congregations to reach beyond themselves in mission and service in the world. Cumberland Presbyterians and local churches are finding innovative ways to serve their local communities, correctly assessing the world beyond the church's doors as a "mission field." It is also true that some opportunities for service, because of distance or scope of need, require a unified effort by more than one congregation or presbytery.

This unit coordinates efforts by all units to offer Cumberland Presbyterians interpretation and education regarding the united effort they are making in ministry. The board, through communication and publications, seeks to present God's call in such a way that people recognize the challenges of and opportunities for ministry in the present age and their power and mandate to help meet those challenges. In addition, effective communication and quality publications are necessary to educate and resource people for ministry and mission.

B. BOARD PUBLICATIONS RESOURCES

1. *The Missionary Messenger*

The Missionary Messenger is a very important tool for inspiring, motivating, and educating the church for mission. The publication delivers news on mission-related topics. It seeks to lift up the ministries of particular congregations, recognizing the creativity Cumberland Presbyterians marshal in serving Christ. *The Messenger* seeks to acquaint the church with the multitude of ministries in the USA through ecumenical partners and with presbyterial partners such as new church development and migrant farm worker ministries.

The publication is an eight-page newspaper, published bimonthly in even months and distributed without charge to every active household in the denomination. The only responsibility of congregations that desire the publication without cost to their members is to furnish the Board of Missions with a mailing list of all active households and to keep it updated. Currently, *The Messenger* is mailed to about 24,500 households.

2. Quarterly MEMO (Mission Engagement Ministry Outreach) Packet

Each quarter the board produces and mails to pastors, clerks, CPW presidents, and missions committee chairs a packet of materials that may be used in planning the congregation's outreach. The packet includes a variety of flyers and brochures (including a copy of the QME Bulletin) and a description of each board-approved Second Mile project, as well as the project's financial needs. It is anticipated that the materials will be useful to congregations that want to educate members about missions and, at the same time, give them an opportunity for additional avenues of service.

3. Quarterly Missions Emphasis Bulletin (QME)

The QME Bulletin is a brief newsletter sent to churches through standing-order subscriptions. This one-sheet insert includes mission news in an attractive, easy to read format. Many congregations use these bulletin inserts to emphasize missions one Sunday each quarter. The board distributes 24,700 bulletins each quarter.

4. The March of Missions

The March of Missions, celebrated during the weeks between Easter and Pentecost, is intended to be a time when all Cumberland Presbyterian congregations, through special emphasis, grow in understanding of and commitment to missions. In connection with this Eastertide observance, the board prepares resource material to assist pastors and other responsible for missions planning.

The focus for the 2008 observance was on evangelism, a new five year priority approved at last year's General Assembly. Resource materials mailed to each congregation included a poster of resources to help map out evangelism efforts for the local church and a bulletin insert with a variety of evangelism ideas for church members to try during the March of Missions season. Materials were also available online at: www.cumberland.org/bom

5. Gift to the King

A packet containing information on the 2007 Gift to the King offering included a sample bulletin insert, offering envelope, and cover letter/order form and was distributed prior to the Advent season.

With a growing Cumberland Presbyterian witness in new mission points in new countries, the 2007 Offering will provide grants of \$5,000 or more to assist growing congregations secure property or a building.

6. Circulating Displays

The board has developed displays to help congregations, presbyteries, or small groups that want to emphasize the work of missions by Cumberland Presbyterians. Lightweight, tri-fold displays emphasize missions through the various units of the board. The set is redesigned and available to loan to congregations for only the cost of return postage.

7. Native American Sunday

Native American Sunday is observed the fourth Sunday in October. To help congregations observe the day, the board produces a folder with resource material for education and worship. Color posters and bulletin inserts were mailed to each congregation for the 2007 observance.

C. OTHER RESOURCES

This unit works with all units in preparing and publishing their special study books, brochures, leaflets, and all other publications. Most of these are mentioned in the reports of the other units.

D. SPECIAL DAYS CALENDAR FOR 2009

PP

1. Quarterly Missions Emphasis: the fourth Sunday of the second month in each quarter: February 22, May 24, August 23 and November 22.
2. One Great Hour of Sharing: Palm Sunday - April 5.
3. March of Missions: Easter to Pentecost - April 12-May 31.
4. National Farm Worker Week: last full week of April - April 20-24.
5. World Mission Day: Pentecost Sunday - May 31.
6. Christian Service Recognition Sunday and International Day of Prayer and Action for Human Habitat: third Sunday in September - September 20.
7. Native American Sunday: fourth Sunday in October - October 25.
8. Loaves and Fishes Program: a Sunday in November.
9. Gift to the King: a Sunday in Advent.

V. GLOBAL MISSIONS

A. GENERAL INFORMATION

The purpose of this program is to extend the gospel of Jesus Christ and the ministries of the Cumberland Presbyterian Church to people of other cultures and in nations outside the USA. It includes encouraging, initiating, coordinating, and supervising field programs in terms of evangelism, new church development, church development, and other means of Christian witness. This includes enlisting, employing, training, and deploying personnel.

1. Short-term Worker Program

The board offers numerous opportunities for congregations and individuals to engage in cross-culture ministries. One is the Short-term Worker Program, through which workers are placed in a cross-culture ministry to specialize in a specific area of responsibility for a term of not less than three months and not more than two years. Two people will serve as short-term missionaries in 2008 with the assistance of the Board of Missions. Reverend John Ang, Missouri Presbytery, will serve in Singapore as a consultant in local churches concerning ministry to people with Alzheimer's. Peggy Jean Craig, Rogersville Cumberland Presbyterian Church, will serve six months in Laos. Limited funding is available for one short-term worker per year.

2. Non-staff Field Visits and Volunteer Work Groups

Another opportunity for hands-on service is through field visits and volunteer work groups. The board staff coordinates visits from one nation to another to minister and to learn from one another while strengthening relationships and the connectional nature of the church. Cumberland Presbyterians exchanged

visits between Japan, China, Guatemala, Colombia, Laos, Philippines, and South Korea during 2006. Annually, non-USA commissioners to the General Assembly visit congregations in the USA in an exchange of witness and worship. 2008 will be a landmark year when more than 200 Cumberland Presbyterians will visit Japan for the meeting of General Assembly.

3. Salaried Missionary Staff

The Cumberland Presbyterian Church commissions people to serve as missionaries through three separate programs. Historically, some missionaries were commissioned as full-time employees of the denominational Board of Missions. These missionaries were usually ordained clergy and served in countries where the Cumberland Presbyterian Church had an established denominational program of church planting. Boyce and Beth Wallace are employed part-time by the board and are currently serving in Colombia, South America.

4. Fraternal Missionary Staff

The Fraternal Missionary Program (FMP) enables the Cumberland Presbyterian Church to respond to projects/ministry that develop in presbyteries that would remain unfunded and for which personnel is not available through current Board of Missions programs. In filling this need, it is the purpose of this program to provide the means by which board approval is granted to projects/ministries submitted by the presbyteries, as well as approval of persons (ordained and non-ordained) applying to serve through the FMP.

Currently, the Board of Missions partners with Japan Presbytery to support fraternal missionary, Glenn Watts. Glenn was commissioned to teach English classes in churches in Japan Presbytery. This ministry is an evangelistic tool to reach children, youth and the business people in the neighborhoods of the program.

5. Partnership in Missions Staff

The Program of Missions Partnership (PMP) provides a structure whereby the Cumberland Presbyterian Church “lends” ordained or non-ordained persons to a second approved sending agency (mission board), thus enabling Cumberland Presbyterians to minister as church representatives where the denomination has no missionary work. During 2007 the Cumberland Presbyterian Church had twenty-one missionaries serving in the partnership program.

- Wendy Skinner works at the Casa Shalom Orphanage and Medical Clinic in Guatemala.
- Paula Richardson serves at Casa Para Los Niños in Guatemala.
- Kenneth and Delight Hopson served in Kampala, Uganda in partnership with World Gospel Mission.
- Peter and Debbie Drypolcher are missionaries in Lusaka, Zambia. They worked in partnership with Youth With a Mission.
- Ernest and Michelle Gillis work in Seoul, South Korea and have successfully organized a church in the outskirts of larger Seoul. Their work has also identified five independent Presbyterian congregations in the same area that have become provisional churches of East Tennessee Presbytery.
- Scott and Michal Sullivan began work in 2004 as missionaries in partnership with Frontiers mission. He is primarily responsible for recruiting new missionaries to serve in predominantly Muslim countries.
- Matthew and Heather Wallace are currently involved in a training program to be involved in community development in Myanmar.
- Keishi and Kazuko Ishitsuka serve in Mata de Sao Joao in Brazil. They work primarily with Japanese immigrants but now have increasing ministry opportunities with the Brazilians.
- Brenda Davis was employed as a contract worker in Liberia. Her contract expired in 2007 and she returned to the United States.
- Daniel and Kay Jang became Cumberland Presbyterian missionaries in 2007 and are now planting churches near Iloilo, Philippines.
- Five Cumberland Presbyterians are also serving in Central Asia and East Asia, but the denomination does not publicize their names or countries because of security issues.

6. China Mainland Ministry

The Cumberland Presbyterian Church remains committed to China Ministry. The board provides scholarships to Chinese students in China. Additionally, the board partners financially with Hong Kong Presbytery in the placement of a worker in a drug rehabilitation center in the mainland.

7. Search for English Teachers for International Ministries Outside the USA

Hong Kong Presbytery now administers an elementary and high school in the New Territories. Approximately 1,200 students continue to receive their education under presbyterial leadership. These schools have requested a short-term missionary to teach English in the schools.

Andes and Cauca Valley Presbyteries have been well known for their educational ministry. Seven campuses now hold approved classes under the umbrella name of the Colegio Americano. There are always opportunities for short-term missionaries to teach English in these institutions.

Mata de Sao Joao Cumberland Presbyterian Church completed a guest house in Brazil in 2007. The vision for the Brazil ministry includes the need for an individual or couple to serve short-terms to teach English as a second language.

8. General Assembly in Japan in 2008

The 2008 General Assembly will meet in Tokyo, Japan. This will be the first assembly to meet outside the USA. The board has been encouraged that most presbyteries have elected a full contingency of commissioners to attend the 2008 assembly.

9. Japan/China Tours for 2008

Dr. Lawrence Fung and Dr. Robert Watkins will be leading a tour to Japan concurrent with the meeting of General Assembly in June. The tour will involve visits of Japanese churches, attendance at some GA events, limited tourist activities in the Tokyo area, and visits in China to Xian, Beijing, Kunming and Hong Kong.

10. Update on the Ministry in South Korea

East Tennessee Presbytery organized the First Cumberland Presbyterian Church on August 12, 2006 in Korea. Currently, five South Korean congregations and seven ministers are seeking provisional status with the denomination. The South Korean congregation has commissioned their own missionaries to the Philippines and Cambodia.

11. The Importance of the Connectional Nature of the Denomination

The Board of Missions continues to emphasize a strength of our denomination in its ability to provide a channel whereby congregations can unite to accomplish goals that individual churches are unable to do alone. The board encourages congregations to study and become involved in the connectional mission projects, international work trips, and other opportunities for a shared vision for mission.

12. Missionaries on Furlough

The growing missionary staff of the denomination now makes it more and more possible for a congregation to host missionaries at their church. During 2007, Wendy Skinner, Peter and Debbie Drypolcher, T & T G, Matthew and Heather Wallace, Michelle and Ernest Gillis, and Scott and Michal Sullivan were available for visits to USA Churches. Several missionaries will be in the USA for portions of 2008. Requests for visits to local churches should be made through the office of the global missions unit.

13. Guatemala Medical Clinic Completed

The Cumberland Presbyterian Church in partnership with the Church of God has completed the construction of a medical clinic on the orphanage property of Casa Shaloam in Guatemala. Missionary Wendy Skinner successfully administered the construction project with financial assistance and work teams from many Cumberland Presbyterian Churches. Despite logistical problems with the transfer of medical equipment from the USA to Guatemala, it is hoped to have the clinic fully functional in 2008.

14. The Importance of Communication of the Global Church with All Boards and Agencies of the Denomination

The increasing growth of Cumberland Presbyterians living outside the United States requires new initiatives to successfully bridge language barriers and equality among all presbyteries in terms of direct accessibility to all board and agencies. The denomination must increase its efforts at all levels to make all communication available in Spanish, Korean, Japanese, and Cantonese. A global retreat was held during February to propose ways the GA boards and agencies may work more closely with presbyteries outside the USA to cultivate relationships, strengthen mutual communication, identify ways to work together, and heighten the awareness of the Cumberland Presbyterian Church as a global Church in service to God's mission in the world. Representatives from Andes Presbytery, Cauca Valley Presbytery, Japan Presbytery,

Hong Kong Presbytery, South Korea, and the USA participated.

15. Loaves and Fishes Program Initiated at the Denominational Level

The Board of Missions was notified by World Vision officials in June that the organization was discontinuing all denominational partnerships related to the Love Loaf Program. The Cumberland Presbyterian Church has been cooperating with World Vision in the Love Loaf program since 1983 when the first project supported hunger needs in Africa. The offering that year was \$34,732. Since that time, the denomination has given generously for projects in Ethiopia, Tanzania, Senegal, Mali, Romania, Rwanda, Sudan, North Korea, Kosovo, Myanmar and several other nations. More than 2.1 million dollars have been raised in CP churches during the partnership. We celebrate the lives of people that have been positively assisted during the 23 years of our work together.

The Board of Missions will continue to receive a Thanksgiving offering for hunger and humanitarian needs. The program is called "LOAVES AND FISHES." Churches are urged to continue to utilize 25% of the offering for local humanitarian needs and to forward 75% of the total received to the Board of Missions for distribution to the designated need of the annual project. This new shift in the program will allow the BOM to designate the project for a need on a field coordinated by CP leadership or for an international crisis affecting the world in any given year.

The response in 2007 to the new program was very positive.

B. FIELD REPORTS

1. Andes Presbytery (written by Michele Gentry)

The search for peace continued to dominate life in Colombia.

Last year's peace process involving the right-wing paramilitary forces required complete confessions from their leaders, which have resulted in what many people suspected but could not be proved, that many politicians were not only sympathetic but actively involved with the paramilitary leaders. This has resulted in the jailing of a number of people which affected this year's elections at both the national and the local levels.

Talks were also sought with various guerrillas forces, but the main group - the FARC - continued to use delaying tactics as Colombian leaders tried unsuccessfully to reach an agreement that would bring freedom to numerous kidnap victims they hold - some for over 10 years! And some get caught in crossfire (like 11 state assemblymen from Cali) or succumb to illness, and die in the jungle. International efforts in 2007 to implement peace talks with the FARC and/or obtain the release of kidnap victims were high-profile but futile.

The government's emphasis on national security has slowly but surely shown results in economic growth, slightly lower unemployment, and improvements in national infrastructure such as roads, bridges and health-care institutions. However economic growth has mainly come from an increase in industrial productivity that has frequently been at the expense of work conditions of the employees. Underemployment continues to fuel the informal economy and takes many off the unemployment rolls thereby artificially lowering unemployment figures. Although such informal economy (selling small items on the street corners) provides sufficient income for many families to subsist, these families have no medical coverage nor participation in any of the national pension plans. Thus any minor medical care needed usually becomes a major economic crisis for the family.

a. The Presbytery

2007 was a year of both advancement and setbacks for this presbytery.

Advances were made as several NCD projects showed positive development, while the congregation in Aguadas, a re-development project, progressed enough to be received as a Fellowship. The Fellowship in Zamora qualified to be organized as a church.

Two licentiates, Sergio Betancur and Juan Esteban Blandón, were ordained to holy Ministry; one candidate was raised to Licentiate, and one new candidate for ministry was received.

The building program in Cartago progressed sufficiently to allow the congregation to use the unfinished sanctuary for worship.

The principal setback was the cancellation of almost all the hot-lunch programs due to a increased costs (a cost of living increase of 5.5%) and a drop in the dollar exchange rate. Two programs remained in place: in Pereira the church and local families managed to provide funds for a limited number of students. This was very important because the program is the lynchpin for work with disadvantaged

children and their (mostly) single parents, and closing the program would have disintegrated the entire project. Through the generosity of this church the other hot-lunch program that serves the needy children of one of Medellín's poorest neighborhoods could use the remaining funds and continue to provide hot meals using a system of volunteer workers which allowed all funds available to be spent on food. Unfortunately the children of Dosquebradas and Cartago found their programs closed for the year.

b. The Churches

Andes Presbytery is divided into two geographical areas: one in the central coffee-growing region and the other in the Medellín area. Travel time between the two is relatively costly given the social-economic status of most of our church members and takes about six hours if no landslides or traffic accidents occur. The three churches, one Fellowship and two NCD projects in the Medellín area showed positive results at the end of the year.

- **Horeb** (Medellín Central) continued for yet another year without a permanent pastor-in-residence which resulted in flat numerical growth in membership. The leadership focused efforts on the NCD project it sponsors and on consolidating the church economy in order to be able to call a pastor in 2008.
- **Senda de Libertad** (NCD), sponsored by Horeb Church, showed slight numerical growth despite difficulties. They report a sluggish economy and, in the last months of the year, a recurrence of gang violence in the low-income, high-violence neighborhood where the church is located. This violence forced some church attendees to flee the area; however, the remaining congregation strengthened its spiritual life through prayer and fasting and actually showed an improvement in its economy. The congregation has taken on the challenge of meeting presbyterial requirements to be received as a Fellowship in 2008.
- **El Rebaño** (Caldas) enjoyed an 11% numerical growth in membership and a solid economy in 2007, together with new ministries centered on a regional program called Peace Network Builders and cooperation with local organizations working with youth groups. But the big news for this dynamic congregation was the ordination of their pastor, Sergio Betancur, who has served the church as stated supply during the last 6 years as he progressed through his seminary studies (which take 5 years - 4 of studies and a practice year - here in Colombia!).
- **Amagá** (NCD), sponsored by El Rebaño church, had a year of flat numerical growth in membership but a slight improvement in finances. The stated supply that serves this congregation will enter seminary in 2008.
- **La Rosa** (Fellowship) enjoyed good numerical growth in 2007 as a result of the work, both this year and in past years, by Licentiate Ricardo Castañeda and his pastoral team of probationers. Their challenge now is to consolidate leadership and finances. At year's end Ricardo was called to the Horeb (Medellín Central) church as stated supply. La Rosa will continue under the leadership of a pastoral team of probationers, Andrés Giraldo his wife, Alina.
- **Zamora** was finally organized as a church this year! This church is located in a neighborhood that is economically challenged but that enjoys a high level public safety that allows the families to live in peace. Zamora grew 6% in membership, but its major goal in 2007 was strengthening its leadership and improving its installations.

The churches in the central coffee-growing sector of the presbytery showed a mixture of advances and setbacks.

- **Manizales** noted that 2007 was marked by relative public safety in the local community, but an ever-decreasing job market as factories and businesses closed or moved to other areas. With such a tight job market the remaining businesses require their employees to work on Sundays (unusual in Colombia) and extra-long hours. As a result some church members are unable to attend Sunday services or to continue to participate actively in ministries and church work. Nevertheless, besides a 5% numerical increase in membership the church also grew spiritually as new leaders came forward to take up ministries. The challenge at present is to build up this new leadership to former levels of competency. Church finances were stable during the year and the Colegio Americano in Manizales (pre-school and grade school) continued to function well.
- **Aguadas** is a Fellowship under the general guidance of the Manizales church. Despite a year of economic strictures, social uncertainty, and worries about public safety, in general the Aguadas church feels 2007 was an improvement over the preceding year. The pastor of this Fellowship is a tent-

maker pastor combining his ministry with a dental practice. A sudden and grave illness kept him from working during several months, thus severely affecting his family's economy. Despite this setback the Fellowship managed to fulfill several of the goals they had set for themselves. Although numerical growth was not as great as projected, still solid growth patterns both numerically and economically allowed this re-development project to be received as a full Fellowship.

- **Dosquebradas** spent most of the year under presbyterial guidance after a leadership crisis early in the year resulted in the resignation of the pastor. Membership dropped 20% but is expected to recover now that the church has called a new pastor.
- **Pereira** showed a flat membership growth pattern due to the fact that the principal goal in 2007 was not numerical growth but rather leadership consolidation and restructuring of some ministries. While faced with increased costs (a cost of living increase of 5.5%) and a drop in the dollar exchange rate, church members successfully undertook financing for the hot-lunch program since this program is tied to several other ministries such as attention for disadvantaged children and their (mostly) single parents. The Colegio Americano in Pereira (pre-school through high school) continued to progress.
- **Armenia** suffered a serious leadership crisis in 2007 that was reflected in its negative statistics of membership growth. By the end of the year the pastor's contract was terminated, and presbytery had replaced the Session with a governing committee which is expected to guide the church through the process of developing new leadership and overseeing the election of a new Session. Despite this situation the church's economy was solid enough to allow it to end the year without a deficit, and its two major projects, the NCD project in Quimbaya and the Colegio Americano (pre-school and grade school), continued to progress normally.
- **Quimbaya** (NCD) is sponsored by the Armenia church. The town of Quimbaya is developing as a tourist area, and this has generated employment for several of the church families, increasing membership and providing economic stability. During the first half of the year the Armenia church was blessed with a special offering that, together with local offerings and help from the Armenia youth group, made possible the construction of a true worship area for this congregation which bears the name of St. Timothy Apostle. The area formerly used for worship is now much-needed Sunday School classrooms for the large number of children that attend the church. This small congregation grew by 19% in 2007 but is still short of its overall 5-year goal.
- **Cartago** undertook the construction of a new sanctuary since the old one had to be razed due to hidden damage from one major and several minor earthquakes. Using funds from the 2006 Gift to the King offering, presbyterial aid, local offerings and a denominational loan, by year's end the sanctuary was far enough along to allow the congregation to worship there. The members have responded to this challenge with offerings and labor, and there is a renewed spirit of hope and motivation shown by a significant (almost 20%) growth in membership. At year's end there was a change in pastors as the former pastor was called to the Dosquebradas church, and Cartago called its first woman pastor, Reverend Cenobia Rivera.
- **La Virginia** noted as its principle challenge spiritual laziness in the congregation and undertook a change in attitude in search of greater spiritual maturity. Leadership training, especially in fundamental doctrines, together with an emphasis on prayer and individual spiritual growth, resulted in improved leadership and a modest 2.5% numerical growth in membership.

2. Cauca Valley Presbytery (written by Jairo Lopez)

Cauca valley presbytery is made up of 18 organized churches, 12 missions and 20 preaching points. There are 16 ordained pastors, four licensed ministers and 18 candidates for the ministry. Two of our ordained ministers died in the year 2007: Reverend Gerardo Muñoz and Reverend Juan Yopez. On January 31 of 2008 Candidate Arbey Delgado, pastor of Bethel Church, passed away at the early age of 33 years. The areas of greatest growth in our churches are happening in the southern part of Colombia: Popayan, Guapi and Nariño. We have an exciting group of 16 new leaders in Nariño. They are studying by extension in seminaries in Colombia and Ecuador.

In the center of the valley we see that the church in Tulua is opening new centers and establishing new preaching points in Andalucia, Bugalagrande and a second church in Tulua, Rey de Reyes.

a. Promotions in the Ministry

Seven new candidates for the ministry have been added to the list. In January of 2008, Aldrin Calero was ordained to the ministry. Aldrin is pastor of San Pablo Church in Guacarí.

b. Lunchroom Programs

Presbytery has entered in a cooperative program with Compassion International in order to attend to basic necessities of decline lately. Here are some of the churches where lunchrooms have been established:

- **Bethel:** 256 children participate in this program which is sponsored by Compassion International and Second Mile gifts.
- **San Marcos:** A food bank helps provide produce for this lunchroom at a moderate cost. There are 54 children who get lunches each day.
- **Renacer:** This is the largest center, and it takes care of 288 children who receive spiritual and academic help through members of the church who serve as tutors and spiritual guides. It is supported through cooperation between the presbytery and Compassion International.
- **Remansos (Remanente de Dios):** This is a very poor mission begun by San Marcos. A lunchroom has been setup for 70 poor kids.
- **Nueva Jerusalem:** This church has also entered in a pact with Compassion International, and they feed 85 children in their lunch room.

God is blessing a good number of kids through your offerings. But we have a lot more kids who want to eat in these centers. We need your generous offerings. Please pray and help.

c. Señor Citizen's Home

The construction for this nursing home continues to advance. We express thanks for the help and support of Grace teams. We hope to complete the first phase of constructing this project by June 2008. We also want to thank many of our brothers and sisters who have generously helped us for the past four years.

d. Difficulties

We had our most difficult situation in 2007 in our three churches in Buenaventura. As a port city, Buenaventura has become a major shipping point of drugs to the US and world. This means increased violence. Two of our pastors had to come to Cali for refuge. Pray for them and their families.

3. Hong Kong Presbytery (written by Grace Yu)

Year 2007 marks the 10th anniversary of the end of British colonial rule and the start of Hong Kong's existence as a Special Administration Region of China. For most Hong Kongers, people identify more to the land, the culture and history of China rather than the regime of Chinese Government.

Mr. Donald Tsang is guaranteed a second term as Hong Kong Chief Executive, but the vote is restricted to 800 members of an electoral group; most of them tend to follow the wish of the Chinese Government. The demand for full democracy again failed when the Chinese Government passed a resolution at the end of the year that Hong Kong would not have universal suffrage until 2017.

The economy of Hong Kong continued to boom throughout year 2007; the stock market came to a historical high point at the end of the year, the unemployment rate was at its lowest, yet behind the scenes was the large gap between the rich and the poor.

Family problems remain serious. Family violence, child abuse and family suicide cases have come up to an alarming state. Many of these problems come from the families of new immigrants.

The Franklin Graham Festival last November was a big event in the city, about 340,000 people attended the meetings and 33,000 came to know Christ.

a. The Presbytery

Building up the ministerial team and nurturing church leaders have been the focuses last year. Minister fellowship was held once a month to cultivate fellowship, prayer and support. A group of about 40 CP members attended a prayer conference in Korea, they stayed in the Prayer Mountain for four days and visited Korean churches. Many were moved and touched by the great zeal of serving the Lord and the fire of prayer.

Miss P. K. Tang, an assistant pastor of Shatin Church, responded to God's call into the mission field in Nepal. She is being co-sent by Hong Kong CPC and CMS, a mission society based in England. She left for Nepal last July, and her main responsibility is teaching and training church leaders.

Mr. Jonathan Siu was ordained last June after serving in the CP Churches for eight years. The ceremony was well attended and filled with gratitude and commitment in serving the Lord. Reverend Dr. Carver Yu, an ordained pastor of the CPC, was inaugurated as president of China Graduate School of

Theology last September.

Miss S. L. Wong of Mumin Church took her sabbatical leave last August. She chose for a further study a retreat centre in San Francisco. We have three fresh graduates who have joined the ministerial team to Kowloon, Shatin and Yao Dao Church.

Two young people from Shatin and Yao Dao were elected as youth delegates for the 2007 Youth Triennium, and they brought back many wonderful experiences. Another highlight last year was GA Moderator Donald Hubbard and his wife visiting Hong Kong.

b. The Ten Congregations

(1) Cheung Chau remains small. The outreach ministry among high school students has gained some progress, but most important of all is the involvement of most church members,

(2) Macau Church launched many outreach programs: street evangelism, reaching out to the tourists from China. Alpha course continued to run about twice a year.

Reverend Luke Cheung became the acting pastor-in-charge of Kowloon Church. Together with two assistant pastors, they built up a good team. Ten leaders of the church committed to a 34 week discipleship training program; they have a great desire to serve the Lord. The works among new immigrants continue to grow--a monthly worship service was held and also other gospel meetings. Kowloon Church started to run Alpha course the first time last September.

(3) Seven members of **North Point Church** attended the Korea Prayer Conference, and came back to Hong Kong, with a commitment of themselves in prayer life. The church has a refreshing spirit in caring for each other, reaching out to non-Christians and upholding their faith even in facing trials.

(4) Tao Hsien has a stable team of five pastors, and a group of committed lay leaders who set a clear direction for the church. The church began a Life Growing Journey which included five areas: spiritual exercise, a course on Christian life, prayer campaign, evangelism and serving the Lord. About 120 members enrolled in the journey. The youth had a very active mission program last summer; they joined the Gateway program and went for a summer mission in Macau. The ministry to the elderly continued to gain many to Christ, and they formed a very active group.

(5) Shatin Church rejoiced in the ordination of their pastor and sending out their sister Po Kau to Nepal. The church started the year with a Bible reading program on Minor Prophets. They also started a women's group every Wednesday in worship, studying the Bible and leading others to Christ. Mission has always been the core ministry of the church. Members went to a city in China to reach out to the workers in a factory while another group committed in some kind of relief program in Nepal.

(6) Living for Christ was the theme for **Po Lam** last year. The church has settled down in the present location for three years, and they continue to reach out to people in the neighborhood. Last year, they had the 9th Alpha course and also a summer mission in Macau.

(7) After moving to worship at Yao Dao Secondary School, **Xilin** started student work in full strength. In the Gospel week of the school last March, about 100 students accepted Christ. Reaching out to students and the community are the two main ministries of the church. Members also committed to a prayer altar every Saturday morning.

(8) Mumin and **Xilin** celebrated the 10th anniversary last year. Mumin always has the zeal for evangelism, the church has stretched her arms to other Housing Estates in the neighborhood, and meetings have been conducted at homes. They began a Saturday Worship Service last September for those who are unable to come on Sunday. About 12 members joined mission teams to go to India and Laos.

(9) Yao Dao is growing steadily and blessed with a good team of pastors. Cell groups are the place where members learn to care and pray for each other, study the word of God and serve others. Youth ministry has been blessed with about 50 high/middle school students attending various activities. A "Renewing the Wedding Vow" ceremony was held last June for those who never had a chance to wed in the church, since they were then not yet Christians. 13 couples renewed their wedding vow; it was a joyful moment for the whole church.

c. The schools

Yao Dao Secondary School is taking more students every year, and it will come to the full capacity in two years. By then, the student number will be 1,200. On the other hand, Yao Dao Primary School is falling in number of students every year since the demand has changed. We anticipate the same situation will happen to Yao Dao Secondary in the years after. Members of the School Board are nevertheless committed in running an excellent Christian School. In all of our four schools, there are Bible classes, Gospel meetings for students and parents, Gospel Camp for the graduate classes, and student Bible study groups.

Po Lam Kindergarten has suffered for years from graduate dropping of student numbers due to the low birthrate in the community. It is decided that the 07-08 academic year will be the final year of Po Lam Kindergarten, closing in July, 2008. A farewell dinner was held last July when about 200 students and parents attended. It was a touching farewell, and we are thankful for the commitment of the headmistress and two head teachers who have served the kindergarten from the very beginning. We thank God that we have provided good pre-school education for the community the past 19 years.

4. Japan Presbytery (written by Takayoshi Ted Shirai)

a. Den-en Mission Church

The church has kept walking with 20 worship attendants in average. A few members were added at Pentecost by letter and baptism. About 25 children come to Church school every Sunday, and it is the characteristic of our church that the number of children is more than that of adult worship attendants.

Now that babies who have come to church have grown up and now become junior and high school students, we need to give them spiritual care. Lately the church schools have become busier, so we need to get support from other churches in the presbytery. Moreover the support from other churches became more critical when the church had no pastor since April this year.

b. Ebina Shion-no Oka Church

Ten years have passed since the church was established in 1997 at this place in Ebina city. We see kids coming to the church, and their parents also started coming to various gatherings in the church. We thank God for His blessing upon our ministry in this place.

The work of prayer circles is spreading as well as the ministry to the community around the church. The pastor tapes his messages, and church members take those to their homes and utilize them for their prayer circles at their homes. This really helps the church members strengthen their faith, and some were saved through those prayers circles.

c. Higashi Koganei Church

Our prayer for the year 2007 was to invite as many new visitors as possible to our worship services. We give thanks to God that we averaged inviting one visitor per month to worship God.

There were two topics in our church activities: one is that we were able to newly elect an elder through our long prayers, and the other is that we were able to adopt and achieve new activities recommended through a survey to the congregation, "For our church growth of Tomorrow," done in the year 2006. We also had repair work for the church facilities such as refurbishing of toilets, installation of new air conditioners and painting on the roof of the sanctuary.

As to our mission works, we invited pastors from churches in our presbytery to have evangelical worship services; and moreover, we were able to have evangelical Praise time and evangelical gatherings for young mothers. The annual average attendance for worship services was twenty-three including children. Our active members for the year 2007 were twenty-three including one transfer to other church, one dead and one from other church.

In financial area we were able to pay off our debts from the church building fund since we had a lot of offering.

d. Ichikawa Grace Mission Point

The last year was the second year for our church. It was in March, early spring, that God gave to those who come to our church their thoughts to study a Bible class, and the class started in the afternoon on the third Sunday of April. The first textbook was The Gospel according to Matthew. Those who gathered here were about seven people in mix of Christians and non-Christians, and various ages from 10's to 70's. It is a very important time of sharing and getting to know each other as well as studying the Bible and knowing God.

Some people have come and gone during the year but God blessed us and gave us the opportunity in October to accept an individual transferred from other church. The average church attendance for the last year was about 12 people. We ask your prayer for this small flock.

e. Izumi Mission Church

The last year we celebrated its tenth anniversary. Those who were not at this church 10 years ago could even start from here by doing something through the year according to the theme "we commit to do ten things" as its tenth anniversary.

We invited Glenn, the Language Missionary, to have praise worship service, and that brought students to a regular worship service on Sunday for the first time and led them to be baptized.

The handout distribution at the station square, camping at Mt. Fuji, and a bazaar at church were all commemorative events, too. The church made a mosaic image jointly, and this became the treasure of the church. Furthermore, the pastor preached a sermon from the Apostle's Creed for the commemoration and published a book of sermons. We are able to make sure of the foundation of our faith anytime from now on.

The theme of the year was "See the Greater Things as Many." It was the year when we made "a step" to watch the great work of God.

f. Kibogaoka Church

(1) Fellowship

We emphasized a deep fellowship by the small groups called family cell groups, the Bible study and the missionary work. Two groups in the men's adult class and one group in the women's adult class were added to family cell groups.

(2) Disciple Making

We have encouraged the congregation in daily devotion and Bible readings. Two years have passed since we started to read "one chapter a day" from Genesis. The daily guidance had been issued as the last year to help the congregation read the Bible. In addition, the church laid emphasis on the leader training of the family cells through various programs.

(3) Ministry and Stewardship

We emphasized the prayer meeting for three major periods of the Christian year. In addition, repairs and the renewal of the church facilities, including an exterior painting, were done after fifteen (15) years have passed since the dedication of the church.

(4) Missions

Reverend Suzuki resigned the position as an assistant pastor of the church in April 2007 to start to serve a new mission point with a welfare service for aged people in spring, 2008. The church decided to support the mission point for five (5) years based upon "The church to bring up a church," which is one of the pillars of the mid-long term vision at the church.

(5) Worship

The church took God's words for the sermons at Sunday worship services and the prayer meetings through the Bible readings of the day.

g. Koza Church

The church laid emphasis on small group activity so that the subject of 2007 became "Live in a fellowship in the Lord; Live as a disciple of the Lord." The church newly started "Small group by need" activity as well as prayer society. More than twenty (20) new small groups were made, and the members of the church who belonged to the small groups increased from 54% to 70% in one year. In addition, a lot of new leaders were developed, and a structure of mutual pastoral care gradually developed.

The church laid emphasis on church prayer meetings as in the last year. We had new blessings and power through messages from the teachers of the outside group which the church has supported, as well as messages from Genesis by Reverend Matsumoto.

The praise meetings of a women's class and other classes brought big blessings.

We have been aiming toward new chapel construction in 2009 but withdrew the aiming year once to ask the congregation for the accord of prayers.

Mikio Miyagi, the church director, resigned from his job in June. The church appointed two ladies, Mie Hirama and Motoki Kadera, as the staff from August. In addition, the church made its decision to hire Yumiko Kato as office director beginning January, 2008.

h. Mata de San Joao Mission Point

The first generation Japanese and Brazilians got together in the same sanctuary to worship God, praise and pray to the Lord, and hear God's words through the year. The worship attendants were 40 people in total with 7 children. Through the year six teachers taught Jesus Christ to children at the church schools.

The church held English classes by using one of the rooms in an incomplete guesthouse from the beginning of August led by Brazilian English teacher, brother Nilton Hitotsuzi, who is a member of Brazil Presbyterian Church. During the period of 3 months till October a total of 11 people including youth, man and women participated, and the classes were very successful.

On October 14, we thanked God for the completion of the guesthouse (with six rooms) including the multipurpose hall and invited all the generations of Japanese of JK village to the church. And we also thanked God for the mysterious guidance of God that the day for the invitation was the day for the commemorative day of our fifth anniversary of Mata mission point.

i. Megumi Mission Church

Five members were added: two by baptism, one by confirmation, and two by letter. On the other hand, there were a few members who moved overseas, and some folks who no longer came to church because of illness and advanced age. In total, the worship attendance didn't grow. But there were new endeavors arising out of three activity groups, namely, evangelism, worship and community service. They resulted in unique events such as Bible Story in Kodan (the traditional Japanese art of story telling) and Open House Tea Party as outreach to the neighbors.

