

2011 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.**
- **For the next 5 years focus on evangelism.**

**ONE HUNDRED EIGHTY FIRST MEETING
SPRINGFIELD, MISSOURI**

NEXT MEETING - FLORENCE, ALABAMA

JUNE 17 - 22, 2012

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PROGRAM SCHEDULE

Assembly Meetings: University Plaza Hotel & Convention Center
Retiring Moderator: The Reverend Boyce Wallace, Cauca Valley Presbytery
Host: First Cumberland Presbyterian Church, Springfield, Missouri
Worship Director: The Reverend Andy McClung, West Tennessee Presbytery
Music Director: Peter Jeffery, Professor of Music/Senior Executive Director of Renaissance - Bethel Univeristy

SUNDAY, JUNE 19, 2011

<u>Location</u>	<u>Time</u>	<u>Event</u>	
University Plaza	3:00 p.m.	Orientation for Commissioners and Youth Advisory Delegates Orientation for Committee Chairs and Co-Chairs (Packets may be picked up in the General Assembly Office before or after the orientation session.)	John Q's Lake of the Ozarks
University Plaza		Setup displays	Ballroom/Lobby
Springfield CPC	5:30 p.m.	BBQ and Singing	
Univesity Plaza	7:30 p.m.	Fellowship Time for International Comissioners & Guests	Texas

FIRST DAY - MONDAY, JUNE 20, 2011

University Plaza	8:30 a.m.	Registration for Commissioners and Youth Advisory Delegates (for those who did not register on Sunday)	Lake of the Ozarks
	9:00 a.m.	Pre-Assembly Workshops	(Texas, Arkansas, Kansas A-C, Colorado A &B)
	10:15 a.m.	Break	
	10:30 a.m.	Pre-Assembly Workshops	(Texas, Arkansas, Kansas A-C, Colorado A &B)
	11:45 a.m.	Break	
Convention Center	2:00 p.m.	Opening Worship The Retiring Moderator: The Reverend Boyce Wallace, Cauca Valley Presbytery Worship Director: The Reverend Andy McClung	Nebraska - Iowa
	3:00 p.m.	Break for Commissioners and YAD's to move to Commissioners Section for business session	
	3:15 p.m.	Constitution of the General Assembly Adoption of the Agenda Report of the Credentials Committee Election of Moderator Election of Vice-Moderator Presentation by the Stated Clerk, Mike Sharpe Communications Corrections to preliminary minutes Committee Appointments and Referrals to Committees Welcome, Pastor Host, Local Officials Presentation by the Discipleship Ministry Team (Susan Groce) Presentation by Commissioners from Japan Presbytery Introduction of Board and Agency Representatives	
University Plaza	4:30 p.m.	General Assembly Committees meet	(Texas, Arkansas, Kansas A-C, Colorado A &B)
	5:30 p.m.	Break for Dinner	

EVENING PROGRAM

First & Calvary Presbyterian Church 820 E. Cherry St.	7:00 p.m.	Moderator's Reception honoring the Moderator and Vice-Moderator of the General Assembly, the Immediate Past Moderator, the President-Elect and the President of the Cumberland Presbyterian Women's Convention
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SECOND DAY - TUESDAY, JUNE 21, 2011

Convention Center	8:30 a.m.	Devotional, Youth Advisory Delegate, Madison Crooks, Cookeville, TN, Murfreesboro Presbytery	Nebraska – Iowa
	9:00 a.m.	Presentation Cumberland Presbyterian Children’s Home (Kevin Henson) Presentation Missions Ministry Team (Bob Watkins) Presentation by the Commission on Chaplains (Lowell Roddy) Resolutions by Commissioners	
	10:00 a.m.	Adjourn for Committee Meetings	
	10:30 a.m.	Women’s Ministry Convention	Georgia
University Plaza		Committee Meetings	(Texas, Arkansas, Kansas A-C, Colorado A &B)
	12:30 p.m.	Children’s Home Luncheon	Oklahoma
First & Calvary Presbyterian Church 820 E. Cherry St.	1:30 p.m.	Committee Meetings	(Texas, Arkansas, Kansas A-C, Colorado A &B)
	5:30 p.m.	Bethel University Dinner	

EVENING PROGRAM

University Plaza	Committee Meetings Continue	(Texas, Arkansas, Kansas A-C, Colorado A &B)
Convention Center	Women’s Ministry Convention	Georgia

THIRD DAY - WEDNESDAY, JUNE 22, 2011

University Plaza	7:00 a.m.	Ministry Council Breakfast	Oklahoma
	8:30 a.m.	Devotions in Committee Rooms Committee Meetings	(Texas, Arkansas, Kansas A-C, Colorado A &B)
Convention Center	12:30 p.m.	Memphis Theological Seminary Luncheon	Arizona
University Plaza	5:00 p.m.	Conclusion of Committee Meetings Dinner Break	

EVENING PROGRAM

Convention Center	7:00 p.m.	Worship/Holy Communion - The Reverend Sharon Huey, Grace CP Church, San Francisco, CA (a special offering will be received for the “Clergy Crisis Fund”)	Nebraska – Iowa
University Plaza	8:30 p.m.	Reception Honoring Women in Ministry (reception to begin following worship service)	Colorado

FOURTH DAY - THURSDAY, JUNE 23, 2011

University Plaza	7:00 a.m.	Program of Alternate Studies Breakfast	John Q’s
Convention Ceneter	8:30 a.m.	Devotional, Rev. Ricardo Castaneda, Andes Presbytery	Nebraska - Iowa
	9:00 a.m.	General Assembly Business	
	12:00 noon	Lunch Break	
University Plaza	12:30 p.m.	Cumberland Presbyterian Women’s Ministry Luncheon	Kansas - Oklahoma
	2:00 p.m.	General Assembly Business - Iowa	Nebraska
	5:00 p.m.	Dinner Break Take Down Displays	

EVENING PROGRAM

Convention Center	7:00 p.m.	General Assembly Business Closing Worship: The Reverend Andy McClung West Tennessee Presbytery	Nebraska - Iowa
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(In the event that business is not concluded on Thursday, the closing worship will be at the conclusion of business on Friday morning.)

COMMISSIONERS
to the
ONE HUNDRED EIGHTY FIRST GENERAL ASSEMBLY

PRESBYTERY	MINISTER	COMMITTEE	ELDER	COMMITTEE
Andes (2)	Ricardo Castaneda	C/M/P		
Arkansas (2)	Henry Jenkins	TSC	Sarah Davidson	S/E
	Alan Meinzer	J	Glen Priebe	CPCH/HF
Cauca Valley (2)	Boyce Wallace	C/M/P	Luis Angel Palacio	S/E
Choctaw (1)	Hannah Bryan	J	Louella Reid	S/E
Columbia (2)	John Eatherly	HE	Carol Hale	C/M/P
	William Rolman	CPCH/HF	Brenda Howell	MC/C/D
Covenant (3)	Fred Fahl	J	Raymond Nelson	S/E
	Chris Fleming	HE	Jackie Stull	TSC
	Curtis Franklin	MC/C/D		
Cullman (1)				
Cumberland (3)	James Byrd	MC/C/D	Ronald Gallagher	CPCH/HF
	Billy Carter	S/E	Joyce Muffett	HE
	Gary Whitworth	J		
Del Cristo (3)	Jimmy Braswell	C/M/P	Cindy Barton	HE
	Aaron McMillan	J	Sherry Meier	J
	Sharon Notley	MC/C/D		
East Tennessee (3)	Tammy Greene	MC/C/D	Jack Cooper	J
	Mark Hester	HE	Linda Diggs	TSC
	T. J. Malinoski	CPCH/HF	Jim McReynolds	MC/C/D
Grace (3)	Wade Acton	CPCH/HF	Bill Betts	TSC
	Jerry Lawson	MC/C/D	Ashley Chambers	C/M/P
	Keith Mariott	HE	Charles Gould	S/E
Hong Kong (1)				
Hope (1)	Charles Hood	C/M/P	Andy Hannah	TSC
Japan (1)	Kenta Karasawa	C/M/P	Akimasa Nakano	C/M/P
Missouri (1)	Dale Brown	TSC	Dana Smith	J
Murfreesboro (3)	B. J. Hancock	HE	Jerry Draper	C/M/P
	Charles McCaskey	TSC	Bob Faris	S/E
	Joyce Merritt	CPCH/HF	Lee Webb	HE
Nashville (3)	Don Tabor	MC/C/D	Bobby Garrett	MC/C/D
	Dwayne Tyus	S/E	Maynor Schott	J
	Nathan Wheeler	TSC	Jeff Smith	HE
North Central (2)	James Messer	C/M/P	Andy Porttoroff	MC/C/D
	Jesse Thornton	J	Roy Shanks	CPCH/HF
Red River (3)	Jeff Gehle	HE	Mikel Davis	TSC
	Kevin Henson	S/E	Cheryl McQueen	CPCH/HF
	Tom Sanders	C/M/P	Annette Wells	J
Robert Donnell (1)	Toy Brindley	C/M/P	Ava Cambron	CPCH/HF
Tenn./Georgia (2)	Cliff Hudson	S/E	James Condra	HE
	Christian Smith	CPCH/HF		
Trinity (2)	James Cantey	S/E	Karen Lock	C/M/P
	Rusty Rustenhaven	MC/C/D	Carol McDowell	TSC
West Tennessee (5)	Brenda Laurance	TSC	Steve Garner	CPCH/HF
	Eugene Leslie	S/E	John Lewis	J
	Walter McClanahan	HE	Ronnie Roberts	C/M/P
	Andy McClung	TSC	Randy Seaton	MC/C/D
	Don McCurley	CPCH/HF	Kelly Shepherd	MC/C/D

YOUTH ADVISORY DELEGATES
to the
ONE HUNDRED EIGHTY FIRST GENERAL ASSEMBLY

(Each Presbytery is eligible to send two Youth Advisory Delegates)

PRESBYTERY	DELEGATE	COMMITTEE
Arkansas.....	Beth Fleming.....	S/E
Choctaw		
Columbia.....	McKenzie Green.....	TSC
	Kristin Howell.....	HE
Covenant.....	Brandon Hayes.....	TSC
	Allison Larkins.....	CPCH/HF
Cullman		
Cumberland		
del Cristo.....	Megan Meier.....	J
	Vincent Thigpen.....	C/M/P
East Tennessee.....	Hannah Leavell.....	MC/C/D
	Noemi Urquiza.....	CPCH/HF
Grace.....	Brent Campbell.....	S/E
	Kelsey Lee.....	TSC
Hope.....	McKala Davis.....	CPCH/HF
	Allie Rodgers.....	TSC
Japan		
Missouri.....	Sarah Agee.....	C/M/P
	Jonathan Bellis.....	MC/C/D
Murfreesboro.....	Madison Crooks.....	MC/C/D
	Amber Smith.....	C/M/P
Nashville		
North Central.....	Kendra McDuffee.....	J
	Rebecca Small.....	HE
Red River.....	Houston Brown.....	S/E
	Eli Franco.....	HE
Robert Donnell.....	Amanda Cambron.....	CPCH/HF
Tennessee Georgia		
Trinity		
West Tennessee.....	Taylor Boulton.....	J
	Alex Ward.....	HE

COMMITTEES ABBREVIATIONS AND MEETING ROOMS

University Plaza Hotel

ABBREV.	COMMITTEE	MEETING ROOM
C/M/P	Chaplains/Missions/Pastoral Development	Arkansas
CPCH/HF	Children's Home/Historial Foundation	Kansas A
HE	Higher Education	Kansas B
J	Judiciary	Kansas C
MC/C/D	Ministry Council/Communications/Discipleship	Colorado B
S/E	Stewardship/Elected Officers	Colorado A
TSC	Theology/Social Concerns	Texas

COMMITTEE ASSIGNMENTS

- 1. CHAPLAINS/MISSIONS/PASTORAL DEVELOPMENT**
Chair: Rev. Jimmy Braswell **Co-Chair:** Elder Karen Lock
Ministers: Toy Brindley, Ricardo Castaneda, Chuck Hood, Kenta Karasawa, James Messer,
Tom Sanders, Boyce Wallace
Elders: Ashley Chambers, Carol Hale, Akimasa Nakano, Andy Porttoroff, Ronnie Roberts
Youth Advisory Delegates: Sarah Agee, Amber Smith, Vincent Thigpen

- 2. CHILDREN'S HOME/HISTORICAL FOUNDATION**
Chair: Rev. Joyce Merritt **Co-Chair:** Rev. William Rolman
Ministers: Wade Acton, T. J. Malinoski, Don McCurly, Christian Smith
Elders: Ava Cambron, Ronald Gallagher, Steve Garner, Cheryl McQueen, Glen Priebe, Roy Shanks
Youth Advisory Delegates: Amanda Cambron, McKala Davis, Allison Larkins, Noemi Urquiza

- 3. HIGHER EDUCATION**
Chair: Rev. Jeff Ghele **Co-Chair:** Elder Cindy Barton
Ministers: John Eatherly, Chris Fleming, B. J. Hancock, Mark Hester, Keith Mariott, Walter McClanahan
Elders: James Condra, Joyce Muffett, Jeff Smith, Lee Webb
Youth Advisory Delegates: Eli Franco, Kristin Howell, Rebecca Small, Alex Ward

- 4. JUDICIARY**
Chair: Rev. Aaron McMillan **Co-Chair:** Elder Annette Wells
Ministers: Hannah Bryan, Fred Fahl, Alan Meinzer, Jesse Thornton, Gary Whitworth
Elders: Jack Cooper, John Lewis, Sherry Meier, Maynor Schott, Dana Smith
Youth Advisory Delegates: Taylor Boulton, Megan Meier, Kendra McDuffee

- 5. MINISTRY COUNCIL/COMMUNICATIONS/DISCIPLESHIP**
Chair: Elder Kelly Shepherd **Co-Chair:** Rev. Tammy Greene
Ministers: James Byrd, Curtis Franklin, Jerry Lawson, Sharon Notley, Rusty Rustenhaven, Don Tabor
Elders: Bobby Garrett, Brenda Howell, Jerry Draper, Jim McReynolds, Randy Seaton
Youth Advisory Delegates: Jonathan Bellis, Madison Crooks, Hannah Leavell

- 6. STEWARDSHIP/ELECTED OFFICERS**
Chair: Rev. Dwayne Tyus **Co-Chair:** Elder Sarah Davidson
Ministers: James Cantey, Billy Carter, Kevin Henson, Cliff Hudson, Eugene Leslie
Elders: Bob Faris, Charles Gould, Raymond Nelson, Luis Angel Palacio, Louella Reid
Youth Advisory Delegates: Houston Brown, Brent Campbell, Beth Fleming

- 7. THEOLOGY/SOCIAL CONCERNS**
Chair: Rev. Charles McCaskey **Co-Chair:** Elder Linda Diggs
Ministers: Dale Brown, Henry Jenkins, Brenda Laurance, Andy McClung, Nathan Wheeler
Elders: Bill Betts, Mike Davis, Andy Hannah, Carol McDowell, Jackie Stull
Youth Advisory Delegates: McKenzie Green, Brandon Hayes, Kelsey Lee, Allie Rodgers

- 8. CREDENTIALS:**
Chair: Jerry Lawson
Members: Henry Jenkins, Ronnie Roberts
Youth Advisory Delegate: Houston Brown

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. McGlumphey	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	
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 Roddy	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
2007, December 7	Nashville, TN	Frank Ward	Robert D. Rush	62
2008, June 7	Japan	Jonathan Clark	Robert D. Rush	82
2009, June 15	Memphis, TN	Sam Suddarth	Robert D. Rush	86
2010, June 13	Dickson, TN	Boyce Wallace	Robert D. Rush	88

BYLAWS

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 powers 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.”

2.04 Ecumenical Representative. A person who is not a member of a Cumberland Presbyterian Church or presbytery but who supports the mission of a denominational entity and is elected to a term of service on that entity shall be called an “Ecumenical Representative.”

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. The clerk of each presbytery shall certify the presbytery's duly elected commissioners, youth advisory delegates, and alternates to the Stated Clerk in a manner provided by the Stated Clerk.

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. If warranted by a change of circumstances, a called special meeting may be cancelled by the Moderator, or in case of the Moderator's absence, death, or inability to act, the Stated Clerk, with the written concurrence of at least ten of the Commissioners who requested or concurred in the call of the special meeting. Written notice of any special meeting shall be mailed to the stated 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 an 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 until 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 may be taken without a meeting on written consent, setting forth the 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 Nature of Office. The Moderator of the General Assembly is the ecclesiastical head of the Cumberland Presbyterian Church during the tenure of the office and a spiritual representative of the Cumberland Presbyterian Church wherever God leads. The Moderator receives a precious gift and great opportunity for service in the Church: 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. 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. The Moderator participates in the life and work of the Church as far as possible, and pays particular attention to ecumenical relations, especially with the Cumberland Presbyterian Church in America. Judicatories, congregations, and others are urged to invite the Moderator, and the Moderator is encouraged to attend meetings of Church entities and judicatories to observe the life and work of the Church at every level.

7.03 Duties and Privileges of Office.

- a. The Moderator shall preside at all meetings of the General Assembly.
- b. The Moderator shall appoint, with the consent of the General Assembly, such special committees as are needed;
- c. The Moderator shall serve as chairperson of the General Assembly Program Committee and as a member of the Place of Meeting Committee;
- d. The Moderator shall perform such other duties as may be assigned by the General Assembly.
- e. The Moderator shall serve as an advisory member of the Ministry Council during tenure in office and for the year following tenure.
- f. The Moderator shall observe the places and times God is calling the Church to service, assess the need for a Denominational response to God's call, and report items that concern the General Assembly.
- g. The Moderator shall wear the official cross and stoles of office during the term of office.

7.04 Expenses of Office. Any allowance budgeted by the General Assembly to offset the expenses of the Moderator shall be administered by the Stated Clerk. Persons issuing an invitation to the Moderator are encouraged to agree in advance on arrangements for the payment of travel expenses. Upon the Moderator's retirement from office, a gavel and a replica of the Moderator's cross shall be presented to the Moderator.

7.05 Vice-Moderator. The General Assembly shall 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.

7.06 Removal. The Moderator or Vice-Moderator may be removed by the General Assembly whenever in its 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 Corporate Board 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 be concerned with the spiritual life of the Church and with maintaining and strengthening a united witness for the Church. The Stated Clerk shall also 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. In fulfillment of these duties, the Stated Clerk shall:

01. Have responsibility to provide for the orderly governance of the Church in accordance with the Constitution, Rules of Order and Rules of Discipline.

02. Maintain records of the corporation and respond to requests for official records of General Assembly actions and interpretations of its actions.
03. Represent the Church when an official of the General Assembly is needed.
04. Represent the Cumberland Presbyterian Church in establishing and maintaining relations with other Churches, particularly those of the Presbyterian and Reformed tradition, and in addressing common concerns.
05. Sign all documents on behalf of the corporation or the Cumberland Presbyterian Church.
06. Represent the corporation or the Church in litigation or other legal matters affecting the Cumberland Presbyterian Church, including the selection and employment of legal counsel.
07. Make suitable arrangements for General Assembly meetings, including researching possible meeting sites, contracting for facilities, and arranging space for committee meetings and sessions of the General Assembly;
08. Provide for printing and other communication needs of the General Assembly while in session.
09. Call meetings of the Place of Meeting Committee and the Program Committee.
10. Prepare and distribute an information form to be completed by Commissioners for the Moderator's use in making committee appointments.
11. Advise the Moderator in the appointment of committees.
12. In consultation with the Moderator, refer all matters to come before the next General Assembly; and provide copies of all such referrals to the Commissioners and advisory delegates before the General Assembly convenes.
13. Prepare and distribute preliminary minutes and an agenda for General Assembly meetings which shall provide time for the consideration of any appropriate business, including memorials from a judicatory or denominational entity delivered to the Stated Clerk in writing by April 30.
14. Supervise the recording and publication of minutes and a summary of actions taken by each General Assembly.
15. Make copies of General Assembly minutes available to ordained ministers, licentiates, candidates, commissioners, clerks of sessions, members of denominational entities, schools of the Church, synod, and presbytery clerks, to the Stated Clerk's exchanges and other interested persons in order to encourage lower judicatories and persons in the Church to implement the actions of the General Assembly.
16. File the minutes of each General Assembly with the Historical Foundation as a permanent record.
17. Maintain and update annually the Digest of the General Assembly actions.
18. Represent the Church at large on the Ministry Council.
19. Provide support services for the Moderator and all denominational entities.
20. Receive and make any appropriate response to communications to the Cumberland Presbyterian Church or General Assembly.
21. Maintain a name and address file on congregations, session clerks, pastors, and other leadership of congregations with statistical information about congregations, presbyteries, and synods.
22. Solicit, receive, publish, and disseminate annual reports from churches.
23. Review reports by denominational entities and assist them in complying with correct reporting and budgeting procedures and in avoiding duplication of work.
24. 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 denominational entity.
25. Call the Judiciary Committee into session or by other means secure the advice of the committee on appropriate matters.
26. Communicate with presbyteries and synods on behalf of the General Assembly and attend their meetings from time to time.
27. Provide training for presbytery and synod clerks and orientations for General Assembly commissioners.
28. Generally perform duties as are prescribed in the Constitution or directed by the General Assembly.

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 the 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-ORGANIZATION AND RELATIONSHIPS

10.01 Generally. The following are denominational entities related to the Cumberland Presbyterian Church:

01. Subsidiary corporations: Board of Stewardship, Foundation and Benefits of the Cumberland Presbyterian Church; Cumberland Presbyterian Children's Home; Memphis Theological Seminary of the Cumberland Presbyterian Church; Ministry Council of the Cumberland Presbyterian Church.
02. Related corporations: Bethel University; Historical Foundation of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America.
03. Commissions: Military Chaplains and Military Personnel.
04. Committees: Committee on Nominations; Joint Committee on Amendments; Judiciary, Our United Outreach; Place of Meeting Committee; Program Committee; Unified Committee on Theology and Social Concerns.

10.02 Election and Tenure. The following qualifications and rules relate to service on any denominational entity.

01. Unless elected as an Ecumenical Representative, no person shall be qualified to serve except a member in good standing in a presbytery or local congregation of the Cumberland Presbyterian Church.
02. No person who is employed in an executive capacity including Chief Executive, Vice-President, Team Leader, Director, or equivalent in the Cumberland Presbyterian Church is eligible to serve on a denominational entity. No employee of a denominational entity is eligible for service on the same denominational entity.
03. Each person shall be elected for a term of three years unless elected to fill the remainder of an unexpired term. However, if a person elected to serve on a denominational entity where residence in a particular synod is a qualification for election shall move to another synod while in office, the term to which he or she was elected shall terminate at the close of the next meeting of the General Assembly.
04. Members of the Committee on Nominations may not be elected to a consecutive term. All other persons may serve up to three consecutive terms for a total not to exceed nine years in office.
05. A Cumberland Presbyterian who has served on any entity is not eligible to serve on the same entity (except for an authorized consecutive term) until at least two (2) years have elapsed since the conclusion of the previous service.
06. A Cumberland Presbyterian who is serving on any entity is not eligible to serve on another entity until at least one (1) year has elapsed since the conclusion of the previous service.
07. An Ecumenical Representative who is serving or has served on any entity is not eligible to serve on any other entity (except for an authorized consecutive term on the same entity) until at least one (1) year has elapsed since the conclusion of the previous service.

10.03 Resignation or Removal.

01. Any person serving on a denominational entity who is no longer qualified or eligible to serve shall be deemed to have resigned.
02. Any person serving on an incorporated denominational entity may resign by delivering written notice of resignation to the secretary or an executive officer of the denominational entity, who shall promptly report the resignation to the Stated Clerk. Any person serving on an unincorporated denominational entity may resign by delivering written notice of resignation to the Stated Clerk. A resignation is effective when delivered unless some other effective date is specified in the written resignation.
03. No member who continues to meet the standard requirements for election or appointment to any denominational entity shall be removed from office except for misfeasance. Removal of a person elected by the General Assembly shall be by vote of the General Assembly.

10.04 Board of Stewardship, Foundation and Benefits. The corporation shall elect the eleven (11) directors of the Board of Stewardship as provided in its charter.

10.05 Cumberland Presbyterian Children's Home. The corporation shall elect the fifteen (15) directors of Children's Home as provided in its corporate articles. The corporation shall elect the directors in such a manner that, immediately following any election, there shall be at least six (6) directors who are members of ecumenical partners of the Children's Home.

10.06 Historical Foundation. The corporation shall elect six (6) of the twelve (12) directors of the Historical Foundation as provided in its charter. The corporation shall elect the directors of the Historical Foundation in such a manner that, immediately following any election, there shall be at least one (1) member from each synod and no person shall be elected if the election would cause two directors from the same presbytery to be serving simultaneously. The remaining six (6) directors shall be elected by the Cumberland Presbyterian Church in America.

10.07 Memphis Theological Seminary. The corporation shall elect the twenty-four (24) directors of Memphis Theological Seminary as provided in its charter. The corporation shall elect the directors in such a manner that, immediately following any election, there shall be at least eleven (11) directors who are members of ecumenical partners of the Seminary.

10.08 Ministry Council.

01. The corporation shall elect the fifteen (15) directors of the Ministry Council as provided in its charter.
02. The corporation shall elect the directors of the Ministry Council in such a manner that immediately following any election, there shall be three (3) directors from each synod; at least six (6) but no more than nine (9) directors who are ordained clergy; and no more than nine (9) directors of the same gender.
03. The Stated Clerk, Moderator, and Immediate Past Moderator shall be designated as Advisory Members to the board of directors of the Ministry Council. In addition, the corporation shall elect three (3) youth Advisory Members who shall be between the ages of 16 and 19 years of age, inclusive, when elected.

10.09 Commission on Chaplains and Military Personnel. The commission shall consist of three (3) members elected by the corporation.

ARTICLE 11-COMMITTEES

11.01 General. The corporation shall have the committees provided for in these Bylaws and such other standing or special committees as the General Assembly may create from time to time. Except as otherwise provided in these Bylaws, the Moderator, in consultation with the Stated Clerk, shall appoint all committees.

11.02 Committees of Commissioners and Youth Advisory Delegates. Prior to each General Assembly, the Moderator, in consultation with the Stated Clerk, shall organize the Commissioners and Youth Advisory Delegates into the following committees: Chaplains/Missions/Pastoral Development, Children's Home/Historical Foundation, Higher Education, Judiciary, Ministry Council/Communications/Discipleship, Stewardship/Elected Officers, and Theology and Social Concerns. Each committee shall consider such matters expected to come before the General Assembly as are referred to it by the Stated Clerk. Any denominational organization the work of which is affected by a matter before a committee shall be entitled to address the committee.

11.03 Committee on Nominations.

01. The committee shall consist of ten (10) persons elected by the corporation in such a manner that, immediately following any election, the committee shall have at least one minister and one lay person from synod. It is preferred but not required that no two members shall be from the same presbytery.
02. Approximately one third of the members of the committee shall be elected each year by the General Assembly and shall serve one term not to exceed three years.
03. The committee shall meet not earlier than February 15 each year and shall nominate to the General Assembly qualified persons to fill all vacancies to be filled by vote of the General Assembly, including vacancies on the Committee on Nominations, unless another method of nomination is provided in these Bylaws. The report of the committee shall list the names of nominees, the presbytery if a minister, and the presbytery and the local congregation if a lay person. The Committee on Nominations shall be intentional in nominating persons who represent the global nature of the Church.
04. Presbyteries and synods and their moderators and stated clerks are requested to assist the Committee on Nominations by recommending persons for any position by providing the name and qualifications of the potential nominees to the Stated Clerk no later than February 1 on a form to be provided by the Stated Clerk. Nominations from the floor shall also be in order.
05. No person shall be nominated for election by the General Assembly unless the nominee has within the past year given his or her consent to the nomination.

11.04 Joint Committee on Amendments. The Judiciary Committee shall appoint as many as five of its members to act in committee with an equal number of members of the Judiciary Committee of the Cumberland Presbyterian Church in America. Upon the request of the General Assembly of the Cumberland Presbyterian Church or the General Assembly of the Cumberland Presbyterian Church in America, this Joint Committee shall prepare for the consideration of both general assemblies proposed amendments to the Confession of Faith, Catechism, Constitution, Rules of Discipline, Directory for Worship, and Rules of Order.

11.05 Judiciary Committee.

01. The committee shall consist of nine (9) persons elected by the corporation in such a manner that, immediately following any election, the committee shall have at least four members (4) who are ordained ministers and at least three (3) members who are licensed attorneys-at-law. The Stated Clerk shall be staff liaison to the committee, attending its meetings and providing resources and counsel.
02. The committee shall meet at least annually upon the call of its chairperson or the Stated Clerk.
03. The committee shall provide advice and counsel to the Stated Clerk. Upon the written request of any judicatory or denominational entity made to the chairperson or Stated Clerk, the committee shall render an advisory opinion on matters of church law or procedure. The chairperson shall secure the views of all members of the committee and write the advisory opinion based on the majority view of the members. The committee shall not render legal opinions on matters of civil law nor otherwise engage in the practice of law.
04. At least one member of the committee shall attend each meeting of the General Assembly to advise with its officers and Commissioners on matters of church law or procedure. At the Moderator's request a member of the committee shall be available to advise the Moderator during the business sessions of the General Assembly.
05. The committee shall be a commission within the meaning of section 2.5 of the Rules of Discipline to hear and determine appeals from synods.

11.06 Our United Outreach Committee.

01. The committee shall consist of five (5) persons elected by the corporation in such a manner that, immediately following any election, the committee shall have one person from each synod. Seven (7) additional members will include a member of the Ministry Council, a member of the Corporate Board, a member of the Board of Stewardship, Foundation and Benefits, a member of the Board of Trustees of the Historical Foundation, and a Cumberland Presbyterian member of the Boards of Trustees of Bethel University, the Cumberland Presbyterian Children's Home, and Memphis Theological Seminary. The executives of the above named denominational entities

shall serve as non-voting, Resource/Advocacy members.

02. The Office of the General Assembly will be responsible for the expenses of the representative of each synod. The represented denominational entities will be responsible for the expenses of their representatives and executives.

11.07 Place of Meeting. The committee shall consist of the Moderator, the Stated Clerk and a representative of the Cumberland Presbyterian Women's Ministries.

11.08 Program Committee. The committee shall consist of the Moderator, Stated Clerk, Director of Ministries, Assistant to the Stated Clerk who serves as secretary, the pastor of the host church, four elected representatives designated by the Ministry Council from among its ministry teams, and one representative designated by each of the following: Bethel University, Board of Stewardship, Foundation, and Benefits, Cumberland Presbyterian Children's Home, Historical Foundation, Memphis Theological Seminary, and the Cumberland Presbyterian Women's Ministry. The committee will begin planning for two years prior to the meeting of a particular General Assembly.

11.09 Unified Committee on Theology and Social Concerns. The committee shall consist of eight (8) members elected by the corporation, the Stated Clerk, and the President of Memphis Theological Seminary. At least one member of the committee other than the Seminary's president shall be a Cumberland Presbyterian member of the faculty of Memphis Theological Seminary.

ARTICLE 12-INDEMNIFICATION

12.01 Indemnification. The corporation shall indemnify any director, officer or employee who 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, 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.

12.02 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.

12.03 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:

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

ARTICLE 13-TRUSTEE FOR THE CORPORATION

13.01 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.

13.02 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 14-PARLIAMENTARY AUTHORITY

14.01 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 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.

14.02 Standing Rules. The following shall be Standing Rules for meetings of the General Assembly and may be suspended as provided in the parliamentary authority. (see Rules of Order 8.34c)

Standing Rules

1. Unless otherwise determined by the General Assembly or by the Stated Clerk in the event of an emergency, the annual General Assembly shall meet on the third or fourth Monday of June at two o'clock in the afternoon to organize, elect a moderator and transact business, and shall close on Thursday or Friday of the same week.

2. Reports of all standing and special committees shall be considered in the order established by the Moderator in consultation with the Stated Clerk. Committee reports may be presented orally or in writing provided to all Commissioners and youth advisory delegates. Those presenting committee reports shall have the opportunity to make remarks and give explanation, such presentations not to exceed ten minutes unless time is extended by two-thirds vote taken without debate. All committees recommendations shall be submitted in writing.

3. All materials from denominational entities for consideration or action by a General Assembly shall be submitted to the Stated Clerk at least thirty (30) days before the meeting of General Assembly.

4. Resolutions and memorials proposed for adoption by individual commissioners rather than denominational entities or judicatories of the Cumberland Presbyterian Church shall be introduced no later than the close of business on the second day of a meeting of General Assembly, and, when introduced, shall be referred by the Moderator, in counsel with the Stated Clerk, to the appropriate committee or committees for report and recommendations to the Assembly.

ARTICLE 15-REPORTS AND AUDITS

15.01 Congregational Reports. Annually by December 1, the Stated Clerk shall mail to session clerks statistical forms for reporting congregational data. Session clerks shall mail the completed forms to presbytery clerks by February 1. The presbytery clerk shall mail the composite statistical report for all congregations of a presbytery to the Stated Clerk by February 10.

15.02 Institutional Reports. In order to be considered for inclusion in the General Assembly budget, all denominational entities shall deliver to the Stated Clerk an annual report including a concise description of the organization's work during the previous year and a line item budget for the forthcoming year. Financial reports should be condensed as much as possible while conveying all essential information on the organization's operations. All denominational entities except academic institutions on a fiscal year are requested to maintain their books on a calendar year.

15.03 Reporting Schedule. An electronic copy and two written copies of the annual report signed by two officers of the organization shall be delivered to the Stated Clerk by March 15 each year. Organizations requesting funds from Our United Outreach shall submit multi-year program budgets to the Our United Outreach Committee.

15.04 Audits. Organizations and operations included in the General Assembly budget shall be audited annually by a certified public accountant. Copies of the auditor's report, including any recommendations for changes in the procedures relating to internal financial controls, shall be delivered to the Stated Clerk. Organizations with total receipts of \$100,000 or less are not required to have an audit but shall submit their books and financial statements to the Stated Clerk annually.

15.05 Bonds. Each organization or person whose financial records are required to be audited shall have a fidelity bond in an amount adequate to protect all funds held by the organization or person.

ARTICLE 16-AMENDMENTS

16.01 Manner of Amendment. Except as provided below, 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. No portion of the Bylaws may be amended or repealed by the Board of Directors. Fair and reasonable notice of any proposed amendment shall be provided as required by state law.

16.02 Extraordinary Actions. In order to be effective the following actions must be approved by (1) the affirmative vote of two consecutive General Assemblies, or (2) a ninety percent (90%) vote of a single General Assembly.

01. Terminating the existence of a denominational entity named in Bylaw 10.01
02. Creating a new denominational entity other than a temporary committee or task force.
03. Decreasing the Our United Outreach budget allocation to a denominational entity by more than 40% of the amount distributed to it during the previous calendar year; or
04. Taking any other actions which would cause a drastic change in the mission or structure of the Cumberland Presbyterian Church.

MEMORIAL ROLL OF MINISTERS

IN MEMORY OF MINISTERS LOST BY DEATH

<u>NAME</u>	<u>PRESBYTERY</u>	<u>AGE</u>	<u>DATE</u>
Esch, Mable.....	Red River	97	04/01/10
Estes, Loyce	Trinity	92	06/09/10
Faith, Charles	Arkansas.....	.....	08/11/10
Fleming, Ronald T	Missouri	71	02/07/10
Garrett, William	Columbia.....	.....	10/10/10
Jones, William H.....	Red River	94	01/28/10
Laurance, G. Larry.....	West Tennessee .....	.....	09/30/10
Lindner, Ralph	Cumberland.....	79	07/11/10
Ludlow, Elwood.....	Choctaw .....	.....	06/09/10
Melton, Howard.....	Grace .....	.....	07/15/10
Morgan, Wayne.....	Columbia.....	.....	05/18/10
Pettit, William H	Covenant .....	.....	08/25/10
Russell, Walter E.....	Red River	86	09/01/10
Smith, Cordell.....	Columbia.....	.....	10/07/10
Vickers, Joe.....	Nashville .....	.....	04/10/10
White, Jr, Earl R.....	Arkansas.....	.....	02/03/10
Wilkins, Tom.....	Nashville	59	06/08/10

LIVING GENERAL ASSEMBLY MODERATORS

2010—REV. BOYCE WALLACE, Cra 101 No 15-93, Cali, Colombia, South America
 2009—ELDER SAM SUDDARTH, 206 Ha Le Koa Court, Smyrna, TN 37167
 2008—REV. JONATHAN CLARK, 88 Woodcrest Drive, Winchester, TN 37398
 2007—REV. FRANK WARD, 8207 Traditional Place, Cordova, TN 38016
 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, 7906 Manner Pointe Drive, Louisville, KY 40220
 2001—REV. RANDOLPH JACOB, 610 W. Adams Street, Broken Bow, OK 74728
 1999—ELDER GWENDOLYN G. RODDYE, 3728 Wittenham Drive, Knoxville, TN 37921
 1998—REV. MASAHARU ASAYAMA, 3-15-9 Higashi, Kunitachi-shi, Tokyo, JAPAN
 1996—REV. MERLYN A. ALEXANDER, 80 N. Hampton Lane, Jackson, TN 38305
 1995—REV. CLINTON O. BUCK, 4986 Warwick, Memphis, TN 38117
 1993—REV. ROBERT M. SHELTON, 7128 Lakehurst Avenue, Dallas, TX 75230
 1992—REV. JOHN DAVID HALL, 109 Oddo Lane SE, Huntsville, AL 35802
 1990—REV. THOMAS D. CAMPBELL, PO Box 315, Calico Rock, AR 72519
 1989—REV. WILLIAM RUSTENHAVEN, Jr., 703 W. Bursleson, 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
 1979—REV. JAMES C. GILBERT, 3720 West 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

IN MEMORY OF:

Moderator of the 139th General Assembly
REV. LOYCE ESTES
 Died June 9, 2010

GENERAL ASSEMBLY OFFICERS

MODERATOR
THE REVEREND BOYCE WALLACE
 CRA 101 NO 15-93
 CALI, COLOMBIA, SOUTH AMERICA
 (352) 443-9560 (Cell)
 hbwcali@yahoo.com

VICE MODERATOR
THE REVEREND HARRY CHAPMAN
 4908 EL PICADOR COURT
 RIO RANCHO, NM 87124
 (505) 896-8589
 wrightrev@gmail.com

STATED CLERK AND TREASURER
THE REVEREND MICHAEL G. SHARPE
 8207 Traditional Place
 Cordova, TN 38016
 (901)276-4572
 FAX (901)272-3913
 msharpe@cumberland.org

ENGROSSING CLERK
DR. THOMAS J. CRAIG, JR.
 8958 Carriage Creek Road
 Arlington, TN 38002
 (901)382-0428
 tjc102@comcast.net

THE BOARD OF DIRECTORS OF THE GENERAL ASSEMBLY CORPORATION

(Members whose terms expire in 2011)

(2)REV. TERRY HUNLEY, 48 Charleston Square, Jackson, TN 38305

(2)MS. GRACE WHITFIELD, 245 Monterey Circle, Gadsden, AL 35901

(Members whose terms expire in 2012)

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

(2)MR. JERRY WEATHERSBY, 119 County Road 743, Cullman, AL 35055

(Members whose terms expire in 2013)

(1)MR. TIM GARRETT, 150 Third Avenue South, Suite 2800, Nashville, TN 37201

(2)REV. ROY HALL, 87 Lee Hall Street, Scottsboro, AL 35769

MINISTRY COUNCIL

(The Ministry Teams under the Ministry Council are the successors to the program boards.)

(Members whose terms expire in 2011)

- (1)MS. KAREN BREEDING, 1907 Susan Drive, Murfreesboro, TN 37129
- (1)MS. MANDY CLARK, 192 Williams Place, Columbus, MS 39702
- (1)REV. MICHELE GENTRY DE CORREAL, Calle 3 Norte #12-87, Armenia, Quinido,
COLOMBIA, SOUTH AMERICA
- (2)REV. IWAO SATOH, 9111 Cedarwood Drive, Pewee Valley, KY 40056
- (2)MR. ROY SHANKS, 3997 N 100th Street, Casey, IL 62420

(Members whose terms expire in 2012)

- (2)REV. CARLTON HARPER, 8764 Cody Dan Court, Ooltewah, TN 37363
- (2)REV. RICKEY PAGE, 6845 Old Charlotte Pike, Nashville, TN 37209
- (1)MS. TONI PROSSER, 1021 Old State Route 76, Henry, TN 38231
- (1)REV. LISA SCOTT (address on file)
- (1)REV. JOHN SHOULTA, 11504 Mount Carmel Road, White Plains, KY 42464 (resigned)

(Members whose terms expire in 2013)

- (2)MS. JILL CARR, PO Box 1547, Lebanon, MO 65536
- (1)REV. TROY GREEN, 105 Cobb Hollow Lane, Petersburg, TN 37144
- (2)MS. ELIZABETH HORSLEY, 1200 Imperial Drive, Denton, TX 76201
- (2)MS. GWEN RODDY, 3728 Wittenham Drive, Knoxville, TN 37921
- (2)REV. SAM ROMINES, PO Box 127, Lewisburg, KY 42256

YOUTH ADVISORY MEMBERS

- MS. EMMA SHOAF, 169 Duffey Drive, Medina, TN 38355 (Term expires in 2011)
- MR. RICKY KIRBY, 1413 Flowering Dogwood Lane, Dyersburg, TN 38024 (Term expires in 2012)
- MS. MADISON RUSH, 513 Meadowlark Lane, Brentwood, TN 37027 (Term expires in 2013)

ADVISORY MEMBERS:

- REV. MICHAEL SHARPE, 8207 Traditional Place, Cordova, TN 38016
- MR. SAM SUDDARTH, 206 Ha Le Koa Court, Smyrna, TN 37167
- REV. BOYCE WALLACE, Cra 101 No 15-93, Colombia, South America

COMMUNICATIONS MINISTRY TEAM (Successor to the Cumberland Presbyterian Board.)

(Members whose terms expire in 2011)

- (1)MS. B. DENISE ADAMS, 126 Ray, Monticello, AR 71655

(Members whose terms expire in 2012)

- (1)REV. JAMES D. MCGUIRE, 220-2 Southwind Circle, Greeneville, TN 37743
- (1)MS. JENNIFER JO CLARK WILLIAMS, 3256 State Route 2837, Clay, KY 42404

(Members whose terms expire in 2013)

- (1)REV. JAMES M. CANTEY, 3505 Elmira Drive, Longview, TX 75605
- (1)MR. PAUL EARHEART-BROWN, 866 N McLean, Memphis, TN 38107

DISCIPLESHIP MINISTRY TEAM

(Successor to the Board of Publication and Christian Education, Board of Publication.)

(Members whose terms expire in 2011)

- (2)MR. REESE BAKER, 1175 Rowland Cemetery Road, Fredonia, KY 42411
- (1)MS. SAMANTHA HASSELL, 504 N Main Street, Sturgis, KY 42459
- (3)REV. SANDRA SHEPHERD, 38844 US Highway 72, Stevenson, AL 35772

(Members whose terms expire in 2012)

- (1)MS. JOANNA D. BELLIS, 17246 Highway K, Aurora, MO 65605
- (3)REV. JEFFREY A. GEHLE, PO Box 182, Bursleson, TX 76097
- (3)REV. KIP RUSH, 513 Meadowlark Lane, Brentwood, TN 37027

(Members whose terms expire in 2013)

- (2)REV. MINDY ACTON, 1413 Oak Ridge Drive, Birmingham, AL 35242
- (3)REV. TOM MARTIN, 1017 Rivermont Place, Chattanooga, TN 37415
- (3)REV. VERNON SANSOM, JR., 7810 Shiloh Road, Midlothian, TX 76065

MISSIONS MINISTRY TEAM

**(Successor to the Boards of Mission, Foreign Missions, Missions and Evangelism,
Missions and Church Erection.)**

(Members whose terms expire in 2011)

- (1)REV. JIMMY BYRD, 718 Vanview Drive, Lebanon, TN 37087
- (3)REV. STEVE DELASHMIT, 811 Campbell Lane, Bowling Green, KY 42104
- (1)REV. RICARDO FRANCO, 7 Hancock Street, Melrose, MA 02176
- (3)REV. JEFFERSON SLEDGE, 241 Long Bow Road, Knoxville, TN 37934
- (2)MRS. BEVERLY STOTT, 200 East Main Street, Dresden, TN 38225

(Members whose terms expire in 2012)

- (3)REV. R. TONY JANNER, 16835 Highland Drive, McKenzie, TN 38201
- (3)MRS. ATHALA JARAMILLO, 6248 SW 14th Street, West Miami, FL 33144
- (3)MRS. ROBIN McCASKEY-HUGHES, 1205 Olde Bridge Road, Edmond, OK 73034
- (1)MS. SHERRY POTEET, P.O. Box 313, Gilmer, TX 75644
- (1)MS. MARGIE VANDERLAAN, 5221 Old Mill Cove, Pelham, AL 35124

(Members whose terms expire in 2013)

- (2)REV. MAKIHIKO ARASE, 3-355-4 Kamikitadai Higashiyamoto-Shi, Tokyo, 207-0023 JAPAN
- (3)MR. MIKEL DAVIS, 102 Willow Wood, Ovilla, TX 75154
- (1)REV. VICTOR HASSELL, 510 N Main Street, Sturgis, KY 42459
- (3)MRS. JO ANN SHUGERT, 5208 Bellis Drive, Fort Worth, TX 76244
- (3)MR. SAM SUDDARTH, 206 Ha Le Koa Court, Smyrna, TN 37167

PASTORAL DEVELOPMENT MINISTRY TEAM

(Successor to the Commission on the Ministry.)

(Members whose terms expire in 2011)

- (2)REV. DAVID LANCASTER, 426 Fuqua Road, Martin, TN 38237
- (3)REV. GLENDA MELSON, 634 West Fremont Road, Lebanon, MO 65536

(Members whose terms expire in 2012)

- (3)REV. MARK DAVENPORT, 8828 Highway 119, Alabaster, AL 35007
 (1)REV. LINDA SNELLING, 15791 State Highway W, Ada, OK 74820
 (2)REV. ROBERT E. SHELTON, 10508 Royalwood Drive, Dallas, TX 75238

(Members whose terms expire in 2013)

- (2)MS. PAT OWEN, 7906 Manner Pointe Drive, Louisville, KY 40220
 (1)MS. MICAIAH THOMAS, P.O. Box 863847, Tuscaloosa, AL 35486
 (3)REV. TOMMY THOMPSON, 9160 Tchulahoma Road, Southaven, MS 38671

GENERAL ASSEMBLY BOARD OF:**I. TRUSTEES OF BETHEL UNIVERSITY****(Members whose terms expire in 2011)**

- (2)*DR. PAUL COWELL, c/o Whitestone Country Inn, 1200 Paint Rock Road, Kingston, TN 37763
 (2)REV. LINDA H. GLENN, 619 N 24th Avenue, Humboldt, TN 38343
 (2)*DR. RAY MORRIS, PO Box 924528, Norcross, GA 30010
 (1)MR. BOBBY OWEN, 1625 Cabot Drive, Franklin, TN 37064
 (1)REV. ROBERT (ROB) TRUITT, 1238 Old East Side Road, Burns, TN 37029

(Members whose terms expire in 2012)

- (2)*MR. MICHAEL (MIKE) CARY, 181 Angel Cove, Huntingdon, TN 38344
 (3)MR. BILL DOBBINS, 5716 Quest Ridge Road, Franklin, TN 37064
 (1)MR. CHARLIE GARRETT, 107 Willow Green Drive, Jackson, TN 38305
 (2)*MS. CHARLENE P. JONES, 137 Moore Avenue West, McKenzie, TN 38201
 (1)REV. EUGENE LESLIE, 4541 Old Medina Road, Medina, TN 38355
 (3)MR. STEVE PERRYMAN, 2606 N Skyview Lane, PO Box 1499, Ozark, MO 65721

(Members whose terms expire in 2013)

- (2)MS. NANCY BEAN, 3510 Clubhouse Drive, Somerset, KY 42503
 (2)REV. LARRY A. BLAKEBURN, 230 Heathridge Drive, Dyersburg, TN 38024
 (1)*JUDGE BEN CANTRELL, 415 Church Street #2513, Nashville, TN 37219
 (1)+DR. AMY DANIEL, 3125 Searcy Drive, Huntsville, AL 35810
 (2)MR. LAWRENCE (LADD) DANIEL, 13023 Taylorcrest, Houston, TX 77079
 (3)DR. JAMES (JIMMY) M. LATIMER, 7621 Richmond Road, Memphis, TN 38125
 (1)*DR. ROBERT LOW, c/o New Prime, Inc., 2740 W Mayfair Avenue, Springfield, MO 65803
 (3)+MR. CLARENCE NORMAN, 145 Jones Street, Huntingdon, TN 38344
 (3)*MR. DWIGHT REASONS, 256 State Route 152 W, Humboldt, TN 38343
 (2)MR. BEN T. SURBER, 1145 Hico Road, McKenzie, TN 38201

II. TRUSTEES OF CUMBERLAND PRESBYTERIAN CHILDREN'S HOME**(Members whose terms expire in 2011)**

- (1)+MS. MAMIE HALL, 305 Tiffon Circle, Hewitt, TX 76643
 (1)REV. YOONG KIM, 8601 Dogwood Road, Germantown, TN 38139
 (1)*MR. JAMES KING, 2101 Pembroke Place, Denton, TX 76206
 (2)REV. NORLAN SCRUDDER, 29688 South 534 Road, Park Hill, OK 74451
 (1)REV. DON TABOR, 9611 Mitchell Place, Brentwood, TN 37027

(Members whose terms expire in 2012)

- (1)*MS. KAY GOODMAN, 1042 Bobcat Road, Sanger, TX 76266
- (2)MS. PAT HUFF, 249 Rancho Drive, Saginaw, TX 76179
- (1)REV. MELISSA KNIGHT, 9799 Savoy Way, Live Oak, CA 95953
- (2)MS. RUBY LETSON, 2921 Alexander, Florence, AL 35633
- (1)*MR. BARON H. SMITH, 3401 Hasland Drive, Flower Mound, TX 75022

(Members whose terms expire in 2013)

- (2)*MR. RICHARD BROWN, 2724 Steamboat Circle, Arlington, TX 76006
- (2)REV. ALFONSO MARQUEZ, 389 Bethel Drive, Lenoir City, TN 37772
- (1)DR. ROBERT MCCLURE, 4555 Indian Creek Loop, Owensboro, KY 42303
- (2)MR. MICKEY SHELL, 2143 Griderfield-Ladd Road, Pine Bluff, AR 71601
- (3)+MS. JOY WALLACE, 541 Glen Arbor, Dallas, TX 75241

III. TRUSTEES OF HISTORICAL FOUNDATION**(Members whose terms expire in 2011)**

- (1)+MS. EDNA BARNETT, 7 Breezewood Cove, Jackson, TN 38305
- (3)MS. GWEN McREYNOLDS, 425 Henderson Road, Jackson, TN 38305
- (1)+REV. RICK WHITE, 124 Towne West, Lorena, TX 76655

(Members whose terms expire in 2012)

- (2)REV. TOMMY JOBE, 807 Rockwood Drive, Nolensville, TN 37135
- (1)DR. SIDNEY L. SWINDLE, 4407 Swann Avenue, Tampa, FL 33609

(Members whose terms expire in 2013)

- (2)+MS. VANESSA BARNHILL, 819 King Street, Sturgis, KY 42459
- (2)MS. PAMELA DAVIS, 5111 County Road 7545, Lubbock, TX 79424
- (2)+MS. NAOMI KING, 3850 Millsfield Highway, Dyersburg, TN 38024
- (1)MS. MARY KATHRYN KIRKPATRICK, 149 Roberta Drive, Memphis, TN 38112
- (2)MS. SIDNEY MILTON, 287 Golden Acres Loop, Calvert City, KY 42029

IV. TRUSTEES OF MEMPHIS THEOLOGICAL SEMINARY OF THE CUMBERLAND PRESBYTERIAN CHURCH**(Members whose terms expire in 2011)**

- (2)*REV. D. TOM BELL Jr., PO Box 4286, Huntsville, AL 35815
- (1)REV. DOY DANIELS Jr., 6083 S First Street, Milan, TN 38358
- (1)MS. PAT MEEKS, 8540 Edney Ridge Drive, Cordova, TN 38016
- (1)REV. ROBERT M. SHELTON, 7128 Lakehurst Avenue, Dallas, TX 75230
- (1)*MS. NANCY VERNON, 2612 Fresno Place, Fort Smith, AR 72901
- (1)+DR. JOE WARD, 2620 Rabbit Lane, Madison, AL 35758
- (1)*MS. RUBY WHARTON, 1183 E Parkway South, Memphis, TN 38114
- (3)MRS. MARIANNA WILLIAMS, 947 Troy Avenue, Dyersburg, TN 38024

(Members whose terms expire in 2012)

- (2)*DR. DAVID BOYLE, 4750 St Elmo Street, Memphis, TN 38128
- (1)REV. KEVIN BRANTLEY, 729 Old Hodgenville Road, Greensburg, KY 42743
- (2)REV. JODY HILL, 4030 St Andrew Circle, Corinth, MS 38834
- (2)MS. JAN HOLMES, 5209 87th Street, Lubbock, TX 79424
- (1)MR. MARK MADDOX, 225 Oak Drive, Dresden, TN 38225
- (2)REV. J. CRAIG MARTINDALE, 2913 Pellas Place, Murfreesboro, TN 37127
- (1)MR. TAKAYOSHI SHIRAI, 25 Minami Kibogaoka Asahi-ku, Yokohama, Kanagawa-ken 241-0824 JAPAN
- (3)*DR. RANDOLPH MEADE WALKER, 2062 Jamie Drive, Memphis, TN 38116

(Members whose terms expire in 2013)

- (1)MR. MICHAEL R. ALLEN, 149 Windwood Circle, Alabaster, AL 35007
- (3)*DR. CARMICHAEL CRUTCHFIELD, 7 Goldmyth Cove, Jackson, TN 38305
- (1)MS. DIANE DICKSON, 24 West Rivercrest, Houston, TX 77042
- (2)*MR. HARVEY G. FERGUSON, 630 Gaines Road, Hernando, MS 38682
- (2)*MR. DAN HATZENBUEHLER, 1544 Carr Avenue, Memphis, TN 38104
- (3)*REV. EMILY MATHENY, 1509 Granville Lane, Memphis, TN 38104
- (2)MR. TIM ORR, 1591 Laura Lane, Dyersburg, TN 38024
- (2)*MRS. K.C. WARREN, 215 Buena Vista Place, Memphis, TN 38112

V. STEWARDSHIP, FOUNDATION AND BENEFITS
(Successor to the Boards of Finance, Trustees, Ministerial Relief,
Tithing and Budget, and the Commission On Educational Endowment.)

(Members whose terms expire in 2011)

- (1)MR. CHARLES DAY, 9312 Owensboro Road, Falls of Rough, KY 40119
- (1)MS. SYLVIA HALL, 930 Sherry Circle, Hixson, TN 37343
- (1)MR. JACKIE SATTERFIELD, 2303 County Road 730, Cullman, AL 35055
- (2)MRS. DEBRA SHANKS, 3997 North 100th Street, Casey, IL 62420

(Members whose terms expire in 2012)

- (2)MR. JAMES CORDUM, 1469 Gills Chapel Road, Lewisburg, TN 37091
- (1)MR. ANDREW B. FRAZIER, JR., 107 Doris Street, Camden, TN 38320
- (2)MR. ROBERT LATIMER, RR 1 Box 123, Miami, MO 65344

(Members whose terms expire in 2013)

- (2)MR. CHARLES G. FLOYD, 1617 Championship Drive, Franklin, TN 37064
- (1)MS. SUE RICE, 1301 Brooker Road, Brandon, FL 33511
- (1)MS. DEBBIE SHELTON, 1255 MG England Road, Manchester, TN 37355
- (3)REV. MICHAEL WILKINSON, 3515 Highway 14, Millbrook, AL 36054

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

- (3) Term Expires in 2011–REV. CHARLES MCCASKEY, 565 E. Tenth Street, Cookeville, TN 38501
- (1) Term Expires in 2012--REV. LOWELL RODDY, 2583 Hedgerow Lane, Clarksville, TN 37043
- (3) Term Expires in 2013–REV. PAUL COLLINS, 915 Warms Sands SE, Albuquerque, NM 87123

These three persons and the Stated Clerk represent the denomination as members of the Presbyterian Council for Chaplains and Military Personnel, 4125 Nebraska Avenue NW, Washington, DC 20016.

