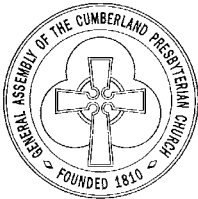


182nd General Assembly

of the Cumberland Presbyterian Church

**Florence, Alabama
June 17-22, 2012**



PRELIMINARY MINUTES

RECOMMENDATIONS AT A GLANCE

Report of the Moderator

Page 32 Recommendation 1
33 Recommendation 2

Report of the Stated Clerk

Page 34 Recommendation 1
35 Recommendation 2
36 Recommendations 3 - 6

Report One of the Ministry Council

Page 62 Recommendation 1
68 Recommendation 2

Report Two of the Ministry Council

Page 98 Recommendations 1 - 2 Page 108 Recommendation 24
99 Recommendations 3 - 6 Page 111 Recommendation 25
100 Recommendations 7 - 10
101 Recommendations 11-14
102 Recommendations 15-18
103 Recommendations 19-21
104 Recommendation 22
105 Recommendation 23

Report of the Board of Stewardship, Foundation and Benefits

Page 118 Recommendations 1 - 2

Report of the Board of Trustees of the CP Children's Home (No Recommendations)

Report of the Board of Trustees of Memphis Theological Seminary

Page 158 Recommendation 1
162 Recommendation 2
162 Recommendations 3 - 4
164 Recommendation 5
167 Recommendation 6

Report of the Our United Outreach Committee

Page 168 Recommendations 1 - 2
169 Recommendation 3

Report of the Board of Trustees of the Historical Foundation

Page 171 Recommendation 1
173 Recommendations 2 - 3
178 Recommendations 4 - 6

Report of the Commission on Chaplains and Military Personnel (No Recommendations)

Report of the Joint Committee on Amendments

Page 183 Recommendation 1

Report of the Permanent Judiciary Committee (No Recommendations)

Report of the Place of Meeting Committee (No Recommendations)

Report of the Unified Committee on Theology and Social Concerns

Page 188 Recommendation 1

Report of the Board of Trustees of Bethel University (No Recommendations)

Report of the Evaluation Committee

Page 199 Recommendations 1 - 2
200 Recommendations 3 - 8
201 Recommendations 9 - 14
202 Recommendations 15-17
203 Recommendation 18
205 Recommendations 19 - 21

Report of the Joint Committee on Covenant Relationship

Page 206 Recommendation 1

Budgets of General Assembly Board/Agencies (Pages 210 - 217)

Memorials (Pages 218 - 219)

REFERRALS TO COMMITTEES

Referrals to the Committee on Children's Home and Historical Foundation

Page Report

- 151 The Report of the Board of Trustees of the Cumberland Presbyterian Children's Home
168 The Report of the Board of Trustees of the Historical Foundation

Referrals to the Committee on Higher Education

Page Report

- 157 The Report of the Board of Trustees of Memphis Theological Seminary
190 The Report of the Board of Trustees of Bethel College
206 The Report of the Joint Committee on Covenant Relationship

Referrals to the Committee on Judiciary

Page Report

- 34 The Report of the Stated Clerk, Sections IV & V
97 The Report Number Two of the Ministry Council, Section I. C
180 The Report of the Joint Committee on Amendments
181 The Report of the Permanent Committee on Judiciary
199 The Report of the Evaluation Committee
218 The Memorial from West Tennessee Presbytery concerning Alienated Congregations
218 The Memorial from Synod of Great Rivers concerning Administering of Sacraments by Ministers of Other Denominations

Referrals to the Committee on Chaplains/Missions/Pastoral Development

Page Report

- 39 The Report Number One of the Ministry Council, Sections IV & V
97 The Report Number Two of the Ministry Council, Section II
178 The Report of the Commission on Military Chaplains and Personnel

Referrals to the Committee on Ministry Council/Communication/Discipleship

Page Report

- 39 The Report Number One of the Ministry Council, Except Sections IV & V, which are referred to C/M/P
97 The Report Number Two of the Ministry Council, Except Section I. C, which is referred to Judiciary

Referrals to the Committee on Stewardship/Elected Officers

Page Report

- 32 The Report of the Moderator
34 The Report of the Stated Clerk, Except Sections IV & V, which are referred to Judiciary
112 The Report of the Board of Stewardship, Foundation and Benefits
184 The Report of the Our United Outreach Committee
186 The Report of the Place of Meeting Committee
210 Line Item Budgets Submitted by General Assembly Agencies

Referrals to the Committee on Theology and Social Concerns

Page Report

- 188 The Report of the Unified Committee on Theology and Social Concerns

2012 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 SECOND MEETING

FLORENCE, ALABAMA

NEXT MEETING - MURFREESBORO, TENNESSEE

JUNE 17 - 21, 2013

TABLE OF CONTENTS

Vision of Ministry and Priority Goals.....	Title Page
Program.....	4
Commissioners.....	6
Youth Advisory Delegates	7
Committees and Abbreviations	7
Committee Meeting Rooms	7
Committee Assignments	8
Assembly Meetings and Officers	9
By Laws of General Assembly Corporation	12
Memorial Roll of Ministers	22
Living General Assembly Moderators	23
Membership of Boards and Agencies	24
Reports	
Moderator	32
Stated Clerk	34
Ministry Council Report One.....	39
Ministry Council Report Two.....	97
Board of Stewardship, Foundation and Benefits.....	112
Board of Trustees of the Cumberland Presbyterian Children’s Home	151
Board of Trustees of Memphis Theological Seminary.....	157
Board of the Historical Foundation	168
Commission on Chaplains and Military Personnel	178
Joint Committee on Amendments	180
Permanent Judiciary Committee	181
Nominating Committee	182
OUO Committee.....	184
Place of Meeting Committee.....	186
Unified Committee on Theology and Social Concerns	188
Board of Trustees of Bethel University	190
Evaluation Committee.....	199
Joint Committee on Covenant Relationship.....	206
Memorials	
From West Tennessee Presbytery Concerning Alienated Congregations.....	218
From Synod of Great Rivers Concerning Administering of Sacraments by Ministers of Other Denominations	218
Agency Budgets	201

PROGRAM SCHEDULE

Assembly Meetings: Marriott Shoals Hotel & Convention Center
General Assembly Office: Sheffield Room in the Convention Center
Retiring Moderator: The Reverend Don M. Tabor, Nashville Presbytery
Host: Hope and Robert Donnell Presbyteries
Pastor Host: The Reverend Dwayne McDuff, pastor at First CP Church in Florence, Alabama
Worship Director: The Reverend Victor Hassell, Covenant Presbytery
Music Director: Ms. Kathy Eazell, Choral Director at First CP Church, Rogersville, Alabama
Pianist: Ms. Karen Cantrell, First CP Church, Rogersville, Alabama

SUNDAY, JUNE 17, 2012

<u>Location</u>	<u>Time</u>	<u>Event</u>	
Convention Center	2:00 p.m.	Setup Displays	Shoals Atrium
Convention Center	3:00 p.m.	Orientation for Commissioners and Youth Advisory Delegates Orientation for Committee Chairs and Co-Chairs (Commissioner/YAD Packets may be picked up before or after the orientation session in the session in the General Assembly Office.)	Florence Tuscumbia Sheffield
Springfield CPC	5:30 p.m.	BBQ and Singing Vocal Authority	Springfield CPC, Rogersville, AL

FIRST DAY - MONDAY, JUNE 18, 2012

Convention Center	8:30 a.m.	Registration for Commissioners and Youth Advisory Delegates (for those who did not register on Sunday)	Sheffield
Convention Center Tower/Hotel	9:00 a.m.	Pre-Assembly Workshops & Health Fair	(Muscle Shoals, Shoals A, Jackson, Wilson Kennedy, Roosevelt, Landrum)
	10:15 a.m.	Break	
Convention Center Tower/Hotel	10:30 a.m.	Pre-Assembly Workshops	(Muscle Shoals, Shoals A, Jackson, Wilson Kennedy, Roosevelt, Landrum)
	11:45 a.m.	Break	
Convention Center	12:00 p.m.	Ministry Council Luncheon	Singing River
	2:00 p.m.	Opening Worship The Retiring Moderator: The Reverend Don M. Tabor Nashville Presbytery Worship Director: The Reverend Victor Hassell, Covenant Presbytery	Shoals C, D, E
	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 Introduction of Board and Agency Representatives	
Convention Center Tower/Hotel	4:30 p.m.	General Assembly Committees meet	(Muscle Shoals, Tuscumbia, Jackson, Wilson Kennedy, Roosevelt, Landrum)
	5:30 p.m.	Break for Dinner	

EVENING PROGRAM

Conference Center	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	Singing River/Terrace
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SECOND DAY - TUESDAY, JUNE 19, 2012

Convention Center	8:30 a.m. Devotional, Elder Commissioner, Mr. Akimasa Nakano Japan Presbytery	Shoals C, D, E
	9:00 a.m. General Assembly Business Session Presentation by the Commission on Chaplains (Mary McCaskey-Benedict) Resolutions by Commissioners Adjourn for Committee Meetings Committee Meetings	(Tuscumbia, Muscle Shoals, Jackson, Wilson Kennedy, Roosevelt, Landrum)
Convention Center Tower/Hotel	9:00 a.m. Women's Ministry Convention	Shoals A, B
Convention Center Florence 1st CPC 2422 Darby Drive	12:00 p.m. Children's Home Luncheon	
Convention Center Tower/Hotel	1:30 p.m. Committee Meetings	(Tuscumbia, Muscle Shoals, Jackson, Wilson Kennedy, Roosevelt, Landrum)
Convention Center	5:30 p.m. Bethel University Dinner	Singing River

EVENING PROGRAM

Convention Center	7:00 p.m. Step Out Evangelism Program - Missions Ministry Team	Shoals C, D, E
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THIRD DAY - WEDNESDAY, JUNE 20, 2012

Convention Center Tower/Hotel	8:30 a.m. Devotions in Committee Rooms	(Tuscumbia, Muscle Shoals, Jackson, Wilson Kennedy, Roosevelt, Landrum)
Convention Center	11:00 a.m. Convention Workshops	Shoals A, B, C, D, E
Convention Center	12:30 p.m. Memphis Theological Seminary Luncheon	Singing River
Convention Center	2:00 p.m. Convention Workshops	Shoals A, B, C, D, E
	5:00 p.m. Conclusion of Committee Meetings Dinner Break	

EVENING PROGRAM

Convention Center	7:00 p.m. Worship/Holy Communion - Guest Preacher, The Reverend Doctor Mitchell Walker Senior Pastor, Church Street CPCA, Huntsville, Alabama (a special offering will be received for the "Step-Out Evangelism Program")	Shoals C, D, E
Convention Center	8:30 p.m. Reception Honoring Women in Ministry (reception to begin following worship service)	Singing River

FOURTH DAY - THURSDAY, JUNE 21, 2012

Convention Center	7:00 a.m. Program of Alternate Studies Breakfast	Singing River
Convention Center	8:30 a.m. Devotional, Youth Advisory Delegate, Anna Shepherd West Tennessee Presbytery	Shoals C, D, E
	9:00 a.m. General Assembly Business Women's Ministry Convention	
	12:00 noon Lunch Break	
	12:00 p.m. Cumberland Presbyterian Women's Ministry Luncheon	Singing River
	2:00 p.m. General Assembly Business	Shoals C, D, E
	5:00 p.m. Dinner Break Take Down Displays	

EVENING PROGRAM

Convention Center	7:00 p.m. General Assembly Business Closing Worship: The Reverend Victor Hassell Covenant Presbytery	Shoals C, D, E
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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).....	Cenobia de Daza	C/M/P		
 Johan Daza	HE		
Arkansas (3).....	Steve Mosley	J.....	George Jones	HE
	Dwight Shanley	TSC.....	Sam Jeffus	C/M/P
Cauca Valley (3).....			Gloria Ordonez	HE
Choctaw (1).....	Virginia Espinoza	TSC.....	Lola John	S/E
Columbia (2).....	Troy Green.....	TSC.....	Rickey Massey	S/E
	Scott Yates	S/E.....	Jimmy Upshaw	HE
Covenant (3).....	Steve Guarneros	MC/C/D.....	Gary Angelly	S/E
	Victor Hassell	Worship Director.....	Mike Jones.....	MC/C/D
	Brian Hayes	C/M/P	Jim McDowell	TSC
Cumberland (3).....	Wayne Brooks	J.....	David DeSpain	S/E
	Steve Delashmit.....	S/E.....	Joe Hobbs	TSC
	Ron Ferree	MC/C/D.....	Faye Welch	C/M/P
Del Cristo (3)	Clay Bower.....	TSC.....	Linda Anglley	J
	Cynthia Maddux	J.....	Dana Cook.....	CPCH/HF
	Jerry Smyrl	CPCH/HF	Diane Sowell	TSC
East Tennessee (4).....	J.C. Greenwell	CPCH/HF	Bob Leach.....	J
	J. David Hester	MC/C/D.....	Mary McCarter.....	CPCH/HF
	Leonard Turner	HE	Terry Murray	C/M/P
	Kevin Wood.....	J.....	Marianne Sharp	S/E
Grace (3)	Donny Acton	S/E.....	Diana Marchant.....	TSC
	Tom Hartung.....	C/M/P	Lita Swindle	CPCH/HF
	Jearl Hunley.....	S/E		
Hong Kong (2)				
Hope (1)	Pat Driskell	TSC.....	Charles Lash.....	MC/C/D
Japan (2).....	Keitaro Ohi	C/M/P	Akimasa Nakano	C/M/P
Missouri (1).....	Randy Shannon	CPCH/HF	Larry Nottingham	MC/C/D
Murfreesboro (4).....	James Diamond	S/E.....	Dan Hiveley.....	TSC
	Tommy Jobe	J.....	Lucinda Lea	HE
	Lisa Oliver	CPCH/HF	Irma Massey	MC/C/D
	Lyon Walkup	TSC.....	James Sandlin	CPCH/HF
Nashville (4).....	Jay Earheart-Brown.....	CPCH/HF	Carl Myers	HE
	Roger Patton	HE.....	Kathy Story	S/E
	Jeff Stoval.....	MC/C/D.....	Keith Vanstone	TSC
	Don Tabor	C/M/P	Karen Williams.....	J
North Central (2).....	J.B. Gates.....	MC/C/D.....	Dean McReynolds	J
	Eduardo Montoya.....	J.....	Victory Moore	HE
Red River (3).....	Randall McGee.....	MC/C/D.....	Ralph Gifford	J
	Wes Johnson	C/M/P	Patricia Long	HE
	Tom Spence	HE	Wayne McElhannon	CPCH/HF
Robert Donnell (1).....	Mark Davenport	HE.....	Gina Stewart.....	S/E
Tenn./Georgia (2).....	Glen Brister	S/E.....	Dotty Manis.....	MC/C/D
	Phil Sumrall.....	HE.....	Deborah Swafford	C/M/P
Trinity (2).....	Joshua Murray	CPCH/HF	Nancy Abernathy.....	C/M/P
	Robert Rush.....	HE.....	Karen Lock	CPCH/HF
West Tennessee (5).....	Melvin Orr	J.....	Gwen Holland.....	MC/C/D
	Lisa Peterson	HE.....	Wayne Kidd.....	C/M/P
	Earl Phelps.....	TSC.....	George Marston.....	J
			Beverly Stott.....	CPCH/HF
	Jim Ratliff.....	C/M/P	Steve Walker.....	TSC

**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.....	Mandy Jones	S/E
	Mindy Jones	J
Choctaw		
Columbia.....	Will Gentry	HE
	Tyler McPeak	MC/C/D
Covenant.....	Breanna Clayton.....	HE
	David Russell.....	C/M/P
Cumberland.....	Matthew Vertrees	TSC
del Cristo		
East Tennessee	Jessica Franklin.....	CPCH/HF
	Abraham Marquez	TSC
Grace		
Hope	Austin Lash	J
Japan	Yumi Yamazaki	C/M/P
Missouri.....	Tyler Kupersmith.....	CPCH/HF
Murfreesboro.....	Jesse Hays	J
	Ethan Morgan.....	C/M/P
Nashville	Jack Emerson	MC/C/D
North Central	Tristen Mettle.....	MC/C/D
	Cody Simpson.....	C/M/P
Red River.....	Alana Hughes.....	S/E
	Abby Rodgers	TSC
Robert Donnell.....	James Agee.....	TSC
Tennessee Georgia		
Trinity	Matthew Colonia.....	MC/C/D
	Justin Kingsley.....	S/E
West Tennessee	Matthew Adams	HE
	Anna Shepherd.....	CPCH/HF