In the local community, the church supported a local "Article 9 Society" which advocates the article 9 of Japanese Constitution." The ninth article is the essence of the Constitution, which renounces war as a sovereign right of the nation and the threat or use of force as means of settling international disputes, prohibits maintaining military forces and recognizes no right of belligerency. Megumi people, in an effort to follow Christ as a peace builder, place a high value on this pacifist constitution.

j. Fuji Mineyama Church

The year 2007 was the year we decided that the church will be closed at the end of March 2008 because of no pastor to succeed Reverend Yano. Because of this reason, the members were stepping away from the church. At the same time the Nazareth English private supplementary school was reducing the number of students, because the English school was not able to take the new students.

It was the year that we helped people in the community understand the situation.

k. Naruse Church

In 2007, we were able to count many blessings. Nine members were added, and two members went to heaven. The number of children of the church school doubled and became very vital. We thank God for giving a lot of souls to our flock, and at the same time, we affirm our responsibilities.

The whole church building was painted because eleven (11) years have passed since the dedication of the building. The church building has been beautifully renewed.

A bus stop of the community bus was put up just in front of the church in March, and our church came to be known more and more to local people.

The pastor participated in a work of the foster parent society of Japan International Food for the Hungry, and we became the foster parent of the boy called Naraun Das.

God blessed our church and our path for the year 2007 when we celebrated forty-first anniversary and refreshed our commitment to God.

l. Kunitachi Nozomi Church

The church started worship with a new worship order based on "the worship of people of God" from the commemorative worship of the 43rd anniversary. The church strongly wishes that we are able to give rich worship services with more participation of the congregation.

We were blessed with the encounters of new people this year. The people attending regularly in the worship increased, and we give thanks. The children began to increase little by little, too, and we are looking forward to this. On the other hand, the people attending the worship service came to have difficulty in worship because of their ages. It is an action plan in the future to let the people support in many aspects such as picking up elderly people to come to the worship. Please pray for us.

m. Sagamino Church

Three people were baptized in 2007. All of them are young, and all the members are pleased with a powerful crop given by mission work. In addition, the church sent Reverend Iwao Satoh out to Memphis Theological Seminary as a student from June. It was a big decision for our church to send out a pastor, but it is a notable event that the decision was given to a member of the church by God.

Reverend Yukio Tamai of Ebina Sion-no Oka church, which is near the church, became interim pastor because of Reverend Sato's absence since June. In addition, Licentiate Takehiko Miyai took up his new post from April.

Facing the new situation of the church it was the year when the church particularly learned that each member of the church still needs to reaffirm the awareness as each part of the body of Jesus Christ.

n. Shibusawa Church

The year 2007 was the year for the 50th anniversary of the church foundation. As there is the Bible verse, “The Lord looked down from his sanctuary on high, from heaven he viewed the earth,” (Psalm 102:19) we expressed love for our heritage and issued the commemorative magazine titled “For the Posterity.”

In addition, the church had a commemorative worship/celebration reception with the people who supported us during these 50 years with the prayer of intercession, and we shared thanks. It was such a joy to know that the prayer of intercession went over the border and was given to the other side of the far-off sea.

There was the cooperation of the people of the neighborhood for the step of 50th anniversary including Hadano-city where the chapel was built. We had the commemorative chapel concert while recalling thanks to such people. We invited first-class Christian musicians (Harpist and Violinist), and shared it with local people. It was beautiful and became an historic moment.

We are pushed by a rich encouragement given by God in the commemorative year, and the Shibusawa church refreshes prayer to the history formation and determination in the next 50 years. We thank God for your prayers.

THE REPORT OF THE BOARD OF STEWARDSHIP, FOUNDATION AND BENEFITS

CE/S

I. GENERAL INFORMATION

A. BOARD MEETINGS AND ORGANIZATION

The Board of Stewardship, Foundation and Benefits under the direction of its officers, President Janie Stamps, Vice-president Rob Latimer, Secretary Debbie Shanks, and Treasurer Robert Heflin, met two times in regular session.

B. BOARD MEMBERS WHOSE TERMS EXPIRE

Members whose terms expire at the 2008 General Assembly, with their years of service, are as follows: Denise Adams, six years; Darrell Pickett, six years; Debbie Shanks, three years; and Janie Stamps, nine years. Denise Adams, Darrell Pickett and Debbie Shanks are eligible for reelection. However, Darrell has asked that he not be reelected.

The board has been particularly blessed the past nine years by the faithful service of Janie Stamps who has shared her expertise with the board in many ways and provided wise counsel. Janie has been especially needed this past year with the retirement of the board's executive secretary. We will miss Janie and give thanks to God for all that she has contributed to the Cumberland Presbyterian Church through the work of the board.

We also mourn the loss of Darrell Drinkall, one of our more recent board members. Darrell was on the board only a short time, yet made significant contributions in that time. Darrell was a member of the Manchester, Tennessee, CP Church. He leaves behind his wife Henrietta, son Russ, daughter and son-in-law Denise and Drew and three grandchildren. The board will sorely miss Darrell.

C. BOARD REPRESENTATIVE TO THE 178TH GENERAL ASSEMBLY

The board's representative to the 178th General Assembly is Janie Stamps.

D. STAFF

With the retirement of Executive Secretary, Richard Magrill, in October, 2007, change has come to the staff. On April 12, 2008, the Board of Stewardship called Robert Heflin as the new Executive Secretary. In addition to his new duties Robert Heflin will continue to serve as coordinator of benefits until someone is called to be the new coordinator of benefits. In addition, the staff is as follows: Elinor Swindle Brown, coordinator of stewardship; Janie Estes, administrative assistant; Carolyn Harmon, planned giving coordinator for the presbyteries of East Tennessee and Tennessee Georgia; Dara Jones, planned giving coordinator for the presbyteries of Columbia, Murfreesboro, and Nashville; and Gaye Wood, planned giving coordinator for the presbyteries of Arkansas, Missouri, Red River and Trinity Presbyteries.

E. 2008 AND 2009 BUDGETS

The line-item budgets have been filed with the Office of the General Assembly.

F. 2007 AUDIT

Certified copies of the 2007 audit reports from Fouts and Morgan have been filed with the Office of the General Assembly in compliance with General Regulations E.5. and E.6. The 2007 audit will be printed in the audit section of the 2008 minutes.

II. CHRISTIAN STEWARDSHIP EDUCATION AND PROMOTION

A. PURPOSE

The first of three broad program areas of the work of the board is in Christian stewardship education and promotion. The purpose of this program is as follows:

To nurture in all Cumberland Presbyterians a wholistic understanding of Christian stewardship under the guidance of and in accordance with the statement on Christian Stewardship in the *Confession of Faith for Cumberland Presbyterians* (Sections 6:10-14) which begins with the acknowledgment that all of life and creation is a trust from God, to be used for God's glory and service.

Stewardship education and promotion is reported under this heading and heading III. Touch the Future.

B. YEARLY THEME

Tithing is a discipline that has a long history in the Cumberland Presbyterian Church. Early references in our General Assembly minutes record tithers and promote tithing of the "so-called 'Almighty Dollar' as an agency for glorifying Almighty God." Descriptions of tithing in the recent past include "a grateful response to God in an orderly and responsible manner....It is not a 'tax'; it is an aspect of evangelical mission. It is not a burden; it is the joyful and grateful response of God's people to what God has done for them. It is not an assessment; it is an avenue to a wider sharing of God's good news."

We are continuing the theme of tithing in 2008 as it remains an important emphasis for the Cumberland Presbyterian Church. The discipline of giving at least ten percent of what one has so generously received is something that the Bible affirms and that we as Christians should affirm. In Malachi 3:10, it says "Bring the full tithe into the storehouse, so that there may be food in my house, and thus put me to the test, says the Lord of hosts; see if I will not open the windows of heaven for you and pour down for you an overflowing blessing." (NRSV)

The scripture passage does not speak as a "magic bullet" used by we Christians to hold God's feet to the fire. It is also not a "magic wand" set to bestow all worldly possessions on us if only we tithe. It is instead a promise from God that as we give gratefully to the Church that our grateful attitude will spread throughout our lives and we will fully realize the overflowing blessings that God is already giving to us.

Our *Confession of Faith* states that we believe "Tithing as a scriptural guide for giving, is an adventure of faith and a rich and rewarding practice." (6.13) Just as we use the Bible as a guide for our lives and the reading of it is an essential practice for our lives, so tithing is a guide for our lives and the act of tithing is an essential practice for our lives. The Board of Stewardship challenges you to increase your giving by one percent this year and again and again so you will begin tithing. May we give back to God through our tithes and offerings.

C. ECUMENICAL STEWARDSHIP CENTER

Elinor Brown attended the *Ecumenical Stewardship Center* board meeting and *Leadership Seminar* on November 26-30, 2007, in St. Petersburg, Florida. The theme was "Will Our Children Be Stewards?" and was a very worthwhile theme. Cindy Martin, who works in the area of Children's Ministry with the Board of Christian Education, also attended this event.

On March 2-5, 2008, Elinor Brown attended the Denominational Stewardship Forum in Louisville, Kentucky.

On April 7-9, 2008, Elinor Brown was not able to attend an executive committee meeting in Brighton, Michigan due to the funeral of Darrell Drinkall.

On April 22-25, 2008, Robert Heflin and Elinor Brown attended the North American Conference on Christian Philanthropy in Cleveland, Ohio. The staff was joined by three pastors, two planned giving coordinators and two executive directors.

Elinor remains the vice-president of the *Ecumenical Stewardship Center* and the chairperson of the Personnel Committee.

D. STEWARDSHIP RESOURCES

1. Board Webpage

Since last year, the website has been updated and specific new items added. The staff has been and continues to increase the number of pages under each of the three main sections of the website: Stewardship, Foundation and Benefits. Thirty-six pages under the areas of stewardship, foundation and benefits were updated and added. The staff page was updated to include board members.

The website can be visited by going through the Cumberland Presbyterian Center homepage or by its address <http://www.cumberland.org/bos>.

If there are suggestions or comments about the webpage, please send these comments to Elinor Brown by email (esb@cumberland.org) or call or write.

2. *Our United Outreach*

There has been no progress on plans to **increase** the educational opportunities/resources, human resources, and research to further promote *Our United Outreach* into the future. Plans will begin anew as the Center settles into its new home. A goal in this area is to make the transition into the new structure and to begin seeing ways to integrate the promotion of *Our United Outreach* into it.

3. Promotion of Tithing

There has been no work done in the promotion of tithing outside the regular mailings that were sent to congregations in September and March.

III. TOUCH THE FUTURE

DISCERNMENT

A. GENERAL INFORMATION

1. Introduction

Touch the Future is a program geared to leading the Church at all levels through discernment so we can be equipped to follow God's leading into the 21st century. The idea of *Touch the Future: A New Frontier in Partnership* realizes that we are ever reaching into the future getting glimpses of who we are to be. The emphasis on the frontier hearkens back to our history and the importance of our continuously finding new frontiers in which to minister. The idea of partnership recognizes that no one judicatory level can exist without the other. As we partner together, we can reach further to *touch the future* for the cause of Christ and the Cumberland Presbyterian Church through our ministries throughout the world.

2. Purpose

Touch the Future has a two-fold purpose: (1) to lead the Church at all levels through discernment so we can be equipped to follow God's leading into the 21st century and (2) to strengthen congregations. Some presbyteries and congregations have already begun a discernment process that will lead to goal setting. Upon completing this discernment, congregations may choose to have a capital campaign to raise funds needed to fulfill these goals. We hope that congregations may also include the goals of the presbytery and General Assembly in their capital campaigns so that congregations are also participating in the larger ministry of the Cumberland Presbyterian Church. Goals identified by congregations may also be raised up by presbyteries and the General Assembly. We feel that as this is done, the Church at all levels will be strengthened.

3. The Logo



The *Touch the Future* logo was designed by Sowgand Sheikholeslami, the graphic artist on the Board of Missions staff. The main figure in the logo represents a person on a journey. The person is holding one hand back recognizing from whence s/he has come while the other arm is reaching up and out into the future. The sense is that we should be ever reaching and yet never "have arrived" lest we quickly fall back into the past. The ribbon of color surrounding the person is to serve as the symbol for the journey—the path that the person is traveling. It also signifies movement as we are never to be at a standstill, but always trying to move closer to what God is calling us.

4. Staff

Elinor Brown continues to work as the Director of Touch the Future. Missy Rose works as the Assistant to the Director.

B. PROGRESS IN CHURCHES

The work of *Touch the Future* has remained unchanged with the exception of the office work in preparation for the move of the Center. Preparations have been made for the resources to be merged with the Board of Christian Education resources as *Touch the Future* will be under the Discipleship Ministry of the new structure with current Board of Christian Education programming.

C. COMMUNICATION

1. Newsletter

The next newsletter for *Touch the Future* has been postponed until this program has been merged into the Discipleship Ministry.

2. Website

There have been changes made to the website. Pages of the site have been updated. There are still several pages that need to be modified. The site is set up with three major sections: General Information about *TTF*, The Process of *TTF*, and The Comprehensive Giving Campaign of *TTF*.

General Information about *TTF* answers questions such as “What is it?” “What is its purpose?” “What does its logo symbolize?” “Who are its staff members?” “What is a Vision Bearer?” and “What is a *Vision Enabler*?” It also reports on two of the *Vision Enabler Training Events*.

The Process of *TTF* answers questions such as “What is discernment?” “What are the presbyteries doing?” “What are congregations doing?” How can I get discernment started in my presbytery?” “How can I get discernment started in my congregation?” and “How do the goals of the presbytery, congregation and the General Assembly relate to one another?”

Other programs Associated with *TTF* answers questions such as “What is the Capital Campaign School?” and “What is a Capital Campaign Consultant?”

The main page also allows persons to order a video tape, a discernment handbook, or to send email to the *Touch the Future* office.

IV. GLOBAL MINISTRIES RETREAT

A. GENERAL INFORMATION

The Board of Stewardship participated in the experience of a Global Ministry Retreat held February 18-20, 2008, at the St. Columba Episcopal Retreat Center in Bartlett, Tennessee. Participants from five different countries—Colombia, Hong Kong, Japan, South Korea and the United States—met to talk about global ministries in the Cumberland Presbyterian Church and what we might do to break down the barriers that hinder us from being the Church universal.

A planning team made up of staff from the Boards of Christian Education, Missions, Stewardship, the Commission on Ministry and Memphis Theological Seminary, initially convened by the Board of Christian Education, met together for about a year talking about the issues around being a global Church. The group felt that there were an abundance of resources, both human and written that needed to be shared across the waters, but for a variety of reasons could not be. As the group discussed the problems and opportunities we have as a global church, we felt it was extremely important to have a group talking face to face that was more representative of who we are as Cumberland Presbyterians.

So the planning team began planning for a retreat that would focus on global issues and how we might better communicate with one another. And we began praying for God’s guidance in our task.

The team planned the design for the retreat, transportation, hospitality and funding. And all of these teams’ work helped to make the event a truly meaningful one. The event was filled with relationship building, a Bible study, discussions about cultural and faith differences and similarities and building bridges to further the work together globally. Even more importantly, we celebrated in worship and through international games. Each person was asked to bring a game from their country to share with the group. Every country was asked to lead a worship service that was typical of their Cumberland Presbyterian Churches. Through worship, we had a rich experience in music, message and celebration. The St. Columba staff even got into the international flavor by providing international meals for the three days.

The group came together on Monday saying things like “I’m so glad to meet you since I have emailed you so many times” to “I look forward to seeing you again in Japan for General Assembly; we can pick up where we left off.” We met together, lived together, played together and worshiped together. And we hope through this experience, some good ideas have risen to the surface and we will feel God’s nudging us in a particular direction in the future.

B. PARTICIPANTS IN THE RETREAT

Participants for the retreat: Michele Gentry, Jairo Lopez, and Carolina Maulanda—Colombia; Grace Yu—Hong Kong; Makihiko Arase, Iwao, Tsuruko, Hummy and Tabby Satoh—Japan; Sean Choy, Ernest and Michelle Gillis, and Tim Lee—Korea; Cindy Martin, and Frank Ward—Board of Christian Education; George Estes, Pam Phillips-Burke, Lynn Thomas, Bob Watkins—Board of Missions; Elinor Brown—Board of Stewardship; Stephanie Brown—Commission on Ministry; and Jay Earheart-Brown—Memphis Theological Seminary.

Those on the planning team who were not able to attend were Robert Heflin—Board of Stewardship, Marjorie Shannon—Board of Missions and Mike Sharpe—Board of Missions.

V. FINANCIAL FOUNDATION DEVELOPMENT AND MANAGEMENT

A. PURPOSE

The second of three broad program areas of the work of the board is in financial foundation development and management. The purpose of this program is as follows:

To secure a firm financial undergirding for the ongoing ministry of congregations and the agencies of presbyteries, synods, and the General Assembly as they bear witness to the saving love of God, the grace of our Lord Jesus Christ, and the fellowship and communion of the Holy Spirit.

The Financial Foundation Program is reported in this section in general terms and more specifically under the headings V. Endowment Program, VI. Cash Funds Management Program, and X.A. Property and Casualty Insurance.

B. THE YEAR 2007

In financial terms the year 2007 was good in spite of the uncertainty of the world economy and market conditions. The Endowment Program’s Growth/Income Fund received contributions of \$994,777 and provided interest and dividend income of \$1,927,515. The Endowment Program’s Total Return Fund received contributions of \$120,215 in addition to the \$24,721 which was transferred from the Growth/Income Fund and provided \$630,278 in total return. The CPC Investment Loan Program, Inc. paid out \$583,154 to the churches and agencies having funds in the program. This total was based on a rate consistently higher than the rates received from most “on demand” money market accounts for the year. *Our United Outreach* income totaled \$2,679,365.

C. BOARD OF STEWARDSHIP

The Board of Stewardship ended 2007 with an unrestricted surplus of \$43,719. During 2007, endowment income from the Lavenia Campbell Cole Testamentary Trust was used, in accordance with the priority goals adopted by the General Assembly, to fund increased stewardship education in recently established congregations and/or congregations going through a redevelopment process and the work of revitalization through *Touch the Future*.

D. MANAGEMENT OF FUNDS

During 2007, there were no changes made in the firms managing the endowment and retirement funds. At year end 2007, the security portfolio for the Endowment Program Growth/Income Fund was under the co-management of Missouri Valley Partners, Victory Capital Management, Metropolitan West Asset Management, RREEF America II and Templeton Institutional Foreign Equity Fund. The portfolio for the Endowment Program Total Return Fund was under the co-management of Missouri Valley Partners, NewSouth Capital Management, Victory Capital Management, RREEF America II, Templeton Institutional Foreign Equity Fund and Pacific Investment Management. The funds of the Retirement Program were

co-managed by Missouri Valley Partners, NewSouth Capital Management, Victory Capital Management, Metropolitan West Asset Management, Pacific Investment Management, RREEF America II and Templeton Institutional Foreign Equity Fund.

The church loan portion of the endowment portion of the endowment portfolio and the investments of the CPC Investment Loan Program, Inc. were under the management of board staff. Gerber/Taylor Associates continues to provide independent analysis and evaluation of the performance of Victory, MetWest, PIMCO, RREEF America II, NewSouth, Templeton and Missouri Valley.

VI. ENDOWMENT PROGRAM

Since 1836, the board and its corporate predecessors have sought to be faithful trustees of the funds given into their hands to provide a permanent financial foundation for the work of congregations, presbyteries, synods, and General Assembly agencies. The work of the Endowment Program is the oldest responsibility of the board and fulfills a portion of that task to which all Cumberland Presbyterians are called: "Christian stewardship acknowledges that all of life and creation is a trust from God, to be used for God's glory and service."—*Confession of Faith for Cumberland Presbyterians 6:10*.

A. COMMUNICATION

The Endowment Program report for 2006 was distributed to all endowment program participants, general assembly board members, churches, and individual contributors. The 2007 edition is in progress.

Agencies, other participants, and interested parties received quarterly detailed reports on the postings to all their endowments. With the addition of names supplied by the agencies during the year, the number of persons receiving these reports continued to expand. In addition, special reports were made as requested.

B. ASSETS, INVESTMENT MIX, AND PERFORMANCE

1. Assets and Investment Mix Growth/Income Fund

The assets of the Endowment Program's Growth/Income Fund totaled \$43,362,481 for 2007 at *market value*.

For 2007, the assets consisted of \$38,184,518 under the management of Missouri Valley, Victory, MetWest, RREEF America II, and Templeton and \$5,177,963 in the Church Loan Program. The following table gives a breakdown of the investment mix of the total assets:

GROWTH/INCOME INVESTMENT MIX		
0.4%	Cash	\$188,708
0.6%	Interest/Dividends Receivable	\$242,894
1.8%	Other Receivables	\$773,687
	Securities & Investments	
12.3%	Cash/Cash Equivalents	\$5,336,781
24.3%	Treasuries / Government Obligations	\$10,545,337
17.1%	Corporate Bonds	\$7,404,480
7.7%	Corporate Stocks	\$3,349,524
15.1%	Real Estate Investment Trusts	\$6,551,080
8.7%	International Stocks	\$3,792,027
11.9%	Notes Receivable	<u>\$5,177,963</u>
100.0%	Total	\$43,362,481

2. Assets and Investment Mix Total Return Fund

On October 1, 2004, the Endowment Program initiated a new Total Return Fund to provide an option for certain endowments that are not restricted to expenditures of realized interest and dividend income. The assets of the Endowment Program's Total Return Fund totaled \$10,792,877 for 2007 at *market value*.

The following table gives a breakdown of the investment mix of the total assets:

Total Return Investment Mix		
(2.5)%	Cash	\$(273,818)
0.3%	Interest/Dividends Receivable	\$27,194
	Securities & Investments	
3.4%	Cash/Cash Equivalents	\$368,099
19.6%	Corporate Bonds	\$2,114,376
44.0%	Common Stocks	\$4,743,656
11.2%	Real Estate Investment Trusts	\$1,209,139
24.1%	International Stocks	<u>\$2,604,231</u>
		\$10,792,877

3. Performance of Growth/Income Fund

The Endowment Program Growth/Income Fund generated \$1,927,515 in income during 2007. Contributions were 994,777. Net unrealized gain was 318,610 and net realized gain was 1,614,794.

Growth/Income Fund investment management fees totaled \$171,587 for 2007. Other expenses were \$17,678 for a total of \$189,265 equal to 23/100ths of one percent of the net year end assets of \$43,362,481.

Growth/Income earnings paid and payable to agencies totaled \$1,384,576 for 2007. (Additional income of \$845,648 for 2007 was reinvested in endowments in accordance with the trust agreements.)

When comparing the performance of the Endowment Program with other funds it is important to keep in mind the various components included in the reported rates: interest and dividend income, realized capital gains/losses, and unrealized capital gains/losses due to the difference between the current market value of investments and their original cost or market value in previous reports.

At year end 1994, the Endowment Program changed its accounting practices. In previous years, all investments (bonds or shares of stock) were carried at their original cost without any adjustment for current market value (which at year end 1993 exceeded the cost by \$1,686,947). On December 31, 1994, all assets (with the exception of church loans) were converted to market value and the various endowment fund balances adjusted *pro rata*. This change was made to provide equitable accounting whenever the principal of endowments handled under terms of an Investment Management Service Agreement are withdrawn. An additional change was made in 1997 providing for quarterly adjustments to market value which allow for withdrawal of principal throughout the year.

Investment funds typically report their *total* rates of return. A total rate of return includes the effect of the fluctuation in market value of the various investments together with all realized/accrued income and capital gains/losses generated as investments are sold for more/less than their original cost. Because of the impact of fluctuation in market value, the total rate of return for any given year may be positive or negative. Such total rates of return are important indicators of a fund's overall performance. However, the rate of crucial importance for the Growth/Income Fund relates to the amount of income (interest and dividends) which it generates since for the endowments in this fund only *income* is available for support of the various ministries for which these endowments are established. This *Rate of Income Paid Out* is distinct from Total Rate of Return.

4. Rate of Income Paid Out by Growth/Income Fund

The rate at which income was paid out to participants in the Growth/Income Fund for 2007 was 4.19 as compared to 4.05 for 2006, 4.20% for 2005, 4.01% for 2004, 4.40% for 2003, 4.45% for 2002, 4.60% for 2001, 4.82% for 2000, 4.67% for 1999, 4.77% for 1998, 5.07% for 1997, 4.81% for 1996, 5.44% for 1995, 5.22% for 1994, 5.53% for 1993, 6.09% for 1992, 6.38% for 1991 and 7.78% for 1990.

5. Total Rate of Return for the Growth/Income Fund

During 1999, data on the ten year performance of the Loan Program was furnished to Gerber/Taylor to be incorporated in their reports on the total return of the Growth/Income Fund. The following table gives the annualized rates of return as contained in their report for year end 2007:

	One Year Period 01/01/07 12/31/07	Five Year Period 01/01/03 12/31/07	Ten Year Period 01/01/98 12/31/07	Since Inception 09/00/81 12/31/07
Investment Managers	9.3%	9.7%	7.5%	11.5%
Loan Program	<u>5.9%</u>	<u>5.3%</u>	<u>5.7%</u>	<u>N/A</u>
Total Portfolio	7.6%	7.5%	6.6%	N/A

6. Performance of Total Return Fund

The Endowment Program Total Return Fund generated \$1,152,305 in total return consisting of \$384,981 in interest/dividends, \$448,027 in unrealized gain on investments, and \$182,251 in realized gain on investments.

Total Return Fund expenses including fees paid to the investment managers totaled \$68,278 for 2007, equal to 73/100ths of one percent of the net year end assets of \$9,354,285.

Total Return Fund payments made and payable to agencies totaled \$344,313 for 2007. (An additional \$495,373 was withdrawn from the various endowments in accordance with the trust agreements.)

The total rate of return on this fund includes the effect of the fluctuation in market value of the various investments together with all realized/accrued income and capital gains/losses generated as investments are sold for more/less than their original cost. Because of the impact of fluctuation in market value, the total rate of return for any given year may be positive *or negative*. Such total rates of return are important indicators of a fund's overall performance.

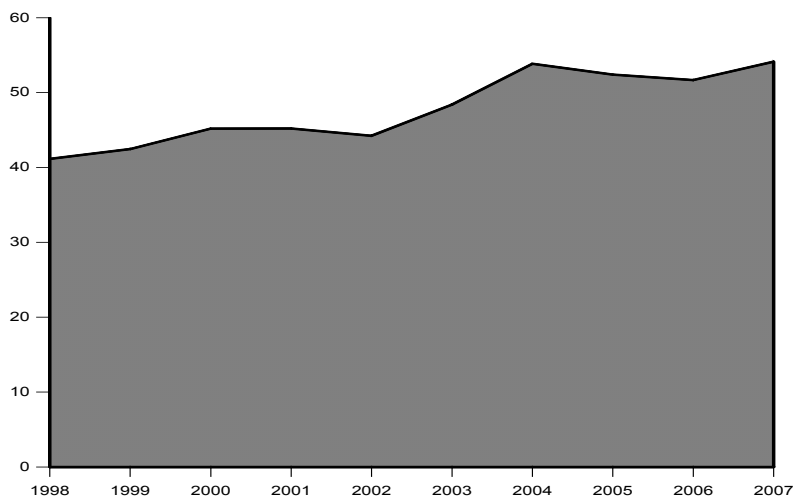
7. Total Rate of Return for Total Return Fund

Gerber/Taylor provides the report on the total return of the Endowment Program Total Return Fund. The following table gives the annualized rates of return as contained in their report for year end 2007 (*Note: the numbers for the five-year and ten-year periods will be provided as the fund reaches these periods in its existence*):

	One Year Period 01/01/07 12/31/07	Five Year Period 01/01/03 12/31/07	Since Inception 09/01/04 12/31/05
Investment Managers	21.60%	N/A	15.50%

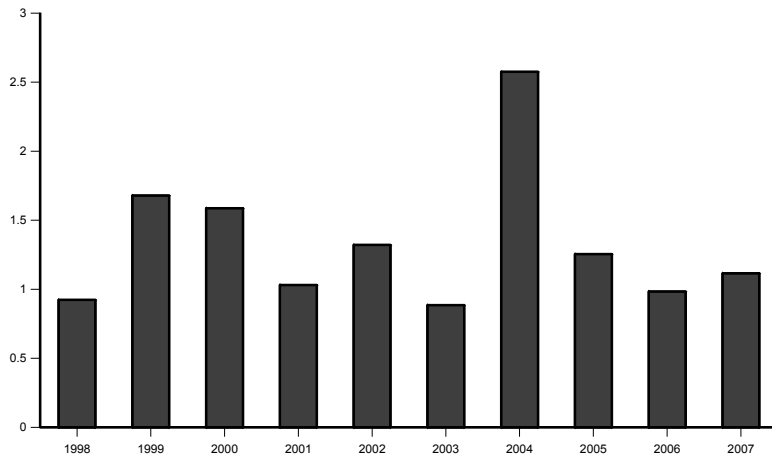
8. Graphs

The graphs which follow provide a fifty-year-plus picture of the growth of the Endowment Program and ten-year details of its assets, gifts, and earnings.



TEN-YEAR GROWTH OF
CORPUS GROWTH/INCOME,
SEGREGATED & TOTAL
RETURN NET ASSETS

TOTAL CORPUS MILLIONS OF DOLLARS	
1998	41.148
1999	42.457
2000	45.184
2001	45.205
2002	44.227
2003	48.389
2004	50.915
2005	52.283
2006	51.673
2007	54.127



**TEN-YEAR
COMPARISON OF
GIFTS**
GROWTH/INCOME, SEGREGATED
& TOTAL RETURN

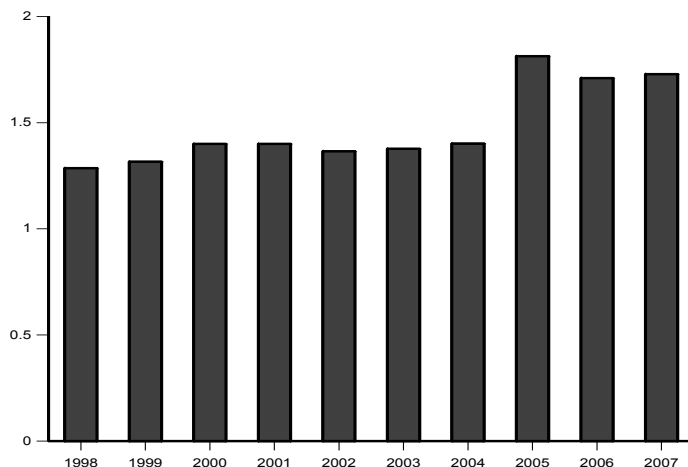
TOTAL GIFTS
MILLIONS OF DOLLARS

1998	.924
1999	1.679
2000	1.587
2001	1.031
2002	1.321
2003	.885
2004	2.575
2005	1.255
2006	.984
2007	1.115

2006

1.115

**TEN-YEAR COMPARISON
EARNINGS
PAID TO AGENCIES**



GROWTH/INCOME & TOTAL RETURN
EARNINGS PAID *

MILLIONS OF DOLLARS

1998	1.286
1999	1.316
2000	1.400
2001	1.400
2002	1.365
2003	1.377
2004	1.401
2005	1.813
2006	1.710
2007	1.729

* Numbers do not include the earnings reinvested in the various endowments in accordance with trust agreements and/or agency instructions. Earnings reinvested in the Growth/Income Fund for 2007 were \$959,707.

C. ENDOWMENT PROGRAM LOANS

Historical Review

Through investing up to 40% of the assets of the Endowment Program in the witness of the Church, the message of good news concerning Christ is strengthened both in the United States and overseas. A recent survey of old files in the Historical Foundation and in the vault of the Board of Stewardship reveals the important role played by this aspect of the investment policy. Over the past fifty-plus years (1944 to 2000), 783 loans have been made to congregations, presbyteries, and synods. Through these loans, \$27,270,128 has been provided in financing for expansion of facilities and extension of witness.

A look at the different periods during which loans have been made provides a picture of growing endowments (and of post World War II inflation!).

PERIOD	LOANS	TOTAL LOANED	AVERAGE
1944-49	35	\$ 145,755	\$ 4,164
1950-59	171	1,360,441	7,955
1960-69	208	3,056,891	14,697
1970-79	166	3,609,084	21,741
1980-89	101	4,349,120	43,061
1990-00	102	14,440,837	141,577

Down through the years, donors to endowments found satisfaction in the knowledge that the prudent investment of their gifts strengthened not only the work of the particular churches, institutions, and causes which they designated to receive the income but also the broader witness of the Church.

D. OTHER CHURCH LOANS

Although not a part of the Endowment Program, there are two other sources available to the board for investment in loans to churches.

1. Revolving Church Loan Fund

This fund was established through gifts to the "Into the Nineties" Capital Gifts Campaign and all interest earned by the loans is added to the fund to increase the amount available for loans. There were nineteen loans from the Revolving Church Loan Program at the end of 2007 totaling \$129,832. In the revolving church loan account, there was also cash in the amount of \$204,384, bringing the total of the fund to \$334,216.

The rate of interest for revolving loans made during 2007 was based on the loan rate established by the CPC Investment Loan Program at the beginning of each quarter. The maximum available for a single loan is \$30,000, amortized over five years.

2. Cole Church Loan Fund

This fund was established through the generosity of Lavenia Campbell Cole, a member of the Trinity Cumberland Presbyterian Church of Fort Worth, Texas. The purpose of the fund is to provide loans at low interest rates to Cumberland Presbyterian churches "that have the potential for growth and development by increasing their ministry to the community in which they reside through the availability of additional money." Applications are available upon request.

Loans from the fund must have the approval of both the Board of Stewardship and the Board of Missions. There is no established limit for the amount that may be loaned. Loans must, however, be repaid within five years. Currently there is no Cole loan in effect as of year end 2004. There is \$350,126 in cash in the fund.

E. "COMMITTED FOR THE CENTURIES"

—CONGREGATIONAL ENDOWMENT PROGRAM

1. General Impressions

"Committed for the Centuries" is a continuing emphasis of the board which has been temporarily reduced in priority in order to devote time to providing training and resources to the regional planned giving coordinators. "Committed for the Centuries" has met with good response where it has been presented. The notebook of resources continues to be in demand. Regional planned giving coordinators and board staff have been instrumental in the development of these new congregational programs.

Almost every church in which a presentation has been made has received a bequest at some time and in some form. However, few churches have actively encouraged such bequests. Church sessions respond positively to a presentation aimed at strengthening the financial base of congregational ministries. In many instances pastors are enthusiastic supporters of the concept of congregational endowments and delighted with the presentation. In almost all instances, pastors are generally supportive. In only a few instances, do pastors appear to fear such a program. The potential is great.

2. Communication Resources

To help churches develop their own congregational endowment programs, the following materials have been produced.

Basic

Committed for the Centuries is the basic piece for communication of the program. It emphasizes the importance of endowments for the future of the congregation, the need for policies, and for planning. Sample resolutions and uses for endowments are also included.

Why Planned Giving & Church Endowments? Opportunities for Cumberland Presbyterians is a Corel 9 Presentation CD which can be played on computers with Windows 95 or higher. Through color slides, it makes the case for an emphasis on planned giving & church endowments. The slides can also be supplied in black & white in booklet form.

Encouraging Bequests and Planned Gifts is an extension and amplification of “Why Planned Giving?” and focuses specifically on what is needed in consideration of an endowment program for your church. It too is available in CD (color) or booklet (black & white).

Supplementary

Financing the Future: Why an Endowment Program for Our Church? is a bulletin insert which combines the Preface of this handbook with the information on page 9.

Of Barns and Banks and Brokerages: A Brief Bible Study on Accumulated Assets is a bulletin insert containing the study on pages 6 and 7 of this handbook. A color version is available on a Corel 9 Presentation CD which can be played on computers with Windows 95 or higher.

Committed for the Centuries: What Is an Endowment? is a bulletin insert which combines the theme from the back cover of this handbook with information on page 8.

Union Valley Cumberland Presbyterian Church Endowment Fund gives a simple example of how a congregational endowment program may be communicated to the members.

Every Member Endowment gives an example of the way in which an Every Member Endowment can be communicated and promoted within a congregation. The example includes an annual report to the congregation on its endowment program.

Five Questions You Should Ask focuses on opportunities for persons to make planned gifts to the congregation from their accumulated assets for the support of its endowment program.