GENERAL ASSEMBLY COMMITTEES

I. JUDICIARY

(Members whose terms expire in 2011)

- (3)REV. JAMES F. BYRD, 1158 Cornishville Road, Harrodsburg, KY 40330
- (1)MR. WENDELL THOMAS, JR., 1200 Paradise Drive, Powell, TN 37849
- (3)REV. DWAYNE TYUS, 903 West Hickory Boulevard, Madison, TN 37115

(Members whose terms expire in 2012)

- (3)REV. HARRY CHAPMAN, 4908 El Picador Court, Rio Rancho, NM 87124
- (2)MR. CHARLES DAWSON, PO Box 904, Scottsboro, AL 35768
- (1)MS. KIMBERLY SILVUS, 1128 Madison Street, Clarksville, TN 37040

(Members whose terms expire in 2013)

- (2)REV. SHERRY LADD, 4521 Turkey Creek Road, Williamsport, TN 38487
- (1)REV. ANDY MCCLUNG, 919 Dickinson Street, Memphis, TN 38107
- (2)MS. FELICIA WALKUP, 179 Mary Anne Lane, Manchester, TN 37355

II. JOINT COMMITTEE ON AMENDMENTS

The committee consists of five members of the Judiciary Committee of the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church.

III. NOMINATING

(Members whose terms expire in 2011)

- (1)MS. ELIZABETH ADEN, 404 Yates Street, Mt Vernon, TX 75457
- (1)MR. BUDDY HARRIS, 507 Louisiana Avenue, Stevenson, AL 35772
- (1)REV. AARON MCMILLAN, 8600 Academy NE, Albuquerque, NM 87111
- (1)REV. RICH SHUGERT, 5208 Bellis Drive, Fort Worth, TX 76244

(Members whose terms expire in 2012)

- (1)REV. ANN HOLLEY, PO Box 345, Lockesburg, AR 71846 (resigned)
- (1)MS. KATHY WOOD-DOBBINS, 5716 Quest Ridge Road, Franklin, TN 37064

(Members whose terms expire in 2013)

- (1)REV. J. DON CLARK, 1601 Lake Ridge Circle, Birmingham, AL 35216
- (1)MS. DEWANA LATIMER, 1012 Junior Jones Road, Humboldt, TN 38343
- (1)MS. DIANN PHELPS, 4743 Happy Hollow Road, Hawesville, KY 42348
- (1)REV. LYON WALKUP, 225 Bertha Owens Road, Morrison, TN 37357

IV. OUR UNITED OUTREACH COMMITTEE

(Members whose terms expire in 2011)

- (1)MS. SHARON RESCH, PO Box 383, Dongola, IL 62926
- (1)REV. WILLIAM RUSTENHAVEN III, PO Box 1303, Marshall, TX 75671

(Members whose terms expire in 2012)

- (1)MS. LYNNE LIVELY, 906 Lyle Circle, Greeneville, TN 37745
- (1)REV. TIMOTHY SMITH, 712 Morningside Drive, Fayetteville, TN 37334

(Members whose terms expire in 2013)

- (2)MR. RON D. GARDNER, 8668 Wood Mills Drive W, Cordova, TN 38016

V. PLACE OF MEETING

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

VI. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

(Members whose terms expire in 2011)

- (1)+REV. EDWARD ANDERSON, 142 Andover Lane, Huntsville, AL 35911
- (2)+REV. JACKIE LANG, 904 35th Avenue, Tuscaloosa, AL 35401
- (3)REV. STEVE MOSLEY, 1200 North Arkansas, Russellville, AR 72801
- (1)+REV. NOVALENE SITGRAVES, 3345 Grand Avenue, Louisville, KY 40211
- +REV. BILLY TRIBBLE, 1202 South Eveside Avenue, Henderson, TX 75654
- (2)MR. JOHN WILSON, c/o Tusculum Church, 3705 A Ferndale Avenue, Nashville, TN 37215

(Members whose terms expire in 2012)

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

(Members whose terms expire in 2013)

- (2)MS. LEZLIE P. DANIEL, 13023 Taylorcrest Road, Houston, TX 77079
- (1)+SISTER JIMMIE DODD, c/o Mt. Tabor CPCA, 1798 Campbell Street, Jackson, TN 38301
- (1)REV. BYRON FORESTER, 2376 Eastwood Place, Memphis, TN 38112
- (2)REV. JANICE OVERTON, 3320 Pipeline Road, Birmingham, AL 35243
- (1)+DR. CHARLES E. REESE, 2903 Grand Avenue, Dallas, TX 79215
- (1)+ELDER JOY WALLACE, 541 Glen Arbor, Dallas, TX 75240
- President of Memphis Theological Seminary - Ex-officio Member

OTHER DENOMINATIONAL PERSONNEL

REPRESENTATIVES TO:

American Bible Society: REV. MICHAEL SHARPE, 8207 Traditional Place, Cordova, TN 38016

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

STATED CLERK MICHAEL SHARPE, 8207 Traditional Place, Cordova, TN 38016

(Member whose terms expire in 2011)

- (1)MS. LAURIE SHARPE, 3423 Summerdale Drive, Bartlett, TN 38133

THE REPORT OF THE MODERATOR

S/E

I still feel honored at being elected moderator of the General Assembly of our church for the 2010-2011 period. I appreciate the support of Beth, my wife, Sam Suddarth, past moderator, Mike Sharpe, new Stated Clerk of the Assembly and Harry Chapman, the vice moderator, who replaced me in a number of meetings. I would like to state here that Beth and I have appreciated the support we have received from our church family all through the 48 years we are completing this year on the mission field.

Due to distance and family health problems, my on site presence was limited in meetings with churches and presbyteries, but I have made a serious effort to pray for them and for our denomination as a whole. In fact my prayer support was probably worth more than anything else. I am deeply concerned about our church and our future. Although this is a concern shared by some it should be shared by all, believing that God is going to give light for our future.

During the year I have visited a number of churches and presbyteries in the United States and Colombia. Also, I attended two meetings of the Ministry Council. Beth and I had the opportunity to participate in two church events by oovoo. I had to cancel a visit to Brazil and it was not feasible to go to the far East. Actually, my interest is more in the local churches than the presbyteries. It is at the local level that Church growth and ministry take place. We need more strong churches as just a glance at the Yearbook statistics reveals. This means strong committed pastors and leaders. This year of the clergy is a good time for us pastors and missionaries to reconsider our calling and obedience to that call in the light of God's purpose for the church.

RECOMMENDATION 1: Now that Mark Davis makes updates on the sick and dying, we have the opportunities to pray daily for current situations. I would encourage Mark to extend the updates to include more urgent concerns that we can pray for.

RECOMMENDATION 2: General Assembly approved last year the use of audio visual equipment in our church courts and this is being done. (For example, two candidates for the ministry from the Philipines were recieved by the Presbytery of East Tennessee via oovoo.) This should be encouraged more and insisted on by members of presbyterial, synodical and denominational agencies in the light of travel, time and serious stewardship concerns for the Lord's money.

RECOMMENDATION 3: Overseas delegates to General Assembly have a unique opportunity to , visit our churches and promote the global church. But most have very little space and time to do so. Bob Watkins and Lynn Thomas have tried to remedy this situation and others have helped. I recommend that the General Assembly planning committee consider ways that these delegates can have opportunities to visit area churches and sites after the assemblies.

RECOMMENDATION 4: As we consider another period of evangelism in our churches, we need to support those new overseas missions that want to evangelize but lack basic resources to do so. The Missions Ministry Team can provide places and needs.

Moderator Boyce Wallace

THE REPORT OF THE STATED CLERK

S/E

I. THE OFFICE OF THE STATED CLERK

The Stated Clerk was elected in June, 2010 and officially assumed the responsibilities of the office on October 15. The period of time between June and October was spent learning the duties of the office and working with the Stated Clerk, Robert D. Rush, who retired from the office on September 30, 2010. The Stated Clerk is grateful to Robert D. Rush who was extremely helpful in effecting the transition.

The Constitution, the Rules of Discipline, the Rules of Order, and the General Assembly Bylaws list the many responsibilities for the person who holds the position of Stated Clerk, the primary task is to maintain and strengthen a united witness for the Church. The Stated Clerk shall also generally supervise and control the business affairs of the Corporation, and see that all directives of the General Assembly are implemented.

The Stated Clerk is grateful to the Church for calling him to serve in this position and appreciates the support of the Church for the Office and for the person who holds this position.

II. STAFF

Ms. Elizabeth Vaughn serves as the Assistant to the Stated Clerk, which requires that she maintain accurate records of ministers, probationers, congregations, record income and expenses and to authorize payment of all items in the Office of the General Assembly budget. The Church is indebted to Ms. Vaughn for her dedicated service to the Church. Ms. Vaughn has also been invaluable during the period of transition in the Clerk's office.

Dr. Tommy Craig is to be commended for his work in keeping accurate minutes, and his work with committees at each General Assembly.

III. ECUMENICAL RELATIOSHIPS

The Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church have one heritage, one Confession of Faith and share in several co-operative relationships such as the Historical Foundation, the United Board of Christian Discipleship, youth ministry, Unified Committee on Theology and Social Concerns. The Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church also participate with other Reformed bodies in ministry. Although working through partnerships, the witness of the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church would be greatly enhanced through a union of the two denominations.

The Cumberland Presbyterian Church has always been involved in ecumenical relationships, the oldest of which is the American Bible Society. The American Bible Society seeks to make scriptures available to every person in his/her language. Support for the American Bible Society helps to fulfill this purpose. In order to be able to reach more persons, the American Bible Society works with other Bible societies, some local and some international. The Bible can and does change human lives.

The World Alliance of Reformed Churches and the Reformed Ecumenical Council merged into the World Communion of Reformed Churches, June 18-28, 2010. The World Communion of Reformed Churches represents approximately eighty million members of two hundred thirty Denominations from one hundred seven countries, including Reformed, Congregationalists, Presbyterian and United Churches. Ms. Laurie Sharpe and Dr. Robert D. Rush represented the denomination at the uniting council. Rev. Mike Sharpe, newly elected Stated Clerk also attended as an observer.

Through co-operative ministries, chaplains for the military and veteran's hospitals are endorsed, migrant workers and persons in Appalachia are served, and missionaries are sent into a variety of countries. Through ecumenical partnerships disaster relief funds are distributed. Through working co-operatively church school and camping materials are developed. Habitat for Humanity enables many persons throughout the world to secure better housing. The Cumberland Presbyterian witness is more effective through participation with other Christians in these and various other ministries.

IV. CONSTITUTIONAL AMENDMENTS

J

The 180th General Assembly submitted to the presbyteries the following Constitutional Amendments:

9.2a Delete 1,250 and insert 1,000 making the amendment to read “*A presbytery having an active membership (including ordained clergy) of 1-1000 shall be entitled to send one minister and one elder;*”

9.2 b Delete 1251-2500, and insert 1001-2000 making the amendment to read, “*A presbytery having an active membership (including ordained clergy) of 1,001 to 2,000 shall be entitled to send two ministers and two elders.*”

In order for a Constitutional Amendment to be referred to the presbyteries three fourths of the General Assembly must approve the amendment, “provided that there is present and voting not less than 75% of the full membership of the assembly based on the complete representation of the presbyteries”. (Constitution 11.2) The Constitution 11.3, 11.4a, b affirms that an amendment is approved if three fourths of the presbyteries vote affirmatively within a year after the amendment is submitted to the presbyteries. It is not necessary to record the number of affirmative and negative votes within a presbytery as a simple majority vote either approves or denies a Constitutional Amendment within a particular presbytery.

The following presbyteries voted in the affirmative: Andes, Arkansas, Choctaw, Columbia, Covenant, Cumberland, East Tennessee, Hong Kong, Hope, Japan, Missouri, Murfreesboro, Nashville, Red River, Robert Donnell, Tennessee-Georgia, Trinity, and West Tennessee.

The following presbytery voted in the negative: del Cristo.

The following presbyteries did not report: Cauca Valley, Cullman, Grace, North Central.

RECOMMENDATION 1: That the 181st General Assembly declare that the Constitutional Amendments have been approved.

V. REVIEW OF THE COVENANT RELATIONSHIP WITH BETHEL UNIVERSITY

HE

The 171st General Assembly adopted a covenant relationship with Bethel University. The relationship requires that the General Assembly and the Trustees of Bethel University are to name a committee to review the relationship every five years. In order to reaffirm the relationship and to make any desirable changes, it will be necessary for the General Assembly to name persons to work with persons designated by the Board of Trustees of Bethel University and to report to the 182nd General Assembly through the Office of the Stated Clerk.

RECOMMENDATION 2: That the General Assembly and the Board of Trustees of Bethel University each name five persons to review the covenant relationship and to report to the 182nd General Assembly.

VI. THE CORPORATE BOARD

In the called meeting in December 2007, the General Assembly elected a new board of directors for the General Assembly Incorporation. With the merging of program boards into the Ministry Council, trust funds would become more vulnerable in the event the corporation was sued. The General Assembly Bylaws, Article 5 outlines the responsibilities for the Corporate Board.

The board has met twice this past year. Actions include: reviewed and approved the proposed budgets for 2011 and 2012 for the Office of the General; approved the 2010 and 2011 housing allowance for the stated clerk, amended the Office of the General Assembly Personnel Manual; reviewed the current status of loans.

As of March 31, 2011 the indebtedness is:

New Buildings	\$238,257.70
Maintenance debt on Union Avenue	\$226,113.52
Touch the Future	\$ 45,934.74
Organizational Task Force	\$132,652.28

The Shared Services budget for the operation of the Center includes \$54,000 to pay on the maintenance debt for the Union Avenue Property. \$168,493 per year is being paid on the Touch the Future Debt, which will be paid in full at the end of August 2011. Various individuals, congregations, and presbyteries continue to make contributions on the building debt enabling the Office of the General Assembly to make monthly payments, although a definite amount is not currently designated for note payment. The Church is to be commended for the response in giving to the new buildings, and is encouraged to continue to give liberally to pay off the buildings this year. No payments have been made on the Organizational Task Force Debt, however, regular payments will be made begin on this debt, once the Touch the Future Loan is paid in full. All monies are borrowed from the Board of Stewardship, Foundation and Benefits instead of commercial lenders.

VII. MINUTES OF THE GENERAL ASSEMBLY

The 179th General Assembly voted to make the minutes available on a CD, which resulted in a cost saving of over \$6,000 over printing minutes and mailing them to persons requesting them. The Stated Clerk is aware that not all persons desiring minutes may have access to a computer and that it will take longer to find information on a disc than in a printed copy. It is permissible to download and print a copy of the minutes from the website (www.cumberland.org/gao). The resource center also prints and sells a few copies of the General Assembly Minutes each year. For information contact Matthew Gore, mhg@cumberland.org.

VIII. COMMITTEES AT GENERAL ASSEMBLY

The General Assembly has renamed committees many different times. The most recent amendment to Bylaw 11.01 states that the General Assembly will have the following committees: Children's Home/Historical Foundation, Higher Education, Judiciary, Stewardship/Elected Officers, Theology/Social Concerns, Chaplains/Missions/Pastoral Development Committee and Ministry Council/Communication/Discipleship Committee.

IX. ENDORSEMENT FOR MODERATOR

The Reverend Don Tabor, Nashville Presbytery, has been endorsed as Moderator of the 181st General Assembly.

X. STATISTICAL INFORMATION

The annual congregational report forms are mailed to the session clerk on December 1, and due in the office of the Stated Clerk of the Presbytery on February 1, and all reports are to be in the Office of the General Assembly by February 10. Each year printing the yearbook is delayed due to congregations and Stated Clerks of presbyteries being tardy in sending reports.

In 2010 one hundred and five (105) congregations failed to report, thus statistics are inaccurate. The statistics for a non-reporting congregation may be several years old, but it is the latest information available. The General Assembly Office is working to shorten and simplify the reporting process. Efforts continue to further simplify online reporting for those able to utilize the technology. Hard copies of the report forms will still be made available for those congregations who do not have access to the internet.

The 178th and 179th General Assembly directed "that each presbytery request that its Board of Missions or similar agency, as they minister to the needs of the churches within their presbyteries, remind the churches that it is important that they submit annual reports which are part of our history and offer assistance when needed in preparation of these reports." If a congregation fails to receive a report, a duplicate can be requested from the Office of the General Assembly or one may be printed from the web site (www.cumberland.org), clicking on the Office of the General Assembly, and going to the section on congregational reports, which are listed by presbyteries.

XII. CONTINGENCY FUND

Summary of 2010 Activity

Balance Forward 1/1/10	\$ 24,085.80
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Income:

Our United Outreach	\$12,320.12	
Interest	<u>714.75</u>	

	<u>13,034.87</u>	
	\$37,120.67	

Expenditures:

General Assembly Office - 2010 Planning Committee	\$ 2,486.31
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Balance 12/31/10	**\$ 34,634.36
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<u>**Restricted</u>	\$ 4,281.16	In Priority Goals Programming \$9,000 was designated for the Pastoral Development Ministry Team. (Beg. Bal. \$9,000 less \$4,718.84 spent to do workshops for presbyterial committees on ministry.)
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	4,455.44	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 2003. In 2007, \$4,500 was put back in the general fund. The current balance was designated by the 178th General Assembly to print the Catechism in the various languages represented in the church. Less \$400 spent in 2009.)
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	1,000.00	Pastoral Development Ministry Team (Approved 1/03 - Beg. Bal. \$15,000 less \$9,866.53 used for Ordination Task Force. The Commission requests that only \$1,000 be kept in reserve.)
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	<u>301.14</u>	2010 Program Planning Committee (Approved 6/06 - Beg. Bal. \$20,000 less \$1,638.79, \$714.14 spent in 2006, \$6,323.12 spent in 2007, \$3,780.60 spent in 2008 and \$4,750.90 spent in 2009 and \$2,486.31 spent in 2010.)
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\$10,037.74

****Unrestricted: \$24,596.62 12/31/10**

\$34,634.36

Respectfully submitted,
Michael G. Sharpe, Stated Clerk

THE REPORT OF THE MINISTRY COUNCIL

MC/ C/D

To To the 181st General Assembly of the Cumberland Presbyterian Church in session in Springfield, Missouri, June 20-24, 2011.

I. MINISTRY COUNCIL

Edith Busbee Old, Director of Ministries

A. INTRODUCTION

1. OUR HISTORY

The 176th General Assembly formed an Organizational Task Force to evaluate, with the guidance of an outside consultant firm, how the denominational organization and structure worked together; to recommend needed changes to the organization and/or structures as revealed through the evaluation process; to discern new and innovative ways to meet priority goals; and to improve the total ministry for the Church of the future.

The Task Force reported to the 177th General Assembly, concluding that a major part of the organizational dysfunction of the denominational structure had roots in the semi-autonomous board structure as it existed at that time. Program boards and their employees often functioned in a parallel manner that hampered cooperative/collaborative efforts and encouraged competing agendas. The Task Force report included recommendations regarding a single governing board for all programming agencies. The General Assembly adopted the concept with some changes, approving a plan to dissolve the Board of Missions, the Board of Christian Education, the Board of Publications, and the Commission on the Ministry and combine them in a single board, the Ministry Council.

The Task Force report and the actions of General Assembly were more conceptual than procedural, requiring that many of the initial meetings of the Ministry Council be spent in developing a process for making the necessary changes. The first Ministry Council meeting was held in August 2007, and we have at present met a total of 15 times.

2. OUR CORPORATE MODEL

The following corporate model was adopted by the General Assembly, and is supported in the Bylaws of the Ministry Council.

a. Ministry Council Members include fifteen individuals elected by the General Assembly, and three Youth Advisory members, plus the Stated Clerk, Moderator and immediate Past Moderator of the General Assembly as Advisory Members. The Director of Ministries is also a member of the Council.

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 manner. The Ministry Council is accountable to the General Assembly.

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

c. The Global Ministry Leadership Team (GMLT) is made up of the Director of Ministries and the Ministry Team Leaders. This body works together to interpret the vision/ mission of the church to the Ministry Teams, coordinating the ministries in a unified, collaborative manner.

d. The Ministry Council Teams are: Communications Ministry Team, Discipleship Ministry Team, Missions Ministry Team, and Pastoral Development Ministry Team.

Teams are made up of both Staff Team Members and Elected Team Members. **Staff Team Members** are employees of the Ministry Council; **Elected Team Members** are elected by the Ministry Council, as dictated by the corporate model adopted by the General Assembly. The Ministry Teams provide planning and implementation of the programs of the Church. Ministry Teams report to the Ministry Council.

3. OUR CHALLENGES

a. Gaining an understanding of our role: Early on, meetings revolved around grasping a vision of what our restructured organization needed to be and how it would work. We met with Board executives and staff to get feedback and gain a clearer understanding of how they worked. We met with legal counsel regarding how to proceed in the necessary steps to make a single programming board reality. For a period

of time after the Ministry Council was formed, the General Assembly Council continued to meet and work, because the shift of authority was incomplete.

b. Delay in mergers: In meeting with legal counsel, it became obvious that Boards could not simply be instructed to dissolve. In order to balance the requirements of civil law related to incorporated bodies with requirements of ecclesiastical law and to protect the assets of the boards, it was necessary to proceed with mergers rather than dissolutions. The mergers involved a long legal process outside our control. The mergers were not finalized until April 3, 2009. (19 months after the first Ministry Council meeting)

c. Ongoing work: It was crucial for current Boards to continue to function until a plan was in place for merging the work of the Teams. While the Ministry Council has responsibility for reviewing and assessing programs, we did not want to eliminate any current programs until we were able to get a feedback on their effectiveness.

d. Resistance to change: A major obstacle has been reluctance on the part of individuals and Boards to change from old ways of conducting programs and interacting to a new unified approach. This reluctance was born of the great sense of ownership and responsibility that comes from having worked for the denomination as staff members or board members for years, and even decades. We do not wish to disregard the value of those years of experience, but sometimes we have been required to press for change. For instance, because of confusion and reluctance about changing terminology from “Boards” to “Teams,” we were compelled to direct all Ministry Teams to begin using the new terminology upon occupation of the new Center Buildings in August 2008.

e. Financial issues: At the outset, the Ministry Council was assigned work, but no budget. In addition, the \$100,000 cost of the Organizational Task Force was assigned to the Ministry Council; and the current balance is \$34,764.27. The Ministry Teams are all supported by Our United Outreach, which has experienced many years of shortfall. Financial concerns were exacerbated by an accounting system that did not allow updated reports. For example, in August 2009, the most current “closed month” of accounting was November 2008. This was “normal” for many years preceding the formation of the Ministry Council.

f. Attrition: At present, only seven of the original 22 members remain on the Ministry Council, and with this General Assembly that number will be reduced to five. Reasons for attrition include: 1) some of the members chose not to accept re-nomination when their terms expired; 2) some resigned due to family or job obligations; 3) others lost the privilege of serving because they relocated to another synod (per General Assembly Bylaws 10.02.03 “if a person elected to serve on a denominational entity where residence in a particular synod is a qualification for election shall move to another synod while in office, the term to which he or she was elected shall terminate at the close of the next meeting of the General Assembly”); 4) Youth Advisory Members rotated off; and 5) Moderators and past Moderators serve only two years. While we have been blessed with new members who bring great gifts and enthusiasm, we are none the less diminished by the loss of consistency in membership. We conduct orientation sessions to help new members understand our work, but it is almost impossible to convey the broad scope of what we have done and are doing in the period of an orientation session.

In addition, all within the first three years, we have experienced the retirements of two Team Leaders, and the resignations of two others, as well as the retirement of the Stated Clerk. Filling these positions was the responsibility of the Ministry Council; and it took much time to carry out these responsibilities appropriately. All these changes affect us as we continue to develop relationships with the Ministry Teams.

4. OUR ACCOMPLISHMENTS

It is important to start by acknowledging that without the support of the Ministry Teams, our list of accomplishments would be short indeed. We are also grateful to the Center Agencies with whom we work as part of the Central Interagency Team, and to the Institutions outside the Center with whom we have done cooperative work. We appreciate and benefit from the skillful leadership provided by our Director, Edith Busbee Old.

Below is a chronological summary of some major items we wish to note.

a. Established the practice of providing a Summary of Actions of each of our meetings via The Cumberland Presbyterian Magazine, CP Updates, The Missionary Messenger, and to Presbyterian Clerks for inclusion in Preliminary Minutes. Arranged for translation of the Summary in Spanish, Japanese, Korean, and Cantonese.

b. Developed appropriate recommendations regarding the process of merger of the programming boards into the Ministry Council and saw the process through.

c. Wrote a job description for the Director of Ministries, conducted a search, and hired Edith

Gholson to fill the position.

- d.** Assumed the duties of the General Assembly Council effective February 1, 2008.
- e.** Wrote and approved Bylaws of the Ministry Council.
- f.** Recommended that the General Assembly add General Regulation B.5.d. to read: “The Committee on Nominations shall be intentional in nominating persons who represent the Global nature of the Church.”
- g.** Developed a plan for Center phones to be answered by a receptionist rather than an answering machine.
- h.** Cooperated with all agencies receiving OUO funding to recommend the formation of a new permanent Our United Outreach Committee that reports to the General Assembly.
- i.** Clarified responsibilities of Elected Team Members, and participated in retreats and joint meetings with Ministry Teams to address challenges of the Council and Teams, strengthen relationships, and re-imagine ministries.
- j.** Approved travel by the Director of Ministries to both Asia and South America to visit with Cumberland Presbyterians in Japan, Cambodia, Hong Kong, Laos, and Colombia.
- k.** Worked collaboratively with all Center agencies to implement Microsoft Office and other technology updates so that all Center offices would function on common software with a common communication system. The Ministry Council led the effort for Center agencies to implement Raiser’s Edge software, resulting in a much improved database management system. Resources were invested in “cleaning up” multiple databases, formerly viewed as belonging to individual program boards; decades of errors and duplications were purged, resulting in a more robust database.
- l.** As part of CIT, hired Dan Scherf as Accounting Supervisor and implemented Financial Edge accounting software that have facilitated increasingly accurate and timely financial reports of all Center Agencies and the Denomination.
- m.** Developed a Personnel Manual for Ministry Council employees.
- n.** Hired Mark J. Davis, Communications Ministry Team Leader, and Milton L. Ortiz, Pastoral Development Ministry Team Leader.
- o.** Adopted a new logo design to represent the Ministry Council.
- p.** As directed, upon the resignation/retirement of the Stated Clerk, conducted a search and presented a nominee for Stated Clerk to General Assembly in June 2010. (This process has been changed upon recommendation from the Ministry Council.)
- q.** Made difficult decisions related to insurance for employees of the Ministry Council, adopting a 4-year plan to incrementally require employees to pay for premiums for dependents. (To date in 2011, 8.33% of the Ministry Council budget has gone to healthcare, with a projection of 8.98% for the remainder of the year. The Ministry Council budget that has been submitted to General Assembly reflects 9.3% of the budget will be required to pay for healthcare.)
- r.** Adopted a Covenant for Ministry Council Members that recognizes a call to serve and covenants a high level of commitment to responsibilities and each member signs.
- s.** Updated job description for Missions Ministry Team Leader, conducted a search and filled the position.
- t.** Approved Pastoral Development Ministry Team plans for “The Year of the Clergy” as outlined in a memorial approved by General Assembly.
- u.** Empowered the Missions Ministry Team to select a committee to develop a ten-year evangelism plan, and appointed an elected Ministry Council Member to serve on the committee.
- v.** Took action to develop new Ministry Council web pages (with contracted assistance), to be ready by June 2011.
- w.** Participated in a free IKON Document Efficiency Workflow Analysis Project.
- x.** Currently reviewing vacant positions in Missions Ministry Team and Discipleship Ministry Team in order to reflect on the needs and update job descriptions before filling positions.
- y.** Realigned responsibilities of some staff positions to make better use of human and financial resources.
- z.** Established a new part-time position, Missions and Ministry Council Fund Development Facilitator.
- aa.** Created a Unified Publications Task Force to evaluate and bring recommendations regarding the creation of a single source unified publication to represent the denomination, in order to improve both stewardship and functionality. The target date for final report is January 2012.
- bb.** Asked Ministry Team Leaders to provide information about endowments 1) which could be combined for greater earnings/greater funds available for ministries; 2) which could be earmarked for

programs or ministries that are no longer active; 3) which could be utilized for other ministries within the scope of the Ministry Council; and 4) any endowments that are not program specific but are directed to a general area of ministry.

cc. Reviewed General Assembly priority goals in the January 2011 meeting through small group breakout sessions which included Ministry Council and Ministry Team members. These three goals were recommended by the General Assembly Council, intended to last 10 years, and established in 1995 by the General Assembly. Other areas needing attention within the scope of the Ministry Council discussed the re-imagining and visioning efforts of these small groups in the April 2011 meeting and referred appropriate items to the Global Ministry Leadership Team and Ministry Teams for further work.

This list is by no means a complete record of our actions, but does give an overview of the direction our efforts have taken. We are pleased to include information about exciting initiatives from specific Ministry Teams within the body of our report. We ask that the Church remain in prayer for the work of the Ministry Teams and for the Ministry Council as we continue to pursue God's will in our work.

5. OUR REPORT

Each Ministry Team submitted a report to the Ministry Council with information to be included in this report to General Assembly. The Ministry Teams' information and appropriate Recommendations from the Ministry Council are included in this report in the following order: II. Communications Ministry Team; III. Discipleship Ministry Team; IV. Missions Ministry Team; and V. Pastoral Development Ministry Team.

B. GENERAL INFORMATION

1. ORGANIZATION AND MEETINGS

The Ministry Council elected Chairperson Jill Carr, First Vice Chairperson Reverend Rickey Page, Second Vice Chairperson Reverend Carlton Harper, Secretary Elizabeth Horsley, and Assistant Secretary Gwen Roddye to direct the work of the Council.

The Ministry Council unanimously agreed to create the office of Assistant Secretary and established that the person serving as the Assistant Secretary of the corporation shall be authorized to assist the Secretary in performing the duties incident to the office of Secretary and to perform duties of the Secretary during the absence or disability or refusal of the Secretary, or in case of a vacancy in the office of the Secretary. No Bylaws change was required.

The Council met four times in regular session since the 180th General Assembly. Meetings included: a) a regular meeting at the Center in August, 2010, with Orientation for new members prior to the meeting; (b) a concurrent meeting with Ministry Teams at Cumberland Presbyterian Church, Germantown, Tennessee, in October, 2010; (c) a joint meeting with Ministry Teams at Faith Church in Bartlett, Tennessee, in January, 2011; and (d) a regular session at the Center in April, 2011.

The Ministry Council Covenant is signed annually by each member, acknowledging that serving on the Ministry Council is a Call to serve God through service in the church. The Covenant outlines expectations for Council Members to actively exercise good stewardship of that call. Within the last year, each member of the Ministry Council completed a self-evaluation, extending them the opportunity to reflect on their contributions to the work of the Council.

Ministry Council members rotating off have the opportunity to complete a final evaluation. The information collected is used to enhance the work of the Ministry Council.

2. MINISTRY COUNCIL MEMBERS AND THOSE WHOSE TERMS EXPIRE

Members whose terms expire in 2011

- (1)Ms. Karen Breeding, Murfreesboro Presbytery, Tennessee Synod
- (1)Ms. Mandy Clark, Grace Presbytery, Synod of the Southeast
- (1)Rev. Michele Gentry De Correal, Andes Presbytery, Mission Synod
- (2)Rev. Iwao Satoh, Covenant Presbytery, Synod of the Midwest
- (2)Mr. Roy Shanks, North Central Presbytery, Synod of the Midwest

Members whose terms expire in 2012

- (2)Rev. Carlton Harper, Tennessee-Georgia Presbytery, Synod of the Southeast
- (2)Rev. Rickey Page, Nashville Presbytery, Tennessee Synod (**resigned**)
- (1)Ms. Toni Prosser, West Tennessee Presbytery, Synod of Great Rivers
- (1)Rev. Lisa Scott, Missouri Presbytery, Synod of Great Rivers
- (1)Rev. John Shoulta, Covenant Presbytery, Synod of the Midwest (**resigned**)

Members whose terms expire in 2013

- (2)Ms. Jill Carr, Missouri Presbytery, Synod of Great Rivers
- (1)Rev. Troy Green, Nashville Presbytery, Tennessee Synod
- (2)Ms. Elizabeth Horsley, Red River Presbytery, Mission Synod
- (2)Ms. Gwen Roddye, Presbytery of East Tennessee, Synod of the Southeast
- (2)Rev. Sam Romines, Cumberland Presbytery, Synod of the Midwest

Youth Advisory Members

- Ms. Emma Shoaf, West Tennessee Presbytery, Synod of Great Rivers **(Term Expires In 2011)**
- Mr. Ricky Kirby, West Tennessee Presbytery, Synod of Great Rivers **(Term Expires In 2012)**
- Ms. Madison Rush, Nashville Presbytery, Tennessee Synod **(Term Expires In 2013)**

Advisory Members

- Rev. Michael Sharpe, Red River Presbytery, Mission Synod
- Mr. Sam Suddarth, Columbia Presbytery, Tennessee Synod
- Rev. Boyce Wallace, Cauca Valley Presbytery, Mission Synod

The terms of Karen Breeding, Mandy Clark and Sam Suddarth expire in 2011; Ms. Breeding and Ms. Clark are eligible for re-election. Ms. Breeding has opted not to serve a second term. The term of Reverend Iwao Satoh expires in 2011; but since he moved to a different synod, he is not eligible for re-election. The Youth Advisory Member term of Emma Shoaf expires in 2011, and she is not eligible for re-election. Reverend Rickey Page and Reverend John Shoulta, both whose terms expire in 2012, have resigned.

The Council expresses appreciation to Reverend Rickey Page, Reverend John Shoulta and Ms. Karen Breeding for their contributions to the work of the Ministry Council. The Council expresses sincere appreciation to Sam Suddarth for his leadership and participation as a Ministry Council Advisory Member during his two years as Moderator and Past-Moderator of the General Assembly. The Council also expresses our appreciation to Reverend Harry Chapman, Vice-Moderator of the General Assembly. Reverend Chapman attended two Ministry Council meetings this year for Moderator Reverend Boyce Wallace.

3. MINISTRY TEAM ELECTED TEAM MEMBERS

The Ministry Council, not the General Assembly, is responsible for electing the Team Members for each Ministry Team. Current guidelines for electing Team Members were followed for 2011, but the guidelines will be reviewed and possibly changed in the future. In April 2011, future Elected Team Members were recommended by the Ministry Teams and elected by the Ministry Council to terms beginning after General Assembly. Newly Elected Team Members are listed in the individual Ministry Team sections of this report.

4. COUNCIL REPRESENTATIVES TO 180th GENERAL ASSEMBLY

Jill Carr will be the Council's representative to the 181st General Assembly and Reverend Sam Romines will be the alternate. In 2010, the Council decided that the representative needs another member present to assist with questions and information and elected Mrs. Elizabeth Horsley to fill that position. Ms. Horsley has served in this capacity for several years, and the Council expresses appreciation to her for sharing her wisdom and expertise in this capacity. Director of Ministries Edith B. Old will also attend General Assembly.

5. MINISTRY COUNCIL STAFF

During the 180th General Assembly, Missions Ministry Team Leader Reverend Michael G. Sharpe was elected to Stated Clerk, replacing Reverend Robert D. Rush who was retiring. Reverend Sharpe began his new position in October, 2010. That same time, a new Missions Ministry Team Leader joined the staff: Reverend George Estes.

The Council expresses appreciation to Reverend Sharpe for his work as Missions Ministry Team Leader through September 2010.

The Council expresses appreciation to Reverend Frank D. Ward for his work as Discipleship Ministry Team Leader. Reverend Ward retired in December, 2010, following 37 years with the (then) Board of Christian Education that became the Discipleship Ministry Team.

THE MINISTRY COUNCIL STAFF ROSTER

Ministry Council Administration

Edith Gholson, Director of Ministries, was married on March 20, 2011, and her new name is Edith Busbee Old.

Megan Brown Warren, Executive Assistant to the Director of Ministries, began work for the Ministry Council on January 11 and is a graduate of Old Dominion University in Virginia.

Communications Ministry Team

Mark Davis, Team Leader

Discipleship Ministry Team

Reverend Frank D. Ward, Team Leader, retired December 31, 2010. The Ministry Council recognized that there is an opportunity to evaluate current staff skills and to consider future programming in terms of different staffing. As a result the Team Leader position is vacant while the evaluation is taking place and DMT staff take on new responsibilities.

Reverend Elinor Swindle Brown, Stewardship education, Our United Outreach promotion and Adult Christian Education;

Matthew Gore, Management, Promotion, and Distribution of Cumberland Presbyterian resources;

Susan Groce, Youth and Young Adult Education;

Cindy Martin, Children and Family Education and editing and production of resources;

Christine Tyler, Administrative Assistant.

Missions Ministry Team

Reverend George Estes, Missions Ministry Team Leader (October-Current); Evangelism and Church Development, prior to October, 2010 (Cordova, Tennessee, office);

Melody Collins, Office Assistant (Cordova, Tennessee, office);

Reverend Pam Phillips-Burk, Congregational Ministries-Women's Ministry (Huntsville, Alabama, office);

Joyce Reeves, Secretary (Cordova, Tennessee, office);

Marjorie Shannon, Administration and Finance (Cordova, Tennessee, office);

Sowgand Sheikholeslami, Communications and Publications (Cordova, Tennessee, office);

Reverend Lynn Thomas, Cross-Culture Ministry (Birmingham, Alabama, office);

Reverend Robert Watkins, Global Missions (Somerset, Kentucky, office).

Pastoral Development Ministry Team

Reverend Milton Ortiz, Team Leader

6. STAFFING

The Ministry Council continues to address needs identified by the Organizational Task Force, among them, how to ensure better use of human resources. During the past two years, performance reviews have become opportunities for coaching and involve the staff at a greater level; written self-evaluations with the supervisor's evaluation provide a more comprehensive review. In 2010, Team Leaders were tasked with reviewing current staff job descriptions and when appropriate, making revisions. Implementation of new computer software has made many processes more efficient throughout the center, and the change in the structure of the church almost four years ago has provided the opportunity to share human resources and equipment in a better way. Less time is required for a number of formerly labor intensive tasks, freeing staff to do more outreach. Staff members completed "desk audits," a new experience for all but two staff with experience in the corporate arena, providing data that illustrates the time and resources required to successfully complete team goals. In January 2011, the Ministry Council unanimously moved forward with staffing changes to chip away at barriers that existed between former boards. Skill sets and staff expertise are now being shared more easily between and among Teams, though work remains to be done.

Staffing changes include reducing the full time Missions Ministry Team Receptionist/Secretary position to a part-time position effective June 2011. The Ministry Council created a new part-time position of Clerical Assistant to be shared equally/funded by Communications and Pastoral Development, effective June 2011, and discontinued the position of Office Assistant for the Missions Ministry Team effective June 30, 2011. Tasks such as bulk mail projects are being reviewed for greater impact and more efficient delivery. Changes will include combining multiple projects, using electronic distribution, utilizing staff from other Teams, and, if necessary, contracting with local vendors

Given the need to have graphic design as part of all Ministry Council external publications, rather

than one team; and to ensure equitable accessibility to all teams, greater attention to cost controls, and consistent images/look; the Missions Ministry Team Communications and Publications position will be moved to the Communications Ministry Team effective January 2012. In addition to providing art services, this position will coordinate printing (on demand, outsourced, etc.) of all Ministry Council/Team publications to affect measurable cost-saving measures and greater impact of deliverables.

Recognizing the importance of tradition, sensitivity to audiences and need to communicate with all the Church, the Ministry Council initiated a Unified Publications Task Force to gather input and consider ways to have a signature publication of the Cumberland Presbyterian Church that is published regularly, supported financially and editorially by the church, and that can be produced as a quality publication less expensively than the current two largest publications, The Cumberland Presbyterian magazine (2,900 subscribers) and The Missionary Messenger (distribution of more than 20,000 households).

The Ministry Council affirms the church's responsibility to be fervent in evangelism. Conversations with the MMT Leaders (former and current), pastors, church leaders, missionaries and new believers in South America and Asia affirm the need for concentrated efforts to nurture pastors and congregations and to provide education and church resources in English and in other languages. Therefore, the Ministry Council created a new part-time position of Asian Consortium/Missions and Ministry Council Fundraising Facilitator. Reverend Bob Watkins will move from a full time position as Global Ministries Director into this new part-time position in July 2011. (Reverend Watkins requested a reduction from full-time to part-time in preparation for retirement some time in the future.) Reverend Lynn Thomas will succeed Reverend Watkins as the Global Ministries Director with additional responsibility for cross culture ministry in the United States. A tangible benefit of the Ministry Council "one team approach" is the assistance by Pastoral Development Ministry Team Leader Reverend Milton Ortiz with the Cross Culture Ministry that currently falls within the purview of the Missions Ministry Team.

A constant tension is the reality that Our United Outreach (OUO) goals have not been met in the past few years, and with no increases on the horizon, result in decreased funding for ministries.

7. IDENTIFYING POTENTIAL LEADERS

The Ministry Council extends its appreciation to the Office of the General Assembly for the opportunity to provide an outline of the gifts and skills that are most useful to the MC in continuing the work set out for us by General Assembly. In preparation for meeting with the Nominating Committee in March, 2011, the Ministry Council provided a document that we believe to be helpful in identifying potential leaders, and in helping those asked to serve to have a full understanding of their commitment. "WHO THE MINISTRY COUNCIL NEEDS," the new document provided to the Nominating Committee, is attached as Appendix A.

8. GLOBAL MINISTRIES LEADERSHIP TEAM (GMLT)

The Global Ministries Leadership Team (GMLT) comprised of the Director of Ministries and the four Team Leaders meets regularly to provide opportunity for collaboration and to improve efficiencies among the Ministry Teams. Minutes from these meetings are disseminated to the Ministry Council, staff and all Elected Ministry Team Members.

9. CENTER INTER-AGENCY TEAM (CIT)

The Center Interagency Team (CIT) is responsible for efficient management of the Center property and daily operations of the four agencies based at the Center. The CIT provided leadership and oversight of several key projects related to human resources, technology and budget. The CIT meets monthly and minutes are disseminated to the boards of each of the four agencies and to the four Team Leaders. Current CIT members include Reverend Mike Sharpe (General Assembly Office), Reverend Robert Heflin (Board of Stewardship), Susan Knight Gore (Historical Foundation/Archives), and Edith B. Old (Ministry Council) as Chairperson. Decisions and actions of the CIT include:

a. Shared Expenses

The CIT oversees the budget of shared expenses, those common to all agencies at the Center. This action simplified the accounting process used in the past whereby each agency was "billed" for items such as utilities, "rent", etc. The new process has these common costs, necessary to maintaining the denominational headquarters, as a separate recipient of Our United Outreach revenue. This allows enhanced transparency as to "real cost" of daily operations. The CIT performed due diligence to reduce expenses and as a result cut some expenses by 50%.

b. Information Technology

CIT in cooperation with the Global Ministries Leadership Team (Director of Ministries and the four team leaders) and a number of subcommittees continued the implementation of RaisersEdge and FinancialEdge software with the ultimate goal of radically improving database management and financial information management. As of this writing, the database has been overhauled removing decades of duplicate and erroneous entries. Financial reports are provided on demand and have a higher level of accuracy than in the past. An Information Security Team has been formed (Benefits Coordinator Mark Duck, Communications Team Leader Mark Davis, and Matthew Gore) to review and make recommendations of measures to ensure computer security.

c. Personnel Manuals

CIT agencies have added a policy to each personnel manual that current staff will not provide letter(s) of recommendation on behalf of persons applying for Center staff positions.

d. Wish List

During monthly meetings, the CIT discusses items that are needed or that might enhance the facility. Unbudgeted items that have merit and are approved by CIT are placed on a “Wish List” that appears on the website, allowing potential match to interested donors. As a result of this effort, landscaping and kitchen items were donated.

C. ELECTED TEAM MEMBER RESPONSIBILITIES

In the 2010 Report to the General Assembly, the Ministry Council listed those areas of responsibility for non-staff team members.

Ministry Team Elected Team Member Responsibilities:

1. Elect Leadership (at least a Chairperson)
2. Attend Team Meetings—including one Spring and one Fall concurrent/joint meeting with the Ministry Council
3. Plan, prioritize, and implement the Ministry
4. Make recommendations to GMLT
5. Follow directives of the Ministry Council
6. Send a report to the Ministry Council to be included in the Council’s report to General Assembly.

Since last year, the Ministry Council has sought to further clarify those areas to assist Team Leaders, their staff and non-staff team members to have a framework wherein they may confidently and comfortably work. At the April, 2011, Ministry Council meeting, this list of responsibilities was refined and will be finalized by August, 2011.

The August meeting will include an Orientation for new Elected Team Members. Each of the Ministry Teams operates under a Covenant signed by each member, committing their work in answer to a Call.

D. BYLAWS AMENDMENT

After three officer elections, the Council decided to clarify the process before the fourth election by unanimously adopting an amendment to the Ministry Council Bylaws regarding the election of officers:

The original ARTICLE IV.B. of the Bylaws of the Ministry Council reads **“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.”**

ARTICLE IV.B. now reads: **“The officers of the Ministry Council shall be elected at the first meeting of the board following the annual meeting of the General Assembly (the “Election Meeting”) and shall hold office for a term of one year or until their successors are elected. The person holding the office of First Vice Chairperson at the time of the Election Meeting shall be nominated to the office of Chairperson when the office becomes vacant or the end of term. Any officer may be removed by the board of directors whenever in its judgment the removal would serve the best interests of the corporation.”**

Notification of this proposed change was sent out 10 days prior to the vote and was passed by the required 2/3 vote of the Ministry Council.

F. OUR UNITED OUTREACH

Reverend Carlton Harper and Director of Ministries Edith B. Old serve on the Our United Outreach Committee established by General Assembly. As did representatives from other recipient agencies, Reverend Harper and Reverend Sam Romines (substituted for Edith B. Old) presented a request for funding to the Committee. Details of that Committee's work can be found in a separate report. Elinor Swindle Brown, Discipleship Ministry Team staffmember, is responsible for Stewardship Education.

G. DIRECTIVES FROM GENERAL ASSEMBLY

1. EVANGELISM TASK FORCE

The 180th General Assembly directed that "General Assembly will move forward with an evangelism and church planting, and mission field expansion initiative by charging the Ministry Council to name a task force consisting of Ministry Team members experienced in evangelism and church planting to develop a ten-year global evangelism, missions and church planting plan, providing goals, staffing expectations and funding estimates to accomplish the initiative. The Ministry Council will present the completed proposal at the 2011 General Assembly as the decadal evangelism and church planting initiative."

The Council developed guidelines for naming a task force and the report is introduced in the Missions Ministry Team section and attached as Appendix C.

2. HANDBOOK FOR PRESBYTERIAL COMMITTEES ON THE MINISTRY OR PREPARATION FOR THE MINISTRY

The 180th General Assembly directed "That the proposed handbook be referred back to the Pastoral Development Ministry Team to clarify areas of concerns, including those listed above, and that the team bring a revised handbook before the 181st General Assembly."

The Pastoral Development Ministry Team completed the further revisions and reported in the DMT section of this report. The Handbook is attached as Appendix E.

3. YEAR OF THE CLERGY

The 180th General Assembly adopted a resolution from West Tennessee Presbytery designating 2011 as the "Year of the Clergy" and establishing a "Clergy Crisis Fund" with the following guidelines:

a. The "Clergy Crisis Fund is to be established and managed through the Board of Stewardship, Foundation and Benefits, and under the direction of the Pastoral Development Ministry Team of the Ministry Council."

b. "The purpose of the Clergy Crisis Fund is to provide financial support to clergy who are in crisis and in need of support and care."

c. The Pastoral Development Ministry Team is "charged with the responsibility of setting up this program; establishing guidelines for potential recipients from the Fund, working with the respective presbyteries in determining needs and appropriate responses; ascertaining the abilities of the respective presbyteries to also provide financial assistance (perhaps on a matching basis) and exploring any need for counseling or additional support."

d. Invite "congregations, presbyteries, Cumberland Presbyterian Women's Ministry, the General Assembly and other organizations within the Church . . . to set a special time for prayers of thanksgiving, blessing and intercession for ordained ministers, and to take a special offering during 2011 to support clergy through the Clergy Crisis Fund."

e. The Ministry Council is to "develop promotional and supportive resources to assist congregations and presbyteries in celebrating the Year of the Clergy and to raise awareness to and advocate for this special emphasis in 2011."

In August, 2011, the Council gave the "go ahead" to the Pastoral Development Ministry Team to proceed with plans for "The Year of the Clergy." The resulting document "A YEAR OF THE CLERGY AND A CLERGY CRISIS FUND FOR THE MINISTERS OF THE CUMBERLAND PRESBYTERIAN CHURCH," is attached as Appendix B.

H. CHURCH CALENDAR 2011-2012

RECOMMENDATION 1: That the 181st General Assembly approve the following dates for the church calendar.

CHURCH CALENDAR 2011-2012

JULY 2011

- 4 Denomination Center Closed
- 5 Bethel University-Second session
Registration/Classes begin
- 5-15 Doctor of Ministry Residency - MTS
- 9 Program of Alternate Studies graduation
- 9-23 Program of Alternate Studies - Summer extension school
- 10-15 Cumberland Presbyterian Youth Conference
- 27-29 Consultant Training Event

AUGUST 2011

- 1-31 Church Paper Month
- 1 Bethel University - Second session ends
- 5-6 Ministry Council Meeting
- 6 Bethel University - commencement
- 22 Bethel University - Fall classes begin
- 25 Christian Education Season (through Sept. 28)
- 27 MTS - Fall classes begin
- 28 Quarterly Missions Emphasis
- 30 Bethel University - convocation
- 31 MTS - convocation

SEPTEMBER 2011

- 1-28 Christian Education Season (cont. from Aug.)
- 5 Denomination Center, Bethel University & MTS - closed
- 9 MTS - last day to register/add classes
- 9-10 Board of Stewardship meeting
- 9-10 Memphis Theological Seminary board meeting
- 11 Senior Adult Sunday
- 16 Historical Foundation board meeting
- 16-17 CP Children's Home board meeting
- 16-17 Theology & Social Concerns meeting
- 18 Christian Service Recognition Sunday
- 18 International Day of Prayer & Action for Human Habitat
- 30 Our United Outreach quarterly report

OCTOBER 2011

- 1-31 Clergy Appreciation Month
- 2 World Wide Communion Sunday
- 9 Clergy Appreciation Sunday
- 11-13 Minister's Conference
- 13-16 Bethel University - Fall break
- 23 Native American Sunday
- 29-30 Ministry Council and Teams meet in concurrent sessions

NOVEMBER 2011

- Any Sunday Love Loaf Program
- 1 All Saints Day
- 4 World Community Day (Church Women United)
- 4 Memphis Theological Seminary Inquirer's Day
- 4-6 Young Adult Ministry Planning Council Meeting
- 6 Stewardship Sunday
- 12-15 Youth Ministry Planning Council (YMPC)

- 13 Day of Prayer for People with Aids and
Other Life Threatening Illnesses
- 20 Bible Sunday
- 21-25 Memphis Theological Seminary - Fall break
- 24-25 Denomination Center, Bethel University, MTS - closed
- 27 Quarterly Missions Emphasis
- 27-Dec. 25 Advent in Home and Church

DECEMBER 2011

- Any Sunday Gift to the King Offering
- 1 Annual Reports mailed to congregations
- 11 Bethel University - commencement
- 23-Jan 2 MTS - Christmas break
- 23-26 Denomination Center closed

JANUARY 2012

- 1 New Year's Day - Denomination Center & MTS closed
- 3 MTS - January term classes begin
- 3-13 MTS - D.Min. Convocation & Residency
- 6 Epiphany
- 9 Bethel University - Spring Classes begin
- 13 Close center books - cut off date for
Our United Outreach for previous year
- 13-16 Grace Presbytery's Convocation
- 13-16 Faith in 3D
- 16 Martin Luther King Day - Denomination Center, Bethel University & MTS - closed
- 20 MTS - New student orientation
- 21 Memphis Theological Seminary - Spring Classes begin
- 26 UBCD meeting
- 27-28 Ministry Council and Teams meet in joint sessions

FEBRUARY 2012

- 1-28 African American History Month
- 1 Annual congregational reports due to presbyterial clerks
- 5 Denomination Day
- 5 Souper Bowl Sunday / Historical Foundation offering
- 3-4 Judiciary Committee meeting
- 9 MTS - Henry Logan Starks Scholarship dinner
- 10 Annual congregational reports due in GA office
- 10 MTS Board of Trustees meeting
- 10-11 OUO Committee meeting
- 17-18 CP Children's Home Board of Trustees meeting
- 19 Youth Sunday
- 22 Ash Wednesday
- 24 Historical Foundation board meeting
- 24-25 30-Hour Famine
- 26 First Sunday in Lent
- 26 Quarterly Missions Emphasis

MARCH 2012

- 1-31 Women's History Month
- 2 World Day of Prayer (Church Women United)
- 2 Memphis Theological Seminary - Inquirer's Day
- 4 Seminary Sunday
- 9-10 Board of Stewardship meeting
- 10 Cauca Valley's Women's Ministry retreat
- 19-23 Bethel - Spring Break
- 25-31 National Farm Worker Awareness Week

APRIL 2012

- 1 Palm Sunday
- 1 One Great Hour of Sharing
- 2-7 Memphis Theological Seminary - closed for spring break
- 5 Maundy Thursday
- 6 Good Friday - Denomination Center, Bethel University & MTS - closed
- 8 Easter Sunday
- 8 March of Missions (to May 27)
- 21-24 Presbyterian Youth Triennium Production Team meeting
- 27 Bethel - Last Day of Classes

May 2012

- 1 CPWM Local and Regional Reports due to Missions Ministry Team to Missions Ministry Team
- 4 May Friendship Day (Church Women United)
- 5 Bethel University - commencement
- 6-13 Family Week
- 11 MTS Board of Trustees meeting
- 12 Memphis Theological Seminary graduation
- 13 Mother's Day (USA)
- 20 Children's Home Sunday
- 21 MTS - Summer Classes begin
- 26 Missions Festival in Cauca Valley Presbytery
- 27 Quarterly Mission Emphasis
- 27 Memorial Day Offering for the Presbyterian Council on Chaplains and Military Personnel
- 27 Pentecost Sunday
- 27 World Missions Day
- 28 Memorial Day - Denomination Center closed
- 29 Bethel - First day of First Summer Term classes
- 31 CP Youth Missions (Uganda, Africa) to June 21

June 2012

- 10 Children's Sunday
- 19 Trinity Sunday
- 17 Father's Day (USA)
- 17-22 General Assembly, Florence, Alabama
- 19-21 CP Women's Ministry Convention, Florence, Alabama
- 27 CPYC Registration Cut-Off

I. FUTURE MEETING DATES**1. FORMULA FOR SETTING MEETING DATES**

The Ministry Council established a formula for setting Ministry Council meeting dates with meetings at the Center, a location close to Cordova, or possibly a retreat setting. The Ministry Council and Ministry Teams will meet in concurrent/joint session in August and January. Teams are encouraged to schedule other necessary meetings at the same time as the other Council meetings to facilitate carpooling and sharing expenses. The Ministry Council plans for three meetings each year between meetings of General Assembly as follows:

- Fourth weekend of August (Saturday/Sunday)—Ministry Council and Teams in concurrent sessions
- Last weekend of January (Friday/Saturday)—Ministry Council and Teams in joint sessions
- Third weekend of April (Friday/Saturday)—Ministry Council

In an effort to extend equity to lay persons who serve, and for whom taking time from work can be costly, challenging or a prohibition to serve; the Ministry Council has scheduled one meeting a year to include a Sunday. On that Sunday, a worship service at an area church is attended by the Ministry Council.