COMMITTEES ABBREVIATIONS AND MEETING ROOMS

Marriott Shoals Hotel

ABBREV.	COMMITTEE	MEETING ROOM
J	Judiciary	Landrum Boardroom

Tower

ABBREV.	COMMITTEE	MEETING ROOMS
CPCH/HF	Children’s Home/Historial Foundation	Kennedy
HE	Higher Education	Jackson
S/E	Stewardship/Elected Officers	Roosevelt
TSC	Theology/Social Concerns	Wilson

Conference Center

ABBREV.	COMMITTEE	MEETING ROOMS
C/M/P	Chaplains/Missions/Pastoral Development	Tuscumbia
MC/C/D	Ministry Council/Communications/Discipleship	Muscle Shoals

COMMITTEE ASSIGNMENTS

1. **CHAPLAINS/MISSIONS/PASTORAL DEVELOPMENT**
Chair: Rev. Jim Ratliff **Co-Chair:** Elder Nancy Abernathy
Ministers: Cenobia de Daza, Tom Hartung, Brian Hayes, Wes Johnson, Keitaro Ohi, Don Tabor
Elders: Sam Jeffus, Wayne Kidd, Terry Murray, Akimasa Nakano, Deborah Swafford,
Faye Welch
Youth Advisory Delegates: Ethan Morgan, David Russell, Cody Simpson, Yumi Yamazaki

2. **CHILDREN'S HOME/HISTORICAL FOUNDATION**
Chair: Rev. Lisa Oliver **Co-Chair:** Elder Lita Swindle
Ministers: Jay Earheart-Brown, J.C. Greenwell, Joshua Murray, Randy Shannon, Jerry Smyrl
Elders: Dana Cook, Karen Lock, Mary McCarter, Wayne McElhannon, Beverly Stott, James Sandlin
Youth Advisory Delegates: Jessica Franklin, Tyler Kupersmith, Anna Shepherd

3. **HIGHER EDUCATION**
Chair: Rev. Lisa Peterson **Co-Chair:** Elder Patricia Long
Ministers: Mark Davenport, Johan Daza, Roger Patton, Robert Rush, Tom Spence, Phil Sumrall,
Leonard Turner
Elders: George Jones, Lucinda Lea, Victory Moore, Carl Myers, Gloria Ordonez, Jimmy Upshaw
Youth Advisory Delegates: Matthew Adams, Breanna Clayton, Will Gentry

4. **JUDICIARY**
Chair: Rev. Tommy Jobe **Co-Chair:** Elder Karen Williams
Ministers: Wayne Brooks, Cynthia Maddux, Eduardo Montoya, Steve Mosley, Melvin Orr,
Kevin Wood
Elders: Ralph Gifford, Bob Leach, George Marston, Dean McReynolds
Youth Advisory Delegates: Jesse Hays, Mindy Jones, Austin Lash

5. **MINISTRY COUNCIL/COMMUNICATIONS/DISCIPLESHIP**
Chair: Rev. Randall McGee **Co-Chair:** Elder Gwen Holland
Ministers: Ron Ferree, J.B. Gates, Steve Guarneros, J. David Hester, Jeff Stovall
Elders: Mike Jones, Charles Lash, Dotty Manis, Irma Massey, Larry Nottingham
Youth Advisory Delegates: Matthew Colonia, Jack Emerson, Tyler McPeak, Tristen Mettle

6. **STEWARDSHIP/ELECTED OFFICERS**
Chair: Rev. Steve Delashmit **Co-Chair:** Elder Gina Stewart
Ministers: Donny Acton, Glen Brister, Jim Diamond, Jearl Hunley, Scott Yates
Elders: Gary Angelly, David DeSpain, Lola John, Rickey Massey, Marianne Sharp, Kathy Story
Youth Advisory Delegates: Alana Hughes, Mandy Jones, Justin Kingsley

7. **THEOLOGY/SOCIAL CONCERNS**
Chair: Rev. Virginia Espinoza **Co-Chair:** Elder Diane Sowell
Ministers: Clay Bower, Pat Driskell, Troy Green, Earl Phelps, Dwight Shanley, Lyon Walkup
Elders: Dan Hively, Joe Hobbs, Dianna Marchant, Jim McDowell, Keith Vanstone, Steve Walker
Youth Advisory Delegates: James Agee, Abraham Marquez, Abby Rodgers, Matthew Vertrees

8. **CREDENTIALS:**
Chair: Elder Larry Nottingham
Members: Reverend Cynthia Maddux, Elder Beverly Stott
Youth Advisory Delegate: Alana Hughes

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
2011, June 20	Springfield, MO	Don M. Tabor	Michael Sharpe	82

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>
Craig, David L.	East Tennessee	6207/09/11
Denman, E. H.....	Murfreesboro.....		.06/22/11
DuBose, Paul.....	Arkansas.....		.12/09/11
Edwards, Ray	Cullman.....		.02/20/11
Hull, Robert L.....	West Tennessee	8003/05/11
Kulpe, David A.	Grace05/29/11
Muenzler, Leroy.....	Trinity	7612/01/11
Patterson, Grady.....	Cullman.....		.06/02/11
Springer, Robert J.	North Central09/18/11
Stanley, Jeff.....	Grace01/03/11
Wilson, James D.	West Tennessee06/17/11

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
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. Burlison, 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 172nd General Assembly
REV. BERT OWEN
Died January 30, 2012

GENERAL ASSEMBLY OFFICERS

MODERATOR
THE REVEREND DON M. TABOR
 9611 MITCHELL PLACE
 BRENTWOOD, TN 37027
 (615)776-7292
 dontabor@comcast.net

VICE MODERATOR
THE REVEREND JOYCE MERRITT
 3929 SNAIL SHELL CAVE ROAD
 ROCKVALE, TN 37153
 (615)274-6604
 rockvalepastor@att.net

STATED CLERK AND TREASURER
THE REVEREND MICHAEL 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 2012)

- (2)REV. MELISSA MALINOSKI, 201 N Main Street, Greeneville, TN 37745
 mmalinoski@gcpchurch.org
 (2)MR. JERRY WEATHERSBY, 119 County Road 743, Cullman, AL 35055
 jerryw@cullmanelectric.com

(Members whose terms expire in 2013)

- (1)MR. TIM GARRETT, 150 Third Avenue South, Suite 2800, Nashville, TN 37201
 tgarrett@bassberry.com
 (2)REV. ROY HALL, 87 Lee Hall Street, Scottsboro, AL 35769
 royhall@scottsboro.org

(Members whose terms expire in 2014)

- (3)REV. TERRY HUNLEY, 48 Charleston Square, Jackson, TN 38305
 thunley1@charter.net
 (3)MS. GRACE WHITFIELD, 245 Monterey Circle, Gadsden, AL 35901
 gracenaomi@aol.com

MINISTRY COUNCIL

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

(Members whose terms expire in 2012)

- (1)MS. SALLY ALLEN, 3325 Poplar Hill, Clarksville, TN 37043
- (2)REV. CARLTON HARPER, 8764 Cody Dan Court, Ooltewah, TN 37363
- (1)REV. DREW HAYES, 2640 Mount Olivet Road, Bowling Green, KY 42101
- (1)MS. TONI PROSSER, 1021 Old State Route 76, Henry, TN 38231
- (1)REV. LISA SCOTT (address on file)

(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

(Members whose terms expire in 2014)

- (2)MS. MANDY CLARK, 192 Williams Place, Columbus, MS 39702
- (2)REV. MICHELE GENTRY DE CORREAL, Calle 3 Norte #12-87, Armenia, Quinido, COLOMBIA, SOUTH AMERICA
- (1)REV. LANNY JOHNSON, 163 Creek Lane, McMinnville, TN 37110
- (1)REV. TOM SANDERS, 4201 W Kent Street, Broken Arrow, OK 74012
- (3)MR. ROY SHANKS, 3997 N 100th Street, Casey, IL 62420

YOUTH ADVISORY MEMBERS

- 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)
- MR. BEN J. SWEET, 2711 Windmere Lane, Powell, TN 37849 (Term expires in 2014)

ADVISORY MEMBERS:

- REV. MICHAEL SHARPE, 8207 Traditional Place, Cordova, TN 38016
- REV. BOYCE WALLACE, Cra 101 No 15-93, Colombia, South America
- REV. DON TABOR, 9611 Mitchell Place, Brentwood, TN 37027

COMMUNICATIONS MINISTRY TEAM

(Successor to the Cumberland Presbyterian Board.)

(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

(Members whose terms expire in 2014)

- (2)MS. B. DENISE ADAMS, 126 Ray, Monticello, AR 71655
- (1)MRS. DUSTY SHULL, 938B North 37th Street, Paducah, KY 42001

(Members whose terms expire in 2015)

- (2)REV. JAMES D. MCGUIRE, 220-2 Southwind Circle, Greeneville, TN 37743
- (2)REV. MICHAEL CLARK, 134 Overlook Court, Winchester, TN 37398

DISCIPLESHIP MINISTRY TEAM

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

(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

(Members whose terms expire in 2014)

- (3)MR. REESE BAKER, 1175 Rowland Cemetery Road, Fredonia, KY 42411
- (1)MS. LEILA DIXON, 4406 John Reagan Street, Marshall, TX 75672
- (1)REV. AARON FERRY, 6840 Sonya Drive, Nashville, TN
- (2)MS. SAMANTHA HASSELL, 504 N Main Street, Sturgis, KY 42459

(Members whose terms expire in 2015)

- (2)MS. JOANNA D. BELLIS, 17246 Highway K, Aurora, MO 65605
- (1)REV. CHRISTIAN SMITH, 7401 Bonny Oaks Drive, Chattanooga, TN 37421
- (1)MS. RACHEL COOK, 210 Bynum Street, Scottsboro, AL 35768

MISSIONS MINISTRY TEAM

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

(Members whose terms expire in 2013)

- (2)REV. MAKIHIKO ARASE, 3-355-4 Kamikitadai Higashiyamato-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

(Members whose terms expire in 2014)

- (1)REV. JAMES BUTTRAM, 3917 Stonebridge Drive, Powell, TN 37849
- (2)REV. JIMMY BYRD, **176 E Valley Road, Whitwell, TN 37397**
- (2)REV. RICARDO FRANCO, 7 Hancock Street, Melrose, MA 02176
- (1)MRS. NANCY GORDAN, 822 County Road 1400 N, Lerna, IL 62440
- (3)MRS. BEVERLY STOTT, 200 East Main Street, Dresden, TN 38225

(Members whose terms expire in 2015)

- (2)REV. JIM BARRY, 1405 Anna Street, Hixson, TN 37343
- (1)MS. RACHEL BETTY, 1312 Kenwood Drive, Nashville, TN 37216
- (1)REV. CARDELIA HOWELL-DIAMOND, 1468 Williams Cove Road, Winchester, TN 37398
- (2)MS. SHERRY POTEET, P.O. Box 313, Gilmer, TX 75644
- (2)MS. MARGIE VANDERLAAN, 5221 Old Mill Cove, Pelham, AL 35124

PASTORAL DEVELOPMENT MINISTRY TEAM

(Successor to the Commission on the Ministry.)

(Members whose terms expire in 2013)

- (1)MS. MICAIAH THOMAS, P.O. Box 863847, Tuscaloosa, AL 35486
- (3)REV. TOMMY THOMPSON, 9160 Tchulahoma Road, Southaven, MS 38671

(Members whose terms expire in 2014)

- (1)REV. AMBER CLARK, 134 Overlook Court, Winchester, TN 37398
 (1)REV. DON F. THOMAS, 400 Park Hill Road, Collierville, TN 38017

(Members whose terms expire in 2015)

- (2)REV. LINDA SNELLING, 15791 State Highway W, Ada, OK 74820
 (3)REV. ROBERT E. SHELTON, 10508 Royalwood Drive, Dallas, TX 75238

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 M. 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

Trustee Emeritus – *Dr. Vera Low, 3653 Prestwick Court, Springfield, MO 65809

II. TRUSTEES OF CUMBERLAND PRESBYTERIAN CHILDREN'S HOME**(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, 2352 Stephen Way, Yuba City, CA 95991
 (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)MS. PATRICIA LONG, 525 E Oak Street, Aledo, TX 76008
 (2)MR. MICKEY SHELL, 2143 Griderfield-Ladd Road, Pine Bluff, AR 71601
 (3)+MS. JOY WALLACE, 6940 Marvin D. Love Freeway, Dallas, TX 75237
(Members whose terms expire in 2014)
 (2)+MS. MAMIE HALL, 305 Tiffon Circle, Hewitt, TX 76643
 (2)REV. YOONG KIM, 8601 Dogwood Road, Germantown, TN 38139
 (1)*MR. JOEL MURO, 1616 Wood Ridge Court, Corinth, TX 76210
 (3)REV. NORLAN SCRUDDER, 29688 South 534 Road, Park Hill, OK 74451
 (2)REV. DON TABOR, 9611 Mitchell Place, Brentwood, TN 37027

III. TRUSTEES OF HISTORICAL FOUNDATION

(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

(Members whose terms expire in 2014)

- (2)+MS. EDNA BARNETT, 7 Breezewood Cove, Jackson, TN 38305
 (1)MR. MICHAEL FARE, 401 E Deanna Lane, Nixa, MO 65714
 (1)*MS. DOROTHY HAYDEN, 3103 Carolina Avenue, Bessemer, AL 35020
 (2)+REV. RICK WHITE, 124 Towne West, Lorena, TX 76655

IV. TRUSTEES OF MEMPHIS THEOLOGICAL SEMINARY OF THE CUMBERLAND PRESBYTERIAN CHURCH

(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 MADDIX, 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 (resigned)
 (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

(Members whose terms expire in 2014)

- (3)*REV. D. TOM BELL Jr., PO Box 4286, Huntsville, AL 35815
- (2)REV. DOY DANIELS Jr., 6083 S First Street, Milan, TN 38358
- (2)MS. PAT MEEKS, 8540 Edney Ridge Drive, Cordova, TN 38016
- (1)REV. JENNIFER NEWELL, 2322 Marco Circle, Chattanooga, TN 37421**
- (2)REV. ROBERT M. SHELTON, 7128 Lakehurst Avenue, Dallas, TX 75230
- (2)*MS. NANCY VERNON, 2612 Fresno Place, Fort Smith, AR 72901
- (2)+DR. JOE WARD, 2620 Rabbit Lane, Madison, AL 35758
- (2)*MS. RUBY WHARTON, 1183 E Parkway South, Memphis, TN 38114

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 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

(Members whose terms expire in 2014)

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

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

- (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
- (1) Term Expires in 2014--REV. MARY MCCASKEY BENEDICT, 783 Isaac Drive, Clarksville, TN 37040

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 2012)**

- (3)REV. HARRY CHAPMAN, 4908 El Picador Court, Rio Rancho, NM 87124
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(2)MR. CHARLES DAWSON, PO Box 904, Scottsboro, AL 35768
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(1)MS. KIMBERLY SILVUS, 1128 Madison Street, Clarksville, TN 37040
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(Members whose terms expire in 2013)

(2)REV. SHERRY LADD, 4521 Turkey Creek Road, Williamsport, TN 38487
swladd@local.net

(1)REV. ANDY MCCLUNG, 919 Dickinson Street, Memphis, TN 38107
scubarev@att.net

(2)MS. FELICIA WALKUP, 179 Mary Anne Lane, Manchester, TN 37355
fbwalkup@gmail.com

(Members whose terms expire in 2014)

(1)REV. PERRY RICE, 537 Edgerowe Court, Cookeville, TN 38506
perryn@cookevillecpchurch.org

(1)REV. ROBERT D. RUSH, 17822 Deep Brook Drive, Spring, TX 77379
rushrd74@comcast.net

(2)MR. WENDELL THOMAS, JR., 1200 Paradise Drive, Powell, TN 37849
volbaby@comcast.net

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 2012)

(1)REV. DUAWN MEARNES, 107 Westoak Place, Hot Springs, AR 71913
lakehamiltonchurch@att.net

(1)MS. KATHY WOOD-DOBBINS, 5716 Quest Ridge Road, Franklin, TN 37064
kathydobbins@hughes.net

(Members whose terms expire in 2013)

(1)REV. J. DON CLARK, 1601 Lake Ridge Circle, Birmingham, AL 35216
jdsjcl@charter.net