How Can I Make a Gift? Or, Gifts Come in Different Shapes and Sizes is a Corel 9 Presentation CD which can be played on computers with Windows 95 or higher. Using the analogy of a bouquet of flowers, the color slides address the advantages and disadvantages of a variety of giving opportunities: outright gifts, revocable gift agreements, charitable gift annuities, deferred gift annuities, life estate contracts, life insurance, pension funds, and wills/bequests. These slides can also be supplied in black & white in booklet form.

How Your Home Can Help Our Church Home is a Corel 9 Presentation CD which can be played on computers with Windows 95 or higher. It provides examples of how a gift of a member’s residence, vacation home, or rental home can benefit both the giver and provide financial support for the work of a congregation’s ministry.

Giving & Receiving describes the Cumberland Presbyterian Gift Annuity Program and the ways in which gift annuities can serve the needs of members and contribute to the financial foundation of the congregation.

Estate Planning Form provides a systematic form for use in collecting information and making decisions relative to a member’s last will and testament.

Remembering is an Act of Faith is a brochure to encourage memorial and honor gifts to your endowment program.

Is there room under your tree for a year end gift to our Church Endowment Fund? is a brochure to promote year end giving and includes specific examples of different types of gifts.

The Last Teaching Moment in your witness to the grace of Jesus Christ in your life is ... Final, Free & Future is a bulletin insert to remind members of the opportunity of making their last will and testaments into statements about the importance of their congregation in their lives of faith and service. *(Its four pages are shown in reduced form on the facing page.)*

Other

Endowment Program Annual Report is the Board of Stewardship’s annual report to all congregations, General Assembly agencies, and individuals who are interested in the services for trust and investment management offered by the Board through its Endowment Program. It describes the

program, summarizes administrative procedures, states the investment policy, and reports on annual return, investments, and endowment funds. Appendices provide additional information including a work sheet for planning the particulars of an endowment trust agreement.

3. Planned Gifts Emphasis During Family Week in May

The board is still in process of preparing materials for use during Family Week in May of each year. These materials will be designed for complementary use with the Family Week materials provided by the Board of Christian Education. It is hoped that this may become a joint effort of the Board of Christian Education and the Board of Stewardship. The experience of other churches has shown May to be an particularly excellent month for emphasis on wills as a means of planned giving.

F. REGIONAL PLANNED GIVING COORDINATORS

1. History

In 1993, the 163rd General Assembly commended the Board of Stewardship for “its vision in developing a program of planned giving in local congregations” and urged congregations “to be open to this new program and to take advantage of the assistance being offered” by the Board.

Further, it adopted recommendations to:

Approve a church-wide annual emphasis on planned gifts as a complementary part of the observation of the Family Week focus provided by the Board of Christian Education during May of each year; and

Urge each congregation to recognize the importance of promoting planned gifts as a part of its overall nurture of Christian stewardship among its members.

In response to the 1993 action, staff of the Board of Stewardship have made presentations to more than 130 congregations on the need to develop congregational endowments and encourage planned giving by church members.

In 1997, the 167th General Assembly approved the recommendations of the General Assembly Council to designate \$30,000 in *Our United Outreach* funds to aid the Board of Stewardship in partnering with the presbyteries of the Cumberland Presbyterian Church to implement Regional Planned Giving Coordinators.

At year end 2007, there were three Regional Planned Giving Coordinators: Carolyn Harmon, an elder in the Cedar Hill Church, Greeneville, Tennessee, serving the Presbytery of East Tennessee and the Tennessee-Georgia Presbytery; Dara Jones, an elder in the Hillsboro Church, Hillsboro, Tennessee, serving the Tennessee Synod (presbyteries of Columbia, Murfreesboro, and Nashville) and Gaye Wood, a member of the Calico Rock Church, Calico Rock, Arkansas, serving the Presbyteries of Arkansas, Missouri, Red River and Trinity.

Through these regional coordinators education concerning the stewardship opportunities in planned giving has been made readily accessible to more than 100 churches. Often times the results of their work is not easily measured. It may be several years before their work bears fruit. The regional coordinators use their presentations to plant the seeds which may bear fruit immediately or years down the road. What is of utmost importance is that the seeds are being planted.

Regional coordinators are employed and their salaries paid by their respective presbyteries. They are the living links of a partnership between the General Assembly and their presbyteries and they join in the semi-annual meetings of the Board of Stewardship and the biennial meetings of the North American Conference on Christian Philanthropy. In this partnership, the cost of their materials, travel, and continuing education opportunities are paid by the Board from *Our United Outreach* funds specifically designated for the purpose.

Beginning with the 2000 budget year, the Board of Stewardship allocated an additional \$15,000 for planned giving. This budget allocation was made on the strength of a new endowment received as a result of a bequest from Lavenia Campbell Cole, an elder in the Trinity Church, Fort Worth, Texas. Lavenia was a firm believer that church members should be encouraged to give generously of all their resources so that the Cumberland Presbyterian Church might grow in its ministry of love and service to all the world.

These additional funds are being used in a variety of ways. One specific use is to bring pastors of newly formed churches to the North American Conference on Christian Philanthropy in order to further the General Assembly's priority goal of developing new congregations.

It is our prayer that God will bless the work of encouraging Cumberland Presbyterians to give generously to enhance the future ministry of all our churches.

2. Planned Giving Restricted Funds

The activity in the Planned Giving Restricted Fund for the year 2007 was as follows:

Beginning Balance	\$185,161
<i>Our United Outreach</i>	\$31,967
Travel/Materials/Education	\$(31,506)
Ending Balance	\$185,622

It is the board's hope that there will be seven to eight planned giving coordinators in service by the year 2007. Future income from *Our United Outreach* and the funds included in the ending balance, above, represent the financial resources to make this hope a reality.

VII. CPC INVESTMENT LOAN PROGRAM, INC.

In 1976, the board began a program to provide opportunity for flexible investment of current temporary cash assets of congregations and agencies of the church. The primary purpose of the program is to provide income to participants as a foundation for ministry. As of January 1, 2001, the assets of the original program, Cash Funds Management, were transferred to the new Cumberland Presbyterian Church Investment Loan Program, Inc.

At year end 2007, the assets for the Investment Loan Program were \$14,662,017. Participant accounts totaled \$13,080,789. Net assets retained in the surplus as a protection of the stability of the fund totaled \$1,573,277.

For 2007, the corporation complied with the regulatory requirements in the states of Tennessee and Kentucky and was able to offer investment opportunities to individual Cumberland Presbyterians in the states of Tennessee, Kentucky, Texas, and New Mexico.

The board of directors is composed of the following: Janie Stamps, president; Robert Latimer, vice-president; Charlie Floyd, secretary, and Al Davis. Robert Heflin serves as Treasurer and Executive Secretary. During the past year, the board met twice in regular session.

During 2007, the corporation closed three loans: \$550,000 to Florence-Bethel Church (CPCA), Florence, Alabama; \$1,300,000 to Hope Church, Valrico, Florida; and \$425,000 to the Korean Church of Memphis, Memphis, Tennessee.

In order to simplify administration and focus on the strengths of the Investment Loan Program, the board took action to limit the offering of notes and depository accounts to "ready access accounts." All note holders (individuals) and depository account holders (churches and church agencies) with funds invested in these "on demand" accounts participated in the \$583,154 which the program paid in interest on accounts during the year. These payments were made at the following rates in annualized terms: first quarter 4.75%, second quarter 4.75%, third quarter 4.75%, and fourth quarter 4.75%. These rates were consistently higher than those available for most other "on demand" money market accounts.

VIII. EMPLOYEE BENEFITS ADMINISTRATION AND RESEARCH

A. PURPOSE

The third of three broad program areas of the work of the board is in employee benefits administration and research. The purpose of this program is as follows:

To support the lay and ordained employees of the church as they venture to be faithful under the call of Christ and the Church to the daily demands of providing leadership to congregations and Church agencies who are the incarnation of the Body of Christ, the family of God at work in the world.

Employee benefits are reported in detail under headings VIII. Retirement Program, IX. Ministerial Aid Program, and X. Insurance Program.

B. VISION

The board has a vision of uniform benefits for all Cumberland Presbyterian clergy, including group health insurance, group long-term disability coverage, and participation in the General Assembly's pension plan. Ministers would then know what to expect when they are called to another church. No longer would some ministers have to do without what is considered in the secular world to be basic employee benefits.

No longer would these ministers and their families have to settle for being relegated to second class status. The reality is, as several General Assemblies have recognized, that this is possible if we work together in much the same manner that we send out missionaries and do a lot of other ministry. Good employee benefit plans are in place and they would be healthier and stronger if used and supported by all Cumberland Presbyterian clergy.

IX. RETIREMENT PROGRAM

Since 1952, the board has provided a retirement program open to all church employees. The program gives opportunity for churches and their employees to provide a source of retirement income based on voluntary contributions. In 1987, a new Cumberland Presbyterian Retirement Plan No. 2 was established as a qualified 403(b) defined contribution plan.

A. PLAN AMENDMENTS

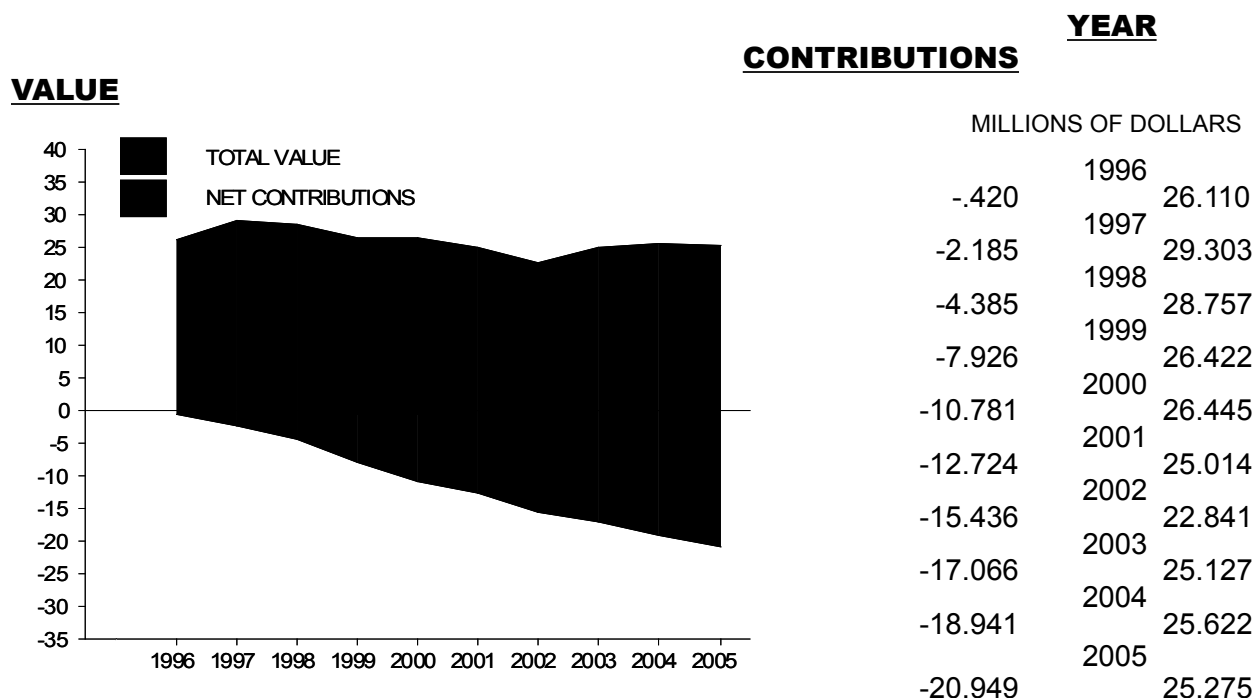
As new needs arise or deficiencies in the original plan document for Cumberland Presbyterian Retirement Plan No. 2 become apparent, the General Assembly has the authority under Article IX Section 9.01 of the Plan to amend the same. Amendments were last made to the Plan by the 1999 General Assembly. Since that time the need for no additional changes has surfaced.

B. YEAR END REPORT

On December 31, 2007, there were 429 participants in the Retirement Plan. Of these, 231 were contributing to their accounts and 18 were receiving direct monthly payments as a result of their elections under Plan 1. In addition to these 429 participants, there were 26 persons who were receiving annuity payments purchased through the Plan and for whom the Plan issues 1099-R's.

During 2007, \$3,795,585 was dispersed to or for participants, an increase of 64% over 2006s \$2,315,857. Contributions totaled \$791,403 and were up 2.5% over 2006s \$772,476. Investment expenses totaled \$112,318 an increase of 11% over 2006s \$101,143. Income and the gain on investments (both realized and unrealized) totaled \$3,256,727 for a 8.7% decrease over 2006s \$3,565,650. The rate of return credited to the accounts for the year was +9.0%. (Comparative annual rates of return for: previous five years—+11.8%, previous ten years—+7.9%, and from the beginning of professional management in March, 1982—+11.0%.)

TEN YEAR COMPARISON OF MARKET VALUE AND NET CONTRIBUTIONS



The professionals managing the retirement fund were: Victory Capital Management, an equity manager with a growth stock emphasis; Metropolitan West Asset Management, a bond manager; PIMCO, a bond manager; Missouri Valley Partners, a manager of large capitalization equities; NewSouth Capital Management, a manager of small capitalization equities; RREEF America II, a private real estate investment trust (REIT) manager; and the Templeton Institutional Foreign Equity Fund. The graph (*above*) helps to illustrate the effect of the average annual return of 11.2% and the true worth of having professional management of the fund. The difference between the net contributions (dark shading) and the total value (light shading) is the value added to the total fund and to participant accounts by the efforts of those managers.

X. MINISTERIAL AID PROGRAM

A. MINISTERIAL AID

1. Full Benefit Recipients

There are now an equivalent of 11 CPC recipients of the full benefit of \$260 per month (increased from \$240 on April 1, 2002). The monthly total of these payments is \$2,860.00; annually, \$34,320.00 is paid. The equivalent of benefits for three participants, or \$780 per month, is sent to Cauca Valley Presbytery in Columbia. The payments are designated for specific individuals but are distributed by the presbytery as it sees fit. Each recipient also receives *The Cumberland Presbyterian* and *Missionary Messenger*.

In October 2005, the board decided to distribute 75% of the previous year's surplus to the remaining recipients. This distribution was made in December 2007 with the seven stateside recipients receiving \$1,904.13 for a total of \$13,333.11.

2. Basic Requirements.

The General Assembly of the Cumberland Presbyterian Church has set the following basic requirements for receiving aid from the Ministerial Aid Program.

- a. Minimum age 65.
- b. Minimum years of service to the church - 15.
- c. Cannot be a participant in the Cumberland Presbyterian Retirement Plan.
- d. Physical and/or mental disability (doctor's statement required) at any age, however, a minimum of ten years service is required if less than 60 years of age.
- e. Individuals income cannot exceed \$600 monthly (effective 01-01-2003).
- f. Couples income cannot exceed \$750 monthly (effective 01-01-2003).
(The GA Board of Stewardship is authorized to look at each case in light of unusual financial hardship; thus, application may be made even if income levels exceed the ceiling.)
- g. Presbytery obtains information and approves (approval can be given by the committee or board charged by presbytery with this responsibility); certification of approval is sent to the General Assembly Board of Stewardship.
- h. Surviving spouse is eligible if above items 2, 3 and 4 have been met.

CPC applicants must submit to the board a listing of assets and liabilities so the net worth can be determined. The board urges presbyteries to maintain contact with persons under the Ministerial Aid Program who live within their bounds. Should there be serious unmet needs, the presbytery is urged to contact the board so that it may determine how the Ministerial Aid program can be of assistance in meeting those needs.

There was conversation at the March board meeting to raise the individual and couple income. A committee will be reporting back to the board in September what possible changes might be made in the future.

3. Supplemental Retirement Benefits.

There is now only one CPC individual receiving supplements to their retirement benefits from the Ministerial Aid Program as a result of a one time action of the Board on August 30, 1987. The monthly payment is the amount needed to bring their retirement income up to \$60. The monthly total of this payment is \$13.96; or \$167.52 annually.

4. Cumberland Presbyterian Church in America.

The CPCA now has 4 participants who receive monthly payments at the originally agreed upon amount of \$109 per month. Benefits for these recipients total \$436.00 per month and \$5,232.00 annually. The CPCA normally pays its share in June or July following their General Assembly.

5. Ministers in Overseas Presbyteries.

Payments for ministers serving in overseas presbyteries (presently, a total of \$12,480 annually) are being made to Cauca Valley Presbytery and administered through its budget.

B. RETIREMENT RESERVE

Under Retirement Plan No. 1, retirees whose benefits fell below \$150 per month could receive a supplement from the Special Reserve Retirement Fund Endowment to bring their benefits up to this level. Spouse's of retirees are eligible to continue receiving this benefit after the retiree's death. These payments will eventually cease because no new persons are being added. Three individuals now receive payments in varying amounts from this fund. The monthly total of these three payments is \$446.20; annually, \$5,354.40 is paid to the recipients. This endowment had a balance of \$1,134,134.96 at December 31, 2007, an increase of \$52,152.16 over the previous twelve months. The 1996 General Assembly approved the Board's recommendation to use the excess income from this endowment for Ministerial Aid payments. This has freed the Lowrie endowment to be used to meet other ministerial needs.

XI. INSURANCE PROGRAMS

The insurance programs of the board have been assigned by the General Assembly beginning in the middle of the previous century. Long term disability is the newest, begun in 1988. Property and casualty insurance is the oldest, begun in 1951. While all of the insurance programs are important, group life and health insurance, begun in 1961, touches many lives in a personal way and often at times of deep anxiety. In all, some 484 men, women, and children depend on this program to meet their health care needs.

A. PROPERTY & CASUALTY INSURANCE

The Board of Stewardship, Foundation and Benefits secures property and casualty insurance coverage against accidental loss for the General Assembly Corporation, Board of Stewardship, Board of Christian Education, Board of Missions, Commission on the Ministry, Memphis Theological Seminary, Board of *The Cumberland Presbyterian* and Historical Foundation.

Effective January 1, 2004, the property and casualty insurance for the Center and Memphis Theological Seminary was secured through General Insurance Underwriters, representing Church Mutual Insurance Company. This change resulted in a premium savings of nearly 38%.

The various agencies enjoyed a very good relationship with Church Mutual Insurance Company. However, with the changing insurance industry our agent, General Insurance Underwriters, was approached by Philadelphia Insurance Company, Inc. They expressed an interest in providing our property and casualty insurance. Our agent contacted the staff and the staff gave permission to pursue the opportunity.

After some negotiations, Philadelphia was able to increase our policy limits while passing on a 22.5% savings in the premium. The Executive Committee of the Board agreed to change insurance companies from Church Mutual to Philadelphia Insurance Co. The change was effective January 1, 2008.

B. GROUP LONG TERM DISABILITY INSURANCE

The presbyteries of Arkansas, Columbia, Covenant, Cumberland, del Cristo, East Tennessee, Missouri, Murfreesboro, Nashville, North Central, Red River, Robert Donnell, Trinity and West Tennessee and the Children's Home and The Center have now established non-contributory long term disability programs insured by UNUMPROVIDENT. This leaves only five stateside presbyteries (Choctaw, Cullman, Hope, Grace and Tennessee Georgia) without a program. The quarterly rate applied to participant's salaries is 1.50 per \$100 of salary.

There are three primary reasons for ministers to want the coverage and for presbyteries to want to provide the protection. The group rate is significantly lower than individual policy rates (especially after the January 1, 1997, rate reduction) and does not require a large cash outlay to cover all full-time ministers in a presbytery; housing allowance and/or the fair rental value of a manse is included in the definition of salary for ministers; and, there is no medical qualification requirement in order to enroll. These advantages over

individual policies make this coverage very attractive, especially to those who have previously purchased their own policies. In addition, a provision was negotiated with UNUM by the Board's consultant, whereby ministers, upon leaving a participating presbytery to serve in a non-participating presbytery, may continue the coverage if he or she so desires. The new employing church is then billed for the quarterly premium. There are now six ministers who have taken advantage of this provision. There are approximately 242 participants.

The booklet, enrollment form and other employee benefit information can be accessed on the Board of Stewardship web page (<http://www.cumberland.org/bos>).

C. GROUP ACCIDENT INSURANCE

This policy provides twenty-four hour coverage on "named employees" for accidental death, dismemberment, or loss of sight. The maximum benefit is \$50,000 and there is also a \$1,000 medical benefit. The annual premium is \$60 per covered employee. All GA level boards, institutions, and agencies participate in this program. This policy is purchased through Brian Sinclair-Whitely of St. Pete Beach, Florida.

D. FIDELITY BOND

The Board of Stewardship secures a commercial crime policy to insure persons engaged to perform the duties of a scheduled position. Congregations, presbyteries, synods, and organizations within these judicatories are eligible to participate. On September 1, 2007, the policy was renewed for the next year. The broker for this policy is Treadwell & Harry and the carrier is The Travelers Insurance Co. The premium is \$3.90 per thousand dollars of coverage with no minimum level of coverage; there is a \$250 deductible. Sixty-one positions across the denomination are now bonded for a combined total coverage of \$1,851,000.

E. GROUP HEALTH & LIFE INSURANCE

The board has used a fully-insured, managed care approach to provide group health insurance for CP clergy and lay employees since March 1, 1999. UniCare Life and Health Insurance Company, the insurer, has an extensive network of regional preferred provider organizations that is available to all but a handful of eligible employees. There is no primary care physician or "gatekeeper" requirement that must be met before seeing a specialist. Included in the plan is a prescription drug benefit with various levels of co-payments which are described later in this report. For those few employees who are not able to participate in the UniCare PPO because of where they live, there is indemnity coverage available.

1. Loss Ratio.

A comparison of paid medical premiums and claims is made in order to calculate a loss ratio. The table below contains monthly and cumulative figures for the calendar year of 2007. For 2007, 112% of the medical premiums paid to UniCare were used by UniCare to pay claims and stop-loss premiums. This compares to a loss ratio of 84% for the same period in 2006 and 86% for 2005. This calculation does not include UniCare's retainage nor any increase in the medical reserves it is holding. Under the contractual agreement with UniCare, annual deficits or surpluses are retained by them and won't affect subsequent years.

MEDICAL EXPERIENCE REPORT						
<u>MONTH</u>	<u>MONTHLY</u>			<u>CUMULATIVE</u>		
	<u>MEDICAL PREMIUM</u>	<u>PAID CLAIMS</u>	<u>LOSS RATIO</u>	<u>MEDICAL PREMIUM</u>	<u>PAID CLAIMS</u>	<u>LOSS RATIO</u>
Jan, 2007	191,161	140,402	73%	191,161	140,402	73%
Feb, 2007	190,632	190,632	100%	381,793	331,034	87%
Mar, 2007	191,741	164,401	86%	573,534	495,435	86%
Apr, 2007	191,847	173,278	90%	765,381	668,713	87%
May, 2007	190,632	207,905	109%	956,013	876,618	92%
Jun, 2007	194,966	240,179	123%	1,150,979	1,116,797	97%
Jul, 2007	199,907	194,364	97%	1,350,886	1,311,161	97%
Aug, 2007	195,177	215,839	111%	1,546,063	1,527,000	99%
Sept, 2007	184,184	353,494	192%	1,730,247	1,880,494	109%
Oct, 2007	187,407	238,770	127%	1,917,654	2,119,264	111%
Nov, 2007	186,086	271,044	146%	2,103,740	2,390,308	114%
Dec, 2007	189,812	187,683	99%	2,293,552	2,577,991	112%

The table above shows that we did not have a good year when you compare the claims paid by UniCare with the premiums they received. The table below shows that for the months of March 2007 through November 2007, 14 claims amounted to 53% of the claims paid by UniCare. For the same time period in 2006 we only had three high cost medical claims.

Total Group Medical Claims				
Number of Claims	Percentage of Total Claims		Amount Paid	Percentage of Total
14	3%	High cost claims	\$856,252	53%
<u>403</u>	<u>97%</u>	All other claims	<u>\$744,666</u>	<u>47%</u>
417	100%	Total Claims	\$1,600,918	100%

In an effort to broaden the existing health insurance program, in April 2005, UniCare agreed to pay up to \$300 per calendar year toward a participant's physical. It is the hope that if more participants get an annual physical then possible health concerns can be caught early, possibly reducing more serious matters down the road.

2. Premiums.

Brian Sinclair-Whitely of Sinclair-Whitely Associates is the health insurance broker for the Cumberland Presbyterian Health Insurance Program. Throughout the year, Brian Sinclair-Whitely keeps the staff informed of the medical claims experience.

In December 2007, Mr. Sinclair-Whitely began negotiations with UniCare regarding the March 1, 2008 renewal. Because of our adverse claims experience as evidenced above, UniCare proposed increasing our rate 38.4%. Mr. Sinclair-Whitely convinced UniCare to use the previous 24 month period rather than the normal 12 month period when determining the new rate. UniCare agreed and after looking at the previous 24 months they proposed increasing our premiums by 27.3%.

Mr. Sinclair-Whitely then proposed making two changes in the health insurance plan. One change would be to increase the individual deductible from \$500 to \$1,000 and increasing the family deductible from \$1,500 to \$3,000. It was noted that the deductible was last changed in 1991. The second change was to substitute the UniCare Your ChoiceRX Drug plan for the present 3-tier formulary drug plan. If these two changes were made UniCare agreed to increase our rate by 13.97%.

After discussion with the Executive Committee was polled and agreed to increase the premium by 13.97% effective upon renewal which was March 1, 2008. When the Board of Stewardship, Foundation and Benefits met in March 2008, the entire board voted to only pass on a 10% increase to the participants. Funds from the Premium Stabilization Fund would pay the 3.97% difference between what UniCare would charge the Board of Stewardship and what would be received by the participants.

3. Participation.

In October 1998 employee participation reached a high of 333. Over the next two years, enrollment continued to hover around the 325 level. As of February 1, 2008, 461 people depend on the CPC Health Insurance Program. A breakdown of family units by size at February 1, 2008 is listed below.

FAMILY UNITS BY SIZE

	Number of <u>Units</u>	<u>Total</u>
Emp. only	148	148
Spouse only	2	2
Families of 2	37	74
Families of 3	15	45
Families of 4	32	128
Families of 5	8	40
Families of 6	<u>4</u>	<u>24</u>
Total	246	461

The following table shows the enrollment figures from March 2007 to January 2008. As you can see the numbers do fluctuate from month to month. From March 2007 to January 2008 there was a reduction of 6 participants.

<u>MONTHLY GROUP INSURANCE ENROLLMENT</u>			
	<u>EMPLOYEE COVERAGE</u>	<u>DEPENDENT COVERAGE</u>	<u>TOTAL</u>
07-Mar	147	105	252
07-Apr	145	105	250
07-May	147	105	252
07-Jun	147	105	252
07-Jul	148	108	256
07-Aug	147	108	255
07-Sep	147	108	255
07-Oct	148	104	252
07-Nov	146	108	254
07-Dec	139	103	242
08-Jan	142	104	246

4. Stabilization Reserve (Formerly Emergency Reserve)

The reserve is invested in an Investment Loan Program account which had a balance of \$1,409,833.73 on December 31, 2007. The Emergency Health Insurance Reserve was established in compliance with the 1992 General Assembly directive to be used in "emergency" situations to match presbyterial emergency fund disbursements. The 1998 General Assembly approved the Board's recommendation to allow the Board to use the Emergency Reserve to maintain the stability of the group health and life insurance plan. This allows these funds to be used for purposes outside of the original scope of the reserve.

5. Jessie W. Hipsher Health Insurance Endowment

The Jesse W. Hipsher Health Insurance Endowment was created as the first step in the board's goal to raise \$10,000,000 in endowments for the support of the Cumberland Presbyterian Health and Life Insurance Program. The endowment was established on March 6, 2004. At its establishment \$11,450 had been raised. The balance of the endowment as of December 31, 2007 was \$28,188.67.

6. Health Education

To further educate participants in matter concerning health care participants have recently begun to receive a monthly newsletter entitled, *TopHealth*, published by Oakstone Publishing. The monthly

newsletter is full of health related tips that can be easily implemented by readers. The two page newsletter can be read within a matter of minutes. It is hoped that the newsletter is the beginning of a wellness program designed to improve the health of all participants.

7. Wellness Program

In an effort to improve the health of all participants in the CPC Health Insurance Program, the Board is developing a wellness program that helps participants to take a more active role in healthy living. The Board has approved an incentive program that encourages participants to exercise, stop smoking and improve their lifestyle. UniCare is also working together with the Board in this effort. More information will be forthcoming.

Respectfully submitted:
Janie Stamps, President
Robert Heflin, Executive Secretary

THE REPORT OF THE BOARD OF TRUSTEES OF THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME

CPCH / BC

I. INTRODUCTION

As society presents ever-growing challenges to young people and their parents, Cumberland Presbyterian Children's Home is committed to offering healing and hope to those in need through our ministry of protecting, sustaining and equipping children and families. Our dedicated, compassionate and professional staff works hard every day to ensure the children and families entrusted to our care receive the help they need to make positive, lasting changes in their lives.

2007 brought many changes to CPCH, but our commitment to ministering to children and families remains constant. One of the most significant developments was the departure of Randy Spencer as CPCH's executive director. He announced his resignation in December 2007. At that time, CPCH's Board of Trustees joyfully recommended Reverend Kevin R. Henson to fill the position of executive director as of January 2008.

Kevin earned a B.A. in English Literature from Baylor University in Waco, Texas, in 1984 and an M. Div. from Princeton Theological Seminary in Princeton, New Jersey, in 1989. Kevin was ordained as a minister by the Red River Presbytery of the Cumberland Presbyterian Church in 2001. Kevin worked in a family business from 1989 to 2005. During that time, he was a bi-vocational minister, serving the church as both a full-time and part-time pastor. Most recently, he pastored Faith Cumberland Presbyterian Church in Tulsa, Oklahoma. Though he is new to the position of executive director, CPCH has been a part of Kevin's life for the past 10 years. He has been a volunteer, donor and was a member of CPCH's Board of Trustees for six years, serving as president of the Board in 2007. CPCH Board, staff and residents welcome Kevin and look forward to his leadership!

A. MISSION STATEMENT

As a ministry of the Cumberland Presbyterian Church and in response to Christ's love and example, the Cumberland Presbyterian Children's Home exists to provide a safe and wholesome environment for the development of children and to bring healing and hope to children and their families.

B. BOARD OF TRUSTEES

The Board of Trustees consists of 15 persons elected by the General Assembly. Nine of the trustees must be members of the Cumberland Presbyterian denomination. The remaining six are (*) members of other denominations. Board members in 2007 were: Reverend Kevin Henson, President; *Mrs. Kay Goodman, Vice-President; Mrs. Carolyn Harmon, Secretary; *Mr. Craig Thomas; Mrs. Jane Allen; Mrs. Ruby Letson; Mr. Richard Dean; Mr. Tony Martin; *Mrs. Betty Roy; Reverend Norlan Scrudder; *Mr. Darrell Thompson; *Ms. Joy Wallace; *Mr. Richard Brown, Reverend Alfonso Marquez and Mrs. Pat Huff.

The Board of Trustees meets twice each year on the third weekends in February and September on the campus of the Children's Home. Board communication and business are conducted through e-mail, mail and phone calls between meetings.

C. REPRESENTATION AT GENERAL ASSEMBLY

The Board will be represented at the 2008 General Assembly by Reverend Kevin Henson, CPCH's executive director, and Pat Huff, Trustee.

D. LICENSURE AND AFFILIATIONS

The Cumberland Presbyterian Children's Home is licensed as a Basic Care Facility through the Texas Department of Family and Protective Services to provide residential care for up to 24 children.

The Children's Home holds membership in the Presbyterian Children's Homes and Related Ministries; Southwest Association of Children's Homes; Texas Alliance of Child and Family Services and the Texas Coalition of Homes for Children.

II. GIVING HEALING AND HOPE BY PROTECTING CHILDREN, SUSTAINING FAMILIES, AND EQUIPPING PROVIDERS

PROTECTING CHILDREN

As we have done for more than 100 years, CPCH provides each child in our Residential Care Program with all their basic needs. In addition, CPCH now provides case management, family and/or individual therapy, academic tutoring, organized recreation and opportunities to develop valuable life skills. In 2007, the staff in each of our three residential cottages created a “vision statement” to guide them as they cared for their residents.

- “Currie-Long Cottage will strive to provide a safe and wholesome family-like environment in which we raise Christ-like men.”
- “Heard Cottage will strive to be a place where our girls are happy, safe and know that they are loved unconditionally, and where their families can trust that we will take care of them and work together to heal.”
- “Cole Cottage will bring hope and healing to children and families while bringing hope and healing to others.”

In 2007, the Residential Care Program:

- accepted 15 private placements and 25 placements from the Texas Department of Family and Protective Services;
- served 40 children and 29 families; and
- served 19 children in our Aftercare Program.

Positive Outcomes for the Residential Care Program 2007:

- 100% of children received medical and dental care.
- 93% of private placements were successfully discharged back to family.
- One child graduated high school and is attending the University of North Texas.

Looking ahead to 2008, CPCH’s Residential Care Program plans to develop an independent living skills program to aid our growing adolescent population; replace the “level system” with a character-building program for behavior management; offer more training and support to current staff in order to provide optimal care for children and families; and increase collaboration with CPCH’s Family Outfitters Program (more about the Family Outfitters Program is under the “Sustaining Families” heading below) to provide more preventative services for families interested in the Residential Care Program.

SUSTAINING FAMILIES

In the on-campus Single Parent Family Program, CPCH seeks to partner with single parent families facing financial hardship to support and encourage them in their efforts to become self-sufficient and to build and maintain healthy relationships and support systems.

In 2007, the Single Parent Family Program:

- served 22 families on campus for a total of 19 single moms, three single dads, and 45 children;
- served 15 families in the aftercare program; and
- reached 86 individuals/families through intake/outreach efforts.

Positive Outcomes for the Single Parent Family Program in 2007:

- 100% of families completed parent training.
- 95% of families found employment within two months of joining the program.
- 85% of families left the program employed.
- 95% of families attended family therapy.
- 90% of families maintained stable housing after leaving the program.

For 2008, the Single Parent Family Program's goals include offering more enrichment classes for families and children; partnering with community businesses such as apartment complexes or car dealerships; increasing collaboration with CPCH's Family Outfitters to provide more preventative services and conducting a follow-up study with former Single Parent Family Program clients in order to assess the long-term results of the program.

Another aspect of CPCH's efforts to sustain families is the Family Outfitters Program, which offers counseling and education programs to the community as well as to children in CPCH's Residential Care Program and families in the Single Parent Family Program. The Family Outfitters Program is led by the Director of Clinical Services, who provides clinical supervision and guidance for all CPCH's programs.

In 2007, the Family Outfitters Program:

- started a counseling internship program, which has three interns (two are master's-level students at TWU and one is a licensed psychologist obtaining family therapy experience);
- provided counseling services to 13 families and 26 individuals; and
- provided "Becoming a Love and Logic® Parent" training to 75 community members.

In 2008, the Family Outfitters Program plans to increase its marketing and community visibility, thereby increasing its client base and therapy income. The program will continue to offer monthly Love and Logic® trainings and look at other trainings that can be offered to the community. Additionally, the Family Outfitters Program will continue to collaborate with the Single Parent Family Program and Residential Care Program to offer training, counseling, parent training, aftercare and preventative services.

EQUIPPING PROVIDERS

CPCH strives to support and strengthen the family ministries of Cumberland Presbyterian churches, as well as the outreach efforts of other providers of child and family services such as churches, schools and agencies. In 2007, CPCH staff provided trainings on marriage enrichment and Parenting with Love and Logic®.

VOLUNTEERS IN ACTION

In 2007, CPCH's volunteers gave 8,545 hours of their time to benefit our children and families. That equates to \$160,392.47 worth of services (based on an hourly rate of \$18.77 from Independent Sector). Groups from Holly Grove Cumberland Presbyterian Church in Brighton, Tennessee, and Hopewell Cumberland Presbyterian Church in Lamar, Missouri, contributed their talents during summer work trips to CPCH's campus. We already have five work groups from Cumberland Presbyterian churches scheduled for summer 2008!

Currently, CPCH volunteers work in these areas: campus upkeep, donation processing, tutoring and skills classes, mentoring, administration and fundraising, recreation, and cooking and baking for the children and families.

Due to overwhelming interest people have in volunteering at CPCH, the Volunteer Coordinator position moved from part time to full time in 2007. In 2008, CPCH's volunteer program will continue building positive healthy relationships with volunteers and residents/staff on campus.

III. SUPPORT OF PROGRAMS AND SERVICES

A. CURRENT OPPORTUNITIES AND CHALLENGES

We are continuing our program of campus physical enhancement. Each cottage is getting a long-overdue face lift. Denton Benefit League provided a grant to totally remodel the kitchen in Cole Cottage. Thanks to some Christmas giving, all three cottages received new locking freezers, but we still need new carpet in each cottage.

Because we serve a very vulnerable population, security is always an issue. We need to purchase a new security system for the campus and a new background verification device.