2. MINISTRY COUNCIL MEETING DATES FOR 2011-2012

2011 Meeting Dates:

August 27-28 (Saturday/Sunday) at Cordova, TN; Ministry Council/Teams meet in concurrent sessions

2012 Meeting Dates:

January 27-28 (Friday/Saturday) at Cordova, TN; Ministry Council/Teams meet in joint sessions

April 20-21 (Friday/Saturday) at Cordova, TN

II. COMMUNICATIONS MINISTRY TEAM

Mark J. Davis, Team Leader

A. INTRODUCTION AND PURPOSE

The Communications Ministry Team concentrates its efforts to focus and strengthen communication within the denomination and with the world at large through written, verbal and electronic means. We understand the importance of trying to articulate clearly who we are as Cumberland Presbyterians—what it means to be a Cumberland Presbyterian—and why we choose to be Cumberland Presbyterians. We understand the importance of well-defined communication strategies in strengthening our connectional nature. We recognize that the world into which the Church is being called to minister is clearly and profoundly changing—to extents not seen for several centuries.

Within this context, it is incumbent upon the Church in general—and the Cumberland Presbyterian Church specifically—to adapt quickly and resolutely to the cultural, sociological, political and *technological* changes that are evolving daily. “Adaptation” need not be a negative concept for the Church. It need not and *should not* mean abandoning our faith or our values. But it *should* imply our willingness to be witnesses to the good news in the language(s) being spoken in the cultural, sociological, and political communities around us—to *communicate* in a way that first and foremost is consistent with our faith, but which also clearly articulates the doctrines that define us, and which reinforces our connectional nature.

In order to effectively communicate to both our own membership and to the global community in ways that keep our message relevant, we must consciously and intentionally nurture our *Identity*, our *Consistency* and our *Stewardship*.

- **Identity:** One of the signature organizational trends of the last decade emphasizes the importance and value of effective “branding” as a means of strengthening an organization both from within and from the perspective of the organization’s current and potential “clients.” Branding is not the same as “marketing”, and need not carry the negative associations that word often carries. Work around developing a Cumberland Presbyterian “brand” is work that aims to:
 - a. improve clarity around and understanding of our mission,
 - b. promote a disciplined approach to ensuring that the myriad activities of the Ministry Council align with that mission, and
 - c. establish a clear rallying point and a source of inspiration and information for Cumberland Presbyterians around the globe.

It is an established principle of organizational dynamics that a clear vision describing the organization’s goals and its trajectory toward those goals can help motivate its members to action. If Christianity is a verb, then having “motivation to action” as a goal of the Communications Ministry will be a good thing.

- **Consistency:** Now that the internet—and specifically, the worldwide web—has become a ubiquitous and primary source of information, uniformity, or consistency in the “look and feel” of an organization’s communications has become a hallmark of success. A sad but inescapable by-product of the digital age has been a shortened attention span in human beings. It is important that we work to condense and “standardize” our communications—in all their various forms—to the greatest extent possible and practical, to insure that we are delivering our message in ways that either satisfy needs quickly, or encourage “persistence” in further study, thought or action.
- **Stewardship:** The call to be good stewards of the gifts we’ve been given is neither new nor old-fashioned. In fact, perhaps more than ever before, effective stewardship of our resources is not only

a Christian imperative, but has emerged as an absolute economic necessity as well. The Cumberland Presbyterian Church has become a denomination of many faces. To some, it may be *The Cumberland Presbyterian* magazine, or *The Missionary Messenger*. To others, Cumberland Presbyterianism may be summed up in our presence on a social media site, the denominational web site, cumberlist, CP Updates, or any of several other electronic or print media. To some, unfortunately, the denomination has likely become a seemingly endless series of mailings, many of which are so similar. To be good stewards, we must find ways of avoiding redundancies and take advantage of opportunities for consolidation.

B. GENERAL INFORMATION

1. ELECTED TEAM MEMBERSHIP AND TERMS

Members whose terms expire in 2011

(1)Ms. B. Denise Adams, Rose Hill Congregation, Arkansas Presbytery, Synod of Great Rivers

Members Whose Terms Expire In 2012

(1)Rev. James D. McGuire, Presbytery of East Tennessee, Synod of the Southeast

(1)Ms. Jennifer Jo Clark Williams, Covenant Presbytery, Synod of the Midwest

Members Whose Terms Expire In 2013

(1)Mr. Paul Earheart-Brown, Faith Congregation, West Tennessee Presbytery, Synod of Great Rivers

In April 2011, the following future and returning CMT Elected Team Members were recommended by the CMT and elected by the Ministry Council to terms beginning after General Assembly:

Denise Adams, Rose Hill Congregation, Arkansas Presbytery, Synod of Great Rivers, to succeed herself for a three-year term.

Reverend Michael Clark, Murfreesboro Presbytery, Tennessee Synod, to fill the one-year unexpired term for Jennifer Jo Clark Williams.

Dusty Luthy Shull, New Hope Congregation, Covenant Presbytery, Synod of the Midwest, to fill the two-year unexpired term for the vacant position in the Class of 2013.

2. STRUCTURE AND STAFF

Mark J. Davis is presently the only staff member, but upon action of the Ministry Council at its January 2011 meeting, he will be joined by Sowgand Sheikholeslami at the end of June 2011. Sowgand will have responsibility for graphic arts, design and production activities for all Ministry Council teams. We anticipate enhanced efficiency and effectiveness across the teams in terms of both print and electronic communications as a result of this move. Also by action of the Ministry Council, the Communications Ministry Team will be served on a part-time basis by Joyce Reeves in an administrative capacity. This welcome addition to the team should also result in greater operational efficiency. The team meets a minimum of twice annually during regularly-scheduled Ministry Council meetings. Any other business is conducted electronically.

C. WORK OF THE COMMUNICATIONS MINISTRY TEAM

1. THE CUMBERLAND PRESBYTERIAN MAGAZINE

a. Mission

The purpose of The Cumberland Presbyterian magazine is to engage, inspire and unify members of the Cumberland Presbyterian church. The magazine is published 11 times per year, with the November and December issues comprising a combined issue.

b. Editorial policy

The Cumberland Presbyterian is a medium for the communication of the gospel of salvation through Jesus Christ. The magazine will provide unbiased reporting of news, and will allow for open discussion of theological, social, cultural and denominational issues. Signed editorials express the views of the Editor and not necessarily those of the administrative agency, the Ministry Council. All submissions—both solicited and unsolicited—will be subject to editing. Not all submissions will be published. Photographic images in any form will not be returned, but will be sent to the Archives of the Historical Foundation.

c. Circulation

As of the March 2011 issue, paid circulation averaged around 2,900 per month. The subscriber database was imported into the new corporate software (BlackBaud/Raiser's Edge) as of the end of December, 2010. This has allowed for significantly better management of the current subscriber base, and allows for the development of innovative promotion programs that were not possible with the previous

software.

d. Subscriptions

Subscription rates have not changed since the last General Assembly and currently are:

- i. \$25.00 per year; \$45.00 for two years
- ii. \$22.00 per year when prepaid in groups of five or more
- iii. \$2.27 per issue for billed subscriptions (minimum of five)
- iv. \$20.00 per year for churches that adopt the New Member Plan, providing a subscription

to each new member family for one year

e. Advertising

Advertisements for open church staff positions will be listed once at no charge to the church placing the advertisement. Congregations wishing to print memorials or to advertise items for sale or upcoming events are encouraged to do so for a nominal advertising fee of \$5.00 per column inch. Full-page commercial advertisements (e.g., books, events not sanctioned by an agency of the denomination, etc.) are \$300.00. Half-page commercial advertisements are \$175.00. Quarter-page commercial advertisements are \$100.00. And eighth-page commercial advertisements are \$75.00. All commercial advertisements must be pre-paid.

The magazine has published several series over the past year, including one on the Beatitudes for the 21st Century and one comprising profiles of Cumberland Presbyterian staff persons at Memphis Theological Seminary. We are currently running a series on Cumberland Presbyterian doctrine. The magazine is a member of the Associated Church Press (ACP), and subscribes to both the Religion News Service (RNS), and Associated Press (AP).

2. MINISTRY COUNCIL WEB PAGES

At the direction of the Ministry Council, we have identified a local firm to assume responsibility for development of a complete redesign of the Ministry Council web pages. After working with three vendors during the specification, discovery and bidding process, we have chose to work with Speak! Creative, of Memphis. Besides having an impressive portfolio—which includes several prominent local and regional religious and other non-profit organizations—Speak not only demonstrated a rigorous project management discipline and command of the medium, but presented the most affordable solution. With the full cooperation of the Ministry Council, the Ministry Teams are cautiously optimistic that we will have a functional prototype (at the least) ready in time for General Assembly. Initial estimates put the cost of this project in the neighborhood of \$10,000, and an annual cost (for maintenance and upgrades) of approximately \$4,000. Features of the new site will include a full-function ecommerce site (for the Resource Center), user-editable content, a consistent look and feel across the entire site, training, on-line event registration, on-line donation functionality, file download capability, multi-media capability, and links to various social media sites.

3. UNIFIED PUBLICATIONS TASK FORCE

At the direction of the Ministry Council, the Communications Ministry Team has convened a task force charged with exploring the possibility of a single-source, unified publication which would—among other goals—answer the question, “What kind of publication would it take to generate excitement and interest in the Cumberland Presbyterian Church and its mission in the world?” In its initial meetings, the task force has brainstormed for those qualities that it feels would answer this question, as a means of stimulating discussion in focus groups and on various types of survey instruments. We have also developed a series of questions which will be presented to a wide range of Cumberland Presbyterians in a wide range of settings, the purpose of which will be to solicit their ideas about what such a publication would look like. The Ministry Council has asked that a full report be ready for its January 2012 meeting.

4. DENOMINATIONAL NEWS MEDIA

We wish to draw attention to CP Updates as a means of sharing news, updates, concerns, prayer and ministry opportunities. CP Updates is an email newsletter that can be accessed through subscription or online at <http://www.cpmag.org/cpupdates.php>.

One result of the devastating earthquake and subsequent tsunami in Japan recently was a heightened awareness of the importance of a timely, reliable, authoritative source for news about events that affect and are of interest to Cumberland Presbyterians. We have used the tool CP Updates for news and announcements for several years now, but have not been as intentional as we should have been about setting up a framework for the denominational equivalent of a “corporate communications office,” to be used especially in times of crisis. To correct this, we have taken steps to, a) utilize CP Updates as the “official” electronic

source of news for the denomination in times of crisis, b) establish direct lines of communication with authoritative sources for specific events and c) use Ministry Council website to communicate urgent news/announcements to a wider audience. The Communications Ministry Team will be working with the Stated Clerk and other denominational leaders over the coming months to formalize its role in communicating news/announcements to the denomination at large, and if ever necessary, to the news media.

III. DISCIPLESHIP MINISTRY TEAM

Elinor Swindle Brown and Susan Carole Groce, Acting Team Leaders

A. INTRODUCTION AND PURPOSE

Christian Discipleship is the life and practice of following Jesus Christ.

One may know about Jesus and even believe in Jesus as an important historical and spiritual figure. But one becomes a disciple of Jesus by entering into a personal relationship with him and making him the guiding force of one's life. A disciple is not a "Jesus admirer" but a servant who follows faithfully and willingly.

A disciple is a student—a life-long learner. Christian disciples devote their lives to the reading and studying of God's inspired word as found in the Old and New Testaments, and come to know the teachings of Jesus through them and through interaction with others who share this identity.

Prayer, worship, life experiences and God's grace enable disciples to develop a personal relationship with God through Jesus Christ. By being totally committed to Christ, disciples find their primary identity in him. Their faith is nurtured, shaped, and then expressed in and through the faith community called the "church."

Disciples exhibit joy, peace, humility, self-control, and are guided in all things by love, God's greatest command. Through love, disciples are peacemakers and seek to relate to others with kindness, integrity, generosity, and patience.

Disciples follow the example of Jesus, and give themselves—their time, energy, and money—to furthering God's kingdom by witnessing to the Good News, ministering to and with persons who are poor and those who are marginalized.

Above all, disciples share the love and grace of Jesus Christ with others, inviting them to a new life in Christ.—**Discipleship Statement from the Discipleship Ministry Team**

It is the purpose of the Discipleship Ministry Team to encourage and support the ministry of all Cumberland Presbyterian churches to make disciples according to the above statement.

B. GENERAL INFORMATION

1. DMT ELECTED TEAM MEMBERS

Members whose terms expire in 2011

- (2)Mr. Reese Baker, Covenant Presbytery, Synod of the Midwest
- (1)Ms. Samantha Hassell, Covenant Presbytery, Synod of the Midwest
- (3)Rev. Sandra Shepherd, Robert Donnell Presbytery, Synod of the Southeast

Members whose terms expire in 2012

- (1)Ms. Joanna D. Bellis, Missouri Presbytery, Synod of Great Rivers
- (3)Rev. Jeffrey A. Gehle, Red River Presbytery, Mission Synod
- (3)Rev. Kip Rush, Nashville Presbytery, Tennessee Synod

Members Whose Terms Expire In 2013

- (2)Rev. Mindy Acton, Grace Presbytery, Synod of the Southeast
- (3)Rev. Tom Martin, Tennessee-Georgia Presbytery, Synod of the Southeast
- (3)Rev. Vernon Sansom, Jr., Red River Presbytery, Mission Synod

The terms of Reese Baker, Samantha Hassell and Sandra Shepherd expire in 2011. Sandra Shepherd has faithfully served three terms and is not able to be reappointed. We thank Sandra for her faithful service, generous spirit and bubbling creativity.

In April 2011, the following future and returning DMT Elected Team Members were recommended by the DMT and elected by the Ministry Council to terms beginning after General Assembly:

Alan Butler, Trinity Congregation, Red River Presbytery, Mission Synod, to a three-year term.

Aaron Ferry, Beaver Creek Congregation, Licentiate in Presbytery of East Tennessee, Synod of the Southeast, to a three-year term.

Samantha Hassell, Covenant Presbytery, Synod of the Midwest, to succeed herself for a three-year term.

2. STAFF MEMBERS

Present staff members are: Elinor Brown with responsibilities in the areas of stewardship education, Our United Outreach promotion and adult Christian education; Matthew Gore (who works half time) with responsibilities for management, promotion, and distribution of Cumberland Presbyterian resources; Susan Groce with responsibilities for youth and young adults; Cindy Martin with responsibilities for children and family education and editing and production of resources; Christine Tyler with responsibilities for the administrative work of the Discipleship Ministry Team.

The retirement of Frank Ward at the end of 2010 has been significant for staff and the church in general. Frank will be sorely missed as his ministry of 37 years has come to a close at the denominational staff level. We continue to celebrate his ministry and his gifts.

C. WORK OF THE DISCIPLESHIP MINISTRY TEAM

The Discipleship Ministry Team (DMT) and the United Board of Christian Discipleship (UBCD), a board made up of the DMT and the General Board of the Cumberland Presbyterian Church in America, have been evaluating all program and events sponsored by the two groups. Each program and event listed below has a designation as to whether it is sponsored by the DMT or jointly through the UBCD or the Mission Ministry Team (MMT).

1. PROGRAMS INITIATED

a. CP Youth Curriculum (DMT)—For youth workers and church leaders; initiating the writing and offering of CP Youth Curriculum for church school or other youth settings.

b. Faith in 3D (DMT)—an event to invite young people of different faith groups to explore our common faith in Jesus Christ through worship, education, and community building; January 13-16, 2012, Walt Disney World, Orlando, Florida; information at www.faithin3d.org/home.

c. Interactive Children's Website (DMT)—a website for CP children to learn more about the various areas of the world where the Cumberland Presbyterian Church has a presence

d. The Forum: Equipping Congregations with Tools of the Trade (UBCD)—an event for all church leaders who are interested in learning new ways to develop and teach their members

e. Our United Outreach Reporting (DMT)—OUO percentages figured on last year's total income as reported by session clerks on the General Assembly annual report; semi-annual reports will be sent to churches in July and January rather than monthly; *OUO Perspectives*—find them on the CPC main webpage at www.cumberland.org

f. Registration Online (DMT)—For all events; plans to be up and running for 2011 CPYC.

g. Revisions to Journey of Faith (DMT)—the need to revise and update Journey of Faith for use in new member and confirmation classes has been heard. This revision is a goal for the 2011-2012 year.

h. Uganda Mission Trip (DMT/MMT)—a Cumberland Presbyterian youth team to serve in Uganda, Africa, Summer 2012; team consisting of 20 youth will conduct sports camps and evangelism; lead by Lynn Thomas and assisted by Susan Groce and Nona Thomas.

2. PROGRAMS CONTINUED

a. CP Resources (DMT)—uniquely Cumberland resources available to Cumberland congregations; 2,257 orders shipped in 2010; \$173,524.30 2010 gross sales

b. Cumberland Presbyterian Youth Conference (UBCD)—Theme: Live Out Loud based on 1 Timothy 4:12; July 10-15, 2011.

c. Encounter (DMT)—**Summer 2011**, Cardelia Howell-Diamond, Joshua, Judges, & Ruth; **Fall 2011**, Don Thomas, Proverbs, Ecclesiastes, Song of Solomon, & Matthew; **Winter 2011-12**, Lezlie Daniel, Genesis, Exodus, Luke, & Galatians; **Spring 2012**, Byron Forester, John's gospel; **Summer 2012**, Jennifer Newell, Exodus, Leviticus, Deuteronomy, Psalm 146, Isaiah, Jeremiah, & Ezekiel; **Fall 2012**, Tom Campbell, Hebrews, Acts; **Winter 2012-13**, Dwight Liles, Ephesians, Philippians, & Colossians

d. eVotions (DMT)—daily devotions written by Cumberland Presbyterians—find them on the CPC main webpage at www.cumberland.org

e. God So Loves/Gifts of God: the Sacraments (DMT)—two DVDs mailed to each CP

congregation via the session clerk in April

f. Miniversities 2011 (DMT)—regional workshops held in March and April (one in May) for all Cumberland Presbyterians that focused on holistic stewardship

g. Presbyterian Youth Triennium (UBCD)—Frank Ward was honored during the 2nd worship service for his 30+ years of service to PYT. Frank was a member of the denominational staff team for the first Triennium held in the summer of 1980.

h. Resources Offered Online (DMT)—*Bridges*, a DMT newsletter and *Encounter*, our CP adult curriculum will be offered electronically soon; *Encounter* will be downloadable for a small cost

i. Youth Evangelism Conference 2012 (DMT/MMT)—December 27-30, 2012 in Little Rock, Arkansas; B.J. Mathis is Conference Coordinator.

3. PROGRAM ACCOMPLISHED

Consultant Program/Consultant Training Event (UBCD)—Consultants have been trained and available to CP congregations in the area of Christian education. Due to the declining demand for this training, the UBCD had decided that program has been more than effective and has served its purpose when it began under the leadership of Virginia Malcolm. Consultations will still be available to churches through the Discipleship Ministry Team, but training will be done through The Forum and available as needed/requested.

D. CERTIFICATION OF YOUTH MINISTERS BY THE CUMBERLAND PRESBYTERIAN CHURCH

The following is an explanation and recommendation for creating a certification process for youth ministers. Youth Ministry is the Church's efforts to help each and every young person grow personally and spiritually. Youth Ministry is every effort by the Christian community to reach out to the youth with the love of God as revealed to us in Jesus Christ through the power of the Holy Spirit.

The Cumberland Presbyterian Church has a long-standing history for helping people discern their calls. The call to youth ministry is a unique and valid call and should be recognized as such. There is a need to officially recognize the call, lifting up through certification those who feel this call, and validate the call with an official designation.

Certification in youth ministry offered by presbyteries should be created out of the desire of individuals to serve the church more effectively and with excellence. When persons are hired or contracted in the local church, consideration should be given to their training qualifications. Certification provides biblical and theological training, knowledge of Cumberland Presbyterian structure and resources, skill development, support, and accountability.

Certification is the way the Cumberland Presbyterian Church can recognize that an individual has been called and is willing to serve, and has made a commitment to fulfill the required standards for academic training, experience, and continuing study needed to serve with excellence in the area of youth ministry.

A certification process in which candidates are cared for under a presbytery's Committee on the Ministry will provide for accountability, training, and support during the certification process. Those seeking certification will be under the care as candidates for certification and will therefore not be licensed.

CALL

A person who is experiencing a call to ministry with young people may gradually grow in awareness and certainty with respect to the call. It is often helpful to share one's experiences with others, such as one's pastor.

STEPS TO CANDIDACY FOR CERTIFICATION OF YOUTH MINISTRY & PRESBYTERIAL REQUIREMENTS

The first official step to be taken by someone called to youth ministry is for the person to confer with the pastor and session of the church to which she or he belongs and to ask for a recommendation to the presbytery to be received as a candidate for certification in youth ministry.

The second step is to contact the chairperson or a member of the Committee on the Ministry of the presbytery for a conference regarding the desire to become a candidate for youth ministry certification under the care of the presbytery. The letter of recommendation from the session should be presented to the committee at this conference.

At the first meeting with the committee, the person seeking to become a candidate for youth ministry may expect to be examined with respect to personal religious experience, motives leading to the seeking of certification for youth ministry and the internal call to it, with plans for education.

The third step in the process is coming before presbytery to be received as a candidate for youth ministry. This action will be taken on recommendation from the Committee on the Ministry and following the meeting with the committee. The candidate will be expected to respond to further questions which members of the presbytery may have and should be prepared to give a statement regarding their desire to become a certified youth minister in the Cumberland Presbyterian Church.

After being received as a candidate for the certification of youth ministry, the person is “under the care” of the presbytery and is directly responsible to the Committee on the Ministry. This means that the candidate will be expected to confer periodically with the committee regarding what he/she is doing in preparation for youth ministry as the committee requires. The committee has the authority to direct the candidate in such preparation as is required for certification and the responsibility to determine when the candidate has met these requirements.

The fourth and final step in becoming a certified youth minister in the Cumberland Presbyterian Church is certification. When the Committee on the Ministry determines that a candidate has met the requirements for certification as set forth in the Constitution, it will recommend to the presbytery that such action be taken. At the time the report of the committee is considered by the presbytery, the candidate will be expected to respond to further questions which members of the presbytery may have. On approval of the recommendation of the committee, the presbytery will proceed to certify the candidate or to set a time for a commissioning service to be held. The presbytery shall require that a candidate for certification have a call to a ministry approved by the presbytery before proceeding with the certification.

EDUCATIONAL REQUIREMENTS

Individuals seeking certification in youth ministry in the Cumberland Presbyterian Church must meet the following standards.

- Must be a member in a Cumberland Presbyterian church.
- Knowledge of the Cumberland Presbyterian Church’s structure, polity, resources, program, and mission.
- Must meet the educational requirements outlined below.

Professional Track

- A graduate degree - Master’s degree in Youth Ministry or Religion or Theological Studies or its equivalent with a concentration in youth ministry from an accredited institution.
- Must include Cumberland Presbyterian History & Doctrine and Cumberland Presbyterian Polity.

SAMPLE Course of Study could include:

Core Courses

Introduction to Interpreting the Old Testament	3 hrs.
Introduction to Interpreting the New Testament	3 hrs.
Christian Beliefs	3 hrs.
Introduction to Church History	3 hrs.
Introduction to Evangelism	3 hrs.
Mission of the Church	3 hrs.

Youth Ministry Courses

Theological Foundation of Youth Ministry	3 hrs.
Advanced Studies in Youth, Church and Culture	3 hrs.
Communicating the Gospel to Youth	3 hrs.
Youth Minister as Pastor and Leader	3 hrs.

<i>Spiritual Formation</i> (three semesters at 1hr ea.)	3 hrs.
<i>Youth Ministry Practicum</i> (over 4 semesters)	6 hrs.

<i>Electives</i> (Includes CP History & Doctrine and CP Polity)	9 hrs.
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Total

48 hrs.

Undergraduate/Paraprofessional Track

- A certificate in Youth Ministry - through an accredited course of study (i.e. CYMT, Princeton Certificate programs)

- Plus - Cumberland Presbyterian History & Doctrine and Cumberland Presbyterian Polity

CUMBERLAND PRESBYTERIAN STUDIES: Understanding of and grounding in Cumberland Presbyterian doctrine and polity, and history. The course may include a study of doctrine, general rules, social principals, and polity of the Cumberland Presbyterian Church as founded in the Confession of Faith and the history of the CPC.

PROFESSIONAL OR UNDERGRADUATE/PARAPROFESSIONAL CERTIFICATION

Professional certification is available to persons with an undergraduate degree, seeking a graduate degree in an area of specialization.

Undergraduate or Paraprofessional certification is available to persons who may not have an undergraduate degree and are working in areas of specialized ministry. Not all paraprofessional certification courses carry academic credit. This certification is designed for persons seeking training in a specialized ministry.

CERTIFICATION BENEFITS

- Those entering the care of a presbytery will be awarded all support, both financial and counsel, given to probationers on track to be ordained to word and sacrament.
- Certified youth ministers will have a voice at presbytery.
- Certified youth ministers will have a voice at General Assembly.
- The Cumberland Presbyterian Church's recognition of the call to youth ministry as a valid call.

RECEIVING CANDIDATES FOR YOUTH MINISTRY

The reception of candidates for the youth ministry shall be at a duly constituted meeting of presbytery. Following the examination of the candidate and the various testimonials that may be given, a member of the Committee on the Ministry or a person appointed for that purpose shall address the candidate as follows:

The Presbytery of _____ of the Cumberland Presbyterian Church, having heard the testimonials on your behalf and having sustained your examination thus far, now requires you to make answer to the following questions:

- I.** As far as you know your heart, do you believe yourself to be called by God to the office of the Christian ministry?
- II.** Do you promise, in reliance upon the grace of God, to maintain a Christian character and conduct, and to be diligent and faithful in making full preparation for this ministry?
- III.** Do you promise to work with the presbytery through its committee on the ministry in matters that pertain to your preparation for this ministry?
- IV.** Do you now desire to be received by this presbytery as a candidate for youth ministry in the Cumberland Presbyterian Church?

Following formal reception by the presbytery, the person presiding shall offer an appropriate prayer. Following the prayer, with the congregation standing, the person presiding shall address the candidate as follows:

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 certification of youth ministry in the Cumberland Presbyterian Church and I now direct that your name be entered on the roll of the presbytery as a candidate for the ministry.

The person presiding shall then extend to the candidate the hand of Christian fellowship, saying: **The Lord bless you and keep you; the Lord make his face to shine upon you and be gracious unto you; the Lord**

lift up the light of his countenance upon you and give you peace; through Jesus Christ our Lord. Amen.

Proper record of the reception shall be made in the minutes of presbytery.

COMMISSIONING/INSTALLATION of CERTIFIED YOUTH MINISTERS

Youth Ministers shall be certified by presbytery or by a commission of presbytery. The service of installation shall include a sermon appropriate to the occasion, a brief explanation of the nature of the youth minister relation, and the asking of the following questions:

To the youth minister:

- I.** Are you willing to assume the responsibilities as youth minister of this church, according to the agreements made in your acceptance of the call?
- II.** Do you believe that in taking upon you these pastoral responsibilities you are influenced by a sincere desire to promote the glory of God and the good of the church?
- III.** Do you solemnly covenant that, in reliance upon the grace of God, you will endeavor faithfully to fulfill the responsibilities of a certified youth minister to this church, to teach and proclaim the Word of God to young people, to be an advocate for young people, and to lead this church in its witness and ministry to young people, as God gives you wisdom and strength?

When these questions have been answered in the affirmative, the following questions shall be asked:

To the congregation:

- I.** Are you willing to enter into the relation with this person whom you have called to be your minister to young people?
- II.** Do you covenant to encourage and assist him or her in the ministry which you share with him or her in this congregation?
- III.** Do you covenant that through your stewardship and prayers you will continue that material and spiritual support by which he or she will be sustained in his or her ministry with you?

When these questions have been answered in the affirmative, the presiding minister shall say:

I now declare that _____ has been called and certified as youth minister of this congregation, agreeable to the Word of God and according to the government of the Cumberland Presbyterian Church. Therefore, _____ is entitled to all support, encouragement, and honor in the Lord. In the name of the Father, and of the Son, and of the Holy Spirit. Amen.

The presiding minister, or one appointed for the purpose, shall then deliver an appropriate charge to the youth minister and to the congregation to fulfill the covenant made between them. Then, by prayer, the minister shall commend them to the grace of God and to God's holy keeping.

RECOMMENDATION 2: That the 181st General Assembly approve the proposed Program for Certification of Youth Ministers by the Cumberland Presbyterian Church and recommend its use to the church.

E. WORK OF THE UNITED BOARD OF CHRISTIAN DISCIPLESHIP (UBCD)

The United Board of Christian Discipleship (UBCD) met on January 27, 2011, to review ministry programs and generally evaluate the work of the UBCD. Updates were made on the Youth Ministry Planning Council, the Cumberland Presbyterian Youth Conference (July 10-15, 2011, Theme: Live Out Loud), Presbyterian Youth Triennium (July 16-20, 2013), the Young Adult Ministry Planning Team, Youth Worker's Summit (December 1-4, 2010, Theme: Sacred Space for Youth Workers: Gathering in Hope, Rekindling the Light), and the Consultant Training Program.

The Board's main work for its meeting was to review its purpose, intent and vision and to answer the question "What is the value of UBCD to our two denominations, and what does it mean to us?" While some frustration was expressed over issues such as lack of communication, joint participation, general

commitment and structure changes; all members of the board, upon being faced with three options—stay the same, but work more efficiently, sponsor joint programs, but without the official title of UBCD or each denomination sponsor their own programs inviting the other denomination as they wish—affirmed that there was still a need for the UBCD.

The Board signed a covenant that asked each board member to affirm their commitment to work hard to make the UBCD the most effective that it can be. The Board evaluated each of its joint programs, affirmed that most of them needed to continue and brainstormed ways to increase participation from both denominations in them.

One program that UBCD decided to celebrate and “put to bed” was the Consultant Program and the Consultant Training Event. The Board decided to blend the Consultant Training Event with the former Christian Education Conference forming The Forum, an annual leader development conference open to all Cumberland Presbyterians who want to advance their leadership skills. The first Forum will be held November 2-5, 2011, at the Stephen Olford Center, 4000 Riverdale Road, Memphis, Tennessee. The theme will be “How to . . .” with workshops such as how to share your faith story, begin a Young Adult ministry, begin and sustain a youth ministry, develop a church website, rejuvenate your small membership church and many more. The speaker will be Dietrich “Deech” Kirk of the Center for Youth Ministry Training. Deech is recognized throughout the United Methodist church for his expertise in leader development as well as his experience in youth ministry. Registration for the event will be \$190 (2 people sharing a room), \$290 (single), \$375 (married couple—one queen bed), and \$100 commuter (does not include breakfast). Meals are included with the exception of Thursday night, which will be on your own.

IV. MISSIONS MINISTRY TEAM

George R. Estes, Team Leader

C/M/P

A. INTRODUCTION

1. PURPOSE AND MEETINGS

God’s mission is the Church’s reason for being. It is, therefore, the purpose of the Missions Ministry Team to serve as an enabling agency of the General Assembly’s Ministry Council whereby the congregations of the Cumberland Presbyterian Church are better equipped to address God’s mission of redemption and reconciliation. Specifically, the Missions Ministry Team facilitates those phases of the Church’s mission which are concerned with outreach in terms of evangelism and the establishing of congregations, and other means of Christian witness in the USA and around the world.

As an enabling agency, it shall be the purpose of the Missions Ministry Team to serve congregations through a dual endeavor: (1) Through the creation and dissemination of information and materials designed to create evangelistic and missionary action, thus enabling congregations to fulfill their mission of outreach in their local communities, in the nation, and in the world as a whole; (2) Through the coordination and supervision of such field programs of outreach which require the cooperative effort of all the congregations working through the Missions Ministry Team. To this end, the Missions Ministry Team shall gather funds for mission and church extension activities of the Cumberland Presbyterian Church, and, it shall appoint, commission and send forth qualified missionaries.

The Missions Ministry Team has met twice since General Assembly in June 2010.

2. MMT ELECTED TEAM MEMBERS

Members whose terms expire in 2011

- (1)Rev. Jimmy Byrd, Murfreesboro Presbytery, Tennessee Synod
- (3)Rev. Steve Delashmit, Cumberland Presbytery, Synod of the Midwest
- (1)Rev. Ricardo Franco, Presbytery of East Tennessee, Synod of the Southeast
- (3)Rev. Jefferson Sledge, Presbytery of East Tennessee, Synod of the Southeast
- (2)Mrs. Beverly Stott, West Tennessee Presbytery, Synod of Great Rivers

Members Whose Terms Expire In 2012

- (3)Rev. R. Tony Janner, West Tennessee Presbytery, Synod of Great Rivers
- (3)Mrs. Athala Jaramillo, Grace Presbytery, Synod of the Southeast
- (3)Mrs. Robin McCaskey-Hughes, Red River Presbytery, Mission Synod
- (1)Ms. Sherry Poteet, Trinity Presbytery, Mission Synod
- (1)Ms. Margie Vanderlaan, Grace Presbytery, Synod of the Southeast

Members Whose Terms Expire In 2013

- (2)Rev. Makihiko Arase, Japan Presbytery, Mission Synod
- (3)Mr. Mikel Davis, Red River Presbytery, Mission Synod
- (1)Rev. Victor Hassell, Covenant Presbytery, Synod of the Midwest
- (3)Mrs. Jo Ann Shugert, Red River Presbytery, Mission Synod
- (3)Mr. Sam Suddarth, Columbia Presbytery, Tennessee Synod

Elected members having completed their terms of service on the Missions Ministry Team this year are Reverend Steve Delashmit and Reverend Jeff Sledge. Also, Reverend Tony Janner has submitted his resignation due to work schedule. The MMT is grateful for their diligent and faithful service.

In April 2011, the following future and returning MMT Elected Team Members were recommended by the MMT and elected by the Ministry Council to terms beginning after General Assembly:

Reverend Jim Barry, Tennessee/Georgia Presbytery, Synod of the Southeast, to fill the one-year unexpired term for Tony Janner.

Reverend James Buttram, Jr., East Tennessee Presbytery, Synod of the Southeast, to a three-year term.

Reverend Jimmy Byrd, Murfreesboro Presbytery, Tennessee Synod, to succeed himself for a three-year term.

Reverend Ricardo Franco, Presbytery of East Tennessee, Synod of the Southeast, to succeed himself for a three-year term.

Nancy Gordan, Good Prospect Congregation, North Central Presbytery, Synod of the Midwest, to a three-year term.

Mrs. Beverly Stott, West Tennessee Presbytery, Synod of Great Rivers, to succeed herself for a three-year term.

B. CONGREGATIONAL MINISTRIES

Pam Phillips-Burk, Unit Leader

1. CUMBERLAND PRESBYTERIAN WOMEN'S MINISTRY

a. Women's Ministry Convention in June 2010

The 2010 Women's Ministry Convention was held in Dickson, Tennessee, June 16-17. Officers are Martha Chambers (President); Mary Ann Cole (President-elect); Mary Lyn Childs (Past President); Peggy West (Secretary); and Glynda Corbin (Secretary-elect). Convention selected the construction of a new "Chapel in Cucurrupe, Colombia" as the 2011-2012 project and the "Publication & Translation Fund for CP Resources as the 2012 Convention Offering. The Convention outreach project was to assemble 260 hygiene kits for Church World Services and over \$1,000 was collected during the luncheon to cover the processing and shipping cost of the kits. The annual Bethel College Scholarship was awarded to Anna Sweet from Knoxville, Tennessee. Jo Ann Shugert provided staff leadership as Convention Coordinator.

b. Women's Spirituality Conference

Taste and See... Women's Spirituality Conference was held in Dyersburg, Tennessee, July 22-24, 2010 with 76 women present. Participants enjoyed several creative workshops and three moving worship experiences.

c. Women Work Trips

The 2010 Work Trip to Christ's Outreach to the Blind, Mt. Vernon, Kentucky was organized and led by the women of Holly Grove CP Church in Brighton, Tennessee June 17-July 3. This was the sixth year for such a trip. A strong relationship with this ministry has been forged through the years, and we celebrate what God is doing through Christ's Outreach to the Blind. Future work trips to Christ's Outreach are uncertain at this time.

d. Women Clergy

Clergy women were treated to a reception during General Assembly 2010, along with those who support them in their ministry. This event is sponsored jointly by the Mission Ministry Team, Memphis Theological Seminary, and the Pastoral Development Team. According to the Office of the General Assembly there are currently 96 ordained women; 17 Licentiate; and 34 candidates.

Significant Ordination Dates in 2011:

5 Years - Melissa Reid Goodloe, Abby Cole Keller, Michele Gentry, Barbara Jean Brewer, Cardelia Howell Diamond

10 Years - Theresa Martin, Jo Warren, Judy Taylor Sides

15 Years - Nancy McSpadden, Lynn Hamilton

20 Years - Mitzi Minor

32 Years – Margaret McKee

51 Years – Betty Shirley

Note: There are 925 total clergy according to the GA Office of which 96 are women (10.38%)

2. ELECTRONIC COMMUNICATIONS

The Missions website continues to be an effective resource with over 900 pages (including web pages, pdfs, and word documents). The Missions electronic newsletter is distributed monthly to 981 subscribers. Our subscriber list grew by 7.2% this past year.

C. SPECIAL SERVICES

1. LEADERSHIP REFERRAL SERVICES

Through the Leadership Referral Services, assistance is provided to church search committees and for pastors seeking a call. An Opportunities List is maintained on the Missions Team website, along with downloadable Church Information Forms and Personal Information Forms for ministers. Norlan Scudder continues to serve as coordinator for LRS and has recently updated a manual for this ministry.

2. BIRTHPLACE SHRINE CHAPLAINCY

The Missions Ministry Team provides a summer chaplaincy program at the Birthplace Shrine in Montgomery Bell State Park. The chaplain conducts Sunday morning worship at the chapel and also visits the park guests, sharing information about the history of the denomination. The program runs from the first weekend in June through Labor Day weekend. MTS student Jennifer Hayes served as chaplain in 2010.

3. ECUMENICAL PARTNERSHIPS

Ecumenical partnerships continue to be a vital part of the work of the Missions Ministry Team. Among the ministries supported by Cumberland Presbyterian workers and funds are the following: Coalition for Appalachian Ministry; Appalachian Ministries Educational Resource Center (AMERC); National Farm Worker Ministry; Beth-El Farm Worker Ministry, Inc.; Project Vida (Texas-Mexico Border) Ministry; Ministry in Israel

D. EVANGELISM AND CHURCH DEVELOPMENT

1. EVANGELISM TASK FORCE

Last year's General Assembly called on the Ministry Council to appoint a task force to provide a ten-year plan for evangelism, church planting and mission expansion. The six-person task force was appointed and has prepared a report to be submitted to the General Assembly through the Ministry Council. The report includes goals for all levels of the church. Presbyteries and Congregations are encouraged to develop their own evangelism strategies for implementation. (See Appendix C)

RECOMMENDATION 3: That the 181st General Assembly approve the report of the Evangelism, Church Planting and Missions Task Force in terms of theme and goals for the ten-year plan framework, and that the Ministry Council and other denominational agencies be directed to proceed with further amplification and implementation of the plan.

2. NEW CHURCH DEVELOPMENT AND REDEVELOPMENT

New Church Development efforts continue in the US, though the decadal emphasis has been completed. In 2010 new buildings were dedicated by Glory Church (Korean) near Atlanta, and Faith Fellowship Church (near Knoxville). Increasingly it is evident that resources to provide a full-time NCD pastor, purchase a minimum of three acres, and construct a first building are stretching the limits of presbyteries, the Missions Team, and the new church plant. Bi-vocational leadership and extended time in temporary rented facilities are among the ways new churches seek to cope with these realities.

Builders Fellowship is an essential contributor to our denomination's capacity to assist new churches with building projects. Despite the economic challenges of recent years, Builders Fellowship members have faithfully responded to calls for their donations. To be a part of this outstanding hands-on ministry, please contact the Missions Ministry Team for information, or go to the website at <http://www.cumberland.org/bom/churchgrowth/buildersfellowship.htm>.

A fresh approach to congregational revitalization is in the offing with a pilot project in the Gadsden,

Alabama, area this year, featuring regional “coaches” as outside consultants.

In the absence of a staff person for this unit, the responsibilities for program support and limited NCD and redevelopment supervision continue. However, it will not be possible to continue the program of church growth consultations for congregations. This is a ministry which has served the church since the Decade of the Eighties Church Growth program. Resources for congregational self-study will be available from the Missions Team.

3. YOUTH EVANGELISM CONFERENCE - 2012

The Third Youth Evangelism Conference is scheduled for December 27-30, 2012.

4. CROSS CULTURE DEVELOPMENT (USA)

a. Prep 1:8

The Missions Ministry Team approved a new missionary recruitment and training program called Prep 1:8 (Preparation Acts 1:8). This program will be used to gather those exploring their call to missionary service and provide them orientation and training. It will also be used as a way to recruit future CP missionaries. (Appendix D)

RECOMMENDATION 4: That the 181st General Assembly provides an opportunity for a brief presentation on the new endorsement process for Cumberland Presbyterian Missionaries.

b. Grace Presbytery Hispanic NCD

A Hispanic New Church Development probe was approved by Grace Presbytery and will be initiated in Naples, Florida in July 2012.

c. Mexico

The mission work in Mexico took a significant step this year with the formation in January of a council of CP Churches in Mexico. There are 3 CP provisional churches in Mexico City, 1 in Juarez and one CP mission in Juarez. The council approved calling a missionary to work in Mexico and the MMT is exploring how to meet that request.

d. Guatemala

The Guatemala Clinic continues to serve the children of the Casa Shalom orphanage. The clinic has a CP missionary that administers the clinic and it employs a pediatrician that works each day at the clinic.

e. Japanese Speaking NCD, Louisville, Kentucky

The Japanese speaking New Church Development (NCD) in Cumberland Presbytery has made good progress this year. There is presently a core group of approximately 25 people. The Japanese NCD has a core group in Louisville, and steady preaching points in Lexington and Cincinnati, Ohio.

f. CP Youth Team Trip, Uganda, Africa

The Missions Ministry Team will lead a CP Youth Team to Uganda, Africa in the summer of 2012. Preparations and team recruitment are underway.

g. Cooperative Endeavor with Pastoral Development Ministry Team

Due to his specialized knowledge and expertise, PDMT Leader Milton Ortiz is assisting with the Cross-Culture Ministry in the USA.

E. COMMUNICATION AND PUBLICATION

Sowgand Sheikholeslami, Unit Leader

1. The Missionary Messenger

The Missionary Messenger is an eight-page newspaper published bi-monthly and distributed without charge to every active household in the denomination as that information is available. The Messenger is mailed to more than 20,000 households.

2. MEMO

The Quarterly MEMO (Missions Engagement Ministry Outreach) Packet is produced and mailed to pastors, session clerks, CPWM presidents and missions committee chairs each quarter. The packet includes flyers announcing Second Mile Projects and other missions activities and a QME Bulletin insert.

3. QUARTERLY MISSIONS EMPHASIS BULLETIN (QME)

QME is a brief two-sided newsletter sent to churches through standing-order subscriptions. The Missions Team distributes more than 24,000 bulletin inserts each quarter.

4. MARCH OF MISSIONS

The March of Missions, observed during the weeks between Easter and Pentecost each year, is intended to call Cumberland Presbyterian congregations to greater commitment to missions. This material is especially designed for congregational use in worship and in other contexts.

F. GLOBAL MISSIONS

Robert Watkins, Unit Leader

1. SOUTH KOREAN COUNCIL OF CHURCHES INTERNSHIP

Justin Choi was contracted to serve a one year internship under the South Korean Council of Churches in Seoul.

2. ASSESSOR OF CHURCH DEVELOPMENT

David Montoya continues as the Assessor of Church Development in Andes and Cauca Valley Presbyteries.

3. NEW MISSIONARY ENDORSEMENT PROGRAM

A new program for endorsing Cumberland Presbyterian missionaries was written and will be presented to the MMT in 2011. The program integrates the Program of Missions Partners, the Fraternal Missionary Program, the Staff Missionary Program and the Short-term Mission Program into one cohesive program.

4. LOAVES AND FISHES

Income from the 2010 Loaves and Fishes Program was given to humanitarian ministries conducted by the Cambodia New Church Development Program.

5. GIFT TO THE KING

The Iloilo Cumberland Presbyterian Church in the Philippines was the recipient of the 2010 Gift to the King.

6. MISSIONARIES

The Cumberland Presbyterian Church had 30 missionaries in 15 countries deployed during 2010. For a complete listing see: <http://www.cumberland.org/bom/globalmissions/globalmissions.htm>

7. CAMBODIA NEW CHURCH DEVELOPMENT

The Cambodia New Church Development and English Teaching Program continues to develop positively with three national leaders assuming major leadership under the CP missionaries that discipled them in another Southeast Asian country.

8. VISITS TO NON USA FIELDS

Edith Old, Director of Ministries of the Ministry Council, and Bob Watkins, Director of Global Missions, visited Cauca Valley Presbytery, Andes Presbytery, Japan Presbytery, Hong Kong Presbytery, and Cambodia during 2010.

9. MATA DE SAO JOAO, BRAZIL

Mata de Sao Joao was constituted as a Cumberland Presbyterian Church in 2010 in Brazil.

10. SECOND MILE GIFTS

The MMT depends heavily on Second Mile and undesignated gifts in order to continue existing programs. We urge your promotion of such gifts.

11. MARANATHA CHURCH IN GUAPI, COLOMBIA

Maranatha Church in Guapi, Colombia, has plans for a vigorous evangelization of the villages unreached for Christ, based on Acts 1:8 as a point of reference.

12. MINISTRIES IN DANGEROUS COUNTRIES

The Cumberland Presbyterian Church continues to minister in areas of the world that are quite dangerous for Christians. For example, the “Jesus is the Solution” in Popayan, continues to grow in the city and outside. They have opened two new churches located in “hot zones” where the guerrillas are very active.

V. PASTORAL DEVELOPMENT MINISTRY TEAM

Reverend Milton L. Ortiz, Ministry Team Leader

C/M/P

A. INTRODUCTION

1. LEADERSHIP

Reverend Milton L. Ortiz has served as Team Leader of the Pastoral Development Ministry Team (PDMT) since December 1, 2009.

2. PDMT ELECTED TEAM MEMBERS

Members whose terms expire in 2011

- (2)Rev. David Lancaster, West Tennessee Presbytery, Synod of Great Rivers (not returning)
- (3)Rev. Glenda Melson, Missouri Presbytery, Synod of Great Rivers (not eligible)

Members Whose Terms Expire In 2012

- (3)Rev. Mark Davenport, Robert Donnell Presbytery, Synod of the Southeast (not returning)
- (1)Rev. Linda Snelling, Red River Presbytery, Mission Synod
- (2)Rev. Robert E. Shelton, Red River Presbytery, Mission Synod

Members Whose Terms Expire In 2013

- (2)Ms. Pat Owen, Covenant Presbytery, Synod of the Midwest (resigned)
- (1)Ms. Micaiah Thomas , Rocky Ridge Congregation, Grace Presbytery, Synod of the Southeast
- (3)Rev. Tommy Thompson, West Tennessee Presbytery, Synod of Great Rivers

The Reverend Glenda Melson completed three terms and is not eligible for re-election. Mrs. Pat Owen resigned in October. The Reverend David Lancaster and Reverend Mark Davenport won't continue serving the PDMT due to difficulties with schedules. The Classes of 2012 and 2013 have been reduced from three to two members each.

In April 2011, the following future and returning PDMT Elected Team Members were recommended by the PDMT and elected by the Ministry Council to terms beginning after General Assembly:

Reverend Amber Clark, Murfreesboro Presbytery, Tennessee Synod, to a three-year term.

Reverend Don F. Thomas, West Tennessee Presbytery, Synod of Great Rivers, to a three-year term.

B. PURPOSE OF THE PASTORAL DEVELOPMENT MINISTRY TEAM

- To keep God's call before the church as a whole,
- To provide and promote a deeper biblical and theological understanding of ministry in the church,
- To nurture and care for ordained ministers and probationers, and
- To provide resources and events to improve the pastoral ministry of clergy.

C. WORK OF THE PASTORAL DEVELOPMENT MINISTRY TEAM

1. CURRENT PROGRAMS/PROJECTS

a. Pastor's Recognition Month

The month of October is Clergy Appreciation Month and the second Sunday is Clergy Appreciation Sunday. We encourage and remind all congregations of the opportunity to honor their clergy.

b. The Minister's Conference

Last year's conference was held in Russellville, Arkansas. The emphasis of this conference was “Evangelism” and the plenary speaker was Tony Campolo. A total of 85 ministers, probationers, and spouses attended the conference. Many ministers expressed satisfaction with the conference. The 2011 Conference will be held October 11-13, at the Union Cumberland Presbyterian Church, Knoxville, Tennessee. The theme is “At the edge of effectiveness” (2 Corinthians 4:16-18) and the plenary speaker is Reverend Rick Ezell. The 2012 Conference will be held October 9-11, in Memphis, Tennessee.

c. Pastoral Encouragement

PDMT continues to give portable Communion sets to those who are newly ordained in the Cumberland Presbyterian Church. Also, when individuals become candidates, or become licentiates PDMT gives them books and a copy of the Confession of Faith as a way to congratulate them in their journey.

d. Handbook for Committees on the Ministry or Preparation for the Ministry

The Handbook was presented to the 180th General Assembly with a recommendation that it be approved. The recommendation was denied and referred back to the PDMT for clarification. The following work was done on the handbook: Clarifications on the definitions of “provisional”, “ordinand” and “ordained”; clarification regarding the committee’s responsibilities; clarification regarding an elder serving on an ordination commission was included and referenced; the language of the handbook was made more inclusive of the Global Cumberland Presbyterian Church; references to the Confession of Faith were included and a section on Recognition of Ordination of Ministers of Other Denominations was included. (See Appendix E)

RECOMMENDATION 5: That the 181st General Assembly approve the 2011 Handbook for Presbyterian Committees on the Ministry or Preparation for the Ministry as the official Cumberland Presbyterian manual for presbyterial committees on the ministry or its equivalent.

e. Translation Program

The PDMT in cooperation with the Discipleship Ministry Team has been working to translate and print Cumberland Presbyterian resources and update the Confession of Faith into the languages of the church. The update of the Confession of Faith in Spanish is done.

f. Healthy Congregations Initiative

Presbyterial Committees on Clergy Care or its equivalent and Boards of Missions were invited to a training session planned by the PDMT and the Missions Ministry Team, regarding Healthy Congregations Initiative: The Pastor/Parish Relations Committee. The workshop was led by Reverend Dr. Jerry L. Harber on August 27-28, 2010. About 15 people attended the workshop.

2. NEW PROGRAMS

a. 2011 The Year of the Clergy & the Clergy Crisis Fund

The General Assembly established 2011 as the “Year of the Clergy” in the Cumberland Presbyterian Church and a Clergy Crisis Fund was established to provide financial support to clergy who are in crisis and in need of support and care. The PDMT was charged with the responsibility of setting up this program; establishing guidelines for potential recipients from the fund; working with respective presbyteries in determining needs and appropriate responses; ascertaining the abilities of the respective presbyteries to provide financial assistance on a matching basis and exploring any need for counseling or additional support. Congregations, presbyteries, Cumberland Presbyterian Women’s Ministry, the General Assembly, and other organizations within the church have been invited to set a special time for prayers of thanksgiving, blessing, and intercession for ordained ministers and to take a special offering during 2011 to support clergy through the Clergy Crisis Fund. These funds will be for Emergency Care only and will be a part of the Clergy Care Committee’s duties.

The following guidelines were established regarding disbursement of funds: (1) Death in the immediate family i.e. minister, spouse, dependent child in the amount of \$500.00; (2) Medical bills in the maximum amount of \$500.00 per year; (3) counseling \$20.00 per session up to \$500.00 per year; (4) termination \$500.00 one time expenditure; (5) other considerations will be taken under advisement. Presbytery must request the funds and provide a matching amount. (See Appendix B)

b. Committees on Ministry and Clergy Care Conference

The purpose is to establish and maintain a working relationship with presbyterial committees on Ministry and Clergy Care, to offer trainings for members of those committees, and to help committee members understand guidelines and procedural policies of PDMT. The conference will be concurrent with the Stated Clerk’s Conference in January 2012.

c. Handbook for the Clergy Care Committee

The work on a second handbook for Clergy Care Committees was initiated and will include: How the church is governed, recognizing the retirement of a minister (example), what care of ordained clergy means, duties of the committee, process of crisis response, sexual issues.

d. Spanish Program of Alternate Studies (PAS) and CPC Studies

The PDMT Leader has been in dialogue with the PAS director regarding the future of PAS in Spanish in the USA, Colombia, and Mexico.

e. Covenant of Ministerial Ethics

The PDMT Leader is working on his doctoral dissertation, which will include a case study of ministers in the state of Tennessee in order to develop a "Covenant of Ministerial Ethics for Ministers and Congregations of the Cumberland Presbyterian Church" that could serve as a model for ministers, churches, and Cumberland Presbyterian institutions to utilize, adapt, and adopt if they so choose, as guidelines that reflect basic ethical obligations for the ministerial profession, and as a support to protect the individual minister.

VI. ENDOWMENTS

While Our United Outreach is a major funding source for the ministries overseen by the Ministry Council, OOU goals have not been met in many years. To that end, identifying additional funding sources is even more important to ensure that vital programming may continue. Planned giving and endowments can help to support programs; however, endowments generally require the corpus to be \$10,000 before income is distributed. Simply, if any endowment has less than the required corpus, then the funds are dormant, unusable, for the program for which they were established.

The Ministry Council gratefully acknowledges the generosity of persons who have established endowments and looks with enthusiasm to acknowledging additional supporters who will enable income to be distributed from some funds not yet accessible for programming.