(1)MS. DEWANA LATIMER, 1012 Junior Jones Road, Humboldt, TN 38343
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(1)MS. DIANN PHELPS, 4743 Happy Hollow Road, Hawesville, KY 42348
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(1)REV. LYON WALKUP, 225 Bertha Owens Road, Morrison, TN 37357
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(Members whose terms expire in 2014)

(1)MRS. FRANCES DAWSON, PO Box 904, Scottsboro, AL 35768
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(1)REV. DON NUNN, 203 Bridgers Hill Road, Longview, TX 75604
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(1)MR. KEN SMITH, 6197 34th Street, Lubbock, TX 79407
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(1)REV. JESSE THORNTON, 16056 Jones Road, Athens, AL35613
jessthornton@msn.com

IV. OUR UNITED OUTREACH COMMITTEE

(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

(Members whose terms expire in 2014)

(2)MS. SHARON RESCH, PO Box 383, Dongola, IL 62926

(2)REV. WILLIAM RUSTENHAVEN III, PO Box 1303, Marshall, TX 75671

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 2012)

(3)REV. PAUL CRISS, 6813 Salem Road, Lakeland, TN 38002

paul@newsalemcpc.org

(3)REV. MITZI MINOR, 875 South Cox, Memphis, TN 38104

mitziminor@msn.com

(3)REV. HOWARD RODGERS, 336 County Road 1216, Vinemont, AL 35179

drrodgers_1pc@yahoo.com

(Members whose terms expire in 2013)

(2)MS. LEZLIE P. DANIEL, 13023 Taylorcrest Road, Houston, TX 77079

lululoop@me.com

(1)+SISTER JIMMIE DODD, c/o Mt. Tabor CPCA, 1798 Campbell Street, Jackson, TN 38301

dodd125@gmail.com

(1)REV. BYRON FORESTER, 2376 Eastwood Place, Memphis, TN 38112

bforester@bellsouth.net

(2)REV. JANICE OVERTON, 3320 Pipeline Road, Birmingham, AL 35243

janice@overtoninsurance.com

(1)+DR. CHARLES E. REESE, 2903 Grand Avenue, Dallas, TX 79215

creese213@yahoo.com

(1)+ELDER JOY WALLACE, 541 Glen Arbor, Dallas, TX 75240

jwallace@joyfoodsinc.com

President of Memphis Theological Seminary - Ex-officio Member

(Members whose terms expire in 2014)

(1)+DR. NANCY FUQUA, 1963 County Road 406, Towncreek, AL 35672

fug23@bellsouth.net

(1)REV. RANDY JACOB, PO Box 158, Broken Bow, OK 74728

chocpres@pine-net.com

(3)+REV. JACKIE LANG, 904 35th Avenue, Tuscaloosa, AL 35401

(2)+REV. NOVALENE SITGRAVES, 3345 Grand Avenue, Louisville, KY 40211

(2)+REV. BILLY TRIBBLE, 1202 South Everside Avenue, Henderson, TX 75654

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 2014)

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

THE REPORT OF THE MODERATOR

S/E

I. GREETINGS

I want to thank you for the privilege of serving as Moderator of the 181st General Assembly. As I have said many times this past year, I am the most unlikely person in all of the Church to have been given the opportunity to serve in the role of Moderator. This has been a phenomenal year for the Tabor family. Cheryl and I have traveled thousands of miles meeting and greeting people all across this Great Church that we call Cumberland Presbyterian. Thank you for making this year one that we will remember for the rest of our lives.

II. COMMENDATIONS

The Boards and Agencies, Ministry Council, and Leadership Teams have wonderful persons who lead these programs of the Church. I want to express thanks and gratitude to all of our denominational leaders. They are servants of the Lord and His Church in the truest sense of the word. Also, I want to thank you who serve as members on all of our Boards, Agencies, Ministry Council and Leadership Teams. You spend many hours traveling and attending meetings. The investment of your time and energy is invaluable to the Church. Thank you all for being such great servants.

III. COMMUNICATIONS

One of the great needs that I see in the Church is better communication. It is amazing to me that so many people do not know the actions of the General Assembly. The Stated Clerk sends a summary of the General Assembly Actions to all pastors and stated clerks. Each Church session should set aside time to review the actions of each General Assembly. Our congregations and leaders need to be informed people. Therefore, I make the following recommendation:

RECOMMENDATION 1: That the General Assembly encourage each session to establish one meeting a year for the purpose of reviewing the actions of General Assembly.

IV. OUR UNITED OUTREACH

2011 was a very good year for Our United Outreach because people and Churches gave generously. We came within \$13,000 of our budgeted needs. Fantastic! The goal for 2012 has increased. I know that the economy is a real issue for many people but I encourage you to give sacrificially. One of my dreams is to see every Cumberland Presbyterian Church give to Our United Outreach. The General Assembly asks each Church to give 10%, a tithe on the offerings our congregations receive. Sadly, last year more than 300 congregations had no record of giving. I challenge each Cumberland Presbyterian Church to give to Our United Outreach in 2012, so that the entire Church may be empowered to spread the Good News of Jesus.

V. TURN AROUND CHURCHES

As I see it, our denomination has been in a non-growth mode for several years now. We have seen a decline in church membership, little or no emphasis in evangelism, few new innovative and exciting programs at each level of the Church. The Cumberland Presbyterian Church must turn around and become committed to church growth. God birthed us in the most difficult times on the frontier not to unlike the difficult times people experience today. We must look expectantly to Him for leadership, guidance and inspiration. I know some congregations are in non-growth areas and that is no fault of their own. On the other hand, we have many congregations that are located in larger metropolitan areas with many opportunities to reach out to people.

I see a new movement called **Step Out, Called to Tell / Sent to Share** beginning to take shape in the Cumberland Presbyterian Church. In a very real sense, this movement calls up on each of us to believe

it, speak it and do it! Every congregation can become involved and share the excitement. Reverend T. J. Malinoski has been called by the Missions Leadership Team to lead the movement. In order for us Cumberland Presbyterians to start thinking about Church growth and evangelism, Church planting and mission field expansion, we need something new and dynamic to capture our attention and our commitment. Reverend Malinoski cannot do it alone and the Church cannot expect it. He needs our unconditional love and prayers, the kind of passionate prayer to God that moves beyond the superficial and enters into the holy sanctuary much like Isaiah and where conversations with God have the potential of moving heaven and earth. We must pray passionately and expectantly! Therefore, I make the following recommendation:

RECOMMENDATION 2: That the General Assembly call the Cumberland Presbyterian Church all over the globe to passionate prayer in faith believing that God will fulfill His will and purpose for Church growth and evangelism, Church Planting, and mission field expansion.

VI. THE CHURCH, THE BODY OF CHRIST, A PLACE OF HEALING AND HOPE

I want to emphasize the importance of the Church fulfilling the role as the body of Christ. People are lost, suffering and broken. They have lost their purpose and find no way out of their situation. They must see hope beyond their struggles, hope that comes only through the Lord Jesus Christ. The Church is the place of shelter, protection, and refuge, the place where people find acceptance, unconditional love, forgiveness, hope and healing. The Church must become a living organism reaching out to people wherever they are in the name of Jesus Christ. In most cases, they will not be like us but that is okay because our role is to be the body of Christ.

As Moderator, I challenge the Cumberland Presbyterian Church to be the Church of the Living God in the truest sense of the word ministering where ever there are people in need.

Respectfully submitted,
Don M. Tabor, Moderator

THE REPORT OF THE STATED CLERK

S/E

I. THE OFFICE OF THE STATED CLERK

The Stated Clerk was elected in June 2010, to fill a two-year unexpired term created by the retirement of Robert D. Rush and officially assumed the responsibilities of the office on October 15, 2010. The Constitution, the Rules of Discipline, the Rules of Order, and the General Assembly Bylaws (found in the front of the General Assembly Minutes) 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 Office of the General Assembly also provides budgeting, accounting, and support services for commissions, committees, agencies and task forces without executive assistance. This past year, this included assistance to the General Assembly Evaluation Committee and the General Assembly Committee reviewing the Covenantal Relationship between the General Assembly and Bethel University.

Some of the newer initiatives and activities that have been launched this past year include:

- Development of an initial web presence for the following General Assembly Committees/Commissions without staff: Nominating Committee, Unified Committee on Theology and Social Concerns, Commission on Military Chaplains and Personnel, Our United Outreach Committee.

- Creation of spring and fall Denominational Updates, a compilation of talking points obtained from each board and agency that may be shared by visiting denominational staff and the moderator when making visits to presbyteries and in other settings. The updates are also shared with presbytery clerks.

- Development of a Travel Chart, to assist with the coordination of travel plans by denominational staff to meetings of presbyteries. The travel chart is also shared with presbytery clerks.

- Provided orientation/training to several of the General Assembly boards, agencies and presbyteries on the use of video conferencing technology for their meetings.

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 continues to serve as the Assistant to the Stated Clerk, a position that requires her to 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 fortunate to have a person with such knowledge, efficiency and dedication to work. The Stated Clerk and the Assistant to the Stated Clerk are currently the only employees of the Office of the General Assembly.

Dr. Tommy Craig, who has served as Engrossing Clerk since 1999, has declined the nomination to serve another term. The stated clerk is grateful for the many contributions that Dr. Craig has given through his service in this position. He is to be commended for his work in keeping meticulous minutes, helping each committee chair and co-chair in preparing clear and accurate reports, assisting with commissioner orientations, and being an instrumental member of the onsite office team during the meeting of General Assembly.

RECOMMENDATION 1: That the 182nd General Assembly commend Dr. Tommy Craig for his dedicated and excellent service as Engrossing Clerk, from 1999 – 2012.

III. ECUMENICAL RELATIONSHIPS

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.

RECOMMENDATION 2: That the Stated Clerk be authorized select three to five persons to serve on an advisory committee, to assist with exploring additional opportunities for a unified ministry and mission with the Cumberland Presbyterian Church in America.

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. Resources and updates from the World Communion of Reformed Churches are available on their website: www.wrc.ch

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 181st General Assembly submitted to the presbyteries the following Constitutional Amendments:

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.

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

The following presbyteries did not report: del Cristo and Cauca Valley.

RECOMMENDATION 3: That the 182nd General Assembly declare that the Constitutional Amendment has been approved.

V. CHANGES IN BYLAWS

J

The 181st General Assembly adopted a new Covenantal Relationship between the Cumberland Presbyterian Church and the Cumberland Presbyterian Children's Home. As a result of that action, the General Assembly needs to revise Article 10-ORGANIZATION AND RELATIONSHIPS, 10.01, .01 - .02, and 10.05 of the Bylaws of the Cumberland Presbyterian Church General Assembly Corporation to reflect the organizational change and new relationship with the Cumberland Presbyterian Children's Home.

Recommendation 4: That General Assembly Bylaw A. 10.01, .01 be amended by deleted the words Cumberland Presbyterian Children's Home.

The changed bylaw would then read:

01. Subsidiary corporations: Board of Stewardship, Foundation and Benefits of the Cumberland Presbyterian Church, Memphis Theological Seminary of the Cumberland Presbyterian Church; Ministry Council of the Cumberland Presbyterian Church.

Recommendation 5: That General Assembly A. 10.01, .02 is amended by adding the words Cumberland Presbyterian Children's Home.

The changed bylaw would then read:

02. Related corporations: Bethel University, Historical Foundation of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America; Cumberland Presbyterian Children's Home.

Recommendation 6: That General Assembly Bylaw A. 10.05 be deleted.

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.

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 met once this past year. Actions include: reviewed and approved the proposed budgets for 2012 and 2013 for the Office of the General; approved the 2012 and 2013 housing allowance for the stated clerk; reviewed the current status of denominational loans.

As of April 13, 2012 the indebtedness for the denomination:

New Center Buildings	\$221,573.25
Maintenance debt on Union Avenue	\$200,422.32
Organizational Task Force	\$ 39,830.76
Computer Loan	\$153,001.73

In August of 2011, the Touch the Future Loan was paid off. Monthly payments in the amount of

\$14,041.08 are being applied to the retirement of the Organizational Task Force Loan. The annual Shared Services budget for the operation of the Center, includes \$54,000 to pay on the maintenance debt for the Union Avenue Property and \$38,049 to pay on the Computer Loan. Various individuals, congregations, and presbyteries continue to make contributions on the New Center Building debt, enabling the Office of the General Assembly to make monthly payments. Once the Organizational Task Force loan is paid off, regular monthly payments will be made on the New Center Buildings Loan. All monies are borrowed from the Board of Stewardship, Foundation and Benefits instead of commercial lenders. At the current rate of payments, it is anticipated that all loans may be paid in full by July 2015.

The board also reviewed the General Assembly Evaluation Committee Report, particularly section F. Orienting New Members and Clarifying Responsibilities of the General Assembly Corporate Board. The board affirmed recommendations 17 & 18 of the report, and if approved by General Assembly will move forward to implement the actions.

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 for 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. ENDORSEMENT FOR MODERATOR

The Reverend Robert D. Rush, Trinity Presbytery, has been endorsed as Moderator of the 182nd General Assembly.

IX. 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.

In 2012, over a hundred congregations failed to report, thus statistics are not accurate. The statistics for a non-reporting congregation may be several years old, but it is the latest information available. The General Assembly Office continues to shorten and simplify the reporting process. Efforts also 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 form can be requested from the Office of the General Assembly or one may be printed from the web site (www.cumberland.org/gao), and going to the section on congregational reports.

Compiled statistical information is available in the annual Yearbook available online (www.cumberland.org/gao) or in cd/print format, available through Cumberland Resource Distribution – resources@cumberland.org (901-276-4581).

X. CONTINGENCY FUND**Summary of 2011 Activity**

Balance Forward 1/1/2010 **\$ 34,634.36**

Income in 2011:

Our United Outreach	\$2,297.57
Interest	<u>876.35</u>
Total Income:	\$3,173.92

Expenditures in 2011:

General Assembly Evaluation Committee Expense	
General Assembly Covenant Review Committee Expense	
Total Expenditures:	\$4,246.06

Total Fund Balance as of 12/31/11 ***\$33,562.22**

***Restricted Funds:**

\$ 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.)
4,100.00	The current balance designated by the 178th General Assembly to print the Catechism in the various languages represented in the church.
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.)
301.14	2010 GA Program Planning Committee

Total Amount of *Restricted Funds: **\$ 9,682.30 (12/31/11)**

Total Amount of Unrestricted Amount: **\$23,879.92 (12/31/11)**

Total Fund Balance: **\$33,562.22 (12/31/11)**

Respectfully submitted,
Michael G. Sharpe, Stated Clerk

THE REPORT ONE OF THE MINISTRY COUNCIL

MC/ C/D

To the 182nd General Assembly of the Cumberland Presbyterian Church in session in Florence, Alabama, June 17-22, 2012.

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 18 times.

Many of the early meetings revolved around grasping a vision of what our restructured organization needed to be and how it would work. In addition, the legal process of merging the Boards into the Ministry Council was lengthy and complicated, but necessary 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. We were blessed by the continued effectiveness of Boards during the transition, but also found that the transition itself from Boards to Ministry Teams was met with an understandable degree of resistance to change. Financial issues stemming from two decades of OUO shortfalls, inherited debts related to the Organizational Task Force, and the initial lack of a budget for the Ministry Council were compounded by an accounting system that did not allow updated reports.

We are excited about the progress we have made in moving beyond the obstacles and challenges we experienced in our early years and feel we are now better positioned to focus on what we should be about—discerning new and innovative ways to meet priority goals and improving the total ministry for the Church of the future.

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. The GMLT meets the third Wednesday of every month and minutes are disseminated to the Ministry Council and to the four Teams.

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 ministries of the Church. Ministry Teams report to the Ministry Council. (Appendix A) (Appendix B)

3. 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 Center Interagency Team, and to the institutions outside the Center with whom we have done cooperative work. We appreciate and benefit from the tenacity and skillful leadership provided by our Director, Edith Busbee Old.

In our report to the 181st General Assembly, the Ministry Council provided a lengthy list of accomplishments from our beginning through April 2011 (cumberland.org/gao/minutes/2011/2011_Minutes.pdf). Below is a summary of some major items from within the subsequent timeframe of April 2011 through and until April 2012 when report number two of the Ministry Council was submitted for inclusion in the Commissioner's packets:

a. Adopted a Standard Process for Creating, Refining, and Sustaining Ministries—The Director of Ministries and the Global Ministry Leadership Team (Director of Ministries and four Ministry Team Leaders) now use the following 5-step process to create, refine, and sustain ministries and resources to benefit individuals and groups:

1) Get the Facts – Ministry Council and Teams research new tools and delivery methods for ministries and resources. Simultaneously, we conduct ongoing needs assessment. And, with global financial concerns, shrinking membership, and competing causes, we constantly research new funding mechanisms.