B. FINANCIAL INFORMATION

Total operating expenses for 2007 were \$1,405,313. Our total operating revenue was \$1,348,627. This revenue shortfall resulted in a slight deficit of \$43,325.

C. ENDOWMENT FUNDS

Since only the interest of the Endowment Funds can be used for operating expenses, it is paramount that as much interest as possible be generated from our approximately \$7.9 million endowment. In 2007, endowment interest represented less than 18 percent of our operating revenue.

D. ADVANCEMENT PROGRAM

Advancement activities support CPCH's mission of providing healing and hope to children, families and all others whose lives we touch. Advancement staff works to build relationships, cultivate new and existing donors, pursue grants and raise CPCH's profile, all in support of CPCH's programs for children and families.

CPCH still faces the ongoing challenge of raising unrestricted dollars for its day-to-day operations. Support from our Cumberland Presbyterian family through unrestricted gifts, sponsorship and Children's Home Sunday and Gift to the King offerings is extremely important to the Children's Home. As CPCH strives to bring healing and hope to the children and families we serve, we continue to rely on the tradition of generous giving Cumberland Presbyterians have demonstrated through the years.

IV. RECOMMENDATIONS

A. CHILDREN'S HOME SUNDAY 2009

Each year, the General Assembly designates a Sunday as Children's Home Sunday. This is a special time to promote the ministry provided by the Cumberland Presbyterian Children's Home and to receive a special offering to support this ministry financially.

RECOMMENDATION 1: That May 17, 2009, be designated as Children's Home Sunday and that the Assembly encourage congregations to emphasize the importance of the Children's Home Sunday Offering as a significant source of revenue for the care of children and families.

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B. PRAYER FOR CHILDREN AND FAMILIES

All Cumberland Presbyterians have an important role to play in supporting the advocacy component of the continuum of care for children and families who are hurting.

RECOMMENDATION 2: That the Assembly encourage each congregation to set aside one Sunday each month to pray for children and families, especially those who are hurting and in need, in their communities and throughout the world.

Respectfully Submitted,
Richard Brown, President
Reverend Kevin R. Henson, Executive Director

THE REPORT OF THE BOARD OF TRUSTEES OF MEMPHIS THEOLOGICAL SEMINARY

MTS / HF

INTRODUCTION

Memphis Theological Seminary of the Cumberland Presbyterian Church is the only seminary of the Cumberland Presbyterian Church. Our history is traced back through the Cumberland Presbyterian Theological Seminary in McKenzie to the organization of two graduate schools of theology, one at Cumberland University and the other at Bethel College, in 1852. Those two graduate schools of theology continued the legacy begun in the work of founder Finis Ewing, who educated candidates for the ministry in his home, and many other ministers, who trained young candidates in homes, churches, and on the trail. For one hundred fifty six years, Cumberland Presbyterians have been providing formal theological education for its ministers. For almost two hundred years, the Cumberland Presbyterian Church has valued the importance of an educated ministry.

With the denomination's decision to move its seminary to Memphis in 1964, Memphis Theological Seminary began to serve a larger student body. Though students from other denominations were admitted during the McKenzie years, the move to a major metropolitan area opened the opportunity to attract more students from more denominations. Today, Memphis Theological Seminary has one of the most diverse student populations, in terms of denomination and race, of any seminary in the United States. This theological and denominational diversity provides a rich environment for educating pastors, chaplains, educators, and leaders for the church of Jesus Christ.

We, the trustees and administration of Memphis Theological Seminary are privileged to be a part of this legacy, born out of and guided by the ecumenical and evangelical spirit of the Cumberland Presbyterian Church. We look forward to what God has in store for our ministry in the future. With gratitude for God's grace, guidance and provision in the past year, we make the following report to the historic 178th General Assembly of the Cumberland Presbyterian Church, meeting for the first time outside the bounds of the United States in Tokyo, Japan.

I. BOARD OF TRUSTEES

A. OFFICERS

The following officers were elected by the Board of Trustees to serve during the past academic year: Moderator – Mrs. Marianna Williams (Cumberland Presbyterian elder, Dyersburg, TN); Vice-moderator – Dr. Carmichael Crutchfield (Christian Methodist Episcopal minister, Jackson, TN); Secretary – Dr. Meade Walker (National Baptist minister, Memphis, TN); Treasurer – David Canon (Vice President of Operations and CFO, MTS).

B. BOARD REPRESENTATIVE

Marianna Williams has been elected to serve as the Board's representative to this meeting of the General Assembly.

C. MEETINGS

The Board has met twice since the last meeting of General Assembly: September 14-15, 2007, and February 8-9, 2008. It is scheduled to meet one more time before the meeting of General Assembly, on May 9-10, 2008. In addition to full Board meetings, standing committees meet on a regular schedule between Board meetings.

Our fall Board meeting was held in a retreat format at St. Columba Conference Center to enable more time for planning and community building between members of the Board and seminary staff.

D. EXPIRATION OF TERMS

The Board of Trustees is made up of twenty-four members, thirteen of whom will be Cumberland Presbyterians and eleven of whom will be non-Cumberland Presbyterians. The terms of eight members of

the Board expire each year. Five of the eight whose terms expire this year are eligible to succeed themselves and have agreed to serve another three year term: Dr. D. Tom Bell (United Methodist, Huntsville, AL); Mr. Mark Davis (CPC, Germantown, TN); Reverend Amy Howe (Presbyterian Church (USA), Memphis, TN); Mr. William Nelms (CPC, Murfreesboro, TN); and Mrs. Marianna Williams (CPC, Dyersburg, TN). All five have served faithfully and contributed greatly to the life of the seminary. We are grateful for their willingness to continue serving.

Three trustees have completed three terms and are not eligible to succeed themselves: Mr. Wes Brantley (CPC, Ada, OK), Dr. David Goatley (National Baptist, Washington, DC), and Dr. Lynne Herring (CPCA, Huntsville, AL). Reverend Jean Richardson (CPC, Knoxville, TN) has decided to resign from our Board for personal reasons. Each of these trustees have served faithfully and well. We give thanks to God for the service these four trustees have given to Memphis Theological Seminary.

RECOMMENDATION 1: That the General Assembly express its gratitude to Mr. Wes Brantley, Dr. David Goatley, Dr. Lynne Herring, and Rev. Jean Richardson for their faithful service to Memphis Theological Seminary and the Cumberland Presbyterian Church.

E. WORK OF THE BOARD

The trustees have given significant attention during the past two years to understanding and more faithfully executing their role in governing the life of the seminary. The Board's standing committees are meeting more frequently between regular board meetings. A revision of the Board of Trustees Handbook has been approved by the Board, as well as a revised procedure for initial and ongoing Board training. The Board is committed to strengthening the ties between MTS and the Cumberland Presbyterian Church, even as it continues to reach out to build relationships with other denominations we are serving.

The Board has given significant attention in the past two years to developing our administrative policies and procedures. A new employee handbook, faculty handbook, policy and procedures manual, and fiscal management manual have all been adopted in the past year.

F. RECOMMENDATION FROM THE 177TH GENERAL ASSEMBLY

The 177th GA passed the following recommendation: "That the Memphis Theological Seminary Board of Trustees be directed to review critically the process for seeking and selecting new faculty members, and granting tenure in order to determine how there may be greater representation of Cumberland Presbyterians in these processes and report their conclusions to the next General Assembly." (page 436, Minutes of the General Assembly, 2007)

The Board of Trustees, through its Instruction Committee reviewed critically the process for seeking and selecting new faculty members at its September 2007 meeting. The Board noted that Cumberland Presbyterian members of the Board of Trustees, of which there is always a majority, are always involved in final decisions about faculty appointments and the granting of tenure. In addition, the President of the seminary, Jay Earheart-Brown, is a Cumberland Presbyterian and the person responsible for making such recommendations to the Board. He has expressed repeatedly his intention to see that the needs, ethos, and well being of the Cumberland Presbyterian Church be kept foremost in the process of making faculty appointments and awards of tenure. In addition, he has worked to identify, encourage and assist promising younger scholars in the church to pursue the Ph.D. degree so that our church would have a stronger pool of potential teachers for its educational institutions. That commitment continues.

On recommendation of the President, the faculty approved a recommendation that was ratified by the Board of Trustees to allow the President to appoint a representative from the church to each faculty search committee. During the current academic year, the following persons were appointed and have served in that capacity. For the position in Evangelism and Mission, Dr. George Estes served as a member of the search committee; for the position in Church History, Dr. Rose Mary Magrill served; for the position in Wesleyan Studies, Reverend Kevin Conrad, a United Methodist minister on the program staff of the Memphis Annual Conference, served. It was decided that for this position, the outside member of the search committee should be a United Methodist, rather than a Cumberland Presbyterian.

In each case, the additional members of the search committee helped to keep our focus on the needs of the church, and not simply on academic needs. The volunteers were engaged in reviewing applicants, selecting those to be interviewed, interviewing candidates, and the discussion of which applicant to recommend to the President. We believe that this new procedure has strengthened our hiring practice and will continue to help us focus on our constituencies as we seek to provide the best possible education for

pastoral and other forms of ministry. We are grateful for the recommendation from the General Assembly, and seek to continue serving the life and growth of the Cumberland Presbyterian Church and the other churches we serve.

G. PRIORITY FOCUS ON EVANGELISM

The 177th General Assembly approved a resolution establishing a priority focus for the denomination for the next five years. That priority focus is “to be evangelism, with an emphasis on leading congregations in how to do and to do personal evangelism that is appropriate to the congregation’s cultural context.” In addition, “every agency and institution of the church adjust its overall mission to support this five year priority focus by identifying how it can help the church accomplish this and report to General Assembly each year of its activities in support of” this focus. (page 426, Minutes of the General Assembly, 2007)

Every Master of Divinity student at MTS is required to take a core course in Evangelism and Mission. As a part of that course, students learn how to share their faith and engage in the work of evangelism personally, and as the leader of a congregation. In addition, courses have been taught in the past year on New Church Development and Revitalizing the Local Church, both of which have important elements of evangelism as a part of the course. In addition, we will be working with our new faculty member in the area of evangelism to develop new courses in the next year to support this important focus for our denomination over the next five years.

In the Program of Alternate Studies, a new course on Evangelism has been added. We will also be adding a course in Personal Evangelism to the continuing education/lay education schedule for LifeTime courses in the next year.

Finally, we are in the initial planning stages, with representatives of the Board of Missions and local pastors, for a major conference on evangelism to be led by one of the leading scholars in the field. We hope to have some further word about this opportunity by the time of General Assembly.

H. CONFERENCE ON THE GLOBAL MISSION OF THE CHURCH

In February, Memphis Theological Seminary was a partner with program agencies of the Cumberland Presbyterian Church to hold a conference on the global mission of the church. There will be a more complete report of this conference to the General Assembly, but we were delighted to join in this effort. Our President was a full participant in the two day conference that brought together leaders from Columbia, Japan, Korea, and Hong Kong to talk about ways that our denomination can more intentionally serve the global constituency of the Cumberland Presbyterian Church.

Our Vice President of Academic Affairs/Dean, Dr. Barbara Holmes, has initiated a new program for faculty of MTS to take mini sabbaticals to visit and teach in areas where the Cumberland Presbyterian Church has a presence. Brother Jeff Gros, who teaches in the area of Church History and Historical Theology, spent time in Colombia in the summer of 2007. We are grateful for the hospitality he received, and look forward to serving our global constituency more fully in the years to come.

II. ADMINISTRATION

A. PRESIDENT

Daniel J. (Jay) Earheart-Brown, Ph.D., became the seventh President of Memphis Theological Seminary August 1, 2005. Jay had served on the faculty of MTS since August, 1997, having previously served as a pastor in Nashville, Tennessee, and Lexington, Kentucky. He is a life-long Cumberland Presbyterian and son of a Cumberland Presbyterian minister. He is a graduate of Bethel College (B.A.), Memphis Theological Seminary (M.Div.), and Union Theological Seminary in Richmond, VA (Ph.D.). He was formally inaugurated during a service of worship on March 25, 2006.

B. ANNUAL REVIEW OF THE PRESIDENT

The Board of Trustees conducted its annual evaluation of the President at the February 2007 meeting. Members of the evaluation task force sought input from faculty, administration and staff, students, and all Board members, as well as the President. The review resulted in an action plan for the President’s ongoing professional and personal development in the office.

C. VICE PRESIDENT OF ACADEMIC AFFAIRS/DEAN

Barbara A. Holmes, Ph.D., was elected to serve as Vice President of Academic Affairs and Dean in May, 2005, following a national search. Dr. Holmes had previously served MTS as Professor of Ethics and African American Studies, having joined the faculty in 1998. She was ordained to the ministry in the Latter Rain Apostolic Holiness Church, and has privilege of call (her ordination is recognized) in the Christian Church (Disciples of Christ). She is a regular participant at Mississippi Boulevard Christian Church in Memphis.

Dr. Holmes has been widely recognized in the Memphis area and nationally for her leadership in theological education. She is a sought after preacher, and will be serving as the Conference Preacher for the 2009 Cumberland Presbyterian Minister's Conference.

Stan Wood, D.Min., continues to serve as the Associate Dean and Director of the Doctor of Ministry program at Memphis Theological Seminary. Dr. Wood is an ordained minister in the Cumberland Presbyterian Church in America and former Executive Director of the General Assembly of our sister denomination.

D. VICE PRESIDENT OF ADVANCEMENT

In January 2007, Mrs. Cathi Johnson began work as Vice President of Advancement, coming to MTS after over six years as Development Director for The Baddour Center, a residential home for adults with mental disabilities.

Cathi brings to her work at MTS a proven track record of non-profit fundraising, a commitment to the mission of MTS, and the ability to manage and build on the efforts of those who have gone before her. She is a United Methodist, active in her local church in Collierville, Tennessee, a Memphis suburb. There she sings in the choir and takes an active part in all the programs of the church. Cathi's skills and experience have been a great asset to the seminary over the last year and a half.

E. VICE PRESIDENT OF OPERATIONS/CFO

Mr. David Canon began work with MTS in July 2007 as interim Chief Financial Officer, following the resignation of our previous CFO. David is a certified public accountant and active layman in the Evergreen Presbyterian Church in midtown Memphis. We are grateful for the skills and experience David brings to this important post in the life of the seminary.

F. PROGRAM FOR NON-PROFIT EXCELLENCE

In December 2005 MTS was selected through a competitive application process to participate in the Program for Non-profit Excellence (PNE), a three year program of capacity building run by The Alliance for Non-profit Excellence in Memphis. The purpose of PNE is to help strengthen the organizational effectiveness of non-profit organizations in the Memphis area by providing three years of consulting and educational programs for senior administrators and board members. We expect to complete the program in December 2008.

III. INSTRUCTION**A. DEGREE PROGRAMS**

Memphis Theological Seminary continues to offer three degree programs and one certificate program through the Program of Alternate Studies. The Master of Divinity is the basic degree program for persons preparing for ordained ministry in many denominations. It continues to be our largest degree program, with over 71% of students enrolled. The M.Div. requires 87 semester hours and takes three years of full-time study to complete.

The Master of Arts in Religion degree has three tracks: a lay professional track for persons seeking to increase their knowledge and skills for lay leadership or Christian Education ministry in the church, an academic track for persons who want to teach but do not seek ordination, and a deacon's track designed for United Methodist students preparing for diaconal ministries in that denomination. The M.A.R. requires 48 semester hours and takes two years of full-time study to complete.

The Doctor of Ministry degree is a professional degree designed for pastors and other ministers

who have at least three years of full-time work in ministry after their M.Div. and who want to engage in further theological reflection on the practice of ministry. The D.Min. is designed around five two-week residencies, in January and July, and the implementation of and report on a major project in ministry.

At Commencement in May of 2007, Memphis Theological Seminary awarded the M.A.R. degree to fourteen persons. Fifty-five persons were awarded the M.Div. degree, and six were awarded the D.Min. degree. Of these seventy-five graduates, eleven were Cumberland Presbyterians.

Cumberland Presbyterian Master of Divinity Graduates were:

Kenneth Butcher, Murfreesboro Presbytery (now Nashville Presbytery)
 James Buttram, Tennessee-Georgia Presbytery (now Presbytery of East Tennessee)
 Amber Clark, Presbytery del Cristo (now Red River Presbytery)
 Byron Forester, West Tennessee Presbytery
 Victor Hassell, Nashville Presbytery (now Covenant Presbytery)
 John Hyden, West Tennessee Presbytery (now Columbia Presbytery)
 Twanda Overton, Presbytery of East Tennessee
 Christian Smith, Murfreesboro Presbytery
 Richard Wray, West Tennessee Presbytery (now Murfreesboro Presbytery)
 Jae Yu, West Tennessee Presbytery

The one Cumberland Presbyterian Master of Arts in Religion Graduate was:

Richard Reid, Grace Presbytery (now Presbytery of East Tennessee)

B. FACULTY

For the current academic year, Memphis Theological Seminary has fourteen full-time teaching faculty and three administrative faculty members who teach part-time. In addition, the seminary curriculum is greatly enhanced by the work of twenty-five to thirty adjunct professors, most of whom are active in ministry. As finances allow, the Board and Administration are committed to increasing the size of the faculty to meet the demands of our growing student body.

We are currently engaged in searching for three new faculty members in the fields of Evangelism and Mission, Church History, and Wesleyan Studies. Dr. Barry Bryant left in July 2007 to accept a faculty position at Garrett Evangelical Theological Seminary in Chicago.

Dr. Paul Dekar, Professor of Mission and Evangelism at MTS since 1995 will retire from full time teaching at the end of the current academic year. He and his wife Nancy will return to Hamilton, Ontario, Canada where he will continue to teach, write and work for a variety of mission causes. We are planning a grand celebration on May 8 to express appreciation to Dr. Dekar for his work at MTS. A Baptist, Dr. Dekar has traveled widely across the Cumberland Presbyterian Church in the U.S. and in other countries to support the work of our denomination.

RECOMMENDATION 2: That the General Assembly express its appreciation to Dr. Paul Dekar for his thirteen and a half years of faithful service to the church through his work at Memphis Theological Seminary.

Members of the MTS faculty continue to publish books and articles both for the academy and the church. Many faculty members preach in area churches on a regular basis, deliver lectures for local churches and judicatories, deliver papers at academic conferences, and write articles for a wide range of readers. Dr. Mitzi Minor, Professor of New Testament, was one of the featured preachers for the Calvary Lenten series this spring.

The MTS faculty engaged in a series of consultations led by noted Christian educator, Dr. Jack Seymour, on the results of a Carnegie Foundation study, *Educating Clergy*. The study was conducted over several years and involved evangelical, mainline, and Roman Catholic seminaries, as well as one rabbinical school. The study is focused around four key roles of clergy: interpretation, formation, contextualization, and performance. Over the past year, faculty members were engaged in conversation about how our education shapes clergy to be effective leaders of congregations in the twenty-first century. Our MTS consultations were funded through a grant from the Wabash Center for Teaching and Learning in Theology and Religion.

C. DEATHS

We were grieved by the deaths of two important persons in the life of MTS over the past year. Mrs.

Irene Todd, wife of Dr. Virgil Todd, Professor Emeritus of Old Testament, died August 6, 2007. Mrs. Todd worked as secretary to three presidents, as well as serving as secretary to the Program of Alternate Studies. Mrs. Barbara Hester, wife of Dr. J. David Hester, President Emeritus, died October 16, 2007. Though not an employee of the seminary, Mrs. Hester traveled widely with Dr. Hester and was a constant volunteer on behalf of the seminary and its program.

We give thanks to God for the faithful lives and service of these two dedicated women. MTS is a better place for their having worked among us. We continue to pray that God will comfort Dr. Todd and Dr. Hester in the loss of their dear spouses this past year.

D. ENROLLMENT

Total enrollment in Memphis Theological Seminary for the fall term was 305. Spring semester enrollment stands at 325. January and summer term enrollment continues to grow as more courses have been offered during those shorter terms over the past two years. The largest number of students comes from the United Methodist Church, with about 35% of total enrollment. Cumberland Presbyterians are the second largest denomination in the student body this spring with about 12.3% of all students (40 out of 325). There are currently twenty-six denominations represented in the student body. Approximately 47% of students are African American, and about 42% are women.

The following table presents a picture of the growth in the student body at MTS since 1990. The figures are based on fall semester enrollment. Figures included are for total enrollment, enrollment in each of our three degree programs, and enrollment of Cumberland Presbyterian Students.

	Total enroll	M.Div.	M.A.R.	D.Min.	CPC
1990	140	114	12	-	37
1991	189	126	22	14	40
1992	198	130	23	21	37
1993	227	155	23	24	37
1994	238	175	27	18	37
1995	268	181	29	24	40
1996	287	184	37	29	42
1997	282	191	32	34	47
1998	266	177	34	28	40
1999	286	197	26	26	34
2000	282	201	31	25	37
2001	323	212	45	32	39
2002	326	211	50	34	39
2003	349	230	58	30	38
2004	351	240	51	27	42
2005	346	236	57	24	37
2006	332	236	44	26	42
2007	305	218	38	26	39

In the eighteen years represented on this table, total enrollment has grown by 165 (218%). At the same time, there has been little net growth in the number of Cumberland Presbyterian students. The growth among students from other denominations has meant that Cumberland Presbyterian enrollment has fallen from 26.4% of total enrollment to 12.7%. We are working to recruit more Cumberland Presbyterian students from across the denomination, and ask all Cumberland Presbyterians to encourage their probationers to give serious consideration to MTS for their theological education.

Noting the decrease in overall enrollment in the past three years, the administration acted in August 2007 to employ a new admissions associate, Reverend Debra Matthews. Reverend Matthews is an ordained minister in the Cumberland Presbyterian Church in America. Since she began her work with Dr. Barry Anderson and Mrs. Janet Cupo in the Admissions office at MTS, enrollment, inquiries, and applications have all seen a significant increase. As mentioned earlier, spring semester enrollment stands at 325, and we are expecting enrollment this fall to be in the 350-360 range.

We have enjoyed having Reverend Iwao Satoh of Japan Presbytery, his wife Tsuruko, and children Fumika and Tabito, in Memphis during the current academic year for special studies. We are grateful to Japan Presbytery for allowing Reverend Satoh a year's leave from his pastoral duties at the Sagamino Church for special study at MTS. During their stay on our campus, they have helped our students, faculty,

and staff to gain a new understanding of the world-wide mission of the Cumberland Presbyterian Church. Several U.S. churches have helped provide financial support for the Satohs during their stay in Memphis. We look forward to other opportunities to host pastors and members of other presbyteries outside the U.S.

E. PROGRAM OF ALTERNATE STUDIES

The Program of Alternate Studies continues to serve the Cumberland Presbyterian Church, following in the footsteps of earlier programs that have provided ministerial education in the church since at least 1896, such as the Home Study Course/Ministers In-Service Training School that went from the 1940s through the early 1980s.

Dr. Thomas D. Campbell is in his fourteenth year as Director of PAS, and Karen Wilson, Assistant to the Director is in her thirteenth year of service to the program. Together, they are working with seminary administrators to computerize PAS records for the future.

The 2008 Summer Extension School of the Program of Alternate Studies will be held on the campus of Bethel College in McKenzie, Tennessee, July 12-26, with three five-day schools (Blocks): July 12-16; July 17-21; and July 22-26. In addition to our 'regular' courses in Block I, we will again have a "Hispanic Block" with courses offered in Theology, Church History, and Ministry offered in Spanish. The partnership of PAS/MTS with the Board of Missions of the Cumberland Presbyterian Church regarding cross-cultural ministries continues as we work closely in providing part of the education and nurture for cross-cultural students. Among the students there will be several seminary graduates coming into the C.P. Church from other denominations who need courses in Cumberland Presbyterian history, polity, and doctrine. All of those courses are offered in Block I.

Graduation exercises will be held on Day One of Block I, Saturday, July 12. Five persons will be receiving certificates of completion: Peggy Appling, Springfield, Missouri; Robert Barton, Harrodsburg, Kentucky; Lee Bondurant, El Paso, Texas; Randy Shannon, Marshall, Missouri; and Kevin Vanderlaan, Bethany, Illinois. The speaker will be one of our Old Testament instructors, Dr. Pat Pickett.

Enrollment in PAS continues to be about 45-50 regular students at any given time. In addition to those who will get their educational qualifications for ordination through PAS, there are many seminary graduates, cross-cultural ministers and probationers, ordained ministers, and interested lay persons who take classes in the program. Those enrolled in PAS to seek ordination are directed our way by a two-thirds vote of their presbyteries.

This year's "Ministers-in-Residence" will be Charles and Wanda McCaskey of Cookeville, Tennessee; Jonathan and Jeanni Watson of Medina, Tennessee; and Jesse and Diane Freeman of Burns, Tennessee.

The PAS Advisory Council meets with the Director once a year to provide advice to the Director on the program and its implementation. Members of the Advisory Committee include the President and VP/Dean of Memphis Theological Seminary, Director of the Commission on Ministry of the CPC, and six at-large members. At-large members at this time are Reverend Mindy Acton – Birmingham, Alabama, Reverend Linda Glenn – Humboldt, Tennessee (Secretary), Mrs. Amy Blake Hearn – Milan, Tennessee, Reverend Cliff Hudson – Cleveland, Tennessee, Dr. Yoong S. Kim – Germantown, Tennessee (Chair), Reverend Geoff Knight – Houston, Texas.

The PAS Director reports to the Board of Trustees through the Vice President of Academic Affairs/Dean of the seminary.

F. NEW ACADEMIC INITIATIVES

Memphis Theological Seminary has executed an agreement to work with the University of Memphis in providing classes for students enrolled in the department of communications to study the rhetoric of preaching. MTS and U of M will cross list courses and share faculty resources in this new venture. Together with the U of M, we hosted a major conference on April 1 devoted to the legacy of Dr. Martin Luther King, Jr. at the National Civil Rights Museum in Memphis.

We are exploring closer partnerships with the Church Health Center, Methodist Healthcare, and the University of Tennessee Medical School to provide a center for the study of faith and health at MTS. We began our first Doctor of Ministry class with an emphasis in faith and health in January 2007. We had more applicants for the program than we were able to accommodate.

In January 2007 we hosted our second annual Theology and Arts Institute, led by Dr. Valerie Bridgeman Davis. Local funders are interested in providing resources as we continue to develop course offerings for our students in theology and the arts.

The administration and faculty continue to explore the possibility of distance education through on-line delivery of courses. To this time, the cost of such a program, both in dollars and in human resources, is greater than we have been able to bear. Another question that the faculty has been wrestling with is this: Given that MTS is committed to spiritual formation of its students, in addition to the transformation of information, how can such formation be fostered without the face-to-face interaction of traditional educational models? The discussion is ongoing as we seek to provide a quality graduate education for our students and meet growing demand for courses through distance education.

G. LIFETIME

In July 2006 we held our first LifeTime class. LifeTime seeks to provide lay and continuing clergy education in a one day workshop format. Since that first class two years ago, we have offered 24 LifeTime classes, 11 in the greater Memphis area, and 13 in Cumberland Presbyterian Churches in six different cities in Alabama, Kentucky, Texas, and Tennessee. We encourage presbyteries who are interested in sponsoring a continuing education LifeTime class in your area to contact Dr. Barry Anderson at the seminary for more information.

LIFETIME CLASSES OFFERED:

July 2006	Nashville, Tennessee	Spirituality
January 2007	Memphis, Tennessee	Servant Leadership Care for the Caregivers Traditions of War and Peace Congregations as a Worship Community Teaching Teachers to Teach
September 2007	Birmingham, Alabama Jackson, Tennessee Madisonville, Alabama Russellville, Arkansas Nashville, Tennessee Marshall, Texas	Reclaiming Your Spiritual Journey The Power of Mark's Story Parameters, Liturgies, and Colors in Worship Liturgy as Life Made New Teaching Teachers to Teach Personal and Family Crises and Intervention
January 2008	Memphis, Tennessee	Servant Leadership Teaching for Faith Maturity Personal and Family Crises and Intervention
February 2008	Memphis, Tennessee	Worshipping with the Psalmist Congregation as a Worship Community Grief and Loss
March 2008	Birmingham, Alabama Marshall, Texas Madisonville, Alabama Russellville, Arkansas Nashville, Tennessee	Who Owns the Church New Testament Preaching in a Postmodern Age Personal and Family Crises and Intervention Who Owns the Church Music in Worship

H. THE LIBRARY

The MTS Library continues to thrive despite having to bear the brunt of budget cuts in two recent years. Microfilming of rare and brittle Cumberland Presbyterian monographs has been completed thanks to a SOLINET/NEH grant secured by Administrative Librarian Steven Edscorn. The C.S. Lewis study collection continues to grow through the generosity of the Memphis chapter of the C.S. Lewis Society. The library staff has received requests from around the world for access to some of the rare holdings in this special collection. The seminary acquired a rare photograph of Dr. Martin Luther King, Jr., taken during a visit to Memphis during the last year of his life, to hang above the special King collection in the library. The Library staff continues to provide outstanding service to the students of MTS and to ministers and lay leaders of the Memphis area who pay a modest annual fee to use our collection. The staff continues to

investigate further grant opportunities to improve technology and services.

I. ACCREDITATION

Memphis Theological Seminary holds dual accreditation by the Association of Theological Schools in the United States and Canada (ATS), and the Southern Association of Colleges and Schools (SACS). Every ten years, member schools go through an extensive process of re-accreditation review.

We submitted our accreditation compliance to SACS and ATS in September of 2007. In November we received a report from the off-site review committee, with questions about our compliance with nine of the eighty-one standards. We submitted a focused report on these nine standards in January, and then welcomed the SACS/ATS joint accreditation team to campus February 26-28.

At the end of the visit, the ATS portion of the committee announced that they were recommending that we be reaccredited for ten years. The SACS portion of the committee asked for additional follow up on five standards:

- 1) Financial stability – the report recognized the good year MTS had in the 2006-07 fiscal year, but noted decreases in net assets for the two years prior to that one. They requested one more year of audits after the 2007-2008 academic year to demonstrate continued financial stability of the institution.
- 2) Quality Enhancement Plan – the QEP submitted was commended for several features of the program, but the on-site committee had four recommendations for improvement in the plan.
- 3) Governance – the committee asked for a follow up report demonstrating that the Board of Trustees has a clear understanding of the distinction between the Board's policy making role and the administration and faculty's responsibility to administer and implement academic programs.
- 4) Assessment – the committee asked that further work be done to set benchmarks for academic and administrative goals.
- 5) Facilities – the committee asked that the seminary submit more detailed plans for how the seminary will provide adequate facilities for its educational programs and support services.

We will submit a report to SACS by the end of July to address these ongoing concerns and fully expect to be reaccredited by SACS for a period of ten years.

The visiting team, made up of presidents, deans, faculty members, and administrators from other SACS and ATS accredited schools, commended Memphis Theological Seminary on the progress it has made as an institution since its last accreditation in 1998. In particular the committee report listed the following strengths of MTS:

“We recommend that ATS encourage that attention be given to maintaining and enhancing the following distinctive strengths:

- a. Attention to the themes of inclusivity and globalization as reflected in the curriculum, student body, and faculty
- b. Strong administrative support for faculty scholarship and research
- c. The student-oriented focus of the faculty, staff, and administration
- d. The strong sense of community at the seminary among faculty, staff, and students
- e. The unique emphasis on the integration of the arts and faith and health into the seminary's focus on scholarship, piety, and justice.”

Virginia Lee, Associate Professor of Christian Education, has ably guided the re-accreditation effort. We were gratified by the positive response of the visiting committee, and the encouragement they gave to us to continue making progress toward our mission.

IV. FACILITIES

A. LEADERSHIP

Since the fall of 2006, our facilities and safety department has been ably led by Mr. John Vaughn and

a dedicated staff of facilities technicians. Mr. Vaughn is a member of the Faith Cumberland Presbyterian Church in Bartlett, Tennessee, and has more than twenty years experience in the construction industry, many of those years in management.

B. PURCHASE OF PROPERTY

Thanks to the support of the 177th General Assembly, we have been given approval to purchase additional properties within the bounds of our long range campus plan. We were able to purchase five duplex and triplex properties from one investor last year, and have contracts on two additional properties. These purchases will give us majority ownership in the neighborhood adjacent to the campus, into which we plan to expand our main campus.

In April of 2008 we expect to get approval from the Land Use Control Board, and in May 2008, approval from the Memphis City Council, for our Planned Development of a portion of our property. When these approvals are granted, we will be able to move into Hilliard Hall with faculty offices and two additional classrooms.

With SACS/ATS asking us to provide more adequate facilities for our educational program, we will begin making plans for new buildings on campus in the very near future. In January 2008, we received a gift of \$1,000,000 from Dr. and Mrs. Ralph Hamilton of Germantown, Tennessee for the construction of a new chapel in the near future.

By the fall of 2008, we hope to have preliminary plans for a capital campaign completed, so that we can begin raising funds for a new classroom and library addition.

C. LEASE OF CLASSROOM SPACE

In the fall of 2005, MTS leased three classrooms from Union Avenue United Methodist Church, located three blocks to our west at the corner of Union Avenue and Cooper. This arrangement allowed us to convert one of our on-campus classrooms for office space for two faculty or administrators, and three support staff.

In the fall of 2007, we moved these additional classrooms to Lindenwood Christian Church, across Union Avenue from Founders Hall on our campus. This move has proven to be much more convenient for our students and faculty. We are grateful to Lindenwood for their continuing partnership in our ministry.

D. COMMUTER HOUSING

MTS began to convert its student housing from individual rentals to commuter housing in the 1998. Currently, MTS provides commuter housing, with very reasonable nightly rates, for almost 100 students each week of the regular term. The need for such commuter housing has continued to grow, as has income from such rentals. Our ability to serve students from about a 250 mile radius around Memphis, through block scheduling of classes and provision of affordable commuter housing, has had a significant impact on the growth of the student body over the past ten years.

E. CAMPUS WORK GROUPS

We have been blessed in recent years by adult and youth work groups who have come to MTS during the summer months to help repair and maintain our campus housing. Groups have come from Trilla, Illinois; Greeneville, Tennessee; Florence, Alabama; Bowling Green, Kentucky; and Collierville, Tennessee to volunteer their time in a variety of areas. We encourage work groups who would be willing to help the seminary in this way to contact Mr. John Vaughn in the Facilities Office or Mrs. Cathi Johnson in the Advancement Office of the seminary.

F. SAFETY

The Office of Safety of MTS continues to explore ways to enhance the safety of our students in the context of our urban campus. Through the use of lighting, security officers, secure locks, and well articulated safety plans, the seminary seeks to provide a safe environment for students and visitors to our campus.

In the past two years, MTS has contracted with a local security company to provide regular patrols around our neighborhood. This additional safety measure has been well received by our students and by

our neighbors. We continue to seek ways to provide a safe environment for our campus community.

In the wake of Hurricane Katrina, many schools have begun to review their emergency preparedness plans. We are in the process of reviewing our procedures and enhancing our plans to continue operations of MTS in the wake of a natural or man made disaster. This process includes stockpiling emergency supplies, backing up computer records and other vital data, and having communication plans clearly articulated in the event of a disaster.

V. ADVANCEMENT AND FINANCE

A. BUDGET

Our Board of Trustees will approve a budget for the 2008-2009 academic year in May. Copies of that report will be delivered to the General Assembly Office as soon as possible after our May 9-10 meeting. It will be available at the General Assembly for review.

This year's budget of \$4.7 million is an all-time record budget, though it is still low in comparison to other seminaries of our size. Our faculty, administration, and staff are to be commended for doing significant work with the resources they have available. We seek to be faithful stewards of the resources entrusted to us, and to use those resources as wisely as possible for the education of men and women for pastoral and other kinds of leadership in the church.

Sources of income anticipated for this year's budget are as follows:

Tuition and Fees	2,243,000	47.7%
Gifts and Grants	1,490,000	31.8%
Auxiliary Income	501,000	10.7%
Endowment Income	461,000	9.8%

Expenses fall into the following categories:

Instructional Expense	1,751,000	37.2%
Library	374,000	8.0%
Student Services	496,000	8.9%
Administration	960,000	20.4%
Facilities and Safety	806,000	17.1%
Advancement	313,000	6.7%

B. ENDOWMENT

Our endowment continues to grow through donations, estate gifts, and capital gains. This vital source of income is essential to our long-term success. Our total endowment passed the \$11.5 million mark by the end of 2007. We are grateful for all the faithful gifts that have helped us reach this important mark. However, in comparison with other seminaries of our size, we are highly under-endowed. It is not an exaggeration to say that we need an endowment in the \$40-50 million range in order to more adequately fund our program. We started an endowment acknowledgement program this year where each donor and honoree received a special certificate. In addition, each edition of the Lamp has included direct requests for endowment gifts, and we have seen some success from this effort. Other educational materials will be developed in the near future.