A listing of endowment funds for each Ministry Team of the Ministry Council follows with the balances as of April 26, 2011:

Communications Ministry Team Endowments		CMT Balance
Masaharu Asayama/CPWM Endowment	\$	8,278.89
Ky Curry Publishing Endowment		29,341.74
C. Ray Dobbins Endowment		27,527.82
Dennis H. Kiefer Endowment		745.01
Marguerite D. Richards CP Magazine		14,852.71
Pat White Endowment		5,861.02
Total CMT Endowments	\$	86,607.19

Discipleship Ministry Team Endowments		DMT Balance
Bennet & Mildred Brown for C E	\$	22,932.69
Bill & Hazel Phalan Endowment		13,003.86
C. P. Youth Conference		132,555.31
Christian Education Mid-Century		225,109.85
Christian Education Season Endowment		163,185.12
Clark Williamson Memorial		37,271.50
Claudette Hamby Pickle C E Endowment		18,617.46
Consultant Training Fund		52,231.25
Cornelia Swain Endowment for C E		16,475.94
David & Mary McGregor C E Endowment		40,780.41
Donald & Jane Hubbard Endowment for C E		10,358.89
Dr. & Mrs. E. K. Reagin Endowment		51,311.68
Earl King Memorial		9,861.96
Frank & Linda Ward Endowment (CE)		30,949.05
Grace Johnson Beasley Memorial		9,857.35
H. Harold Davis Endowment Fund		148,834.10
Helen Wiman Memorial		3,756.13
Into the Nineties for C E		248,956.99
Ira & Rae Galloway for C E		12,840.90
Irvin & Annie Mary Swain Endowment		20,029.26
Jack W. Ferguson, Jr. C E Endowment		9,859.68
James D. McGuire Endowment for C E		14,540.92
Jill Davis Carr - Leadership Development		10,350.75
Jodi Hearn Rush		9,957.92
John W. Speer Endowment for C E		17,936.14

Lavenia Campbell Cole Annuity Endowment	32,407.51
Louise Adams Heathcock Memorial	9,905.07
Morris & Ruth Pepper for C E	46,774.34
Paul Allen Endowment for C E	9,838.79
Rev. Rusty Rustenhaven Youth Ministry	12,299.95
Reverend Gayle J. Keown for C E	3,226.77
Virginia Malcom Christian Education	102,928.50
Wesley & Jackie Mattonen Endowment	31,084.38
William Warren Endowment for C E	9,964.54
Young Adult Ministry Endowment	21,239.12
Carl Cook Outdoor Ministry Endowment	2,548.76
Howell G. & Martha Jo Mims CPYC	21,658.80
Jake Tyler Children's Ministry	1,811.93
Jean Garret Endowment for C E	3,195.24
Jeff & Angie Sledge Endowment	1,908.26
John Gilbert Horsley - Youth Leaders	11,085.77
Publishing House Endowment 33%	126,152.29
Terence R. McCain, Sr. Endowment	1,963.96
Total DMT Endowments	\$ 1,781,559.09

Missions Ministry Team Endowments	MMT Balance
Advance in Missions Trust Fund	\$ 395,276.67
Bennett & Mildred Brown Trust	47,248.14
Bernice Barnett Gonzalez Endowment	1,257.45
Bill & Iona Wyatt Endowment	11,825.04
Bill & Kathryn Wood	55,504.84
Boyce & Beth Wallace Endowment	35,182.49
Brown & Julia Welch Missions Endowment	28,715.82
Buddy & Beverly Stott Endowment	24,856.43
Chester E. Dickson Endowment	40,731.92
Chow King Leong Endowment	46,210.49
Church Loan Fund - General	1,224,617.92
Colombian University Scholarships	62,915.88
Cornelia Swain Endowment	54,364.07
David Brown Endowment	9,450.40
Davis O. & Gladys H. Bryson Missionary	76,936.63
Della Campbell Lowrie Trust 20%	409,022.82
Elise Sanders Endowment	273,833.35
Elizabeth A. & James W. Morrow Trust	22,012.94
Fines Ewing & Bessie Keene Memorial	134,347.01
Foreign Missions Endowment	310,042.82
Forester World Missions Endowment	3,227,911.52
Gina Marie Benzel Ableson Memorial	9,076.78
Gleniel Grounds Endowment	1,932.35
Grace Beasley - Small Rural Church	45,447.92
Grace Johnson Beasley Memorial	33,635.64
Helen Deal Endowment	46,823.31
Holly Katelyn McClurkin	604.95
Hong Kong Mission	36,663.08
Irvin & Annie Mary Draper Swain	25,830.13
Jamie Roy Chaffin Endowment	1,823.91
Joe E. Matlock Endowment	46,445.46
John A. Deaver Mission	9,156.27
Jose & Fanny Fajardo Endowment	7,702.57
Joseph B. Dungy Endowment	81,815.88
Lavenia Campbell Cole Annuity Endowment	55,892.74
Lavenia Campbell Cole Trust Endowment 20%	19,835.18
Lavenia Cole Testamentary Trust 25%	406,094.61

Lela Swanson Stricklen NCD	58,531.34
Lelia B. Goodman for Missions	2,645.87
Louise & Sam R. Estes Endowment	12,003.97
Lucie C. Mayhew Fund for U-P Children	14,454.58
Madge Sprague Memorial Endowment	5,046.70
Mamie McAdoo Endowment	2,402.80
Maree Blackwell Endowment	2,214.19
Marguerite D. Richards Japan	14,818.51
Marguerite D. Richards MM Magazine	7,397.24
Marguerite D. Richards Rural Church	22,191.74
Mary Frances & William Carpenter	10,870.86
Mary Katherine Mize Longwell Endowment	595.48
Mattie Ree Suddarth Brown Endowment	18,780.70
Maymie Stovall - Foreign Mission 25%	10,941.35
Maymie Stovall - Home Missions 25%	10,940.44
McAdow and Mae Gam Endowment	14,226.34
McClung/Fowler Memorial Endowment	74,160.18
McKenzie Endowment	37,796.76
Missions & Evangelism Endowment	102,663.60
Mrs. G. W. Freeman Bible Woman Trust	5,760.61
Myra Patton Foreign Mission Endowment	148,433.37
Nancy J. Orr Bequest	3,912.07
New Church Development Endowment	87,621.03
P. F. Johnson Memorial Endowment	17,223.18
Patron Membership	714,831.48
Paul & Geneva Richards Memorial	11,058.43
Perpetual Membership Fund	895,762.83
Rev. & Mrs. Tadao Yoshizaki Memorial	571.03
Richard Nicks Memorial Endowment	48,708.86
Robert E. Matlock Endowment	147,509.19
Robert J. & Marilee B. Watkins	1,754.31
Robert T. & Dona Milam Endowment	5,689.48
Rouine Vodra Coleman Endowment	1,177.92
Rubye Johnson May Memorial 50%	6,847.21
S. Q. Proctor Home Mission Endowment	10,421.73
Samuel King Gam	19,266.45
Walkerville CPC Memorial Endowment	6,049.69
Warren and Carline Lowe Trust	2,445.48
William A. & Beverly St. John Endowment	11,242.33
Winnifred M. Dixon Endowment	52,365.45
Ashburn-Graf Educational Endowment	126,488.32
Carl Ramsey Scholarship Fund	32,105.46
Clifford Gittings Endowment	4,692.01
Clifford W. & Sarah C. McCall NCD	5,456.56
Colombian CPW Elementary Scholarships	31,501.82
CPW Leadership Trust Fund	74,425.44
Don & Gwen Peterson Endowment Fund	86,066.39
Freda Mitchell Gilbert Endowment	4,520.18
Gladys H. Bryson Scholarship Fund	100,907.55
Holzer Trust	74,589.77
James A. Brintle II Scholarship	4,952.74
Mark G. Lynch Choctaw Presbytery	8,093.16
Marvin C. & Ruth M. Kinnard Trust	13,368.95
Mildred Chandler Scholarship Endowment	120,080.24
Rose Ella Porterfield Scholarship	15,251.49
Scholarship-Universidad Evangelica	8,762.11
Walter Swartz - Jose Fajardo Scholarship Fund	39,013.10
William B. & Emma Jo Denson Todd Endowment	5,464.67

Total MMT Endowments	\$ 10,698,120.17
Pastoral Development Ministry Team Endowments	PDMT Balance
Arturo & Carmen Ortiz Endowment	\$ 5,658.02
Awards for CP Ministers & Spouses	20,364.47
E. G. & Joy Sims Endowment	18,422.47
James & Geneva Searcy Endowment	26,585.11
James & Helen Knight Endowment	20,992.62
James Lee Ratliff Endowment	5,350.23
LaRoyce Brown Endowment	1,215.99
Leonard & Mary Jo Turner Endowment	11,292.68
Lyon Walkup Endowment	11,536.62
Melvin & Naomi Orr Endowment	17,011.48
Ministerial Endowment	10,958.33
Ministers Conference	15,319.90
Norlan & Ellie Scudder Endowment	17,452.99
Roosevelt and Ruth Baugh	2,862.96
Total PDMT Endowments	\$ 185,023.87
Ministry Council Grand Total	\$ 12,751,310.32

VII. MINISTRY COUNCIL CONCLUSION

In the life of any organization, there are seasons of “storming” and “norming”. The Ministry Council has had both in our first three years: “storming” - passionate discussions and difficult decisions that needed to take place in order to move forward, and “norming” - settling in and adapting to approaches new to staff and elected team members. Both seasons support the belief that the Ministry Council is “living into” the work of the Church. We’ve accomplished some important benchmarks and recognize there are others still to be addressed. We are thankful for the guidance of the Holy Spirit as we work to enhance and implement ministries that draw people to Christ. We remain committed to serving God through the Cumberland Presbyterian Church and ask that the church remain in prayer for our work.

Respectfully Submitted,

Jill Carr, Chairperson

Rickey Page, First Vice Chairperson

Carlton Harper, Second Vice Chairperson

Elizabeth G. Horsley, Secretary

Edith M. Gholson, Director of Ministries/Treasurer

MINISTRY COUNCIL APPENDICES

WHO THE MINISTRY COUNCIL NEEDS (Appendix A)

Cumberland Presbyterians with experience garnered from leadership in varied programs, preferably to include some at middle and higher judicatory levels; persons who understand and are committed to a unified approach to programming, incorporating the financial and human resources of all components of the Ministry Council and Teams. Knowledge, Skills and Abilities in four particular areas would be helpful:

1) **Visioning**—The Ministry Council identifies and implements the Cumberland Presbyterian Church’s vision for ministry. Creative thinkers and those with an appreciation of CP history tempered with a passion for moving into “new frontiers” are vital to the work of the Ministry Council, those who care for the past of the church as well as the future. Those who understand and can frame ways to keep the Cumberland Presbyterian Church relevant.

2) **Strategic Planning**—The Ministry Council provides primary long and short-range planning for the Church, striving to ensure that all segments will be working on a common mission and the duplications and gaps in the Church’s ministry will be minimized. Particularly helpful would be results-oriented professionals with success as agents of change.

3) **Leader Development**—Programs to benefit the whole Church must and will concentrate on

leadership development, grooming new leaders and expanding ways of involving those who've left the Church and/or those who have deferred leadership to others, thus limiting the talent pool. Those with broad networks, who possess understanding and a gift for recruiting and encouraging, would be especially helpful to the Ministry Council, as would those who can work easily with all cultures, all ages and all types of people. Those highly regarded by the youth and young adults in the CP Church would be a strong asset to the Ministry Council

4) **Finance/Legal**—The Ministry Council would benefit from immediate access to persons with professional experience in these areas. Specifically, the ongoing efforts to combine four formerly separate budgets with the addition of an administrative budget could be strengthened by having individuals with that expertise.

Skills and Expertise:

- **Communication Skills**—Effect Council members are conduits of information, both sharing with and gathering from congregations, presbytery, synod and all related groups to support the Council and further the work of the Church. Effective Council members are comfortable in considering innovative communication technology to improve access for the whole church.

- **Understand the cultural and global diversity of the Church**—Effect Council members demonstrate willingness to work with people of other cultures and languages; cross-cultural experience has proven helpful.

- **Our United Outreach Skills**—Effect Council members are enthusiastic supporters of and active advocates for OUO to their respective congregation, presbytery and synod. Council members are encouraged to assist Ministry Council staff to identify potential resources for additional income, through Endowments, grants or other appropriate sources.

Time Requirement:

- The average time commitment is eight hours per month including preparation for and attendance at meetings. All Council members are expected to participate in the planning and activities of at least one of the Ministry Teams or committees of the Ministry Council.

- Recognizing that representation on the Council is both laity and clergy, and in an effort to approach a more equal sharing of the burden of taking time away from family and work, the Ministry Council has set one meeting a year to include a Sunday.

- A half-day Orientation will be provided prior to the first meeting for new members each August.

- Each year, there are three Ministry Council meetings held in Cordova, TN: the last weekend (Friday and Saturday) in January; mid-April (Friday and Saturday) and the last weekend in August (Saturday and Sunday). The dates for 2011/2012 are:

August 26 (Friday) Orientation for new Ministry Council and Ministry Team members

August 27-28, 2011 (Saturday/Sunday)—Ministry Council and Ministry Teams meet concurrently.

January 27-28, 2012 (Friday/Saturday)—Ministry Council and Teams meet in joint sessions.

April 20-21, 2012 (Friday/Saturday)—Ministry Council

August 24 (Friday) Orientation for New Ministry Council and Ministry Team Members

August 25-26, 2012 (Saturday/Sunday)—Ministry Council and Teams meet concurrently.

Non-attendance at 51% of the meetings within a church year will result in a Council Member being replaced.

- Council members serve three-year terms which may be repeated up to a total of three consecutive terms. If a person elected to serve on a denominational entity, where residence in a particular synod is a qualification for election, shall move to another synod while in office, the term to which he or she was elected shall terminate at the close of the next meeting of the General Assembly.

A YEAR OF THE CLERGY AND A CLERGY CRISIS FUND FOR THE MINISTERS OF THE CUMBERLAND PRESBYTERIAN CHURCH (Appendix B)

The 180th General Assembly established the year of 2011 as the “Year of the Clergy” in the Cumberland Presbyterian Church and a Clergy Crisis Fund was established to provide financial support to clergy who are in crisis and in need of support and care.

Our Confession of Faith says that the office of minister of word and sacrament is unique in the life of the church as to responsibility and usefulness. God calls persons and sets them apart for this ministry. It also says that these persons are not by virtue of their office more holy or righteous than other Christians.

An investigation from *Barna, Focus on the Family, and Fuller Seminary*, reveals a reality in the life of ministers in America:

- “Fifteen hundred pastors leave the ministry each month due to moral failure, spiritual burnout, or contention in their churches.
- Fifty percent of pastors’ marriages will end in divorce.
- Eighty percent of pastors feel unqualified and discouraged in their role as pastor.
- Fifty percent of pastors are so discouraged that they would leave the ministry if they could, but have no other way of making a living.
- Eighty percent of seminary and Bible school graduates who enter the ministry will leave the ministry within the first five years.
- Seventy percent of pastors constantly fight depression.
- Almost forty percent polled said they have had an extra-marital affair since beginning their ministry.
- Seventy percent said the only time they spend studying the Word is when they are preparing their sermons (This is Key).”

The Pastoral Development Ministry Team was charged with the responsibility of setting up this program; establishing guidelines for potential recipients from the fund; working with respective presbyteries in determining needs and appropriate responses; ascertaining the abilities of the respective presbyteries to provide financial assistance on a matching basis and exploring any need of counseling or additional support.

(Krejcir, Richard J. *What is Going on with the Pastors in America?* Francis A. Schaeffer Institute of Church Leadership Development. www.intothyword.org, 2007.)

The first questions we had in mind when we started talking about this task in front of us were how do we start and how do we finance this commitment?

A mass media campaign was developed to outreach ministers, congregations, presbyteries, CP Women’s Ministry, the General Assembly, and other organizations within the church to invite them to set a special time for prayers of thanksgiving, blessing, and intercession for ordained ministers and to take a special offering during 2011 to support clergy through the Clergy Crisis Fund.

These funds will be for Emergency Care only and will be a part of the Clergy Care Committee’s duties. The following guidelines were established regarding disbursement of funds: (1) Death in the immediate family i.e. minister, spouse, dependent child in the amount of \$500.00; (2) Medical bills in the maximum amount of \$500.00 per year; (3) counseling \$20.00 per session up to \$500.00 per year; (4) termination \$500.00 one time expenditure; (5) other considerations will be taken under advisement. Presbytery must request the funds and provide a matching amount.

January 28, 2011 was the kick-off celebration of 2011 as the Year of the Clergy in the Cumberland Presbyterian Church. We had about 100 people at Faith CP Church in Bartlett, Tennessee. Reverend Harry Chapman, Vice Moderator of the General Assembly, addressed the present followed by special music by Ms. Stephanie Saber. Dr. Andy McClung delivered the sermon followed by Mrs. Edith Old, Director of Ministries of the Ministry Council, praying a special prayer for the Ministers of the Cumberland Presbyterian Church.

PRAYER FOR OUR CLERGY

o Father, we thank You that our clergy are faithful and that You preserve them. That as they abound in your blessings and strength they do not grow weary in well doing. We affirm that You who called them and began a good work in them will perfect it. They are Your workmanship created in Christ Jesus, and equipped by Your Holy Spirit in every good thing to do Your will.

o Lord work in them so that what they do is well pleasing in Your sight. Let all grace abound toward them, having sufficiency in all things. Because they have sowed bountifully, they will reap bountifully, and

whether they plant or water, Father, You give the increase. We pray that they continually triumph in Christ, diffusing the fragrance of His knowledge and compassion in every place. We pray that all blessings come upon them and overtake them, as they obey the voice of their God.

o Instruct them and teach them in the way they should go; reveal the deeper things of God to them by Your Spirit. Let them be vessels of honor, sanctified and useful for the Master, prepared for every good work. Encourage them to shepherd the flock willingly, eagerly, and be an example. Allow them to hear You, following the counsel of Your Word and those You place in their lives. May their speech and preaching be a demonstration of the Spirit and of power, and we pray that they be instant in season and out of season to preach the Word.

o Every place the soles of their feet tread upon has been given to them by You. We pray You make them strong and of good courage for You, Lord, go with them. As they wait on You, we pray You strengthen them in their heart. Help them set in order things that are lacking, and work in harmony with their sessions and congregations.

o We tear down the strongholds that restrain the word from being preached from the pulpit. We lift up our ministers and cover them with the blood of Jesus as they stand as leaders before their congregations and communities. May sickness and disease not come near them, for they are redeemed and prophets in our land. Prosper them and let them lack for nothing material that their families need. We pray that no weapon formed against them will triumph, and every tongue raised against them as they follow Your will be shown to be in the wrong.

o Father, let the gifts and anointing on their lives come forth. Birth the things that You have spoken to them in their hearts, as they continually give themselves to prayer and the ministry of the Word. Amen.

Prayer adapted from www.prayingscriptures.com

EVANGELISM, CHURCH PLANTING AND MISSIONS
TASK FORCE
(Appendix C)

General Assembly (2010) charged the Ministry Council (MC) with naming a task force to develop a ten-year plan for evangelism, church planting and missions expansion. The plan was to include goals, staffing expectations and funding estimates, and the MC was to present the completed plan to the 2011 General Assembly.

The task force, composed of representatives from each Ministry Team and the Ministry Council, offers this report.

PLAN THEME: STEP OUT!

“How beautiful are the feet of those who preach the Good News!”
(Romans 10:15)

called to tell . . .
sent to share . . .

Theology

The evangelism, church planting and mission expansion movement of the Cumberland Presbyterian Church arises from the theological perspective of the Cumberland Presbyterian Confession of Faith.

Salvation: 4.05 Repentance is that attitude toward God wherein sinners firmly resolve to forsake sin, trust in Christ, and live in grateful obedience to God. 4.08 Saving faith is response to God, prompted by the Holy Spirit, wherein persons rely solely upon God’s grace in Jesus Christ for salvation. Such faith includes trust in the truthfulness of God’s promises in the scriptures, sorrow for sin, and determination to serve God and neighbor. 4.10 When persons repent of sin and in faith embrace God’s salvation, they receive forgiveness for their sin and experience acceptance as God’s children.

Evangelism: 5.05 The church is apostolic because God calls her into being through the proclamation of the gospel first entrusted to the apostles. The church thus is built on the apostolic message which is faithfully proclaimed by messengers who follow in the footsteps of the apostles. *Verses cited in the Confession of Faith* explain the apostolic message: **Matthew 28:18-20**- Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. ¹⁹ Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” **Acts 10: 42,43** He commanded us to preach to the people and to testify that he is the one whom God appointed as judge of the living and the dead. ⁴³ All the prophets testify about him that everyone who believes in him receives forgiveness of sins through his name.” **Romans 10:14-18** How, then, can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them? ¹⁵ And how can anyone preach unless they are sent? As it is written: “How beautiful are the feet of those who bring good news!” ¹⁶ But not all the Israelites accepted the good news. For Isaiah says, “Lord, who has believed our message?” ¹⁷ Consequently, faith comes from hearing the message, and the message is heard through the word about Christ. ¹⁸ But I ask: Did they not hear? Of course they did: “Their voice has gone out into all the earth, their words to the ends of the world.” **1 Corinthians 15:1,2** Now, brothers and sisters, I want to remind you of the gospel I preached to you, which you received and on which you have taken your stand. ² By this gospel you are saved, if you hold firmly to the word I preached to you. Otherwise, you have believed in vain. **2 Corinthians 5:18-21** All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation: ¹⁹ that God was reconciling the world to himself in Christ, not counting people’s sins against them. And he has committed to us the message of reconciliation. ²⁰ We are therefore Christ’s ambassadors, as though God were making his appeal through us. We implore you on Christ’s behalf: Be reconciled to God. ²¹ God made him who had no sin to be sin for us, so that in him we might become the righteousness of God. (Verses not quoted above John 20:21-23, I Corinthians. 1:21-25, I Corinthians 15: 3-11, I Peter 1:10-12)

Scriptures related to the apostolic call to evangelize can be summarized as follows:

Evangelism is a continuation of the apostles’ message that anyone who believes and expresses faith in Jesus Christ will have forgiveness of sins and will be saved from judgment and separation from God. The Christian is to continue the work of the apostles who were servants, teachers, evangelists, pastors and missionaries. Furthermore, evangelism requires helping the converted grow in their salvation by baptism and teaching the obedience of Christ’s commands. Evangelism is the role of believers to be ambassadors for Christ so that all may be reconciled to God.

New Church Development: 5.03 The church is holy because she is founded on the finished and continuing work of Christ in setting her apart for God’s glory and witness in the world. Her holiness thus rests on God’s sanctifying her for her redemptive mission, not upon any personal holiness of her members. 5.29 Growth is natural to the church’s life. The church is called into being and exists to reach out to those who have not experienced God’s grace in Christ, and to nourish them with all the means of grace.

Evangelism and church growth are not the same, but church growth is one fruit of an effective and faithful ministry of evangelism. Church planting, since New Testament times, has been the most effective methodology for evangelism.

Missions: 5.09 The church in the world never exists for herself alone, but to glorify God and work for reconciliation through Christ. Christ claims the church and gives her the word and sacraments in order to bring God’s grace and judgment to persons. 5.30 In carrying out the apostolic commission, the covenant community has encountered and continues to encounter people who belong to religions which do not acknowledge Jesus Christ as Lord. While respecting persons who adhere to other religions, Christians are responsible to share with them the good news of salvation through Jesus Christ.*

* **Act 10:34-36** Then Peter began to speak: “I now realize how true it is that God does not show favoritism ³⁵ but accepts from every nation the one who fears him and does what is right. ³⁶ You know the message God sent to the people of Israel, announcing the good news of peace through Jesus Christ, who is Lord of all.

Prayer

An emphasis of this kind is, first and foremost, a call to prayer for the Church. Indeed it is a call to

repentance for our neglect of sharing the Good News with neighbors, friends, co-workers, and our tendency to become self-absorbed in church life. Regular, disciplined times of prayer are required if this plan is to represent a genuine surrender to the leading of God's Spirit. Pray that our church becomes evangelistic by nature – that evangelism becomes an organic attribute of who we are as Christians.

Goals

The task force envisioned the need for practical, measurable goals for this ten-year emphasis. This document is not intended to be a theoretical essay but rather a call to action at every level of the Church. Listed below are General Goals for the emphasis, as well as suggested goals related specifically to local churches, presbyteries and the denomination. Needs for staff and financial support to implement this process are noted.

General Goals in order of priority

1. **Assist** the church-at-large/ denomination to develop an evangelism/missionary-movement identity. This is more than a program; it is the development of an identity and a movement. (MC/GM)
2. **Place** evangelism “on the front burner”—a priority at all levels. This will be reflected in the Ministry Council and Global Ministries Leadership Team. The Communications Ministry Team will have a particularly active role in promoting the initiative.
3. **Develop** a clear and shared understanding of important terms: evangelism (faith-sharing, intentional, results-oriented); conversion; missions/mission fields; cross-cultural ministries. (Evangelism/MMT)
4. **Produce** or identify concrete and diverse evangelism programs to assist local churches. Due to diversity of the CP Church, one program will not fit all the expectations or needs, necessitating the development of a variety of different programs. (Evangelism)

Local Church Goals

Each local church will:

- Hold training events for members on faith-sharing (Coordinated by Evangelism)
- Do evangelism through service outside their congregation, such as NCD and mission projects, in addition to local community evangelism efforts (MMT)
- Participate in a program to develop lay leaders which will help with NCD (PDMT & NCD Staff Person)
- Identify those with the gift of evangelism (Evangelism)
- Develop a prayer network for the evangelism emphasis (Evangelism)
- Establish an accountability group to maintain an emphasis on evangelism (Evangelism)
- Establish evangelism growth of 10% per year based on present active church membership. (Ambitious goals will reinforce evangelism as a priority.)
- Support a denominationally-endorsed missionary. (The modern model of missions requires CP missionaries to raise their own support.) (GMLT)

Presbytery Goals

Each presbytery will:

- Hold local churches accountable for evangelism to the Presbytery Board of Missions. (Evangelism)
- Promote among CP youth a vocational call to NCD, missions, evangelism and pastoral ministry through youth events and other means. (DMT/ PDMT)
- Consider planting churches where there are no CP churches. Presbytery boundaries should not be considered as a limiting factor to church planting. (NCD/ Cross-Cultural Ministries)
- Hold a fund drive for their NCD projects (NCD/BOS)
- Plant 10% of the present number of churches over the 10 year period. NCD Staff will conduct workshops for presbyteries to learn about different methods and styles of NCD. (NCD/ Cross-Cultural Ministries)
- Name one NCD task force that will work with all NCD projects in the presbytery, with task force members rotating. (NCD)
- Host Miniversities on Evangelism and NCD (DMT/ NCD)

- Adopt a denominationally-approved mission field and provide program support for that field. (GM)

Denominational Goals

- Implement the General Assembly focus on evangelism at all levels (MC & ministry teams, MTS, BU, PAS, MC & GMLT)
 - Provide leadership to enable local churches and presbyteries to adopt/support missionaries and/or mission field programs (Global Ministries)
 - Create/staff appropriate denominational staff positions to implement goals (MC)
 - Recommend and/or develop a diversity of evangelism programs and resources for churches and presbyteries (Evangelism Staff Person)
 - Open a new non-USA mission field (Global Ministries)
 - Gather all potential missionaries in denomination into a team for new mission field(s) (Global Ministries)

Staff positions and resources needed

The Ministry Council recognizes that we need staff and resources to support this initiative and the Ministry Council is in the process of reviewing staffing needs. Additional staff and revenue will be necessary to fully implement the evangelism initiative.

- Denominational fund-raising to be started by Ministry Council staff with a ten-year goal of \$1,000,000 for missions/evangelism/NCD programs

PREP 1:8 (Appendix D)

Approved by the MMT (Jan 2011)

Missionary Training and Mission Field Preparation

Missionary Prep Team Acts 1:8

Prep 1:8

Missionary:

The Cumberland Presbyterian (CP) Church defines a missionary as a person who works in service to the cause of Jesus Christ in a culture different from their own.

Prep 1:8

The Missionary Prep Team Acts 1:8 (referred to as Prep 1:8) is a group of prospective future Cumberland Presbyterian missionaries and/or missionaries in transition to a new CP mission field. Membership in Prep 1:8 is by invitation of the Missions Ministry Team. This invitation can be initiated by the MMT or come as a result of interested persons contacting the MMT. The Missions Ministry Team (MMT) will lead and supervise Prep 1:8. Based on the following objectives, the Missions Ministry Team will:

1. **Discover** individuals who are exploring the call to the mission field for career service among college or seminary students, those new to the pastorate, or missionaries in transition to a new mission field.
2. **Develop** a pool of candidates from which the CP Church can draw missionaries for future mission work of the CP Church, including a team for the new CP mission field.
3. **Provide** a platform for missionary training and mission field development led by the Missions Ministry Team in the context of the mission program of the CP Church.
4. **Appraise** talents and gifts of missionary candidates so they can serve in the most productive and fulfilling ways.

Prep 1:8 will conduct one or two events each year with persons interested in becoming CP missionaries. The MMT will develop special short-term mission trips as training tools, and Prep 1:8 team members may

be used to assist the MMT in preparing mission fields for the deployment of CP missionaries. In addition, Prep 1:8 team members will actively promote the mission work of the CP Church, through which they can develop connections needed for their own future missionary support.

Implementation:

Prep 1:8 will be launched in 2011. The MMT will provide funding and staff to conduct annual or bi-annual events, gathering missionary candidates at a central place for training and relationship building. Besides formal training events, MMT will develop projects for Prep 1:8 team members to carry out that will benefit the mission work of the CP Church and prepare these candidates for future missionary service. In order to maintain the relationships developed, the MMT will make active use of video conferencing and email.

UNDERSTANDING THE PROCESS
FOR ORDINATION

In the Cumberland Presbyterian Church



HANDBOOK

FOR PRESBYTERIAL
COMMITTEES ON THE MINISTRY OR
PREPARATION FOR THE MINISTRY

2011

MINISTERS OF THE WORD AND SACRAMENT

The office of Minister of Word and Sacrament is unique in the life of the church as to responsibility and usefulness. God calls persons and sets them apart for this ministry.

The persons who fill this office should be sound in the faith, exemplary in conduct, and competent to perform the duties of the ministry. Persons who become ministers of word and sacrament are due such respect as belongs to their office, but are not by virtue of their office more holy or righteous than other Christians.

They share in the same vocation that belongs to all Christians to be witnesses to the gospel in word and deed. They differ from other Christians only with regard to the office to which they are called, which is their station in life.

(Constitution 2.61)

While the type of ministry most basic to the life of the church is that of a pastor, God has given different gifts to ministers of the word and sacrament and the church recognizes various types of ministry.

Presbytery may authorize ministers to exercise their gifts not only as pastors of particular churches but as teachers of religion in various kinds of schools, editors of religious publications, chaplains to the military forces and to various types of institutions, missionaries, evangelists, counselors, administrators of church programs and institutions, directors of Christian education in particular churches, and as leaders in other fields of service directly related to the church.

Presbytery shall authorize persons to perform such types of ministry through a service of worship in which the minister is commissioned to practice his or her ministry in one of these ways.

In every type of ministry, the minister should seek appropriate ways to perform the duties as pastor, minister, presbyter, evangelist, prophet, priest, preacher, and teacher.

(Constitution 2.64)

**UNDERSTANDING THE PROCESS FOR ORDINATION
IN THE CUMBERLAND PRESBYTERIAN CHURCH**

A Handbook for Presbyterian Committees on the Ministry
or Preparation for the Ministry

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PREFACE

You have been elected as a member of your presbytery's Committee on the Ministry or Committee on Preparation for the Ministry. Your presbytery has given you a high honor. Your participation in the committee's work and its recommendations will impact not only the presbytery but also the entire Cumberland Presbyterian Church. Moreover, it will impact the lives of people for decades to come. I am confident you will approach this ministry with patience, understanding, mature judgment and openness to the leadership of the Holy Spirit.

This Handbook is intended to assist you in the committee's work. Please:

- Read through it to familiarize yourself with its contents
- Allow it to guide your supervision of probationers toward their ordinations
- Return it to your committee chair at the end of your term of service.

Members of the Pastoral Development Ministry Team at the time of this manual's adoption are:

Rev. James Lively	Ms. Pat Owen	Rev. Tommy Thompson
Rev. David Lancaster	Rev. Glenda Melson	Mrs. Mary Jo Turner
Rev. Mark Davenport	Rev. Linda Snelling	Rev. Robert E. Shelton

Former PDMT Leader Rev. Stephanie S. Brown was also instrumental in the initial efforts on this project.

The Pastoral Development Ministry Team serves the Cumberland Presbyterian Church by

- Keeping God's call before the church as a whole
- Providing and promoting a deeper biblical and theological understanding of ministry in the church
- Nurturing and caring for ordained ministers and probationers and
- Providing resources and events to improve pastoral ministry

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UNDERSTANDING THE PROCESS FOR ORDINATION IN THE CUMBERLAND PRESBYTERIAN CHURCH

INTRODUCTION

In the gospel story as told by Matthew, Jesus gives a command to the disciples just prior to his ascension. Jesus tells them to go into every nation proclaiming the gospel, making disciples, instructing them and baptizing them in the name of the Father, and of the Son, and of the Holy Spirit. This command belongs to every person who follows Jesus and longs to see God's reign on earth.

Jesus' command, however, belongs to the church in an even more intimate way, particularly where the church is concerned with the education and oversight of those who have sensed God's call into ministry. The church is commanded to shepherd and care for those seeking ordination as well as those already involved in that work. The church's care is lived out with the same sense of responsibility that Jesus spoke of in the great command to the disciples. Oversight, education, preparation, and guidance for ministers and ministerial candidates fall to the church through the

various structures of the church's organization, but most notably through the work of Committees on Ministry/Preparation within the presbyteries.

Aware of that presbyterial responsibility and aware of the greater church's responsibility, The Pastoral Development Ministry Team of the Cumberland Presbyterian Church has developed this handbook for use by presbyterial Committees on the Ministry/Preparation. It is our hope that our collective work with ministers and candidates for ministry will be more fruitful, more consistent, and more sensitive to the unique demands that the call to ministry places upon an individual.

May God's grace and mercy be upon the work we are all called to accomplish. May our work bring light and life through the sharing of the good news of the gospel of Jesus the Christ.

DEFINITION OF TERMS

Approved graduate school of theology: A seminary authorized by a presbytery to provide for the education of that

presbytery's ministerial probationers. Courses and credit hours from non-

approved seminaries may not be recognized by the presbytery.

Bethel University: The undergraduate/graduate educational institution affiliated with the Cumberland Presbyterian Church and located in McKenzie, Tennessee.

Candidate: A person in the first stage of preparation for the ministry and under the care of a presbytery.

Committee on Clergy Care: A presbytery's agency for the oversight of and support for its clergy members and their families; names may vary with presbyteries.

Committee on Preparation for the Ministry: A presbytery's agency for the oversight of ministerial probationers; names may vary with presbyteries.

Committee on the Ministry: A presbytery's agency for the oversight of ministerial probationers and ordained clergy, unless these responsibilities are divided between two committees.

Confession of Faith (1984): The creedal statement and governmental standards for the Cumberland Presbyterian Church and Cumberland Presbyterian Church in America. Major divisions are:

Confession of Faith
Constitution
Rules of Discipline
Directory for Worship
Rules of Order

Constitution: The document, contained in the *Confession of Faith*, delineating the government of the Cumberland Presbyterian Church and Cumberland Presbyterian Church in America.

Licentiate: The status of a ministerial probationer between candidate and ordained; licentiates are authorized to

preach under the supervision of the presbytery.

Memphis Theological Seminary (MTS): A graduate school of theology affiliated with the Cumberland Presbyterian Church and located in Memphis, Tennessee.

Minister of Word and Sacrament: A person who has been ordained into the ministry of the Cumberland Presbyterian Church or Cumberland Presbyterian Church in America.

Ordinand: A person who has been recommended for ordination as a Minister of Word and Sacrament but has not been ordained yet.

Ordination: The act of a presbytery to set a person a part for the ministry of Word and Sacrament.

Particular church: As used in the *Constitution*, a congregation of the Cumberland Presbyterian Church or Cumberland Presbyterian Church in America.

Pastor: The title for an ordained minister who has been installed by the presbytery to provide spiritual leadership in a particular congregation.

ALSO Associate/

Assistant Pastor: The title for an ordained minister who has been installed by the presbytery to assist the pastor in providing spiritual leadership in a particular congregation.

Presbytery: The primary governing body within the Cumberland Presbyterian Church/ Cumberland Presbyterian Church in America and consisting of ordained ministers and elders elected to represent sessions within a defined area.

Probationer: A person preparing for the ministry under the care of a presbytery.

Probationers may be candidates or licentiates.

Program of Alternate Studies (PAS): A Cumberland Presbyterian Church program for the education of ministerial probationers who, in the opinion of their presbyteries, cannot attend seminary.

Provisional Status: An ethnic ordained minister desiring to come into the Cumberland Presbyterian Church from another denomination, serving in a cross-culture ministry, and whose educational preparation does not yet meet CPC standards, may be received under Provisional Status with all rights and privileges of ordination.

Reformed/Presbyterian tradition: Refers to those churches that trace their roots to John Calvin, a key player in the Protestant Reformation. Theologically, these churches emphasize the sovereignty of God, the authority of

scripture and salvation by grace through faith. They follow a representative form of government led by elders or “presbyters”.

Rules of Discipline: The section of the *Confession of Faith* setting forth procedures for dealing with misconduct or unusual situations within the church.

Session: The governing body of a particular church (congregation), consisting of the pastor and members elected by the congregation.

Stated Supply: An ordained minister, a licentiate, or a candidate approved by the presbytery to serve as minister of a particular church (congregation). A stated supply is not an installed pastor and may perform only those pastoral functions set forth in the *Constitution*.

“Under care”: The description of the status of a ministerial probationer under the supervision of a presbytery.

I. OVERVIEW OF THE PROCESS

A. DUTIES AND RESPONSIBILITIES OF THE COMMITTEE

The following is intended to help the committee recall the range of their responsibilities. It would be helpful if, before each meeting, a member reviewed the committee's activities against the list and reported on responsibilities receiving little or no attention. These duties and responsibilities may need to be emphasized, and programs developed accordingly. Also,

remember that some presbyteries may from time to time assign other responsibilities to the committee.¹

¹ Please feel free to contact Pastoral Development Ministry Team Leader for resources and/or assistance. (See the Preface to this Handbook for contact information)

- To keep before the congregations the importance of the call to Christian ministry in the church.
- To provide appropriate materials and resources to guide those considering vocations in the church.
- To serve as the presbytery's standing committee for supervising and supporting probationers for the ministry (Constitution 6.10 - 6.30).
- To guide probationers in their exploration of Christian ministry and/or vocations in the church.
- To help those experiencing a call to Christian service, but not ordination, to affirm their calling as followers of Jesus Christ and members of the covenant community.
- To recommend to presbytery appropriate actions in the supervision of probationers.
- To examine members of congregations seeking to be received as candidates (Constitution 6.10).
- To examine candidates and licentiates as they move through the process toward ordination (Constitution 6.200).
- To stay in close contact with probationers throughout their journey – encouraging, uplifting and guiding them.
- To encourage and require probationers to complete educational requirements in approved colleges and graduate schools of theology.
- To recommend to presbytery that a student be enrolled in the Program of Alternate Studies if attendance in an approved graduate school of theology is not a valid possibility.
- To meet, when directed by presbytery, with ordained clergy of other ecclesiastical bodies and recommend actions concerning their status in the Cumberland Presbyterian Church.
- To work with the Committee on Clergy Care to ensure that the newly ordained ministers have designated mentors for three years after ordination.

B. NURTURING THOSE GOD HAS CALLED: A guide for those serving on presbyterial committees

Every presbytery has a committee that oversees the growth of ministerial probationers (Constitution 6.11). The committee may go by various names, but the function is the same: to walk with probationers through the process of

ordination, and to ensure that those called are mentally, emotionally and spiritually prepared to serve as ministers. Neither the presbytery nor the committee calls persons to ordained ministry. God does. But the

committee and the presbytery are the vehicles by which God's call is confirmed.

Our tradition assumes that, once persons submit to an internal call, they also must submit to a larger body responsible for their care and they must prepare for ministry. Preparation includes education at accredited schools, growing in one's sense of call, gaining competence in ministerial skills, as well as taking up disciplines that lead to spiritual maturity. Your committee exists to help probationers in this process.

Inevitably, probationers face difficulties as they pursue ordination. Some won't receive support from family and friends. Others will struggle with education requirements. Many will have periods of doubt about their call. Still more will worry about their finances. Your committee cannot solve all the problems a probationer will face. But your presbytery will be able to help in some concrete ways (such as providing grants for education). And your committee can provide what those seeking ordination often need the most: caring, listening ears.

You also help probationers by upholding the educational standards for ordination. When persons face difficulties, we often desire to relieve them. But compromising the standards of ordination is only short-term relief. Probationers need as much education as they can get so that they are well rounded, knowledgeable people who can do what God asks of them.

Similarly, committee members must not assume that a person is ready for ordination simply because they have completed their classes in college and seminary. Throughout the process, you should look for signs of spiritual maturity and help probationers see areas where they may need to grow in order to be faithful ministers of the gospel. It's

not fair to probationers or the church to send them out poorly prepared for the demands of ordination.

The responsibilities of your committee are sobering. But when you do your job well, the church receives the well-equipped ministers it deserves, and you will discover that the burden of your labor is also a joy.

The *Constitution* of the Cumberland Presbyterian Church outlines the requirements for candidacy, licensure and ordination (sections 6.10 to 6.30). The steps below give detail to that process from the perspective of you, the committee member.

Step 1: The first meeting with the potential candidate

Check for the letter from the session. No one can be accepted as a candidate unless his or her session has written a letter of recommendation (*The Constitution*, 6.41). Those closest to the candidate should be willing to vouch for his or her sincerity, character and faith.

Introduce yourself to the candidate, and at the appropriate time ask questions that allow the candidate to share his story. Meeting strangers who will be overseeing his life can be overwhelming to a person seeking candidacy. Knowing that committee members care about him and are interested in his well-being will bring great comfort.

Ask the candidate about her experience of the call. It may not be clear to the candidate yet exactly what her call is. Expect some ambiguity. But the potential candidate needs practice reflecting on her call and trying to articulate what God wants with her life. She will continue to do this throughout her preparation.

Explain what presbytery requires for ordination. Before he leaves the meeting, the person seeking candidacy should know what education is expected; how often the committee anticipates meeting with him; when psychological inventories will be administered and for what purpose; when the next presbytery meeting will be and what questions will be put to him in order to enter candidacy; and finally who will serve as the candidate's mentor, assuming presbytery accepts him.

The standard educational requirement for ordination in the Cumberland Presbyterian Church is a bachelor's degree and master of divinity degree from accredited schools. In some cases, persons request to enter the Program of Alternate Studies (PAS). PAS exists to educate candidates who might have extreme difficulty attending college and seminary. Those difficulties might include limited finances, family constraints or age. PAS requires 60 hours of college work (course list available from the director of PAS) and three full years of extension school (intense class time, followed by home assignments). PAS is not a replacement for seminary, but an alternate route for those in extreme circumstances.

Presbytery alone decides who may take this alternate route. For anyone to enter PAS, presbytery must approve by a two-thirds majority vote. The presbytery looks for the committee to make this recommendation, if applicable, in its report.

Your committee should weigh carefully whether to recommend a candidate for the PAS program. Remember that all persons will face difficulty in the pursuit of ordination. You must answer the question whether a potential candidate's circumstances make it nearly impossible for him to take the standard route.

Pray for the potential candidate at the conclusion of the meeting. You may ask how the committee can best pray for her and encourage committee members to keep these concerns alive in their prayers between meetings.

Step 2: The meeting of presbytery

Not all committee members are required to attend presbytery. Most likely, the chair will attend to present the report. (A sample report can be found in the Appendix.) If you have been assigned as the candidate's mentor, your presence at presbytery can strengthen the relationship. A phone call following the meeting from any committee member would help the candidate feel supported.

While the committee has examined the candidate already, the presbytery is afforded that opportunity, also. After the candidate shares her sense of call, the floor will be open for questions from the presbytery. This doesn't mean your committee's work is inadequate, but shows that the presbytery has final authority for those preparing for ordination.

If your committee decided that a particular candidate is eligible for PAS, make the recommendation as part of your report to this meeting of presbytery. Remind the clerk of the presbytery that a request for PAS approval must be sent to the Pastoral Development Ministry Team. (See Appendix for the form.)

Also, if appropriate, report that psychological inventories have been administered and reviewed by a trained psychologist. ***By no means should the results of the inventories be shared with the presbytery.*** Those matters are confidential. The inventories are a means of helping

candidates understand themselves, an essential part of being a faithful, effective minister.

Emphasize attendance at presbytery. All candidates are required to attend all meetings of presbytery - not just the one at which they are received - unless they are excused upon their request.

Inform the Pastoral Development Ministry Team when a new candidate comes under care of the presbytery. (See Appendix for form.) The team sends each new candidate *An Introduction to Ministry* by Dr. Morris Pepper.

Step 3: Subsequent meetings with the candidate

Meet with candidates no less than once a year. In those meetings, give candidates a chance to share any concerns they might have. Most candidates will have something they need to discuss as they travel down the road to ordination. Your committee can serve as a sounding board, offer wise counsel and be like a pastor to the aspiring candidate.

Check for progress in the candidate's growth through very simple, open-ended questions: How is the candidate doing in school? How has the candidate's sense of call clarified or changed? Has the candidate had opportunity to preach, teach or otherwise lead in the church and what has that experience been like? What does the candidate understand about his or her responsibility to session and presbytery?

Committees are beginning to rediscover the importance of the candidate's spiritual formation. Some candidates won't have experience with daily prayer, self-examination or devotional reading. Encourage candidates to embrace a

discipline, and be willing to ask about their experiences when you meet. The goal of such disciplines is the growth of the candidate, not the satisfaction of rules laid down by the committee. Candidates most need encouragement from the committee to develop and maintain spiritual disciplines. Of course, keeping your own spiritual disciplines will put you in a better position to speak about spiritual formation with the candidate.

Step 4: Licensure

In our system, candidates who show sufficient growth are licensed to preach. Candidates are eligible for licensure after completing their bachelor's degree or their required college work for PAS. However, licensure should be reserved for those whom the committee feels have not only met the education requirements, but also have demonstrated a level of competence that warrants additional responsibility and authority.

Licensure is a mile marker on the way to ordination. Licentiate currently cannot perform more ministerial duties than candidates, but the title communicates progress and a new level of respect due the person. You should use licensure as an opportunity to affirm the candidate's hard work, faithfulness to the task and growth.

Licensure takes place at a meeting of presbytery upon the recommendation of this committee. Again, this affirms presbytery's authority over and responsibility for those preparing for ordination. The committee will continue to meet with the licentiate on at least a yearly basis.

Inform the Pastoral Development Ministry Team when a candidate has been licensed by the presbytery. (See Appendix for form.)

The team sends each new licentiate a book as a way to congratulate him/her in his/her journey.

Step 5: Ordination

Upon successful completion of seminary or PAS course work and upon receipt of a call to a particular ministry, licentiates are eligible for ordination. The call to a particular ministry signifies that not only has the committee and the presbytery confirmed the licentiate's call, but the larger church has as well. Since ordination is for service instead of status, the particular call is essential before presbytery ordains.

A particular call may include a call to serve as pastor, associate pastor or some other position in a local congregation. It may also include a call to serve as a teacher in a college or university, as a chaplain or in a denominational office. Your committee will have to decide if a call meets the requirements for ordination. Since ordination is reserved for those called to a ministry of word and sacrament, not all job offers will necessarily fit the criteria.

Examine the licentiate prior to presbytery. It's appropriate for a committee to require

an ordination examination. Sample questions are included in the Appendix. Along with a written examination, the committee should question the candidate verbally, ascertaining her readiness for ministry.

Assuming the committee is satisfied with the particular call and the examinations, it will recommend to presbytery that the licentiate be ordained. Again, presbytery will have the opportunity to examine from the floor. Often licentiates wish to be ordained in their home church rather than at a meeting of presbytery. If so, include in your report a recommendation that a commission be elected for that purpose. Include names, as well as the date and time of the ordination, if known. The commission must include at least four members, at least two of which must be ordained ministers and at least one of which must be an elder active on the session and a member of presbytery (*Constitution 6.35 and Rules of Order 6.2*). As a committee member, you are not required to attend ordinations, but attendance would encourage the newly ordained.

Inform the Pastoral Development Ministry Team of the upcoming ordination. (See Appendix for form.) The team will send a portable communion set to the new minister to mark the occasion.

C. HELPING POTENTIAL CANDIDATES TO UNDERSTAND THEMSELVES

Before the committee recommends that a person be received as a candidate for

ministry, the committee should make provision for the administration of

personality/psychological testing and a clinical interview by the tester. The tester should be a member of the American Psychology Association or of an equivalent crediting organization of professional psychologist in other nations. Instruments used in testing should be chosen from among the following categories:

- Personality inventories
- Temperament evaluators
- Emotional intelligence indicators
- Career, aptitude and ability inventories

The choice of specific instruments should be the tester's. The report to the committee should include a description of the instruments and clinical interview with findings and recommendations.

A criminal background check should also be made of each potential candidate.

Members of the supervising committee should:

- Treat psychological reports with the strictest confidence
- Use the reports only to help guide probationers
- Relinquish copies of reports to the committee chair for disposal when probationers are no longer under care, EXCEPT
- One sealed copy should be given to the presbyterial clerk for safekeeping

In no way should this procedure be interpreted as a substitute for or compromise to the call of the Holy Spirit. Quite the contrary, testing of this nature can be a tool of the Holy Spirit for guiding those who supervise probationers and for the probationers' self-understanding.

The person who fills the office of the ministry has in the scriptures different titles, expressive of various duties: *pastor, minister, elder or presbyter, evangelist, prophet, priest, preacher, and teacher.*

These titles do not confer privilege in the church nor designate different grades of office but indicate the scope of responsibilities that belong to the office of ministry.

(*Constitution 2.62*)

D. PROCESS FOR ORDINATION

This section of the handbook is primarily for candidates to help them to understand the process for ordination in the Cumberland Presbyterian Church. Although all

committee members should be familiar with it, it will help you to understand the process through the candidate's eyes. You may make copies of *So, You're Sensing a Call*

(pages 13-16) and distribute them to those who are just beginning the process. You may also let the pastors in your presbytery

know this document exists so they can give it to anyone who comes to them sensing a call.

SO YOU'RE SENSING A CALL: Mapping the Journey to Ordination in the Cumberland Presbyterian Church

If you're reading this, you're probably thinking about becoming a candidate for ministry. Presbyterian Committees on the Ministry/Preparation will be familiar with this material, also. But this information is directed primarily toward you, the potential candidate. It aims to describe in some detail the process for responding to God's call in the Cumberland Presbyterian Church.

The Cumberland Presbyterian Church believes in an internal call. God moves on the hearts of persons, drawing them toward ordained ministry. Yet, this internal call needs the external confirmation of the church. As you move toward ordination, you will do so in the company of others who are charged with overseeing your growth. These people will help you discern if ordination is in fact your vocation in life. Just as God acts to call you personally, God acts through the corporate body of the church to support your work and confirm your call.

So, what do you do when you sense God may be calling you to ordained ministry?

First, talk with your pastor.

Your pastor will help you navigate the initial steps in the process. He or she also can relate to the various questions you have and the emotions you are feeling. When the time comes for you to share your call with the local session, your conversations with the pastor will allow her or him to support you confidently before the body. If your

church does not have a pastor, you should speak with the minister appointed by the presbytery to moderate your session. One of the elders can help you know who this person is.

After informal conversations with the pastor, you will meet with the session. It's the first official step in becoming a candidate for ministry.

The session has the responsibility to endorse you as a candidate. You must be a member in good standing of a Cumberland Presbyterian congregation, and you must have the session's endorsement before the presbytery accepts you as a candidate. Your family knows you best. A recommendation from the leadership of your church family speaks volumes. The local session clerk will write a letter to the presbytery's Committee on the Ministry/Preparation in your support, provided the session votes to recommend you. (*Constitution* 6.14)

The presbyterial Committee on the Ministry/Preparation will want to meet with you after they receive the session's letter.

Each committee handles its interviews in its own way. But certainly the members will want to hear your experience of the call. Your work with your pastor and session should prepare you well for this meeting. Be honest with the committee. Share with

them your fears as well as your joys as you consider your call. The more they know you, the better they can help you. The more real you are, the more they will want to help you.

The committee has the responsibility to recommend you as a CANDIDATE at the next meeting of presbytery.

You will attend this meeting. Presbytery has the responsibility of examining you. So, persons may ask questions of you from the floor. You may be asked to share your sense of call. Then, in keeping with the *Constitution* of the church, the following questions will be put to you.

- I. *As far as you know your heart, do you believe yourself to be called by God to the office of the Christian ministry?*
- II. *Do you promise, in reliance upon the grace of God, to maintain a Christian character and conduct, and to be diligent and faithful in making full preparation for the ministry?*
- III. *Do you promise to work with the presbytery through its committee on the ministry in matters that pertain to your preparation for the ministry?*
- IV. *Do you now desire to be received by this presbytery as a candidate for the ministry in the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America?*

If you answer these questions affirmatively, and the presbytery so votes, you will be received as a candidate under care of the presbytery. You will attend all subsequent meetings of presbytery after your acceptance.

Presbytery will care for you through the Committee on the Ministry or its equivalent. You will meet with them at least once a year. The committee probably will appoint one member to serve as your liaison or mentor. This person will stay in close contact with you as you move through the requirements of ordination. But you should always feel free to contact the committee when you need help. These persons are charged to support you and to struggle with you. The committee also may provide financial support for your education. The amount and type of support vary from presbytery to presbytery.

Some seminaries provide excellent financial help to seminary students. For example, our denominational seminary, Memphis Theological Seminary, provides 70% service loans for probationers pursuing their divinity degree.

Ordained ministry (what we often call the ministry of Word and Sacrament or the Gospel ministry, and what we most typically associate with the pastorate) requires a four-year degree from a college or university. Exceptions are sometimes made for those whose circumstances make such an education almost impossible. In these cases, only with presbytery approval, candidates may enter the Program of Alternate Studies. The candidate enrolled in PAS is required to complete a list of college courses totaling 60 hours. With the plethora of community colleges now available, those courses are very much within reach.

Preparation for ministry includes more than formal education. Committees oversee the development of the whole person toward ministry. So it is within their purview to explore a candidate's spiritual life, emotional health and giftedness. Candidates may be asked to submit to psychological

examination from a trained professional. They may also be asked to complete spiritual gifts inventories. Such instruments shall not be used to decide if a person is called or not, but will serve to increase a candidate's knowledge of self (strengths as well as weaknesses) and to help identify goals for growth.

As you are moving through candidacy, the committee will continue to help you clarify your call. They will ask regularly if you feel led toward ordained ministry.

Once you have completed the college-level education requirements, and the committee is satisfied with your growth and development, you will be recommended for LICENSURE by the committee.

The presbytery will examine you on the floor prior to licensure.

Does being licensed mean you are given responsibilities you did not have as a candidate? No, but licensure is a sign that you are making progress and that the church recognizes your growth. It's a significant mile marker toward the full embrace of your calling. The questions asked to licentiates are listed below:

- I. *Do you believe the scriptures of the Old and New Testaments to be the inspired word of God, the authority for faith and practice?*
- II. *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?*

- III. *Do you promise to promote the peace, unity, and purity of the church?*
- IV. *Do you promise continued cooperation with the presbytery through its committee on the ministry as you continue preparation for ordination, and as you perform those functions of ministry which pertain to a licentiate, as set forth in the Constitution?*

Those licensed are required to complete a Master of Divinity degree from an accredited seminary before ordination. If you have been accepted in the PAS program, you must complete a three-year course of study for ordination. The PAS program administers these courses through its director.

Once educational requirements are complete and the committee is satisfied with your progress, you will be eligible for ORDINATION.

To be ordained, you must receive a formal call to ministry from a congregation, hospital, hospice program, university, etc., and must sustain examination by presbytery.

If you answer affirmatively and presbytery so votes, a time and date will be set for your ordination. At the service for ordination, you will be asked the following questions:

- I. *Do you believe the scriptures of the Old and New Testaments to be the inspired word of God, the authority for faith and practice?*
- II. *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?*

- III. *Do you approve of and promise to uphold the government of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America?*
- IV. *In participating as a minister in the judicatories of the church, do you promise to share in a responsible way in the decisions that are made, to abide by those decisions, and to promote the welfare of the church?*
- V. *As far as you know your heart, have you been induced by the Holy Spirit to answer the call to the ministry from love of God and neighbor and a sincere desire to glorify God and advance his Kingdom in the world?*
- VI. *As God may enable you, do you promise to be zealous and faithful in maintaining the truths of the gospel and the purity and peace of the church, irrespective of any opposition that may arise to you on that account?*
- VII. *Do you promise to be faithful and diligent in the exercise of all your duties as a Christian and a minister of the gospel, and endeavor to so conduct yourself both privately and publicly as not to give offense to Christ and his church?*

Once you have answered the questions affirmatively, you will kneel. Ministers of the presbytery will lay hands on you as a prayer is offered. When you rise and the declaration is made, you will be an ordained minister with all the responsibility and respect that accompany that title.

Sometimes, a person becomes a candidate, even a licentiate, only to discover that he or she is not called to ordained ministry. If you are faced with this difficult situation, you should keep these things in mind. Most ministers struggle to understand their calling. In this you are not alone. Neither is there any shame in removing yourself from the committee's care. It would be much worse to save embarrassment by continuing in a vocation to which God has not called you. Being honest and open with the committee as you work through the process will lay a good foundation should you need to change courses before ordination.

Consult the *Constitution* of the Cumberland Presbyterian Church, section 6.00, for a more formal description of the above process. The *Constitution* can be found online at www.cumberland.org.

E. THE MINISTRY OF MENTORING

Mentor: a trusted counselor
 teacher
 guide
 coach
 shepherd

Almost everyone can remember a time or times when someone, with more experience or greater knowledge than we had, came to our assistance. As a result, we learned something we needed to know, avoided making a mistake, gained new insights or became more proficient in what we were doing. In such instances we were mentored.

You now have the opportunity, or have been asked, to become a mentor to a new candidate or to an ordained minister new to your presbytery. Mentoring is not difficult, but it can be, at times, intense. Most of the knowledge required of a mentor comes from experience rather than from academic disciplines.