2) Involve the People – Listen. We're compelled to interact with individuals and groups within the denomination (including but not limited to women, youth, presbyteries, congregations, and pastors) to glean new ideas and to accept constructive criticism for those areas in which we need to improve. We reach out through communication venues considered traditional within the denomination as well as newer communication means.

3) Develop a Plan – Global Ministries Leadership Team (GMLT) meets monthly; individual teams meet regularly; Ministry Council and teams meet concurrently and jointly. The Director of Ministries, all four Ministry Team Leaders and all MC/MT staff meet twice a year in an "All Hands Meeting" to communicate challenges and explore opportunities for collaboration; this is in addition to the annual All Denominational Center Staff All Hands Meeting. The goal of each and every meeting is to develop, refine, and execute plans for furthering ministries.

4) Focus on Results – Inherent in measuring success is tracking outcomes. By tracking trends and sales and gathering anecdotal information, the Ministry Council and Teams are able to gauge effectiveness of ministries and resources. These results are systematically shared with the denomination through reports to the Ministry Council and General Assembly, on the website, and in The Missionary Messenger and The Cumberland Presbyterian.

5) Provide Positive Reinforcement – Ministry Council and Team staff regularly visit presbyteries and congregations to extend public recognition of their local successes, whether it is for faithful tithing to Our United Outreach, promoting youth or women's ministries, or missionary support. We communicate these success stories with the Church via print and electronic media.

b. Updated Job Description for Discipleship Ministry Team Leader, Conducted a Search, and Filled the Position—With the hiring of Reverend Elinor Swindle Brown, all four Ministry Team Leaders represent new leadership. That is, those persons who transitioned from the former structure of individual boards and agencies and served initially as Team Leaders have since moved on to other opportunities. In its first four years, the Ministry Council hired: Mark J. Davis, Communications Ministry Team Leader; Reverend Milton L. Ortiz, Pastoral Development Ministry Team Leader; Reverend George Estes, Missions Ministry Team Leader; and Reverend Elinor Brown, Discipleship Ministry Team Leader.

c. Created Two Educational Displays—The Ministry Council created two educational displays that were introduced at the Women's Ministry Convention and General Assembly in June 2011. The

displays travelled throughout the denomination, as a visual tool to enhance understanding of the Ministry Council that has been described as a beehive: workers, both staff and elected members, gathering ideas and resources from throughout the Church, from around the globe, bringing them back to tweak and tailor as may be helpful, then taking them back out to share and enhance ministries of the local congregations, again, across the globe. The displays are portable and available for use by groups and congregations.

d. Supported Stewardship Education—The Ministry Council provides human and financial resources to promote stewardship education, including Our United Outreach. During this timeframe, Sowgand Sheikholeslami, Communications Ministry Team Senior Art Director, freshened up the OUO logo. Recipient agencies now may use this image on collateral publications to consistently remind the Church that without Our United Outreach funds, ministries will be adversely impacted. Reverend Elinor Brown, then Stewardship Education/Our United Outreach Promotion/Adult Christian Education, created a script for use in a pre-meeting workshop for the 181st General Assembly that taught/reminded 34 attendees of how Our United Outreach is a tithe and how the tithe is used across the denomination. The Ministry Council participated with the Office of the General Assembly in creating documents to be sent out by the OUO Committee. The Ministry Council helped with a “fourth quarter push” to alert individuals and congregations that for the first time in 20 years, the OUO goal was nearing the 100% mark. The Ministry Council worked closely with the OUO Committee to provide analytic data and made every effort to accomplish that goal. By the deadline by which donations had to be received in order to be counted for 2011, we had attained 99.5% of the \$2,600,000 goal.

e. Visited All Stateside Presbyteries— From June 2011 through April 2012, The Director of Ministries and Ministry Team staff visited and made presentations to each and every stateside presbytery (some multiple times), to both Andes and Cauca Valley presbyteries, the CP Church Council of Mexico, more than 30 congregations and 10 regional meetings including CPWM:

DIRECTOR OF MINISTRIES

July 17, 2011	Waynesboro (Tennessee) Worship presentation
August 21	Appleton (Arkansas) Worship presentation
September 10	Cumberland Presbytery
September 11	Glasgow CP Church, Glasgow, Kentucky
September 17	Robert Donnell Presbytery
September 18	Corinth, Mississippi Shiloh CP Church – Worship presentation
September 23-24	Choctaw Presbytery
October 1	Covenant Presbytery
October 2	Fredonia CP Church, Fredonia, Kentucky
October 6	Murfreesboro Presbytery
October 11	Tennessee-Georgia Presbytery
October 14	Grace Presbytery
October 23	Brenthaven Church (Tennessee)
October 23	Columbia Presbytery
February 19, 2012	Russellville (Arkansas) Church Presentation
March 9	Presbytery del Cristo
March 17	Hope Presbytery
April 13	North Central Presbytery
April 14	Presbytery of East Tennessee
April 15	Beaver Creek Church (Knoxville, Tennessee)
April 15	Oak Ridge CP Church (Tennessee)
April 24	Nashville Presbytery

COMMUNICATIONS MINISTRY TEAM LEADER

September 9-10	Arkansas Presbytery
October 15	Red River Presbytery
March 17	Missouri Presbytery
April 14	Covenant Presbytery

DISCIPLESHIP MINISTRY TEAM

April 9-10, 2011	Casa de Fe, Malden, Massachusetts (Presbytery of East Tennessee) –Youth Work
March 10-11, 2011	Presbytery del Cristo in conjunction with the Miniversity on Stewardship
April 25-26, 2011	North Central Presbytery in conjunction with the Miniversity on Stewardship

May 23, 2011	CPCG, Germantown, Tennessee (West Tennessee Presbytery) – Stewardship Task Force
August 6-7	Cumberland Presbytery – BCE Meeting
August 28	Faith CP Church, Bartlett, Tennessee (West Tennessee Presbytery) – Sunday Worship
September	Casa de Fe, Malden, Massachusetts (East Tennessee Presbytery) - Family Retreat
September 17-18	Missouri Presbytery
September 23-24	Trinity Presbytery
October 1	West Tennessee Presbytery
October 11-13	Union CP Church (Presbytery of East Tennessee) – Minister’s Conference
October 14-15	North Central Presbytery
November 28	Christ, Lutz, Florida (Grace Presbytery) – Sunday Worship
December 18 & 25	Christ, Lutz, Florida (Grace Presbytery) – Sunday Worship
February 12, 2012	West Tennessee Presbytery – Youth Rally
February 24-25	Columbia Presbytery – BCE Meeting
March 2-3	Sturgis, Sturgis, Kentucky (Covenant Presbytery) – Stewardship Retreat for families and Sunday Worship
March 15-17	Cumberland Presbytery
March 25	Mt. Zion CP Church, Columbus, Mississippi (Grace Presbytery) – Sunday Worship
April 22	Mt. Zion CP Church, Columbus, Mississippi (Grace Presbytery) – Sunday Worship
April 28	Beaver Creek, Knoxville, Tennessee (Presbytery of East Tennessee) – Outdoor Ministry Workshop

MISSIONS MINISTRY TEAM

October 14	Grace Presbytery
October 14-15	North Central Presbytery
October 25	Nashville Presbytery
February 17-18	Trinity Presbytery
March 17	Robert Donnell Presbytery
March 17	Tennessee-Georgia Presbytery
April 14	Covenant Presbytery
April 26	Murfreesboro Presbytery

7 boards and agencies, 14 congregations, 3 regional women’s ministry gatherings

The meetings with congregations included accompanying itinerating missionaries Lee and Ortega (June and December 2011). Some presentations were for clusters of churches such as the denomination day event for Gibson County (Tennessee), missions emphasis for Cullman (Alabama) area churches.

PASTORAL DEVELOPMENT MINISTRY TEAM LEADER

June 28	Hispanic Pastors meeting
July 13 - 19	Mexico Council of Churches of the CPC of Mexico
August 6	COM of Murfreesboro Presbytery
August 12	COM and Clergy Care of Grace Presbytery
September 17	Hispanic Ebenezer Church, Chicago, Illinois
September 18	Comunidad Cumberland, Chicago, Illinois
September 24	Hope Presbytery
September 24	Hispanic Church, Birmingham, Alabama
September 29	Hispanic Church, McMinnville, Tennessee
September 30	Misericordia Hispanic, Lenoir City, Tennessee
October 1	Presbytery of East Tennessee
October 23	Naples Hispanic, Naples, FL
October 30	Cristo Salva Hispanic, Memphis, Tennessee
February 13	Andes Presbytery
February 17	Cauca Valley Presbytery

At the Stated Clerks Conference in January, the Ministry Council provided an evaluation form to each Stated Clerk so that they could assess the value of having denominational staff attend and present at

their presbytery meetings.

f. Added e-commerce Functions to Webpages—The Ministry Council invested human and financial resources in adding an e-commerce function to our webpages, allowing payment for resource material purchases, online registration fees and charitable donations using credit cards to be made seamlessly and securely in a “one stop shop” approach.

g. Launched International Children’s Art Contest—February 2012 until April 2, 2012. Beginning at this year’s General Assembly, the Ministry Council will sell sets of Christmas cards and All-Occasion cards. The sets feature designs from two children within the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America. The Christmas artwork depicts their interpretation of “Comfort and Joy.” The All-Occasion artwork depicts their interpretation of “Meeting People Where They Are” based on 1 Corinthians 9:22b-23. “I try to find common ground with everyone, doing everything I can to save some. I do everything to spread the Good News and share in its blessings.” - New Living Translation. All entries are prominently displayed at this year’s General Assembly.

h. Created a Unified Publications Task Force (UPTF) 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. That in-depth report is within the Communications Ministry Team section of this report. Instructed the UPTF to bring to the April 2012 MC meeting the dates that The Cumberland Presbyterian magazine and The Missionary Messenger will be available online for those who prefer that format.

i. Continued eVotions and Documented Participation—Ministry Council staff and elected members tangibly support new methods of evangelism, specifically by writing many of the Ministry Council’s online devotions. eVotions (<http://ministrycouncil.cumberland.org>) are inspirational and challenging devotions that are available around-the-clock throughout the world. The Ministry Council extends an open invitation to others to participate as writers and readers of eVotions. Since we started accumulating data (October 4, 2011, and through February 29, 2012) eVotions has had 3,244 unique page views and 3,732 total page views. eVotions has accounted for 7.37% of our total page views for that same period. The average time spent on the page is 2 minutes, 24 seconds.

j. Reviewed Youth Advisory Member Requirements—The Ministry Council seeks to include the many varied perspectives of Cumberland Presbyterians and as a result, when the Ministry Council was formed, there was intentionality to include on the Council three positions for Youth Advisory members. In fact, the Ministry Council is the only denominational board that has Youth Advisory members. However, the covenant requirements for attendance have been difficult for the youth to abide by given conflicting school calendars and requirements to maintain college scholarships. As a result, the Ministry Council is reviewing how to best utilize Youth Advisory members, and a subcommittee will bring a report to the April 2012 Ministry Council meeting.

k. Revised Staff Job Descriptions—Ministry Council conducted an extensive workflow evaluation and revised all 18 Ministry Council/Ministry Team staff job descriptions to better reflect current responsibilities, looking ahead to what we need to be doing to meet expanding needs from the denomination while incorporating access to changing technology.

l. Conducted an Online Survey—In keeping with our ongoing efforts of evaluation, a Ministry Council Online Survey was created. The online survey was promoted via presentations, meetings and on the website itself. The quantity of responses was disappointing: four total received.

m. Adjusted Residence Requirement for Vacant Positions—The 175th General Assembly directed that “all General Assembly Executive offices be based in this new center.” Recognizing extant national economic conditions and varied needs within other job descriptions, the Ministry Council did not require that two new manager-level positions, Evangelism and New Church Development (Missions Ministry Team) and Children and Family Ministries (Discipleship Ministry Team), be based at the Denominational Center, though they are encouraged to do so. It is believed that by removing the geographic requirement, a larger pool of qualified candidates resulted and enhanced external interaction may be achieved.

n. Reaffirmed Missionary Crisis Team—The Ministry Council endorsed the creation of a Missionary Crisis Team (MCT) to be responsible for the management of any crisis related to missionaries, responding as necessary until the crisis is concluded. To test the effectiveness of the MCT, a drill was conducted in October 2011 to test procedures, policies and staff preparedness to handle a missionary crisis. A member of the MC Executive Committee, a former Moderator of the General Assembly and others outside the Denominational Center as well as some from other agencies housed at the Center lent realism to the challenge as staff experienced what can happen, incorporating the element of potential new crises developing around the first crisis. (Appendix C)

o. Hosted a January 2012 fellowship meal with the members of the Cumberland Presbyterian

Church in America General Assemblies Mission Board and the Ministry Council.

p. Established the Asia Consortium Facilitator and Fund Developer Position—The Ministry Council established the Asia Consortium Facilitator and Fund Developer for Missions Ministry Team and Ministry Council Position as a part-time position dedicated in part to broadening our funding sources. To date, Reverend Robert Watkins' focus on his new position has resulted in \$38,000 from new and \$52,672 from repeat donors. Reverend Watkins' records reflect 140 direct contacts during the first 3 months. Of those, 33% or a total of 48 were positive responses; these include individuals and churches.

q. Formalized the Approach to Managing Ministry Council Endowments—We are reviewing the endowments of the Ministry Council and Ministry Teams to be certain they are doing the work that the original donors intended. Among these are a number of endowments that have potential to fund ministries but, for lack of meeting the minimum required, cannot be used. When an endowment is established, the donor is free to set a dollar amount to which the account must grow to distribute the income. We have found a few endowments have almost grown to the point where distributions can begin and are working to close the gaps on these so they can may actively support ministry.

r. Followed through on difficult decisions related to health insurance for employees of the Ministry Council, implemented a 4-year plan to incrementally require employees to pay for premiums for dependents. This plan is not followed by all Center agencies. As of February 2012, 6.5% of the Ministry Council budget had gone to health insurance, with a 9.3% projection for the entire year of 2012. The Ministry Council 2013 budget that has been submitted to General Assembly reflects 8.5% of the budget will be required to pay for health insurance. Prior to 2012, Ministry Council and Ministry Team staff (and before the restructure, the related boards) received 100% of dependent health insurance premiums paid as part of their benefit package. In 2013, Ministry Council staff members who opt to take dependent health insurance will pay 20% of the premium; in 2014, they will pay 30%; in 2015, they will pay 100% of their elected dependent health insurance premium.

s. Participated in Risk Assessment of the Center—Using knowledge and skills gained through the attendance of three staff members at a crisis management training event, the Director of Ministries coordinated a Center staff "All Hands Meeting" where time was invested in gathering staff input related to risk assessment. The shared goals of the Center agencies are to provide uninterrupted services to the Church that are within the purview of Center agencies as requested/approved by General Assembly and the Ministry Council; ensure the safety and well-being of Center staff; provide relevant and appropriate information to the Church in the event of a crisis; and to protect and safeguard important information in the event of a crisis. Varied potential risks were identified and then a group consensus resulted in a clear prioritization of risks that could disrupt daily operations at the Denominational Center. The Center Interagency Team has taken the data and is forming a guide of procedures for use in the event of one of the identified emergencies.

t. Continued support of "Year of the Clergy" by hosting a breakfast at General Assembly during which special certificates were awarded. Promoted Year of the Clergy in all Fall 2011 presbytery meetings.

u. Planned Future Pre-Meeting Workshops—The Director of Ministries and Ministry Team Leaders (GMLT) followed up on the success of the pre-meeting workshops from the 181st General Assembly by planning four new workshops for this year's General Assembly:

- Enhancing Communications in the Local Congregation Workshop will show you how to make newsletters and written communications more effective AND how to use electronic media to your advantage. Look for details in upcoming issues of The Cumberland Presbyterian.

- The CP Church and Immigration Workshop will include an interactive immigration game for fun and serious reflection, provide information about current US immigration laws, and hear the real-life stories of Cumberland Presbyterian leaders who work with this issue every day. The workshop, Coming to America – Cumberland Presbyterian Stories, will inform and remind participants that the Cumberland Presbyterian Church is growing as recent immigrants help to form new congregations, serve as ordained Cumberland Presbyterian pastors and elders, and contribute to presbyterial and denominational life through our Cross Culture ministry.