We are grateful for the following new endowments established during the past year:

1. Benjamin A. Moeller, Jr. Endowment
Mr. Moeller was always grateful for the help he received while in medical school. After his death, his wife, Alberta S. Moeller, started this endowment in his memory to assist MTS students with the cost of purchasing textbooks. This endowment will be funded through the sale of a home donated to MTS.
2. John T. and Gail M. Moss Endowment
John and Gail Moss, active members of the First Cumberland Presbyterian Church in Huntsville, Alabama, have begun an endowment to support the operation of the seminary. Gail is a life-long

Cumberland Presbyterian, and John has been a member of the church for over 40 years. He served on the MTS Board of Trustees for nine years, serving on and chairing the finance committee for several of those years.

3. First Cumberland Presbyterian Church of Warren, Michigan, Endowment

When this church closed last year, the last remaining members and the leaders of North Central Presbytery decided to establish this fund for the operation of MTS. During the lifetime of this congregation, founded in 1929, twenty men from this church were called into ministry.

4. Reverend J. C. and Mrs. Willie Mae Forester Library Endowment

This endowment was established by the Forester family in memory of J.C. and in honor of Willie Mae to assist with funding for the library at MTS. J.C. was a 1952 graduate of the Cumberland Presbyterian Theological Seminary. The Foresters reared four sons, one of whom, Byron, is a 2007 graduate of MTS. The other three sons are Mark, David and Stephen. All six of the Foresters are proud graduates of Bethel College.

5. Jack and Gwen Hood Endowment

Jack and Gwen are members of the Shiloh Cumberland Presbyterian Church in Ovilla, Texas. They wanted to strengthen the future of the Cumberland Presbyterian Church and other Presbyterian Churches by supporting the preparation of theologically educated clergy. Their endowment supports scholarships for MTS students.

MTS's Vice President of Advancement, Cathi Johnson, is available to talk to any interested person about how to set up an endowment in honor or memory of a loved one. Named endowments can be established with as little as \$1,000.

C. ESTATE GIFTS

We give thanks to God for a generous estate gift from Mr. Bascom Cooksey of Lebanon, Tennessee. Mr. Cooksey had established a charitable remainder trust with the University of Tennessee with 20% of the fund to be given to MTS for the Sally Clay and Alice J. Cooksey Endowment Fund.

We are grateful to God for this faithful friend, for his life and witness to the gospel, and for the planning which will allow his witness to live on in perpetuity. Those who inform the seminary that they have made provisions for the seminary in a will, trust, or other planned giving vehicle become members of the MTS Heritage Club.

In 2007 a new series of ads were developed to encourage planned gifts. We will continue to deploy them in publications in 2008. Those interested in programs in local churches on the importance of legacy planning for the church, both in its local and denominational ministries, can contact Cathi Johnson, Vice President of Advancement.

D. THEOLOGICAL EDUCATION SUNDAY

Each year the General Assembly approves a day in the church calendar for "Seminary Sunday." It is our intent that this day be recognized throughout the church as a way of promoting the vital work of theological education carried out through Memphis Theological Seminary and the Program of Alternate Studies. We encourage pastors to include special prayers for MTS and PAS on this day. Sunday, March 1, 2009 has been designated for this special Sunday.

We produce a bulletin insert highlighting students in these two programs and provide offering envelopes to each church who requests these materials. We also offer to provide student, faculty, or board speakers, as we are able to fill those requests, and encourage all Cumberland Presbyterian Churches to receive a special offering for the work of MTS and PAS. Some church sessions prefer to budget a contribution from their mission funds rather than receive a special offering. We are expanding this program into United Methodist, Baptist, and other churches served by our graduates.

Seminary Sunday is an important tool in educating Cumberland Presbyterians about the ministry of MTS and PAS.

RECOMMENDATION 3: That the General Assembly encourage all Cumberland Presbyterian Churches to recognize Seminary Sunday by praying for the work of Memphis Theological Seminary and the Program of Alternate Studies, praying for students who are being educated through MTS and PAS, educating its members on the importance of theological education to the life and health of the denomination, and giving its members, through whatever means the session deems appropriate, an opportunity to make a contribution to the work of theological education in the Cumberland Presbyterian Church.

E. ANNUAL FUND

Memphis Theological Seminary could not operate without the faithful contribution of its alumni and friends. Annual Fund contributions help us keep the cost of tuition down, so that students do not leave seminary with a large burden of debt to have to pay during their early years in ministry. Annual Fund contributions have grown steadily over the past fifteen years, as income from Our United Outreach has remained relatively steady.

In some respects, the income we receive from OUO puts us in a better position than many theological seminaries, whose income from denominational sources has declined significantly over the past twenty years. Our income from OUO has remained relatively steady and over that time period. However, as a percentage of our total income, OUO has fallen from almost 20% to about 4% of our operating budget. We are grateful for the commitment of Cumberland Presbyterians to the ministry of MTS, and all our common ministries, expressed so tangibly through giving to Our United Outreach.

At the same time, we do not expect income from denominational contributions to increase significantly in the future. This means that we are required to put more time and energy into fund raising than ever before. We are grateful for the many alumni who have made a financial contribution to our ministry this year. We are also grateful for all the faithful laypersons who have given to the Annual Fund because they know the importance of an educated ministry to the life and health of our denomination.

F. AUDIT REPORT

The auditing firm of Zoccola Kaplan, P.C. has audited the books of Memphis Theological Seminary for the 2006-2007 fiscal year and issued an unqualified audit report. Copies of this report are on file with the office of the Stated Clerk.

VI. SUSTAINING PASTORAL EXCELLENCE PROGRAM

Memphis Theological Seminary was the recipient of a \$1.9 million grant from the Lilly Endowment, Inc. in 2003 to implement a program called Sustaining Pastoral Excellence through Scholarship, Piety, and Justice. The SPE program is designed to support excellence in ministry through education, prayer, and mutual support and accountability. Sixty-eight pastors from ten different denominations began the program in August 2004. They were organized into six colleague groups who met monthly except in the summer and in December. One of the original participants had to drop out of the three-year program this year, but the remaining sixty-seven participants continued to meet regularly for study, prayer, and service. Nine of the participants were Cumberland Presbyterians.

SPE encourages the development of a balanced life among clergy participants. Each of the colleague groups develops a covenant through which clergy commit themselves to taking care of their mind, body, and spirit. Colleague groups provide accountability as pastors seek to develop healthy life practices and healthy relationships with parishioners and family members. In addition, the program provides resources and education for spouses and children of clergy, and retreats for lay leaders of congregations served by participating pastors.

The SPE program has had a significant impact on the pastors who participated, generating a renewed commitment to ministry and a deepening of spiritual resources for ministry. In the last year of the program, each participant was given a sabbatical leave from their place of ministry.

We were informed by the Lilly Endowment that a smaller amount of funding would be made

available for continuation grants. MTS was invited to apply for one of those continuation grants in order to expand the program beyond the initial participants. We applied in November 2006 for an additional \$960,000 to continue our program.

In March of 2007 Lily informed us that our proposal was awarded the full \$960,000 to begin the second round of SPE programming. The grant will run for three years, from 2007-2010. Forty participants are engaged in the second SPE program, including six Cumberland Presbyterians. Our plan is to have funding in place to continue this program indefinitely beyond this grant period in order to strengthen ministers and ministry to the denominations we serve at Memphis Theological Seminary.

Respectfully submitted,
Mariana Williams, Moderator of the Board of Trustees
Daniel J. Earheart-Brown, President

THE REPORT OF THE CUMBERLAND PRESBYTERIAN PUBLICATION BOARD

PP

I. GENERAL INFORMATION

A. OFFICERS OF THE CUMBERLAND PRESBYTERIAN PUBLICATION BOARD

Officers of the Cumberland Presbyterian Publication Board are Joseph J. Malloy, Jr., president; Nadara Jones, vice-president; Jean Garrett, secretary; Pat White, executive director.

B. MEMBERSHIP AND MEETINGS OF THE BOARD

The Cumberland Presbyterian Publication Board is currently composed of Byrne Dunn, Jean Garrett, Nadara Jones, Joseph J. Malloy, Jr., and L. G. Parkhurst. The board meets twice a year, on the fourth Saturday of February and the fourth Saturday of August, at the Board office. The next scheduled meeting is August 23, 2008 at the office of the Cumberland Presbyterian Publication Board, Antioch, Tennessee

C. EXPIRATION OF TERMS

The terms of Joseph J. Malloy, Jr., expires at the 2008 General Assembly. He is eligible to succeed himself.

D. BOARD REPRESENTATIVE TO THE 178TH GENERAL ASSEMBLY

Board representative to the 2008 General Assembly is Joseph J. Malloy, Jr., and alternate is Byrne Dunn.

E. OFFICE LOCATION

The office of the Cumberland Presbyterian Publication Board is located in the home of Editor Pat White, 307 Ash Forge Drive, Antioch, Tennessee 37013-2324. The mailing address is PO Box 935, Antioch, Tennessee 37011-0935. The phone number is (615) 731-5556, and the e-mail address is cpmag@comcast.net. The web site is www.cpmag.org

F. STAFF

Pat White serves as editor of the magazine and as executive director of the Cumberland Presbyterian Publication Board. The executive director is responsible for hiring part-time and free-lance personnel to carry out necessary tasks. The current part-time and free-lance staff consists of Pat De Vries, circulation; RheAnn White, proof reader; Suzanne Story, graphic artist.

Editor White travels across the denomination attending events, getting to know people, searching for stories, and listening to the people. In November 2007, she visited the work in Colombia, South America, in order to keep the work of the Cumberland Presbyterian Church in Colombia before the readers.

The Cumberland Presbyterian was selected by the Associated Church Press to receive a prestigious Best in Class Award for 2005, the Acorn Award, First Place and in 2006, Third Place.

II. THE CUMBERLAND PRESBYTERIAN

A. MISSION

The purpose of the periodical, The Cumberland Presbyterian, is to disseminate the news of the Cumberland Presbyterian Church to promote its faith, programs, and activities, and to provide fair and open discussion of theological and denominational issues.

B. POLICY

The Cumberland Presbyterian is a medium for the communication of the gospel of salvation through Jesus Christ. Signed editorials indicate views are the editor's and not necessarily those of the administrative agency, the Cumberland Presbyterian Publication Board. All material will be edited. Not all submissions will be published. Photos will not be returned, but will be sent to the Archives of the Historical Foundation.

C. ADVERTISING

Congregations and judicatories wishing to publicize job positions are given limited space to do so once at no cost. For additional position ads, tributes, and upcoming events, contact the editor for a rate sheet. A nominal advertising fee is also charged to individuals, businesses, and organizations that wish to advertise items for sale or use space for promotion rather than information. Special rates are given for denominational publicity.

D. PRODUCTION

The deadline for submissions to the editor is the 20th day of the month, three months prior to the issue date. The magazine is mailed so that it will reach subscribers by the first day of the publication month. Billing is based on issues, not the months of the year. In 2008, the July and August issues will be combined and issues will be published in both November and December. It is anticipated that in 2009, the original schedule of combining the November and December issues will be resumed. Statements will be sent only for the issues published and payment is expected likewise. We apologize for any confusion these changes cause.

E. SUBSCRIPTION RATES

\$25.00 per year; \$45.00 for two years

\$22.00 when prepaid in groups (minimum of five)

\$2.18 per issue for budget group plans (minimum of five)

\$35.00 per year for overseas

\$20.00 per year for each subscription to new members for churches who adopt the "new member" plan

F. CIRCULATION

The November/December 2007 postal report indicated that 3262 issues were mailed to US subscribers.

RECOMMENDATION 1: That Sessions be encouraged to establish a group plan to provide the magazine for their members in one of the following ways: (1) The church budget include funds to provide the magazine for every family, (2) The church budget include funds to provide the magazine for every elder and church leader, or (3) the session designate a person to receive individual checks from members and provide the names, addresses, and payment in one check to encourage members to subscribe and to establish a group plan that enables members to receive the magazine at a reduced rate.

III. CP UPDATES, A WEB PUBLICATION

A. CP UPDATES

CP UPDATES, a web publication, is free to everyone. Updates of clergy deaths, events, and other important news items are added to the website of the Cumberland Presbyterian Publication Board at www.cpmag.org as they are reported to the editor. General Assembly coverage is published daily during its meeting each year. A calendar of events is published monthly. The Cumberland Presbyterian Publication Board encourages judicatories to inform the editor prior to the beginning of the month of any events that should be announced.

B. HOW TO SUBSCRIBE

Cumberland Presbyterians are encouraged to go to www.cpmag.org and subscribe to CP UPDATES at no charge. This will provide an automated announcement to subscribers whenever an update is added to the website. Anyone can read the updates by going to the website whether they subscribe or not.

IV. WRITERS' CONFERENCE

The CP Publication Board held its second writing conference on the campus of Bethel College in July 2007. Several of the participants have contributed to The Cumberland Presbyterian, and have enhanced the quality and diversity of articles by doing so. Participation is by invitation, however the Publication Board invites people who are interested in writing for the magazine to contact Editor Pat White to discuss whether this might be a viable ministry for that individual.

V. ADOPTED PLAN OF MERGER

Plan of Merger of Cumberland Presbyterian Publication Board

J

The following Plan of Merger is made pursuant to the provisions of Chapter 61 of the Tennessee Nonprofit Corporation Act.

A. The merging corporations are: **Cumberland Presbyterian Publication Board**, a Tennessee nonprofit corporation, and **Ministry Council of the Cumberland Presbyterian Church**, a Tennessee nonprofit corporation.

B. The surviving corporation of this merger shall be: **Ministry Council of the Cumberland Presbyterian Church**.

C. The terms and conditions of the merger are: No consideration shall be exchanged in connection with this merger. The only condition of the merger shall be the approval of **Cumberland Presbyterian Church**

General Assembly Corporation. The merger shall be effective on the date Articles of Merger are accepted for filing in the office of the Secretary of State of Tennessee.

D. Both of the merging corporations are public benefit corporations, and the surviving corporation shall remain a public benefit corporation. **Cumberland Presbyterian Church General Assembly Corporation**, a Tennessee nonprofit corporation, is the sole member of both of the merging corporations. **Cumberland Presbyterian Church General Assembly Corporation** shall be the sole member of the surviving corporation.

This Plan of Merger was adopted by the Board of Directors of **Cumberland Presbyterian Publication Board** at a duly constituted meeting held on _____, 2008.

CUMBERLAND PRESBYTERIAN PUBLICATION BOARD

Secretary

Attest: President

This Plan of Merger was adopted by **Cumberland Presbyterian Church General Assembly Corporation**, the sole member of each merging corporation, on June __, 2008.

Secretary

Attest: President

Respectfully submitted,

Joseph J. Malloy, Jr., president,

Pat White, executive director

THE REPORT OF THE HISTORICAL FOUNDATION

MTS / HF

I. GENERAL INFORMATION

A. OFFICERS OF THE BOARD

The officers of the board are as follows: Gwen McReynolds, president; Shirley Merritt, vice-president; and Richard Magrill, secretary/treasurer. Susan Knight Gore is the director of the Historical Library and Archives.

B. BOARD REPRESENTATIVE TO THE 133RD CPCA GENERAL ASSEMBLY

The board's representative to the 133rd General Assembly of the Cumberland Presbyterian Church in America (CPCA) is Shirley Merritt. The alternate is Kay Ward Creer.

C. BOARD REPRESENTATIVE TO THE 178TH CPC GENERAL ASSEMBLY

The board's representative to the 178th General Assembly of the Cumberland Presbyterian Church (CPC) is Tommy Jobe. The alternate is Cliff Hudson.

D. MEMBERSHIP AND MEETINGS OF THE BOARD

The board is currently composed of the following members: from the Cumberland Presbyterian Church in America—Vanessa Barnhill, Vanessa Collier, Kay Ward Creer, Naomi King, and Shirley Merritt, from the Cumberland Presbyterian Church—Pam Davis, Cliff Hudson, Tommy Jobe, Gwen McReynolds, Sidney Milton, and Dan Washmon.

The Board of Trustees met, September 21-22 2007, in Memphis, Tennessee.

E. MEMBERS WHOSE TERMS EXPIRE

The second term of Gwen McReynolds expires with the 2008 meeting of the Cumberland Presbyterian General Assembly, and she is eligible for reelection. The third terms of Vanessa Collier, Kay Ward Creer, and Shirley Merritt expire with the 2008 meeting of the Cumberland Presbyterian Church in America General Assembly, and they are not eligible for reelection.

The board wishes to express its profound appreciation for the nine years of conscientious and dedicated service by Vanessa Collier, Kay Ward Creer, and Shirley Merritt who have been active advocates for the work of preserving and promoting the heritage of both Cumberland Presbyterian general assemblies.

F. STAFF

Susan Knight Gore serves as the Archivist of the Historical Foundation. Missy Rose, a Memphis Theological Seminary student, is the archival assistant for the Foundation.

II. ASSEMBLY REPORTING

As a matter of official structure, relative to the CPC, there is a Board of Trustees composed of eleven members from both the CPC and CPCA, and relative to the CPCA, there is a committee composed of members from the CPCA. Continuing previously established practice, we respectfully request the General Assembly of the CPCA to receive this report as that of its Historical Committee.

III. PROGRAMS AND ACTIVITIES

A. HISTORY INTERPRETATION AND PROMOTIONAL ACTIVITIES

1. The 1810 Circle

In order to enlist the financial support of interested members of our churches in the work of the Foundation, the 1810 Circle was created. Membership is based on a financial contribution of \$25 or

more per year. Income through such gifts enables the Foundation to meet expenditures and is vital to the continued work of the Foundation. Members making such gifts were: Reverend Don and Carolyn Alexander (Greeneville, Tennessee), Juanita Benson (Camden, Arkansas), Louisa Bridges (Gadsden, Alabama), Beverly Pepper Brown (Memphis, Tennessee), Wesley Brantley (Ada, Oklahoma), Reverend Clinton and Evelyn Buck (Memphis, Tennessee), Reverend Gordon and Forda Campbell (Springfield, Missouri), Ron and Madeleine Cooley (Downers Grove, Illinois), Chet and Diane Dickson (Houston, Texas), Bettye Ellis (Dyer, Tennessee), Michael and April Fare (Springfield, Missouri), John Ford (Dyersburg, Tennessee), Reverend James and Freda Gilbert (Fort Worth, Texas), Matthew and Susan Gore (Bartlett, Tennessee), Reverend J. David Hester (Knoxville, Tennessee), Tom Hunter (Hendersonville, Tennessee), Virgil Kearney (Sturgis, Kentucky), Robert and Jane Little (Dyersburg, Tennessee), Rodney and Pauline McCord (Houston, Texas), Reverend James and Maribeth McGuire (Greeneville, Tennessee), Jimmie McKinley (Longview, Texas), Eugene and Patsy McLemore (Waxahachie, Texas), Rose Mary Magrill (Marshall, Texas), Tony and Ann Martin (Henderson, Texas), D. L. And Martha Moody (Russellville, Arkansas), Reverend Walter Palmer (Tulsa, Oklahoma), Reed and Anita Perryman (Ozark, Missouri), John Reynolds (Nashville, Tennessee), Alvin Richards (White, Georgia), Reverend Jean and Regena Richardson (Powell, Tennessee), Edward White (Tampa, Florida), Grace Whitfield (Gadsden, Alabama), Melba Wilson (Harriman, Tennessee), Clare Wiseman (Winchester, Tennessee)

We appreciate the support given to the Foundation by all members of the 1810 Circle and encourage other members of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America to join this donor group.

RECOMMENDATION 1: That General Assembly make congregations and presbyteries aware of the 1810 Circle and encourage new members to support this endeavor annually.

2. Patrons

Persons who contribute \$100 or more to one of the endowments of the Historical Foundation become patron members and receive a certificate. Patron memberships may also be given in honor or in memory of an individual.

3. Heritage Churches

Congregations contributing a minimum of \$1,000 to an endowment of the Historical Foundation become Heritage Churches and receive a framed certificate. There are six categories of recognition and churches can move from one level to another.

Heritage Church \$1,000 - \$4,999
 Silver Heritage Church \$5,000 to \$9,999
 Golden Heritage Church \$10,000 to \$24,999
 Platinum Heritage Church \$25,000 to \$49,999
 Diamond Heritage Church \$50,000 to \$99,000
 Jubilee Heritage Church \$100,000 and up

Golden Heritage Church:

Longview, First Cumberland Presbyterian Church in Longview, Texas (Trinity Presbytery)

Silver Heritage Church:

Shiloh Cumberland Presbyterian Church in Midlothian, Texas (Red River Presbytery)

Heritage Churches:

Elmira Chapel Cumberland Presbyterian Church in Longview, Texas (Trinity Presbytery)

Hopewell Cumberland Presbyterian Church in Sharon, Tennessee (West Tennessee Presbytery)

Jerusalem Cumberland Presbyterian Church in Murfreesboro, Tennessee (Murfreesboro Presbytery)

4. Presbyterial Heritage Committees/Presbyterial Historians

To promote interest in the work of the Foundation and to nurture the work of history on the presbyterial level, the Historical Foundation seeks to work cooperatively with the Presbyterial Heritage Committees/Presbyterial Historians of both general assemblies. The brochure, *Suggestions for Heritage Committees and Presbyterial Historians*, is available from the Foundation. The board expresses its appreciation to the presbyteries that have Heritage Committees/Presbyterial Historians.

The foundation expresses gratitude to Andes Presbytery and Cauca Valley Presbytery for completing the task of producing a *Presbyterial Directory* and depositing copies in the archives. They join the following presbyteries who have completed this important preservation project: Columbia Presbytery, Cumberland Presbytery, Missouri Presbytery, Presbytery of East Tennessee, Robert Donnell Presbytery.

5. Denomination Day Offering

In January, congregations received bulletin inserts, for the project: *Keeping Our History Alive*. This project will help provide funds to erect a bicentennial monument at the Birthplace Shrine.

The Foundation expresses appreciation to congregations and others groups who received special offerings for the work of the Historical Foundation on Denomination Day. This special offering provides an opportunity for congregations to directly contribute to the support of the Historical Foundation as well as the Foundation supplying educational materials to each congregation.

RECOMMENDATION 2: That congregations be encouraged to have a special offering on the Sunday designated as Denomination Day to help support the programs of the Historical Foundation.

Arkansas Presbytery

\$172.00

Booneville CPC (Booneville, Arkansas)
Palestine CPC (Palestine, Arkansas)
Pine Ridge CPC (Sheridan, Arkansas)

Covenant Presbytery

\$458.00

Camp Ground CPC (Anna, Illinois)
Gilead CPC (Simpson, Illinois)
Highland CPC (Paducah, Kentucky)
Mt. Zion CPC (Dongola, Illinois)

Cumberland Presbytery

\$472.00

Greensburg CPC (Greensburg, Kentucky)
Leitchfield CPC (Leitchfield, Kentucky)
Little Muddy CPC (Morgantown, Kentucky)
Sacramento CPC (Sacramento, Kentucky)
Shiloh CPC (Campbellsville, Kentucky)
Short Creek, CPC (Falls of Rough, Kentucky)

East Tennessee Presbytery

\$807.75

Maryville CPC (Maryville, Tennessee)
Presbytery of East Tennessee
Talbot CPC (Talbot, Tennessee)

Hiwassee Presbytery (CPCA)

\$200.00

Green's Chapel CPCA (Charleston, Tennessee)

Hope Presbytery

\$200.00

Old Mt. Bethel CPC (Rogersville, Alabama)
Park Terrace CPC (Sheffield, Alabama)

Missouri Presbytery

\$22.00

Warrensburg CPC (Warrensburg, Missouri)

Murfreesboro Presbytery

\$20.00

Lebanon CPC (Lebanon, Tennessee)
Union Hill CPC (Brush Creek, Tennessee)

Nashville Presbytery

\$308.00

Bethel CPC (Clarksville, Tennessee)
 Liberty CPC (Clarksville, Tennessee)
 McAdoo CPC (Clarksville, Tennessee)
 Mariah CPC (Waverly, Tennessee)

New Hopewell Presbytery (CPCA)
 \$100.00
 Hopewell CPCA (Dyersburg, Tennessee)

North Central Presbytery
 \$7.00
 Shiloh CPC (Virginia, Illinois)

Red River Presbytery
 \$260.00
 Trinity CPC (Fort Worth, Texas)

Trinity Presbytery
 \$517.00
 Antioch CPC (Quitman, Louisiana)
 Cumberland Presbyterian Church of Marshall (Marshall, Texas)
 Pine Hill CPC (Winnsboro, Texas)

West Tennessee Presbytery
 \$1156.00
 Cool Springs CPC (Trimble, Tennessee)
 Davidson Chapel CPC (Trenton, Tennessee)
 Faith CPC (Bartlett, Tennessee)
 Jackson CPC (Jackson, Tennessee)
 Kenton CPC (Kenton, Tennessee)
 Mt. Olive CPC (Dyer, Tennessee)
 Newbern CPC (Newbern, Tennessee)
 Olivet CPC (Savannah, Tennessee)
 Protemus CPC (Troy, Tennessee)
 Shiloh CPC (McKenzie, Tennessee)

20,000 bulletin inserts distributed
42 congregations received an offering
\$4609.75 offering received

B. PUBLICATIONS

1. Pamphlets

The Historical Foundation maintains a supply of promotional pamphlets which describe its purpose and work, the various means of financially supporting this work, and listings of available publications and prints for sale through the Foundation. There are two pamphlets in this series: *Historical Foundation Patrons* and *The 1810 Circle*.

These pamphlets may be ordered in bulk or singly from the Foundation office by indicating the title or titles of pamphlets needed, the number needed, and the mailing address for their delivery.

2. Publication Series

The Foundation has a number of titles and prints available for purchase. Income from the sale of these items goes into the Historical Foundation Trust, a permanent endowment supporting the Foundation's work. Titles currently available are the *1883 Confession of Faith* (CPC), the *1895 Cumberland Cook Book*, *Cumberland Presbyterianism and Arminianism Compared/Contrasted on Selected Doctrines* by Joe Ben Irby, *Faith Once Delivered; Some Indispensable Doctrines of the Christian Faith*, by Joe Ben Irby, *Family of Faith: Cumberland Presbyterians in Harrison County [Texas], 1848-1998* by Rose Mary Magrill, *History of East Side Cumberland Presbyterian Church, Memphis, Tennessee*, *Life and Thought of Milton Bird* by Joe Ben Irby, *Life and Thought of Rev. Finis Ewing* by Joe Ben Irby, *Life and Thought of Reuben Burrow* by Joe Ben Irby, *Life and Thought of Robert Verrell Foster* by Joe Ben Irby, *Life and Thought of Stanford*

Guthrie Burney by Joe Ben Irby, *Life and Times of Finis Ewing* by F. R. Cossitt (reprinted by Cumberland Presbytery), *Soundings* by Morris Pepper, *This They Believed* by Joe Ben Irby, *Theological Snippets* by Joe Ben Irby, *What Cumberland Presbyterians Believe* by E. K. Reagin (reprinted by Cumberland Presbytery), and prints of the *Samuel McAdow Home* and the *First Meeting of Cumberland Presbytery*. These items are available for sale from Cumberland Presbyterian Resources.

3. Denomination Day Resources

All the Past is but the Beginning of Beginning (Denomination Day resource) is available on the Foundation's web site under the Resources section: <http://www.cumberland.org/hfcpc/resource/>. It includes eight dramas intended to present the birth of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America. A hard copy may be requested from the Foundation office.

C. HISTORICAL FOUNDATION AWARDS

1. Award in Cumberland Presbyterian History

The Foundation encourages the writing and publication of papers on all aspects of the history of the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church. One means of promoting such writing is the Historical Foundation Award in Cumberland Presbyterian History. A \$300 prize is awarded to the author entering the best paper on any CP or CPCA history subject which meets in form and content the requirements set by the Board of Trustees and judged by the board appointed awards committee. All manuscripts submitted to the competition become property of the Foundation and are added to the Historical Library and Archives.

The contest follows the calendar year, and entries for the 2008 competition are encouraged. All entries will be accepted through December 2008 for this year's contest. Any entries received following the deadline of December 31st will be automatically entered in the 2009 competition.

Guidelines and entry forms for submitting manuscripts to the competition are available from the Foundation office as well as on the internet, <http://www.cumberland.org/hfcpc/Awards.htm>. The Historical Foundation appreciates the participation of past and future CPCA and CP historians in this program.

2. Awards of Recognition

Awards of recognition are certificates given to organizations or individuals in recognition of historic events or contributions to the preservation of our heritage as Cumberland Presbyterians. Appropriate applications for the award are: particular churches celebrating anniversaries of their organization; any judicatory or agency celebrating publication of a written history; celebrations of history or historic event in a creative or unusual manner; individuals who have provided continued service for 60 years or more as members of a local congregation or presbytery; individuals who have served for 40 years or more in a continuing leadership role (including pastors) within a local church. Individuals, churches, or presbyterial heritage committees may make application for the issuing of an award by contacting the Foundation office. Application forms are supplied by the Foundation office as well as the internet, <http://www.cumberland.org/hfcpc/Awards.htm>.

Recipients:

Rozzell Chapel CPC (Mayfield, Kentucky) 130 years on September 9, 2007

James Otis Clapp, Chester Jackson and Evelyn Waggoner, Rozzell Chapel CPC

First CPC (Austin, Texas) 154 years on September 16, 2007

First CPC (Denton, Texas) 75 years on April 6, 2008

D. RELATIONSHIPS

Presbyterian Historical Society of the Southwest

The Presbyterian Historical Society of the Southwest is an agency of The Synod of the Sun, Presbyterian Church (USA) and Cumberland Presbyterian Churches in Arkansas, Louisiana, Oklahoma and Texas. The 31st annual meeting was held March 7-8, 2008, in Austin, Texas. Members of the Cumberland Presbyterian Church who are officers in this organization are Reverend Norlan Scrudder and Dr. Rose Mary Magrill, who serves as chair of the 17-member board.

IV. HISTORICAL LIBRARY AND ARCHIVES

A. RESEARCH SERVICE

The Foundation's main research commitment is to the agencies, local congregations, and members of the Cumberland Presbyterian Churches. Since the Historical Library and Archives of the Historical Foundation serves as the official repository for the Cumberland Presbyterian General Assemblies, this is our focus. Although the separation of research into two types designated by their mode of access has been rapid and dramatic, both the traditional and "cyber" mode contribute to and enhance the other.

1. Traditional/Physical Access

Hands on access to primary source material remains the vital heart of historic and theological research. Rather than being diminished by increased electronic resources, traditional research has broadened due to heightened awareness of primary sources in an expanding information age. The Foundation receives research requests by personal visitors, mail, e-mail, and telephone. As time permits, requests are researched. Responses are sent to the requestor, as well as pertinent information on ministers, congregations, presbyteries and synods being placed on our website for future researchers.

2. Electronic Access

The Foundation's website continues to expand in order to provide greater access to the materials in the Historical Library and Archives. As well as being a research tool, the internet provides an invaluable and inexpensive means of promotion for the physical collections of the Historical Library and Archives, the activities of the Historical Foundation, and for the greater community of faith called Cumberland Presbyterians. Information at the site includes: general information about the Foundation, entire texts of important historical documents, historical information on particular congregations, ministers, presbyteries, and synods. The gateway URL to the Foundation's website is <http://www.cumberland.org/hfpc/>. Presently, the Historical Foundation maintains approximately 800 individual web pages. These pages are grouped into twenty-five main sections each containing multiple sub pages and numerous graphics. Many of these web pages are the equivalent of hundreds of "pages" of printed text. The main sections are: Home Page (1); Assembly Meetings & Officers (20); Awards (5); Birthplace Shrine (1); Books Online (23); Books Needed (1); Collection Development (1); Congregations (277); Cumberland Presbyterian Church in America (105); Curriculum (19); Endowments (1); Heritage Churches (1); Historical Library and Archives (4); Lay Leaders (19); Ministers (826); Opportunities for Giving (2); Patron Memberships (1); Periodicals (10); Presbyteries (172); Publications and Prints for Sale (1); Resources for Denomination Day (1); Schools (21); Sermons (5); Stated Clerks (1); Synods (58); Union of 1906 (1).

B. ACQUISITIONS

The Historical Library and Archives regularly receives items published by the two denominations, *Minutes of the General Assembly of the Cumberland Presbyterian Church*, *Preliminary Minutes of the General Assembly of the Cumberland Presbyterian Church*, *Yearbook of the General Assembly of the Cumberland Presbyterian Church*, *The Cumberland Presbyterian*, *Missionary Messenger*, *Minutes of the General Assembly of the Cumberland Presbyterian Church in America*, *Preliminary Minutes of the General Assembly of the Cumberland Presbyterian Church in America*, and *The Cumberland Flag*. Synods and presbyteries deposit four copies of their printed minutes in the Historical Library and Archives. In addition, books, pamphlets, theses, dissertations, records and publications of general assembly, boards, agencies, institutions, and task forces; records and publications of synods and presbyteries, session records and other materials of particular churches, biographical material of Cumberland Presbyterian and Cumberland Presbyterian Church in America ministers, photographs, audiovisual materials, and museum items were among the accessions received. The 2007 Accession List closed with 123 accession groups.

Some of the highlights added to the collection this year were:

Clark, F. E. *Looking Out On Life: A Book for Girls on Practical Subjects Based on Many Letters from Wise Mothers*. Nashville, Tennessee: Cumberland Presbyterian Publishing House, 1892.

Correal, Primitivo. *Los Recuerdos Tienen la Palabra*. Colombia: Editorial San Jose, 2007. (Michele Gentry—Armenia, Colombia)

Dale, W. T. *Life's Two Railways*. Gallatin, Tennessee: By the author, 1893. (Reverend James C. Gilbert—Fort Worth, Texas)

Morris, Bessie Copeland. *The White Rose, or Who Slew All These?* Arlington, Texas: The Purity Journal Publishing Co., Publishers, 1907.

Over Three Hundred Quotations. Weatherford, Texas: Ladies' Aid Society, Cumberland Presbyterian Church.

Wayman, Sam. *Give Me Liberty*. Lufkin, Texas: Best of East Texas Publishers, 2006. 2 copies.
 (Reverend Sam Wayman—Hemphill, Texas)
 Bible Study: Sunday School Monthly for Teachers, Officers, Bible Students, and Other Workers.
 Vol. XII, No. 11, November, 1899. (June & Ronnie Gross—Oblong, Illinois)
 Cumberland College. Princeton, Kentucky.
 Board of Directors. Minutes. 1836-1849. Original volume and correspondence. Original manuscript. 1
 file. (Presbyterian Historical Society—Philadelphia, Pennsylvania)
 Radnor College. Nashville, Tennessee.
 Catalog. 1912-1913. (Andrew C. Eshman—Austin, Texas)
Rays of Light. Vol. VIII, No. 4, October, November, December, 1892. Nashville, Tennessee:
 Cumberland Presbyterian Publishing House, 1892. (Deer Creek District Library—Deer Creek, Illinois)
 General Assembly of the Colored Cumberland Presbyterian Church.
 Colored Cumberland Presbyterian Church in the United States of America and Liberia, Africa.
 General Assembly Minutes. 1951. 2 copies. (Reverend Ron Ferree—Campbellsville, Kentucky)
 Mackinaw Presbytery. Cumberland Presbyterian Church.
 Minutes. 1836-1901. Microfilm. 2 rolls. (Presbyterian Historical Society—Philadelphia, Pennsylvania)
 New Hope Cumberland Presbyterian Church in America. Madison, Alabama.
Celebrating 100 Years 1904-2004. Church Directory. (Vanessa Collier—Madison, Alabama)
 Irby, Joe Ben. 1915-2007. Papers. 20 Boxes. (David B. Irby—Memphis, Tennessee)
 New Hopewell Cumberland Presbyterian Church in America. Dyersburg, Tennessee.
 Photograph. Color. (Naomi King—Dyersburg, Tennessee)
 Mount Zion Cumberland Presbyterian Church. Wilson County, Tennessee.
 Photograph. Sunday School group in front of church building, 1893. (John W. Ragsdale—Broken Arrow,
 Oklahoma)
 Princeton Cumberland Presbyterian Church. Princeton, Kentucky.
 Postcard, 1906
 Louisiana Cumberland Presbyterian Church. Louisiana, Missouri.
 Paperweight. Glass with photograph of church and pastor

Special recognition is given to congregations who have either deposited originals or copies of their
 session records in the collection of the Historical Library and Archives, as well as records received from
 past congregations. They include:

Bethlehem Cumberland Presbyterian Church. Hardin County, Tennessee.
 Session Records. August 12, 1842 - September 17, 1859. Photocopy. (Reverend Don F. Thomas—
 Collierville, Tennessee)
 Detroit, First Cumberland Presbyterian Church. Detroit, Michigan
 Session Records. Original volume. January 1, 1950-December 4
 Session Records. Original volume. January 8, 1955-December 6, 1958
 Session Records. Original volume. October 21, 1929-December 4, 1933
 Session Records. Original volume. January 8, 1934-March 1, 1941
 Session Records. Original volume. April 5, 1941-December 3, 1949
 Warren, First Cumberland Presbyterian Church. Warren, Michigan
 Session Records. Original volume. January 3, 1959-December 1, 1962. (Joe Holland—Sterling Heights,
 Michigan)
 Liberty Cumberland Presbyterian Church. Nash, Grant County, Oklahoma
 Session Records. Original volume. December 15, 1907-January 4, 1924. (Reverend Sam Wayman—
 Hemphill, Texas)
 Parker Cumberland Presbyterian Church. Comanche County, Texas
 Minutes of Session. November 15, 1885 - October 24, 1905. Original volume. (Reverend James A.
 Beverley—Dallas, Texas)
 Sturgis Cumberland Presbyterian Church. Sturgis, Kentucky.
 Session Records. Originals, looseleaf. 1833-2005. (Christy Wilcox—Sturgis, Kentucky)

**RECOMMENDATION 3: That General Assembly encourage congregations to consider the
 need for proper preservation of their session records and to contact the Foundation for assistance.**

C. RELOCATION OF ARCHIVAL COLLECTION

The Foundation takes seriously the mission established by the General Assembly: *It is the responsibility of the Historical Library and Archives to house, preserve, protect, and maintain the records of the Cumberland Presbyterian Churches so that present and future church members, administrators, historians, and other researchers may have access to them.*

Therefore, staff continues to make preparations which will allow the archival collection to move to its new location. The purchase of specialized acid-free boxes was made possible due to a generous donor. Fragile materials, including session records, presbytery minutes and synod minutes, were transferred into these boxes which will protect them not only during the relocation, but also into the future. The greatest care will be taken during the move to assure the protection of all archival materials.