The most important fact in mentoring is that it isn't about the mentor; it is about the learner. Therefore:

- An effective mentor's goal is to help another person to learn, grow, become. He/she has an unselfish interest in the good of others. Egocentric and controlling personalities do not make good mentors.
- The effective mentor does not seek to duplicate his/her "successes" in the learner's experience. Mentoring is about helping another discover his/her method or response.

- The ultimate goal is to equip the learner and give him/her the freedom to act. Good mentors do not cultivate co-dependent relationships.

There is no prescribed formula for mentoring. There is, rather, a process;

- **KNOW** Know the other person's story and thinking patterns; take the time to learn him/her. Know your own strengths, weaknesses and limits of expertise. And know community resources if referrals are appropriate.
- **ASK** Ask questions to understand the other person's situation or concern.
- **LISTEN** Listen carefully to the other person's thoughts and plans for a successful solution.
- **SHARE** Share out of your life experiences if pertinent.
- **ALLOW** Allow the other person to craft his/her own method or response.
- **FOLLOW UP** Follow up with a conversation or de-briefing about the learner's experiences.

**MENTORING IN THE CHURCH IS,
 INDEED, A HOLY CALLING –
 A MINISTRY**

F. RECOGNITION OF ORDINATION OF MINISTERS OF OTHER DENOMINATIONS

In the Cumberland Presbyterian Church ordination is for life. Thus, clergy ordained in another denomination who wish to become ministers in the Cumberland Presbyterian Church are not re-ordained. Rather, the presbytery recognizes their ordination by the process outlined below.

The presbytery and its Committee on the Ministry or Committee on Preparation for the Ministry (hereinafter called “the committee”) are bound by the procedures set forth in the *Constitution*, “Recognition of Ordination” (6.40-6.43) and “Ordination of Ministers” (6.30-6.36). The presbytery and committee are also to follow related constitutional interpretations by the General Assembly. They stipulate that a minister holding ordination in another denomination:

- does not have to become a member of a Cumberland Presbyterian congregation before being considered for admission as an ordained minister in the church (*Minutes*, 1956, p. 128)
- has the status of a probationer while in the process of having his/her ordination recognized and is permitted only the duties approved for probationers (*Minutes*, 2007, p. 430) and
- must have an approved call before his/her ordination can be recognized by the presbytery. (*Minutes*, 2007, 430)

IN PREPARATION FOR THE RECOGNITION OF ORDINATION

- The committee interviews the minister.
- Per the *Constitution* 6.41 the committee investigates to determine:

- a. Whether the minister has proper credentials from his or her ecclesiastical body;
 - b. Whether the minister has a degree from a college and a graduate school of theology;
 - c. Whether the minister has a knowledge of the history, theology and government of the Cumberland Presbyterian Church;
 - d. Whether the minister seems fit for service as a minister in the Cumberland Presbyterian Church.
- NOTE: The following documents may be helpful in making this determination:

- Dossier or personal information form
 - Education transcripts
 - Character and professional references
 - Verification of past denominational affiliation(s)
 - Ministerial and lay positions/responsibilities
 - Assessment of personality and psychological inventories
 - Criminal background check
- If the committee is not satisfied with its investigation of the four areas above, except item “c,” it does not have to report to the presbytery or recommend action to grant the status of a probationer to the minister. (The completion of item “c” requires more time than can be allocated in initial inquiry steps.)
- The committee should expect that a person seeking to have his/her

ordination recognized will meet the educational requirements for ordination to the Ministry of Word and Sacrament in the Cumberland Presbyterian Church:

- A person who does not have a college degree from an approved institution of higher education or has not completed the Program of Alternate Studies (or comparable program) shall have the status of a candidate (*Constitution* 6.43)
- A person who has degrees from an approved institution of higher education and from (1) an approved graduate school of theology or (2) a certificate from the Program of Alternate Studies (or comparable program) shall have the status of a licentiate. (*Constitution* 6.43)
- The committee should require the minister to complete prescribed studies in Cumberland Presbyterian Church history, doctrine and government in Memphis Theological Seminary (or another accredited seminary offering such courses) or the Program of Alternate Studies.
- Before the committee concludes the interview, the minister should be informed of the church's expectations in preparation for having the ordination recognized. The minister should also be told of committee's and presbytery's procedures and how he/she is expected to relate to the committee, the presbytery and the church.

- A member of the presbytery, preferably also a member of the committee, should be assigned as a liaison/mentor.
- The committee makes a report to presbytery noting the minister's desire, the initial findings and recommendations to grant the status of probationer (candidate or licentiate) during the probationary period and to authorize his/her enrollment in the Program of Alternate Studies if appropriate..
- After adoption of the recommendations, the minister addresses the presbytery..
- The committee continues to monitor and assist the minister in his/her assimilation into the church.

RECOGNITION OF ORDINATION

When the committee verifies that the minister has successfully completed the constitutional requirements for the recognition of ordination (*Constitution*, 6.41), has received a call and can be of service to the church, the committee reports with appropriate recommendations to the presbytery.

Upon adoption of the recommendations and examination by the presbytery, the minister's previous ordination is recognized by his/her answering affirmatively the questions put to licentiates at their ordination (*Constitution*, 6.36). The minister's name is then inscribed upon the presbytery's role of ordained ministers and the proceeding is certified to the Stated Clerk of the General Assembly.

G. WORKING WITH PROVISIONAL PASTORS IN CROSS-CULTURE MINISTRY

The 169th General Assembly (1999, p. 367) approved an innovative opportunity to widen the Church's ministry by allowing ordained ministers from other cultural communions desiring to join our Church that may not have had the same opportunity to acquire the typical educational credentials called for in our *Constitution*. Some may come from nations where economic or political conditions greatly limited their capacity for formal training. Yet they have both expertise and experience in developing and serving congregations of their own ethnic background.

The provisional status for such ministers enables the individual to become part of the Cumberland Presbyterian Church and to exercise the full privileges and responsibilities of their ordination while engaging in a course of study and mentoring over a period of two years. This provisional period assists both the minister and the presbytery to become acquainted and grow in their relationship, to share mutual concerns, to exchange ideas and plans for ministry. It allows the ministers to become conversant with the "culture" of the Cumberland Presbyterian Church, including doctrine, polity, history, and the range of congregational and judicatory life and style. At the same time, it grants members of presbytery and the Church at-large firsthand contact with the minister's ethnicity and/or culture, and thus enriches, broadens and extends the Church's witness.

Evaluations of the minister's progress in what is termed the "assimilation process" are an important part of the provisional period. When the goals of the provisional

period have been reached, and both the minister and presbytery desire to finalize the covenant between them, the minister's ordination is fully recognized by presbytery and the provisional status concluded.

In receiving ordained ministers under Provisional Status for Cross-Culture Ministry, the presbytery may appoint the Committee on the Ministry to work with the pastor during the provisional period, or may assign that responsibility to the presbytery's Board of Missions, or new church development task force. The General Assembly Missions Ministry Team is available as a consulting resource for the Provisional Status process.

Can a non-ordained ethnic pastor be received under the provisional period?

No. A non-ordained ethnic pastor is received as a candidate for the ministry, and the Committee on the Ministry/Preparation will work with the candidate as it would any other probationer. The same process applies for an ethnic person who is sensing God's call to ordained ministry. The Program of Alternate Studies now has a Multi-Culture Ministry track to help train cross-culture pastors.

Should the presbytery receive a cross-culture pastor under provisional period if he/she does not pastor a church or fellowship and is not involved in a recognized ministry?

No. The provisional period is designed to allow ethnic pastors the freedom to continue ministry in which they are already involved.

However, if the presbytery plans to develop a ministry to a particular ethnic group, and use the ordained ethnic pastor in this ministry, then the pastor could be accepted into the presbytery under provisional status.

Can an ethnic pastor who is under provisional status do the sacraments?

Yes. In most cases the ethnic pastor has been doing the sacraments in his ethnic community before coming into the CP church.

Can a presbytery remove an ethnic pastor from provisional status if the ministry the ethnic pastor is working in is terminated or fails?

Yes. The thing that validates a provisional pastor is his/her ministry. With no ministry, it is hard to justify keeping a pastor under provisional status. However, it is possible that the ethnic pastor could be switched to a new or different ministry to his/her ethnicity and thus continue in the provisional status.

Can cross-culture pastors and lay leadership under provisional status serve on presbytery boards?

Yes. Presbyteries should involve ethnic pastors and lay leaders who are under provisional status in the boards and committees of the presbytery. Not only does this provide a fast way to learn about the

church, it also brings new perspectives, idea and ethnic sensitivity to the presbytery.

Can a cross-culture pastor continue in the provisional period for an indefinite amount of time?

No. At some point the presbytery and/or ethnic pastor have to make a decision. After a fair amount of time getting to know each other (the purpose of the provisional status), both parties must commit one way or the other.

When an ethnic pastor has been received under provisional status, should he/she be asked to receive further training and instruction?

Yes. In some cases this may only involve CP history, doctrine and polity. In other cases there may be a need for other training and instruction. The point is to prepare the pastor, as best we can, with the resources we have, to reach his/her ethnicity.

After the two-year provisional period, does the presbytery have to receive the ethnic pastor and/or congregation?

No. The two-year term is a minimum amount of time. Provisional status may need to be extended because specific goals in the assimilation process have not been accomplished. To do assimilation well, the process should take no less than two years of intentional activities that are planned and executed by the presbytery.

II. GOVERNMENT & THEOLOGICAL BACKGROUND

A. HOW THE CHURCH IS GOVERNED

“The purpose of church government is to aid the church in performing its mission.”²

The easiest way to understand Presbyterian church government is to think back to what you learned in high school civics. (In fact, our judicial system is patterned after Presbyterian church law, also called polity.) In our national judicial system:

- A federal magistrate acts at the directives of higher courts in handling less serious matters, thus allowing the superior courts to focus upon the more serious
- More serious civil or criminal matters are heard in district court, which renders verdicts in these cases
- The court of appeals rules on the regularity of procedure and/or conformity to law in the decisions of district courts
- The Supreme Court rules on the adherence to the Constitution in the decisions of the lower courts.

In a general way, the courts—commonly called “judicatories”—in the Presbyterian

² Preamble to the Constitution, *Confession of Faith*, 1984

system of government parallel our federal court system. Those judicatories are

- The **session** of a congregation (called a particular church in the *Constitution*). It consists of the pastor and members elected by the congregation. (For a list of sessional responsibilities, see the *Constitution* 4.5.)
- The **presbytery** consisting of the ordained ministers and elders elected by sessions to represent congregations within a specific area. Presbyteries have oversight of congregations, ministers and probationers within its bounds and hear appeals brought from sessions. (For a list of presbyterial responsibilities, see the *Constitution* 5.6.)
- The **synod** consists of at least three presbyteries within a prescribed area. Synods have oversight of presbyteries and hear appeals brought from them. Some also have program responsibilities. (For a list of synodic responsibilities, see the *Constitution* 8.5.)
- The **General Assembly**, the highest judicatory in the church, has oversight of the entire church, including doctrine, polity, discipline, property and judicatories. It also hears appeals. (For a list of General Assembly

responsibilities, see the *Constitution* 9.4.)

A set of checks and balances comes into play at each level of church government:

- Sessions elect delegates to presbytery
- Presbyteries have oversight of ministers, probationers and sessions within their bounds; they also hear appeals from sessions
- Synods have oversight of presbyteries and hear appeals from presbyteries
- Delegates to synods are elected by presbyteries
- The General Assembly has oversight responsibilities for the entire church
- Presbyteries elect commissioners to General Assembly and must approve changes in the *Confession of Faith*, *Constitution* and *Catechism* referred to them by the General Assembly.

Each judicatory serves a unique function and has a specific oversight responsibility. However, the presbytery is the pivotal church court. In its oversight of congregations and ordained ministers, it functions as a bishop. Presbyteries also hold another important balance of power or responsibility. They elect minister and elder commissioners to meetings of the General Assembly.

Because presbyteries, meeting at stated intervals, do not have the time or expertise to conduct programs and exercise oversight, they assign these responsibilities to *ad hoc* or standing committees and/or commissions

(See the *Constitution* 3.10.) These agencies focus upon their assigned spheres of ministry and make recommendations to their presbyteries.

Oversight of ministerial probationers (candidates, licentiates, ordinands) and ordained clergy may be given by a presbytery to its Committee on the Ministry. Or these responsibilities may be divided between a Committee on Preparation for the Ministry (or similar function/name) and a Committee on Clergy Care (or similar function/name). Regardless of where a presbytery lodges these responsibilities, “oversight” involves both supervision and support.

Stresses upon the ordained clergy and their families can be both sharp and acute. It is, therefore, important that members of presbyteries’ committees charged with oversight of ordained clergy be aware of these stressors. They should also convey a spirit of understanding and support where needed and impartial discipline where appropriate.

Oversight of clergy probationers also requires sensitive, mature judgment and approachability. Probation is a time of exploring the nature of God’s call as well as preparing for ministry. Committee members must always remember that their presbyteries ordain not just for their presbytery but also for the entire church. It is important, therefore, that the ordination standards contained in the *Constitution* (6.34) be honored.

B. MINISTRY IN A LITIGIOUS SOCIETY

Churches and religious organizations can no longer consider themselves immune from civil suit. We are as vulnerable as any other organization. Nor are all suits brought against churches groundless and frivolous. Some are brought to correct wrongs or to seek legitimate compensation for real damage inflicted.

Moreover, our primary emphasis should not be upon avoiding suit but upon not fostering practice harmful to people. In accomplishing that goal, we also minimize our risk of suit.

Presbyteries and their agencies should be aware of areas of potential liability. Most have to do with failure or neglect:

- Failure to investigate a known violent or antisocial inclination or history before approving a person for ministry
- Negligence in supervision (failure to act after becoming aware of an illegal or harmful activity)
- Failure to investigate accusations of misconduct or malfeasance, particularly of sexual, child or elderly misconduct or abuse

NOTE: most states/countries require citizens to report allegations of or knowledge of child and elderly abuse to proper civil authorities

- Complicity (cover up)
- Disclosure of confidential information
- Defamation of character (libel and slander)

WHAT TO DO IF THREATENED WITH SUIT

- Take it seriously; a threatened suit may change the dynamics of the committee's procedure. Note: presbyteries should consult an attorney for appropriate action in the event of allegations of or suspicion of misconduct and/or malfeasance
- If a suit is filed, it must be answered and defended
- Tell the presbyterial clerk immediately; he/she should inform the insurance agent/carrier if applicable and Office of the General Assembly
- Follow **meticulously** the *Constitution, Rules of Discipline* and other written standards, including pertinent presbyterial standing rules
- Cooperate with the insurance carrier if applicable
- **Do not** discuss proceedings or the suit publicly
- **Do not** talk with the media. Understand that your presbytery is at risk of being tried in the court of public opinion.

Each presbytery should have a media response team, including one person who understands the media and who, alone, serves as spokesperson for the presbytery. Any number of books and online resources provide information about the church and media.

C. “THE CALL” IN HISTORICAL AND THEOLOGICAL PERSPECTIVE

A study paper prepared for the Permanent Committee on
Theology and Social Concerns by Jay Earheart-Brown

The Call of God

The 1984 *Confession of Faith of the Cumberland Presbyterian Churches* begins with the affirmation that “God speaks to the human family.”³ In various ways, through many different means, we confess that “by word and action God invites persons into a covenant relationship.”⁴ This invitation of God, is the foundation of any Christian understanding of the call. The Christian life is a life lived in response to the call of God. Thus Paul refers to Christians as those who are “called to be saints” (Rom. 1:7, 1 Cor. 1:2). The Greek word for church, while commonly used in the Greek world for any assembly, is literally, “those who are called out” (*ekklesia*). God takes the initiative to call together, to assemble a people and fashion them for God’s purpose in the world.

The history of Israel as God’s chosen people was grounded in God’s call to Abraham and Sarah to leave their homeland to follow God’s directing. God’s intent for the people was further intensified in God’s calling of the descendants of Abraham and Sarah out

³ Heading for section 1.00, *Confession of Faith*, in the *Confession of Faith and Government of the Cumberland Presbyterian Church and the Second Cumberland Presbyterian Church* (Memphis: Frontier Press, 1984), p. 1. Hereafter *COF*.

⁴ *COF*, sec. 1.03, p. 1.

of Egypt in the Exodus. Israel is chosen, called, elected by God not because of the people’s righteousness, our power, or any other intrinsic quality. The nation is called not to special privilege, but to be a “light to the nations.” God’s call to Israel, then, is a part of God’s larger intention to reclaim all God’s wayward children.

Jesus’ public ministry began with his calling of the twelve. They followed Jesus, according to the Gospel accounts, not from their own initiative, but in response to Jesus’ call to leave their nets (and other occupations) and follow him. In Jesus’ death and resurrection, those disciples became convinced that God was calling all people, the Jews and gentiles alike, into covenant relationship. The preaching and teaching of the earliest Christians was the means by which the call of God went out from Jerusalem into the Greco-Roman world and beyond.

God’s call to all people to salvation and life, what the *Confession* refers to, as “the call to covenant relationship,” is the foundation of any adequate theology of the call. This primary call of God is what the early Puritan theologians referred to as the “general calling.” It is a calling that all who respond to God in faith hear. It is common to all Christians. The *Confession* also refers to it as “the call and work of the Holy Spirit:”

The call and work of the Holy Spirit is solely of God’s grace and is not a response to human merit. The call precedes all desire, purpose, and

intention of the sinner to come to Christ. While it is possible for all to be saved with it, none can be saved without it. Whoever will, therefore, may be saved, but not apart from the illuminating influence of the Holy Spirit. (1984 COF, section 4.03)

All Christians are called to salvation; all Christians are called to the ministry of Jesus Christ.

The general call of God is also a call to the church, the people of God, the community of faith. It is more than an individual call; it is fully corporate as well. The church's task is to ask not only what God is calling each of us to do, but also what God is calling the church to be and do. As the *Confession* says, "The church is called into being and exists to reach out to those who have not experienced God's grace in Christ, and to nourish them with all the means of grace" (1984 COF, section 5.29).

The Call and Christian Ethics

This invitation, this call, while fundamentally a call to covenant relationship with God, is at the same time all call to a particular way of life. Like God's call to Israel, it is not a call to special favor. It is a call to righteousness, love and service. The ethical dimensions of God's call are raised through considering the question, "What does it mean, in practical terms, to live in covenant relationship with God?" Paul's ethical instructions to the early churches can be summarized in the counsel to "lead a life worthy of the calling to which you have been called" (Eph. 4:1). God's call is a call to a specific way of life patterned after the life and ministry of Jesus. The ethical dimensions of God's call flow from God's grace in Jesus Christ, and are

incumbent on all who would live as God's people in the world.

The task of Christian ethics is to specify what it means to live in response to God's call. This task is often difficult. While the general contours of a life lived in covenant relationship with God are clear from reading the Scriptures, Christians often disagree on how those contours inform specific decisions in specific circumstances. How should Christians respond to situations the Biblical writers could not have foreseen? Christians in good conscience may disagree on how God's general calling to the life of faith may best be demonstrated in specific situations. But they cannot escape the imperative to live out the call to discipleship in every sphere of their lives.

A second type of difficulty arises through competing claims on one's attention and energy. How does one manage the competing callings to be a faithful and loving husband or wife, son or daughter, father or mother, with the calling to be a responsible employee or employer, and the calling to responsible membership in the community of faith? Sometimes the deepest ethical conflicts arise over how we are to relate the overlapping callings and commitments that make up our lives. The call to covenant relationship with God, then, is at the same time a call to covenant relationship with the people of God, in service to the world. It is not a call to privilege or status; it is not a call to individual salvation apart from the community of faith and the life of sacrificial service. The one call of God in Jesus Christ is a call to love God with our heart and soul and strength and our neighbors as ourselves.

Particular Callings and the Idea of Vocation

Historically, the people of God have also interpreted the call of God to encompass callings to particular ministries both within and outside the covenant community, and to specific tasks in specific circumstances. Such particular calls are given to individuals within the community of faith, but are at the same time intended to serve the one call of God to faith and service. One aspect of the particular calling of God for individuals relates to how one earns a living.

Before the toleration of Christianity in the Roman Empire, those who responded to God's calling to the life of faith in Jesus Christ and participation in the covenant community were liable to suffer serious consequences. Those consequences included disruption of family relationships, alienation from the Roman government (including imprisonment and even death), and, for some at least, a change in occupation. *The Apostolic Tradition of Hippolytus*, written around 215 A.D., gives instruction to the churches about those who seek membership:

Inquiry shall be made about the crafts and professions of those who are brought for instruction. If a man is a brothel-keeper, let him cease or be rejected. If anyone is a sculptor or a painter, let them be instructed not to make idols; let them cease or be rejected. If anyone is an actor or gives theatrical performances, let him cease or be rejected. He who teaches children had best cease, but if he has no craft, let him have permission. Similarly, a charioteer who competes in the games, or goes to them, let him cease or be rejected. One who is a gladiator or teaches gladiators to fight, or one who fights with beasts in the games, or a public official employed on gladiatorial business, let him cease or be rejected. If anyone is

a priest, or keeper of idols, let him cease or be rejected. A soldier under authority shall not kill a man. If he is ordered to, he shall not carry out the order; nor shall he take the oath. If he is unwilling, let him be rejected. He who has the power of the sword, or is a magistrate of a city who wears the purple, let him cease or be rejected. Catechumen or believers who want to become soldiers should be rejected, because they have despised God.⁵

For the early church, the general call had specific consequences for the ways converts earned a living. Some "crafts and professions" were considered appropriate for Christians; others were not.

With the toleration of Christianity under Constantine, and later the recognition of Christianity as the official religion of the Roman Empire, the list of approved professions changed decisively. For instance, service as a magistrate or soldier was no longer prohibited when the Empire was considered Christian. Still, all Christians were considered called to the life of faith and service. The specifics of what forms of earning one's living could and could not be allowed as consistent with the call of God changed depending on the social context.

Another consequence of Christianity's adoption as the official religion of the empire was the rise of monasticism. With the end of persecution, many Christians felt called by God to demonstrate their faith in a manner that would set them apart from the "ordinary" Christian. One of the more

⁵ Hippolytus, *The Apostolic Tradition*, trans. Geoffrey J. Cuming, as quoted in James F. White, *Documents of Christian Worship* (Louisville: Westminster/John Knox Press, 1992), p. 151-52.

popular ways of doing so in the fourth and fifth centuries was for devout men and women to renounce family and goods for a life of perpetual prayer. This monastic movement in the church led to a limiting of the idea of vocation (calling) to those who entered these intentional communities of men and women devoted to the life of prayer. By the time of the sixteenth century Reformation, Christians were commonly divided into "the religious" (those who followed the monastic way, who had a call to a religious vocation) and "secular" Christians. Secular Christians could participate in and benefit from the devotion of the religious by endowing monasteries. But secular Christians (and even "secular" priests) were often considered inferior to the "religious" Christians who truly lived out their faith.

Vocation in Luther and Calvin

At the time of the Protestant Reformation in the sixteenth century, Martin Luther rejected the restriction of the idea of vocation or calling to monastic life. Such division of Christians into "secular" and "religious" Luther found flawed on several counts. First, he had found from personal experience that the life of monastic rigor could not bring him to peace with God. The attempt to earn God's favor through renunciation of the world Luther found to be seriously at odds with the doctrine of God's free grace in Jesus Christ.

Instead, Luther committed himself to a recovery of the idea of the "priesthood of believers." The general call to discipleship was elevated to a place of priority over the specific calling of God. What distinguishes ordained ministers from other disciples, according to Luther, is not that they are called, and lay Christians are not. Ordained

ministers, as a part of their calling, are set apart for a specific function within the life of the community. The distinction is not hierarchical. Nor is it a distinction of piety, as if clergy are more religious than lay Christians. The distinction is one of function. God's gift of leadership in the church is "to equip the saints for the work of ministry" (Eph. 4:11-13). All Christians are ministers of the gospel. Within that one ministry, we have a variety of gifts for many different types of service.

While calling into question the two-tiered piety of medieval Catholicism and the clericalism of the church, Luther did not completely do away with the distinction between clergy and laity, as some of the more radical reformers did. In this, Calvin and the Reformed tradition followed Luther. Ordination to a specialized ministry of preaching and administering sacraments was retained by Lutherans and the Reformed. But that ordination was seen as a functional distinction given by God for the purpose of serving the general calling to ministry of all disciples of Jesus Christ.

In developing his idea of vocation, Luther urged all Christians to see themselves as called, not only to be disciples of Jesus Christ, but to their particular station in life. Farmers, merchants, and nurses were encouraged to see their work as a part of their calling to serve God. The "lowest" domestic servant had a God-given purpose every bit as important as that of the pastor or teacher or magistrate. A Christian's calling includes doing his or her duty, in family, society, and church, as a sacred calling.⁶

Luther's concept of vocation was revolutionary in its day. It gave new value to

⁶ See Gustaf Wingren, *Luther on Vocation* (Philadelphia: Muhlenberg Press, 1957).

work, challenging the medieval division of the world into sacred and secular. All work could be done as religious work, if done in God's service and for the sake of loving one's neighbor. But Luther's idea of vocation was also deeply conservative in many senses. One should not question one's given place in society, but see it as a part of God's purpose. There was no sense that a person should seek God's purpose apart from one's given station in life. The cobbler's son should be content in the knowledge that by his birth, God had called him to continue his father's work, even if that work was infused with new religious vitality.

At this point, Calvin's doctrine of vocation presented an advance beyond Luther. Calvin did not believe that one should simply accept one's given station in life. A Christian must actively seek his or her calling. Calvin agreed with Luther that God calls persons to many different occupations, but he refused to limit the concept of vocation to the occupation dictated by one's birth. God's calling may lead some Christians to change occupations or professions. "It would be asking far too much," Calvin wrote, "if a tailor were not permitted to learn another trade, or a merchant to change to farming."⁷ A person may feel called by God to different occupations at different times in her life. Thus the Reformed tradition, while agreeing with Luther's emphasis on the vocation of all Christians, developed a more dynamic

⁷ John Calvin, *The First Epistle of Paul the Apostle to the Corinthians*, Calvin's New Testament Commentaries, ed. David W. and Thomas F. Torrance, trans. John W. Fraser (Grand Rapids: Eerdmans, 1960), p. 153. Quoted in Donald K. McKim, "The 'Call' in the Reformed Tradition," in *Major Themes in the Reformed Tradition*, ed. McKim (Grand Rapids: Eerdmans, 1992), p. 340.

approach to discerning the call of God on one's life.⁸

Recovering Vocation

The Puritans who settled New England carried the Reformed tradition's emphasis on vocation with them across the Atlantic. The Puritan work ethic has been the subject of much debate, but whatever its limitations or corruptions, it certainly led Puritan Christians to understand their work, in whatever form, as a part of their religious calling. John Wesley, who had been deeply influenced by English Puritanism, counseled his followers to "Earn all you can; save all you can; give all you can." Thus every form of earning a living could be turned to the service of God's purpose in the world.

In our time, when the concept of vocation has been divorced from its Christian roots and secularized, many Reformed Christians are arguing for a renewal of the concept of vocation. The word "vocation" has come in popular usage to be a synonym for "profession" or "job." There is little sense among many Christians of any connection between the work they do to make a living and their calling to be disciples of Jesus Christ. Work and faith are too often compartmentalized into different and unrelated arenas of life. Ironically, among Protestants today the idea is prevalent that ordained clergy are the ones who have been called; other Christians work "secular jobs" to support the "religious" work of clergy and missionaries. The medieval division of work

⁸ See also John H. Leith, *John Calvin's Doctrine of the Christian Life* (Louisville: Westminster/ John Knox Press, 1989); and Ronald S. Wallace, *Calvin's Doctrine of the Christian Life* (Edinburgh: Oliver & Boyd, 1959).

into secular and sacred has reappeared as strong as ever.

As Wendell Berry notes, preachers are the ones we speak of as being in "full-time Christian service." In his experience, Berry notes that this term is used

exclusively to refer to the ministry, thereby at once making of the devoted life a religious specialty or career and removing the possibility of devotion from other callings. Thus the \$50,000-a-year preacher is a "full-time Christian servant," whereas a \$20,000- or a \$10,000-a-year farmer, or a farmer going broke, so far as the religious specialists are concerned must serve "the economy" in his work or in his failure and serve God in his spare time. The professional class is likewise free to serve itself in its work and to serve God by giving the church its ten percent.⁹

For Berry, the consequence of our modern clericalism is not only the separation it creates between clergy and laity, but more importantly the loss of a sense of calling about our work, whether we farm or engage in professional work or any other type of employment. The economy, business, and professional work are seen as realms outside our Christian faith and commitment, rather than areas in which we are to live out our calling as disciples of Jesus Christ.

⁹ Wendell Berry, from *What Are People For?* (New York: North Point Press, 1990), as quoted in *From Christ to the World: Introductory Readings in Christian Ethics*, ed. Wayne G. Boulton, Thomas D. Kennedy, and Allen Verhey (Grand Rapids: Eerdmans, 1996), p. 525.

Not all Christians have a deep internal sense of call about their employment. But some do have as strong a sense of God's having called them to teach children or practice medicine or farm or any number of different means of working as any ordained minister. Though it may sometimes be the case that what distinguishes the call to service experienced by clergy and laity is the intensity of the sense of call, this is certainly not always true. Those Christians who feel deeply a call to some other ministry besides that of ordination to pastoral ministry should know that their call is honored by the church, not discounted as in any way less important than a call to ordained ministry of word and sacrament. Those whose employment is not undertaken out of a strong sense of God's call, should be encouraged to find creative ways to live out their general calling as Christians within the context of their work.

Particular Callings within the life of the Covenant Community

In the epistles of the New Testament, there is a clear understanding that God calls members of the community of faith to particular tasks within the church. These particular callings are closely related to what Paul identifies as spiritual gifts. Within the household of faith there is a great diversity of gifts given so that together, the church may grow in grace and faith. "The gifts Christ gave are that some should be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ . . ." (Eph. 4:11-12; see also 1 Corinthians 12:1-31; Romans 12:3-8). Every gift is given for the sake of building up the church for its ministry in the world.

In recent years, many churches have conducted workshops and conferences on spiritual gifts, in which members are encouraged to identify their own gifts for the work of ministry. Once the gifts are identified, members are encouraged to find ways to exercise those gifts within the life of their particular congregation and its ministry. Such spiritual gifts workshops are one example of an attempt to recover a focus on the particular call of God to every Christian within the general call to faith and service. Theologically, this is an emphasis that lies at the heart of our own tradition as Reformed Christians.

Those who are gifted by the Spirit for teaching should be encouraged to put their gift to work for the church and its ministry. Those who have the gift of hospitality need to be identified and enlisted in the church's work of welcoming strangers into the life of the church. Some members have the ability to oversee the property of the church, and others have gifts for planning, or generosity, or ministries with the poor or homeless, or caring for the sick and dying. The list could go on and on. Within the one call of God to faith and service, there are also particular callings to specific tasks within the household of faith. It is the church's task to assist all its people to discern their particular calling and how it can serve God's larger purpose in the world.

Within the Reformed tradition there has been special emphasis on God's call to three particular offices within the church: that of deacon, elder, and minister of word and sacrament. Those who enter one of these offices are called by God, through the voice of the church, to exercise leadership within the community of faith for the sake of the ministry of the whole church. While there is much greater attention given to the call to the ministry of word and sacrament, the

church should emphasize that every call to one of these offices should be seen as a call from God. The first question to prospective elders and deacons should be, "You have been called by the church to lead us in our ministry. Do you feel yourself called by God to this office in the church?"

Some particular churches have found that the most effective way to recruit members for various tasks within the life of the church is to do so by issuing a "call." Instead of asking for volunteers, committees responsible for securing teachers for the church school, for instance, consider who in the church has the gifts necessary to do the work. Then those persons are issued a "call" to serve. Those issuing the call are prepared to say why they think the person's gifts and talents are suited to the particular task. The person is free to accept or reject the call, of course, but such a call often prompts persons to serious reflection about whether or not God is truly calling them to this ministry within the church. Such a "call system" is fully consistent with our theological commitment as Cumberland Presbyterians to the idea that all Christians have particular gifts and callings within the community of faith.

The Particular Call to the Ministry of Word and Sacrament

Over forty years ago, H. Richard Niebuhr proposed that the call to ordained ministry of word and sacrament includes in addition to the general call to discipleship at least three elements:

[1] *the secret call*, namely, that inner persuasion or experience whereby a person feels himself [or herself] directly summoned or invited by God to take up the work of the [ordained]

ministry; [2] *the providential call*, which is that invitation and command to assume the work of the [ordained] ministry which comes through the equipment of a person with the talents necessary for the exercise of the office and through the divine guidance of his [or her] life by all its circumstances; [3] *the ecclesiastical call*, that is, the summons and invitation extended to a [person] by some community or institution of the Church to engage in the work of the ministry [of word and sacrament].¹⁰

What Niebuhr said about the call to ordained ministry of word and sacrament could easily be said of the call for all Christians. In other words, all Christians should work to discern their secret call. Each should be challenged to assess their gifts and the circumstances of life for what they may contribute to their understanding of God's call. Finally, every Christian should listen to the voice of the church and its invitation to specific ministries of service. Thus, all of what will be said about call in this section can be applied to the particular call of all Christians. But for now, we turn our attention to the call to ordained ministry of word and sacrament.

At various times in history, more or less emphasis has been given to one or another of Niebuhr's three elements of the call to ordained ministry of word and sacrament. In the early church, there was relatively little emphasis on the internal call. For instance, Augustine, Bishop of Hippo, intended after his conversion to Christianity to spend his life in a lay monastic community, in a life of study and writing. However, while he was attending a service in the nearby city of

¹⁰ H. Richard Niebuhr, *The Purpose of the Church and Its Ministry* (New York: Harper & Row, 1956), p. 64.

Hippo, on the North African coast, the local bishop and people recognized him. He had already made something of a name for himself through his writings in defense of the Christian faith. On the spot, the people of Hippo called Augustine to be a priest in their city, refusing his protests, unwilling to take "no" for an answer. As Augustine later recounted, "I came to this city to see a friend, whom I thought I might gain for God, that he might live with us in the monastery. I felt secure, for the place already had a bishop. I was grabbed. I was made a priest . . . and from there, I became your bishop."¹¹ Against his own wishes, Augustine agreed to accept the people's call as the call of God on his life, and he settled in Hippo for the duration of his long and distinguished career, devoting himself to the task of serving as priest, then assistant bishop, and finally as bishop. Had he followed his own desires, Augustine would have preferred the secluded life of a scholar, but the ecclesiastical call overpowered his own sense of God's call in his life.

Similarly, John Calvin, the great sixteenth century Reformer of Geneva, did not set out to be a public leader of the Reform movement in Switzerland. He detoured through Geneva on his way to Strasbourg because the more direct route from his native city was blocked by war. In Strasbourg, he intended to take up a life similar to what Augustine had envisioned for himself. Calvin thought his gifts could best be used as a scholar and writer for the Reformed cause. But upon hearing that Calvin was in Geneva, the fiery leader of the

¹¹ Augustine, Sermon 355, 2, as quoted in Peter Brown, *Augustine of Hippo* (Berkeley: University of California Press, 1967), p. 138. The full account of Augustine's call to be priest and bishop in Hippo is recounted in Brown, pp. 138-145.

Reform in Geneva, William Farel, went to the inn where Calvin was staying and urged him to settle in the city. When Calvin refused, Farel threatened him with the wrath of God. "You are simply following your own desires. And I tell you in the name of Almighty God, that if you refuse to take part in the Lord's work in this church, God will curse the quiet life that you want for your studies."¹² Calvin, unable to convince himself that it was *not* God's will that he stay, agreed to help Farel with the reform of the Genevan Church. With the exception of a three-year exile in Strasbourg, Calvin would spend the rest of his life as a pastor and leader of the Genevan Church. For Calvin, as for Augustine, the ecclesiastical call preceded any sense of internal call to ordained ministry.

By contrast, most Protestant churches in the United States, at least since the Great Awakening of the 1740s, have placed a much larger emphasis on what Niebuhr calls the "secret call," or, as it is more commonly designated in the Cumberland Presbyterian tradition, the "internal call." Gilbert Tennent's 1741 sermon, "The Danger of an Unconverted Ministry," was one of the more incendiary tracts of the Awakening period. In it, Tennent accused the majority of Presbyterian ministers not only of *not* having an internal call to ordained ministry, but of being bereft any true piety. For leaders of the Awakening, it was essential that one be able to narrate one's experience of conversion and call. The Cumberland Presbyterian Church, as a product of what has been called the second Great Awakening, clearly stands in this tradition

¹² This incident is recounted in Dawn DeVries, "'The Meaning of Call and Ordination' A Theological Perspective," http://www.utsva.edu/copy/newspubs/Publications/focus-devries_themeaning.html.

of elevating the importance of the internal call.

As Joe Ben Irby notes, the *Westminster Confession* makes no reference to the internal call. But the *Constitution* of the Cumberland Presbyterian Church has since 1814 instructed its presbyteries to test the "real piety" of candidates for ordained ministry and "to examine them respecting their experimental acquaintance with religion, and the motives which influence them to desire the sacred office. *And their internal call to this important work.*"¹³ Irby concludes that "Cumberland Presbyterians have from the beginning emphasized the necessity and importance of an 'internal call' to the ministry. Such a call takes precedence over an 'ecclesiastical call' . . ."¹⁴

Both the *Confession of 1883* and the *Confession of 1984* continue the emphasis on the internal call.¹⁵ However, the *Confession of 1984* seems to move away from Irby's contention that the internal call takes precedence over the ecclesiastical in the provision that a "licentiate shall be ordained only if he or she has a call to a church or to a ministry approved by the presbytery."¹⁶ While this constitutional provision has long been a part of the practice of other Presbyterian bodies, it was new to Cumberland Presbyterian practice with the

¹³ *Confession of 1814*, Form of Government XII, 2; as quoted in Irby, *This They Believed: A Brief History of Doctrine in the Cumberland Presbyterian Church* (Chelsea, MI: Joe Ben Irby, 1997), p. 546. Italics added by Irby.

¹⁴ Irby, p. 546.

¹⁵ References to the internal call can also be found in the *1883 Constitution*, paragraphs 51 and 56; and in the *1984 Constitution*, sections 6.14, 6.15, 6.32, and 6.36.

¹⁶ *Constitution 1984*, 6.31, p. 48.

Confession of 1984. It represents a renewed insistence that the ecclesiastical call be taken into consideration before a licentiate is ordained to the ministry of word and sacrament.¹⁷

Still, Irby's contention that the internal call takes priority over all other aspects of the call probably continues to reflect the practice of many Cumberland Presbyterians and the presbyteries' committees on ministry. Where that is the case, committees find it difficult to question a candidate's call, and to help the candidate examine his or her call, to test whether he or she has heard God's call rightly. A common attitude seems to be, "If a person claims to be called to the ministry of word and sacrament, who are we to question that call?" Ultimately, such an attitude on the part of committees does no service to those who, sincerely believing themselves to be called, do not exhibit the gifts and graces necessary to the fulfilling of the office of ordained minister of word and sacrament in the church. Such persons, sometimes after years of preparation for ordained ministry, may find themselves unable to secure a call to exercise their ministry. They may rightly wonder why no church will call them as pastor. They have, after all, satisfied their committee on ministry. When a committee finds itself unable to question seriously a person's providential call, that is, a person's abilities

¹⁷ Recent Cumberland Presbyterian authors who have emphasized the ecclesiastical call include Morris Pepper, *An Introduction to Christian Ministry for Lay and Clergy Persons in the Cumberland Presbyterian Church*, ed. Mark Brown and James Knight (1992), pp. 21-22; and John Ed Gardner, "The Biblical Basis of Call," unpublished paper presented at the Cumberland Presbyterian Christian Education Conference (date unavailable).

to do the work of ordained ministry, it can unwittingly set up a candidate for a lifetime of frustration. The providential call and the ecclesiastical call need to be considered as important to the long term viability of church leaders as the internal call.

That does not mean that the internal call is unimportant. It is essential if a person is to have the spiritual resources for the demanding work of pastoral leadership. But the Cumberland Presbyterian Church has always affirmed that zeal alone, without education, and without gifts for leadership, will not serve effectively the larger ministry of the people of God. The ideal call is one in which the internal sense of call, the gifts for ministry given by the Spirit, and the church's confirmation of the call come together to empower ordained ministers for the work of leading the covenant community in its response to God's call to discipleship.

Our near exclusive focus on the internal call can also lead the church to take a passive approach to identifying potential leaders for the church. Unlike the church of Augustine's and Calvin's time, we often wait patiently for persons to hear the internal voice of God, rather than identifying those with gifts for leadership in the church and challenging them to discern whether or not they should interpret those gifts and graces, and the church's need of their leadership, as a part of God's providential and ecclesiastical call on their life. Again, this is not to say that the internal call is unimportant; only that a person's serious consideration of the internal call may at times be prompted by the external call and challenge of the church.

The variety of experience among those who hear and respond to God's particular call to ordained leadership in the church is such that no one pattern can cover all cases.

Morris Pepper has identified nine different means through which God may call persons.

The call may come through:

1. *The life and fellowship of the church and the influence of the gospel in our lives.* In other words, it arises out of our own Christian experience which kindles an interest and a desire to do more.
2. *The suggestions of well meaning people.* They may ask at some time and place, "Have you ever considered the ministry?" Thus the idea is dropped into our minds. They may have observed something about us which indicated that we had the ability to become a minister.
3. *The spiritual atmosphere* of the congregation, a conference, a church camp, or some other group may have moved us and brought the call into focus.
4. *God may speak to us through a time of worship* and/or a sermon in which the idea was born in our minds or the impression made upon us.
5. *The influence of ministers.* We may see something in them which appeals to us and makes us want to be like them. They become good models. They may be pastors or parents whose children follow in their footsteps.
6. *A direct confrontation by some person:* "Have you ever considered the ministry? Can you say you have not been called?" In the early years of our denomination such recruitment was done more than it is today.
7. *A recognition on our part* of having some ability for ministry.
8. *A challenge of need and opportunity.* Upon hearing about or observing the

need for ministers, we may be challenged to consider it.

9. Or, through other means, such as *a growing conviction* over a period of time that the ministry is God's will for us. Interviews with a number of people in recent years indicate that this is the kind of experience many have had.¹⁸

Whatever the internal experience, God is the one who calls, and the church must test and validate that call.

Discerning the Call of God

It is seldom an easy task to discern God's particular call on our lives. One recent writer has noted that God's call comes to us in the place where our deep joys and longings meet the world's great need. For some, finding that place is like stumbling across a pearl of great value, with little or no effort. For others, a clear call from God is more elusive. There is always something of a mystery to the call of God. Still, there are guideposts to help us in the work of discernment.

First, discovering God's call is a task of spiritual discernment. It requires prayer, study, and deep self awareness. We must constantly ask whether we are hearing God's call or our own desires. This task of discernment is not one to be undertaken alone. It requires the support and counsel of our brothers and sisters in the community of faith. Selfish motives can cloud our judgment. Trusted guides are needed to help

¹⁸ Morris Pepper, *An Introduction to Christian Ministry for Lay and Clergy Persons in the Cumberland Presbyterian Church*, ed. Mark Brown and James Knight (1992), p. 21.

us listen attentively for God's direction. The work of Committees on Ministry is best seen as one of spiritual direction for those who are testing their sense of call to the ordained ministry of word and sacrament.

Second, it must always be remembered that the particular call to such a ministry is God's call for the sake of the church. Ordained ministry exists for the church; the church does not exist for its ordained ministers. The particular call, if it is authentic, always serves the general call of God to the life of faith and service. Some speak of the call to ordained ministry of word and sacrament as the "highest calling in the church." However, it is easy for such an idea to lead to the kind of hierarchy of callings the Reformed tradition at its best has always resisted. There may be no higher calling in the church, but this is not the same as calling ordained ministry the highest calling. Among Christians, there is no place for speaking of "higher" or "lower;" all are in Christ Jesus. The *1984 Constitution* rejects "grades of office" in the church in its description of this ministry:

The office of minister of word and sacrament is unique in the life of the church as to responsibility and usefulness. God calls persons and sets them apart for this ministry. The persons who fill this office should be sound in the faith, exemplary in conduct, and competent to perform the duties of the ministry. Persons who become ministers of the word and sacrament are due such respect as belongs to their office, but are not by virtue of their office more holy or righteous than other Christians. They share in the same vocation that belongs to all Christians to be witnesses to the gospel in word and deed. They differ from other Christians only with regard to the office to which they are called, which

is their station in life. (1984 *Constitution*, section 2.61)

The distinction is one of responsibility, not of status. Those who seek leadership in the church out of a desire for status or prestige have not heard the call of God rightly. The call to ordained ministry is a call to live as a servant of the servants of God.

Often, those who present themselves to the church as candidates for ordained ministry have different levels of certainty about their call. This is to be expected. The probationary period is a time for testing the call. As educational and spiritual preparation for ordained ministry progresses, persons will often have their sense of call confirmed. Of course, others may decide that their original sense of call was mistaken.

The experience of Louisa Woosley, the first woman ordained to the ministry of word and sacrament in the Cumberland Presbyterian Church provides an interesting study of how one person's call was confirmed through her study and practice of ministry. Woosley recounts an internal call to ministry that she experienced soon after her conversion. But she knew of no women ministers in her time, so over time she decided that she must be mistaken about her sense of call. As a young woman, she resolved to get her husband to respond on her behalf, but he resisted. She resolved to study the Bible from beginning to end, hoping to find there an answer to her questions. At the end of almost a year of study, she became convinced that the scriptures did not prohibit women preachers. Still, she hesitated, knowing she would encounter opposition in the church. She literally became sick with her struggle, and finally resolved to respond to God's call. Again, something held her back, but when her daughter was stricken

with an illness and expected to die, she promised God that she would preach if God would spare her daughter. The daughter recovered, and Woosley knew what she had to do. Still, she did not tell anyone of her sense of call, resolving to wait for an opportunity to speak in public.

Soon the session of her church called on her to lead the evening service when the pastor was absent. In the experience of standing before the church, she felt the first confirmation of her call, despite the opposition of many of her friends and family members. Later that year she presented herself for candidacy in Nolin Presbytery, and was ordained in November 1889. At first, she rarely was called to preach, but soon her services as an evangelist and preacher were in great demand. In that, again, she found confirmation of God's call, despite the fact that the General Assembly refused to seat her and instructed her presbytery to drop her name from the roll of ordained ministers.¹⁹

Louisa Woosley's call had all three of Niebuhr's elements. She had a strong and persistent internal call. By God's providence, she was called upon to speak at her home church, and she obviously demonstrated gifts for leadership such that her own presbytery was willing to break the unwritten tradition that women could not be ordained to the ministry of word and sacrament. Finally, the churches of her home area called her to serve them as an

¹⁹ Louisa Woosley's eloquent account of her call is recounted in the last chapter of her book, *Shall Woman Preach, Or the Question Answered* (Canneyvill, KY, 1891); reprinted by the Cumberland Presbyterian Board of Christian Education (Memphis: Frontier Press, 1989), pp. 96-101.

evangelist, providing the ecclesiastical call without which she could not have served.

The church should be willing to help those who do not find their sense of call confirmed to find their call in some other ministry of the church. Jesus' saying about "those who, having put their hand to the plow, turn back" is not directed to ministers of the word and sacrament. It is directed to those who turn back from the call to discipleship.

It is to them that Jesus directs the warning about not being fit for God's kingdom. A minister of the word and sacrament who feels called to give up his or her office in the church should not be shamed. On the other hand, the church must always take care to see that those who have responded to this particular call are encouraged and supported in their ministry as long as that ministry promises useful for the life of the church.

The Call to Particular Persons as Pastors

Any discussion of the call would be incomplete without a brief discussion of our call system for matching ordained ministers with particular churches. Churches with Presbyterian government have long cherished the call system. Churches, through their sessions, call whom they will to serve as their pastor. Pastors are free to accept or decline calls from particular churches. At its best, our system values the desires and needs of both pastors and people, rather than depending on a system of appointment for assigning pastoral leadership to churches.

One of the liabilities of the call system, however, is that it often fails to serve the needs of both pastors and churches. Rural churches often find it difficult to attract

candidates for pastor. Many pastors, especially women and older men, find it difficult to get churches to consider them for a call. What many have spoken of recently as a “crisis in pastoral leadership” in our church is not due to a lack of ordained pastors. We have many pastors who are under-employed because they do not fit the profile of what churches are looking for in their “ideal” pastor. While there are no easy answers to the difficulty we are experiencing in this matter, churches and pastors should be challenged to examine whether their idea of call is grounded in God’s will. The task of spiritual discernment in this area of the call is as critical as in any other.

Some churches need to be educated to understand the difference between calling a pastor and hiring a chief executive officer. The call to a person to be pastor of a particular congregation must be undertaken

in the spirit of God’s general call to the church to be a faithful witness to the gospel of Jesus Christ. At the same time, pastors should have a clear sense of the difference between entertaining a call and climbing a career ladder.

God’s call to us as Cumberland Presbyterians in the 21st century demands that we look and pray for the leaders God is calling us to recognize. Sometimes those leaders will not be the ones we had previously envisioned. Like David’s father Jesse, we should be prepared that we may often be surprised at who God calls. May God help us to look beyond the appearances, to the heart, both our own, and that of the leaders God graciously continues to send us, and calls us to recognize, equip, and support in our service of the one call of God in Jesus Christ.

III. APPENDIX

A. QUESTIONS FOR ORDINATION EXAMINATION

PERSONAL FAITH AND GROWTH

1. Describe your faith pilgrimage in terms of your relationship to Christ and the church.
2. What is your understanding of the place of prayer in one’s relationship with God?

3. Have you grown in your faith since you have been under the care of presbytery? In what ways?

CALL TO MINISTRY

4. Describe your sense of call. Has it changed since you responded to it? In what ways?

5. How do you interpret your calling in light of what Cumberland Presbyterians believe that all Christians are a “called” people? How is your calling different? How is it the same?

HOLY SCRIPTURES

6. What do you understand by the phrase: “...the inspiration of the scriptures?”
7. What do you understand by the phrase: “...the infallible rule of faith and practice?”
8. Why is it important to know the time frame and authorship of the books of the Bible?
9. What do you understand by the term “biblical criticism?”
10. In what ways do the synoptic gospels differ from each other? From the fourth gospel?
11. What is meant by the phrase “comparing scripture with scripture?” Why is it important? Or, what’s wrong with proof texting, anyway?
12. Briefly describe the picture of Jesus presented in the Gospel of Mark.
13. Briefly describe the unity and diversity of the Bible.
14. Briefly comment on Christianity’s indebtedness to Judaism in the following areas: understanding the nature of God, the covenant, law and grace.
15. What do Cumberland Presbyterians mean by the “authority of scripture?”

THEOLOGY

16. Describe your thoughts about Cumberland Presbyterian theology. Describe your feelings.

17. What are some of the principal elements of Cumberland Presbyterian theology?
18. Discuss some of the different “theories” of the atonement.
19. What is your definition of the following: sin, repentance, forgiveness, reconciliation, covenant, grace, faith, and works?
20. What does Cumberland Presbyterian theology say about the preservation of believers?
21. What does Cumberland Presbyterian theology say about the Holy Spirit?
22. Discuss the Cumberland Presbyterian theology of both sacraments: the Lord’s Supper and baptism.
23. What is the importance of the resurrection for the Christian’s life and the Christian faith?
24. Why are the following important to the development of Christian theology (selectively chosen): Augustine, Martin Luther, John Calvin, John Knox, Huldrych Zwingli and John Wesley.

CHURCH HISTORY

25. Discuss the growth of the early church as related in scripture.
26. What issues led to the Protestant Reformation?
27. Discuss the development of the Presbyterian/Reformed churches and the place of the Cumberland Presbyterian Church within the Reformed family of churches.
28. Briefly describe the social, political and religious conditions just prior to (1) the Great Awakening and (2) the Second Great Awakening.
29. Name some of the contributions of the Cumberland Presbyterian Church to

Christianity, both nationally and internationally.

30. Briefly discuss the development of major theological movements in the 20th and 21st centuries.

PASTORAL CARE

31. Describe the pastor's role as "shepherd" to the congregation.
32. Why is confidentiality important in the pastoral role?
33. Discuss the pastor's role in counseling as related to advantages, limitations, referrals and balance with other pastoral responsibilities.
34. What are your personal guidelines for conduct when visiting in a hospital?

PREACHING AND WORSHIP

35. Is the sermon important? Why or why not?
36. What goes into making a sermon? What are its goals? What is the place of the Bible in preaching? What makes a sermon prophetic?
37. Describe your method of preparation and approach to sermon planning, preparation and preaching.
38. Name of the most commonly used lectionary. Do you use a lectionary? Why or why not?
39. What is your opinion of traditional worship, blended worship and contemporary worship?
40. How do you plan for worship? What resources do you use, if any?

NURTURE AND ADMINISTRATION

41. Among other roles, a minister is a teacher. Briefly describe your feelings about this role.
42. What are the attitudes and aptitudes needed to be an effective administrator of church programs and ministries?

THE CHURCH IN MISSION

43. What does the *Confession of Faith* say about the church in mission?
44. What is a "healthy" congregation? Describe some characteristics.
45. Describe the unity and diversity of the church.
46. What have your experiences been with connectional and independent congregations? Why have you chosen to do ministry in a connectional church?

THE CUMBERLAND PRESBYTERIAN CHURCH

47. What are the responsibilities of the session, as outlined in the *Constitution*?
48. What are the responsibilities of the presbytery, as outlined in the *Constitution*?
49. What are the responsibilities of the General Assembly, as outlined in the *Constitution*?
50. Discuss the accountability of ministers and probationers to the presbytery.
51. Discuss the accountability of sessions to the presbytery.
52. Discuss the *Constitution's* statements relating to congregational property.
53. What is the purpose of discipline, as defined in the *Rules of Discipline*?

B. SAMPLE REPORT TO THE PRESBYTERY

COMMITTEE ON PREPARATION FOR THE MINISTRY

To the Presbytery of Catawba (Date)

Presbyters:

The committee has met twice since the last stated meeting of presbytery. A quorum was present at both meetings.

PROBATIONERS: The committee interviews probationers annually in person or by conference call. In addition, committee members serve as liaisons to assigned probationers and are in contact with them at least once more annually. All probationers have been interviewed in the last six months, except one.

The following is a list of probationers (candidates and licentiates), with notations of their current status and pertinent personal information:

INCOMING CANDIDATE MARY MARGARET MATURE, a member of the Sacred Harp congregation, has been endorsed by her session. She has been interviewed by the committee. Psychological testing and an interview and a criminal background check have been conducted.

Ms Faithfull holds the MBA degree and has her own market consulting firm. She plans to enroll in Memphis Theological Seminary in the fall and to continue a limited consulting schedule.

Recommendation 1: that she be received as a candidate for licensure and ordination after she has shared her faith journey, received testimonials upon her behalf and successfully sustained the presbytery's examination.

LICENTIATE CARL ZUCK has graduated from Memphis Theological Seminary with a Master of Divinity degree. He has been called as Associate Pastor of the Sinking Springs congregation, Seminole Presbytery. The committee recommends:

Recommendation 2: that, upon his successfully sustaining the presbytery's examination, Mr. Zuck be approved for ordination, to take place at the Sinking Springs congregation; and

Recommendation 3: that a commission be appointed for the purpose of ordaining Mr. Zuck.

Respectfully submitted,
Wesley Leatherhead, Chair

Pastoral Development Ministry Team
CUMBERLAND PRESBYTERIAN CHURCH

NEW CANDIDATE INFORMATION FORM

Presbytery: _____

Name of New Candidate: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Day of candidacy: _____

Send completed form to:

Cumberland Presbyterian Center
Pastoral Development Ministry Team
8207 Traditional Place
Cordova, TN 38016

Upon receiving this form, the PDMT will send the new Candidate for the Ministry a copy of Dr. Morris Pepper's book, *An Introduction to Christian Ministry* and Dr. Tom Campbell's book, *The Bible and the Calendar*.

Pastoral Development Ministry Team
CUMBERLAND PRESBYTERIAN CHURCH

REQUEST FOR PAS APPROVAL FORM

Presbytery: _____

Day of presbyterial meeting: _____

Name of Candidate: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Circumstances that make it nearly impossible for this candidate to take the standard route:

Send completed form to:

Cumberland Presbyterian Center
Pastoral Development Ministry Team
8207 Traditional Place
Cordova, TN 38016

Upon receiving this request, the PDMT will send a letter of approval to the presbytery, the candidate and to PAS.