- Discerning God's Call Workshop will assist and inform those who shepherd inquirers regarding God's Call, review the process for ordination in the Cumberland Presbyterian Church and provide a refresher on related guidelines and procedural policies.

- Faith and Ministry WITH young adults Workshop - Young adults are in a quarterlife crisis. They are trying to figure out work, life, career, and relationships; and all too often faith becomes a very low priority. Living out faith as a young adult is a constant balance with challenges at every turn. This workshop will explore the quarterlife crisis, how to help young adults live out the Christian faith, the Church's compartmentalization of ministry, and the effects it has on ministry with young adults.

v. Took Action to Develop New Web Pages (with contracted assistance)—This effort was complicated by miscommunication. The Ministry Council understood the denominational website to be within the purview of the Communications Ministry Team, thus a responsibility of the Ministry Council. Late in the process of identifying a contractor to assist, we were apprised that the denominational website URL is registered to the Office of the General Assembly and, therefore, not under the authority of the Ministry Council. Because the demand for an updated and user-friendly website made this project a priority for the Ministries of the Church, the Ministry Council moved forward to overhaul and improve its content on webpages accessible via the denominational website.

w. Began a Guided Study—Reverend Troy Green began (and continues) leading the Ministry Council in a guided study of “Spirited Leadership – Empowering People To Do What Matters” by Thomas G. Bandy as part of a sequential approach to evaluating denominational Priority Goals.

x. Continued exploring and evaluating different meeting models and found that the most successful is to meet both concurrently and jointly with Ministry Teams. The Ministry Council and Ministry Teams meet together, break out for individual work, share meals and fellowship, and then report out to the whole group. This method ensures two-way dialogue and helps elected members take back vital information to their congregations and presbyteries.

y. Approved Personnel Handbook Revisions—Ministry Council Personnel Handbook Revisions were considered by GMLT and CIT and recommended to the Ministry Council. Any time revisions are approved, Ministry Council Staff receive an electronic copy of the complete manual with revisions and sign an acknowledgement that they are aware of the revisions.

1. Inclement weather – The Ministry Council generally follows the inclement weather policy of the Memphis City Schools in determining when to close prior to the beginning of a work day. The Center Interagency Team will determine the need to close the Center offices should inclement weather occur during a work day or when Memphis City Schools are not in session. Field staff should consult with their supervisor when inclement weather affects their area.

2. Center Interagency Team will determine the Denominational Center holiday schedule.

3. Employment of Relatives/Non-fraternization – revised language to read: The 180th General Assembly (2010) adopted a no nepotism policy in regard to future hiring practices in the Denominational Center. Nepotism is defined as “Nuclear family members of existing Denominational employees.”

4. Cell phones – revised language to read: When on Ministry Council business, cell phone use (including “texting”) is prohibited while behind the wheel of any vehicle (Ministry Council-owned, private or rental).

5. Environmental Stewardship – removed the word “composting.”

6. When renting a car for Ministry Council business, individuals are to purchase the collision damage waiver from the rental car company. This is due to possible gaps in coverage offered by credit card companies, the denomination’s commercial auto and liability policies and the coverage offered by the rental car company.

z. 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, established in 1995 by the General Assembly and were intended to last 10 years, that is until 2005. The three goals and all areas needing attention within the scope of the Ministry Council have been and continue to be discussed as the Ministry Council implements the 5-step process to set goals for the Global Ministry Leadership Team and Ministry Teams to strategize and implement.

This list is by no means a complete record of our actions during this time; rather, it provides a snapshot of our efforts. More detailed information about accomplishments and initiatives of specific Ministry Teams are found 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.

4. 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 Reverend Carlton Harper, First Vice Chairperson Reverend Lisa Scott, Second Vice Chairperson Reverend Sam Romines, 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 three times in regular session since the 180th General Assembly. Meetings included: a) a concurrent/joint meeting with Ministry Teams at the Center in August 2011, with Orientation for new Council and Team members prior to the meeting; (b) a joint meeting with Ministry Teams at Faith Church in Bartlett, Tennessee, in January 2012; and (c) a regular session at the Center in April 2012. The GMLT works with the MC to set meeting agendas and as needed, Team Leaders meet directly with the Ministry Council during the meeting to share information. Printed MC meeting materials are no longer mailed, but are downloadable two weeks prior to each Ministry Council meeting via a password protected section within Ministry Council pages, allowing up-to-the-minute document retrieval and saving resources related to traditional mailing.

The Ministry Council Covenant (Appendix D) 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 2012

- (2)Rev. Carlton Harper, Tennessee-Georgia Presbytery, Synod of the Southeast
- (1)Ms. Toni Prosser, West Tennessee Presbytery, Synod of Great Rivers
- (1)Rev. Lisa Scott, Missouri Presbytery, Synod of Great Rivers
- (1)Rev. Drew Hayes, Cumberland Presbytery, Synod of the Midwest
- (1)Ms. Sally Allen, Nashville Presbytery, **Tennessee Synod**

Members whose terms expire in 2013

- (2)Ms. Jill Carr, Missouri Presbytery, Synod of Great Rivers
- (1)Rev. Troy Green, **Columbia** 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

Members whose terms expire in 2014

- (3)Mr. Roy Shanks, North Central Presbytery, Synod of the Midwest
- (2)Ms. Mandy Clark, Grace Presbytery, Synod of the Southeast
- (2)Rev. Michele Gentry de Correal, Andes Presbytery, Mission Synod
- (1)Rev. Tom Sanders, Red River Presbytery, Mission Synod
- (1)Rev. Lanny Johnson, Murfreesboro Presbytery, Tennessee Synod

Youth Advisory Members

- 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)
- Mr. Ben Sweet, Presbytery of East Tennessee, Synod of the Southeast (Resigned—Term Expires in 2014)

Advisory Members

- Rev. Michael Sharpe, Red River Presbytery, Mission Synod
- Rev. Don Tabor, Nashville Presbytery, Tennessee Synod (Term Expires in 2013)
- Rev. Boyce Wallace, Cauca Valley Presbytery, Mission Synod (Term Expires in 2012)

The terms of Reverend Carlton Harper, Ms. Toni Prosser, Reverend Lisa Scott, Reverend Drew Hayes, and Ms. Sally Allen expire in 2012; all are eligible for re-election. Ms. Prosser has opted not to serve a second term. The Youth Advisory Member term of Ricky Kirby expires in 2012, and he is not eligible for re-election. Youth Advisory Member Ben Sweet, whose term expires in 2014, has resigned. The Council

expresses appreciation to Ricky Kirby, Ben Sweet and Ms. Toni Prosser for their contributions to the work of the Ministry Council. The Council expresses sincere appreciation to Reverend Boyce Wallace for his leadership and participation as a Ministry Council Advisory Member during his two years as Moderator and Past-Moderator of the General Assembly.

3. MINISTRY TEAM ELECTED TEAM MEMBERS

Elected Team Members are elected by the Ministry Council, as dictated by the corporate model adopted by the General Assembly. Current guidelines for electing Team Members were followed for 2012, 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 182nd GENERAL ASSEMBLY

Reverend Carlton Harper will be the Council's representative to the 182nd 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 Ms. Elizabeth Horsley to fill that position. Ms. Horsley has served in this capacity for several years, and the Council expresses great 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

THE MINISTRY COUNCIL STAFF ROSTER

Ministry Council Administration

Edith Busbee Old, Director of Ministries

Megan Warren, Executive Assistant to the Director of Ministries

Communications Ministry Team

Mark Davis, Team Leader

Sowgand Sheikholeslami, Senior Art Director

Joyce Reeves, Part-time Secretary

Discipleship Ministry Team

Reverend Elinor Swindle Brown, Team Leader

Matt 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 (retired on December 31, 2011)

Missions Ministry Team

Reverend George Estes, Missions Ministry Team Leader

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

Reverend Lynn Thomas, Global Cross Culture Missions (Birmingham, Alabama, office)

Reverend Robert Watkins, Asia Consortium Facilitator and Fund Developer (Somerset, Kentucky, office)

Joyce Reeves, Part-time Secretary

Marjorie Shannon, Administration and Finance (Cordova, Tennessee, office) (retired on December 31, 2011)

Jinger Ellis, Administration and Finance, began work on November 14, 2011

Reverend T. J. Malinoski, Evangelism and New Church Development (Greeneville, Tennessee office)

Pastoral Development Ministry Team

Reverend Milton Ortiz, Team Leader

Joyce Reeves, Part-time Secretary

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 three 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 included 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 was moved to the Communications Ministry Team in 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 to 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 Asia Consortium Facilitator and Fund Developer. Reverend Bob Watkins moved from a full time position as Global Missions 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 succeeded Reverend Watkins as the Global Cross Culture Missions Director with additional responsibility for Cross Culture ministry in the United States. Following an extensive evaluation of all Ministry Council positions in order to reflect on team specific and Ministry Council comprehensive needs, some staff position responsibilities were realigned to make better use of human and financial resources. As a result of the evaluation and due to budgetary constraints, the Office Assistant position was discontinued June 30, 2011. The Council expresses appreciation to Ms. Melody Collins for her contributions to the work of the former Board of Missions, the Missions Ministry Team and the Cumberland Presbyterian Women's Ministry.

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.

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. 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 provides leadership and oversight of matters related to human resources, technology and budget. The CIT meets the second Wednesday of every month 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 Services

CIT oversees the budget of Shared Services, those expenses 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 Shared Services 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. Currently, Shared Services expenses are approximately \$30,000 a month except for the months when annual software license and property & casualty insurance are paid. The 2011 budget projected a \$12,000 deficit for Shared Services; however, Shared Services ended 2011 with a surplus of \$2,087. The 2012 Shared Services budget as approved by General Assembly reflects \$15,000 deficit due to adding the Center’s computer loan payment, primarily the increased costs associated with the implementation of the computer system (e.g. additional consultant costs from Blackbaud beyond the initial scope contract and related costs for temporary help with data entry.) The proposed 2013 Shared Services budget reflects a slight surplus of \$1,600. Expenses for 2013 are projected to be reduced \$49,000 from 2011 driven by lower interest as a result of paying off Church Center loans and not incurring additional developmental costs for the computer system. The Building and Maintenance Loan is projected to be paid off in December 2014. The Computer Loan is projected to be paid off in July 2015. The Ministry Council celebrates the projection that the Denominational Center will be debt free in three years.

b. Information Technology

CIT in cooperation with the Global Ministries Leadership Team (Director of Ministries and the four Ministry Team Leaders) continued the implementation of RaisersEdge and FinancialEdge software, radically improving database management and financial information management. As a result, the database was vastly 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 was formed (Benefits Coordinator Mark Duck, Communications Team Leader Mark Davis, and Matt Gore) to review and make recommendations of measures to ensure computer security, to include but not limited to disaster recovery. Disaster recovery encompasses the processes, policies and procedures of restoring operations critical to the resumption of Center (and to a large extent denominational) operations, including regaining access to data (records, hardware, software, etc.), communications (incoming, outgoing, phone, fax, etc.), workspace, and other business processes after a natural or human-induced disaster. Engineered Management Solutions, LLC was hired as a contracted vendor to provide tech support and is in its third year of providing highly satisfactory service to the Center.

c. Personnel Handbooks

CIT agencies recommended policy to each agency’s personnel handbook that current Center staff will not provide letter(s) of recommendation on behalf of persons applying for Center staff positions. In 2011, policy revisions clarifying recognized Center holidays and Inclement Weather procedures were made to the handbooks. Each agency has a separate handbook due to their status as separate legal entities.

d. Wish List

During monthly meetings, CIT discusses items that are needed or that might enhance the Denominational Center. 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.

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.

In August, 2011, the Ministry Council finalized a refined list of elected team member responsibilities. (Appendix E). Annual August meeting agendas 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. OUR UNITED OUTREACH

Reverend Lisa Scott and Director of Ministries Edith B. Old serve on the Our United Outreach Committee established by General Assembly. Reverend Lanny Johnson (substituted for Reverend Scott) and Edith B. Old presented a request for funding to the Committee as did representatives from other recipient agencies. Details of that Committee's work can be found in a separate report. Among the accomplishments to which the Ministry Council contributed is the growing awareness by congregations of Our United Outreach. The Ministry Council also designed a new OUO logo that appears on publications/communications as a reminder that without OUO, the ministries would be heavily, adversely affected. The Ministry Council wishes to affirm the work of the OUO Committee and its members, voting and non-voting, and to note specifically that awareness is growing as measured by the fact that in 2011, 17 congregations participated that had not done so in 2010 and 6 congregations participated for the first time. The Ministry Council would like express thanks and point to specific areas where Our United Outreach dollars directly supported ministries during this time period, among them:

1. Launched a registration application which will allow for online registration for events such as the Cumberland Presbyterian Women's Ministry Convention, Cumberland Presbyterian Youth Conference, the Minister's Conference, the Youth Evangelism Conference and The Forum.
2. Funded the travel of staff to share information about the Ministry Council during at least one meeting of every stateside presbytery.
3. Launched a usable Ministry Council section of the website that since its inception has had 11,638 visits by 5,326 unique visitors who have logged 41,546 page views.
4. Equipped and trained 30 church leaders with tools of the trade in all areas of discipleship ministry at The Forum.
5. Produced Planning Calendars that are used by more than 1,200 Cumberland Presbyterians.
6. Helped 215 high school young people at CPYC know that it praises God when we Live Out Loud in our faith.
7. Provided a summer chaplain program at the Birthplace Shrine Chapel, Montgomery Bell State Park, Burns, Tennessee, and has for at least 46 years.
8. Funded the Ministers Conference which allowed for 85 ministers to get continuing education.
9. Partnered with presbyteries to support 23 new, redeveloping and Cross Culture churches and fellowships.
10. Provided \$400 donation to Burrito Ministries in Memphis. Reverend Missy Rose donates the money earned through her catering service to provide weekly distribution of food to a growing homeless population. The Ministry Council affirms Reverend Rose's work with the Burrito Ministry and is pleased that we can financially support this vital initiative by using her catering service as an economical and satisfactory resource that has added value.

E. DIRECTIVES FROM GENERAL ASSEMBLY

1. PROVISIONAL STATUS FOR NEW CHURCHES

The 181st General Assembly directed "Global Center Staff to develop a program to instruct and guide presbyteries who might be interested in using Provisional Status when dealing with new churches entering a presbytery." Stated Clerk Mike Sharpe met with Missions Ministry Team staff, revising the current provisional status information. The full text of the Provisional Status brochure was included in the Committee on the Ministry Handbook presented at the 181st General Assembly last year. The brochure was originally created in 2001 after the 1999 GA approved the Provisional Status approach. In virtually every

case where Provisional Status is under consideration, Missions Ministry Team staff is working with those agencies to shepherd the process. Reflecting on the number of presbyteries that Reverend Lynn Thomas and Reverend George Estes have worked with directly in this regard, there has been a significant amount of information shared.

2. CHURCH CALENDAR

The 181st General Assembly approved the Church calendar for 2011-2012 and recommended that the dates for future calendars be extended beyond the present calendar year to at least 24 months in advance.” The Ministry Council has consulted with the Office of General Assembly; and, beginning next year, the Office of the General Assembly will be responsible for reporting the Church Calendar as it is a collection of events and dates for all denominational entities. The Church Calendar is not the same thing as the Planning Calendar; the Ministry Council will continue to publish the Planning Calendar that includes dates from the Church Calendar along with other dates.

3. CUMBERLAND PRESBYTERIAN CHURCH AND CUMBERLAND PRESBYTERIAN CHURCH IN AMERICA REUNIFICATION

The 181st General Assembly “encouraged the Ministry Council and the General Assembly Mission Board of the CPCA to meet jointly to explore opportunities to share ideas, set goals, and objectives for the future and ways to engage in joint activities in Christian education, stewardship, missions, and evangelism.” The United Board of Christian Discipleship meets in January just prior to the Ministry Council and Ministry Team meeting. The Ministry Council hosted CPCA General Assembly Mission Board representatives to the United Board in a fellowship event meeting with the Ministry Council and Ministry Team Leaders on Thursday, January 26, 2012. The Ministry Council also launched an International Children’s Art Contest that is open to children in both denominations. The Director of Ministries will attend the CPCA General Assembly in early June 2012.

4. ENHANCED DENOMINATIONAL COMMUNICATION

The 181st General Assembly “encouraged Mark Davis, Communications Ministry Team Leader, to extend CP Updates to include additional concerns that can be prayed for.” These have been added to CP Updates as well as to other forms of immediate electronic media including email blasts, Twitter and Facebook pages.