V. BIRTHPLACE SHRINE

The Birthplace Shrine located at Montgomery Bell State Park near Dickson, Tennessee was dedicated June 18, 1960. This site consists of the Memorial Chapel and a replica of the Reverend Samuel McAdow's log house. Since 1994, the Foundation has been responsible for the preservation of the Birthplace Shrine. Three endowments provide funds for maintenance and repairs: the Grace Johnson Beasley Birthplace Shrine Fund, the Birthplace Shrine Fund, and the P.F. Johnson Memorial Endowment. Gifts to these endowments will provide the continued preservation of the Birthplace Shrine. Interested donors are encouraged to contact the Foundation office. Another means of support are the wedding fees collected from couples who use the chapel for their wedding ceremony. These funds are added to the Birthplace Shrine Fund and earnings are used for maintenance and special projects. The Board encourages individuals and groups to visit the Birthplace Shrine as an act of remembering our heritage and envisioning our future as Cumberland Presbyterians.

Groups and individuals are encouraged to contact the Foundation to set up work days and special projects. The Foundation thanks the Heritage Committee of Nashville Presbytery and the Charlotte Cumberland Presbyterian Church for their continuing volunteer upkeep of the property.

Projects completed on the property: Pulpit repaired and refinished.

VI. FINANCIAL STATEMENTS FOR 2007

The financial statements for 2007 have been audited by Fouts and Morgan, Certified Public Accountants, and copies of these statements with the auditor's opinion have been deposited with the CPC Office of the General Assembly and the Stated Clerk of the CPCA.

VII. FINANCIAL CONCERNS AND 2008 BUDGETS

A. BUDGETS

The 2008 line item budget of the Historical Foundation composed of a Basic Services Budget and a Growth Services Budget have been filed with the CPC General Assembly Office.

The 2008-2009 line-item budget of the Historical Foundation Committee has been filed with the Executive Committee of the CPCA General Assembly.

B. ENDOWMENTS

1. Endowments Listing

Below is a list of the endowment funds for the Foundation with new funds in boldface type.

Anne Elizabeth Knight Adams Heritage Fund

Rosie Magrill Alexander Trust

Paul H. and Ann M. Allen Heritage Fund

Grace Johnson Beasley Birthplace Shrine Fund

Birthplace Shrine Fund

James L. and Louise M. Bridges Heritage Fund

Sydney and Elinor Brown Heritage Fund

Centennial Heritage Endowment

Walter Chesnut Heritage Fund

Lavenia Campbell Cole Heritage Fund

Cumberland Presbyterian Church in America Heritage Fund

Cumberland Presbyterian Women Archival Supplies Endowment

Samuel Russell & Mary Grace (Barefoot) Estes Endowment
 Family of Faith Endowment
 Gettis and Delia Snyder Gilbert Heritage Fund
 James C. and Freda M. Gilbert Heritage Fund
 James C. and Freda M. Gilbert Trust
 Mamie A. Gilbert Trust
 Ronald Wilson and Virginia Tosh Harper Endowment
 Historical Foundation Trust
 Donald and Jane Hubbard Heritage Fund
 Cliff and Jill Hudson Heritage Fund
 Robert and Kathy Hull Endowment
 Into the Nineties Endowment
Joe Ben Irby Heritage Fund
 P.F. Johnson Memorial Endowment
 Irene A. Kiefer Endowment
 Chow King Leong Endowment
 Dennis Lawrence & Elmira Castleberry Magrill Trust
 Joe Richard and Mary Belle Magrill Trust
 Jimmie Joe McKinley Heritage Fund
Edith Louise Mitchell Heritage Fund
Lloyd Freeman Mitchell Heritage Fund
 Snowdy Clifton and Lillian Walkup Mitchell Heritage Fund
 Virginia Sue Williamson Morrow Heritage Fund
 Anne Elizabeth Swain Odom Heritage Fund
 Martha Sue Parr Heritage Fund
 Florence Pennewill Heritage Fund
 Morris and Ruth Pepper Endowment
 Publishing House Endowment
 Mable Magrill Rundell Trust
 Samuel Callaway Rundell Heritage Fund
 Paul and Mary Jo Schnorbus Heritage Fund
 Shiloh CPC Ellis County Texas Endowment
 Hinkley and Vista Smartt Heritage Fund
 John William Sparks Heritage Fund
 Irvin Scott and Annie Mary Draper Swain Heritage Fund
 F. P. Waits Historical Trust

2. Endowment Donors

Endowment income provides important support for the activities of the Historical Foundation. Establishing an endowment provides a permanent means to honor or memorialize a person or persons important to the heritage of any community of faith.

The Foundation expresses its thanks to the following for their gifts to endowments: Louise Bridges (Gadsden, Alabama), Reverend Walter Chesnut (Leitchfield, Kentucky), Reverend James and Freda Gilbert (Fort Worth, Texas), Heath and Melody Harper (Trenton, Tennessee), Reverend Don and Jane Hubbard (Knoxville, Tennessee), Reverend Joe Ben Irby, June Johnson (Longview, Texas), Reverend Richard Magrill (Memphis, Tennessee), Mary Chesnut Mullins (Memphis, Tennessee), Anne Swain Odom (Smyrna, Tennessee), Cornelia Swain (Memphis, Tennessee), Sidney and Lita Swindle (Tampa, Florida), Betty Waits (Henderson, Texas), Charleston CPC (Charleston, Tennessee), Chattanooga CPC (Chattanooga, Tennessee), New Prospect CPC (Cleveland, Tennessee), Shiloh CPC (Midlothian, Texas).

C. SECOND MILE GIFTS

Holly Grove CPC (Brighton, Tennessee), Jackson CPC, XYZ Seniors (Jackson, Tennessee), North Central Presbytery, and Pleasant Mount CPC (Columbia, Tennessee).

Respectfully submitted,
 Gwen McReynolds, President
 Susan Knight Gore, Archivist

THE REPORT OF THE COMMISSION ON CHAPLAINS AND MILITARY PERSONNEL

M/M/C

I. INTRODUCTION

The Commission on Military Chaplains and Personnel represents the Cumberland Presbyterian Church on the Presbyterian Council for Chaplains and Military Personnel. The Commission does its work through that Council. The Council is comprised of four denominations working together in matters relating to chaplains and their families and to church members serving in the Armed Forces and Veterans Administration Medical Centers from those denominations. The four denominations are: the Cumberland Presbyterian Church, the Cumberland Presbyterian Church in America, the Associate Reformed Presbyterian Church and the Presbyterian Church (USA). The twenty members of the Council include sixteen representatives of the member denominations and the Executive Director of the Cumberland Presbyterian Church in America, the Principal Clerk of the Associate Reformed Presbyterian Church and the Stated Clerks of the Cumberland Presbyterian Church and Presbyterian Church (USA) serve as ex-officio members. The Council office is located at 4125 Nebraska Avenue NW, Washington D.C. 20016.

II. GENERAL INFORMATION

A. MEETINGS AND OFFICERS

The Commission met during the annual meeting of the Council, November 7-9, 2007 in Tullahoma, Tennessee Arnold Engineering Development Center. Present were: Charles McCaskey and Jearl Hunley. Charles was elected chair of the Commission.

Members of the Commission served on the Council Committees as follows: Charles McCaskey--chairman of the Council and was elected to serve on the Finance and Development Committee; Interview--Jearl Hunley and also served on the Nominating Committee; Chaplaincy--Paul Collins; and Robert Rush (ex-officio).

B. EXPIRATION OF TERM

The term of Charles McCaskey expires at the end of 2008. He is eligible for reelection.

C. REPRESENTATIVE TO THE GENERAL ASSEMBLY

Charles McCaskey will represent the Commission at the 178th meeting of General Assembly. Jearl Hunley will prepare the report to the 178th General Assembly.

D. COUNCIL STAFF

The Council's director is Edward Brogan. Thomas Chadwick is Associate Director serving half-time and has served the Council for 10 years.

III. COUNCIL RESPONSIBILITIES

A. PRIMARY RESPONSIBILITIES

1. To provide ecclesiastical endorsement for Chaplains of the Armed Forces on active duty and in the Reserves/National Guard and for chaplains of Veterans Affairs Medical Centers.

2. To provide pastoral support for chaplains and their families.

3. To provide a unified and influential voice for the member denominations to the national government in matters relating to the ministry and welfare of Presbyterians serving in the Armed Forces and Veterans Affairs Medical Centers.

4. To provide representation to denominational agencies and ecumenical bodies in their concerns with matters pertaining to military personnel, veterans and their families.
5. To consider other duties as may be requested by the member denominations.
6. To promote closer communication between chaplains and their judicatories.

B. THE WORK OF THE COUNCIL

The Council (PCCMP) has been extraordinarily active in its support of chaplains since our last General Assembly (177th). Since 9-11, Reserves and National Guard have been mobilized in large numbers. There have been 36 Reserves and National Guard chaplains mobilized from 2006 to 2007. The Council has been in near constant contact with most of them assisting in their entry in the mobilization, speaking with their families, churches, and presbyteries, providing support to them when they return from active duty. The tempo for Reserves and National Guard may remain high for years. We've also been gratified to see prayers offered, care packages mailed, and chaplains "adopted" by congregations. Thanks to the "Cumberland Presbyterian" and the General Assembly Office for posting a list of our C. P. Chaplains.

The numbers of endorsement are holding steady. Many are still deployed. Our chaplains suffer the same hardships as other military-their ministry is often in harm's way. The Council seeks to help them in their stressful time and upon their return, give them all the support we possibly can.

From each candidate, a collection of application, transcripts, presbyterial approval, and letters of reference is required. After the documents are gathered, we interview the candidates. A seminarian seeking approval for a military chaplain candidate program receives a one-on-one.

The Council has been in contact with 34 mobilized/recalled chaplains in 2007. There were 214 chaplains visited this last year. A retreat was held at Bonclarken which was attended by 65 chaplains and families.

The chaplain's ministry is well received and supported by each denomination. The ongoing pastoral care for chaplains is an extension of what presbyteries do through their Committees on the Ministry and the denomination Commission on the Chaplaincy and Military Personnel. We expect our chaplains to maintain a sound relationship with PCCMP and their presbyteries.

The PCCMP maintains sound working relations with the Chief of Chaplains Offices for each branch of the military and the VA. Keeping this ministry vital with adequate funding has been difficult at times. The Council receives its financial support from the four denominations, individuals, judicatories and churches.

In 2007, under the umbrella of the Council, there were 133 men and women serving on active duty as chaplains in the Armed Forces.

With over 36 reservists mobilized, several visits were made to their spouses and churches. An East Coast retreat for 115 chaplains and family members was conducted in July 2005 at Bonclarken, North Carolina.

IV. CUMBERLAND PRESBYTERIAN CHAPLAINS

There were no Cumberland Presbyterian Chaplains endorsed in 2007.

	<u>Reserve/ Guard*</u>	<u>Active Military</u>	<u>Full Time VA</u>
PCUSA	124	108	15
Associate Reformed	4	12	1
Cumberland	4	10	2
Cumberland in America	<u>0</u>	<u>1</u>	<u>0</u>
	132	130	18

(*Of these Reserve/Guard, 36 were mobilized 2006-2007.)

Presbyteries and churches are urged to correspond with these chaplains and their families and particularly keep them and the men and women they serve as pastors in your prayers. Their work is greatly appreciated and they are honored as servants of God, the Church, and their country.

Thousands of Reserve and National Guard members are being called to active duty. For the most part, their families do not live near military bases where they can receive much needed support and assistance. Cumberland Presbyterians who live near these husbands, wives, children, mothers and fathers are urged, where appropriate, to offer assistance and support. Please pray for members of the Reserve and National Guard serving on active duty and their families.

The Cumberland Presbyterian Church receives a special offering on a Sunday near Memorial Day to remember all men and women who serve their country. The offerings are sent to the General Assembly Stated Clerk and are then forwarded to the Council for its work. The Commission would like to express its deepest appreciation to all churches that received the offering in 2007. All Cumberland Presbyterian Churches are urged to consider receiving this yearly offering.

The Council has a video that can be acquired by writing the Presbyterian Council for Chaplains and Military Personnel (address is on page 1 under "Introduction"). This video interprets our ministry, interprets chaplaincy as a call, and solicits financial support. The video can be acquired by simply asking for a copy. Your Commission urges that all our churches and presbyteries get a copy and use this video of our story as a Council.

Respectfully submitted,
Jearl Hunley
Charles McCaskey
Paul Collins

THE REPORT OF THE COMMISSION ON MINISTRY

M/M/C

I. INTRODUCTION

The Commission on the Ministry submits this report to the 178th General Assembly of the Cumberland Presbyterian Church in session at Tokyo, Japan June 7-12, 2008.

The Ministry of the Commission on the Ministry is to give leadership to the church's commitment to **challenge, call, develop and support** its ministers and their families; also to provide **leadership in deepening understanding of ministry** on the part of the church as a whole through **Biblical and theological reflection and through interpretation of evolving practices**. It is our desire to continue our commitment to these priority goals through the programs of the Commission.

A. HISTORY

The original name of the presbyterial Committees on the Ministry was the Committee on Literature and Theology. As this became less descriptive of the work that the committees were doing, a name change was recommended. In 1962, the General Assembly changed the name to the Committee on the Ministry.

In connection with this, the General Assembly voted to produce a handbook for the presbyterial committees. Dr. John E. Gardner was chosen to write the manuscript, which was reviewed by the General Assembly and approved for publication. This task was completed in 1964.

At the same time, a permanent General Assembly Commission on the Ministry was established. Elected to this first Commission were John E. Gardner, Carl Ramsey, and Raymon Burroughs.

In 1981, the Commission on the Ministry began work on reviewing the handbook. Members of the Commission at that time were Raymon Burroughs, Thomas D. Campbell, Franklin Chestnut, Daniel Freeman and Tommy Thompson. Thomas D. Campbell served as editor for this revision project. The revision was completed in 1984.

Since 1992, the Commission has employed an Executive Director to administrate its work. These have been: James Knight (1992-2000), James Searcy (2001-2003), Chris Joiner (2003-2004), Stephanie Brown (March 7, 2005 to present).

B. PURPOSE STATEMENT

To give leadership to the church's commitment to challenge, call, develop and support its ministers and their families; also to provide leadership in deepening understanding of ministry on the part of the church as a whole through Biblical and theological reflection and through interpretation of evolving practices.

II. GENERAL INFORMATION

A. OFFICERS

The Officers of the Commission on the Ministry are the Reverend Mark Davenport, who is the Chair and the Reverend James W. Lively who is the Secretary.

The Commission met on, January 14-17, 2008, and April 7, 2008. The January 2008 meeting was held at St. Luke CP Church, in Ft. Worth, Texas and the April meeting was a phone conference. The Commission opted not have a meeting in September because of the restructuring. The decision was made to combine this meeting with our Minister's Conference, so Commission members met a day early. Our regular spring meeting dates fluctuate due to Easter. This year our dates fell during Holy Week and the decision was made to hold a phone conference in April in order to save on expenses.

B. MEMBERS

The other members of the Commission on the Ministry are the Reverend David Lancaster, Reverend Glenda Melson, Mrs. Pat Owen, Reverend Bill Rolman, Reverend Robert E. Shelton, Reverend Tommy Thompson, and Mrs. Mary Jo Turner.

C. TERMS

The Commission has three members whose terms expire and all have agreed to another 3 year term: Mary Jo Turner, Glenda Melson and David Lancaster.

D. SPECIAL CELEBRATIONS

Clergy Appreciation Month is a special celebration for the Commission and for clergy. The month of October is Clergy Appreciation Month and the second Sunday, October 12th, is Clergy Appreciation Sunday. We would like to encourage and remind all congregations of the opportunity to honor their clergy, especially with gifts to the Commission during *Clergy Appreciation Month*. A popular gift for Clergy Appreciation is a Clergy Ministry Patron award for a gift of \$101-500. Another appropriate gift would be a donation to one of the existing endowments of the Commission, especially one in the name of a mentor or friend to the congregation's pastor. There have been churches who have established endowments in honor of their pastor for clergy appreciation; an endowment can be established with an initial investment of \$500. The Commission does provide other ideas for different ways in which to honor your clergy person.

E. RECOGNITIONS

A monetary gift to the Commission is an important way to honor clergy and laity for the work of ministry. There are different levels of recognition and each gift is recognized with a certificate:

\$10 - \$100	Clergy Supporter
\$101 - \$500	Ministry Patron
\$501 - \$1,000	Barnabas Fellowship
\$1,001 - \$5,000	Ministry Foundation
\$5,000 or more	Logos Club

F. ENDOWMENTS

It is exciting to announce that the Commission has a new endowment: The **LaRoyce Brown** endowment was established to memorialize the life and ministry of LaRoyce. This endowment honors his 50 years of ministry in the Cumberland Church. The LaRoyce Brown Endowment will help provide scholarships to the Minister's Conference, especially to those who live far away from where the conference is being held.

Other endowments include:

Awards for CP Ministers & Spouses	Roosevelt & Ruth Baugh
James & Helen Knight	Melvin & Naomi Orr
James & Geneva Searcy	Ministerial
Norlan & Ellie Scrudder	E. G. & Joy Sims
Lyon Walkup	Minister's Conference

III. WORK OF THE COMMISSION ON THE MINISTRY

A. MINISTER'S CONFERENCES

2008 – The Conference was held at the St. Luke CP Church in Ft. Worth, Texas with the Reverend Sheron Patterson of Dallas, Texas, pastor of Highland Hills United Methodist Church, serving as the conference preacher and the Reverend N. Graham Standish of Zelienople, Pennsylvania, pastor of Calvin Presbyterian (USA) Church, serving as the plenary speaker. The overall theme was spirituality. Dr. Patterson challenged us to seek the Word of God and pointed out encouraging words found in the scriptures that can breathe life back into the church. Dr. Standish spoke of the power of prayer to transform the church, both locally and globally. He emphasized that the leadership of a congregation is not only in charge of the physical buildings, but more importantly the spiritual leadership of the body of Christ. There were six workshops covering the following topics:

End of Life Issues
Spirituality from a Choctaw Perspective

Evangelism
Pastoral Care with Children
The Emerging Church: Trends and Opportunities
Praying the Labyrinth

At the Conference banquet we were entertained by friend and comedian, J.B. Keith. This year we celebrated and honored the minister who had been ordained the longest and the one most recently ordained. The Commission honored Amber Clark with a Patron of Ministry for being the most recently ordained minister in attendance, as she was ordained on July 29th, 2007. The Reverend James Gilbert was honored with a Patron of Ministry for being the minister in attendance ordained the longest who had not won the award in previous years. James Gilbert was ordained in October of 1944 and is celebrating 64 years of ordained ministry. It is a pleasure to be able to celebrate the ministries of those who faithfully serve our denomination.

2009 – The Conference will be held at Brenthaven CP Church in Brentwood, Tennessee, January 20-22. Please note that the conference will start on a Tuesday again instead of a Monday. The focus will be on ethics. Dr. Ron Cole-Turner will be the Conference plenary speaker. Dr. Cole-Turner holds the H. Parker Sharp chair of theology and ethics position at Pittsburgh Theological Seminary. The Conference preacher will be Dr. Barbara Holmes, the Vice President of Academic Affairs/Dean of Memphis Theological Seminary.

2009 Retreat – The Commission plans to offer two events in 2009. The second of the events will be held October 20-22, at Camp Garner Creek, located just off I-40 near Dickson, Tennessee. This event will be a Sabbath Retreat for Clergy. The Conference in January has been designed to be a continuing education event that is academic in nature. But a retreat is a retreat from the hectic pace of modern life as well as for the nurturing of relationships with God, self and others in order to renew us for vital ministry. The draw for many of the Conferences is the speaker and/or preacher for the event and the draw for this retreat is intentional time spent in spiritual renewal for life and ministry.

2010 – The plan for this event is to be an academic conference during the month of **October**. The overall theme will be “Taking Care of Business.” Our January conference has been successful, but the weather and time of year continues to be a challenge for this event. We are hoping that a fall event will help to make it possible for more people to enjoy the continuing education event that the Commission will plan annually. The details of this event have not been finalized enough to publish because of the other changes that have been made.

2011 – The Commission is making plans for this conference to be held during the month of October.

B. COMMITTEE WORK

The Commission on Ministry works with two different groups of presbytery:

1. Committee on Ministry
 - Working with Committees to help encourage and support them in their ministry.
 - Working to uphold the standards for ordination.
 - Striving for consistency among presbyteries
2. Clergy Care Committee
 - Working to encourage presbyteries to support and nurture ordained clergy.
 - Encouraging presbyteries to:
 - Communicate with the clergy in their presbytery
 - Honoring clergy as they retire
 - Supporting spouses of deceased clergy
 - Offering Continuing Education Unit (CEU) scholarships
 - Advocating for pastors

C. MINISTRY OF GIFTS

The Commission has been giving a gift of a pastor's communion set to newly ordained clergy for over 13 years. We also provide each new candidate with a gift of books; *Introduction to Christian Ministry* by Morris Pepper, and *The Bible and the Calendar Year* by Tom Campbell. The decision was made to also give new candidates a copy of *What Cumberland Presbyterians Believe* by E. K. Reagin.

D. CERTIFICATION AND ORDINATION

As many people are aware, the Commission has been in the process of proposing changes in the process for ordination and adding certification as a lay minister. The majority of this proposal was approved by the 177th General Assembly. This proposal requires a change in the constitution in order to complete the process, therefore, it has been studied by the Permanent Judiciary Committee.

E. OTHER MINISTRIES

Some of the other ministries that the Commission is involved in include:

1. Newsletter – A quarterly publication that targets the needs and interests of clergy and probationers.
2. Global Ministries Retreat – The Board of Christian Education, the Board of Missions, the Commission on Ministry and Memphis Theological Seminary, combined our efforts and invited global presbyteries to participate in a retreat designed to strengthen communication and support among global presbyteries. This event was a great learning experience and success for all involved. A more complete report will be made from the group as a whole.
3. Clergy Women's Reception – The Board of Missions, Memphis Theological Seminary and The Commission on Ministry have partnered to honor clergy women at a reception during General Assembly for the past several years. This is a time to help celebrate women in ministry.

IV. THE FUTURE

J

A. INTENT OF MERGER

The Commission on Ministry approved and signed an intent to merge into the Ministry Council Corporation and will work toward becoming *The Pastoral Development Team*. We look forward to the promise that our cooperative efforts hold.

Plan of Merger of Commission on the Ministry of the Cumberland Presbyterian Church

The following Plan of Merger is made pursuant to the provisions of Chapter 61 of the Tennessee Nonprofit Corporation Act.

- A. The merging corporations are: Commission on the Ministry of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation, and Ministry Council of the Cumberland Presbyterian Church, a Tennessee nonprofit corporation.
- B. The surviving corporation of this merger shall be: Ministry Council of the Cumberland Presbyterian Church.
- C. The terms and conditions of the merger are: No consideration shall be exchanged in connection with this merger. The only condition of the merger shall be the approval of Cumberland Presbyterian Church General Assembly Corporation. The merger shall be effective on the date Articles of Merger are accepted for filing in the office of the Secretary of State of Tennessee.
- D. Both of the merging corporations are public benefit corporations, and the surviving corporation shall remain a public benefit corporation. Cumberland Presbyterian Church General Assembly Corporation, a Tennessee nonprofit corporation, is the sole member of both of the merging corporations. Cumberland Presbyterian Church General Assembly Corporation shall be the sole member of the surviving corporation.

This Plan of Merger was adopted by the Board of Directors of Commission on the Ministry of the Cumberland Presbyterian Church at a duly constituted meeting held on January 14, 2008.

COMMISSION ON THE MINISTRY OF THE
CUMBERLAND PRESBYTERIAN CHURCH

Secretary: James W. Lively (Signature on original)

Attest-President: Mark Davenport (Signature on original)

This Plan of Merger was adopted by Cumberland Presbyterian Church General Assembly Corporation, the sole member of each merging corporation, on June ___, 2008.

Secretary

Attest: President

B. VISION

Some of the ideas that the Commission has for the future are:

- Training for congregations to create Exploration Committees
- Ways to better care for Clergy
- Holistic Health for Clergy
- Mediators for Pastors and Congregations
- Events for:
 - Newly Ordained Clergy
 - Clergy Women

V. REPRESENTATIVES TO THE 178TH GENERAL ASSEMBLY

Reverend Tommy Thompson will serve as the Commission's representative to the 178th General Assembly and Reverend Glenda Melson will serve as the alternate.

VI. CONCLUSION

The Commission on the Ministry is committed to serving the Cumberland Presbyterian Church through its programs and ministry listed above. We covet the prayers of the assembly as we work together to strengthen the ministry of the Cumberland Presbyterian Church.

Respectfully Submitted,
Stephanie Scrudder Brown, Executive Director
Mark Davenport, President
James W. Lively, Secretary
The Commission on Ministry members

THE REPORT OF THE PERMANENT JUDICIARY COMMITTEE

J

The Permanent Judiciary Committee met February 1, 2008 in Bartlett, Tennessee. Present were James Byrd, Harry Chapman, Ron Thurman, Dwayne Tyus, and Geoff Knight. Also attending were legal council James Jordan and Robert Rush, Stated Clerk of the General Assembly. Excused were Charles Dawson, Kelly Gooch, Sherry Ladd, and Joe Studdard.

I. ORGANIZATION OF THE BOARD

The Reverend Geoff Knight was elected chairperson and the Reverend Dwayne Tyus was elected secretary.

II. STRUCTURE TO SUPPORT THE RULES OF DISCIPLINE

The recently adopted Rules of Discipline require that each judicatory elect a commission to rule on any appeals which are brought before them.

RECOMMENDATION 1: That the General Assembly elect the Permanent Judiciary Committee as the commission to rule on any appeals brought before the Assembly.

III. TASK FORCE TO REVIEW GENERAL REGULATIONS AND BYLAWS

The committee notes that the General Assembly sometimes amends its General Regulations without taking into consideration the Bylaws of the General Assembly Corporation. This often leads to the General Regulations and Bylaws conflicting with one another or produces unnecessary duplication in our governing documents. A task force to study this issue was appointed. The members of the task force are: Robert Rush, Dwayne Tyus, Kelly Gooch, James Jordan and James Byrd (alternate). This task force is to make recommendations to the next meeting of the Permanent Judiciary Committee. The committee also instructed that the Bylaws of the General Assembly Corporation be printed in the minutes of the General Assembly so that the church can become more familiar with them.

IV. REVIEW OF SYNODICAL MINUTES

The minutes of the Synod of the Midwest were reviewed and were found to be in good order with one exception. The minutes do not reflect that the presbyteries complied with the directive of the Church regarding the ordination of ministers. (Digest page 105, 8.5b, Interpretive 1892, 1973, 8.5 Advisory 1960, 1964, 1975). The synod's minutes reflect that the minutes of the three presbyteries, Covenant, Cumberland and North Central were reviewed.

The minutes of the Synod of the Southeast were reviewed and found to be in good order with two exceptions. There is no record of the review of the ordinations by any of the presbyteries. (See references above) The minutes of Cullman, East Tennessee, Grace and Tennessee Georgia presbyteries were reviewed, but there is no record of a review of the minutes of Hope Presbytery.

The minutes of Tennessee Synod were not available. The Synod of the Great Rivers and Mission Synod did not meet in 2007.

V. GENERAL ASSEMBLY REPRESENTATIVE

The Reverend Harry Chapman will serve as the committee representative to General Assembly, and Rev. Geoff Knight will serve as the alternate.

Respectfully submitted:
Geoff Knight
Dwayne Tyus

THE REPORT OF JOINT COMMITTEE

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The Joint Committee on Amendments met February 1, 2008 at 7:00 p.m. at Faith Cumberland Presbyterian Church in Bartlett, Tennessee. A quorum from the Joint Committee on Amendments of the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church was present. The meeting was opened with prayer, and Geoff Knight, chair of the Permanent Judiciary Committee of the Cumberland Presbyterian Church, was appointed to moderate the meeting.

I. OFFICE OF CERTIFIED LAY MINISTER

The 177th General Assembly of the Cumberland Presbyterian Church approved the concept of the Office of Certified Lay Minister and directed the Joint Committee on Amendments to prepare the necessary amendments to the Constitution and to the Directory of Worship for submission to the 178th General Assembly. The proposed amendments to the Constitution must be adopted by three-fourths of the commissioners of the General Assembly in order to be referred to the presbyteries. If this occurs, three-fourths of the presbyteries must adopt them in order for them to become part of the constitution (Section 11.3).

The process for amending the Directory of Worship is different. Section 11.5 of the Constitution states: "An amendment to the Directory of Worship or the Rules of Order shall have been adopted when a two-thirds majority of the entire number of commissioners enrolled at each General Assembly shall have approved it, provided such amendment shall not conflict in letter or spirit with the Confession of Faith or Constitution."

The committee approved the following recommendations and closed with prayer.

RECOMMENDATION 1: That section 5.6a of the Constitution be amended by deleting the word (and) before the word "ordain" and to add (and to certify lay ministers), thus making section 5.6a to read, "Receive, examine, dismiss, and license candidates, ordain them to the ministry (and to certify lay ministers)."

RECOMMENDATION 2: That section 5.6b be amended by adding (de-certify lay ministers) thus making Section 5.6b to read, "Receive, dismiss, install, remove and discipline ministers (and to de-certify lay ministers)."

RECOMMENDATION 3 That Section 5.6p be amended by adding the words (appointing a licentiate or certified lay minister to administer the sacraments) between the words "session, and if necessary", thus making Section 5.6p to read, "Take special oversight of churches, which do not have the services of a minister, appointing a minister to moderate the session, (appointing a licentiate or certified lay minister to administer the Sacraments) , and if necessary, authorize an elder designated by the session, to administer the Lord's Supper to the congregation, provided that the elder shall be instructed by the committee on the ministry in the meaning of the sacrament and how it should be administered; persons who are not ordained ministers shall serve under the authority of an ordained Cumberland Presbyterian minister selected by the presbytery, and each grant of authority shall be for one year."

RECOMMENDATION 4: That Section 5.7 be amended by deleting the word (and) between the words "licensure and ordinations" and adding the words (certified lay ministers) following the word "licentiates", (and certifications) following the word "ordinations", thus making Section 5.7 to read, " The presbytery shall keep full and accurate records of its proceedings and submit them to the synod for review at its stated meeting. It shall report regularly to synod and to the General Assembly its roll, including all candidates, licentiates, (certified lay ministers), ministers, session clerks and churches. In addition, it shall report on licensures, ordinations, (and certifications); on reception, dismissal, or death of ministers; on the union, division, and formation of churches, and on such statistical and other information as may be required to describe the state of religion in its midst."

RECOMMENDATION 5: That the title in Section 6 be amended by adding the words (Certified Lay Ministers):

6.0 THE AUTHORITY OF PRESBYTERY OVER ORDAINED MINISTERS, (CERTIFIED LAY MINISTERS), LICENTIATES AND CANDIDATES

RECOMMENDATION 6: That Section 6.12 be amended by deleting the word (the) before the word “ministry”, and adding (an exploration committee appointed by the session of their particular church for at least three months, and then) after the words “shall confer with”, thus making Section 6.12 to read, “To be received as a candidate for ministry, a person must be a member in good standing of a particular church in the receiving presbytery. Persons desiring to become a candidates for ministry shall confer with (an exploration committee appointed by the session of their particular church for at least three months, and then) confer with the committee on the ministry prior to presenting themselves to presbytery.

RECOMMENDATION 7: That 6.13 be amended by adding at the end of the section the following sentences: (Those candidates who seek to be certified in lay ministry also shall undergo a period of training and preparation in order that the office may be committed only to qualified persons. They shall remain candidates until certified and commissioned by the presbytery), thus making section 6.13 to read “Those candidates who seek to be licensed and ordained to the ministry of word and sacrament shall undergo a period of training and preparation in order that the office may be committed only to qualified persons. In order to form a correct judgment of the qualifications of those seeking admission to the office of ordained ministry, presbyteries shall receive and, following satisfactory preparation, license candidates who shall then be designated ‘licentiates.’ Such persons shall be required to give further satisfactory evidence of their qualifications for the ministry before receiving ordination. (Those candidates who seek to be certified in lay ministry also shall undergo a period training and preparation in order that the office may be committed only to qualified persons. They shall remain candidates until certified and commissioned by the presbytery).”

RECOMMENDATION 8: That the declaration following the questions proposed to a candidate in 6.15 be changed by deleting (licensure and ordination) and adding (ministry) following the words “as a candidate for”, and deleting the word (the) before ministry in the last line, thus making the declaration to read, “In the name of the Lord Jesus Christ, the great Head of the Church, I do now declare by the authority of this presbytery that you are acknowledged and received as a candidate for (ministry) in the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America and I now direct that your name be entered on the roll of the presbytery as a candidate for ministry.”

RECOMMENDATION 9: That 6.200 (Certified Lay Ministers) be added by adopting the following sections and that all subsequent sections under section 6.0 be renumbered.

(6.201 A candidate for ministry may, with the consent of the presbytery, decide to pursue the office of certified lay ministry in the church. Persons whose call to ministry directs them toward Christian Education ministry, youth ministry, music ministry, mission or service ministry, lay leadership of a particular church, or other lay ministries may pursue certification.

6.202 Prior to certification, the candidate shall sustain a careful and satisfactory examination by the committee on the ministry and the presbytery as a whole on the following: experimental religion, continuing spiritual growth, the internal call to the ministry, knowledge of the scriptures, church history, systematic theology, the doctrine and government of the Cumberland Presbyterian Church and other specialized areas of study particular to the candidate’s field of ministry.

6.203 No candidate shall be certified who has not completed either a two year degree program from an accredited seminary or graduate school of theology or a course of alternate studies approved by the General Assembly.

6.204 Certified lay ministers serving as stated supply shall be required to attend presbytery and session meeting, but shall have voice without the right to vote.

6.205 The candidate shall be commissioned to the office of certified lay ministry by the presbytery at either a regular, an adjourned, or a called meeting; or it may be by a commission of the presbytery, which must consist of a quorum of the body and include two ordained ministers.

6.206 When a presbytery shall become satisfied with the qualifications of a candidate, it

shall announce a date and place for a service of commissioning. Following the sermon in a regular worship service at the time and place previously announced, the candidate shall take his or her place at the front of the sanctuary. After a brief statement by the person presiding as to the purpose of the meeting and the meaning of lay ministry, the following questions shall be proposed to the candidate:

1. Do you believe the scriptures of the Old and New Testaments to be the inspired Word of God, the authority for faith and practice?
2. Do you sincerely receive and adopt the Confession of Faith of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America as containing the essential doctrines taught in the Holy Scriptures?
3. Do you approve of, and promise to abide by the government of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America?
4. As far as you know your own heart, have you been induced by the Holy Spirit to answer the call to lay ministry from love of God and neighbor and a sincere desire to glorify God and advance His kingdom in the world?
5. Do you promise to be faithful and diligent in the exercise of the ministry to which you have been called, to promote the welfare of the church, and to conduct yourself both privately and publicly so as not to give offense to Christ and His Church?

The above questions being answered in the affirmative, the candidate shall kneel. As the person presiding, or another appointed for the purpose, offers an appropriate prayer, the presbytery shall commission the candidate as a certified lay minister. Then, with the candidate standing, the person presiding shall say, "In the name of the Lord Jesus Christ, the great Head of the Church, and by the authority of this presbytery, I now declare you duly commissioned to the office of certified lay minister." The transaction shall be duly recorded in the presbyterial minutes and the newly certified lay minister's name added to the roll of certified lay ministers.)