Pastoral Development Ministry Team
CUMBERLAND PRESBYTERIAN CHURCH

NEW LICENTIATE INFORMATION FORM

Presbytery: _____

Name of New Licentiate: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Day of Licensure: _____

Send completed form to:

Cumberland Presbyterian Center
Pastoral Development Ministry Team
8207 Traditional Place
Cordova, TN 38016

Upon receiving this form, the PDMT will send the new Licentiate for the Ministry a book as a way to congratulate him/her in his/her journey.

Pastoral Development Ministry Team
CUMBERLAND PRESBYTERIAN CHURCH

ORDINAND INFORMATION FORM

Presbytery: _____

Name of Person to be Ordained: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Day of Ordination: _____

Ordination Service to be Held at:

Name of Congregation: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

If a member of the PDMT cannot be present for the ordination service to present the portable communion set, we will send it to a person in the presbytery who we will ask to be responsible for making the presentation on behalf of the PDMT. Please list the name of a designated person below.

Name: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Send completed form to:

Cumberland Presbyterian Center
Pastoral Development Ministry Team
8207 Traditional Place
Cordova, TN 38016

Understanding the Process for Ordination
in the Cumberland Presbyterian Church:
Handbook for Presbyterial Committees on the Ministry
or Preparation for the Ministry

Entire contents ©2011 by the Pastoral Development Ministry Team
of the Ministry Council of the General Assembly
of the Cumberland Presbyterian Church



THIS HANDBOOK
IS MADE POSSIBLE BY
OUR UNITED OUTREACH

PASTORAL DEVELOPMENT MINISTRY TEAM OF THE CUMBERLAND PRESBYTERIAN CHURCH

COMPETITIVE ADVANTAGES – OUR DNA

What we do best

- Provide opportunity to Cumberland Presbyterian ministers for continuing education as well as networking with other CP ministers through the annual Minister's Conference.
- Assist presbytery committees on the ministry and clergy care committees by developing a handbook of guidelines and procedural policies.

MISSION STATEMENT – OUR CORE PURPOSE

Why we exist

The purpose of the Pastoral Development Ministry Team is:

- To keep God's call before the church as a whole, and to provide and promote a deeper biblical and theological understanding of ministry in the church.
- To nurture and care for ordained ministers and probationers, and to provide resources and events to improve their pastoral ministry.

VALUES STATEMENT – OUR CORE VALUES

What we stand for

- The office of minister of word and sacrament is unique in the life of the church as to responsibility and usefulness.
- God calls persons and sets them apart for this ministry.
- The persons who fill this office should be sound in the faith, exemplary in conduct, and competent to perform the duties of the ministry.
- Persons who become ministers of the word and sacrament are due such respect as belongs to their office, but are not by virtue of their office more holy or righteous than other Christians.
- They share in the same vocation that belongs to all Christians to be witnesses to the gospel in word and deed.
- They differ from other Christians only with regard to the office to which they are called, which is their station in life.

VISION STATEMENT – Our Future

Where we are headed

- The vision of the Pastoral Development Ministry Team is to be the most influential ministry in the Global Cumberland Presbyterian Church regarding God's call and the nurture, education and continuing spiritual growth of those called by God.

THE REPORT OF THE BOARD OF STEWARDSHIP, FOUNDATION, AND BENEFITS

S/E

I. GENERAL INFORMATION

A. BOARD MEETINGS AND ORGANIZATION

The Board of Stewardship, Foundation and Benefits under the direction of its officers, President Charlie Floyd, 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 2011 General Assembly: Charles Day, Sylvia Hall, Jackie Satterfield and Debbie Shanks. All are eligible for reelection.

C. BOARD REPRESENTATIVE TO THE 180TH GENERAL ASSEMBLY

The board's representative to the 181st General Assembly is Mike Wilkinson.

D. STAFF

Kathryn Gilbert Craig serves as Administrative Assistant, Mark Duck serves as Coordinator of Benefits and Robert Heflin serves as Executive Secretary. Carolyn Harmon serves as the Planned Giving Coordinator for the Presbytery of East Tennessee. The Board appreciates the work Carolyn Harmon does in educating numerous congregations of the legacy ministry that can be accomplished as individuals make planned gifts to their local congregations.

E. 2012 BUDGET

The 2012 line-item budget has been filed with the Office of the General Assembly.

F. 2010 AUDIT

Certified copies of the 2010 audit reports from Fouts and Morgan will be filed with the Office of the General Assembly in compliance with General Assembly Bylaws 15.06. The 2010 audit will be printed in the audit section of the 2011 minutes.

II. FINANCIAL FOUNDATION DEVELOPMENT AND MANAGEMENT

A. PURPOSE

One area 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 III. Endowment Program, IV. Cash Funds Management Program, and V. Property and Casualty Insurance.

B. 2010 IN REVIEW

Overall 2010 was a better year, though there remains uncertainty in the market and the economy as a whole. The outlook on jobs has improved slightly, however many people continue searching for a job. Real Estate continues to be unstable as well. Consumer confidence has improved to a small degree. International markets and economies are also uncertain.

The Growth Income Endowment Fund began the year with a balance of \$33,013,770. The Growth Income Endowment Fund ended 2010 with a balance of \$35,112,979. The return on investments for 2010 was up 11.7% compared to a composite benchmark which was up 9.2%.

The Total Return Endowment Fund began the year with a balance of \$8,978,623. The ending balance for the Total Return Endowment Fund was \$6,787,616. The Cumberland Presbyterian Children's home withdrew their endowments from the Total Return Fund. The amount of the withdraw was \$2,076,250. The return on investments for 2010 was up 15.7% compared to a composite benchmark which was up 13.1%.

The Cumberland Presbyterian Investment Loan Program paid out \$256,428 to agencies, churches and individual account holders having funds in the program. Throughout 2010 the interest paid to account holders was consistently higher than the rates received from most "on demand" money market accounts. The interest rate paid to account holders averaged 2.33%.

C. BOARD OF STEWARDSHIP

The Board of Stewardship ended 2010 with an unrestricted surplus of \$143,815. We are ever mindful of expenses incurred and try to be good stewards of what has been entrusted to the Board.

D. MANAGEMENT OF FUNDS

During 2010 the Endowment Program Growth/Income Fund portfolio was under the co-management of Wedge Capital Management, 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 Wedge Capital Management, 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 Wedge Capital Management, 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 Cumberland Presbyterian Church 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 Wedge Capital.

III. 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 will be distributed to all endowment program participants, general assembly board members, churches, and individual contributors.

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 continues 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 \$35,112,979 for 2010 at *market value*. The following table provides a breakdown of the investment mix:

GROWTH/INCOME INVESTMENT MIX

Securities & Investments		
3.3%	Cash/Cash Equivalents	\$ 1,170,936
25.9%	US Equities	\$ 9,083,356
9.1%	Real Estate Investment Trusts	\$ 3,212,371
55.4%	Fixed Income	\$19,447,327
<u>6.3%</u>	International Stocks	<u>\$ 2,198,989</u>
100.0%	Total	\$35,112,979

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 \$6,787,616 for 2010 at *market value*.

The following table gives a breakdown of the investment mix of the total assets:

TOTAL RETURN INVESTMENT MIX

Securities & Investments		
0.0%	Cash/Cash Equivalents	\$ 64
50.9%	US Equities	\$3,453,119
9.9%	Real Estate Investment Trusts	\$ 675,204
21.0%	Fixed Income	\$1,424,281
<u>18.2%</u>	International Stocks	<u>\$1,234,948</u>
100.0%	Total	\$6,787,616

3. Performance of Growth/Income Fund

The Endowment Program Growth/Income Fund generated \$1,289,956 in dividend and interest income during 2010. Net contributions and withdrawals were (1,783,726). Capital Appreciation (Realized Gain/(Loss) plus Unrealized Gain/(Loss)) was \$1,289,956. The total investment earnings for 2010 was \$3,882,935 and the change in market value was \$2,099,209.

Growth/Income earnings paid and payable to agencies totaled \$1,288,808 for 2010. Growth/Income Fund investment management fees totaled \$211,139 for 2010. Other expenses were \$19,405 for a total of \$230,544.

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.

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 2010 was 3.9%.

Percentage of Income Paid Out

2010	3.90%
2009	3.79%
2008	4.03%
2007	4.19%
2006	4.05%
2005	4.20%
2004	4.01%
2003	4.40%
2002	4.45%
2001	4.60%

5. Total Rate of Return for the Growth/Income Fund

The following table gives the annualized rates of return as contained in the report from Gerber/Taylor Associates for year end 2010:

	One Year Period	Five Year Period	Since Inception
	01/01/10	01/01/05	09/00/81
	12/31/10	12/31/10	12/31/10
Growth/Income Fund	11.7%	5.3%	10.4%

6. Performance of Total Return Fund

The Endowment Program Total Return Fund generated a gain of \$946,632 in total investment earnings consisting of \$160,811 in interest/dividends and capital appreciation (realized gain/(loss) and unrealized gain/(loss)) of \$785,821. Net contributions/(withdrawals) were (3,137,639). Change in market value was (\$2,191,007).

Total Return Fund expenses including fees paid to the investment managers totaled \$50,482 for 2010. Total Return Fund payments made and payable to agencies totaled \$218,649 for 2010.

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 2010.

	One Year Period	Three Year Period	Since Inception
	01/01/10	01/01/08	09/01/04
	12/31/10	12/31/10	12/31/10
Total Return Fund	15.70%	1.60%	7.50%

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-six years from 1944 to 2000, 783 loans were 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
1990-99	102	\$14,440,837	\$141,577
2000-09	s58	\$10,571,723	\$182,271

While looking at the table above, it should be noted that the Cumberland Presbyterian Church Investment Loan Program began January 1, 2001. Since it's creation most of the larger loans are made through the Investment Loan Program.

Down through the years, donors to endowments have 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 six loans from the Revolving Church Loan Program at the end of 2010 totaling \$118,755. In the revolving church loan account, there was also cash in the amount of \$242,999, bringing the total of the fund to \$361,754.

The rate of interest for revolving loans made during 2010 was based on the loan rate established by the Cumberland Presbyterian Church Investment Loan Program at the beginning of each quarter. The maximum available for a single loan is \$35,000, 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 Missions Ministry Team. 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 2010. There is \$360,319 in cash in the fund.

E. 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 142 congregations on the need to develop congregational endowments and encourage planned giving by church members.

At one time there were four Regional Planned Giving Coordinators. At the moment Carolyn Harmon is the only Regional Planned Giving Coordinators. She is an elder in the Cedar Hill Church,

Greeneville, Tennessee, serving the Presbytery of East Tennessee. The other coordinators can no longer serve due to health conditions or other reasons. Though Carolyn is employed by the Presbytery of East Tennessee she has made presentations beyond her presbytery.

Through these regional coordinators education concerning the stewardship opportunities in planned giving has been made readily accessible to many 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 or by the Board of Stewardship. 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.

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.

VII. CUMBERLAND PRESBYTERIAN CHURCH 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.

For the year ending 2010, the assets for the Investment Loan Program were \$14,563,841. There were 279 individual, congregation and agency accounts. Deposits on account totaled \$11,726,656.

For 2010, 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: Rob Latimer, president; Charlie Floyd, vice-president and Debbie Shanks, secretary. Robert Heflin serves as Treasurer and Executive Secretary. During the past year, the board met twice in regular session.

During 2010, there were seven new loans made.

New Investment Loan Program Loans

Church	Amount of Loan
Glory Church, Atlanta, GA	\$ 1,200,000
Faith Fellowship, Loudon, TN	\$ 500,000
1st CPC, Springfield, MO	\$ 100,000
New Life CPCA, Town Creek, AL	\$ 109,000
Manchester CPC, Manchester, TN	\$ 100,000
Donelson CPC, Donelson, TN	\$ 275,000
CPC of Germantown, Germantown, TN	<u>\$ 471,248</u>
Total	<u>\$ 2,755,248</u>

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 \$256,428 which the program paid in interest. For 2010 the interest rate average paid to account holders was 2.33%. As a result there has been renewed interest for congregations to open new accounts because the interest paid out is higher than current CD rates. The interest rate paid on accounts can change depending on the amount of income received from the investment income.

The table below provides a breakdown of the investment mix.

INVESTMENT LOAN PROGRAM

	Securities & Investments	
2.00%	Mutual Funds	\$ 110,817.40
14.80%	Cash Equivalents	\$ 820,048.75
83.20%	Taxable Fixed Income	<u>\$4,610,003.75</u>
100.00%		\$5,540,869.90

At the end of 2010 there were 23 loans to congregations made through the Investment Loan Program. The total loans were \$9,001,096.

VIII. EMPLOYEE BENEFITS ADMINISTRATION AND RESEARCH

A. PURPOSE

The second of two 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 IX. Retirement Program, X. Ministerial Aid Program, and XI. 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 employees of the Cumberland Presbyterian Church.

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, 2010, there were 370 active participants in the Retirement Plan. In addition there were 7 receiving direct monthly payments as a result of their elections under Plan 1. In addition to these participants, there were 12 persons who were receiving annuity payments purchased through the Plan and for whom the Plan issues 1099-R's.

During 2010, \$3,082,860 was dispersed to or for participants, an increase of 15.8% over 2009s \$2,661,506. Contributions totaled \$725,571 and were down 16.2% over 2009s \$865,861. Investment

expenses totaled \$105,799 a decrease of 13.3% over 2009s \$121,997. Realized and unrealized gain on investments totaled \$2,292,001 a decrease over 2009s \$2,929,958. The rate of return credited to the accounts for the year was 15.3% compared to 20.5% for 2009. (Comparative annual rates of return for: previous three years—+2.4%, previous five years—+6.3%, and from the beginning of professional management in March, 1982—+10.1%.)

Effective January 1, 2011, our relationship with Victory Capital Management, Wedge Capital, New South Capital, and Templeton were terminated in accordance to the Board's decision at our last meeting. Funds previously managed by these managers are now managed by Gerber- Taylor Management. We have continued our relationship with Met West, a bond manager, PIMCO, also a bond manager and RREEF, a private real estate investment trust manager. The transfer of funds has been completed and has gone relatively smoothly with the help of Matt Robbins and Stacy Miller of Gerber - Taylor.

X. MINISTERIAL AID PROGRAM

A. MINISTERIAL AID

1. Full Benefit Recipients

As of March 2011 there are an equivalent of 5 Cumberland Presbyterian Church recipients of the full benefit of \$500 per month (increased from \$300 on July 1, 2010). The monthly total of these payments is \$2,500.00; annually, \$30,000.00 is paid. The equivalent of benefits for four participants at \$260, or \$1040 per month, \$12,480 annually, 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 2010 with the 5 state side recipients receiving \$1,040.04 each for a total distribution of \$5,200.20.

2. Basic Requirements

The new basic requirements and amount for stateside recipients for the Ministerial Aid program were approved at the General Assembly of the Cumberland Presbyterian Church in June 2010. They are as follows:

Full Benefit revised to \$500 a month for State Side Recipients

1. Minimum age is full retirement age set forth by the Social Security Administration.
2. Minimum years of service to the church - 15.
3. Can qualify for aid if a participant in the Cumberland Presbyterian Retirement Plan if income is below poverty level as established by the US Census Bureau.
4. 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.
5. Individuals' income cannot exceed federal poverty guidelines set forth for the year by the US Census Bureau. Poverty level is \$10,830 a year or \$902.50 a month for 2010.
6. Couples income cannot exceed federal poverty guidelines set forth for the year by the US Census Bureau. Poverty level is \$14,570 a year or \$1,214.17 a month for 2010. (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.)
7. 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.
8. Surviving spouse is eligible if above items 2, 3 and 4 have been met.

****Note:** Recipient is responsible to verify if receiving Ministerial Aid would effect his or her SSI, Social Security or other benefits.

Cumberland Presbyterian Church 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.

3. Cumberland Presbyterian Church in America

The CPCA now has 3 participants who receive monthly payments at the originally agreed upon amount of \$109 per month. Benefits for these recipients total \$327.00 per month or \$3,924.00 annually. The CPCA normally pays its share in June or July following their General Assembly.

4. 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. One individual now receive \$150 a month from this fund. Annually, \$1,800.00 is paid to the recipient. This endowment had a balance of \$1,071,903 as of December 31, 2010, an increase of \$53,565 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. Dental and Vision Insurance is the newest, begun in December 2008. 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, about 369 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, Discipleship Ministry Team, Missions Ministry Team, Ministry Council, Communications Ministry Team, Pastoral Development Ministry Team, Memphis Theological Seminary, and Historical Foundation.

Since January 1, 2008, Philadelphia Insurance Company has carried our P & C insurance as well as D & O coverage, Crime, Automobile, Umbrella and Earthquake coverage. Philadelphia recently was acquired by the Tokio Marine Group Insurance of Japan, thus we were faced with a possible 20% increase in premiums for P & C and Earthquake coverage. Our broker, Lipscomb & Pitts has split up our various insurance policies in the following manner to help hold down cost. For 2011, Travelers Insurance carries our P & C policy, Philadelphia carries our D&O coverage, Crime, Automobile, Umbrella policy and \$2,500,000 in earthquake coverage. Axis Specialty Insurance Company will carry \$5,000,000 earthquake and Lloyds will carry \$11,000,000 earthquake coverage. Our Workers Comp coverage is through FFVA Mutual since October of 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, West Tennessee 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 seven ministers and one employee who are receiving or have received benefits from this insurance program. There are approximately 215 participants and Peter Whitely, of Sinclair-Whitely in Nashville, Tennessee is our broker.

C. GROUP TRAVEL 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 \$900. Thirty named positions including four at MTS and three at CPCH are covered under this policy. This policy is purchased through the Sinclair-Whitely Company and Cigna is the carrier.

D. LONG TERM CARE INSURANCE

With the assistance of New York Life agent, Bill Stegall, a letter has been sent to all ministers in the Cumberland Presbyterian Church stating that any pastor or member interested in purchasing Long Term Care insurance may contact Bill Stegall for further information. Mr. Stegall will handle all aspects of this insurance. A second letter providing additional information will soon follow.

E. GROUP HEALTH & LIFE INSURANCE

The board has used a fully-insured, managed care approach to provide group health insurance for Cumberland Presbyterian clergy and lay employees since March 1, 1999. As of January 1, 2010 our insurance provider is Blue Cross Blue Shield of Tennessee. Blue Cross of Tennessee is an independent, not-for-profit, locally governed health plan company that insures more than 5 million people nationwide. With an extensive network, Blue Cross is able to effectively service the employees of the Cumberland Presbyterian Church. In 2011 the deductible was increase for the two plans that were offered, \$1,500 deductible and a \$3,500 in -network deductible for the employee. Spouse and Family deductibles are twice the amount of the employee only product. We have also acquired the services of Lipscomb & Pitts, a Memphis based insurance company, as our insurance broker.

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 2010. For 2010, 72% of the medical premiums paid to Blue Cross were used to pay claims and stop-loss premiums. Please note that this is not a "full year" of claims due to the fact it takes 30 to 60 days for claims to be processed with a new plan, thus realistic claims data is not reflected in the first two months of 2010. This compares to a loss ratio of 105% for the same period in 2009, 98% for 2008 and 112% for 2007 with our previous carrier, Unicare.

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, 2010	179,908	18,178	10%	179,908	18,178	10%
Feb, 2010	181,305	95,474	53%	361,213	113,652	31%
Mar, 2010	166,513	135,540	81%	527,726	249,192	47%
Apr, 2010	178,229	144,077	81%	705,955	393,269	56%
May, 2010	176,170	128,760	73%	882,125	522,029	59%
Jun, 2010	166,798	201,277	121%	1,048,923	723,306	69%
Jul, 2010	173,896	89,131	51%	1,222,819	812,437	66%
Aug, 2010	170,163	86,270	51%	1,392,982	898,707	65%
Sept 2010	164,976	142,493	86%	1,557,958	1,041,200	67%
Oct, 2010	164,124	76,273	46%	1,722,082	1,117,473	65%
Nov, 2010	153,970	118,430	77%	1,876,052	1,235,903	66%
Dec, 2010	160,053	221,878	139%	2,036,105	1,457,781	72%

The table below shows that for the months of January 2010 through December 2010, 9 claims amounted to 36% of the claims paid by Blue Cross. For the time period March through December in 2009 we had 13 high cost medical claims that resulted in 60% of claims paid with our previous carrier, Unicare.

Total Group Medical Claims

Number of Claims	Percentage of Total Claims		Amount Paid	Percentage of Total
9	2%	High cost claims	\$ 529,971	36%
374	98%	All other claims	\$ 927,811	64%
383	100%	Total Claims	\$1,457,782	100%

2. Premiums

Efforts to maintain affordable premiums and comprehensive coverage are the biggest challenge we face. Premiums in 2010 were \$520.36 for employee only coverage and \$1,561.08 for family coverage in Option 1 and \$424.44 for employee only coverage and \$1,273.32 for family coverage in Option 2. For the 2011 renewal, the initial proposal from Blue Cross was an average increase of over 17% between the two options, but with our good October claims figures and our proposal to increase the deductible by \$500 for individuals and \$1,000 for families without increasing the annual out of pocket maximum, we were able to reduce the average increase to 6.92% at renewal time. For 2011, Option 1 employee only coverage is \$551.81 and \$1,655.43 for family coverage. Option 2 is \$464.87 for employee only coverage and \$1,394.61 for family coverage.

The Blue Cross Health Plan is now on a calendar year as far as deductible and pricing is concerned and in 2011 our objective is to have the renewal pricing by no later than September 1 so presbyteries and agencies can have the figures for their fall meetings and better plan their budgets for the coming year. Also, the open enrollment period will be the month of December for a January 1 effective date from here forward.

Due to the State of Tennessee not approving some of the provisions we previously had with Unicare, we have chosen to participate in COBRA as of 1/1/2011. Blue Cross will administer the COBRA program for a small monthly fees and a participant will be charged the rate of the plan they are on plus 2% for COBRA coverage.

In the summer of 2011, for the 2012 renewal of the Denominational health plan, the staff of the Board of Stewardship will again invite members from the largest presbyteries and agencies to meet and discuss options and alternatives for the program.

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, 2011, 369 people depend on the Cumberland Presbyterian Church Health Insurance Program. A breakdown of family units by size at February 1, 2011 is listed below.

FAMILY UNITS BY SIZE

	Number of Units	Total
Emp. only	96	96
Spouse only	2	2
E & 1	7	14
E & 2	3	9
E & 3	2	8
E & S	39	78
Families of 3	9	27
Families of 4	23	92
Families of 5	6	30
Families of 6	1	6
Families of 7	<u>1</u>	<u>7</u>
Total	189	369

The following table shows the enrollment figures from March 2010 to January 2011. As one can see the numbers fluctuate from month to month. During this period there was a decrease of 22 participants.

MONTHLY GROUP INSURANCE ENROLLMENT

	EMPLOYEE COVERAGE	DEPENDENT COVERAGE	TOTAL
10-Mar	114	98	212
10-Apr	113	98	211
10-May	111	96	207
10-Jun	111	96	207
10-Jul	108	97	205
10-Aug	104	97	201
10-Sep	101	97	198
10-Oct	98	94	192
10-Nov	96	92	188
10-Dec	94	94	188
11-Jan	98	92	190

4. Premium Stabilization Reserve (Formerly Emergency Reserve)

The reserve is invested in the Endowment Program Total Return Fund account which had a balance of \$993,289 on December 31, 2010. 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. Dental and Vision Insurance

On December 1st 2008, we began offering Dental and Vision insurance for anyone working at least 30 hours or more for any Cumberland Presbyterian Church, its agencies, boards, and institutions on a voluntary basis. Brain Sinclair-Whitely brokered the insurance through Guardian Life Insurance Company and as of January 2010, Peter Whitely is the agent of record. At present there are 73 participant employees, an decrease of 5 over 2010 totals.

6. 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, 2010 was \$30,540.

7. Health Education / E-Mail Newsletter

To further educate participants in matter concerning health care participants receive a monthly e-newsletter entitled, TopHealth, published by Oakstone Publishing. The monthly e-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. Also initiated in 2008 is the E-Mail newsletter that is designed as an information tool to help the participants of the Health and Retirement programs stay on top of happenings within the Board of Stewardship.

8. Wellness Program

With their Well+Wise program, Blue Cross offers health coaching to help make positive lifestyle changes to improve health and wellness, provide support and answer any questions about medical conditions or surgical procedures and treatment decisions. A preventive health guide is also available and has been sent to all participants in the CP health program.

Respectfully submitted Mike Wilkinson and Robert Heflin, Executive Secretary

THE REPORT OF THE BOARD OF TRUSTEES OF THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME



I. OVERVIEW

Cumberland Presbyterian Children's Home (CPCH) directly served more than 900 children, teens, parents and families in 2010. CPCH helps children and families in residential and non-residential programs. In its residential programs, CPCH served 70 children and 18 single parents. Almost 900 additional children and families were served through intake and referral services, counseling sessions, or classes in our non-residential programs. In addition to that, CPCH fielded almost 650 calls for service, which were either handled internally or referred to other agencies.

CPCH is *one* ministry with *three* programs:

- Residential Care *protects* children and teens who need a safe place to live
- Single Parent Family *sustains* families working toward self-sufficiency
- Family Outfitters *equips* communities for success through educational programming and sliding fee scale counseling

CPCH's 17-acre campus in Denton, Texas, includes three residential cottages for children and teens and 10 apartments for single parents. Other features include the Parr Family Resource Building, which houses the Library and Technology Center, therapy rooms, meeting facilities and staff offices and the Gilbert-Parr Activities Building, which houses CPCH's recreational facilities and the 250-seat Lela Stricklen Hall.

1. Mission

As an ecumenical ministry of the Cumberland Presbyterian Church 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.

2. Message

CPCH's theme verse is 2 Corinthians 5:17: "So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!"

Once a young person or family comes to CPCH, we want them to see that a new way of living is possible. Hope for the future is unique, as is each individual and family we serve. CPCH is a strength-focused agency, meaning that we help our clients identify their strengths and build on them to deal creatively with the challenges in their lives.

3. Guiding Values

We categorize our guiding values under the headings of *faith*, *agency*, *care*, and *excellence*.

Faith: *In response to the gift of life given to us by Jesus Christ and the ministry entrusted to us by God, we serve God by serving others.*

Agency: *Agency is the active force by which change happens; we serve others by helping them develop the agency for change in their own lives.*

Care: *Our service to others is framed by a positive, strength-focused approach to all our relationships.*

Excellence: *In our service to others, we strive for excellence, efficiency and professionalism in all that we do.*

A. FINANCIAL INFORMATION

1. Expenses

Based on the unaudited 2010 Financial Statements, CPCH spent more than \$1.5 million bringing healing and hope to children and families. Expenses break down into the following categories:

Residential Childcare	62%
Single Parent Family	18.5%
Family Outfitters	10.5%
Administrative	4.5%
Fundraising	4.5%

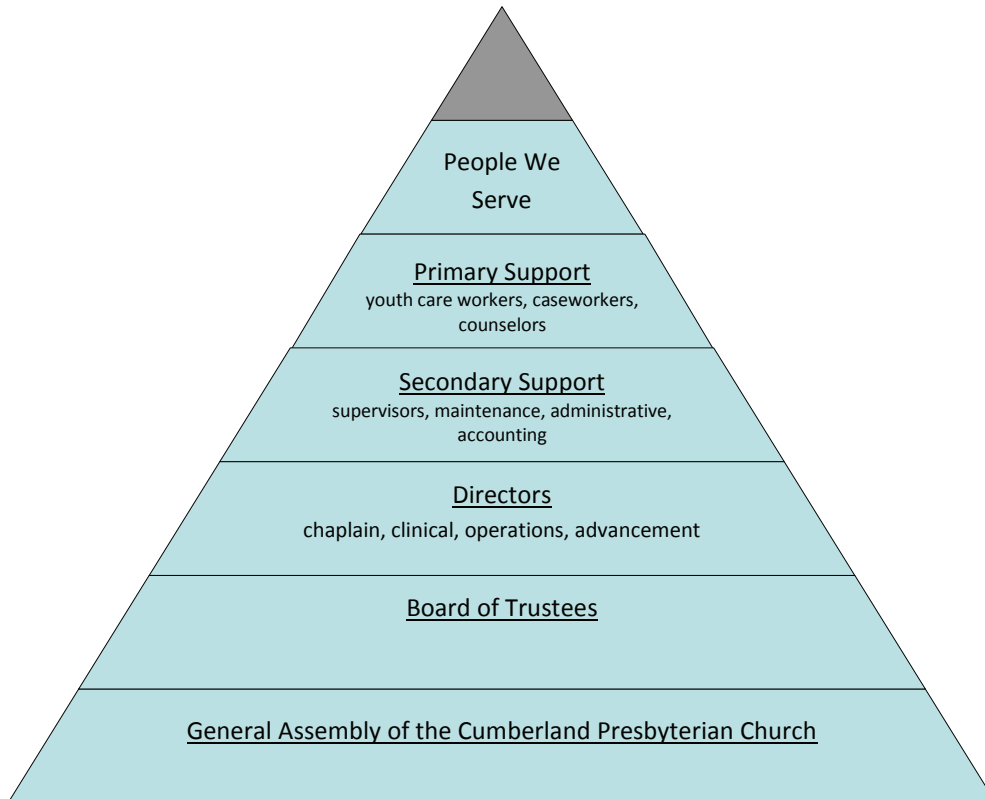
2. Income

Based on the unaudited 2010 Financial Statements, CPCH derived \$1.6 million in operational income from the following sources:

Denomination	4.64%
Estates	16.40%
Gifts	28.51%
Grants	13.05%
Investment Income	12.40%
Service Compensation	22.38%
Special Events/Other	2.62%

3. Organizational Structure

Because our mission calls us to a ministry of service, we have adopted the following “Pyramid of Support©” as an organizational structure. Rather than organizing from the top down, we wish to follow in Christ’s example of servant leadership. We place the people we serve, both in residential care and in non-residential care, at the top of the pyramid.



4. Corporate entity and governance

CPCH is a non-profit corporation incorporated under the laws of the state of Texas. CPCH is tax-exempt under IRS Code section 501(c)(3). The General Assembly of the Cumberland Presbyterian Church is the only member of the corporation and has the power to appoint and remove all Trustees of the corporation. CPCH is governed by a board of 15 Trustees. The CPCH Board of Trustees hires an Executive Director to manage the agency.

5. Trustees

There are 15 trustees: six ecumenical partners and nine Cumberland Presbyterians. Two of our ecumenical partners are members of the Cumberland Presbyterian Church in America.

Ecumenical Partners: Mamie Hall, Joy Wallace, James King, Kay Goodman, Baron Smith, and Richard Brown

Cumberland Presbyterians: Reverend Melissa Knight, Patricia Huff, Reverend Don Tabor, Mickey Shell, Reverend Dr. Yoong Kim, Ruby Letson, Reverend Norlan Scudder, Reverend Alfonso Marquez, Dr. Robert McClure

Officers: President-Richard Brown; Vice-President-Reverend Norlan Scudder; Secretary-Patricia Huff

Executive Director: Reverend Dr. Kevin R. Henson (Red River Presbytery)

Chaplain: Reverend Stephanie Brown (Red River Presbytery)

II. PLANNED GIVING

Cumberland Presbyterian Children's Home exists today because of planned giving. In her will, Miss Victoria Jackson of Bowling Green, Kentucky, left her home to the Cumberland Presbyterian Church for the creation of a home for widows and orphans. Her final act of generosity has allowed thousands of lives to be touched by this ministry for the past 107 years.

Throughout CPCH's history, many faithful people have blessed CPCH with their estate gifts. It is a fact that some of these gifts kept the ministry going through lean economic times, such as the one we are experiencing now.

Planned giving is an important part of CPCH's operating budget. We are grateful this year for the planned gifts from the following estates and trusts:

- Mac and Marzee Bruington
- Mary Harting
- Virginia Ekiss
- Jo M. Wedde

III. BUILDING TOGETHER CAPITAL CAMPAIGN SUMMARY

In conjunction with CPCH's 100th birthday celebration, the Board of Trustees conducted the Building Together Capital Campaign. This successful campaign had three main priorities for the \$6 million raised:

Buildings and Campus Enhancements -- \$4 million
 New Program Development and Implementation -- \$1 million
 Endowment -- \$1 million

With the completion of the last duplex and the Lela Stricklen Hall, the final expenditures of the Capital Campaign met the priorities as follows:

Buildings and Campus Enhancements -- \$4.6 million
 New Program Development and Implementation -- \$646,000
 Endowment -- \$646,000

IV. STRATEGIC PLAN

Introduction to the Strategic Plan

Last year at General Assembly, we celebrated the 200th anniversary of the Cumberland Presbyterian Church. As I drove through the Montgomery Bell Park leaving one of the meetings, I pondered what it must have been like for those early church leaders. After the prayerful decisions they made, what emotions did

they feel? Certainly, they did not commit to such a major change without some emotion. Were they a little anxious about change? Were they excited about the possibilities brought about by change? Maybe a little bit of both emotions.

Then I thought, did they see it as change at all? Perhaps they simply saw what they were doing as an innovation. A new way of doing the essential ministry they had already been doing. Their service to Christ didn't change; they were just doing it in a new and innovative way. They saw that the new frontier demanded innovative ways to fulfill the mission and calling of Jesus. The history of the Cumberland Presbyterian Church is a history of innovation.

I see the history of CPCH as a parallel of innovation. In 1904, Victoria Jackson's house in Bowling Green, Kentucky, became the first Cumberland Presbyterian Children's Home. For over a quarter of a century, that house served as a place of ministry for children and widows. In 1932, when the Board of Ministerial Relief was considering closing the home in Bowling Green because of the harsh economic times, Cumberland Presbyterians from the Texas Synod solicited help from the Denton, Texas, Chamber of Commerce to raise \$4,000 (the average annual salary at the time was \$1,368). This money brought CPCH to its current location. When these innovative Cumberland Presbyterians realized that their resources alone could no longer support the needs of the ministry, they reached out to others for help.

From this simple, yet innovative, action, CPCH was no longer just a Cumberland Presbyterian ministry. It was now an ecumenical ministry of the Cumberland Presbyterian Church. In 1971, the General Assembly realized that it was important to share the leadership of CPCH by allowing six of the 15 Trustees to be non-Cumberland Presbyterians. The mission to serve children had not changed. The frontier had changed, and the means of service adapted to the new environment. By incorporating ecumenical partners to help meet our financial needs and to labor beside us in the field of service, CPCH served more vulnerable children than could have ever been possible in the original Bowling Green house.

Sixty years later, in the 1990s, CPCH's Board of Trustees began to see changes in the needs of children and families. No longer was it going to be enough to provide a safe place for children to live. The changing needs involved families and behavioral health. CPCH needed to provide counseling and services to families. These changing needs led to the innovative Single Parent Family program and the Family Outfitters counseling and education program. In 1999, CPCH served 32 children in residential care. With the new ministries added over the next decade, CPCH served the needs of more than 900 people including 18 single parent families and 70 children in the residential programs in 2010.

Continuing in this history of innovation, the CPCH Board of Trustees has developed a Strategic Vision and a 10-year Strategic Plan. The strategic vision looks to a self-sustaining, fully-staffed ministry in our current location. This vision also sees the replication of our existing programs in other locations, and the vision recognizes the possibility of new programs serving children and families. The 10-year Strategic Plan will work toward fulfilling the vision by improving programs, expanding our outreach and creating sustainability.

A. STRATEGIC VISION

1. *Self-Sustaining, fully-staffed agency in Denton, Texas*
2. *Replication of our 2009 programs (Children's Residential, Single Parent Family, or Family Outfitters)*
3. *Work toward complete social service ministry for children and families*

B. 10-YEAR STRATEGIC OBJECTIVES

1. Program Development

- CPCH will examine, continue to improve on, and strive for excellence in the existing programs (Children's Residential, Single Parent Families, and Family Outfitters) as well as add at least one new, self-sustaining program to the agency's continuum of care.
- CPCH's Denton campus will be a beautiful fully-functioning, synergistic model for other multiple program agencies. CPCH will replicate one or more programs its programs in at least one new geographic location.

2. Outreach Development

- CPCH will develop reciprocal professional relationships with institutions such as hospitals, area churches, social service agencies, Bethel University, Memphis Theological Seminary, Texas Woman's University and University of North Texas combining relevant research and mature faith ensuring

the long-term sustainability of social service ministry. CPCH will develop relationships at the highest level with the Texas Department of Family and Protective Services by serving on committees and boards at the state and local level.

- CPCH will be a significant provider of social services to children and families in Texas and will be the primary social service resource to the Cumberland Presbyterian denomination.

3. Agency Development

- CPCH will have a minimum operating budget of \$2.5 million with contributions accounting for no more than 20% of the income, be fully staffed for optimum programming outcomes in all locations, and have a total endowment valued at more than \$10.2 million.

- CPCH will become a self-governing agency within a covenant, but not legal relationship, with the General Assembly of the Cumberland Presbyterian Church. The Board of Trustees will meet a minimum of three times per year and become more active in resource development, i.e. recruiting major donors, planned giving, forming relationships with businesses, participating in special events and making gifts of their own that indicate significant support for the agency.

The vision and objectives of the plan set before you are far-reaching and innovative. As has been the case at other periods in CPCH's history, finding adequate resources to meet the needs of the innovative ministries is difficult. CPCH has sought creative ways to overcome these difficulties. As we seek to involve more ecumenical partners and more non-Cumberland Presbyterian donors and grantors, CPCH needs to become even more innovative. Following the path so successfully laid out for us by Bethel University, it is necessary for the health and sustainability of CPCH to enter into a covenant relationship with the General Assembly. The covenant relationship pioneered for us by Bethel University has proven to be a successful model. Bethel has demonstrated that a relationship based on Biblical principles of covenant can lead to an even more vibrant ministry. Therefore, the Board of Trustees of the Cumberland Presbyterian Children's Home asks the General Assembly to enter into a covenant relationship with CPCH. A proposed covenant based on the 2006 covenant with Bethel University is attached as an Appendix.

C. RESOLUTION NUMBER 1 OF THE BOARD OF TRUSTEES OF THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME

WHEREAS, the Cumberland Presbyterian Church has from its inception been an innovative servant of Christ's church;

WHEREAS, for the last 107 years the Cumberland Presbyterian Children's Home has been an innovative ministry of the Cumberland Presbyterian Church;

WHEREAS, innovation in ministry often necessitates organizational change;

WHEREAS, the relationship that exists between the Cumberland Presbyterian Children's Home and the General Assembly of the Cumberland Presbyterian Church should be defined and characterized by the word "covenant." The term "covenant" is rooted in biblical and theological understanding. It has found its highest expression among God's people. Thus, covenant within the family of God implies the deepest level of trust between covenanting parties and of commitment to one another. A Christian covenant is a living agreement that offers both parties opportunities for creative adaptation to meet the ever changing conditions of our world. This covenant, moreover, frees each party from being controlled or ultimately responsible for or to each other, but unites the two parties in common mission. It seeks to honor the legal independence of each party while retaining an ongoing, mutual moral responsibility;

WHEREAS, since Bethel University has been a shining example of how positively a covenant agreement can affect an institution of the church while, at the same time, actually strengthening the relationship between the church and the institution;

WHEREAS, a covenant relationship will support the health and sustainability of the Cumberland Presbyterian Children's Home;

WHEREAS, a covenant relationship will protect the church from any potential legal liability,

WHEREAS, if, for any reason, Cumberland Presbyterian Children's Home should cease to exist, then all of the assets will be distributed to the General Assembly of the Cumberland Presbyterian Church;

Be it resolved, the Board of Trustees of the Cumberland Presbyterian Children's Home recommendation that the relationship of the Cumberland Presbyterian Children's Home and the General Assembly of the Cumberland Presbyterian Church be based on the Biblical concept of Covenant rather than the legal concept of ownership and that the General Assembly of the Cumberland Presbyterian Church authorize the Board of Trustees of the Cumberland Presbyterian Children's Home and the Stated Clerk of the Cumberland Presbyterian Church to take whatever legal steps necessary to form a Covenantal relationship and consents to the removal of the General Assembly as the sole member of the Cumberland Presbyterian Children's Home be approved.

RECOMMENDATION 1: That the General Assembly adopt the above Resolution removing the General Assembly as the sole member of the Board of Trustees of the Cumberland Presbyterian Children's Home.

D. RESOLUTION NUMBER 2 OF THE BOARD OF TRUSTEES OF THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME

WHEREAS, if the General Assembly approves RECOMMENDATION 1, then amending the Articles of Incorporation of the Board of Trustees of the Cumberland Presbyterian Children's Home is necessary to accomplish this change;

BE IT RESOLVED, that RECOMMENDATION 2 of the Board of Trustees of the Cumberland Presbyterian Children's Home be approved.

ARTICLES OF AMENDMENT TO THE
ARTICLES OF INCORPORATION
OF
BOARD OF TRUSTEES OF THE CUMBERLAND
PRESBYTERIAN CHILDREN'S HOME

Pursuant to the provisions of Title 2, Chapter 22 of the Texas Business Organizations Code, the undersigned corporation adopts the following Restated Certificate of Formation, which is adopted for the purpose of establishing that all Trustees shall be appointed as stated in the By-laws of the corporation; removal of the General Assembly of the Cumberland Presbyterian Church as the Corporation's sole member and establishing that the corporation shall have no members; providing that the Board of Trustees has authority to dispose of all or substantially all assets of the corporation; and adopting a covenantal relationship between the corporation and the General Assembly of the Cumberland Presbyterian Church.

Articles I, III and IV of the Articles of Incorporation are unchanged.

The following amendment to the Articles of Incorporation, Article II, is adopted to read as follows:

The Cumberland Presbyterian Children's Home is organized exclusively for one or more of the purposes as specified in Section 501(c)(3) of the Internal Revenue Code, including, for such purposes, the making of distributions to organization that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code. Specifically, the Board of Trustees of the Cumberland Presbyterian Children's Home is formed to support a charitable undertaking: to care for neglected and dependent children and families through appropriate services and to own, lease, occupy, construct, maintain, and control property for use in the services provided to neglected and dependent children and families. In the maintenance of such a Home or Institution, the Board would have the power to: (1) purchase, lease, hold, occupy, and otherwise lawfully receive or control real estate; (2) bargain, sell, transfer, lease or otherwise convey or demise real estate; (3) construct or cause to be constructed, or rent or otherwise lawfully secure and maintain, occupy, control and operate permanent or semi-permanent structure and chattels real; (4) purchase or otherwise lawfully acquire personal property of any nature, and to own, maintain, control, possess, and use such personal property; and to bargain, sell, transfer, or otherwise dispose of such personal property; (5) operate,

use, and exploit any property owned for the use and benefit accrue directly or indirectly; (6) solicit, receive, and otherwise lawfully obtain for the use of said Corporation, and to utilize said funds in its discretion for the use and benefit of the children and families served by the Corporation; (7) save, store, conserve, invest, and utilize any and all assets of the Corporation for the future use and benefit of the Corporation; (8) admit into, maintain in, or expel or otherwise release from the children's home any child, children or family; (9) give oversight to the employment of sufficient personnel to operate the children's home and related ministries and to maintain, utilize and conserve any or all assets of the Corporation; (10) have and exercise any power, and to do and perform any act, not prohibited by law, which is customarily or permissibly done in the creation, operation and maintenance of a children's home and related ministries; (11) accept custody and guardianship of minors in accordance with the principles of the Cumberland Presbyterian Children's Home and under the applicable laws of the State of Texas.

The following amendment to the Articles of Incorporation, Article V, is adopted to read as follows:

V.

The number of Trustees shall be fifteen (15). Trustees may serve no more than three (3) successive terms of three (3) years each. However, after an absence of one (1) year following three consecutive terms (seven to nine years) of service, a non-Cumberland Presbyterian Trustee may be eligible for re-election, and two (2) years for a Cumberland Presbyterian Trustee to be eligible for re-election. Trustees shall be appointed each year by a two-thirds (2/3) vote of the non-expired terms of the current Trustees to replace those Trustees whose terms expire. A Trustee may be removed by a two-thirds (2/3) vote of the Trustees of the Corporation, with or without cause, by written notice thereof to the Trustee and to the President or Secretary of the Corporation.

The following amendment to the Articles of Incorporation, Article VI, is adopted to read as follows:

VI.

The Corporation shall have no members.

The following amendment to the Articles of Incorporation, Article VII, is adopted to read as follows:

VII.

The Board of Trustees shall have the full responsibility for the management and control of the business property and affairs of the Corporation, including, but not limited to, the authority to sell, lease, exchange or otherwise dispose of all or substantially all of its property.

The following amendment to the Articles of Incorporation, Article VIII is adopted to read as follows:

VIII.

The Articles of Incorporation of the Corporation may be amended in such manner as is provided by the laws of the State of Texas.

The following amendment to the Articles of Incorporation, Article IX is adopted so as to read as follows:

IX.

The Corporation and the General Assembly of the Cumberland Presbyterian Church has entered into a covenantal relationship, which sets forth the nature, relationship and responsibilities of the Corporation and the General Assembly of the Cumberland Presbyterian Church.

RECOMMENDATION 2: That the General Assembly adopt the above Articles of Amendment to the charter of the Board of Trustees of the Cumberland Presbyterian Children's Home.

E. RESOLUTION NUMBER 3 OF THE BOARD OF TRUSTEES OF THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME

WHEREAS, if the General Assembly approves RECOMMENDATION 1, then amending the By-Laws of the Board of Trustees of the Cumberland Presbyterian Children's Home is necessary to accomplish this change;

BE IT RESOLVED, RECOMMENDATION 3 of the Board of Trustees of the Cumberland Presbyterian Children's Home be approved.

AMENDMENT TO THE BY-LAWS OF THE BOARD OF TRUSTEES OF THE CUMBERLAND
PRESBYTERIAN CHILDREN'S HOME CORPORATION

The following amendment to the By-Laws, Article I, Section 3 is hereby adopted to read as follows:

Section 3. Purpose: The Cumberland Presbyterian Children's Home is organized exclusively for one or more of the purposes as specified in Section 501(c)(3) of the Internal Revenue Code, including, for such purposes, the making of distributions to organization that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code. Specifically, the Board of Trustees of the Cumberland Presbyterian Children's Home is formed to support a charitable undertaking: to care for neglected and dependent children and families through appropriate services and to own, lease, occupy, construct, maintain, and control property for use in the services provided to neglected and dependent children and families. In the maintenance of such a Home or Institution, the Board would have the power to: (1) purchase, lease, hold, occupy, and otherwise lawfully receive or control real estate; (2) bargain, sell, transfer, lease or otherwise convey or demise real estate; (3) construct or cause to be constructed, or rent or otherwise lawfully secure and maintain, occupy, control and operate permanent or semi-permanent structure and chattels real; (4) purchase or otherwise lawfully acquire personal property of any nature, and to own, maintain, control, possess, and use such personal property; and to bargain, sell, transfer, or otherwise dispose of such personal property; (5) operate, use, and exploit any property owned for the use and benefit accrue directly or indirectly; (6) solicit, receive, and otherwise lawfully obtain for the use of said Corporation, and to utilize said funds in its discretion for the use and benefit of the children and families served by the Corporation; (7) save, store, conserve, invest, and utilize any and all assets of the Corporation for the future use and benefit of the Corporation; (8) admit into, maintain in, or expel or otherwise release from the children's home any child, children or family; (9) give oversight to the employment of sufficient personnel to operate the children's home and related ministries and to maintain, utilize and conserve any or all assets of the Corporation; (10) have and exercise any power, and to do and perform any act, not prohibited by law, which is customarily or permissibly done in the creation, operation and maintenance of a children's home and related ministries; (11) accept custody and guardianship of minors in accordance with the principles of the Cumberland Presbyterian Children's Home and under the applicable laws of the State of Texas.

The following amendment to the By-Laws, Article II, Section 3 is hereby amended to read as follows:

Section 3. Term of Office: Trustees may serve no more than three (3) successive terms of three (3) years each. However, after an absence of one (1) year following three consecutive terms (seven to nine years) of service, a non-Cumberland Presbyterian Trustee may be eligible for re-election, and two (2) years for a Cumberland Presbyterian Trustee to be eligible for re-election. Trustees shall be appointed each year by a majority vote of the non-expired terms of the current Trustees of the Corporation to replace those Trustees whose terms expire. A Trustee may be removed by a majority vote of the Trustees of the Corporation, with or without cause, by written notice thereof to the Trustee and to the President or Secretary of the Corporation.

The following amendment to the By-Laws, Article II, Section 5 is hereby amended to read as follows:

Section 5. Authority of Board of Trustees: The Board of Trustees shall have the full responsibility for the management and control of the business property and affairs of the Corporation. The Board shall have authority to appoint such advisory committees as it may deem necessary.

The following amendment to the By-Laws, Article V, Section 4 is hereby adopted to read as follows:

Section 4. Periodic Report: The Board shall cause any annual or periodic report required under law to be prepared and delivered to an office of this state to be so prepared and delivered within the time limits set by law.

The following amendment to the By-Laws, Article VI, Section 1 is hereby adopted to read as follows:

Section 1. Amendments to Articles of Incorporation: The Articles of Incorporation of the Corporation may be amended in such manner as is provided by the laws of the State of Texas.

The following amendment to the By-Laws, Article VI, Section 2 is hereby amended to read as follows:

Section 2. Amendments to By-Laws: These By-Laws may be amended by the Board of Trustees at any regular or special meeting provided a copy of such proposed amendments has been mailed to each member of the Board of Trustees at least ten days prior to the date of the meeting. A vote of at least two-thirds (2/3) of the total membership of the Board of Trustees shall be necessary for the adoption of any amendment at such meeting.

The following amendment to the By-Laws, Article VII, Sections 1, 2 and 3 is hereby adopted to read as follows:

Section 1. Limitations on Activities: No substantial part of the activities of this corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation (except as otherwise provided by Section 501(h) of the Internal Revenue Code), and this corporation shall not participate in, or intervene in (including the publishing or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office. Notwithstanding any other provisions of these bylaws, this corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code.

Section 2. Prohibition Against Private Inurement: No part of the net earnings of this corporation shall inure to the benefit of, or be distributable to, its members, directors or trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes of this corporation.

Section 3. Distribution of Assets: Upon the dissolution of this corporation, its assets remaining after payment, or provision for payment, of all debts and liabilities of this corporation, shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code or shall be distributed to the federal government, or to a state or local government, for a public purpose. Such distribution shall be made in accordance with all applicable provisions of the laws of this state.

The following amendment to the By-Laws Article VIII, is hereby adopted to read as follows:

If there is any conflict between the provisions of these bylaws and the articles of incorporation of this corporation, the provisions of the articles of incorporation shall govern.

Should any of the provisions or portions of these bylaws be held unenforceable or invalid for any reason, the remaining provisions and portions of these bylaws shall be unaffected by such holding.

All references in these bylaws to the articles of incorporation shall be to the articles of incorporation, articles of organization, certificate of incorporation, organizational charter, corporate charter, or other founding document of this corporation filed with an office of this state and used to establish the legal existence of this corporation.

All references in these bylaws to a section or sections of the Internal Revenue Code shall be to such sections of the Internal Revenue Code of 1986 as amended from time to time, or to corresponding provisions of any future federal tax code.

RECOMMENDATION 3: That the General Assembly of the Cumberland Presbyterian Church adopt Article of Amendment to the By-Laws of the Board of Trustees of the Cumberland Presbyterian Children's Home Corporation.

RECOMMENDATION 4: That May 13, 2012, be designated as Cumberland Presbyterian Children's Home (CPCH) Sunday and that General Assembly encourage congregations to emphasize the importance of this offering as a significant source of funding for CPCH.

Respectfully submitted,
Richard A. Brown, J.D., President of the Board of Trustees
Reverend Dr. Kevin R. Henson, Executive Director

Appendix

THE COVENANT BETWEEN THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME AND THE CUMBERLAND PRESBYTERIAN CHURCH GENERAL ASSEMBLY CORPORATION

I. HISTORICAL RELATIONSHIP BETWEEN THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME AND THE CUMBERLAND PRESBYTERIAN CHURCH

The mission statement of the Cumberland Presbyterian Children's Home reminds all that CPCH is and always has been a ministry of the Cumberland Presbyterian Church. The mission statement reads: "As an ecumenical ministry of the Cumberland Presbyterian Church 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."

CPCH has a proud 107-year history of bringing healing and hope to vulnerable children, teens and families. Founded in 1904 in Bowling Green, Kentucky, CPCH was created by the gift of a home to be used to house widows and orphans of Cumberland Presbyterian ministers. In 1932, at the request of what was then called the Texas Synod of the Cumberland Presbyterian Church (CPC), CPCH moved to Denton, Texas, and occupied a home on the corner of Avenue A and Greenlee streets. Subsequently, acreage was acquired at the corner of Bernard and Greenlee streets, and CPCH moved to that location in 1939 upon completion of the construction of the Old Main building.

For 94 years, CPCH specialized solely in caring for children and teens in Residential Care. After careful consideration of society's needs at the time and with the goals of preserving families and reducing the need for its residential care services, CPCH launched a transitional housing program for adult single parents in 1999.

In 2007, after further examination of the needs of the community and how CPCH might be able to positively affect the lives of children and families not living on its campus, CPCH began the Family Outfitters Program. The Family Outfitters Program offers parenting and pre-marital education and individual, marital and family counseling on a sliding fee scale.

Today, CPCH is one ministry with three interrelated programs – Residential Care, Single Parent Family, and Family Outfitters – that help children and families find healing and hope through identifying their strengths and finding solutions to the challenges in their lives.

II. NATURE AND PURPOSE OF THE COVENANT RELATIONSHIP

A. COVENANT RELATIONSHIPS IN GENERAL

The relationship that exists between CPCH and the CPC is defined and characterized by the word "covenant." The term "covenant" is rooted in biblical and theological understanding and has found its highest expression among God's people. Thus, covenant within the family of God implies the deepest level of trust between covenanting parties and of commitment to one another. A Christian covenant is a living agreement that offers both parties opportunities for creative adaptation to meet the ever-changing conditions of our world. This covenant, moreover, frees each party from being controlled or ultimately responsible for or to each other, but unites the two parties through their common vision and missions. It seeks to honor the legal independence of each party while retaining an ongoing, mutual moral responsibility.

B. CONFIRMATION OF THE COVENANT RELATIONSHIP

CPCH and CPC hereby confirm their covenant relationship recognizing that the life and work of each is enriched and made more dynamic through this relationship and also recognizing that each party has its own role that can be strengthened through the mutual exchange of ideas, resources, and support for the mission of the other. This covenant does not restrict either party from entering into a covenant relationship with other parties.

a. Purpose of this Document

This document is a current statement of the covenant relationship between CPCH and the CPC. It is

intended that this covenant reflect the spiritual bond between the parties and that the governing documents of each party not be inconsistent with this covenant.

III. THE ONGOING MISSION OF EACH COVENANT PARTY

A. THE MISSION OF CPCH

As an ecumenical ministry fostered by the Cumberland Presbyterian Church 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. THE MISSION OF THE CUMBERLAND PRESBYTERIAN CHURCH

The Cumberland Presbyterian church holds the following 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 of the love of God to the glory of Jesus Christ.

IV. THE LEGAL RELATIONSHIP AND THE CORPORATE INTEGRITY OF EACH COVENANT PARTY

A. SEPARATE LEGAL ENTITIES

The Cumberland Presbyterian Church conducts ministry through its corporate body, Cumberland Presbyterian Church General Assembly Corporation (GA Corporation). CPCH and GA Corporation are separate legal entities.

B. GOVERNANCE OF CPCH

CPCH's Articles of Incorporation provide that it shall be managed by a Board of Trustees at least nine of the 15 Trustees must be members of a local Cumberland Presbyterian Church or Presbytery.

C. DISTRIBUTION OF ASSETS UPON CPCH DISSOLUTION

Upon the dissolution of CPCH and pursuant to a plan of dissolution adopted according to Texas law, assets shall be distributed to GA Corporation.