5. DENOMINATIONAL CENTER WEBSITES

At the 181st General Assembly, the Committee that reviewed the Ministry Council and Communications Ministry Team Reports stated that it was their “will that the Ministry Council, Board of Stewardship, Office of the General Assembly, and the Historical Foundation work together to ensure that their websites are uniform in design and operation in order to be more user friendly for churches.” The Ministry Council and Communications Ministry Team have and will continue to share our learnings and resources to assist denominational agencies in their expansion into electronic communication.

6. CERTIFICATION OF YOUTH MINISTERS

The 181st General Assembly “Approved a Program for Certification of Youth Ministers and recommended its use.” Reverend Dietrich “Deech” Kirk, Executive Director of the Center for Youth Ministry Training, made a presentation on the three-year training program conducted by the Center and MTS.” Currently, three Cumberland Presbyterian students are enrolled in the CYMT program. Two applicants await acceptance to begin the 2012 Fall term and one additional certification candidate anticipates a Spring 2013 enrollment. Three additional potential candidates are discerning this opportunity to fulfill their Call. Informational materials are in print and on the website to help presbyterial Committees on the Ministry assist those called to youth ministry. We continue to promote this opportunity to those called to Youth Ministry and to Committees on the Ministry to assist and direct those called to this ministry.

7. DECADAL PLAN FOR EVANGELISM, CHURCH PLANTING AND MISSION EXPANSION

The 181st General Assembly “Adopted a ten-year plan for evangelism, church planting and mission expansion and directed the Ministry Council and other denominational agencies to proceed with further amplification and implementation of the plan.” The Ministry Council and Missions Ministry Team coordinated the creation of a full time position with goals and benchmarks tied to implementation of the plan. Reverend T. J. Malinoski was called to this position and began work January 1, 2012. Reverend Malinoski has made a number of presentations to presbyteries and will make a presentation at this General Assembly outlining specific plans.

8. SPECIAL COMMITTEE TO EVALUATE CURRENT STRUCTURE

The 181st General Assembly “formed a special committee with the task of evaluating the current denominational organizations of General Assembly, to include the Ministry Council, the Board of Stewardship, Foundation and Benefits, and the General Assembly Office. The purpose of this process is to ascertain the success of these organizations in implementing the current structure. The committee will report to the 182nd General Assembly on both the successes and possible ways that the current structure can be improved and made more efficient.” That Committee was to provide their findings to the Ministry Council on/before January 15, 2012 to ensure the Ministry Council would have time to review and respond to the evaluation specific to the Ministry Council. Committee member Reverend Ron McMillan met with the Council in August to provide an overview of the Committee’s plan of process.

In mid-January, the Ministry Council was informed that the report was delayed and would be provided on/about February 15, 2012. The report was received March 7, 2012. We understand the difficulty of this long process and appreciate the thoroughness and scope that the report entailed. The Ministry Council response will be included in Report Number Two.

F. 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:

- 4th 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
- 3rd 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 2012-2013

2012 Meeting Dates:

- August 24 (Fri) Orientation for new Ministry Council/Ministry Team members.
- August 25-26 (Sat/Sun) at Cordova, Tennessee; Ministry Council/Teams meet in concurrent sessions

2013 Meeting Dates:

- January 25-26 (Fri/Sat) at Cordova, Tennessee; Ministry Council/Teams meet in joint sessions
- April 19-20 (Fri/Sat) at Cordova, Tennessee
- August 23 (Fri) Orientation for new Ministry Council/Ministry Team members, Cordova, Tennessee
- August 24-25 (Sat/Sun)—Ministry Council and Teams meet concurrently, Cordova, Tennessee

II. COMMUNICATIONS MINISTRY TEAM

Mark J. Davis, Team Leader

A. INTRODUCTION AND PURPOSE

The Communications Ministry Team (CMT) concentrates our efforts to focus on and strengthen communication within the denomination and with the world at large through written, verbal and electronic means. We understand our mission as one of articulating as clearly as possible 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 in recent 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 meaningful ways.

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.

1. 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.

2. Consistency: Now that the internet—and specifically, the worldwide web—has become ubiquitous and a primary source of information, uniformity, or consistency in the “look and feel” of an organization’s communications has become one 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.

3. 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, one of the denominational web sites, 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 very 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 2012

(1) Rev. James D. McGuire, Presbytery of East Tennessee, Synod of the Southeast
Members Whose Terms Expire In 2013

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

Members Whose Terms Expire In 2014

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

(1) Rev. Michael Clark, Murfreesboro Presbytery, Tennessee Synod

(1) Ms. Dusty Luthy Shull, New Hope Congregation, Covenant Presbytery, Synod of the Midwest

In January 2012, the following returning CMT Elected Team Member was recommended by the CMT and elected by the Ministry Council to a term beginning after General Assembly:

Rev. James D. McGuire, Presbytery of East Tennessee, Synod of the Southeast to succeed himself for a three-year term.

2. STRUCTURE AND STAFF

Mark J. Davis is the Team Leader for the Communications Ministry Team. At the direction of the Ministry Council, our Senior Art Director, Sowgand Sheikholeslami, transferred from the Missions Ministry Team to the CMT as of January 1, 2012. With this transfer comes the implementation of a job tracking/workflow management system, intended to facilitate more control over our printing and publishing costs. Ministry Teams and the Ministry Council will “contract” with the CMT for editorial, layout, design, and printing services, and will be charged back for each job based on actual costs (printing, materials, etc.) plus a fully-loaded hourly rate derived from CMT staff members’ salary and benefits. Benefits expected from this change include: a more accurate costing and budgeting model associated with printing/publishing projects, a more effective and efficient use of limited human resources, and greater accountability in terms of our ability to determine the true value of a printing/publishing job before initiating it. The CMT is also served on a part-time basis by Joyce Reeves in a secretarial capacity. The Team Members meet 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

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 2012 issue, paid circulation averaged around 2,200 per month.

d. Subscriptions

The rates for subscriptions have not changed since the last General Assembly and may now be purchased on-line at <http://ministrycouncil.cumberland.org/subscription>. Current subscription rates are:

- 1) \$25.00 per year; \$45.00 for two years
- 2) \$22.00 per year when prepaid in groups of five or more
- 3) \$2.27 per issue for billed subscriptions (minimum of five)
- 4) \$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.

f. Current status

The magazine began a couple of new columns this year as it looks toward expanding and diversifying content. The Reader’s Forum will be a column dedicated to readers expressing their points of view on topics of interest to both to Cumberland Presbyterians specifically, and to Christians in general, as they strive to live their faith in the 21st century. Kids’ Page is a new column developed expressly for young Cumberland Presbyterians, and expands on the regular column written by Davie Peppers (who has now entered his teen years). Speaking of Davie’s column, we’ve changed the name of it to Teen Trailers, and

the content will be targeted toward late adolescents and early teens, accordingly. Finally, we have begun a Cumberland Cooks column which celebrates that penchant of Cumberland Presbyterians to express their connectedness through sharing meals. With these new offerings, we're attempting to respond to some of the excellent input we received via the survey distributed at the 2011 General Assembly and CPWM Convention, as well as the fall meetings of most presbyteries.

The Cumberland Presbyterian 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 SITE (ministrycouncil.cumberland.org)

The Communications Ministry Team has received many positive comments and affirmations around our new website, launched in September of 2011. The Advent/Christmas season presented us with an opportunity to add special content to the front page in the form of a Christmas greeting we received from Reverend Roy Hall, of Robert Donnell Presbytery. We also worked with the Discipleship Ministry Team to provide on-line purchasing and access for the new youth ministry curriculum, Faith Out Loud!, which has been very well received. Additionally, we have added audio, video, and on-line event registration capabilities. Finally, with the assistance of some part-time help, we recently completed populating the eVotions page with archival devotions, going back to the program's beginning in September 2010. We are now able to collect meaningful web traffic analysis that will allow us to tailor the functionality of the site to our most frequent users' needs.

3. UNIFIED PUBLICATIONS TASK FORCE

At the direction of the Ministry Council in January 2011, the Communications Ministry Team 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?” The Task Force developed a robust survey and a series of guidelines to follow in conducting focus groups. Surveys were distributed at the 2011 General Assembly, the 2011 CPWM Convention, meetings of Presbytery, CPYC, and sent out in mass emailings. At its meeting in January 2012, the Ministry Council received the report of the Task Force. (Appendix F) After review of the report, the Ministry Council directed the Task Force to take the following actions:

- present a plan to the Ministry Council in April for having digital versions of both The Cumberland Presbyterian magazine and The Missionary Messenger available online by January, 2013, and a plan for determining those who do not prefer to receive paper copies.
- adjust print runs of The Missionary Messenger to better align with distribution by April 2012 (completed)

4. DENOMINATIONAL NEWS MEDIA

We wish also 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>.

In addition to CP Updates, the CMT employ a commercial mass-email service (soon to be replaced by the same functionality through the Ministry Council website), Facebook postings, and as time and resources permit, cumberlist.

5. COMMUNICATIONS MINISTRY TEAM WORKFLOW

Pursuant to the resource stewardship and consistency portions of our mission, the CMT have worked with the other ministry teams to improve both collaboration and CMT workflow. Besides implementation of a common tool for use in event registration we recently launched a web-based project management application which will help greatly not only in tracking and normalizing the activities associated with our many collaborative projects, but by helping to identify potential resource constraints before they occur, thus allowing us to execute our processes in more efficient and effective ways.

III. DISCIPLESHIP MINISTRY TEAM

Reverend Elinor Swindle Brown, Team Leader

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 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

Members whose terms expire in 2014

- (2)Rev. Aaron Ferry, Presbytery of East Tennessee, Synod of the Southeast
- (1)Ms. Samantha Hassell, Covenant Presbytery, Synod of the Midwest

The terms of Joanna Bellis, Reverend Jeff Gehle and Reverend Kip Rush expire in 2012. Jeff and Kip have faithfully served three terms and are not eligible to be re-elected. We thank them for their faithful service, generous spirit and bubbling creativity. Alan Butler from Trinity Congregation, Red River Presbytery, Mission Synod, has also resigned.

In January 2012, 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:

Joanna D. Bellis, Orange Congregation, Missouri Presbytery, Synod of Great Rivers,
to succeed herself for a three-year term.

Rachel Cook, Scottsboro Congregation, Robert Donnell Presbytery, Synod of the Southeast,
to a three-year term.

Lella Dixon, Marshall Congregation, Trinity Presbytery, Mission Synod, to fill the 2-year unexpired term of Alan Butler.

Christian Smith, Silverdale Congregation, Tennessee-Georgia Presbytery, Synod of the Southeast,
to a three-year term.

2. STAFF MEMBERS

The new DMT Leader is Reverend Elinor Swindle Brown as of January 1, 2012. Elinor has worked for the denomination for nearly two decades. Most recently, she served as the Coordinator of Children and Family Ministry for the DMT. Elinor and her partner Mark are ordained ministers in West Tennessee

Presbytery and attend the Cumberland Presbyterian Church of Germantown. They have one adult daughter Sydney.

Our Administrative assistant, Christine Tyler retired on December 31, 2011 after serving the Cumberland Presbyterian Church for more than forty-three years. Chris came to the board as the first African-American full-time employee of the denomination. DMT staff will miss Chris' humble strength, knowing smile, and loving spirit. The Church is blessed by God to have had such a dedicated and competent person in this position all these years.

The position of Coordinator of Children and Family Ministry is open at this time. Interviews will be underway in March and the team hopes to have someone in this position soon after.

The remaining staff are as follows: Matthew Gore, Coordinator of CP Resources and Promotion since 1992; Susan Groce, Coordinator of Youth and Young Adult Ministry since 2008; and Cindy Martin, Coordinator of Adult and Third Age Ministry since 2011 (with DMT since 1998).

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 Assembly Mission Board of the Cumberland Presbyterian Church in America, continue to evaluate and plan all programs 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. Pre-GA Workshop will be led by the Young Adult Ministry Council (YAMC). The topic of the workshop is "ministry with and to young adults."

b. More CPCA Leaders are needed for DMT events, so DMT is making an even more intentional effort to gather names of leadership from the Cumberland Presbyterian Church in America (CPCA). If you have worked with CPCA leaders in your area that are gifted in the ministries associated with the DMT, email Elinor Brown at esb@cumberland.org.

c. Two Papers are being presented to the Theology and Social Concerns Committee. Youth from the Youth Ministry Planning Council (YMPC) are writing a paper on "Bullying in Young People." Young Adults from YAMC are writing a paper on "Abuse and Domestic Violence in Young Adults."

d. Journey of Faith will be revised this year.

e. Koinonia: Young Adult Conference is being planned by the Young Adult Ministry Council of the Cumberland Presbyterian Church and Cumberland Presbyterian Church in America. Koinonia is Greek for communion by intimate participation in community. This will be an occasion for the young adult community to gather for a time of spiritual renewal. Together we will focus on Acts 2:42 which states, "They committed themselves to the teaching of the apostles, the life together, the common meal, and the prayers." Together we will worship, de-stress, pray, gather, have fun, study, and build community. Koinonia is for individuals ages 18-35: young adults out of high school, college-age, working, single, married, divorced, spouses, and their children. This event will be held on the Carnival cruise ship, Elation, and will leave New Orleans on January 31, returning on February 4, 2013. Registration begins April 1, 2012. Childcare is provided. Information is available at www.koinoniayac.org.

f. A Cumberland Presbyterian Student Ministry is under development at Bethel University. An organization meeting and dessert party was held on February 15 at the home of Jon and Myra Carlock. A core group has been established to undertake the formal process in becoming a student organization. That group includes Leanne Kerner (Covenant), Madison Rush (Nashville), Erin Swindle (Grace), and CJ Cassel (Nashville).

g. Book/Film Reviews will be a new item for adults on the DMT website. Several ministers have been asked to write reviews of books and films of interest to Cumberland Presbyterian adults. Reviews are scheduled to be online this spring.

2. PROGRAMS CONTINUED

a. CP Resources are uniquely Cumberland resources available to Cumberland congregations. In 2011, 36,035 items sold and 2,282 orders were shipped. In 2011, our gross annual revenue was \$183,514.58.

b. Presbyterian Packets are now being sent to presbyterial Boards of Christian Education and information included in them is also being put on the website at <http://ministrycouncil/cumberland.org>.

c. Church/Presbyterial visits continue to be a part of what we do as staff and we encourage

all presbyteries and their boards to invite any of our staff to listen, consult, help plan or train within the bounds of the presbyteries. Cindy Martin provided training for new Board of Christian Education (BCE) members in Columbia Presbytery in February 2012. Reverend Elinor Brown was among the leadership of an intergenerational retreat event at Sturgis, Kentucky, Church in March and preached at Mt. Zion, Columbus, Mississippi, Church in March. Susan Groce will lead camp leader trainings on April 28th for Murfreesboro Presbytery and on May 5th for the Presbytery of East Tennessee. Reverend Kip Rush will lead a camp leader training event on May 11-12 for Trinity Presbytery on behalf of DMT.

d. The 2012 Forum, a leader development event for all Cumberland Presbyterians, will be held November 7-9, 2012, at the Stephen Olford Center in Memphis, Tennessee. The theme will again be “How to’s: Equipping Congregations with Tools of the Trade” due to the fact that the 2011 Forum was able to only touch on a limited number of elements within this very broad and important topic. Cost: \$190 for a shared room/food, \$290 for a single room/food, \$330 for a couple with a non-registering spouse/food, \$375 for a couple/food, \$100 for commuters.

e. The Event: Elder Training will be held in different regions during January and February of 2013. The theme will focus on elder training since a similar event proved to be helpful. Look for more information later this year. Please let us know if there are churches which would be interested in hosting these events.

f. Cumberland Presbyterian Youth Conference (CPYC) will move to Bethel University in 2012. It will be held July 8-13, 2012. The theme is “Like Our Life Depends on It.” Reverend Perryn Rice and Jill Carr will serve as worship leaders. We are looking forward to this move and where God is taking us in this ministry with young people. This ministry is in partnership with the CPCA. Cost: \$275.

g. The Youth Mission Immersion Trip to Uganda will be underway during General Assembly 2012. The team will be working with CP missionaries Kenneth and Delight Hopson and consists of 26 youth and adults. Participants will conduct sports camps and do evangelism. This is a joint ministry between the Missions and Discipleship Ministry Teams, led by Reverend Lynn Thomas and assisted by Nona Thomas and Susan Groce.