RECOMMENDATION 10: That the former 6.205 (now 6.305) be amended by adding the following sentence: (A licentiate serving as stated supply of a particular church may be given authority by the presbytery to administer sacraments in that particular church. Such authority may be granted for no more than one year, and may be renewed by the presbytery on recommendation of the committee on the ministry), thus (6.305) would read, "A licentiate may, with the approval of the committee on the ministry of the presbytery and of the presbytery, serve as stated supply of one or more particular churches of the presbytery. (A licentiate serving as stated supply of a particular church may be given authority by the presbytery to administer the sacraments in that particular church. Such authority may be granted for no more than one year, and may be renewed by the presbytery on recommendation of the committee on the ministry.)"

RECOMMENDATION 11: That the title of Section 7.00 be amended by adding (CERTIFIED LAY MINISTERS) between the words MINISTERS and LICENTIATES:

RELATIONS BETWEEN MINISTERS, (CERTIFIED LAY MINISTERS), LICENTIATES, OR CANDIDATES AND CHURCHES

RECOMMENDATION 12: That Section 7.04 be amended by adding to the first sentence (a certified lay minister) after the words "a licentiate", and adding to the last sentence (or certified lay minister) after the words "a licentiate", and adding the following sentence: (Presbytery may grant a licentiate or certified lay minister in a stated supply relationship authority to administer sacraments for not more than one year at a time under the supervision of the presbytery appointed moderator), thus making Section 7.04 to read, "The office of stated supply may be held by an ordained minister, a licentiate, (a certified lay minister), or a candidate, whom the particular church has called for an indefinite time, or, in the case of an interim supply, for a definite time, for less than full time work. An ordained minister serving as stated supply may fulfill all duties and functions pertaining to the spiritual care of the church, including moderating the session. A licentiate (or certified lay minister) serving as stated supply may fulfill the duties and functions except moderating the session, administering the sacraments, and solemnizing marriages. (Presbytery may grant a licentiate or certified lay minister in a stated supply relationship authority to administer the sacraments for not more than one year

at a time under the supervision of the presbytery appointed moderator.) A candidate serving as a stated supply may fulfill the duties and functions except moderating the session, administering the sacraments, and solemnizing marriages.

RECOMMENDATION 13: That Section 7.07 be amended by adding (certified lay minister) between the words “minister” and “licentiate”, thus the section would read, “The relationship between a minister, (certified lay minister), licentiate, or candidate and a particular church may be dissolved only by presbytery, acting on the request of both parties, or on the request of one party if sufficient reasons are presented, or when, in the opinion of the presbytery, the well-being of the particular church demands its.

RECOMMENDATION 14: That section II. of the Directory of Worship, THE SACRAMENTS, be amended by adding (licentiate or certified lay minister) in each place the word minister appears.

Respectfully submitted
Geoff Knight
Dwayne Tyus

THE REPORT NUMBER ONE OF THE NOMINATING COMMITTEE

I. STATED CLERK

The Reverend Robert D. Rush, West Tennessee Presbytery, to succeed himself for a four year term.

THE REPORT NUMBER TWO OF THE NOMINATING COMMITTEE

I. ENGROSSING CLERK

Doctor Tommy Craig, Faith Congregation, West Tennessee Presbytery, to succeed himself for a four year term.

II. MINISTRY COUNCIL

Ms. Karen Breeding, Murfreesboro Congregation, Murfreesboro Presbytery, Tennessee Synod for a three year term.

Ms. Mandy Clark, Beersheba Congregation, Grace Presbytery, Synod of the Southeast for a three year term.

Reverend Carlton Harper, Tennessee-Georgia Presbytery, Synod of the Southeast to fill the one year unexpired term of Rev. Michael Wilkinson.

Mr. Roy Shanks, New Hope Congregation, North Central Presbytery, Synod of the Midwest, to succeed himself for a three year term.

Reverend Iwao Satoh, Japan Presbytery, Mission Synod, to succeed himself for a three year term.

Mr. Leo Whinery, Dover Congregation, Arkansas Presbytery, Synod of Great Rivers, to succeed himself for a three year term.

III. BOARD OF DIRECTORS, GENERAL ASSEMBLY CORPORATION

Mr. James Frazier, Lawrenceburg Congregation, Columbia Presbytery, to fill the two year unexpired term of Mrs. Jane Jennings.

Reverend Terry Hunley, West Tennessee Presbytery, to succeed himself for a three year term.

Ms. Grace Whitfield, Gadsden Congregation, Grace Presbytery, to succeed herself for a three year term.

IV. BOARD OF CHRISTIAN EDUCATION

Mr. Reese Baker, Fredonia Congregation, Covenant Presbytery, to succeed himself for a three year term.

Ms. Samantha Hassell, Sturgis Congregation, Covenant Presbytery, for a three year term.

Ms. Sandra Shepherd, Stevenson Congregation, Robert Donnell Presbytery, to succeed herself for a three year term.

V. CUMBERLAND PRESBYTERIAN PUBLICATION BOARD

Mr. Joseph Malloy, Loudon Congregation, Presbytery of East Tennessee, to succeed himself for a three year term.

VI. BOARD OF TRUSTEES OF THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME

Ms. Mamie Hall, Cumberland Presbyterian Church in America, for a three year term.

Reverend Yoong Kim, West Tennessee Presbytery, for a three year term.

Mr. James King, non-Cumberland Presbyterian, for a three year term.
Reverend Norlan Scrudder, Red River Presbytery, to succeed himself for a three year term.
Mr. Mickey Shell, Shell Chapel Congregation, Arkansas Presbytery, to fill the two year unexpired term of the Reverend Kevin Henson
Reverend Don Tabor, Nashville Presbytery, for a three year term

VII. BOARD OF TRUSTEES OF THE HISTORICAL FOUNDATION

Ms. Gwen McReynolds, Jackson First Congregation, West Tennessee Presbytery, Synod of Great Rivers, to succeed herself for a three year term.

VIII. BOARD OF TRUSTEES OF THE MEMPHIS THEOLOGICAL SEMINARY

Reverend Tom Bell, Jr., a non-Cumberland Presbyterian, to succeed himself for a three year term.
Mr. Mark Davis, Germantown Congregation, West Tennessee Presbytery, to succeed himself for a three year term.
Reverend Jody Hill, West Tennessee Presbytery, to fill the one year unexpired term of Reverend W. Jean Richardson.
Reverend Amy Howe, a non-Cumberland Presbyterian, to succeed herself for a three year term.
Mr. William Nelms, Murfreesboro Congregation, Murfreesboro Presbytery, to succeed himself for a three year term.
Reverend Robert M. Shelton, Red River Presbytery, for a three year term.
Mr. Joe Ward, Cumberland Presbyterian Church in America, for a three year term.
Ms. Ruby Wharton, a non Cumberland Presbyterian, for a three year term.
Ms. Marianna Williams, Newbern Congregation, West Tennessee Presbytery, to succeed herself for a three year term.

IX. BOARD OF MISSIONS

Reverend Jimmy Byrd, Murfreesboro Presbytery, Tennessee Synod, for a three year term.
Reverend Steve DeLashmit, Cumberland Presbytery, Synod of the Midwest, to succeed himself for a three year term.
Reverend Milton Ortiz, Presbytery of East Tennessee, Synod of the Southeast, for a three year term.
Reverend Jefferson Sledge, Presbytery of East Tennessee, Synod of the Southeast, to succeed himself for a three year term.
Ms. Beverly Stott, Dresden Congregation, West Tennessee Presbytery, Synod of Great Rivers to succeed herself for a three year term.

X. BOARD OF STEWARDSHIP, FOUNDATION AND BENEFITS

Ms. B. Denise Adams, Rose Hill Congregation, Arkansas Presbytery, to succeed herself for a three year term.
Mr. Roy Cordum, Richland Congregation, Columbia Presbytery, to fill the one year unexpired term of Mr. Darrell Drinkall.
Mr. Charles Day, Short Creek Congregation, Cumberland Presbytery, for a three year term.
Mr. Jackie Satterfield, Welti Congregation, Cullman Presbytery, for a three year term.
Ms. Debra Shanks, New Hope Congregation, North Central Presbytery, to succeed herself for a three year term.

XI. COMMISSION ON CHAPLAINS AND MILITARY PERSONNEL

Reverend Charles McCaskey, Murfreesboro Presbytery, to succeed himself for a three year term.

XII. COMMISSION ON THE MINISTRY

Reverend David Lancaster, West Tennessee Presbytery, to succeed himself for a three year term.
Reverend Glenda Melson, Missouri Presbytery, to succeed herself for a three year term.

Ms. Mary Jo Turner, Union Congregation, Presbytery of East Tennessee, to succeed herself for a three year term.

XIII. PERMANENT COMMITTEE ON JUDICIARY

Reverend James F. Byrd, Cumberland Presbytery, to succeed himself for a three year term.

Mr. Wendell Thomas, Beaver Creek Congregation, Presbytery of East Tennessee, for a three year term.

Reverend Dwayne Tyus, Nashville Presbytery, to succeed himself for a three year term.

XIV. NOMINATING COMMITTEE

Ms. Elizabeth Aden, Pine Hill Congregation, Trinity Presbytery, Mission Synod, for a three year term.

Mr. Buddy Harris, Stevenson Congregation, Robert Donnell Presbytery, Synod of the Southeast for a three year term.

Reverend Aaron McMillan, Presbytery del Cristo, Mission Synod, for a three year term.

Reverend Rich Shugert, North Central Presbytery, Synod of the Midwest, for a three year term.

XV. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

Reverend Steve Mosley, Arkansas Presbytery, to succeed himself for a three year term.

Mr. John Wilson, Tusculum Congregation, Nashville Presbytery, to succeed himself for a three year term.

XVI. REPRESENTATIVE TO CARIBBEAN AND NORTH AMERICAN AREA COUNCIL, WORLD ALLIANCE OF REFORMED CHURCHES

Ms. Laurie Sharpe, Faith Congregation, West Tennessee Presbytery, for a three year term.

THE REPORT OF PLACE OF MEETING

PP

I. GENERAL INFORMATION

The place of meeting committee consists of the Moderator, the Director of Congregational/Women's Ministry and the Stated Clerk. The 165th General Assembly authorized the committee to select meeting places up to five years in the future, and that preference be given to places that keep, insofar as possible, all participants, and meetings in one facility. It is recognized that these places are hard to find and may cost some additional monies. The place of meeting committee has been instructed to use its best judgment. When a local congregation/presbytery issues an invitation, the Stated Clerk will make site visits to potential places of meeting, and if adequate facilities are found, a follow up visit is made by the Stated Clerk, the Assistant to the Stated Clerk and the Director of Congregational/Women's Ministry. In the past preference has been given to the third week of June, although the General Regulations permit a meeting to be scheduled either the third or the fourth week of June. The third week in June deprives some of the commissioners from spending Father's Day with their families. In some years the fourth week of June may conflict with the staff preparations for CPYC. The dates will always have to be determined by the availability of a particular facility.

II. INFORMATION ON FUTURE GENERAL ASSEMBLIES

The 178th General Assembly will make history in two distinct areas: it is the first time that we have met outside the United States, and we will have a commissioner from Laos for the first time ever.

The 174th General Assembly accepted the invitation of the West Tennessee Presbytery to host the meeting in 2009.

In 2010 the General Assemblies of the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church will meet concurrently June 13-18, in Dickson, Tennessee to celebrate the 200th anniversary of the founding of the Cumberland Presbyterian Church. The Cumberland Presbyterian Church in America was officially begun in 1874, however, our common roots are in 1810. During the week we will have the opportunity to worship concurrently, spend part of one day at Montgomery Bell State Park, and to hold many of our meetings jointly. The planning committee for 2010 was formed in 2006 and has already had several meetings. The theme for the 2010 meeting will be "What do These Stones Mean?" Based on Joshua 4: 6, 7.

The Cumberland Presbyterian Church in America has a joint archives and members of the Board of Trustees of the Historical Foundation come from both Denominations. The two Denominations also have a Unified Board of Christian Discipleship, a Unified Committee on Theology and Social Concerns, and Constitutional Amendments must come from a Joint Committee on Amendments.

The 176th General Assembly accepted the invitation of Missouri Presbytery to meet in Springfield, Missouri for the 181st General Assembly.

III. SCHEDULE OF FUTURE GENERAL ASSEMBLIES

179 th	Memphis, Tennessee	June 15-19, 2009
180 th	Dickson, Tennessee	June 13-18, 2010
181 st	Springfield, Missouri	June 20-24, 2011

IV. FUTURE INVITATIONS

Hope Presbytery, assisted by Cullman and Robert Donnell Presbyteries, has invited the General Assembly to meet within its bounds in 2012. There are no invitations on file beyond 2012. Local congregations and presbyteries are encouraged to consider hosting a future General Assembly. Hosting the General Assembly provides a service for the entire Denomination, and will assure that local persons will have the opportunity to participate in a General Assembly and Convention of the Cumberland Presbyterian Women's Ministry. Although General Assembly could meet in a locale without an invitation from a local group, it is preferable to have an invitation.

RECOMMENDATION 1: That we accept the invitation of Hope Presbytery to host the 182nd

General Assembly.

The following schedule shows the annual meetings by presbyteries and the year that the General Assembly last met in the bounds of the particular presbytery.

Japan	2008	Tennessee-Georgia	1998
Arkansas	2007	Robert Donnell	1996
Columbia	2005	Nashville	1995
Red River	2004	North Central	1980
East Tennessee	2003	Missouri	1972
Covenant	2002	Trinity	1969
del Cristo	2001	Hope	1961
Cumberland	2000	Murfreesboro	1956
West Tennessee	1999		

Respectfully submitted,
Robert D. Rush, Pam Phillips-Burk, Frank W. Ward

THE REPORT OF THE PERMANENT COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

TSC

I. MEETING AND OFFICERS

The Unified Committee on Theology and Social Concerns met at the Memphis Theological Seminary on September 21-22, 2007 and on February 22-23, 2008. Officers of the Unified Committee on Theology and Social Concerns for 2008-2009 are: Reverend Steve Mosley, Chairman, Reverend William H. Montague, Vice-Chairman, Reverend Jacqueline E. Lang, Secretary, and Reverend Robert D. Rush, Treasurer.

II. COMMITTEE MEMBERS

The Committee consist of the following members: Reverend Dr. Jay Earheart-Brown, Reverend Mark Chapman, Reverend Paul T. Criss, Reverend Robert Greenwell, Elder Laney Johnson, Reverend Jacqueline E. Lang, Elder Readus Linton, Reverend John Lovelace, Reverend Mitzi Minor, Reverend Steve Mosley, Reverend William H. Montague, Reverend Jan Overton, Reverend Howard L. Rodgers, Reverend Robert D. Rush, Reverend Billy R. Tribble, and Elder John Wilson.

III. EXPIRATION OF TERMS

The Committee notes that Elder Readus Linton has served three terms and therefore has completed his eligibility.

IV. GENERAL ASSEMBLY REPRESENTATIVES

Reverend Dr. Jay Earheart-Brown will represent the Committee at the CPC General Assembly and Reverend Howard L. Rodgers will represent the Committee at the CPCA General Assembly with Reverend William H. Montague serving as alternate.

V. WORK IN PROGRESS

While the Committee is not presenting any papers or recommendations to the General Assembly several works are in progress. The papers are as follows:

What Will We Do When We Disagree - This paper will explore ways the church should approach dealing with disagreements regarding highly emotional issues. The focus will be on gaining an understanding of the centrality of love and grace within Christianity and its practice within our lives as Christians. Reverend Mitzi Minor is leading the work on this project.

The Nature of Violence and Our Response – This paper is up for review. The paper will be written as a series. The first paper is on Domestic Violence. Reverend Mitzi Minor and Reverend Dr. Jay Earheart-Brown are leading the work on this project.

Immigration – This paper is up for review. Reverend Steve Mosley and Reverend Howard L. Rodgers are leading the work on this project.

Global Warming and Green House Gases - The Committee have taken initial steps in discussing theological reflections on Global Warming and green house gases. The Committee in its February meeting viewed a slide presentation by Missy Rose and will be following up in September with further discussions and approaches for addressing these issues.

Religious Persecution in the World – The scope of this paper is to be determined. Reverend Mark Chapman is leading the work on this project.

Theology and Function of Worship – The scope of this paper is to be determined. Reverend Paul T. Criss is leading the work on this project.

Evangelism – The scope of this paper is to be determined. Reverend Jacqueline E. Lang is leading the work on this project.

Respectfully submitted,
Reverend Steve Mosley, Chairman
Reverend Jacqueline E. Lang, Secretary

THE REPORT OF BOARD OF TRUSTEES OF BETHEL COLLEGE

CPCH / BC

Bethel College extends greetings to the General Assembly of the Cumberland Presbyterian Church in session with Japan Presbytery June 5-13, 2008. Bethel College is in the strongest possible relationship with the General Assembly, a covenant relationship. This relationship is a very important and formative relationship that continually guides the life of Bethel College. We submit this report to share with the General Assembly the growth and development that is occurring in the life of Bethel College.

I. MISSION STATEMENT

A. STATEMENT OF MISSION AND PURPOSE:

Bethel's mission is to create opportunities for members of the learning community to develop to their highest potential as whole persons--intellectually, spiritually, socially, and physically--in a Christian environment.

Definitions:

By the words, "create opportunities," the College offers the means for persons to have choices and options opened before them and to develop the confidence and maturity to choose appropriately.

By the term, "learning community," the College extends its mission to all persons who seek development of the whole person and who would choose to pursue this aspiration through Bethel College. The learning community of Bethel College includes undergraduate students in traditional and non-traditional programs, graduate students, faculty, staff, the local community, and the Cumberland Presbyterian Church.

By the term, "whole persons," the College intends that, in the true spirit of the liberal arts education, the undergraduate education encompass all dimensions of the human being, which are in reality inseparable.

Intellectual development focuses on the cognitive aspect of the human; cognitive development incorporates analysis, critical reflection, and synthesis of knowledge of multiple disciplines.

Social development focuses on the affective and behavioral aspects of the human; social development incorporates the ability to interact and communicate with other humans with civility and tolerance.

Physical development focuses on the corporeal aspect of the human; physical development incorporates respect for the body as integral to the cognitive, social, and spiritual dimension of the human experience.

Spiritual development focuses on the metaphysical aspect of the human; spiritual development incorporates the ideas of faith, morality, and practice.

By the term, "Christian environment," the College draws upon the thought of St. Ignatius that the collegiate environment should facilitate knowledge and contemplation such that actions are based on unbiased reason and reasonable faith.

II. TRUSTEES

In the class with terms expiring in 2008 are Cumberland Presbyterians: Mrs. Meredith Campbell Bybee, Columbia, Tennessee; Reverend Ronald H. Bynum, Gurley, Alabama; Reverend Linda H. Glenn, Humboldt, Tennessee; Reverend Eugene Leslie, Medina, Tennessee and Non-Cumberland Presbyterians: Mr. Paul Cowell, Kingston, Tennessee; Mr. Paul W. Martin, Jr., Knoxville, Tennessee; and Dr. Ray Morris, Atlanta, Georgia.

In the class with terms expiring in 2009 are Cumberland Presbyterians: Mr. Bill Dobbins, Franklin, Tennessee; Dr. Clarence (Ed) Herring, Scottsboro, Alabama; Dr. Vera Low, Springfield, Missouri; and Mr.

Hugh Morgan, Knoxville, Tennessee and Non-Cumberland Presbyterians: Ms. Julie Buckman, Kansas City, Kansas; Judge Ben Cantrell, Nashville, Tennessee; Mr. Michael Cary, Huntingdon, Tennessee; Mr. Ben Gaines, Jr., McKenzie, Tennessee; and Ms. Charlene Jones, McKenzie, Tennessee.

In the class with terms expiring in 2010 are Cumberland Presbyterians: Ms. Nancy Bean, Somerset, Kentucky; Reverend Larry Blackburn, Dyersburg, Tennessee; Mr. Roy Cooper, Longview, Texas; Mr. Lawrence (Ladd) Daniel, Houston, Texas; Dr. James M. Latimer, Memphis, Tennessee; Mr. Steve Perryman, Ozark, Missouri; Reverend Perryn Rice, Cookeville, Tennessee; and Mr. Ben Surber, McKenzie, Tennessee and Non-Cumberland Presbyterian Mr. Dwight Reasons, Humboldt, Tennessee.

III. GROWTH OF BETHEL COLLEGE

For most of the past century, Bethel College has been the fastest growing college in the state of Tennessee. This year and next year the growth is being moderated in order to consolidate gains and pay down some of the debt incurred as a necessary part of the development process. This year (2007-2008 academic year) the fall enrollment is 2,155 and the budget is \$40 million, a four-fold increase over the \$10 million budget in the year 2000.

Growth has come in a variety of ways. The major growth arena is adult education. Bethel has a high quality and very successful adult program that sets the standard in this area. Bethel has also expanded its masters level programs, adding a Physician Assistant Masters (PA) and a Masters of Business Administration (MBA) to its highly regarded graduate degrees in education. The MBA is already at over 100 students and these students are not counted in the fall enrollment as the program was not in existence at that time.

The traditional undergraduate program has doubled in size with growth coming both in already existing programs and in new programs such as the Renaissance performing arts program which enrolled 240 students this past fall. A contingent of Renaissance students and leaders will represent Bethel College in this meeting of the General Assembly.

IV. WHAT'S NEW AT BETHEL COLLEGE

Bethel College is continually moving, growing and changing. The state-of-the-art MBA has already been mentioned. A completely re-engineered Physician Assistant program is showing its worth by demonstrating a 100% pass rate on Physician Assistant exams by the May 2007 graduating class and scores that rank Bethel among the top one-third of schools producing Physician Assistants.

Other programs are bringing a higher quality of life to the campus and the community. The Gaines Pool has been completely refurbished with the help of significant contributions from the Gaines family. A new fitness center has been opened for the college and the community. This center enjoys the participation of Ready-Set-Go Fitness, a nationally renowned training program with McKenzie ownership.

Bethel's sports teams are performing at a high standard on and off the fields and courts. For example, Bethel football finished the season fifth in the nation. Bethel men's tennis is currently 9 and 0 (one of the only three undefeated teams in the nation) and ranked 8th in the nation.

Community service has taken on new meaning with the birth of an Autism Center. Bethel gave birth to this creative program that has drawn more press coverage than any other Bethel program outside of sports and has seen it develop to the point of having its own Board.

While debt is being paid down, pledges are being received for new capital improvements. A science building annex containing laboratory space is the next item on the drawing board in Bethel's capital improvement plans. This annex will provide state-of-the-art laboratories and will cost approximately \$3.5 million. Two major capital campaign pledges, one for \$1.5 million and one for one-half million (both from people who belong to churches other than the Cumberland Presbyterian Church) make this dream closer to becoming a reality.

We wish to thank the Cumberland Presbyterian Church for all the spiritual and fiscal support given to Bethel College throughout her history and today.

THE REPORT OF THE CATECHISM COMMITTEE

TSC

To the General Assembly of the Cumberland Presbyterian Church meeting with Japan Presbytery June 6-12, 2008.

The catechism committee (James W. Lively, Rose Mary Magrill, James D. McGuire) offers this final report and its recommendations to the General Assembly. We hope a quick review of the history of our work and the rationale behind it will help the assembly in its deliberations.

I. HISTORY

When the *1984 Confession of Faith* was written and approved, a new catechism to match the new *Confession* was not included. When the concern for such a catechism arose in 1986, the General Assembly decided not to pursue it. Then, in 1999, a memorial from Missouri Presbytery prompted the Assembly to consider again the need for a revised catechism. The Assembly affirmed the need, and instructed the General Assembly Council to revise the catechism to be included in the *Confession of Faith*. Our committee was formed soon thereafter, and was housed under the Office of the General Assembly.

We began our work in 2000. The first year was spent writing and rewriting the catechism within the committee. Our first draft was sent in 2002 to a wide cross section of lay and clergy readers for their comments. After processing those responses, the committee sent a proposed catechism to the 2003 Assembly. The Assembly approved the proposed catechism for study over a five year period, and encouraged persons and groups within the church to share their comments with our committee. We have made changes to the proposed catechism in light of those responses, and now present to you a final draft for approval.

II. THANKS

We note the help of the staff of the Board of Christian Education in this process. Their knowledge proved invaluable as we selected readers for this project. Their expertise produced an effective and accessible study guide to the proposed catechism that our committee could not have managed. Spearheading 2005 as “The Year of the Catechism” and making the catechism the focus of miniversities that year aptly exposed the church to our work.

We extend thanks, also, to those readers and users whose insights corrected blind spots and made us think. Our Stated Clerk, Reverend Robert Rush, made sure every congregation received a copy of the proposed catechism and kept us moving in our work. Sandra Shepherd deserves special mention for her foundational work on the study guide.

III. RATIONALE

A catechism is a tool for instructing people in Christian faith. It follows a question/answer format. It was used extensively in Reformed/Presbyterian churches until the beginning of the 20th Century, when its use rapidly declined. Our 1883 *Confession* includes a slightly modified version of the *Shorter Catechism*. It follows the typical model of questions and answers related to the Apostles’ Creed, the Ten Commandments, the sacraments and the Lord’s Prayer.

The committee held to a few guiding principles as we worked on the catechism.

- A catechism should aim to instill the *language of the faith*. It seems straightforward enough to assert that many of our young people head toward college without an adequate vocabulary to express their faith. They may have extensive vocabularies in the fields of science, business and computer technology. But their range of theological terms and meanings remains narrow. Likewise, we can no longer assume that adults joining the church have been exposed to those key terms and phrases that allow us to build a theological worldview. More and more adults entering our doors have little or no worship history, and have no clue what we mean when we say “grace,” “faith” or “the sacraments.” Without this rudimentary language, a person’s ability to articulate and act from his or her faith is greatly diminished. Any catechism worth its ink will teach Christian language to believers so they may live the Christian life.

- A catechism should be *accessible*, that is, written at a level appropriate to older elementary age children. Catechisms fell into disfavor in part because their language as a whole became outdated. It seems pointless to have children memorize questions and answers that they would struggle to understand even when full grown. So we have used everyday words and phrases, even as the catechism inculcates the specialized language of Christian faith. But not only should we use contemporary language, the concepts themselves should not be beyond the grasp of older children. Catechisms were produced precisely for children approaching “the age of discretion” to help them make a knowledgeable confession of the church’s faith. To serve that purpose, a catechism must speak in ways younger ears can hear. If it’s true that many

adults still lack a basic theological vocabulary, perhaps a catechism aimed for a younger audience will still address the needs of adults.

- A catechism should draw from our own *Confession of Faith*. It has been surprising to discover that individuals wrote many Reformed catechisms, often with no particular confession in mind. In some cases, these catechisms were used extensively without initial church sanction. Apparently the church did not perceive the need for this. However, we believe that any catechism Cumberland Presbyterians develop should reflect our heritage, not because we are superior to other denominations, but because that's who we are and what we have to give. The catechism before you reflects both our Presbyterian and evangelical heritage. It does not follow our confession point by point. But the spirit of our theological distinctiveness has left its mark.

- Along with a new catechism, we should offer *methods for use*. Early on, church reformers recognized that catechetical instruction could prove fruitless. If teachers stressed rote memorization of questions and answers to the neglect of dialogue about those questions and answers, then the risk ran high that the faith would not be internalized. The best teachers used the catechism as a beginning point for exploring the faith. We believe a catechism will be used in our church only if it is accompanied by ways to put it to work. Thus, as you see below, we suggest continued support for a study guide for use by congregations.

The committee does not understand the new catechism as a replacement of the revised *Shorter Catechism* found in the *1883 Confession of Faith*. When the *1984 Confession of Faith* was adopted the assembly did not banish the older confession from the life of the church. Neither do we advise that the catechism printed with the *1883 Confession of Faith* be abolished. We simply hope the following catechism, if approved, will assist those who are learning what it means to be that part of Christ's body known as Cumberland Presbyterian.

IV. PROPOSED CATECHISM FOR CUMBERLAND PRESBYTERIAN CONFESSION OF FAITH

1. Who is God?

God is the one living, active Creator of all that is, seen and unseen.

2. Who are we?

We are a part of God's creation, made in God's own image. Our purpose is to love and serve God.

3. How do we know God?

God reveals himself to us as three persons, Father, Son, and Holy Spirit. We often speak of God as the Trinity, meaning that God is three persons in one.

4. Is God male or female?

God does not have a body. God is spirit. Therefore, God is neither male nor female.

5. What is God like?

- God is strong and wise.
- God does what is good and right.
- God speaks the truth.
- God surrounds us always and everywhere.
- God lives forever.
- God never changes.
- Above all, God is love.

6. How do we know God is love?

We know God is love because God gave the Son for us. Everyone who trusts the Son belongs to God's family, and will not perish, but will live with God now and forever.

7. What does it mean to perish?

To perish is to be separated from God forever, to be denied the joy, peace, and purpose that come from living with God. To perish is to be spiritually dead.

8. Does God want people to perish?

No. It is not God's desire that anyone should perish.

9. How do we learn about God's love?

We learn about God's love from the Bible; through God's people, the church; in the events of nature and history; and in many other ways; but most clearly through Jesus Christ.

10. What is the Bible?

The Bible is the Word of God, the written record of God's mighty acts.

11. What are some of God's mighty acts in the Bible?

The Bible tells that, through grace, God:

- created the world and everything in it
- called a special people to be servants in the world
- judges sinful humanity
- became a human being in Jesus Christ to save the world
- continues to love and care for creation throughout time
- promises at last to bring believers into God's eternal presence.

12. What is grace?

Grace is the gift of God to all people. It is God's decision to create us, to care for us, and to claim us as children even though we do not deserve it. Grace cannot be earned. God gives all people the freedom to respond to God's grace.

13. How should we respond to God's grace?

The proper response to grace is to admit our need for God, to trust God and obey God's will, and to give thanks for all the wonderful things God has done and is doing.

14. How do we respond to God's grace?

All people rebel against God's grace. We try to live as if we do not need God. We ignore who the loving God wants us to be.

15. What do we call our attempt to live without God?

Our attempt to live without God is called sin. Sin is disobedience to the revealed will of God.

16. What happens as the result of sin?

Our relationships with God and others become broken. We get trapped in hurtful words, attitudes, and actions, and we cannot free ourselves.

17. Does God reject us when we sin?

No. God does not reject us even when we sin. God loves us always.

18. How does God deal with our sin?

God calls us back from our broken relationships. God judges us and forgives us.

19. How does God judge us?

God forces us to face our sin--the harm we do to God, one another, and ourselves.

20. How does God forgive us?

God starts over with us. God renews the relationship of grace with us, not counting our sins against us.

21. What do we call our relationship to God?

We call our relationship to God a covenant. God began the covenant long ago, has renewed it many times throughout the centuries, and has fulfilled it in the life, death, and resurrection of Jesus Christ. Still today, God upholds this covenant of grace.

22. What does God promise to do in the covenant?

God promises to bless us and to make us a blessing to all the peoples of the earth. We become a blessing as God uses us to share the knowledge and promises of God with others.

23. What do we promise to do in the covenant?

We promise to trust and obey God.

24. What has God given us to help us keep the covenant?

One of God's gifts to us in keeping the covenant is the Ten Commandments.

25. What are the Ten Commandments?

- You shall worship no other gods.
- You shall not make any idols to worship.
- You shall not use God's name in a disrespectful way.
- Keep the Sabbath day holy as a time to rest and to worship God.
- Honor your father and mother.
- You shall not murder.
- You shall not commit adultery.
- You shall not steal.
- You shall not lie about your neighbor.
- You shall not envy what other people have.

26. How do the Ten Commandments help us?

The Ten Commandments help us to love and obey God. They help us to love and respect each other.

27. Have people through the ages kept the covenant?

They have not, and neither do we.

28. What did God do about our disobedience?

In Jesus Christ, God renewed the covenant of grace so that all the world might know God's love.

29. What does the name Jesus mean?

The name Jesus means Savior.

30. What does the title Christ mean?

The title Christ means the Messiah, the anointed one chosen by God.

31. Was Jesus like other human beings?

Yes and no. He was both fully human and fully God. He was tempted as we are, but he did not sin.

32. How did Jesus show God's love for us while he lived on earth?

- He called people to turn from sin.
- He prayed for others.
- He healed the sick.
- He fed the hungry.
- He forgave sinners.
- He welcomed all people.
- He taught about God's grace.

33. What happened to Jesus at the end of his life?

Jesus was killed because of human sin. People crucified him on a cross.

34. Did God make Jesus suffer and die on the cross?

No. Jesus was willing to die for our sake.

35. What does the cross tell us about ourselves?

The cross tells us that our rebellion against God is serious.

36. What does the cross tell us about God?

The cross tells us that God's grace is greater than our sin. Human beings intended the cross for evil, but God used it for good.

37. How did God turn the cross into something good?

God used the death and resurrection of Jesus as the means by which sins are forgiven, once and for all people everywhere.

38. What happened after Jesus' death?

On the third day after being crucified, Jesus was raised from the dead. He appeared first to women at the tomb, and then to many other witnesses, including his closest disciples.

39. Why do we call Jesus "Lord"?

We call him Lord because he rules over all and makes sure that nothing will ever separate us from God's love.

40. In what other way do we know God?

We also know God as Holy Spirit.

41. On what day did the Holy Spirit empower the first followers of Jesus?

On the day of Pentecost. At Pentecost, the disciples received power from the Holy Spirit to share God's love with all people.

42. Where is the Spirit now?

The Spirit is everywhere, working to help people know the love of God in Jesus Christ.

43. What does the Spirit do?

The Spirit calls all people to trust in Jesus Christ and to live in the covenant of grace.

44. How does the Spirit speak to people?

The Spirit speaks to people through the Bible, the church, the witness of believers, and in ways beyond human understanding.

45. What does it mean "to be saved"?

"To be saved" means to accept Jesus Christ as Lord and Savior, to live in the covenant of grace, and to promise, with the help of the Spirit, to follow God's will. Whoever is willing to be saved may be saved, but not without the help of the Spirit.

46. What are some of the words we use to describe the gift of salvation?

We may use these words and phrases to describe the gift of salvation: repentance, confession, saving faith, justification, regeneration, adoption, sanctification, growth in grace, preservation of believers, and Christian assurance.

47. What does repentance mean?

Repentance means to turn away from words, attitudes, and actions that hurt God and others and to turn toward God. Repentance also means to say, "I'm sorry."

48. What does confession mean?

Confession means admitting our sin and asking God to forgive us. We also seek to repair the harm we have done to others as much as we can.

49. What does saving faith mean?

Saving faith means trusting in God's grace for our salvation instead of trusting in our own efforts.

50. What does justification mean?

Justification means God, who is righteous, acts to restore a relationship with us, even though we are unrighteous.

51. What does regeneration mean?

Regeneration means to be made new in the sight of God. Other words for regeneration are recreated, born

again, or born from above.

52. What does adoption mean?

Adoption means being accepted into God's family, sinful people though we are.

53. What does sanctification mean?

Sanctification means being set apart. God does not make us better than or more important than other people. Instead, God helps us become people who love God and whose actions reflect that love.

54. How does growth in grace occur?

We grow in grace and knowledge of Jesus Christ as we worship God, study the Bible, interact with other believers, and serve those in need. God calls us to grow in grace as long as we live.

55. What is the church's teaching about the preservation of believers?

The preservation of believers reminds us that God is always faithful, even though we are not. God will fulfill the covenant of grace and bring us to eternal life.

56. What is Christian assurance?

Christian assurance is the confidence we gain that God will not leave or forsake us, in life or in death. As we live the Christian life, our assurance deepens.

57. What are the people called who are saved by the Spirit?

They are called by the name of Jesus Christ--Christians. Christians make up the church, the people from every time and every place who put their trust in Jesus Christ as Lord and Savior.

58. What is the purpose of the church?

The purpose of the church is to worship God and to share God's love with the world.

59. What does the church do in worship?

The church gathers in the presence of the living God to celebrate God's wonderful deeds.

60. What actions are included in Christian worship?

- singing praise to God
- confessing our sin and receiving God's forgiveness
- reading from the Bible
- proclaiming the good news of Jesus Christ
- listening for God's word to us
- saying what we believe
- celebrating the sacraments
- praying for ourselves and others
- committing ourselves to God--our time, talent, and money
- receiving God's blessing.

61. What prayer do we often say in worship that Jesus taught us?

Jesus gave his followers the Lord's Prayer:

Our Father in Heaven, Hallowed be your name,
Your kingdom come, Your will be done,
On earth as in heaven. Give us today our daily bread.
Forgive us our sins, As we forgive those
Who sin against us. Save us from the time of trial,
And deliver us from evil. For the kingdom, the power,
and the glory are yours, Now and forever. Amen.