V. THE COMMITMENT OF EACH PARTY TO THE COVENANT

A. THE COMMITMENT OF BOTH PARTIES

i. Mutual Concern and Support

Both CPCH and the GA Corporation shall at all times demonstrate mutual concern and support for one another and for their respective missions. The primary expression of mutual concern and support shall involve program relationships between CPCH and GA Corporation.

ii. Governing Boards and Communication

In fulfilling the responsibilities of this covenant, CPCH normally acts through its Board of Trustees and GA Corporation through its General Assembly. Continuing communication between CPCH and the CPC should be affirmed and maintained.

B. THE COMMITMENT OF CPCH

CPCH will be a resource to GA Corporation and its constituencies for social service ministry and education related to the Church's mission. CPCH is free to solicit funds for both capital and operating

expenses from individual Cumberland Presbyterian and other persons, congregations, presbyteries, trustees, foundations, estates and any other source. Any major capital campaign initiated by CPCH which targets primarily presbyteries, synods, and congregations of the Cumberland Presbyterian Church will be scheduled by mutual consent of CPCH and GA Corporation through the office of the Stated Clerk.

c. The Commitment of General Assembly Corporation

GA Corporation will annually consider providing financial support for CPCH through GA Corporation's annual budget process and the funding formula developed by GA Corporation's OOU Committee. GA Corporation will encourage synods, presbyteries, sessions, and individual Cumberland Presbyterians to support the mission work of CPCH through planned giving programs.

VI. REVIEW AND REAFFIRMATION OF THE COVENANTAL RELATIONSHIP

CPCH and GA Corporation enter into this Covenant with the hope and expectation that it will be reviewed, refined, and affirmed at least every five years.

VII. APPROVAL OF THE COVENANT

This document establishes and contains the terms of the covenant relationship between the Board of Trustees of the Cumberland Presbyterian Children's Home and the Cumberland Presbyterian Church General Assembly Corporation.

THE REPORT OF THE BOARD OF TRUSTEES OF MEMPHIS THEOLOGICAL SEMINARY

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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 nine years, Cumberland Presbyterians have been providing formal theological education for the church's 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, Christian educators, and other leaders for the church of Jesus Christ. The sign on our campus that faces Union Avenue reads: "Memphis Theological Seminary: an Ecumenical Mission of the Cumberland Presbyterian Church." Every Cumberland Presbyterian can be proud of the mission our seminary fulfills of educating our own church leaders, and leaders from more than 25 other denominations.

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 181st General Assembly of the Cumberland Presbyterian Church, meeting in Springfield, Missouri.

We warmly invite all commissioners and visitors to the Assembly to attend the MTS Luncheon scheduled for Wednesday, June 22nd at noon in the Assembly Hotel and the PAS Breakfast on Thursday, June 23rd at 7:00 am in the Assembly Hotel. Tickets for these events can be purchased at the hotel at registration, or from an MTS staff person.

I. BOARD OF TRUSTEES

A. OFFICERS

The following officers were elected by the Board of Trustees to serve during the past academic year: Moderator – Reverend Jody Hill (Cumberland Presbyterian minister, Corinth, Mississippi); Vice-moderator – Reverend Tom Bell (United Methodist minister, Huntsville, Alabama); Secretary – Mrs. Jan Holmes (Cumberland Presbyterian elder, Lubbock, Texas); Treasurer – Cassandra Price-Perry (Vice President of Operations and CFO, MTS).

B. BOARD REPRESENTATIVE

Reverend Jody Hill was 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 9-10, 2010, and February 17-18, 2011. The Board is scheduled to meet one more time before the meeting of General Assembly, on May 13-14, 2011. In addition to full Board meetings, standing committees meet on a regular schedule between Board meetings, usually by conference call.

Members of our Board of Trustees devote significant time and resources to their work on behalf of the seminary. By rule of the General Assembly, thirteen of the twenty-four members are Cumberland Presbyterians. The other eleven members of the Board represent six different denominations.

D. EXPIRATION OF TERMS

The terms of eight of twenty-four members of the Board of Trustees expire each year. Seven of the eight whose terms expire this year are eligible to succeed themselves and have agreed to serve another three year term: Rev. Tom Bell (United Methodist, Birmingham, AL); Rev. Doy Daniels (Cumberland Presbyterian, Milan, TN); Mrs. Pat Meeks (Cumberland Presbyterian, Bartlett, TN); Dr. Robert M. Shelton (Cumberland Presbyterian, Dallas, TX); Dr. Joe Ward (Cumberland Presbyterian in America, Madison, AL); Mrs. Ruby Wharton (Roman Catholic, Memphis, TN); and Mrs. Nancy Vernon (United Methodist, Ft. Smith, AR). All seven have served faithfully and contributed greatly to the life of the seminary. We are grateful for their willingness to continue serving if re-elected.

One trustee has completed three terms and is not eligible to succeed herself: Mrs. Marianna (Molly) Williams (Cumberland Presbyterian, Dyersburg, TN). Molly has served in an exemplary way her time on our Board. She has held several offices, including service as Moderator for two years. We give thanks to God for the service she has given to Memphis Theological Seminary.

Recommendation 1: That the General Assembly express its gratitude to Mrs. Marianna Williams for her faithful service to Memphis Theological Seminary and the Cumberland Presbyterian Church.

E. WORK OF THE BOARD

The trustees continue to develop their administrative procedures and practices to provide the best possible governance to the life of the seminary. For the past three years, we have had 100% participation by trustees in giving to the Annual Fund, and in participating actively in the work of MTS.

The Board takes its governance role seriously, and is focusing its attention in the year ahead on strategic long range planning and fiscal health. In the past year, the Board conducted a self-assessment which was useful in planning for the work of the Board.

F. 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 the GA recommended that “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 GA 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 the January 2009 term we focused our course offerings around the theme of “Evangelism and Mission,” offering several new courses in this field. Two of those courses were taught by Cumberland Presbyterian adjunct professors. Dr. Michael Qualls (Pastor of Faith CPC, Bartlett, TN and D.Min. in Evangelism from Columbia Theological Seminary) taught “REvangelism: Retooling, Refueling, Reconsidering, and Reclaiming the Church’s Disciple-making Directive.” Dr. Charles McCaskey (Pastor of Cookeville First CPC, D.Min. in New Testament, Louisville Presbyterian Theological Seminary) taught “Evangelism and The Short-Term Mission Imperative” to teach students how to plan and lead short-term mission trips for the local church. We continue to seek new opportunities to teach our students the evangelistic imperative of Christ: that we make disciples of all nations. The Spring 2009 edition of *The Lamp* focused on evangelism and mission and its central role in the life of the church.

Early in 2009, the President met with members of the Foundation for Evangelism board to begin discussions about funding for an additional faculty position in Evangelism for MTS. We are in the initial stages of developing a proposal for the Foundation that we believe holds promise for this new venture.

In fall 2010, MTS hosted a major lecture series and conference around the theme of Evangelism.

We have been worked with Dr. George Estes of the Missions Ministry Team to plan this event. The lecturer will be Dr. H. Stanley Wood, Ford Chair Associate Professor of Congregational Leadership and Evangelism at San Francisco Theological Seminary, one of the leading voices in Evangelism among Presbyterians. He is the editor of *Extraordinary Leaders in Extraordinary Times* (Eerdmans, 2006), a major study of pastors who have established or led churches that are successful at reaching unchurched people. Along with the lectures, there will be workshops geared toward local and presbyterial leaders who are interested in revitalizing evangelism in the church.

In July of 2011, Dr. Wood will teach a course on evangelism at the PAS summer extension school in McKenzie on the campus of Bethel University. Both MTS and PAS students will have opportunity to enroll in this course.

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, Virginia (Ph.D.). He will complete his sixth year in this position at the end of the current academic year.

B. ANNUAL REVIEW OF THE PRESIDENT

The Board of Trustees conducted its annual evaluation of the President at the February 2010 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

At the February 2010 Board meeting, Dr. Barbara Holmes submitted her resignation from the Dean's office. The Board approved a sabbatical year for Dr. Holmes, after which she intends to return to MTS in a teaching role.

The Board of Trustees approved the appointment of Dr. R. Stan Wood (Cumberland Presbyterian in America minister), long-time teacher in the field of pastoral ministry and director of the Doctor of Ministry program at MTS, to serve as Interim Vice President of Academic Affairs and Dean of the seminary in May of 2010. Dr. Wood continues to serve effectively in this important position.

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 laywoman, active in her local church in Collierville, Tennessee, a Memphis suburb. There she sings in the choir and the praise team, is chair of the Worship Design committee, organizes many of the congregation's service projects, 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 more than four years.

E. VICE PRESIDENT OF OPERATIONS/CFO

Mrs. Cassandra Price-Perry of Southaven, Mississippi, began her work at MTS in August 2010 as Vice President of Operations and Chief Financial Officer. Cassandra has brought a new level of professionalism and competency to the work of MTS as we have sought to manage faithfully our resources

in these difficult economic times. The Board commended her in their February meeting on her work, the improvements she has made in reporting, budgeting, and managing the expenditures of the seminary, and the unqualified audit received from our auditors.

III. INSTRUCTION

A. DEGREE PROGRAMS

Memphis Theological Seminary continues to offer three degree programs, two certificate programs on our main campus (one in Youth Ministry, and one in Addiction Counseling) 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 70% 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 is a two year degree for persons seeking a general theological studies degree and is useful for educators, United Methodist deacons, and laypersons who are called to some form of specialized ministry. 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 2010, Memphis Theological Seminary awarded the M.A.R. degree to thirteen persons. Forty-three persons were awarded the M.Div. degree, and eleven were awarded the D.Min. degree. Of these sixty-seven graduates, thirteen were Cumberland Presbyterians.

Cumberland Presbyterian Master of Divinity Graduates were:

Kevin Alspaugh, Robert Donnell Presbytery
 Leo Chang, Arkansas Presbytery
 Youngkun Choi, East Tennessee Presbytery
 Eric Corbin, West Tennessee Presbytery
 Donna Davenport, Covenant Presbytery
 Rob Harris, Cumberland Presbytery
 Drew Hayes, Cumberland Presbytery
 Richie Lockhart, West Tennessee Presbytery
 Chris Todd, West Tennessee Presbytery

Cumberland Presbyterian Doctor of Ministry Graduates were:

Joey Edwards, West Tennessee Presbytery
 Anne Hames, West Tennessee Presbytery
 Kevin Henson, Red River Presbytery
 Lori Kleinjan, West Tennessee Presbytery

B. FACULTY

For the current academic year, Memphis Theological Seminary has twelve full-time teaching faculty and four 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 pastoral or other ministries. 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 will lose two faculty members at the end of the current academic year, both of whom have been recruited by other schools. Dr. Virginia Lee, Associate Professor of Christian Education, has accepted a position with Garrett Evangelical Theological Seminary near Chicago, and Dr. Aliou Niang, Netters Professor of Biblical Interpretation, has accepted a position with Union Theological Seminary in New York. We are grateful to both of these outstanding professors for their dedicated work at Memphis Theological Seminary.

We have a new faculty member in the field of Wesleyan studies joining us in the fall. Andrew Thompson, an elder in full connection with the Arkansas Conference of the United Methodist Church is finishing his dissertation at Duke University this summer and will begin teaching at MTS in August.

Due to budget constraints, we will have five faculty positions open in the fall, two of which we plan to fill during the upcoming academic year.

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.

The faculty is continuing its work on curriculum revision, including the examination of options related to distance education.

C. ENROLLMENT

Total enrollment in Memphis Theological Seminary for the fall term was 313. January and summer term enrollment continues strong as more courses have been offered during those shorter terms over the past three years. The largest number of students comes from the United Methodist Church, with about 25% of total enrollment. Cumberland Presbyterians are the second largest denomination in the student body this with about 14% of all students (44 out of 313).

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
2008	313	206	41	34	43
2009	352	234	40	35	46
2010	313	218	31	22	44

We saw a dip in enrollment this year, largely due to the economy. We anticipate a larger entering class and a smaller graduating class this year, hoping to bring our enrollment back closer to the 340-350 mark.

D. PROGRAM OF ALTERNATE STUDIES

The Program of Alternate Studies (PAS) continues to serve the Cumberland Presbyterian Church, following in the footsteps of earlier programs that have provided alternative approaches to ministerial education in the church since at least 1896. The present program was created in 1984 and succeeded the Home Study Course/Ministers In-Service Training School that went from the 1940s through the early 1980s.

Dr. Thomas D. Campbell served as Director of PAS from August 1, 1994 until December 31, 2010. Earlier directors were Dr. William Rustenhaven, who served from 1984 to 1990, and Reverend Norlan Scudder, who was director from 1990 to 1994.

In December 2009, Dr. Campbell announced his intention to retire from his position at the end of 2010. The Board of Trustees appointed a search committee that conducted their work in the late summer and early fall of 2010. Dr. Michael Qualls, formerly pastor of the Faith Cumberland Presbyterian Church in Bartlett, Tennessee, was selected as the next Director of the Program of Alternate Studies. He began his work April 1, 2011.

The 2011 PAS Summer Extension School (SES) will be held July 9-23 on the campus of Bethel University in McKenzie, Tennessee, with three five-day schools (Blocks): July 9-13; July 14-18; and July 19-23. The partnership of PAS/MTS with the Missions Ministry Team of the denomination regarding cross-cultural ministries continues as we work to provide part of the education and nurture for cross-cultural students.

The PAS Summer Extension School welcomes lay people, Seminary graduates, PAS graduates, and others to the July sessions to audit classes, for a modest fee. Ordained ministers can check with their respective presbyteries regarding Continuing Education Units earned from auditing one, two, or three courses. Persons are invited to call the PAS office (901)334-5853; e-mail the office mqualls@memphisseminary.edu or write to us at 168 East Parkway South, Memphis, Tennessee 38104.

Graduation exercises will be held on Day One of Block I, Saturday, July 9 at 10:45 A.M. in Bouldin Auditorium within the Dickey Fine-Arts Building on the campus.

Enrollment in PAS continues to be around 45-50 regular students at any given time. In order for a Presbytery to direct a candidate or licentiate to PAS, a two-thirds vote of the Presbytery is required.

The PAS Advisory Council meets with the Director once a year to provide advice and counsel on the program and its implementation. Members of the Advisory Council include two administrators of Memphis Theological Seminary: Jay Earheart-Brown, and Stan Wood. It also includes the Director of the Pastoral Development Team, Milton Ortiz.

The PAS Director reports to the Board of Trustees through the Vice President of Academic Affairs/Dean of the Seminary.

E. NEW ACADEMIC INITIATIVES

In February 2009, the Board approved a partnership between MTS and the Center for Youth Ministry Training of Brentwood, and agreed to work toward a MA in Youth Ministry degree at MTS. Beginning in the fall of 2009, students admitted to CYMT and MTS in the Youth Ministry certificate program will earn seminary level credit for their course work. We are enthusiastic about the prospects for this new partnership to create a certificate, and future degree program focused on Youth Ministry.

In Fall 2010, we began offering courses toward a certificate in drug and alcohol addiction counseling. This new program, led by Cumberland Presbyterian minister and counselor Dr. Johnie Welch, promises to meet an important need in our society and in our region.

The administration and faculty continue to explore the possibility of distance education through on-line delivery of courses. Our first on-line course was offered in the spring of 2010 with eighteen students enrolled. We continue to explore avenues for expanding our mission through this method.

F. 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.

Our last accreditation visit occurred in 2008, at which time we were fully affirmed for the next ten years by both accrediting bodies.

IV. FACILITIES

A. 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. Because of the recession we have

not purchased any properties in the past 30 months, and do not intend to borrow any more money for this purpose.

We are seeking funding for a feasibility study before beginning a capital campaign in what we hope will be the near future.

B. 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.

C. 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 the Facilities Office, or Mrs. Cathi Johnson in the Advancement Office of the seminary.

D. 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, MTS 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.

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 2011-2012 academic year at its May meeting. Copies of that budget will be provided at the meeting of General Assembly. The budget for the current year represents an eight percent decrease in expenditures, to \$4.15 million. In order to accomplish this decrease, salaries and benefits have been frozen, travel expenses curtailed, and other expenses cut to the bone. In the current economic climate, we have taken measures to be as conservative as we can with next years' budget in order to be good stewards of the resources entrusted to us. Next year's budget will be in the range of \$4.2 million, a slight increase from last fiscal year.

B. ATS FINANCIALLY STRESSED SCHOOLS PROJECT

In the fall of 2009, MTS was one of fifteen theological schools in the United States and Canada selected to participate in a grant program announced by the Association of Theological Schools. The project provides two years of consulting to schools that are under financial stress to develop a sustainable model for fiscal viability. As a part of our participation in that project, MTS is working with a consultant to assess our current financial position and make any necessary changes to strengthen us for the future. A

copy of the initial report prepared for the project is appended to this report.

C. SCHOLARSHIPS AND GRANTS

We continue to cultivate relationships with foundations whose mission closely aligns with ours. The following grants for scholarships and other projects have been received or renewed in this fiscal year:

1. The Henry Luce Foundation (2009-2011) - Update

To support *At the River: Theology & Arts Program* at MTS. The Henry Luce Foundation has granted \$75,000 payable over 3 years. The Luce Foundation is located in New York City and funds programs like these on a large scale across the country. It is a sign of the value of this emerging work that a foundation of this caliber is willing to provide financial support.

2. The Varnell Artist-in-Residence - Update

For three years, Henry and Jeanne Varnell, long-time friends of MTS, have provided financial and practical support for the Artist-in-Residence of *At the River: Theology & Arts program*. For two years, they have hosted in their home, a penthouse overlooking the Mississippi River, a pre-event leading up to the Dr. Henry Logan Starks Scholarship Dinner. At the February 2011 meeting, the Board of Trustees voted to name this annual event the Henry and Jeanne Varnell Fireside Chat. They have also recently agreed to continue funding the Artist-in-Residence for another year.

3. The Wilson Family Foundation - Update

The Wilson family, founders of the Holiday Inn hotel chain and great philanthropists in Memphis, has renewed their funding of the Wilson Scholarships at \$15,000 x 3 years, which provides scholarship support for 3 Wilson Scholars each year.

4. The H.W. Durham Foundation - Update

The Memphis-based H.W. Durham Foundation has renewed its gift of \$5,000 to provide 5 \$1,000 scholarships for students who are 55+ years of age. These Durham Scholars will represent much of our student body who are second-career students.

5. The Chatlos Foundation

The Chatlos Foundation has provided a generous gift of \$15,000 to fund the removal and storage of the historic Moller Pipe Organ donated to MTS from the (now closed and demolished) Union Avenue United Methodist Church. This is the third significant gift in four years from this foundation.

6. Charles Hubbert Honorarium

In specific recognition of Dr. Aliou Niang, Assistant Professor of New Testament at Memphis Theological Seminary, for his outstanding scholarship and teaching, and as encouragement for all MTS faculty to continue toward teaching excellence, Dr. Charles H. Hubbert has given a gift of \$5,000 to support the Professional Development for MTS faculty members.

7. The First Tennessee Foundation

The foundation partnered with MTS in support of the course "Money, Markets & Ministry," taught by president Dr. Jay Earhear-Brown. Foundation representatives agreed with our assessment that this course will generate positive results for many faith-based organizations that must make critical decisions in the area of business management. Together, we worked to deliver essential education and insights that will make a difference in the daily lives of church leaders and church members.

D. ENDOWMENTS

1. The Baird-Buck Chair of Cumberland Presbyterian Studies - Update

In December 2008, original three endowments were combined for a new purpose, to permanently endow a Chair of CP Studies at MTS. At the time, the balance was \$112,000. Today, the balance has grown to \$250,000!

The purpose of this endowment is to strengthen the Cumberland Presbyterian Church by establishing

an endowed professorship with a primary focus of teaching Cumberland Presbyterian history, theology, church administration and the practice of ministry that is particular to the Cumberland Presbyterian Church. The goal is \$1.5 million, which can be reached through current gifts or estate gifts (with proper documentation provided).

2. Finis McAdoo Bruington Board-Designated Endowment

The Board of Trustees of Memphis Theological Seminary, in appreciation for the legacy gift of Mr. Finis McAdoo Bruington, given at his request upon his death by his son, Mr. Charles S. Bruington, established a board-designated endowment to support general operating expenses of the seminary.

In a letter provided by Charles Bruington (a leader of the Church of Jesus Christ of Latter Day Saints), he explained that his grandfather was a Cumberland Presbyterian minister who named his son Finis McAdoo (sic) in honor of two of the founders of the Cumberland Presbyterian Church, Finis Ewing and Samuel McAdow. Mac, as he was called, asked his son to make a gift from his estate to support the work of Memphis Theological Seminary. In the letter, Charles stated that this gift represents the life savings of his father, and mentioned putting it into an endowment.

3. Sam B. Miles Board-Designated Endowment

The Board of Trustees of Memphis Theological Seminary, in appreciation for the legacy gift of Mr. Sam B. Miles, established a board-designated endowment to support general operating expenses of the seminary.

Sam Miles was born on October 15, 1914, was married and widowed twice, and had no children. He was faithful to the Cumberland Presbyterian Church, serving as an elder for over 60 years. He also served in the Eighth Army Air Force during WWII. Sam was quite the businessman and community participant in Hopkinsville, Kentucky. In addition to owning Barnes Motor Company until his retirement in 1976, he was on the boards of a bank, the Salvation Army, a medical center, the county historical society and a local museum. He knew the value of “giving” – and he gave of his time, energy, enthusiasm, business acumen and financial gifts.

On November 24, 2010, Sam died at age 96 of natural causes. His will specified an unrestricted gift of 10% of his estate for MTS.

4. Cora Hawkins Crutchfield Scholarship Endowment

In honor of Cora Crutchfield’s dedication to education and in support of the mission of the seminary to prepare faith leaders for the future, Dr. Carmichael Crutchfield established a scholarship for married CME pastors who are attending MTS.

Mrs. Cora Hawkins Crutchfield was a dedicated and committed public school educator, having taught for 33 years. At the time of her death at age 56 on February 15, 2011, she was a third grade teacher at Beech Bluff Elementary School in the Jackson Madison County (Tennessee) School System. She was faithful, loyal, devoted, dedicated, compassionate, loving daughter, sister, wife, mother, grandmother, aunt, cousin, friend, teacher, and Christian disciple who supported everyone in all their endeavors, especially her husband and children. She and Dr. Crutchfield were married for 33 years.

Cora was a lifelong CME who understood the importance of educated clergy. Throughout Carmichael’s three seminary journeys when he earned a Master of Divinity degree, Doctor of Ministry degree and a Ph.D., she learned to appreciate the results of trained clergy. She was able to recognize prepared pastors and how they made a difference in the lives of parishioners.

While Carmichael was in seminary earning two degrees from MTS, and in all his endeavors in the CME Church, Cora was a rock of support. With the challenges of CME local churches to pay full-time compensation packages to pastors, Cora was the source of allowing Carmichael to be in full-time ministry as she provided fringe benefits through her employment as a public school educator. She was his helpmate in every way.

5. The Dr. Thomas D. Campbell Endowment

As a way of honoring Dr. Thomas D. Campbell on the occasion of his retirement as Director of The Program of Alternate Studies at Memphis Theological Seminary, his family, friends, current and former students and co-workers established an endowment as a testament to their love and respect for him, and as a means of providing future support for the program for which he has worked tirelessly for 16.5 years.

Tom Campbell was born in Decatur, Texas, in 1939 to a family steeped in Cumberland Presbyterian history. His father, the late Dr. Thomas H. Campbell, was a pastor, professor, and at times served as both the president and the dean of the Cumberland Presbyterian Theological Seminary at Bethel College in

McKenzie, Tennessee, and in its current form as Memphis Theological Seminary in Memphis, Tennessee. Tom's mother, Margaret, is the oldest of seven children of the Estes clan, another well-known family in the Cumberland Presbyterian Church.

Tom served 16 months as stated supply/student pastor of Oak Grove and Wesson's Chapel Cumberland Presbyterian Churches in Decatur County, Tennessee, then after graduation in 1961, moved to Batesville, Arkansas, to serve Faith Cumberland Presbyterian Church, a new church development. He married Linda Victoria Coleman in 1963 and together they raised three daughters.

After earning a Bachelor of Arts from Bethel College in 1961, he earned a Bachelor of Divinity from the Cumberland Presbyterian Theological Seminary (1964), and a Master of Theology (1969) and a Doctor of Ministry (1980) from Brite Divinity School of Texas Christian University. He has been the Instructor in Preaching for PAS since its inception, and has attended every PAS summer extension school at Bethel University, for a total of 27 years.

Decades of service in the church include serving as moderator and stated clerk of several presbyteries, as trustee of Bethel College and member of commissions and boards in the Cumberland Presbyterian Church, adjunct professor at Memphis Theological Seminary and instructor for the Program of Alternate Studies, and commissioner to the General Assembly. Tom has authored books and articles, served as worship director, commencement speaker, lecturer and preacher. In 1994, he became Director of PAS and led this program for 16.5 years.

6. The Timothy and Lisa Baranoski Scholarship for US Military Chaplain Candidates

In support of the mission of the seminary to prepare faith leaders for the future, Timothy and Lisa Baranoski have included Memphis Theological Seminary as a beneficiary in their wills in the amount of \$25,000 to establish a memorial scholarship for US Military Chaplain Candidates.

Timothy and Lisa Baranoski were married on June 28, 2002. At that time, they had no idea that they were beginning anything more than their life together. While living in Pennsylvania, both Timothy and Lisa were educators and actively involved in their local church in various parts of the ministry of the church.

After moving to Nashville, Tennessee, Timothy and Lisa became more involved in their local church and found a church home with Tusculum Cumberland Presbyterian Church. They enjoyed fellowship times, Sunday school, and being part of the annual Passion Play. With blessings from Lisa and after many prayers and conversations with members of the Tusculum congregation, Timothy accepted his call to pursue ordained ministry.

While at Memphis Theological Seminary, Timothy was blessed with the opportunity to explore his calling to ministry under the guidance of the faculty and administration. After prayerfully considering his direction in ministry, and with Lisa's blessing, Timothy began the process of becoming an Army Chaplain.

With graduation in May 2011, Timothy and Lisa, with their daughter Sophia (born in 2007), look forward to the future of their ministry together.

E. NAMED LECTURE SERIES AND FACULTY CHAIRS

1. The Dr. Barbara A. Holmes Lectures in African American Studies

This lecture series and endowment to fund it was established with an inaugural lecture in February 2009. The 2011 lecture was held in conjunction with Mississippi Boulevard Christian Church and featured Dr. Allan Boesak as the speaker.

2. The Dr. James L. Netters Chair in New Testament Studies (2009-2011)- Update

MTS is dedicated to becoming the premier seminary in the country for those who are devoted to racial reconciliation under the banner of the gospel. This named professorship signals to the local and global community that we at MTS are serious about working toward the fulfillment of peace and justice. Although in its final year, the Elders for Education are in the planning stages of preparing to continue this chair for an additional three years.

F. ESTATE GIFTS

1. Elizabeth Dannelly Estate	\$11,280
2. Finis McAdoo Bruington Estate	\$54,338

3. Anna Belle Harris Estate	\$6,516
4. Sam Miles Estate	\$50,000 (first distribution)

We give thanks for the life and witness of these men and women, and encourage others to remember the ministry of MTS in their estate planning.

G. SEMINARY SUNDAY

In this current fiscal year, the following churches have already held a Seminary Sunday and sent gifts to support the mission of MTS:

Total – 41 gifts,	\$12,132
Cumberland Presbyterian – 35 churches,	\$ 9,472
Other denominations – 5 churches,	\$ 2,160
Individual gifts – 1,	\$ 500

We know that other churches are planning to hold a Seminary Sunday throughout the year.

H. 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 remained steady in the last few years of economic stress, although income from Our United Outreach has remained declined slightly.

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. 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.

I. AUDIT REPORT

The auditing firm of Zoccola Kaplan, P.C. audited the books of Memphis Theological Seminary for the 2009-2010 fiscal year. The Board received its report at its February 2011 meeting. Copies of that report have been filed with the office of the Stated Clerk.

Respectfully submitted,

Jody Hill, Moderator of the Board of Trustees
 Jay Earheart-Brown, President,
 Memphis Theological Seminary

THE REPORT OF THE HISTORICAL FOUNDATION



I. GENERAL INFORMATION

A. OFFICERS OF THE BOARD

The officers of the board are as follows: Gwen McReynolds, president; Rick White, vice-president; Sidney Milton, secretary. Susan Knight Gore is the director and treasurer of the Historical Library and Archives.

B. BOARD REPRESENTATIVE TO THE 137TH CPCA GENERAL ASSEMBLY

The board's representative to the 137th General Assembly of the Cumberland Presbyterian Church in America (CPCA) is Edna Barnett. The alternate is Rick White.

C. BOARD REPRESENTATIVE TO THE 181ST CPC GENERAL ASSEMBLY

The board's representative to the 181st General Assembly of the Cumberland Presbyterian Church (CPC) is Sidney Swindle. The alternate is Sidney Milton.

D. MEMBERSHIP AND MEETINGS OF THE BOARD

The board is currently composed of the following members: from the Cumberland Presbyterian Church in America—Edna Barnett, Vanessa Barnhill, Naomi King, and Rick White, from the Cumberland Presbyterian Church—Pam Davis, Tommy Jobe, Mary Kathryn Kirkpatrick, Gwen McReynolds, Sidney Milton, and Sidney Swindle.

The Board of Trustees met, September 17, 2010 and February 25, 2011.

E. MEMBERS WHOSE TERMS EXPIRE

The third term of Gwen McReynolds expires with the 2011 meeting of the Cumberland Presbyterian General Assembly, and she is not eligible for reelection. The first terms of Edna Barnett and Rick White expire with the 2011 meeting of the Cumberland Presbyterian Church in America General Assembly, and they are eligible for reelection.

F. STAFF

Susan Knight Gore serves as the Archivist of the Historical Foundation. Reverend Missy Rose is the archival assistant for the Foundation.

G. EVALUATION OF ARCHIVIST

At the direction of the General Assembly, the board conducted the annual evaluation of the archivist, Susan Knight Gore at its February 2011 meeting.

II. ASSEMBLY REPORTING

As a matter of official structure, relative to the CPC, there is a Board of Trustees composed of 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: Juanita Benson (Camden, Arkansas), Wesley Brantley (Ada, Oklahoma), Reverend Clinton Buck (Memphis, Tennessee), Reverend Gordon & Forda Campbell (Springfield, Missouri), Ron & Madeleine Cooley (Downers Grove, Illinois), Chet & Diane Dickson (Houston, Texas), Michael & April Fare (Nixa, Missouri), John H. Ford (Dyersburg, Tennessee), Dr. & Mrs. John Gam (Auburn, Alabama), Reverend & Mrs. James C. Gilbert (Fort Worth, Texas), Heath & Melody Harper (Medina, Tennessee), Dr. J. David Hester (Knoxville, Tennessee), Tom Hunter (Hendersonville, Tennessee), Clifton Key (Olney, Texas), Helen Knight (Bartlett, Tennessee), Robert & Jane Little (Dyersburg, Tennessee), Rodney & Pauline McCord (Mineola, Texas), Reverend Jim & Maribeth McGuire (Greeneville, Tennessee), Jimmie McKinley (Longview, Texas), Belle McMahan (Magnolia, Arkansas), Rose Mary Magrill (Marshall, Texas), Virginia Mauck (Clarksville, Indiana), D. L. & Martha Moody (Russellville, Arkansas), Anne Elizabeth Swain Odom (Smrna, Tennessee), Alvin Richards (White, Georgia), Reverend Robert & Olene Rush (Spring, Texas), Beverly St. John (Nashville, Tennessee), Jon W. Sparks (Memphis, Tennessee), Joe & Patricia Ward (Madison, Alabama), Edward White (Tampa, Florida), Grace Whitfield (Gadsden, Alabama), 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 the General Assembly, through its minutes and summary of actions, 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. New patrons of the Foundation include: Mrs. Lillian Y. Cross (Dyersburg, Tennessee) and Bettye Ellis (Dyer, Tennessee)

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. Presbyterian 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 Presbyterian Heritage Committees/Presbyterial Historians of both general assemblies. The brochure, *Suggestions for Heritage*

Committees and Presbyterian Historians, is available from the Foundation. The board expresses its appreciation to the presbyteries that have Heritage Committees/Presbyterian Historians.

5. Denomination Day Offering

In January, congregations received bulletin inserts, for the project: *Historical Foundation Trust*. In addition, the insert was available on the Foundation's website. The Trust is an endowed fund established to last in perpetuity, with only the earnings from the fund spent each year to support the Historical Foundation's ministry and mission.

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. As of March 21, 2011, \$3,646.85 was generously donated by individuals, congregations, and presbyteries for this special project.

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.

B. PUBLICATIONS

1. Promotional Materials

The Historical Foundation maintains a supply of promotional materials which describes its purpose and work, the various means of financially supporting this work, and listings of available publications and prints for sale through the Foundation. These materials are available on the Foundation's website.

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 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*, *History of the Cumberland Presbyterian Church* by B. W. McDonnold, *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, *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, 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/hfpc/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 2011 competition are encouraged. All entries will be accepted through December 2011 for this year's contest. Any entries received following the deadline of December 31st will be automatically entered in the 2012 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 of Awards of Recognition:

Progress CPC, Pleasant Hill, Louisiana, for 100 years, April 25, 2010

Bush Chapel CPCA for 136 years, October 10, 2010

Alice L. Hackworth for her years of service, October 10, 2010

Edward T. Robinson for his years of service, October 10, 2010

Arthur Robinson for his years of service, October 10, 2010

Gurley Cumberland Presbyterian Church, Gurley, Alabama, recognized for its participation in "Celebrating Our Past."

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. Members of the Cumberland Presbyterian Church who serve on the board of this organization are Reverend Norlan Scrudder and Dr. Rose Mary Magrill. The 34th annual meeting was held March 4-5, 2011, at the First Presbyterian Church of Shreveport, Louisiana.

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 900 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, Assembly Meetings & Officers, Awards, Birthplace Shrine, Books Online, Books Needed, Collection Development, Congregations, Cumberland Presbyterian Church in America, Curriculum, Endowments, Heritage Churches, Historical Library and Archives, Lay Leaders, Ministers, Opportunities for Giving, Patron Memberships, Periodicals, Presbyteries, Publications and Prints for Sale, Resources for Denomination Day, Schools, Sermons, Stated Clerks, Synods, Union of 1906.

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 2010 Accession List closed with 171 accession groups.

Some of the highlights added to the collection in 2010 include:

Books

- Blakeburn, Roy E. *Faithful Living Outside the Box: Selected Sermons*. By the author, 2009
- Bryson, James Davis. *A Missionary Journey: The Ministry of Davis Ozell Bryson and Gladys Holt Bryson as Missionaries Commissioned by the Cumberland Presbyterian Church 1931-1971*. By the author, March 2010.
- Campbell, Thomas D. *Campbell's Collection: Over 800 Stories, Observations, Personal Experiences, and Minority Opinions*. Illustrated by Dudley Condron. By the author, 2009.
- Cardenas, Luciano Jaramillo. *Ahora Entiendo :Hermenéutica Bíblica : Diferentes Sentidos de las Escrituras*. Miami, Florida : Vida, 2005.
- Fajardo, Jose D. *From the Heights of the Andes to the Heights of Evangelism: The Life and Ministry of Dr. Jose D. Fajardo*. Miami, Florida: Biblica Internacional, 2009.
- Gore, Matthew. *A Brief History of Cumberland College 1825-1861. The Original Cumberland Presbyterian Educational Institution in Princeton, Kentucky*. Ellendale, Tennessee: Boardman Books, 2010.
- Hail, J. B. *Twenty-Five Years in Japan*. Osaka, Japan: Osaka Jogakuin, 2009.
- Kim, Yoong. *Korean Cumberland Presbyterian Churches, 1999-2010*. Compiled and printed by the author, 2010.
- Shelton, James Robert, compiler. *Christian Heretic: A Collection of Stories about Reverend Dr. Robert Shelton*. By the compiler, 2009.

Museum Items

- Bethel Cumberland Presbyterian Church. Gage, Kentucky. Commemorative Plate.
- Ninevah Cumberland Presbyterian Church. Ninevah, Pennsylvania. Paperweight.
- Swartz, Reverend and Mrs. Walter. Organ, portable. Used in mission work to Colombia, South America.
- Waynesburg College. Waynesburg, Pennsylvania. Commemorative Spoon.
- Presbyterian Youth Triennium. Purdue University July 20-24, 2010. T-Shirt. 2010.

Other Church Records

- Birmingham, First Cumberland Presbyterian Church. Birmingham, Alabama. Directory. 1898.

Chapel Hill Cumberland Presbyterian Church. Marshall County, Tennessee. Ladies Aid society. Minutes. October 20, 1906-December 7, 1921.

Honey Grove Cumberland Presbyterian Church. Honey Grove, Texas. "Pastor's Report of the Cumberland Presbyterian Church of Honey Grove, Texas, February 2, 1896.

Periodicals

Monthly Topic Leaflet. 1925-1926, 1928.

Our Little Children. 1917 and 1936.

Photographs

Beard, Richard (1799-1880). Photograph.

Camp Gilmont. Texas Synod. Cumberland Presbyterian Church. 1961.

Ellettsville Cumberland Presbyterian Church. Ellettsville, Indiana.

General Assembly of the Cumberland Presbyterian Church. 1873. Huntsville, Alabama.

Hope Cumberland Presbyterian Church in America. San Antonio, Texas.

Postcards

Bloomfield Cumberland Presbyterian Church. Bloomfield, Greene County, Indiana.

Catlin Cumberland Presbyterian Church. Catlin, Vermilion County, Illinois.

Centerburg Cumberland Presbyterian Church. Centerburg, Knox County, Ohio.

Crystal Springs Youth Camp. Kelso, Tennessee. Tennessee Synod. Cumberland Presbyterian Church.

Jackson, First Cumberland Presbyterian Church. Jackson, Madison County, Tennessee.

Texas Female Seminary. Weatherford, Parker County, Texas.

Presbyterial Records

Little River Presbytery of the Cumberland Presbyterian Church. Minutes. December 5-6, 1883.

Obion Presbytery. Cumberland Presbyterian Church. Minutes. September 17, 1918-March 11, 1924; March 10-11, 1924-September 15-16, 1931; March 15, 1932-September 15-16, 1936. Three original manuscript volumes.

Sermons

Chesnut, Reverend Walter Lewis. Sermons. 4 boxes.

Wallace, Reverend Charles. Sermon Notes. One small binder.

Session Records

Special recognition is given to congregations who have deposited their session records for preservation in the Historical Library and Archives. They include:

Bates City Cumberland Presbyterian Church. Bates City, Missouri. 1925-1961.

Bell Buckle Cumberland Presbyterian Church. Bell Buckle, Bedford County, Tennessee. 1917-1978

Chapel Hill Cumberland Presbyterian Church. Marshall County, Tennessee. 1868-1899, 1924-1944, 1950-1965. 3 original volumes.

Christ Cumberland Presbyterian Church. Lutz, Florida. 2002-2010.

Clinch View Cumberland Presbyterian Church. Lenoir City, Loudon County, Tennessee. 1889-1960, 1960-1982, 1983-1995. 3 original volumes.

Colonial Cumberland Presbyterian Church. Memphis, Shelby County, Tennessee. 1994-1997, 1998-2002, 2003. 3 original volumes.

Flippin Cumberland Presbyterian Church. Flippin, Lauderdale County, Tennessee. 1971-1984.

Hopewell Cumberland Presbyterian Church. Montrose, Henry County, Missouri. 1872-1928, 1928-1956. 2 original volumes.

Lansdowne Cumberland Presbyterian Church. Lexington, Fayette County, Kentucky. 1969-1972, 1973-1981, 1981-1990, 1991-1997. 4 original volumes. 1997-2006. Looseleaf.

Liberty Cumberland Presbyterian Church. Campbellsville, Kentucky. 1994-1999. Looseleaf.

Liberty Cumberland Presbyterian Church. Princeton, Caldwell County, Kentucky. 1853-1877, 1877-1910, 1911-1946, 1946-1956, 1956-1967, 1968-1979, 1979-2006. 8 original volumes.

Linebarier Chapel Cumberland Presbyterian Church. Camden, Ouachita County, Arkansas. 1947-1955.

Mount Carmel Cumberland Presbyterian Church. Clinton, Henry County, Missouri. 1888-1917.

Mount Hebron Cumberland Presbyterian Church. Odessa, Lafayette County, Missouri. 1860-1866, 1895-

1905. 2 original volumes.
 Mount Liberty Cumberland Presbyterian Church. Charlotte, Tennessee. 1890-1904, 1907-1954. 2 original volumes.
 Mount Olivet Cumberland Presbyterian Church. Bowling Green, Warren County, Kentucky. 1924-1936.
 Newbern Cumberland Presbyterian Church. Newbern, Dyer County, Tennessee. 1990-2007.
 Odessa Cumberland Presbyterian Church. Odessa, Lafayette County, Missouri. 1909-1913.
 Owen's Prairie Cumberland Presbyterian Church. Duncan, Stephens County, Oklahoma. 1957-1971.
 Pleasant Grove Cumberland Presbyterian Church. Chapel Hill, Marshall County, Tennessee. 1840-1866.
 Saint Paul Cumberland Presbyterian Church. Austin, Travis County, Texas. 1962-1974, 1975-1979, 1980-1989, 1993-1999. 4 original volumes. 1990-1992, 2000-2004. Looseleaf.
 San Antonio, First Cumberland Presbyterian Church. San Antonio, Bexar County, Texas. 1938-1944.
 Sharon Grove Cumberland Presbyterian Church. Sharon Grove, Todd County, Kentucky. 1880-1902.
 Shiloh Cumberland Presbyterian Church. Chilhowee, Johnson County, Missouri. 1918-1979.

Synodical Records

Columbia Synod. Cumberland Presbyterian Church. Minutes. October 15-16, 18. 1880.
 Mississippi Synod. Cumberland Presbyterian Church. Minutes. November 8-10, 1905.

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. Four endowments provide funds for maintenance and repairs: the Grace Johnson Beasley Birthplace Shrine Fund, the Birthplace Shrine Fund, the Henry Evan Harper Endowment for Cumberland Presbyterian History, and the P.F. Johnson Memorial Endowment. Gifts to these endowments provide for 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 for the 200th Anniversary of the Cumberland Presbyterian Church in 2010: New stone walkway between the chapel and log house, native plants placed around log house, two granite monuments engraved with the names of all congregations in the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America as of January 2010.

VI. FINANCIAL STATEMENTS FOR 2010

On January 1, 2010, the Historical Foundation became part of Central Accounting at the Cumberland Presbyterian Center. Therefore, our 2010 audit will be part of the center audit.

VII. FINANCIAL CONCERNS AND 2011 BUDGETS

A. BUDGETS

The 2011 line-item budget of the Historical Foundation has been filed with the CPC General Assembly Office.

The 2011 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
 Henry Evan Harper Endowment for Cumberland Presbyterian History
 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
 J. Richard Magrill Heritage Fund
 Joe Richard and Mary Belle Magrill Trust
Gwendolyn McCaffrey McReynolds Heritage Fund
 Jimmie Joe McKinley Heritage Fund
 Edith Louise Mitchell Heritage Fund
 Lloyd Freeman Mitchell Heritage Fund
 Snowy 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
 Roy and Mary Seawright Shelton 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:
Beverly Pepper Brown (Memphis, Tennessee), Pam Davis (Lubbock, Texas), Jeff & Kathleen McGuire Cheatham (Clermont, Florida), Reverend Walter Chesnut (Greeneville, Tennessee), Bettye Ellis (Dyer, Tennessee), Jaime & Susan Groce (Collierville, Tennessee), Heath & Melody Harper (Medina, Tennessee), Don & Jane Hubbard (Knoxville, Tennessee), Rose Mary Magrill (Marshall, Texas), Anne Elizabeth Swain Odom (Smyrna, Tennessee), Rick & Shirley Pryor (Madisonville, Kentucky), Betty Waits (Henderson, Texas), Longview CPC (Longview, Texas).
Mevis (Kingston Springs, Tennessee).

C. GIFTS FROM CHURCHES, PRESBYTERIES & SYNODS

The Foundation expresses its thanks to the following for their gifts:
Holly Grove CPC (Brighton, Tennessee), Pleasant Mount CPC (Columbia, Tennessee), North Central Presbytery (CPC), Synod of Great Rivers (CPC).

Respectfully submitted,

Respectfully submitted,
Gwen McReynolds, President
Susan Knight Gore, Archivist

THE REPORT OF THE COMMISSION ON CHAPLAINS AND MILITARY PERSONNEL

C/M/P

The Commission on Military Chaplains and Personnel represent the Cumberland Presbyterian Church on the Presbyterian Council for Chaplains and Military Personnel. The Commission does its work through that Council which has its headquarters in Washington, DC and represents also the Cumberland Presbyterian Church in America, Presbyterian Church (USA), the Associate Reformed Presbyterian Church and the recently added Korean Presbyterian Church in America. The Cumberland Presbyterians who are members of the Commission for the Cumberland Presbyterian Church and hence the broader group known as the PCCMP include Lowell Roddy, Paul Collins, Charles McCaskey, and Stated Clerk Mike Sharpe.

I. REPRESENTATION

The term of the Reverend Charles McCaskey expires in 2011 and he is not eligible for reelection. The Nominating Committee will present a name for this vacancy.

The Reverend Dr. Lowell G. Roddy will represent the Commission at this meeting of the General Assembly.

The PCCMP Director is the Reverend Dr. Edward Brogan. The Reverend Thomas Chadwick, Associate Director, is retiring this summer and a search for his replacement is underway.

II. RESPONSIBILITY OF THE COMMISSION

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 communications between chaplains and their judicatories.

III. DEPLOYMENT

Our chaplains have been personally involved in support of military actions in Iraq and Afghanistan. Our chaplains suffer the same hardship as other military and their ministry is often in harm's way. The Council seeks to help them in their stressful time and upon their return and give them all the support we possibly can. Just like the soldiers they serve, Presbyterian chaplains have been deployed to warzones up to 4 times. At least two have been wounded. Several have PTSD diagnoses. Chaplains, their families, and their congregations have served well and are strained and tired from this long war. Ever since 9-11, Reserve and National Guard chaplains have been mobilized in large numbers. 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. With many forces deployed to Afghanistan, Iraq, Kuwait, Djibouti, and the region, the tempo of reserve components utilization may remain high for years.

The chaplain's ministry is well received and supported by each of our five denominations. Each candidate is required to submit an application, school transcripts, presbyterial approval, and a letter of reference. After the documents are gathered, we interview the candidates to determine if they should be endorsed for Active Duty or service with the Reserve/National Guard.

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 five denominations, individuals, judicatories and churches. The currently economic upheaval is creating a need to redesign how we minister to our chaplains

and their families. We will be faithful stewards as we care for those who care for our military and veterans.

IV. MEMORIAL DAY OFFERING

The Cumberland Presbyterian Church receives a special offering for the PCCMP on the Sunday nearest Memorial Day each year 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 during 2010. All Cumberland Presbyterian Churches are urged to consider receiving this yearly offering.

V. CUMBERLAND PRESBYTERIAN CHAPLAINS

Currently the Cumberland Presbyterian Church has 8 chaplains on Active Duty, 3 chaplains in the Reserve and National Guard, 1 Part-time VA and 2 full-time VA chaplains in medical centers. Please pray for members of the Reserve, National Guard and Active Duty troops serving, and their families. The names and addresses of these military chaplains are included in the 2010 Yearbook of the Cumberland Presbyterian Church. Presbyteries and churches are encouraged to keep in constant contact with these chaplains who represent the Cumberland Presbyterian Church in service to our country.

It should be noted that we also have 21 Cumberland Presbyterian ministers who have retired from military chaplaincy.

Anyone wishing more information can check our website: www.pccmp.org or call our office in Washington DC – 202-244-4177.

Respectfully Submitted,
Lowell Roddy
Paul Collins
Charles McCaskey

THE REPORT OF THE JOINT COMMITTEE ON AMENDMENTS

J

I. AMENDMENT ON PROPERTY

In 2009 the Cumberland Presbyterian Church in America amended the Constitution to adopt the same statements on property used by the Cumberland Presbyterian Church. Prior to 2009, the two denominations had different statements on property. The Joint Committee on Amendments prepared the amendment for the Cumberland Presbyterian Church in America. Section 3.30 reads, "This section is declaratory of principles to which the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America and their antecedent church bodies have adhered from the inception of the Presbyterian form of church government. Sections 3.32, 3.33 and 3.34 need to be amended to add Cumberland Presbyterian Church in America in several portions.

This item was referred by the 180th General Assembly to the Permanent Committee on Judiciary and the Joint Committee on Amendments to prepare the proper Constitutional Amendments to present to the 181st General Assembly of the Cumberland Presbyterian Church.

3.32a The Cumberland Presbyterian Church is a connectional church and all lower judicatories of the church to-wit: synod, presbytery, and the particular churches are parts of that body and therefore all property held by or for a particular church, a presbytery, a synod, the General Assembly, or the Cumberland Presbyterian Church, whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of the particular church or of a more inclusive judicatory or retained for the production of income, and whether or not the deed to the property so states, is held in trust nevertheless for the use and benefit of the Cumberland Presbyterian Church.

3.32b The Cumberland Presbyterian Church in America is a connectional church and all lower judicatories of the church to-wit: synod, presbytery, and the particular churches are parts of that body and therefore all property held by or for a particular church, a presbytery, a synod, the General Assembly, or the Cumberland Presbyterian Church in America, whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of the particular church or of a more inclusive judicatory or retained for the production of income, and whether or not the deed to the property so states, is held in trust nevertheless for the use and benefit of the Cumberland Presbyterian Church in America.

3.33 Whenever property of, or held for, a particular church ceases to be used by the church, as a particular church of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America in accordance with this Constitution, such property shall be held, used, applied, transferred or sold as provided by the presbytery in which that particular church is located.

3.34 Whenever a particular church is formally dissolved by the presbytery, or has become extinct by reason of dispersal of its members, the abandonment of its work, or other cause, such property as it may have shall be held, used, and applied for such uses, purposes, and trusts as the presbytery in which said particular church is located may direct, limit, and appoint, or such property may be sold or disposed of as the presbytery may direct, in conformity with this Constitution.

RECOMMENDATION 1: That the above Constitutional Amendments be approved and referred to the presbyteries.

Respectfully Submitted,
Harry Chapman
Andy McClung

THE REPORT OF THE PERMANENT JUDICIARY COMMITTEE

J

The Judiciary Committee met February 4, 2011 in Huntsville, Alabama. Present were James Byrd, Harry Chapman, Charles Dawson, Andy McClung, Kimberly Silvus, Wendell Thomas, Dwayne Tyus, and Felicia Walkup. Also attending were James Jordan, legal counsel, and Michael Sharpe, Stated Clerk of General Assembly. Sherry Ladd was excused.

I. ORGANIZATION OF THE COMMITTEE

Harry Chapman was elected chairperson and Andy McClung was elected secretary.

II. MEMORIAL FROM MISSOURI PRESBYTERY

Missouri Presbytery plans to present a memorial to the 2011 General Assembly. The committee found the memorial to be in proper form, but offers the following Statement of Opinion: The memorial from Missouri Presbytery regarding all elders being able to administer communion without the presence of an ordained minister fails to address 1) the training by presbyteries and 2) the one-year time limit instituted by the 2003 General Assembly (C. P. Digest, 4.6, Interpretive).

III. MINISTRY TEAM MEMBERS TO MINISTRY COUNCIL

The committee considered the question of whether or not there must be an intervening one-year wait for a Ministry Team member to be eligible to serve on the Ministry Council and determined that the restriction of a one-year wait in General Assembly Bylaw 10.03 (06) applies only to persons serving on the denominational entities listed in Bylaw 10.01.

IV. REVIEW OF SYNODICAL MINUTES

The committee reviewed the minutes of Mission Synod, Synod of Great Rivers, Synod of the Midwest, and Synod of the Southeast and found each to be in order.

V. HEARING OF AN APPEAL

The committee received an Appeal of Actions of Southeast Synod, but found the wording of the appeal insufficiently clear to allow a decision to be made and therefore asked the appellants to reword and resubmit their appeal.

VI. ATTENDANCE BY TECHNOLOGY

The 2010 General Assembly adopted a memorial to allow attendance at presbyterial, and other, meetings by means of technology. This committee suggests the following practices to help keep such attendance constitutional:

- A. The moderator or stated clerk could declare whether or not presbyters may attend a particular meeting by technology,
- B. Persons being received as candidates and persons being ordained or approved for ordination must attend in person, and
- C. Disciplinary meetings must be conducted in person.

VII. GENERAL ASSEMBLY REPRESENTATIVES

Dwayne Tyus will serve as this committee's representative to General Assembly and James Byrd will serve as the alternate.

Respectfully submitted,
The Judiciary Committee

THE REPORT OF THE NOMINATING COMMITTEE

The Nominating Committee consists of a minister and a lay person from each synod, preferably from different presbyteries. Members may serve a three year term, but cannot succeed themselves. Cumberland Presbyterian members of any board or committee can be re-elected to the same board after a two year absence. Ecumenical representatives may be re-elected to the same board after a one year absence. With the exception of the Nominating Committee any person elected to serve on a denominational entity may serve three consecutive terms. Filling an unexpired term counts as one term, thus members of any entity do not always serve nine years before completing eligibility on a board/agency.

The members of the various Ministry Teams are no longer elected by the General Assembly, but are to be appointed by the Ministry Council.

*Ecumenical Representative

+Cumberland Presbyterian Church in America

The Committee submits the following list of nominees:

I. MINISTRY COUNCIL

Ms. Mandy Clark, Beersheba Congregation, Grace Presbytery, Synod of the Southeast to succeed herself for a three year term.

Reverend Michele Gentry de Correal, Andes Presbytery, Mission Synod to succeed herself for a three year term.

Mr. Roy Shanks, New Hope Congregation, North Central Presbytery, Synod of the Midwest to succeed himself for a three year term.

Reverend Jonathan Clark, Murfreesboro Presbytery, Tennessee Synod for a three year term.

Reverend Tom Sanders, Red River Presbytery, Mission Synod for a three year term.

Reverend Drew Hayes, Cumberland Pressbytery, Midwest Synod to fill the two year unexpired term of Reverend John Shoulta.

Ms. Sally Allen, Clarksville Congregation, Nashville Presbytery, Tennessee Synod, to fill the two year unexpired term of Reverend Rickey Page.

Ben J. Sweet, Youth Advisory Member, Beaver Creek Congregation , Presbytery of East Tennessee, Synod of the Southeast, for a three year term.

II. BOARD OF DIRECTORS, GENERAL ASSEMBLY CORPORATION

Ms. Grace Whitefield, Gadsden Congregation, Grace Presbytery, Synod of the Southeast, to succeed herself for a three year term.

Reverend Terry Hunley, West Tennessee Presbytery, Synod of Great Rivers, to succeed himself for a three year term.

III. CUMBERLAND PRESBYTERIAN CHILDREN'S HOME

Reverend Yoong Kim, West Tennessee Presbytery, Synod of Great Rivers, to succeed himself for a three year term.

Reverend Norlan Scudder, Red River Presbytery, Mission Synod, to succeed himself for a three year term.

Reverend Don Tabor, Nashville Presbytery, Tennessee Synod, to succeed himself for a three year term.

+Ms Mamie Hall, an ecumenical representative, to succeed herself for a three year term.

*Mr. Joel Muro, an ecumenical representative, for a three year term.

Ms. Patricia Long, St. John's Congregation, Red River Presbytery, Mission Synod to fill the two year unexpired term of Mr. Robert McClure.

IV. HISTORICAL FOUNDATION

+Ms Edna Barnett, an ecumenical representative, to succeed herself for a three year term.

+Reverend Rick White, an ecumenical representative, to succeed himself for a three year term.

Mr. Michael Fare, Springfield Congregation, Missouri Presbytery, Great Rivers Synod for a three year term

V. MEMPHIS THEOLOGICAL SEMINARY

*Reverend D. Tom Bell, Jr., an ecumenical representative, is eligible to succeed himself for a three year term.

Reverend Robert M. Shelton, Red River Presbytery, Mission Synod, is eligible to succeed himself.

Ms. Pat Meeks, Faith Congregation, West Tennessee Presbytery, Synod of Great Rivers, is eligible to succeed herself for a three year term.