h. The Youth Evangelism Conference will be held December 27-30, 2012 in Little Rock, Arkansas. The theme is “Follow Me.” David Bowden will serve as keynote speaker. B.J. Mathis is coordinating this event which is a partnership between the Discipleship and Missions Ministry Teams. Cost: Earlybird (by Oct. 1) \$209, Regular (by Dec. 1) \$229, Late (Dec. 2-27 as space allows).

i. Presbyterian Youth Triennium will be held July 16-20, 2013 at Purdue University. Planning is underway. Susan Groce, Reverend Mark Brown and Reverend Aaron Ferry serve as Ministry team staff. Production team members include: Jeff Ingram (West Tennessee), Noah Quinton (Covenant), Laura Heflin (West Tennessee), Susi Franco (East Tennessee), Carolina Gillis (Robert Donnell), Devin Rush (Nashville), Allison Carr (Missouri), and Houston Brown (Red River). This is a joint ministry with the PC (USA) and the CPCA.

j. *eVotions* continue to be used by Cumberland Presbyterians. One congregation has encouraged its members to make the *eVotions* page their homepage. They have said “When we start our day with a ‘healthy breakfast’—God’s daily bread—we stay nourished throughout the day.” Church members are also posting it on Facebook for family and friends to read. There is an entire archive of *eVotions* online, from 2010 to present. Plans are being made to include an index to search these by a writer’s name.

k. *The CP Handbook* is being reprinted and will be offered at a reduced price due to lower printing costs. The cost was \$22.95 and the new cost is \$9.95, a savings of \$11.00/copy.

l. *Faith Out Loud* is a curriculum for Cumberland Presbyterian young people written by Cumberland Presbyterians. We are completing our first year of *Faith Out Loud*, which was initiated Fall 2011. Writers have included: Reverend Andy McClung, Samantha Hassell, Luke Lawson, Reverend Michael Clark, Reverend Darren Kennemer, and Whitney Brown. Studies cover a variety of scriptures and topics, including CP specific topics. *Faith Out Loud* can be used in a church school or other youth group setting.

m. *A Study Guide for the Confession of Faith* is available in book form now for \$5.15.

n. *What Cumberland Presbyterians Believe* has been reprinted and is available for \$12.95. *We Believe and So We Speak* is in the process of being reprinted. These books are companion volumes.

o. Certification of Youth Ministers was approved at the 181st General Assembly. Promotion of this program is underway and all are rejoicing in the Church’s official recognition of the Call of persons to youth ministry.

p. *Encounter* Winter 2011-12 and Spring 2012 issues have been printed and delivered. Writers included Lezlie Daniel and Reverend Byron Forester. The Summer 2012 materials are in process. Future writers include Reverend Jennifer Newell, Reverend Linda Glenn, and Reverend Dwight Liles.

Beginning with the Spring 2012 edition, a large print student book will be available for \$4.95, a nominal increase of \$.90 from the regular print student book. Reverend Cardelia Howell-Diamond and Reverend Lisa Scott are currently writing the leader guides.

3. PROGRAMS ACCOMPLISHED

a. The Forum was held November 2-5, 2011. There were 11 participants new to DMT events and 12 participants who had been to past events. Participants from 12 presbyteries were in attendance: Choctaw (2), Cumberland (2), East Tennessee (1), Grace (1), Hope (2), Murfreesboro (1), Nashville (2), Red River (4), Robert Donnell (1), Trinity (2), West Tennessee (5) and Huntsville, CPCA (1). All of these presbyteries were represented at Miniversities in past years except Huntsville CPCA. There were 7 first-time-to-attend leaders including two who were from outside the CPC.

b. CP *Faith in 3D* was held January 13-16, 2012 with nearly 150 CPs in attendance. Reverend Lynn and Nona Thomas and Reverend Milton and Francia Ortiz served as speakers during the missions education portion of Imaginations. Also serving in leadership from the CPC: Tyler Spradling (Tusculum), Bevin Kurtz (St. Luke, Texas), Reverend Aaron Ferry (West Nashville), Joanna Bellis (Brenthaven), Reverend Elinor Brown, Reverend Mark Brown and Jaime Groce (Germantown). Serving on College Crew from the CPC were Emily Trapp (1st CPC Olive Branch), Noah Quinton (Sturgis), Ean Taylor, Brittany Stevens and Taylor Young (Tusculum), Rachel Betty (Brush Hill), Micah Watson (Jerusalem CPC) and Natalie Cucinotta (Marshall). Beth-el Farm Worker's Mission was a recipient of the offering taken on Sunday evening. Executive Director Dave Moore spoke to all participants on the importance of this ministry.

c. *The Forum* was recently evaluated by staff who determined that its focus needed to shift. It will now become a way to share information from *The Forum* and to promote the upcoming *Forum* as well as other events. The new title will be *Forum Notes*. The first issue was distributed in February. Please send e-mail addresses for people to receive this newsletter to chm@cumberland.org.

D. CERTIFICATION OF YOUTH MINISTERS BY THE CUMBERLAND PRESBYTERIAN CHURCH

The following is an explanation and recommendation for creating a certification process for Christian Educators. Christian Education is the Church's efforts to help each and every person grow personally and spiritually. Christian education or discipleship is every effort by the Christian community to reach out to the persons 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 longstanding history for helping people to discern their calls. The call to Christian education 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 Christian Education 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 discipleship.

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 of presbytery as candidates for certification and, therefore, will not be licensed.

CALL

A person who is experiencing a call to ministry in the area of Christian education 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 CHRISTIAN EDUCATION & PRESBYTERIAL

REQUIREMENTS

The first official step to be taken by someone called to Christian education 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 Christian education.

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 Christian education 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 Christian education certification may expect to be examined with respect to personal religious experience, motives leading to the seeking of certification for Christian education 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 Christian education. 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 the desire to become a certified Christian educator in the Cumberland Presbyterian Church.

After being received as a candidate for the certification of Christian education, 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 Christian education 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 Christian educator in the Cumberland Presbyterian Church is certification. When the Committee on the Ministry determines that a candidate has met the requirements for certification, 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 Christian education 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 Religion or Theological Studies with an emphasis on Christian education or its equivalent with a concentration in Christian education 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.

Christian Education Courses	21 hrs.
Electives	9 hrs.
(Includes CP History & Doctrine and CP Polity)	

Total	48 hrs.
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Undergraduate/Paraprofessional Track

- A certificate in Christian Education - through an accredited course of study
- 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 candidates on track to be ordained to word and sacrament.
- The Cumberland Presbyterian Church's recognition of the call to Christian education as a valid call.

RECEIVING CANDIDATES

The reception of candidates for the 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 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 Christian education 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 Christian education in the Cumberland Presbyterian Church and I now direct that your name be entered on the roll of the presbytery as a candidate for Christian education.

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 CHRISTIAN EDUCATORS

Christian Educators 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 Christian education minister relation, and the asking of the following questions:

To the Christian educator:

I. Are you willing to assume the responsibilities as Christian educator of this church, according to the agreements made in your acceptance of the call?

II. Do you believe that in taking upon you these 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 Christian educator to this church, to teach and preach the Word of God to all people, to be an advocate for all people, and to lead this church in its witness and ministry to those individuals, 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 a Christian educator?

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 Christian educator 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 Christian educator 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 1: That the 182nd General Assembly approve the proposed Program for Certification of Christian Educators 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 26, 2012, 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 8-13, 2012, Theme: Like Your Life Depends on It), Presbyterian Youth Triennium (July 16-20, 2013), the Young Adult Ministry Planning Team (Koinonia: Young Adult Conference, January 31-February 4, 2013), and the Forum (November 4-7, 2012).

UBCD worked on benchmarks for each of its events and will continue to be more intentional about both doing and encouraging cooperative work between the two denominations.

IV. MISSIONS MINISTRY TEAM

Reverend 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 2011.

2. MMT ELECTED TEAM MEMBERS

Members whose terms expire in 2012

- (1)Rev. Jimmy Byrd, Murfreesboro Presbytery, Tennessee Synod
- (1)Rev. James Barry, Tennessee/Georgia Presbytery, Synod of the Southeast
- (1)Mrs. Margie Vanderlaan, Grace Presbytery, Synod of the Southeast
- (1)Ms. Sherry Poteet, Trinity Presbytery, Mission Synod
- (3)Mrs. Athala Jaramillo, Grace Presbytery, Synod of the Southeast
- (3)Mrs. Robin McCaskey-Hughes, Red River Presbytery, Mission Synod

Members Whose Terms Expire In 2013

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

Members Whose Terms Expire In 2014

- (1)Rev. James Buttram, Jr., East Tennessee Presbytery, Synod of the Southeast
- (2)Mrs. Nancy Gordon, North Central Presbytery, Synod of the Midwest
- (2)Rev. Ricardo Franco, Presbytery of East Tennessee, Synod of the Southeast
- (3)Mrs. Beverly Stott, West Tennessee Presbytery, Synod of Great Rivers

Elected members having completed their terms of service on the Missions Ministry Team this year are Athala Jaramillo and Robin McCaskey-Hughes. The MMT is grateful for their diligent and faithful service.

In January 2012, the following returning and future 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 succeed himself for a three-year term, having filled a one-year unexpired term.

Mrs. Margie Vanderlaan, Grace Presbytery, Synod of the Southeast, to succeed herself for a three-year term.

Ms. Sherry Poteet, Trinity Presbytery, Mission Synod, to succeed herself for a three-year term.

Reverend Cardelia Howell-Diamond, Murfreesboro Presbytery, Tennessee Synod, to a three-year term.

Rachel Betty, Brush Hill Church, Nashville Presbytery, Tennessee Synod, to a three-year term.

B. STAFF CHANGES

Marjorie Shannon, Administration and Finance, retired on December 31, 2011 after serving the Cumberland Presbyterian Church for more than 20 years. The Council and Missions Ministry Team express their appreciation to Ms. Shannon for her contributions to the former Board of Missions and Missions Ministry Team. The Church is blessed by God to have had such a dedicated and competent person in this position all these years.

Jennifer “Jinger” Ellis, Administration and Finance, began work on November 14, 2011. The MMT was blessed to have the gift of resources to support a generous time of transition and training as Ms. Shannon prepared to retire and Ms. Ellis trained to fill that key position.

Reverend T. J. Malinoski, Evangelism and New Church Development, began work January 9, 2012, following an extended call for applicants, the Ministry Council called Reverend Malinoski to serve in this newly created position. The job description was created following the General Assembly’s approval of a ten-year evangelism plan, “Step Out!,” that included specific goals for evangelism and church planting, areas of need which had not been addressed due to lack of staff. Reverend Malinoski has worked from Greeneville, Tennessee during the first months of his employment; however, he expects to relocate with his family to the Memphis area in July, 2012.

C. CONGREGATIONAL MINISTRIES

1. WOMEN’S MINISTRY

2011 Women’s Ministry Convention was held in Springfield, Missouri, June 21-23. Officers are Mary Ann Cole (President); Carla Bellis (President-elect); Martha Chambers (Past President); Glynda Corbin (Secretary); and Sondra Gould (Secretary-elect). The keynote speaker was Jennifer Rothschild, a widely-known speaker and conference leader from Springfield, Missouri. The annual Bethel College Scholarship was awarded to Anna Sweet from Knoxville, Tennessee, who was also the 2011 recipient. Jo Ann Shugert provided staff leadership as Convention Coordinator. Convention selected two projects for the coming year of ministry – “*Faith in 3-D*” in partnership with the Discipleship Ministry Team and the 2013 “*Salary for a Chaplain at the CP Children’s Home.*” The 2012 Convention Offering was for “*Prep 1:8*” – a missionary recruitment and training program of the Missions Ministry Team.

a. Women Clergy – Clergy women were treated to a reception during General Assembly 2011, along with those who support them in their ministry. This event is sponsored jointly by the Missions Ministry Team, Memphis Theological Seminary, and Pastoral Development Ministry Team. According to the Office of General Assembly there are currently 913 total CP clergy, of which 121, or 13%, are women; in addition, there are 33 women Licentiates and 21 women candidates.

b. Looking to the Future - A third Women’s Conference is scheduled for July 2013 in the Little Rock/Russellville, Arkansas area. The theme will be “*Rest, Renew, Restore.*” Women’s Ministry is beginning a multi-year focus on the issue of Human Trafficking education, awareness and action. Ideas and information will be made available at Convention 2012, and each subsequent Convention through 2015. We are also looking at new ways to provide enhanced training and support to regional officers/presidents in the coming two years.

2. ELECTRONIC COMMUNICATIONS

The Missions Ministry Team portion of the Ministry Council webpage of the denominational website continues to be an effective resource for congregations and individuals. The Missions News electronic newsletter is distributed monthly to 982 subscribers at no charge. *The Missionary Messenger* is available in .pdf format within the Missions Team portion of the Ministry Council section of the denominational website. A survey has been published to ascertain the number of readers who would prefer to receive *The Missionary Messenger* by electronic communication versus print through USPS.

D. SPECIAL SERVICES

1. LEADERSHIP REFERRAL SERVICES

Through the Leadership Referral Services, assistance is provided to church search committees and pastors seeking a call. An Opportunities List is maintained on the Missions Team section of the Ministry Council website pages, along with downloadable Church Information Forms and Personal Information Forms for ministers. Reverend Norlan Scudder continues to serve as coordinator for LRS.

2. BIRTHPLACE SHRINE CHAPLAINCY

Since 1966, the Missions Ministry Team has provided 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 2011.

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: Beth-El Farm Worker Ministry, Inc.; Project Vida (Texas-Mexico Border) Ministry; Coalition for Appalachian Ministry; Appalachian Ministries Educational Resource Center (AMERC); National Farm Worker Ministry; Ministry in Israel.

4. HEALTHY CONGREGATIONS INITIATIVE

With the Pastoral Development Ministry Team, MMT has co-sponsored the Healthy Congregations Initiative. A workshop at the 2011 Ministers Conference was led by consultant Dr. Jerry Harber. Subsequently, the concept of a Pastor/Parish Relations Committee is being shared with interested sessions. Essentially, the program features training of local church members to serve on a Pastor/Parish Committee Relations Committee. Interested congregations are urged to contact the Missions Ministry Team.

E. EVANGELISM AND CHURCH DEVELOPMENT

1. EVANGELISM EMPHASIS: “STEP OUT!”

The 181st General Assembly approved a ten-year denominational effort to promote evangelism, church planting and missions expansion. The Evangelism Task Force Plan, adopted by the GA, included the theme, “Step Out! – Called to Tell, Sent to Share.” The theme is based on Romans 10:15, “How beautiful are the feet of those who preach the Good News!” Step Out emphasizes evangelism and faith-sharing as a priority for the individual believer, local congregation, presbytery and denomination. The plan features goals for churches, presbyteries and denominational agencies, challenging Cumberland Presbyterians to intentionally bring the Good News to persons who do not know Jesus Christ. Step Out is designed as a grass-roots movement, encouraging us to meet people where they are, recognizing and respecting their diversity, and diligently committing ourselves afresh to the call of the Great Commission to make disciples by sharing our faith. The Step Out plan document is available at <http://ministrycouncil.cumberland.org/stepout>. Step Out will be featured in the Tuesday evening program of the General Assembly under the direction of Reverend T. J. Malinoski, newly called to lead the Step Out emphasis as part of the MMT staff.

2. NEW CHURCH DEVELOPMENT (NCD) AND REDEVELOPMENT

In the absence of a staff person for this unit in 2011, the responsibilities for program support and supervision for current NCD and redevelopment ministry continued, though efforts for new work were greatly limited. The Step Out emphasis includes challenging goals for church planting in each presbytery of the denomination in this decade. The Missions Ministry Team will assist with resources and counsel for presbyterial supervision of these efforts.

In 2011, a pilot project for congregational revitalization was initiated, introducing trained “coaches” to work with sessions and pastors. As this project produces learnings, there will be opportunities to share this approach more widely in the denomination.

3. YOUTH EVANGELISM CONFERENCE - 2012

“Follow” is the theme for the third Youth Evangelism Conference scheduled for December 27-30, 2012, at the 4-H Conference Center near Little Rock, Arkansas. The conference represents a collaborative effort between MMT and the Discipleship Ministry Team. B. J. Mathis of the Winchester CP Church staff is serving as coordinator for this event which has typically drawn some 200 youth and leaders from across the denomination. Keynote speakers for the event will be David Bowden, Executive Director of “Give A Goat” and Kathleen Murphy, director of her outreach ministry, “My Own Backyard.” Again this time, conference attendees will get “outside the walls” to engage in service evangelism ministries. Details about the conference and registration information are available at: <http://ministrycouncil.cumberland.org/youthevangelismconferences>.