62. Why do we start the prayer with “Our Father in heaven”?

Because Jesus taught us that God is even better than the best parents on earth. God is always both in this world and beyond the world, yet God always listens earnestly to our prayers.

63. What do we mean by “hallowed be your name”?

We are saying that God’s name is holy and asking that people everywhere will come to honor God and not misuse God’s name.

64. Why do we ask “your kingdom come, your will be done, on earth as in heaven”? We expect God to transform this earth into a place where God’s love rules, just as in heaven. We yield our wills to God’s will so that we can be instruments of God’s love.

65. What are we saying when we pray “give us today our daily bread”?

We are acknowledging that God alone provides what we need to live, and that everything we receive daily is a gift from God.

66. How do we understand the phrase “forgive our sins, as we forgive those who sin against us”?

Knowing God’s grace for sinners, we admit what we have done wrong, trusting that God will forgive us. Likewise, we ask for strength to forgive those who have hurt us.

67. What do we mean when we pray “save us from the time of trial and deliver us from evil”?

We ask God’s help to keep us free from destructive words, attitudes, and actions; and if we should be threatened by people or powers, we ask God to deliver us from harm.

68. What are we doing when we pray “for the kingdom and the power and the glory are yours now and forever”?

We are celebrating that the God of grace is stronger than evil. Although God’s will sometimes appears to be defeated, the kingdoms of this world shall become the kingdom of Christ and he shall reign forever and ever.

69. Why do we end the prayer with “amen”?

Amen means “so be it!” It comes at the end of our prayer because we are confident that God keeps promises, and that nothing will separate us from the love of God, which endures forever.

70. What does God do in worship?

In worship, God nourishes and strengthens the church through the preaching of the Word and the celebration of the sacraments.

71. What are the sacraments?

The sacraments are signs of God’s covenant of grace with us. God not only tells us that we are loved; through the sacraments, God shows us that we are loved.

72. What sacraments do we celebrate?

We celebrate two sacraments: baptism and the Lord’s supper.

73. What does baptism signify?

In baptism, God claims us as God’s own people. In the act of baptism, water is a sign that our sins are forgiven and that we have received the outpouring of the Holy Spirit.

74. Do we have to be baptized in order to be saved?

No. God shows us through baptism that we belong to God’s family. Therefore, baptism is a gift that believers gladly receive for themselves and their children.

75. What happens in the Lord’s Supper?

As we eat the bread and drink from the cup, we are united with one another in the death and resurrection of Jesus Christ, and with Christians of all times and all places. Christ meets us at the communion table and gives us strength to be his faithful followers.

76. Who is invited to the Lord’s Supper?

Christ welcomes all who are part of the covenant community and are committed to the Christian life to eat

this meal.

77. What else do the sacraments do for the church?

The sacraments strengthen the church to share the love of Jesus Christ with all people, including those outside the church.

78. How do we share the love of God in Jesus Christ?

We share the love of God in Jesus Christ by telling others the good news about Jesus and by helping those who suffer and are oppressed.

79. Why do we care about people outside the church?

We care for people outside the church because they were created in God's image and because Christ gave his life for all of us.

80. Do we expect the church to grow in numbers?

Yes. As we share the good news of Jesus Christ, others come to believe in him and want to become a part of God's covenant family. We do all we can to welcome new believers as our brothers and sisters in Christ.

81. How do Christians relate to the world?

Christians are responsible to live out their faith at home and in the world by creatively using their skills and energies in every relationship. Christians are also called to be good stewards of the earth's resources for the good of all.

82. Do we face conflict as we seek to live faithful lives?

Yes. God calls us to be loving and just in all our relationships, to stand up especially for those who are weak and oppressed. This witness often puts us in conflict with those who do not seek the will of God.

83. How are we to respond to conflict?

When faced with conflict, we seek to be faithful to God and to continue loving and serving God's people.

RECOMMENDATION 1: That the proposed catechism be approved for study alongside the Confession of Faith.

RECOMMENDATION 2: That funds be appropriated for the necessary revision of the study guide, and that the revised study guide remain available.

RECOMMENDATION 3: That the catechism committee be dissolved.

THE REPORT NUMBER ONE OF THE CENTER TASK FORCE

To the 178th meeting of the General Assembly of the Cumberland Presbyterian Church meeting in Tokyo, Japan, June 7, 2008

I. HISTORY

This Task Force was named by the 2005 General Assembly meeting in Franklin, Tennessee. We were instructed to sell all current Center properties in Memphis and re-locate the denominational Center. Reports have been made to the subsequent General Assemblies of 2006 and 2007 (2) detailing possible locations, costs, and the progress of fundraising.

II. SALE OF PROPERTIES

On July 23, 2007, the sale of the Warren Building to the Boys and Girls Club of Memphis cleared \$631,452.50. From that, \$359,835.53 was used to pay off the outstanding indebtedness. The net of \$271,616.97 is available for a new building(s). At this writing, the 1978 Union Building is under contract with a national restaurant chain, Chic-fil-A, for \$1,250,000 with an expected closing of May 8, 2008. We anticipate receiving a net of \$1,174,226 after all our sale expenses are met.

III. PURCHASE OF PROPERTY

Action was taken at the December, 2007, called meeting of the General Assembly to purchase property and complete the relocation. On February 22, 2008, three commercial lots and two building shells were purchased in a corporate office park, on Traditional Way in east Memphis (Cordova area). This attractive property is .6 mile from I-40 and Germantown Road. The buildings sit on approximately three acres and have a combined total of 16,900 sq. ft. These building shells (floor, walls, and roof) became available due to a bank foreclosure and were purchased from the bank for \$1,250,000, a 43% discount from the original asking price. Pictures of the buildings and a copy of the floor plans will be available at the meeting of the General Assembly.

IV. UPDATE ON CONSTRUCTION

Following extensive work by our architect - and several consultations with Center Executives - a contract was awarded to Grinder-Haizlip Construction Company. The contract to build out the buildings, as per the architect drawings, is on a cost-plus basis, not to exceed \$1,176,100. There will be some additional costs - moving of computers and telephone systems, installation of irrigation for landscaping - added to this amount. Construction actually began the week of March 31. The project is moving along speedily. We expect to be able to move into the new Center by the first week in August.

V. FINANCE REPORT

We originally projected this entire project would cost about four million dollars. Anticipating having one million dollars left over from the sale of the original properties, a goal of raising three million dollars was set. With that in mind - in late 2005 - all churches were invited to give a one-time gift of \$100 per active member. Assuming that 30,000 of our 47,082 active members would respond affirmatively, sufficient funds would be available for this project. To our disappointment, this goal has not yet been met. As this report is written, we see additional financial needs before us:

Moving expenses - estimated	\$125,000
Remaining architect fees	10,000
Computer/telephone moves	30,000
Irrigation (landscaping in current contract)	15,000

Mill work (not in contract)	11,000
Attorney fees (remaining) - estimated	20,000
Total	\$211,000

With our cash on hand and expected receipts from sale of 1978 Union, we are \$560,000 short of the needed amount.

(This does not include \$300,000 owed by the church for previous maintenance indebtedness on 1978 Union Avenue. We also had originally projected going into this new facility with all new computers and all new furniture. Given the current financial picture, these are not possible.)

Our original intent - announced to the General Assembly regularly - was to enter this new facility debt free. That is still our intent! The December, 2007 General Assembly granted authority to borrow money if necessary to keep the project moving. We do not want to do that! Fortunately, there is still time for additional participation. Additional funds are needed to:

1. Complete the build out of the shells.
2. Retire the outstanding maintenance debt.
3. Provide new equipment and furnishings.
4. Establish a maintenance endowment for future needs.

It is our hope and prayer that these final items will be funded.

VI. APPRECIATION

We as a Task Force are deeply appreciative for the support we have seen from so many people. The project will be completed! It only remains to be seen who will give the assistance needed to allow us to complete it with no remaining debt. Please visit our website - ilovemychurch.net - for a list of donors - both churches and individuals. Help complete the project by adding churches and individuals to this list. The new Worldwide Center for the Cumberland Presbyterian Church is about to be a reality! It is our expectation to present a Report Two at the General Assembly meeting to update information.

Respectfully submitted:
Center Task Force
J. David Hester, Chair
Cathy Jahr
Bob Rutledge
Thomas J. Craig
Charles Dawson

MEMORIALS

I. MEMORIAL FROM PRESBYTERY DEL CRISTO CONCERNING ACTIONS OF 177TH GENERAL ASSEMBLY

PP

WHEREAS, the 177th General Assembly meeting in Hot Springs, Arkansas approved by 2/3 vote, the recommendations of the Organizational Task Force Committee, and
WHEREAS, since that time both the entities affected and general consensus of a broader survey of Cumberland Presbyterians reveals some Cumberland Presbyterians to have either misinterpreted, misunderstood, or outright disapproved of the action, and
WHEREAS, given the fact that the recommendations of entities involved in the early planning of the Task Force assignment to not proceed without possible extensive loss of endowments and human resources precious to our history and identity, were all but ignored,
THEREFORE BE IT RESOLVED, that the Stated Meeting in August of 2007 of the Presbytery del Cristo memorialize the 178th General Assembly to reconsider the action and rescind the approval of the recommendations of the Organizational Task Force Committee at the 177th General Assembly and all actions taken since be corrected to previous state, according to the laws of Tennessee in such cases made and provided.

I certify that this is a true copy of a memorial adopted by Presbytery del Cristo on August 10, 2007.

Signed: Karen Avery
Stated Clerk
Presbytery del Cristo

II. MEMORIAL FROM RED RIVER PRESBYTERY CONCERNING THE SOLICITING OF CONTRIBUTIONS BY THE CHURCH OF ST GILES

M/M/C

WHEREAS, the Church of Saint Giles in Tulsa, Oklahoma is a mission congregation that is primarily an outreach to a select group of physically challenged people, and
WHEREAS, the Church by its very nature will always have a small core congregation and corresponding small financial base, and
WHEREAS, the Church of Saint Giles's ministry is very similar to the Bethel Farm Ministry with tightly focused services and resources, and
WHEREAS, numerous congregations across the denomination and beyond are showing interest in offering financial support for the Saint Giles ministry,
THEREFORE BE IT RESOLVED, that the members of Red River Presbytery ask the 178th General Assembly to grant The Church of Saint Giles permission to solicit contributions from across the Cumberland Presbyterian Church.

I certify that this is a true and accurate resolution adopted by Red River Presbytery on October 20, 2007.

Signed: Charles Wallace
Stated Clerk
Red River Presbytery

LINE ITEM BUDGETS SUBMITTED BY GENERAL ASSEMBLY AGENCIES

PP

I. OFFICE OF THE GENERAL ASSEMBLY

A. GENERAL ASSEMBLY OFFICE

	Revised 2008	Proposed 2009
INCOME		
Our United Outreach	\$182,099	\$184,514
Endowments/Interest	<u>19,460</u>	<u>20,220</u>
TOTAL INCOME	<u>\$201,559</u>	<u>\$204,734</u>
EXPENSE		
ECUMENICAL RELATIONS		
World Alliance Reformed Church	\$ 3,625	\$ 3,765
CANAAC	1,500	1,615
Ecumenical Travel	<u>1,200</u>	<u>0</u>
Sub-Total	<u>\$ 6,325</u>	<u>\$ 5,380</u>
LIAISON WITH CHURCH		
General Assembly Meeting	\$ 20,000	\$ 9,520
Preliminary Minutes	6,000	6,235
GA Minutes/Mailing	7,350	7,640
Yearbook/Mailing	8,150	8,470
Travel/Moderator	6,825	7,100
Travel/Stated Clerk & Staff	<u>10,000</u>	<u>7,100</u>
Sub-Total	<u>\$ 58,325</u>	<u>\$ 46,065</u>
OFFICE		
Audit/Central Acct.	\$ 6,000	\$ 3,230
Computer Services/Supplies	3,000	2,035
Equipment/Supplies	3,000	4,970
Liability/Earthquake Insurance	2,725	2,930
Postage	4,000	2,830
Rent	5,000	7,000
Telephone	<u>1,150</u>	<u>1,050</u>
Sub-Total	<u>\$ 24,875</u>	<u>\$ 24,045</u>
PERSONNEL		
Salaries/Housing	\$127,602	\$ 133,000
Retirement/FICA	10,223	10,050
Health Insurance	22,000	27,410
Disability Insurance/Worker's Compensation	<u>3,105</u>	<u>3,230</u>
Sub-Total	<u>\$162,930</u>	<u>\$ 173,690</u>
MISCELLANEOUS		
Legal / Clerk's Conference	\$ 2,150	\$ 8,470
Corporation Board	<u>2,000</u>	<u>2,000</u>
TOTAL EXPENSE	<u>\$256,605</u>	<u>\$ 259,650</u>
From Reserves	\$- 55,046	\$ -54,916

B. GENERAL ASSEMBLY COMMISSIONS AND COMMITTEES

INCOME		
Nominating Committee	\$ 4,660	\$ 4,840
Commission on Chaplains	10,275	10,675
Judiciary Committee	8,230	8,550
Theology and Social Concerns Committee	<u>4,950</u>	<u>5,145</u>
TOTAL INCOME	<u>\$ 28,115</u>	<u>\$ 29,210</u>

	Proposed 2008	Proposed 2009
EXPENSE		
Nominating Committee	\$ 4,660	\$ 4,840
Commission on Chaplains	10,275	10,675
Judiciary Committee	8,230	8,550
Theology and Social Concerns Committee	4,950	5,145
TOTAL EXPENSE	<u>\$28,115</u>	<u>\$29,210</u>

II. MINISTRY COUNCIL

INCOME		
Our United Outreach	\$142,470	\$142,470
Reserves	<u>0</u>	<u>0</u>
TOTAL INCOME	<u>\$142,470</u>	<u>\$ 142,470</u>
EXPENSE		
Salaries/Benefits	\$ 97,404	\$ 101,203
Health Insurance	15,891	18,272
GAC Expense	25,000	26,000
Office Expense	12,900	13,200
Travel	3,500	3,500
Insurance (Other)	4,515	4,854
Equipment	0	0
Conference	<u>0</u>	<u>0</u>
TOTAL EXPENSES	<u>\$159,210</u>	<u>\$167,029</u>
Surplus/(Deficit)	(\$16,740)	(\$22,669)

III. BOARD OF CHRISTIAN EDUCATION

	Proposed 2008	Proposed 2009
INCOME		
Our United Outreach	\$322,230	\$ 326,500
Endowments	48,500	49,000
Interest	6,000	6,000
Sales of Resources	58,300	58,350
Gifts to Program	<u>-----</u>	<u>-----</u>
Total Income	<u>\$435,030</u>	<u>\$439,850</u>
EXPENDITURES		
Board Expenses	\$ 13,500	\$ 10,300
Board Vehicle	1,500	1,500
Insurance	64,800	74,500
Interdenominational Partnerships	2,500	2,500
Miscellaneous	1,000	1,000
Office Expense		
Bookkeeping/Auditing	\$ 8,200	\$ 8,400
Computer Service/ Supplies	6,100	6,200
Office Equipment	1,000	1,000
Office Machines Maintenance	300	300
Office Supplies	5,100	5,200
Postage	2,000	2,100
Rent	14,200	14,200
Staff Resources	500	500
Telephone	<u>2,700</u>	<u>2,700</u>
Subtotal	<u>\$ 40,100</u>	<u>\$ 40,600</u>

	Proposed 2008	Proposed 2009
Personnel		
Employee Expenses	\$ 625	\$ 625
Extra Help	3,300	3,300
Retirement/Annuity	12,835	13,340
Salaries/Housing Allowance	247,987	256,687
Salary Increment	8,700	10,100
Social Security (FICA)	19,637	20,410
Staff Continuing Education	650	650
Subtotal	<u>\$293,734</u>	<u>\$305,112</u>
Ministry Programs and Events		
Bridges	\$ 3,400	\$ 3,600
Christian Education Conference	2,000	500
Christian Education Dinner	1,650	1,650
Church Officer Training	-----	-----
Consultant Program	7,500	7,700
Miniversities	500	1,000
Subtotal	<u>\$ 14,650</u>	<u>\$ 14,650</u>
Curriculum Development		
Communion Book	\$ -----	\$ -----
God So Loves	-----	-----
Outdoor Ministry Resources	-----	-----
Packet	500	500
These Days	500	500
Subtotal	<u>\$ 1,000</u>	<u>\$ 1,000</u>
Age Level Ministries		
CPYC	\$ 750	\$ 750
Young Adult Ministry	3,200	3,200
Youth Ministry Planning Council	2,500	2,600
Youth Triennium	-----	-----
Subtotal	<u>\$ 7,400</u>	<u>\$ 7,400</u>
Services		
Middle Judicatory	\$ 1,100	\$ 1,100
Planning Calendar	400	400
Promotion	2,100	2,100
Staff Meetings	500	600
Travel	5,500	4,300
Subtotal	<u>\$ 9,600</u>	<u>\$ 8,500</u>
TOTAL EXPENSES	<u>\$449,234</u> (14,204)	<u>\$466,012</u> (26,162)

IV. BOARD OF MISSIONS

	Proposed 2008	Proposed 2009
INCOME		
Our United Outreach	\$ 766,644	\$ 776,094
Endowment Earnings	385,828	400,876
Interest Earned (Miscellaneous Investments)	50,860	52,843
Sales (Books, Literature, QME Bulletins, etc.)	5,651	5,871
Gifts, Designated & Undesignated	28,256	29,357
Miscellaneous (Convention Fees, etc.)	28,256	29,357
From Reserve/Designated/Borrowed Funds	\$ 671,764	718,414
TOTAL INCOME	<u>\$1,937,259</u>	<u>\$2,012,812</u>

	Proposed 2008	Proposed 2009
EXPENSES		
SALARIES/HOUSING		
General Services/Administration	\$ 181,506	\$ 188,585
Communication and Publications	49,941	51,889
Congregational Ministries	83,422	86,675
Global Missions	116,170	120,701
Evangelism & Church Development	164,733	171,157
Salary Pool for Increments (Assigned in September)	14,684	15,256
Sub-Total	<u>\$ 610,455</u>	<u>\$ 634,263</u>
BENEFITS		
Retirement/Social Security	\$ 40,332	\$ 41,905
Medical Insurance Program	160,428	181,768
Travel (Includes Rentals)	65,084	67,622
Vehicle Maintenance	2,958	3,073
Other Insurance (Workers Comp/Auto/Disability, etc.)	34,784	36,141
Sub-Total	<u>\$ 283,359</u>	<u>\$ 294,410</u>
OFFICE OPERATION/BOARD ADMINISTRATION		
CAD Bookkeeping/Computer Services	\$ 37,279	\$ 38,732
Postage/Telephone/Office Supplies	37,115	38,563
Office Equipment Lease/Purchase/Maintenance	21,673	22,518
Office Rent	26,238	27,262
Board/Committee Meetings/Miscellaneous	13,493	14,020
Sub-Total	<u>\$ 135,798</u>	<u>\$ 141,094</u>
CONFERENCES/CONVENTIONS		
Women's Ministries Convention	\$ 10,608	\$ 11,021
Missions Conference/GA Lunch	3,091	3,211
Church Growth Conf/Seminars/NCD Pastors Retreat	12,299	12,779
CPWM Leadership Development Seminars	1,650	1,714
Sub-Total	<u>\$ 27,647</u>	<u>\$ 28,725</u>
MISSION INTERPRETATION		
Missionary Messenger Publication/Distribution	\$ 70,295	\$ 73,037
Other Mission Interpretation/Education Materials	50,968	52,955
Sub-Total	<u>\$ 121,263</u>	<u>\$ 125,992</u>
PARTNERSHIP PROGRAMS		
Church Development Subsidies/Grants	\$ 514,395	\$ 534,456
*Ecumenical Program Support	59,283	61,595
**Field Budgets/Special Programs	146,773	152,498
Sub-Total	<u>\$ 720,451</u>	<u>\$ 748,549</u>
OTHER PROGRAMS/MISCELLANEOUS		
Birthplace Shrine Summer Chaplaincy Program	\$ 6,425	\$ 6,676
Rural Church Development Program	2,882	2,995
Staff Resource Materials/Consultant Fees	8,458	8,788
Contingencies	20,520	21,320
Sub-Total	<u>\$ 38,286</u>	<u>\$ 39,779</u>
TOTAL EXPENSES	<u>\$1,937,259</u>	<u>\$2,012,812</u>
*Ecumenical Program Support		
Church Women United (CWU)	\$ 1,304	\$ 1,355
National Farm Worker Ministry (NFWM)	2,391	2,484
Presby. Appalachian Broadcasting Coun. (PABC)	3,260	3,387
Project Vida	9,237	9,598
Coalition on Appalachian Ministries (CAM)	5,434	5,646
Appalachian Min. Educ. Res. Ctr. (AMERC)	1,576	1,638
Commission on Religion in Appalachia (CORA)	2,174	2,258
Beth-El Farm Worker Ministry	33,689	35,003
Miscellaneous Cooperative/Ecumenical Programs	217	226
TOTAL	<u>\$ 59,283</u>	<u>\$ 61,595</u>

	Proposed 2008	Proposed 2009
**Field Budgets/Special Programs		
Colombia, South America		
General Field Budget	\$ 0	\$ 0
Scholarships (high school, elementary)	20,445	21,243
Missionary Council	113	117
Missionaries' Office Operation	1,130	1,174
Church Development/Redevelopment Subsidies	0	0
China Ministries		
General Field Budget	33,907	35,229
Liberia		
Ministerial Scholarships	2,035	2,114
Choctaw Presbytery		
General Field Budget	74,595	77,504
Choctaw Ministerial Scholarships	3,108	3,229
Short-Term Missionary Support	3,165	3,288
Subsidies for International Commissioners to GA	7,711	8,011
Travel Furlough (PIM, Missionary)	0	0
Volunteers in Action Program	565	587
TOTAL	<u>\$146,773</u>	<u>\$152,498</u>

V. BOARD OF STEWARDSHIP

	Proposed 2008	Proposed 2009
INCOME		
Our United Outreach	\$291,138	\$ 291,138
OUO—Planned Giving	30,492	30,492
Endowments	54,977	54,977
Management Fees	43,000	53,379
Interest	15,000	18,300
Gifts	200	200
TOTAL INCOME	<u>\$434,807</u>	<u>\$ 448,486</u>
EXPENSE		
Salaries/Housing	\$235,567	\$ 243,812
Salary Pool	8,245	8,533
Health Insurance	47,202	54,282
FICA	3,328	3,328
Retirement	11,778	11,778
Sub-Total	<u>\$306,120</u>	<u>\$ 321,733</u>
Accounting	3,962	2,562
Computer Services	6,885	7,089
Rent	12,432	12,432
Other Insurance	6,370	6,986
Sub-Total	<u>\$ 29,649</u>	<u>\$ 29,069</u>
Office Expense	6,120	4,303
Telephone	3,140	3,236
Postage	2,200	2,266
Stewardship Expense	18,902	19,469
Travel	8,280	7,528
Legal Fees	1,250	1,287
Board Expense	14,305	14,754
Miscellaneous	500	500
Sub-Total	<u>\$ 54,697</u>	<u>\$ 53,343</u>

	Proposed 2008	Proposed 2009
Planned Giving	44,341	44,341
Sub-Total	\$ 44,341	\$ 44,341
TOTAL EXPENSE	\$ 434,807	\$ 448,486

VI. THE CHILDREN'S HOME

	Proposed 2008	Proposed 2009
INCOME		
Contributions	\$ 776,133	\$ 636,522
Denominational Support	80,000	100,000
Endowment Interest	200,000	262,000
Other Interest/Investments	22,000	19,000
Family Support	600	5,000
Special Events	15,000	15,000
Grants	80,000	80,000
Public Funds	186,200	15,000
RMM Pledged Income	25,880	
Other Income	37,500	155,000
TOTAL REVENUE	\$1,423,313	\$1,287,522

EXPENSES

Basic Residential Care		
Allowances & Incentives	\$ 5,000	\$ 5,000
Clothing	6,000	6,000
Hair Care and Grooming	800	800
Gifts for Children	5,000	5,000
Food & Dining	27,000	27,000
Education	10,000	14,500
Spiritual Life	8,000	9,500
Local Church Support	4,000	4,500
Medical & Psychological	15,000	16,000
Transportation	30,000	20,000
Supplies	8,000	7,000
Activities & Recreation	9,000	9,000
Summer Trip	0	0
Staff Costs		
Salaries (13FT, 4PT)	\$ 373,044	\$ 351,898
Payroll Taxes	38,349	28,297
Benefits		
Health, Life & Disability Ins.	85,000	87,115
Retirement	16,528	13,245
Housing	0	0
Direct Care Staff Training	7,000	7,000
Administrative Staff Training	1,000	1,000
Staff Recruitment	2,000	2,000
Staff Incentives	500	500
Postage	400	400
Permits and Fees	1,200	600
Building & Campus Maintenance	32,000	30,000
Utilities	107,500	100,000
Telephone	15,000	13,500
Office Supplies	6,000	2,000
Travel	1,000	1,000
Furniture & Equipment	3,000	3,000

	Proposed 2008	Proposed 2009
Computer Maintenance and Costs	7,500	4,800
Campus Insurance	36,000	33,541
Basic Residential Aftercare	5,000	5,000
Basic Residential Family Services	700	0
Transfers to Children's Fund	0	0
Sub-Total Basic Residential Care	<u>\$ 886,521</u>	<u>\$809,196</u>
Family/Outreach Services		
Staff Costs		
Salaries (1FT 4PT)	\$ 44,074	\$ 56,444
Payroll Taxes	4,531	4,410
Benefits		
Health, Life & Disability	8,050	6,098
Retirement	1,865	1,169
Staff Incentives	0	0
Campus Insurance	11,000	10,320
Building & Campus Maintenance	6,500	
Utilities for Office	9,000	
Office Expense	3,000	2,000
Permits and Fees	350	
Computer Expense	2,000	
Telephone	3,900	
Professional Development	400	400
Contract Therapy	14,860	
In Home (20 families)	1,500	1,500
Aftercare (8 families)	760	760
Single Parent Services (4 families)	500	32,000
Utilities	20,000	
Maintenance	7,500	
Spiritual Life	800	
Program Sharing/Consultation	0	0
Parent Education	200	200
Consultation to Staff	0	0
Sub-Total Family/Outreach Services	<u>\$ 140,790</u>	<u>\$117,001</u>
Fund Raising & Donor Support		
Public Relations	\$ 28,000	\$ 20,000
Travel	3,500	2,000
Fall Festival	3,800	3,500
Cards	200	200
Office Supplies	2,000	2,000
Postage	28,000	8,000
Donor Support	18,000	3,000
Staff Costs		
Salaries (1FT 1PT)	58,000	54,333
Payroll Taxes	5,965	4,348
Benefits		
Health, Life & Disability	1,000	5,244
Retirement	2,900	3,057
Training & Professional Organizations	500	500
Consultation	1,000	1,000
Feasibility Survey	0	0
Sub-Total Fund Raising & Donor	<u>\$ 152,865</u>	<u>\$107,182</u>
General & Administrative		
Postage	\$ 700	\$ 400

	Proposed 2008	Proposed 2009
Building & Campus Maintenance	4,000	6,000
Utilities	10,000	9,000
Telephone	3,000	3,000
Board of Trustees		
Meeting Expense	7,000	5,000
Materials and Postage	700	500
Rep. to GA/Presbytery Liaison	600	0
Auditor Fees	8,000	8,000
Legal & Consultant Fees	1,200	1,000
Architect Fees	0	0
Computer Maintenance & Costs	10,000	8,000
Permits & Fees	1,800	1,800
Office Supplies/Equipment Lease	5,000	5,000
Furniture & Equipment	1,000	1,000
Property Taxes	500	4,200
Printing	500	500
Insurance	8,000	7,740
Staff Costs		
Salaries (2FT 4PT)	147,000	152,203
Payroll Taxes	15,112	12,286
Benefits		
Health, Life & Disability	20,000	19,224
Retirement	7,300	4,290
Housing	0	0
Spiritual Life	500	500
Training & Professional Organizations	1,200	500
Staff Recruitment	175	0
Staff Incentives	250	0
Travel (Executive Director)	9,600	4,000
Contingency Fund	0	0
Sub-Total General and Administrative	<u>\$ 263,137</u>	<u>\$254,143</u>
TOTAL EXPENSES	<u>\$1,423,313</u>	<u>\$1,287,522</u>

VII. COMMISSION ON THE MINISTRY

	Revised 2008	Proposed 2009
INCOME		
Our United Outreach	\$ 106,954	\$ 106,954
Fees - Ministers' Conference	7,000	10,000
Donations	5,000	5,000
Interest	3,500	4,061
Endowment Earnings	3,500	4,061
COM Chair Conference	3,000	3,000
Reserves	3,377	6,804
Japan ILP	15,000	
Ordination Study (Grant)	0	0
TOTAL INCOME	<u>\$ 147,331</u>	<u>\$139,880</u>
EXPENSE		
Awards to Ministers	\$ 3,000	\$ 3,000
Books and Journals	200	200
Central Accounting Charges	3,400	3,355
Commission Expense	7,500	7,755
Pastoral Encouragement	\$ 2,100	\$ 2,100

	Proposed 2008	Proposed 2009
Insurance (HIP)	7,080	7,080
Insurance (Other)	3,000	3,000
Computer Services	1,250	1,250
Ministers' Conference	10,000	10,000
Office Equipment and Maintenance	1,500	1,500
Office Supplies	1,000	1,000
Salary/Housing	60,728	62,045
Administrative Assistant	10,340	10,700
Retirement	2,850	2,950
Travel	5,170	5,345
Rent	2,688	3,000
Telephone	1,650	1,650
Printing and Reproduction	1,450	1,500
Postage	1,600	1,600
Workshops/Seminars	500	500
Seminary Student Nurture	700	700
Memberships	100	100
Ordination Study (Grant)	0	0
COM Continuing Education	500	500
FICA	525	550
Miscellaneous	500	500
GA 2008 (Japan)	15,000	
Clergy Retreat		5,000
Presby. Chair of Committees on Ministry Meeting	3,000	3,000
TOTAL EXPENSE	<u>\$147,331</u>	<u>\$ 139,880</u>

VIII. THE CUMBERLAND PRESBYTERIAN PUBLICATION BOARD

	Revised 2008	Revised 2009
INCOME		
Our United Outreach	\$ 96,332	\$ -----
C. P. Subscriptions/Group	56,500	56,500
C. P. Subscriptions/Individual	24,000	24,000
Endowment Earnings	3,200	3,200
Advertising	500	500
Interest	3,000	3,500
Miscellaneous		
TOTAL INCOME	<u>\$ -----</u>	<u>\$ -----</u>

EXPENSES

Personnel		
Salaries/extra help	\$ 76,550	\$ 81,106
Retirement/FICA	9,010	9,580
Health Insurance	7,474	8,595
Office Expense	9,200	9,200
Equipment Purchase/Maintenance	8,000	28,500
Computer Services	1,000	1,000
CAD Bookkeeping	3,500	3,500
Memberships	3,000	3,000
Board Expense	3,000	3,000
Travel	5,000	6,000
General Assembly Expense	15,000	5,000
Writer's Conference	2,000	7,000
Property & Casualty Insurance	2,000	2,000

	Revised 2008	Revised 2009
Rent	4,000	4,000
Printing	\$ 46,000	\$ 46,000
Second Class Postage/Mailing	13,500	13,500
Church Paper Month	3,000	3,000
Continuing Education	5,000	5,000
Miscellaneous	<u>1,000</u>	<u>1,000</u>
TOTAL EXPENSE	<u>\$217,234</u>	<u>\$ 239,981</u>

IX. HISTORICAL FOUNDATION

A. BASIC SERVICES

	Proposed 2008	Proposed 2009
INCOME		
Our United Outreach	\$ 88,651	\$ 88,651
Endowments ¹	39,329	39,329
Interest	<u>25</u>	<u>25</u>
TOTAL INCOME	<u>\$ 128,005</u>	<u>\$ 128,005</u>
EXPENSE		
Board Meetings	\$ 5,175	\$ 5,377
Liability Insurance	1,150	1,237
G A Representative	<u>566</u>	<u>588</u>
Sub-Total	<u>\$ 6,891</u>	<u>\$ 7,202</u>
Office		
Auditing	\$ 776	\$ 807
Rent	1,200	1,200
Supplies Postage	1,972	2,052
Telephone	1,190	1,237
Insurance	<u>3,753</u>	<u>4,034</u>
Sub-Total	<u>\$ 8,891</u>	<u>\$ 9,330</u>
Personnel		
Salaries	\$ 70,492	\$ 72,959
Salary Increments	2,467	2,845
FICA {7.65%}	5,281	5,281
Health Insurance	7,474	8,595
Retirement {10% & 5%}	<u>6,577</u>	<u>6,834</u>
Sub-Total	<u>\$ 92,291</u>	<u>\$ 96,514</u>
Historical Library & Archives		
Equipment & Supplies	\$ 3,209	\$ 3,334
Publications	2,939	3,054
Records	2,862	2,862
Rent	<u>19,440</u>	<u>19,440</u>
Sub-Total	<u>\$ 28,450</u>	<u>\$ 28,690</u>
Birthplace Shrine		
Travel & Maintenance	\$ 2,406	\$ 2,406
Interpretation & Publicity	<u>2,406</u>	<u>2,406</u>
Sub-Total	<u>\$ 4,812</u>	<u>\$ 4,812</u>
TOTAL EXPENSE	<u>\$ 141,335</u>	<u>\$ 146,548</u>
Basic Services Deficit	\$ - 13,330	\$ - 18,543

¹ Unrestricted Endowment Income plus restricted income for publications, records, and Birthplace Shrine

	Proposed 2008	Proposed 2009
B. GROWTH SERVICES		
INCOME		
Endowment Contributions	\$ 10,800	\$ 10,800
Gifts — Denomination Day	6,000	6,000
Gifts — Equipment Fund	1,500	1,500
Gifts — General & 1810	<u>\$ 17,780</u>	<u>\$ 22,993</u>
TOTAL INCOME	<u>\$ 36,080</u>	<u>\$ 41,293</u>
EXPENSE		
Services		
Books — Archives	\$ 300	\$ 300
Binding — Archives	600	600
Denomination Day Materials	2,000	2,000
Denomination Day Projects	4,000	4,000
Heritage Committees	1,000	1,000
Photocopying — Archives	650	650
Photography — Archives	150	150
Postage/Shipping — Archives	750	750
Travel — Archival	<u>\$ 1,000</u>	<u>\$ 1,000</u>
Sub-Total	<u>\$ 10,450</u>	<u>\$ 10,450</u>
Equipment		
Equipment — Archives	<u>\$ 1,500</u>	<u>\$ 1,500</u>
Sub-Total	<u>\$ 1,500</u>	<u>\$ 1,500</u>
Endowments		
Transfer to Endowments	<u>\$ 10,800</u>	<u>\$ 10,800</u>
Sub-Total	<u>\$ 10,800</u>	<u>\$ 10,800</u>
Growth Services Surplus	\$ 13,330	\$ 18,543
RECONCILIATION		
Basic Services Income	\$ 128,005	\$ 128,005
Growth Services Income	<u>36,080</u>	<u>41,293</u>
	<u>\$ 164,085</u>	<u>\$ 169,298</u>
Basic Services Expense	141,335	146,548
Growth Services Expense	<u>22,750</u>	<u>22,750</u>
	<u>\$ 164,085</u>	<u>\$ 169,298</u>
Variance	0	0

X. MEMPHIS THEOLOGICAL SEMINARY

	Proposed 2008	Estimated 2009
REVENUE		
Student Tuition Fees	\$2,243,000	\$ 2,287,860
Gifts and Grants	1,495,998	1,525,918
Endowment Interest	600,000	612,000
Other Revenues	501,000	511,020
TOTAL REVENUES	<u>\$4,839,998</u>	<u>\$ 4,936,798</u>
EXPENSES		
Business Office	\$ 289,391	\$ 295,179
Dean	227,929	232,488
Chapel	26,585	27,117
Educational Development Committee	18,200	18,564
Associate Dean	80,238	81,843
Advancement	313,389	319,657
Doctor of Ministry	45,700	46,614
Facilities	805,911	822,029
Faculty	931,090	949,712
Financial Aide	68,211	69,575
Information Technology	209,023	213,203
Library	374,055	381,536
President	295,244	301,149
Admissions & Student Services	185,893	189,611
Registrar & Institutional Research	110,516	112,726
Public Relations	128,867	131,444
Student Housing	208,900	213,078
Certificate & Continuing Education	31,525	32,156
Student Government	6,500	6,630
Return Beat	86,731	88,466
Scholarships	200,000	204,000
Program of Alternate Studies	138,145	140,908
Special Projects	0	0
TOTAL EXPENSES	<u>\$4,782,134</u>	<u>\$4,877,685</u>
Excess (Deficit) of Revenue Over Expenses	57,864	0
Debt Retirement	50,000	