+Mr. Joe Ward, an ecumenical representative, is eligible to succeed himself for a three year term.

*Ms. Ruby Wharton, an ecumenical representative, is eligible to succeed herself for a three year term.

Reverend Doy Daniels, West Tennessee Presbytery, Synod of Great Rivers, is eligible to succeed himself.

*Ms. Nancy Vernon, an ecumenical representative, is eligible to succeed herself for a three year term.

Reverend Jenniefer Newell, Tennessee Georgia Presbytery, Synod of the Southeast, for a three year term

VI. BOARD OF STEWARDSHIP, FOUNDATION AND BENEFITS

Mr. Charles Day, Short Creek Congregation, Cumberland Presbytery, Synod of the Midwest is eligible to succeed himself for a three year term.

Ms. Sylvia Hall, Red Bank Congregation, Tennessee-Georgia Presbytery, Synod of the Southeast, is eligible to succeed herself for a three year term.

Mr. Jackie Satterfield, Welti Congregation, Cullman Presbytery, Synod of the Southeast, is eligible to succeed himself for a three year term.

Mrs. Debra Shanks, New Hope Congregation, North Central Presbytery, Synod of the Midwest, is eligible to succeed herself for a three year term.

VII. COMMISSION ON CHAPLAINS AND MILITARY PERSONNEL

Reverend Mary McCaskey Benedict, Murfreesboro, Tennessee Synod for a three year term.

VIII. JUDICIARY

Mr. Wendell Thomas, Beaver Creek Congregation, Presbytery of East Tennessee, Tennessee Synod, to succeed herself for a three year term.

Reverend Robert D. Rush, Trinity Presbytery, Mission Synod for a three year term.

Reverend Perryn Rice, Murfreesboro Presbytery, Tennessee Synod for a three year term.

IX. NOMINATING COMMITTEE

Mrs. Frances Dawson, Christ Congregation, Robert Donell Presbytery, Synod of the Southeast, for a three year term.

Reverend Don Nunn, Trinity Presbytery, Mission Synod for a three year term.

Mr. Ken Smith, Mission Synod for a three year term.

Reverend Jesse Thorton, North Central Presbytery, Synod of Midwest, for a three year term.

Reverend Duawn Mearns, Arkansa Presbytery, Synod of Great Rivers to fill the two year unexpired term of Reverend Ann Holley.

X. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

Mr. John Wilson, Tusculum Congregation, Nashville Presbytery, Tennessee Synod, to succeed himself for a three year term.

Reverend Jan Overton, Grace Presbytery, Synod of the Southeast, to succeed herself for a three year term.

+Reverend Jackie Lang, an ecumenical representative, is eligible to succeed herself for a three year term.

+Reverend Edward Anderson, an ecumenical representative, is eligible to succeed himself for a three year term.

+Reverend Novalene Sitgraves, an ecumenical representative, is eligible to succeed herself for a three year term.

+Reverend Billy Tribble, an ecumenical representative, is eligible to succeed himself for a three year term.
Reverend Randy Jacob, Choctaw Presbytery, Mission Synod for a three year term.

XI. OUR UNITED OUTREACH COMMITTEE

Ms. Sharon Resch, Mt. Zion Congregation, Covenant Presbytery, Synod of Midwest, to succeed herself for a three year term.

Reverend William Rustenhaven III, Trinity Presbytery, Mission Synod, to succeed himself for a three year term.

XII. REPRESENTATIVE TO CARIBBEAN AND NORTH AMERICAN COUNCIL, WORLD ALLIANCE OF REFORMED CHURCHES

Ms. Laurie Sharpe, Faith Congregation, West Tennessee Presbytery, Synod of Great Rivers, to succeed herself for a three year term.

THE REPORT OF THE OUR UNITED OUTREACH COMMITTEE

S/E

The 2009 General Assembly established a denominational Our United Outreach Committee to be made up of 12 voting representatives, one from each Synod and the rest from the church programs and institutions. Executives from the church programs and institutions participate on the Committee as advisory members. This Committee has met three times since the 2009 General Assembly.

Meeting in November, 2009, the Committee elected officers and defined its purpose and responsibilities. The first goal set by this Committee was that ALL churches participate in Our United Outreach 2010 – the 200th birthday of our denomination. To accomplish this, it was determined that a member of the Committee would speak at each of the 19 presbyteries and tell the story of Our United Outreach during the spring or fall, 2010. While the goal of total participation was not reached, there was participation by some churches who had not before.

The second goal of the Committee was to endorse the idea of 2010 as being a “mitye” year and this would help accomplish the Committee’s goal of all churches participating in Our United Outreach even if the participation was a “mite.”

The second meeting of the Our United Outreach Committee was March 19, 2010, and progress was evaluated. Presentations had already commenced at presbyteries; a script had been prepared; a letter sent to the 230 non-participating Our United Outreach churches with 15 financial responses. Brochures were presented to the Committee for approval; one emphasizing the “Mitey Year” giving and the other a general purpose of Our United Outreach participation. Plans were made for a display at General Assembly and a presence on the Cumberland Presbyterian website.

With 230 of our Cumberland Presbyterian Churches having zero giving to Our United Outreach and the majority of our other churches giving at a less than 10% level, the Committee decided to recognize those Churches who gave at the 8% or above level (2009). As the Committee members presented information at presbyteries, representatives from churches giving at this 8% level or above level were asked to come forward and receive a certificate. Public recognition was given; churches that participated at a lower level were sent the certificates. For year 2010 giving, churches were sent their certificates indicating how their giving was distributed among the various programs/entities.

I. OUR UNITED OUTREACH FUNDS ALLOCATION

The Our United Outreach Committed met for just the third time April 1, 2011. The primary purpose of this meeting was the allocation of Our United Outreach funds for the 2012 year. The Our United Outreach allocation basis for 2012 is \$2,704,000, which is a four percent increase over the 2011 goal of \$2,600,000 with \$2,546,695 being contributed and distributed during the 2010 calendar year. Although the \$168,493 Touch the Future debt (Debt Retirement Fund) is included in the total of \$2,704,000, the percentage is not included as it will be taken out first leaving \$2,535,507 as the actual allocation basis.

The Touch the Future debt will be retired in August, 2011. At that point, the Debt Retirement line will commence paying on another outstanding loan. The current plan is to pay off Touch the Future, then begin paying on Organizational Task Force, then Computer Software, then Old Building/Maintenance, and then Capital Campaign, if needed.

RECOMMENDATION 1: That the following allocation for incoming 2012 Our United Outreach funds be adopted:

Ministry Council Combined	\$1,267,754	(50%)
Bethel University	126,776	(5%)
Children’s Home	76,065	(3%)
Board of Stewardship	152,130	(6%)
Office of General Assembly	202,841	(8%)
Memphis Theological Seminary/Program of Alternate Studies	177,485	(7%)
Historical Foundation	76,065	(3%)
Shared Services	431,036	(17%)
Commission on Chaplains	8,874	(.35%)
Judiciary Committee	8,367	(.33%)

Theology/Social Concerns Committee	3,119	(.123%)
Nominating Committee	2,612	(.103%)
Contingency Fund	2,383	(.095%)
Debt Retirement Fund	<u>168,493</u>	
	\$2,704,000	

The permanent committees plus Contingency Fund equal 1% of the \$2,535,507 or \$25,381; each of those is a fractional percentage of that 1%.

From the agencies listed above, all should be self-explanatory except maybe Shared Services. Maintenance, utilities, mowing, trash pick-up, pest extermination, and custodial are all examples of Shared Services for agencies sharing the Cumberland Presbyterian Center.

II. EDUCATION AND PROMOTION OF OUR UNITED OUTREACH

In an effort to promote and educate every facet of our denomination about Our United Outreach and its direct effect upon our denominational entities, the following recommendations are made:

RECOMMENDATION 2: That information about Our United Outreach be included in Memphis Theological Seminary and Program of Alternate Studies coursework, such as in the Polity course.

RECOMMENDATION 3: That within each Presbytery, the board or agency that works with Cumberland Presbyterian probationers and in-coming ministers of other denominations serving Cumberland Presbyterian Churches be charged with the responsibility of providing Our United Outreach information and how it affects the various entities of the denomination.

RECOMMENDATION 4: That the Board of Missions in each Presbytery continue to encourage newly organized churches to pay Our United Outreach.

The Our United Outreach Committee members are enthusiastic in their approach to the development of total participation in this program of the Church.

Respectfully submitted,
 Ron Gardner – Chairperson
 Sharon Resch – Secretary
 and the Our United Outreach Committee

THE REPORT OF THE PLACE OF MEETING COMMITTEE

S/E

The Place of Meeting Committee consists of the Moderator, a representative of the Cumberland Presbyterian Women's Ministry, and the Stated Clerk who serves as the chairperson. The representative of the Cumberland Presbyterian Women's Ministry is the Convention Coordinator.

The 165th General Assembly, "authorized the committee to select meeting places up to five years in the future and that preference be given that keeps, insofar as possible, the General Assembly and the Convention of Cumberland Presbyterian Women's Ministry, and guest rooms in one facility. It is recognized that these places are hard to find and may cost some additional monies. The place of meeting committee will use its best judgment." The 173rd General Assembly approved exploring the use of college campuses and very large conference centers in addition to hotels/convention centers. When the Office of the General Assembly receives an invitation from a congregation or a presbytery, the Stated Clerk makes a site visit. If adequate facilities are discovered, a follow up visit is made by the Stated Clerk, the Assistant to the Stated Clerk, and the Convention Coordinator of the Cumberland Presbyterian Women's Ministry.

Unless the General Assembly sets aside Bylaw 14.02 Standing Rules 1 to allow for a different meeting time, the annual meeting is the third or the fourth week of June.

Commissioners, delegates to Conventions, and visitors are encouraged to stay at the General Assembly/Convention hotel, to assure meeting the contracted room block. Hotel contracts also include a commitment on food and beverages, thus it is important for boards/agencies to continue to sponsor special meal functions. The luncheons/dinners provide opportunities for the sponsoring agencies/boards to keep the church informed about their respective programs, thus enhancing support.

I. INFORMATION ABOUT FUTURE GENERAL ASSEMBLIES

The 178th General Assembly accepted the invitation of Hope Presbytery for the 182nd General Assembly to meet in Florence, Alabama. Cullman and Robert Donnell will assist in hosting responsibilities.

Murfreesboro Presbytery has extended an invitation to host the 183rd General Assembly. Tennessee-Georgia Presbytery has issued an invitation to host the 184th General Assembly. The Convention Coordinator of the Cumberland Presbyterian Women's Ministry, the Moderator and the Stated Clerk have made site visits and have determined that there is adequate facilities in both Murfreesboro and Chattanooga.

II. SCHEDULE OF FUTURE GENERAL ASSEMBLIES

182nd	Florence, Alabama	June 17-22, 2012
183rd	Murfreesboro Presbytery	June 17-21, 2013
184th	Tennessee-Georgia Presbytery	June 16-20, 2014

III. FUTURE INVITATIONS

There are no invitations on file for hosting the General Assembly/Convention after 2014. There has been some initial communication with Andes Presbytery and Cauca Valley Presbytery about the possibility of hosting General Assembly in Colombia, South America in 2015. It is essential to continue scheduling a few years in advance of the meeting to assure that adequate hotel/convention space is available. If a congregation or a presbytery is interested in hosting the General Assembly/Convention, the Office of the General Assembly will provide information on hosting responsibilities. Hosting the General Assembly/Convention is a service to the Church, allowing the Church to celebrate the good ministries occurring within a particular presbytery, and provides persons within a presbytery the opportunity to participate more fully in the annual meeting.

In the event that no invitation is received in a particular year or a situation arises requiring a change of venue for a particular year, the Corporate Board will be responsible for selecting a place of meeting.

IV. SCHEDULE OF MEETINGS BY PRESBYTERIES

The following schedule shows the annual meetings and the year that the General Assembly last met in the bounds of a particular presbytery.

Nashville	2010	Cumberland	2000
West Tennessee	2009	Tennessee-Georgia	1998
Japan	2008	Robert Donnell	1996
Arkansas	2007	Nashville	1995
Grace	2006	North Central	1980
Columbia	2005	Missouri	1972
Red River	2004	Trinity	1969
East Tennessee	2003	Hope	1961
Covenant	2002	Murfreesboro	1956
del Cristo	2001		

Respectfully submitted,
Michael G. Sharpe
Jo Ann Shugert
Boyce Wallace

THE REPORT OF THE UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

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I. MEETING AND OFFICERS

The permanent committee met at the Cumberland Presbyterian Church Center on September 17, 2010, and February 25-26, 2011, and by videoconference on March 21, 2011, and March 29, 2011. Officers elected at the September, 2010, meeting were the Reverend Charles Reese (CPCA), Chairman; the Reverend Paul Criss (CPC), Vice Chairman; the Reverend Jan Overton, (CPC), Secretary. The treasurer's position will continue to be handled by the Office of the Stated Clerk (CPC).

As with most committees, this committee's members are spread out geographically. Therefore, to better assist in communication between the members, equipment was authorized, purchased, and distributed to the committee members to facilitate meeting by video conference. Papers are now to be presented during the September face-to-face meeting with further editing done by video conference meetings. Final editing of the papers is to be completed during the spring face-to-face meetings.

The Unified Committee determined the purpose of a church should be **to think Biblically and theologically, and to act accordingly**. It is hoped that all future actions of this committee will reflect this purpose.

II. UNITY OF THE CPCA AND THE CPC DENOMINATIONS

The Committee believes that an effort toward unifying the two denominations should begin as soon as possible. To achieve that end, the committee voted to send a representative from each of the denominations to each of the two general assemblies in an effort to begin the unifying effort. The representatives elected for this year are: the Reverend Charles Reese, as the Committee's representative from the CPCA, and the Reverend Steve Moseley, as the Committee's representative from the CPC.

III. PAPER - REFLECTIONS ON A DIVIDED CHURCH

The committee presents the following new paper by the Rev. Dr. Charles Reese:

Reflections on a Divided Church
*(Theological Imperatives for the Cumberland Presbyterian Church
and the Cumberland Presbyterian Church in America)*

R. C. Sproul, noted evangelical theologian within the Evangelical Presbyterian Church and professor of systematic theology and apologetics at Knox Theological Seminary, tells an interesting story of the old city of Geneva, Switzerland. A public park in the city contains a lasting memorial to the sixteenth-century Protestant Reformation. The central attraction is a very interesting wall adorned with statues of John Calvin, John Knox, Huldrych Zwingli, Theodore Beza, and others. Chiseled into the stone, Sproul points out, are the Latin words *Post tenebras lux* (After darkness, light.)

These words, according to Sproul, "...capture the driving force of the Reformation. The darkness referred to is the eclipse of the gospel that occurred in the late Middle Ages. A gradual darkening of the gospel reached its nadir, and the light of the New Testament doctrine of justification by faith alone was all but extinguished."

While the purpose of this paper is not necessarily a defense of justification by faith, it hopefully will serve as a catalyst and a reminder that church structures, irrespective of their institutional and/or denominational formations, are forever struggling between the poles of light and darkness. The late Howard Thurman of Howard University refers to such a reality as the luminous darkness, which he suggests that even during periods of chaotic and/or creative tension, the sovereignty of God yet reigns, and does so in spite of its practitioners.

The history of theological discourse has always been an ever-spiraling mandate toward some higher and noble goal. Such is demonstrated in the readings of the Reformation. As Cumberland Presbyterians believing in the grace of God and the priesthood of all believers, we come together in "one Lord, one faith, one baptism, one God and Father of all, who is over all and through all and in all." (Ephesians 5:5-6, NIV.)

Therefore our commanded blessing is to approach God hand in hand.

Throughout history, the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America (from this point on to be referred to as the CPC and the CPCA), have been joined at the hip. Having been grounded and influenced by our birth in the Cumberland region, both denominations have rightly sought unification.

At times unity looked promising, only to falter at the altar of style, culture, economics, political structure, and social realities found in mainstream America. No one can logically ignore the impact and devastation inflicted upon the Cumberland denominations by the external forces from without and the internal forces from within. Both struggle over issues dealing with the human psyche; namely cultural sensitivity, racism, classism, sexism, hermeneutical issues, and others.

Out of such a context, suspicion, unfamiliarity, and the unwillingness to learn from the other arise. The realities of culture have at times been brutal and seemingly unforgiving. Such realities must not prevent unity and inclusiveness between the Cumberland denominations. To succumb to this reality would be to engage ungodly morality at the expense of true reconciliation. Human beings do have the capacity to “set things right,” but only if there is the joint effort between two or more parties. As Reinhold Niebuhr suggests, “...Man is moral...society is immoral.” Using this paradigm as a structured vision, one could assume that humankind has the moral authority to transform darkness into light because it, more than any other entity, is God’s greatest creation, “...a little lower than the angels.”

At present, with all due respect to the many attempts on the part of both denominations, both denominations are divided along the lines that have previously been mentioned. The ongoing divide is neither convenient nor healthy. Reflecting on the biblical and theological imperatives that confront our consciousnesses, such strides, or lack thereof, on both sides demonstrate the worst in theological formulations. Citing Acts 2, for example, the various racial/ethnic representatives present were of “one accord.” Their cultures, as evidenced in their language, worship, and the like, were neither primal nor necessary to their receiving the visitation of the Holy Spirit. The fact that they were of one accord, in spite of their varying cultures, was an attestation of their primary focus; Jesus, the Christ! H. Richard Niebuhr’s book, *Christ and Culture*, is a literary example of the fact that Christ works “in culture, around culture, beneath culture, and beyond culture.” The religious life of our congregations can ill afford to be defined in terms of the use of language, worship styles, hermeneutics and the like. Christ wishes to meet us where we are and not where we have been.

All too often church fathers and mothers have sacrificed spiritual opportunity for ecclesiastical expediency. We place too much emphasis on organizational structure over spiritual formation. There must be a balance of the two. Caught between ecclesiastical mandates and political correctness, both denominations have missed addressing significant moral and social issues in history because of covert and overt mindsets. In reality, in spite of all the great things both have accomplished in the name of Christ, much more could have been achieved if only radical faith and practice would have persevered. What more could our congregations have accomplished during periods of great debate concerning the brokenness of the world such as warfare, the Civil Rights Movement, the HIV AIDS controversy, Apartheid, genocide in Africa, the brutality against women and children in Asia, the Middle East, and other parts of the world by walking hand in hand? What can be accomplished now and in the future

If theology is to be investigated, as Barth points out, it must be acted upon. The involvement in theological discourse cannot cease in the classroom or in safe havens called church sanctuaries. Theology must move from scrutiny to activation within the arena of human habitation. We Cumberland Presbyterians must join hands; we must live out unity. Our congregations must be encouraged to involve themselves not merely in short-term mission trips, noble and important as they may be, but long-term mission concerns at home and abroad. If God is the God of all people, then the Church, as an institution, must discover ways and means to address the critical needs of an oppressed humanity. And to this end, it matters not who starts the process.

Unity cannot and will not occur without a serious effort on the part of all Cumberland Presbyterians and congregations. The embracing of “radicalism” must be a part of the evangelistic equation. Radicalism does not imply or suggest violence or unethical or unlawful courses of action on the part of the church. For every action there is a reaction, and the church must be willing to answer the call of our one Lord Jesus to “deny yourself, take up your cross and follow Me.” We can no longer accommodate ourselves to a comfortable religion at the expense of souls being lost by our unwillingness to act. Cumberland Presbyterians must not merely speak of unity but insist upon unity. As we were reminded by Martin Luther King, Jr.: “Either we learn how to live together as brothers and sisters, or die as fools.”

What if our beginning point is formulated on the principle of the cross? Only then will we be able to join hands and work in Christian unity so we can follow one Lord in one faith with one baptism as is

commanded in Scripture.

Included with this report are two papers, one a follow-up to last year's paper, "Violence," and a new paper, "Reflections on a Divided Church."

RECOMMENDATION 1: That this paper be accepted as a study paper.

RECOMMENDATION 2: That the following Action Steps be implemented as soon as possible:

1. This committee encourages each presbytery to move forward with the recommendation of the GA's of each church to form a committee on theology and social concerns, if not previously formed, to take proposed actions to deal with relevant issues that face the body of Christ daily.

2. That each presbyterial committee encourage local congregations where the churches have overlapping boundaries to organize joint activities between the cpc and cpcna to provide opportunities to build better relationships between the two churches such as holding joint activities through worship, pulpit exchange, times of fellowship, revivals, VBS, and discussion of the papers produced by this committee.

3. In addition, presbyteries might also consider ways that committees, boards and agencies might begin working together. Committees on ministry and missions, Christian education committees, and camping programs would all benefit from joint interaction. Examples of ways presbyteries can work together include having advisory members participate in the other denomination's meetings, workshops, projects for the Cumberland Presbyterian Women, working together on local, regional, and even denominational mission efforts including Habitat for Humanity, and raising money for disaster areas around the world.

4. To encourage the Ministry Council of the CPC and the General Assembly Mission Board of the CPCA to meet jointly to explore opportunities and to share ideas, set goals and objectives for the future, engage in joint activities in Christian education, stewardship, missions, and evangelism.

5. Since we have had 20 years with no discussion on union, we recommend that both general assemblies again begin dialogue on how we can live out our oneness in Christ.

IV. VIOLENCE

The Unified Committee on Theology and Social Concerns has decided to include a portion of the report each year on the subject of violence, addressing ways in which we Christians can lead nonviolent lives and promote nonviolence. The following is this year's contribution.

We live in a world motivated by power, fame, and greed. When legitimate means are neither known nor available to persons, often the result is violence as a means of controlling persons and events, achieving recognition, or getting that which we want. Fear becomes rationalization for violence, especially fear of loss. The goal is selfish, whether intentional or unintentional. The solution is the emotional, spiritual, or physical death of that which keeps us from achieving that which we want. The world would offer death solutions for the problems that ail us from personal issues to relationship issues to social and political issues to international issues.

From the abusive domestic relationship to the brokenness of a marriage, from controlling crime in the streets to dealing with political opposites, from philosophical and theological differences to enemies abroad; the world offers solutions of death. Keep persons or nations "in line" by stripping them of power and self esteem. Put perpetrators of the law in the electric chair. Build bigger bombs and carry guns to do away with enemies. Divorce a person when the relationship is broken. Steal that which you cannot acquire otherwise. Fire the boss, the coach, or even the pastor when things are not going the way we want them to go. After all, do not the ends justify the means?

It so easy for people to be preoccupied with death. It seems so natural to be violent. Yet death is

the enemy of the Lord! Violence is not the solution for life!

We are people of the Resurrection! We believe in life. It is the Resurrection that gives meaning and purpose to our belief systems and to our ways of living. Christian Faith is about living, not dying. The Resurrection determines how we should live, how we should relate with others, how we approach issues that confront us daily, how we think, and even how we face death. What does the Resurrection say about how we live with family, people on the job, persons in the church, humans we come in contact with on the street, and even our enemies?

The empty grave is our celebration of God's victory over death. It is the celebration of God's conquering our sinfulness and bringing us back into relationship. The empty grave changes how we act, how we think, how we believe, and how we relate to others. The empty grave is not just a place. It is our call to live a life for the kingdom of God. The empty grave enables us, empowers us, shapes us, and molds us into the disciples we are called to be.

Death is not the only solution. It is not even a viable solution. We may not know how to live, but we must start trying.

Our challenge to Cumberland Presbyterians is to LIVE IN THE RESURRECTION.

RECOMMENDATION 3: That we as Cumberland Presbyterians have meetings to pray about, hold bible studies on, and create study groups to struggle with how we might LIVE IN THE RESURRECTION.

Submitted by the Unified Committee on Theology and Social Concerns

THE REPORT OF BOARD OF TRUSTEES OF BETHEL UNIVERSITY

HE

The Cumberland Presbyterian tradition is a strong and vibrant tradition. Bethel University is one example of how that tradition can flourish and grow.

Bethel University is a Cumberland Presbyterian institution. The tie that binds Bethel to the Cumberland Presbyterian Church is stronger than an ownership relationship and stronger than a legal relationship. It is a Covenant relationship. This relationship is to be re-examined and reaffirmed every five years. We ask that the General Assembly elect persons to participate in this review process who will give the time and energy to the process that it will take to understand the complex structure of higher education today and bring to this complexity the insights that come from the well spring of the Cumberland Presbyterian tradition.

Bethel University was founded by the Cumberland Presbyterian Church. In 1842 the Cumberland Presbyterian Church was pushing forward into the frontier that was then West Tennessee. Ignorance and superstition were doing their destructive work among the populace. Education was needed. The Cumberland Presbyterian Church responded by starting a process that has led to today's Bethel University. Ignorance has not been overcome. With the growth in population and the growth in knowledge, the need to put knowledge in the Christian perspective and communicate it to more and more people is as pronounced as ever.

Bethel's target audience is given by the Cumberland Presbyterian tradition, the "who so ever will" tradition. Many Universities select for admission only the "brightest and the best" Bethel admits a wide spectrum of individuals who need the benefits that education can bring. Need for knowledge drives recruitment and enrollment. This brings to Bethel the brightest of the bright and persons whose preparation has been limited. In this diverse community, Bethel believes the best educational experiences occur.

Cumberland Presbyterian students were awarded \$491,559.50 in scholarships, in the 2010-2011 academic year.

The majority of Bethel University Board of Trustees is and will continue to be Cumberland Presbyterians. This grounds Bethel firmly in the Cumberland Presbyterian ethos.

We wish now to update you on the progress of your university. This will be in the form of snapshots. It will not be a comprehensive analysis. Too many important things are happening to cover them all within the limits of this report. We will cover:

1. Construction in Progress
2. Enrollment
3. Finances
4. New Programs

I. CONSTRUCTION IN PROGRESS

Bethel University has engaged in significant development of the College of Liberal Arts in order to strengthen that college. Last year a new science building, the Ray & Linda Morris Science Complex and a new residence hall, University Hall, were constructed. This year another new residence hall and the Vera Low Center for Student Enrichment are under construction and Odom Hall is being renovated. The Vera Low Center for Student Enrichment will ultimately contain a cafeteria, Student Life and admission centers, activity and recreation space, a gymnasium, renaissance rehearsal space and a chapel. Together the facilities will provide classroom, activity, dining and residence space for a student population of nearly 2,000 students, a number which can be self sustaining.

II. ENROLLMENT

Bethel's enrollment growth has averaged increasing 16.7% each year over the past 10 years making Bethel the fastest growing independent college in the state of Tennessee. Last year Bethel University served 4141 students.

III. FINANCES

Bethel's budget has grown to sixty million dollars and Bethel has balanced its budget each of the last 13 years. This fiscal performance requires a sophisticated and aggressive business plan and a committed and disciplined work force aggressively performing their functions. Bethel is proud to be an institution of the Cumberland Presbyterian Church and views funds received from OUC, from congregations and individuals of the Cumberland Presbyterian Church as a trust and pledges to perform all aspects of the Bethel University mission in the spirit of the Cumberland Presbyterian tradition.

IV. NEW PROGRAMS

Bethel's motto is "Where Heritage Meets Innovation." Some of the innovation can be found in exciting new programs. Bethel has garnered national attention with its scholarship Bass Fishing team which won the Southeast Regional Tournament defeating Auburn University on the final day to seal the trophy. The team was declared regular season National Champions by virtue of the points accumulated in all tournaments and also won the National Championship tournament.

A new sport at Bethel that has a national tournament is In-Line Hockey. Bethel made it to the final four, losing to the University of Miami Hurricanes at that level. Bethel's new shooting sports team finished third in the nation. All in all, in these new sports and women's basketball Bethel defeated the following NCAA Division one schools at various times during the year: Auburn, Alabama, Tennessee, Mississippi State, UAB, Georgia, Troy, Jacksonville, South Alabama, Southeast Missouri State, Miami, MTSU, East Carolina, George Mason, Florida State, North Carolina State, Virginia Tech, James Madison, South Carolina, California-Berkeley, Ball State, Pittsburg, Southeastern Illinois, Missouri, Texas A&M, Colorado State, Kentucky, Vermont, Yale, Oklahoma State, Central Missouri, Purdue, Kansas State, Florida, Iowa State, Texas, Notre Dame, and Texas State.

Bethel's MBA program is now in its 3rd year and is the largest or second largest in the State of Tennessee. Bethel's Criminal Justice program is in its first year and has over 500 students enrolled.

Together these new academic and extracurricular programs illustrate the drive for excellence that permeates Bethel University. Excellence in planning must be followed up with excellence in execution. This can only be accomplished by capable people who approach their tasks with passion and commitment.

MEMORIALS

I. MEMORIAL FROM MISSOURI PRESBYTERY CONCERNING ACTIVE ELDERS ADMINISTERING THE SACRAMENT OF THE LORD'S SUPPER

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WHEREAS, the Cumberland Presbyterian Church states that we are a community of the priesthood of all believers, and
 WHEREAS, there is often a need for communion to be served in the church and to individuals, and
 WHEREAS, there is often not an ordained Cumberland Presbyterian minister available in a timely manner, and
 WHEREAS, there are Cumberland Presbyterian Churches served by ministers of other denominations or are without any minister and,
 WHEREAS, the Constitution of the Cumberland Presbyterian Church (2.52) states that the elders who make up the session in a church without a pastor, within the limits of their offices (2.70), are responsible to lead the people in ALL ministries that belong to the church, and
 WHEREAS, 4.6 states the session may designate one elder who, when given authority by the presbytery, may administer the sacrament of the Lord's Supper to the congregation, and
 WHEREAS, having only one elder that has been designated to serve the Lord's Supper, still limits availability to serve the needs of the congregation.
 BE IT RESOLVED that all active elders of a church session be authorized to administer the sacrament of the Lord's Supper to their congregation when called upon.

Missouri Presbytery Cumberland Presbyterian Church, at Fall Meeting of Presbytery passed this Memorial to be submitted to General Assembly for 2011 consideration on September 18, 2010.

Respectfully submitted,
 Larry Nottingham
 Stated Clerk, Missouri Pesbytery

II. RESOLUTION CONCERNING CHURCH TITHING

S/E

Introduction to a Resolution on Church Tithing:

Resources to do the work of the church are always a challenge and there is a need to consider a new approach to church funding. The present presbytery and General Assembly system of funding judicatories is by presbytery dues/apportionments and Our United Outreach (OUO). The following memorial attempts to do several things: It establishes the concept of the tithe as the guiding principle for all churches, and it unifies presbytery dues and denominational OUO into one payment. It respects the constitutional structure of churches participating in presbytery and presbyteries participating in the General Assembly. It places the presbytery over its churches and the General Assembly over its presbyteries with respect to funding. It promotes real connectionalism. It will increase income into our denominational and presbyterial budgets while in many cases lowering what has been previously expected through presbytery dues and OUO from each church. It will give a clear picture each year of how to structure presbytery and denominational budgets because expected income can better be determined.

Resolution -- The Tithe

WHEREAS the Constitution of the Cumberland Presbyterian (CP) Church states a Presbytery can raise funds by assessing shares of its churches (5.6 q);
 WHEREAS the Constitution of the CP Church states the Synod and General Assembly (9.4 h) can raise funds by assessing shares of its presbyteries;
 WHEREAS the present program of Our United Outreach (OUO) suggest a voluntary offering from each local church of 10% of congregational giving sent directly to the General Assembly, and that this form of acquiring denominational funds is not in harmony with the spirit of our constitution which has a chain of accountability, presbyteries are under synods and the General Assembly, churches

- are under their respective presbyteries;
- WHEREAS in reality churches in the CP Church, on average give less than 5% to OUO, only a few give the full 10%, some make no contribution, overall contributions are declining annually, and the annual goals are not being met;
- WHEREAS churches teach their members the importance of the tithe as an expression of our faith and as a church the session should practice the same faith expression by setting an example of what the church teaches;
- WHEREAS presbyteries have different formulas for assessing shares of their churches, some churches comply and some do not;
- WHEREAS the work of the church at both the Presbytery level and General Assembly program and agency level is dependent on these OUO shares, and often the perceived inefficiency of the church at the presbytery and General Assembly level is in reality a lack of resources to provide needed or adequate services;
- WHEREAS Church Planting is a high priority and will guarantee a positive future for the CP Church, and it is also a very expensive endeavor that needs strong resources, and in the light of the priority of evangelism and new church development there is a growing need for resources for Presbyteries and General Assembly;
- WHEREAS the missions portion of the CP Church's budget continues to decrease as more overseas mission opportunities develop, there are less QUO resources now for missions than at any time in decades;
- WHEREAS the CP Church should unambiguously expect its constituent presbyteries and their member churches to be connected in word and deed and support the work of the CP church and affirm their commitment to the church by such financial support as is expected for church members in local churches, as well as be examples to them by tithing;
- WHEREAS at times a local church becomes concerned about the direction or decisions of the Ministry Teams, Institutions and Agencies of the CP Church and have no real way to express their concern, thus withholding their QUO as a form of protest;
- WHEREAS a presbytery, through its delegate system to General Assembly has the opportunity to question, influence and even help establish the direction of the Ministry Teams, Institutions and Agencies and as a voting member of the General Assembly has its rightful place to express concerns or help develop future directions, it should be the case that those that have voice and vote over church programs and institutions/agencies should also be those that directly support the work of the church;
- WHEREAS General Assembly has no clear picture as to the income it can expect from year to year because each local church voluntarily contributes to QUO;
- WHEREAS the CP Church is a global church with presbyteries overseas that have different legal and financial demands than the churches in the USA and this should be taken into consideration when assessing presbyteries;
- WHEREAS the tithe has always been an established way to support ministry;
- WHEREAS individual churches are scripturally compelled, and should strive, to be in submission to the authorities above them;
- WHEREAS the denomination through QUO and presbyterial apportionment currently asks more of churches than a tithe of their income;
- WHEREAS requesting more than a tithe places a heavier burden on churches, who are striving to be in submission to its authorities, than is necessary;

Be it therefore resolved:

- RESOLVED -A new method of assessing shares will be initiated that is in harmony with the authority structure of the CP constitution and affirms the concept of a tithe;
- RESOLVED -Presbyteries will assess their churches a percentage amount that will be both for Presbytery and General Assembly and that the presbytery will be responsible for collecting these shares and distributing the QUO portion to the GA;
- RESOLVED - Presbytery will assess 10% of congregational giving of all of its churches -in reality a tithe from each church. The GA will set a suggested QUO percentage for its presbyteries (example 6% of the 10% tithe would be suggested as an QUO contribution by the presbytery to the GA). The goal is each church will tithe to the presbytery and the presbytery will divide those funds between the presbytery and the QUO. Additional benefits that a presbytery may provide (such as health insurance) would be in addition to this 10%. The presbytery will assess church shares based on the previous year's information found in the General Assembly yearbook;

- RESOLVED- If a church does not pay their share to the Presbytery, the Presbytery is still obligated to include that church's ODO amount as part of the Presbytery's share to the QUO fund; however, the presbytery has various constitutional remedies to require compliance, the presbytery's committee on ministry will also be expected to meet with the pastor and session of the congregation to determine what the problem is and what can be done to help the church. The presbytery can take any actions permissible by the constitution to assure Cumberland Presbyterians that its member churches are compliant and connected in a meaningful way to the church;
- RESOLVED- If a presbytery does not pay its share to the General Assembly it will not be seated at General Assembly or synod, and if it is delinquent for more than one year those in the presbytery that serve on General Assembly level ministry positions (council/teams) or committees will be suspended from those positions until the presbytery is in compliance, and the General Assembly will inform the presbytery's synod of the presbytery's non-compliance with the view that synod may feel it beneficial to consider how to make the presbytery more connected;
- RESOLVED - If a church cannot pay its share because of a congregational crisis, they can appeal to presbytery to be given a lower share (percentage) and this will be reflected in the amount given by the Presbytery to QUO;
- RESOLVED - The General Assembly will work with overseas presbyteries to establish an appropriate share in the light of the different legal and financial realities found in those countries;
- RESOLVED - Provisional Churches and New Church Developments may be exempt from paying the full 10% but should strive to do so. The presbytery board of missions or the task force of the NCD or provisional church will determine an appropriate share (percentage).

Respectfully submitted,
Ashley Chambers
Commissioner from Grace Presbytery

III. MEMORIAL FROM RED RIVER PRESBYTERY CONCERNING EVALUATION OF NEW STRUCTURE

- WHEREAS, Red River Presbytery memorialized the 176th General Assembly (2006) to initiate a study of the structure of the Cumberland Presbyterian Church;
- WHEREAS, the goals of this study were to evaluate how our present denominational organization and structure work together, to recommend needed changes to the organization and/or structures revealed through the findings of the evaluation, to discern new and innovative ways to meet the priority goals, and to improve the total ministry of the church of the future (General Assembly Minutes 2006, page 418);
- WHEREAS, the Priority Goals of the Cumberland Presbyterian Church are: 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;
- WHEREAS this exhaustive and expensive study eventually led to dissolving most of the boards and converting those board members to "elected team members," in addition the new structure formed the Ministry Council with a Global Center director functioning as the Chief Executive Officer;
- WHEREAS the new structure has been in place for more than two years and many changes have taken place; the intent of these changes were to restructure to accomplish the goals of the General Assembly, these major changes merit an evaluation in the light of the intent of the General Assembly;
- WHEREAS the new structure was created by the General Assembly and it is the General Assembly that should continue to evaluate the restructure and its progress through its operations toward the goals;
- WHEREAS an evaluation committee should be formed at this general assembly meeting so that it can expedite its work over the next 12 months;
- THEREFORE, be it resolved that Red River Presbytery memorialize the 181st General Assembly to name a committee of seven people with at least one representative from each synod (5), with particular emphasis placed on people who have leadership experience and expertise in the Cumberland Presbyterian Church, who are not members of a Ministry Team or members of the Ministry Council or staff of the Global Center to do an evaluation of how the new structure, including the Ministry Council, the Board of Stewardship, Foundation and Benefits, the Historical

Foundation and the General Assembly Office is working in the light of its original intent. This objective evaluation committee will be tasked to interview Ministry Council Members, Elected Team Members, Global Center staff, and Cumberland Presbyterians at large. All interviews will be considered confidential. The committee will also look at the goals that the General Assembly desired as a result of the new structure and report as to what progress has been made toward these goals. The committee will evaluate how well the Ministry Council, which is elected and empowered to serve the church on behalf of the General Assembly, is a representative of the goals and ambitions of General Assembly.

BE IT FURTHER RESOLVED that the evaluation committee report back to the next General Assembly with any relevant recommendations that address any concerns or issues they discover;

BE IT FURTHER RESOLVED that any expenses incurred as a result of this evaluation be paid by the General Assembly Office out of the Contingency Fund and that the committee be convened by the Stated Clerk of the General Assembly and assisted by the Stated Clerk of the General Assembly with respect to phone conferences or video conferences.

BE IT FURTHER RESOLVED that these clergy and lay leaders be named as the evaluation committee:

Great Rivers - Reverend Ron McMillan

Midwest - Reverend Kevin Brantley

Mission - Elder Mikel Davis , Elder Gwen Peterson

Southeast - Reverend Sherrlyn Frost, Reverend J. Don Clark

Tennessee - Reverend Charles McCaskey

I certify that this is a true copy of a memorial adopted by Red River Presbytery on April 16, 2011.

Respectfully submitted,
Vernon Sansom
Stated Clerk, Red River Presbytery

GENERAL ASSEMBLY AGENCIES

S/E

I. OFFICE OF THE GENERAL ASSEMBLY

A. GENERAL ASSEMBLY OFFICE	Revised 2011	Proposed 2012
INCOME		
Our United Outreach	194,521	\$202,841
Endowments/Interest	13,000	13,000
Interest on Cash Funds Management	500	500
Sales of yearbook/digest	200	200
Our United Outreach Committee	7,000	7,000
TOTAL INCOME	<u>\$215,221</u>	<u>\$223,541</u>
EXPENSE		
ECUMENICAL RELATIONS		
World Communion of Reformed Churches	\$ 5,000	\$ 5,000
CANAAC	1,500	1,500
Ecumenical Travel	0	0
Sub-Total	<u>\$ 6,500</u>	<u>\$ 6,500</u>
LIAISON WITH CHURCH		
General Assembly Meeting	\$ 4,000	\$ 4,000
Preliminary Minutes	8,500	8,500
GA Minutes/Mailing	1,000	1,000
Yearbook/Mailing	9,000	9,000
Travel/Moderator	7,200	7,200
Travel/Stated Clerk & Staff	7,200	7,200
Sub-Total	<u>\$ 36,900</u>	<u>\$ 36,900</u>
OFFICE		
Computer Supplies	\$ 1,000	\$ 1,000
Equipment/Supplies	2,500	2,500
Postage	8,000	8,000
Sub-Total	<u>\$ 11,500</u>	<u>\$ 11,500</u>
PERSONNEL		
Salaries/Housing	\$135,938	\$135,938
FICA (Asst to Stated Clerk)	4,160	4,160
Retirement	5,947	5,947
Health Insurance	32,000	32,000
Disability Insurance/Worker's Compensation	1,000	1,000
Sub-Total	<u>\$179,045</u>	<u>\$179,045</u>
Liability/Earthquake Insurance	300	300
STATED CLERK'S CONFERENCE/BOARD EXPENSE/ COMMITTEE EXPENSE		
Legal Fees / Clerk's Conference	\$ 1,000	\$ 1,000
Corporate Board Expense	2,500	2,500
Our United Outreach Committee	7,000	7,000
Sub-Total	<u>\$ 10,500</u>	<u>\$ 10,500</u>
TOTAL EXPENSE	<u>\$248,345</u>	<u>\$248,345</u>
From Reserves	\$- 33,124	\$ -24,804
B. GENERAL ASSEMBLY COMMISSIONS AND COMMITTEES		
INCOME		
Contingency	\$ 2,316	\$ 2,383
Nominating Committee	2,500	2,612
Commission on Chaplains	8,500	8,874
Judiciary Committee	8,000	8,367
Theology and Social Concerns Committee	3,000	3,119
TOTAL INCOME	<u>\$ 24,316</u>	<u>\$ 25,355</u>

	Revised 2011	Proposed 2012
EXPENSE		
Contingency	\$ 2,316	\$ 2,383
Nominating Committee	2,500	2,612
Commission on Chaplains	8,500	8,874
Judiciary Committee	8,000	8,367
Theology and Social Concerns Committee	<u>3,000</u>	<u>3,119</u>
TOTAL EXPENSE	<u>\$24,316</u>	<u>\$ 25,355</u>

II. MINISTRY COUNCIL

INCOME		
Our United Outreach	\$1,300,000	\$1,267,754
Endowment Earnings	457,055	458,655
Interest Earnings	63,944	67,444
CP Magazine subscriptions	0	58,200
Sales (Planning Calendar)	0	11,050
Sales (QME - Quarterly Missions Emphasis)	0	6,000
In lieu of Our United Outreach	0	1,600
Contributions	0	11,600
Sales (resources, advertising)/Fees	8,871	0
Opening Doors	0	0
Curriculum Resources	115,000	125,000
Publications/Other	<u>113,000</u>	<u>37,500</u>
TOTAL Sales/Fees	\$236,871	\$ 162,500
Gifts/Donations	2,000	112,500
Program Events	47,358	0
CP Youth Conference	49,000	45,000
Miniversities	13,200	0
Minister's Conference Fees	0	8,000
Youth Evangelism Conference Fees	0	24,000
Women's Conference Fees	<u>0</u>	<u>18,000</u>
TOTAL Program Events	\$109,558	\$ 95,000
Grants	0	0
Reserves-transferred	<u>316,620</u>	<u>51,000</u>
TOTAL INCOME	<u>\$2,486,048</u>	<u>\$2,303,303</u>
EXPENSE		
Salaries/Benefits		
Salaries	\$1,079,624	\$ 768,651
Retirement	53,564	45,511
FICA	37,439	34,353
Housing Allowance	0	140,315
Health Insurance	224,744	214,378
Disability Insurance	400	4,747
Staff Resources/Cont. Ed.	<u>10,338</u>	<u>6,900</u>
TOTAL Salaries/Benefits	\$1,406,109	\$1,214,855
Publications/Curriculum		
Missionary Messenger - Printing	36,537	36,000
Missionary Messenger - Postage	30,000	30,000
Missionary Messenger - Mailing Service	6,500	36,600
Mission Education - various	35,000	0

	Revised 2011	Proposed 2012
Electronic Publications	0	7,200
Bridges	2,000	2,000
These Days	200	200
Planning Calendar	0	7,850
Resource Packets	500	6,800
Opening Doors	0	0
Curriculum Resources	38,000	38,000
CP Magazine Printing	0	42,000
Publications/Other	20,720	22,500
Subscriptions & Memberships	0	1,650
Magazine Printing	48,000	0
Magazine Postage	27,600	10,200
TOTAL Publications/Curriculum	\$245,057	\$241,000
Ministries		
Partnerships		
Church Development Subsidies	325,000	275,500
Church Paper Sunday	0	500
Colombia South America Missionary Council	117	120
Missionaries Office	1,174	1,500
China Field Budget	12,000	9,600
Choctaw Field Budget	50,000	60,000
Choctaw Ministerial Scholarships	3,000	3,000
Missionary Support: Short Term	3,288	3,000
International GA Commissioner Subsidies	5,000	5,000
Volunteers in Action	587	600
General Consultants	0	22,000
Presbytery Partnerships	1,000	4,600
Presbytery Chairs' Meeting	4,800	00
TOTAL Partnerships	\$405,966	\$ 385,420
Ecumenical Partnerships		
Church Women United	1,300	1,300
National Farm Worker	2,200	2,200
Project Vida	8,500	8,500
Coalition-Appalachian Min.	11,500	11,500
Beth-El Farm Worker	45,000	45,000
Ecumenical Stewardship Center	4,000	4,000
Cooperative Uniform Series	1,000	1,000
Protestant Church Owned Publications Association	100	100
Pres. & Reformed Educational Partners	0	0
TOTAL Ecumenical Partnerships	\$73,600	\$ 73,600
Program Events		
Women's Convention	11,022	12,000
New Church Development/Cross-Culture Pastor's Retreat	12,779	5,000
CPWM Leadership Development	1,714	1,714
Birthplace Shrine Chaplaincy	6,000	6,000
Rural Church Development	2,994	5,000
New Program Initiatives	11,000	0
New Program Initiatives: Children's Ministry	0	7,000
New Program Initiatives: Online youth Curriculum	0	6,000
New Program Initiatives: Missionary Leadership Development	0	6,500
New Program Initiatives: Clergy Crisis Fund	0	6,000
CE Conference	500	0

	Revised 2011	Proposed 2012
Leadership Development Conference	0	3,000
General Assembly	0	1,500
General Assembly Meals	3,000	500
Consultant Program	7,500	0
Miniversities	14,000	500
CP Youth Conference	50,000	50,000
Young Adult Ministry	4,000	4,000
Youth Ministry Planning Council	2,500	2,500
Faith in 3D	0	5,000
Youth Evangelism Conference	0	30,000
Stewardship Ed	9,000	4,500
Youth Triennium	500	500
Promotion	800	0
Ministers' Conference	12,000	8,000
Ministers' Awards & Encouragement	4,800	2,400
Ministry Council/Team Recognition	0	1,300
Conference/Event	0	1,000
TOTAL Program Events	\$154,109	\$ 169,914
TOTAL MINISTRIES	\$633,675	\$ 628,934
Office Expense		
Computer Equipment	5,376	2,400
Web Development/Maintenance	0	4,800
Office Supplies	30,709	23,203
Computer Software	0	2,100
Postage	20,985	18,740
Phone	11,000	8,000
Employee Recognition	500	3,454
Employee Events	1,000	1,300
P & C Insurance	1,539	0
Organizational Expense	100	100
Memberships	2,550	0
TOTAL Office Expense	\$ 73,759	\$ 64,097
Other Expenses		
Planning Team Expenses	0	15,475
Board/Agency Expense	46,359	0
Travel	86,100	0
Staff Travel	0	83,324
Team Travel	0	25,765
Vehicle Insurance & Maintenance	7,243	8,000
Conferences/Cont. Ed.	2,800	0
Board/Agency Recognition	300	0
Fund Development Travel & Materials	0	15,000
Misc	1,500	0
TOTAL Other Expense	\$144,302	\$ 147,564
TOTAL EXPENSES	\$2,494,387	\$2,296,450
Surplus/(Deficit)	(\$ 8,339)	(\$ 6,853)

III. BOARD OF STEWARDSHIP

INCOME

Our United Outreach	\$145,890	\$ 153,185
Endowments	65,472	67,500

	Revised 2011	Proposed 2012
Management Fees	59,000	57,000
Interest	22,000	15,000
Gifts	2,000	2,000
TOTAL INCOME	<u>\$294,362</u>	<u>\$ 294,685</u>
EXPENSE		
Salaries/Housing	\$174,138	\$ 174,138
Health, LTD, Dental & Vision Insurance	68,437	66,259
FICA	8,135	7,747
Retirement	9,142	8,707
Sub-Total	<u>\$259,852</u>	<u>\$ 256,851</u>
Office & Computer Expense	9,000	9,000
Subscriptions/Memberships	3,310	3,334
Postage	2,000	4,000
Travel	4,000	5,000
Other Staff Expense	2,000	2,000
Legal Fees	500	500
Board Expense	12,200	12,500
Miscellaneous	500	500
Sub-Total	<u>\$ 33,510</u>	<u>\$ 36,834</u>
Planned Giving	1,000	1,000
TOTAL EXPENSE	<u>\$ 294,362</u>	<u>\$ 294,685</u>

IV. THE CHILDREN'S HOME

INCOME		
Total Contributions	\$500,000	\$ 525,000
Denominational Support	160,000	80,000
Grants	350,000	350,000
Investment Income	265,000	365,000
Total Service Compensation	400,000	425,000
Special Events/Other	105,000	105,000
TOTAL INCOME	<u>\$1,780,000</u>	<u>\$1,850,000</u>
EXPENSES		
Assistance to Individuals and Families	\$ 3,600	\$ 0
Board Expense	12,000	10,000
Building/Grounds R&M	66,000	66,000
Total Children's Expenses	113,000	125,000
Total Computer Expenses	15,500	15,000
Consultation	12,000	10,000
Counseling & Contract Therapy	6,000	6,000
Equipment Repairs	27,000	25,000
Food and Dining Out-Staff	6,000	4,000
Total Fund Raising	48,000	48,000
Furniture and Fixtures	12,000	10,000
Insurance	60,000	50,000
Licenses and Fees: Professional/Audit	14,000	15,000
Total Payroll	1,153,959	1,300,000
Permits and Fees: Operating	6,300	5,000
Property Taxes	2,200	1,000
Scholarships and Aftercare	2,400	2,400
Spiritual Life	4,000	3,600

	Revised 2011	Proposed 2012
Staff Recruitment/Retention	3,000	2,000
Staff Training, Memberships & Development	19,000	18,000
Supplies - Campus	17,500	16,000
Travel	20,000	10,000
Utilities	120,000	125,000
Vehicle Expense	30,000	25,000
Volunteer Recognition	<u>8,000</u>	<u>2,000</u>
TOTAL EXPENSES	<u>\$1,781,460</u>	<u>\$ 1,894,000</u>
Surplus/(Deficit)	(\$1,460)	(\$44,000)

V. HISTORICAL FOUNDATION

A. BASIC SERVICES

INCOME

Our United Outreach	\$ 72,945	\$ 72,945
Endowments ¹	36,000	36,000
Gifts	9,000	9,000
Denomination Day Offering	<u>5,000</u>	<u>5,000</u>
TOTAL INCOME	<u>\$ 122,945</u>	<u>\$ 122,945</u>

EXPENSE

Board Expense	\$ 5,000	\$ 5,000
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Office

Legal Fees	\$ 100	\$ 100
Memberships	670	670
Travel	1,000	1,000
Supplies Postage	<u>3,000</u>	<u>3,000</u>
Sub-Total	<u>\$ 4,670</u>	<u>\$ 4,670</u>

Personnel

Salaries	\$ 73,314	\$ 73,314
FICA / Retirement	12,374	12,382
Health Insurance	6,923	9,214
Employee Recognition	<u>300</u>	<u>300</u>
Sub-Total	<u>\$ 92,911</u>	<u>\$ 95,210</u>

Historical Library & Archives

Equipment & Supplies	\$ 2,855	\$ 2,000
Publications (ILP)	2,200	2,000
Acquisitions	1,500	1,500
Photography / Framing	500	500
Records (ILP)	<u>2,600</u>	<u>2,600</u>
Sub-Total	<u>\$ 9,655</u>	<u>\$ 8,600</u>

Birthplace Shrine

Insurance (ILP)	\$ 1,100	\$ 1,100
Travel & Maintenance (ILP)	2,302	\$ 2,000
Interpretation & Publicity (ILP)	<u>2,302</u>	<u>1,365</u>
Sub-Total	<u>\$ 5,704</u>	<u>\$ 4,465</u>

Denomination Day

Materials / Postage	\$ 1,000	\$ 1,000
Project	<u>4,000</u>	<u>4,000</u>
Sub-Total	<u>\$ 5,000</u>	<u>\$ 5,000</u>
TOTAL EXPENSE	<u>\$ 122,945</u>	<u>\$ 122,945</u>

VI. MEMPHIS THEOLOGICAL SEMINARY

	Revised 2011	Proposed 2012
REVENUE		
Student Tuition Fees	\$2,390,050	\$ 2,453,175
Investment	475,000	405,275
Gifts and Grants	1,200,000	1,251,000
Other Revenues	<u>275,000</u>	<u>233,544</u>
TOTAL REVENUES	<u>\$4,340,050</u>	<u>\$ 4,342,994</u>
EXPENSES		
Business Office	\$ 198,816	\$ 257,952
Dean's Office	214,524	248,715
Chapel	35,095	52,068
Educational Development Committee	6,400	18,400
Associate Dean's Office	0	0
Advancement Office	281,460	286,067
Doctor of Ministry	49,150	69,540
Facilities	562,642	547,662
Faculty	832,620	802,774
Summer Classes	35,000	30,000
January Classes	12,000	11,000
CYMT	98,580	98,800
Financial Aid	65,749	66,913
Information Technology	125,843	175,037
Library	300,054	297,109
President's Office	199,614	221,787
Admissions & Student Services	158,861	170,370
Registrar & Institutional Research	114,951	121,022
Public Relations	128,902	122,856
Student Housing	300,637	248,400
Certificate & Continuing Education	0	0
Student Government	3,500	4,125
Theology & Arts	55,000	67,500
Scholarships	261,900	269,849
Program of Alternate Studies	<u>108,695</u>	<u>127,995</u>
TOTAL EXPENSES	<u>\$4,149,993</u>	<u>\$4,639,941</u>
Increase (Decrease) in Net Assets	190,057	(296,947)

VII. SHARED SERVICES

	Revised 2011	Proposed 2012
REVENUE		
Our United Outreach	\$ 413,356	431,036
TOTAL REVENUES	<u>\$ 413,356</u>	<u>\$ 431,036</u>
EXPENSES		
Salaries	\$ 96,000	\$ 45,000
Health Insurance	0	11,916
Retirement	0	2,250
FICA	0	3,444
Audit	12,000	15,000
Payroll Service	9,600	9,600
Bank Charges	4,000	18,000
Technology System Consultants - EMS	18,000	0
Technology System Consultants - Blackbaud	18,300	0
Technology System Consultants	0	48,000
Building & Maintenance	18,000	12,000
Pest Control	600	600
Lawn & Ground Maintenance	12,400	15,000
Lawn Treatment	3,450	2,520
Loan Interest	0	45,000
Utilities - Building 1	22,200	22,000
Utilities - Building 2	14,800	14,800
Janitorial Service	7,200	7,800
Security System Monitoring	960	960
Trash Collection	1,800	1,800
Telephone/Internet	14,400	14,400
Heating & AC Repairs	6,000	6,000
Building & Maintenance Debt - Union	54,000	54,000
Insurance/Liability	0	30,000
Depreciation Expense	65,652	0
Office Equipment Maintenance	9,600	9,600
Computer Maintenance	12,000	12,000
Office Supplies	3,000	3,000
Postage	7,200	7,200
Employee Events	1,000	1,000
P & C Insurance	7,750	0
Future Maintenance Fund	<u>10,000</u>	<u>0</u>
TOTAL EXPENSE	\$ 429,912	\$ 413,090
Surplus/Deficit	\$ (16,556)	\$ 266