4. CROSS CULTURE DEVELOPMENT (USA)

a. Change in Structure

When Reverend Lynn Thomas assumed the role of Director of Global Cross Culture Missions in August 2011 with the semi-retirement of Reverend Robert Watkins, the responsibility for Cross Culture (CC) Ministry came under the umbrella of Global Cross Culture Ministry. Reverend Thomas had been the director for Cross Culture Ministry (USA) for more than ten years. At present he is directing both areas, which previously were separate full-time staff positions; there is a need for a full-time staff person in Cross Culture ministries, a vital growth area for the Cumberland Presbyterian Church in the USA. During 2011, the MMT explored using the assistance of Reverend Milton Ortiz, the team leader of the PDMT, to help with Hispanic Cross Culture Ministry USA. This was a trial period to see if Reverend Milton Ortiz would be able to guide the Hispanic part of our Cross Culture work in the USA as well as his PDMT responsibilities. After several months all parties recognized this temporary measure to be unworkable in light of his duties with PDMT and the expanding opportunities in Cross Culture Ministry in the USA. Although it didn't work out, the MMT appreciates the attempt by Milton to explore this option with us.

Our work with Cross Culture congregations in the USA, particularly in light of the different cultures and languages of these churches, has alerted the MMT to the difficulties many Cumberland Presbyterians are facing today as they attempt to deal with the complexities of immigration. Politicians and the press are primarily focused on Hispanic immigrants, but immigration issues in the USA affect all CP immigrants (Koreans, Japanese, Sudanese and Latinos). Together with the PMDT, MMT is conducting a pre-GA forum on immigration issues at this meeting of the General Assembly. Our intent is not political activism, but theological reflection on the Christian response to the "stranger" and the role of the Church with respect to immigrants.

b. New Hispanic NCDs

A Hispanic New Church Development probe, approved by Grace Presbytery, was started in Naples, Florida, in July 2011. Reverend Ramon Garcia serves as the church planter.

A Hispanic New Church Development probe, approved by West Tennessee Presbytery, was started in Memphis, Tennessee, near the close of 2011. MTS student Johan Daza, originally from Andes Presbytery in Colombia, serves as the church planter.

c. Japanese Speaking NCD, Louisville, Kentucky

The Japanese speaking New Church Development (NCD) of Louisville and Lexington in Cumberland Presbytery has made good progress this year under the direction of Reverend Iwao Satoh.

d. Cross Culture Consultations

An important responsibility, and one that takes considerable time, is the consultant role the MMT provides to organized Cumberland Presbyterian Cross Culture Churches and to Presbyteries and committees of presbyteries. During the year there are many meetings and consultations given to our Cross Culture Churches and our presbytery leaders as they seek to connect to the Church despite language and cultural barriers.

F. GLOBAL MISSIONS

1. MISSIONARY ENDORSEMENT, ITINERATION AND SUPPORT

The new Missionary Endorsement program approved by the 2011 General Assembly and enacted now features 23 missionaries working in 15 countries. Among the most recent missionaries are: Reverend Danny and Joey Potts, deployed to teach in the Colegio Americano in Cali, Colombia in the fall of 2011, and Reverend Carlos and Luz Dary Rivera, whose visas are pending. They will be working in Mexico City.

Last year missionaries Reverend David and Reverend Sarah Lee (Laos/Cambodia) and Anay Ortega (Guatemala) were in the United States to visit congregations and help raise support. Matt and Heather Wallace (Myanmar) are in the US pursuing an advanced degree in microeconomics before their return in late 2013 or early 2014.

During 2012 we expect several missionary visits to the USA. The denominational website will announce who is in the USA and the dates they will be in the USA.

For a listing of current missionaries, go to: <http://www.cumberland.org/bom/globalmissions/globalmissions.htm>

The GA-approved Step Out evangelism program can have a significant impact on our mission work. It urges local churches to "adopt" an endorsed missionary family with ongoing financial support. It desires all CP Churches to budget for missionary staff. It also asks presbyteries to consider adopting a mission field and helping support programs and projects on that mission field. Further, it challenges the CP Church to open a new mission field and place a unified denomination-wide emphasis on that mission field,

with the vision to develop significant work there such as we have in Colombia, Japan and Hong Kong.

Our missionaries are dependent on support from individuals and churches. The Missions Ministry Team also contributes to endorsed missionaries through OOU and designated missions funds. In some cases we guarantee missionary support, picking up the shortfall when donations do not cover their salary/benefit package. It is our hope that more churches will budget for missionary support. We are also looking at how future MMT budgets, through OOU, can offer increased support for all endorsed CP missionaries.

2. PREP 1:8

In 2011 the Prep 1:8 missionary recruitment and training program was started. Two training events with 10 participants have occurred since the last meeting of General Assembly. The Prep 1:8 program was developed to support the ambitious goal of a new mission field, with a view to deploying a team of missionaries to a future mission field.

3. CP YOUTH TEAM TRIP, UGANDA, AFRICA

In cooperation with the Discipleship Ministry Team, the Missions Ministry Team will lead a CP Youth Team to Uganda, Africa in the summer of 2012. A full contingent of 20 students and 6 adults has raised their own support and are preparing for this major mission endeavor.

4. VISITS TO NON-USA FIELDS

In 2011 MMT staff visited the following non-USA fields: Mexico, Philippines, Japan, South Korea and Colombia. In early 2012, staff visited Mexico, Guatemala, Hong Kong, and Laos/Cambodia. Other MMT consults will take place later in the year in other countries where mission work or missionaries reside. These visits are intended to gain information, give counsel, provide workshops and orientation, give missionary encouragement, and learn so as to be better advocates for our mission work.

5. MEXICO

The Mexico Council has been in existence one year, and there are currently eight congregations relating to the Council in two geographical areas, Mexico City and Juarez. As of this writing, Missionaries Reverend Carlos and Luz Dary Rivera from Andes Presbytery (Colombia) are preparing to begin work with the Mexico Council.

6. GUATEMALA

The Guatemala Clinic, administered by missionary Anay Ortega, continues to serve the children of the Casa Shalom orphanage and a widening number of people in the vicinity of Guatemala City. A local pediatrician now works daily with the clinic. Missionary Ortega was involved in evangelism to youth and children during 2011, reporting at least 200 confessions of faith. She is also aggressively exploring CP new church development in Guatemala.

7. SOUTH KOREAN COUNCIL OF CHURCHES

The congregations of South Korea are affiliated with East Tennessee Presbytery, and they work together through a Korean Council. In 2011, Justin Choi served as liaison between the MMT and the Korean Council.

G. ASIA CONSORTIUM AND FUND DEVELOPMENT

In August 2011, Reverend Robert Watkins undertook the part-time position of Asia Consortium Facilitator and Fund Developer for MMT and the Ministry Council. He developed materials to assist individuals and congregations in finding their passion as Christians and helping to make those dreams a reality through their financial support. The Asia Ministry Consortium, still in its planning stages, seeks to bring together representatives from all our work in Asia for fellowship, prayer, mission and mutual ministry.

H. MISSIONARY CRISIS TEAM AND CRISIS LINE OF CREDIT

The Cumberland Presbyterian Church continues to minister in areas of the world that are quite dangerous for Christians. Yet MMT seeks to advise missionaries and others as to ways to minimize personal and property risk to the extent possible.

The Ministry Council endorsed new policies and guidelines for the Missionary Crisis Team in the

event of a critical crisis involving a Cumberland Presbyterian missionary serving outside the United States. A crisis contingency plan has been in place for more than twenty years, but it has been updated in light of new challenges today. In the event of an emergency involving one of our Cumberland Presbyterian missionaries, there would likely be a need for immediate funding for travel of family members to safety, securing the mission post, Crisis Team activities, and related expenses. The recommendation below, endorsed by the Ministry Council for presentation to the General Assembly, follows the process and wording of a previous General Assembly's action (1995) approving an emergency fund for the (then) Board of Missions, which fortunately was never needed.

RECOMMENDATION 2: That the General Assembly authorize the Board of Stewardship to loan to and/or guarantee a line of credit to the Missions Ministry Team for the Missionary Crisis Team contingency fund up to \$100,000, effective immediately upon request of the Missionary Crisis Team.

I. MISSIONARIES TO CLOSED COUNTRIES

The CP Church has a considerable percentage of its endorsed missionaries working in closed countries. We do get reports from these missionaries and do post a safe version of those reports on our website. Unfortunately, we are unable to talk openly and in detail about a large part of our mission work.

J. LOAVES AND FISHES, GIFT TO THE KING, SECOND MILE PROJECTS, BUILDERS FELLOWSHIP, WORLD EMERGENCY AND DISASTER FUNDS

In 2011, Cumberland Presbyterians generously responded to staggering humanitarian needs for natural disaster relief in Japan, Guatemala, Colombia, Haiti and the United States. Second Mile gifts also addressed hunger needs, clean water and health care. Additionally, essential support was provided for evangelism and church planting. Following are 2011 contributions for these special causes:

Loaves and Fishes:	\$42,237.52
Gift to the King:	\$54,429.50
Builders Fellowship:	\$16,459.31
World Emergency Fund (Japan, primarily):	\$77,095.80
Disaster Fund (tornado, flood in US):	\$14,766.70
Second Mile projects:	\$29,385.27
One Great Hour of Sharing:	\$17,499.40

K. COMMUNICATION AND PUBLICATION

1. THE MISSIONARY MESSENGER

The Missionary Messenger is an eight-page tabloid 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 18,000 households. Readers who would prefer to receive the publication electronically rather than in print are asked to contact MMT with their email address.

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 19,000 bulletin inserts each quarter. The QME bulletin insert subscriptions will continue through 2012, but the publication will be discontinued in 2013 as the MMT felt that the information was duplicated in other MMT publications.

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. The theme for the 2011 March of Missions was “Go!” – a Missions Self-Evaluation tool for churches and individuals. In 2012, the March of Missions theme is “Eight Ways to Step Out,” emphasizing the Step Out evangelism movement.

V. PASTORAL DEVELOPMENT MINISTRY

Reverend Milton L. Ortiz, Ministry Team Leader

C/M/P

A. INTRODUCTION

1. LEADERSHIP AND STAFF

Reverend Milton L. Ortiz has served as Team Leader of the Pastoral Development Ministry Team Leader (PDMT) since December 1, 2009. The PDMT part-time secretary is Ms. Joyce Reeves (10-hour position).

2. PDMT ELECTED TEAM MEMBERS

Members Whose Terms Expire In 2012

- (3)Rev. Mark Davenport, Robert Donnell Presbytery, Synod of the Southeast
- (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

Members Whose terms expire in 2014

- (1)Rev. Amber Clark, Murfreesboro Presbytery, Tennessee Synod
- (3)Rev. Don F. Thomas, West Tennessee Presbytery, Synod of Great Rivers

Reverend Mark Davenport completed three terms and is not eligible for re-election. In January 2012, the following returning PDMT Elected Team Members were recommended by the PDMT and elected by the Ministry Council to terms beginning after General Assembly:

- (2)Rev. Linda Snelling, Red River Presbytery, Mission Synod, to succeed herself for a three-year term.
- (3)Rev. Robert E. Shelton, Red River Presbytery, Mission Synod, to succeed himself for 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. The Ministers Conference

Last year’s conference was held in Knoxville, Tennessee. The theme of this conference was “At the Edge of Effectiveness” and the plenary speaker was Reverend Dr. Rick Ezell. A total of 75 ministers, probationers, and spouses attended the conference. One of the participants said: “The ministers conference was great. I really enjoyed the lectures and their practical application.” In the evaluation of the past two conferences it was suggested to move the conference back to January or February. The team decided to offer a Ministers Retreat in July and have the Ministers Conference in January. The 2013 Ministers Conference will be held January 22-24, at the First CP Church, Olive Branch, Mississippi. The theme is “Stepping Out: Faith Sharing” (Acts 22:1-2) and the plenary speaker is Dr. Dori Baker, an ordained United Methodist elder. A class for PAS students will be offered before the conference, incorporating the guest lecturer.

b. Healthy Congregations Initiative

A workshop on Healthy Congregations Initiative: The Pastor/Parish Relations Committee was led by Reverend Dr. Jerry L. Harber during the 2011 Ministers Conference.

c. The Year of the Clergy

General Assembly established 2011 as the “Year of the Clergy” in the Cumberland Presbyterian Church to bring attention to the needs of our clergy. It also allowed for the establishment of a Clergy Crisis Fund to provide financial support to clergy who are in crisis and in need of support and care. A number of promotional events were held during the year. Congregations, presbyteries, Women’s Ministry, General Assembly, and other organizations within the church were invited to set aside time for prayers of thanksgiving, blessing, and intercession for ordained ministers and to take a special offering during 2011 to support the Clergy Crisis Fund.

d. Clergy Crisis Fund

The Pastoral Development Ministry Team was charged with the responsibility of setting up this program. The first challenge this team faced was establishing guidelines for administering the fund. The team established the following guidelines for requests from the Clergy Crisis Fund: the presbytery of which the minister is a member must request assistance and be able and willing to match the amount provided from the crisis fund. These funds will be for emergency use only and will be a part of the Clergy Care Committee’s duties. They will also explore the need for counseling or additional support. The circumstances approved for benefits from the Clergy Crisis Fund are: 1) death in the immediate family (i.e. minister, spouse, dependent child); 2) out-of-pocket medical bills; 3) counseling; 4) termination (one time expenditure); 5) other considerations will be taken under advisement. No payment will exceed \$500 per year; counseling is paid at \$20 per session with a maximum of \$500. The fund has \$7, 453.34 in savings and budgeted \$12,000 for 2012.

e. Clergy Appreciation Month

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

f. 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 provides them with books and a Confession of Faith as a way to congratulate them on their journey.

g. Committees on Ministry and Clergy Care

The PDMT Leader has met with Committees on the Ministry and Clergy Care to establish and maintain a working relationship, to introduce the Handbook for Committees on the Ministry or Preparation for the Ministry, and to help committee members understand guidelines and procedural policies.

h. Translation Program

PDMT in cooperation with the Discipleship Ministry Team has been working to translate and print CP resources and update the Confession of Faith into the languages of the church. The update of the Confession of Faith in Korean is in process. A grant from the CP Women’s Ministry for the amount of \$10,350.84 has been received. A meeting with Global representatives was held on January 2012 to talk about what to translate.

i. 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. The PDMT Leader and PAS Director visited Colombia in February 2012 to start a process to develop a “Global PAS Module” for our international churches.

j. Covenant of Ministerial Ethics

The PDMT Leader is working on his doctoral dissertation, which includes 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” to serve as a model for ministers, churches, and CP 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. A total of 403 questionnaires were sent to ministers and probationers; 45% of the questionnaires were completed and sent back; 60% of the respondents answered in the affirmative to the question: “Do you think the CP Church would benefit from a written Covenant of Ministerial Ethics?” Three focus groups were also included in the research.

2. NEW MINISTRIES

a. Pre-GA Workshop

PDMT and MTS offered a workshop focus on committees on ministry or preparation for the ministry members and inquirers about God’s Call, the process for ordination in the CP church and guidelines and procedural policies.

b. Ministers Retreat

A Ministers Retreat will be offered at the Summer Extension School (third block of PAS). We are planning something unique to address a CEU and blend with PAS. It is open for anyone who would like to come to Bethel University the third week in July. The 2012 Retreat will be held July 17-21, 2012.

c. GUIDE FOR INQUIRERS: Understanding God's Call to Ministry of Word and Sacrament in the Cumberland Presbyterian Church

The old "*Study Papers: God's Call to Ministry*" booklet has been updated and expanded. PDMT will print 1,500 copies of the Guide and of the "*Handbook for Committees on the Ministry or Preparation for the Ministry*" that was approved by General Assembly, and sent a copy to each minister, probationer and committee member.

d. Handbook for the Clergy Care Committee

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, etc.

VI. MINISTRY COUNCIL CONCLUSION

In conclusion, among the many and varied ministries within the Ministry Council are those that represent our growing into the concept of one program board. This growing is being accomplished and marked through collaboration between and among the Ministry Council and four Ministry Teams. A brief listing of some of the collaborative programming that occurred between April 2011 and April 2012 follows:

- "*Faith in 3-D*", Missions Ministry Team and Women's Convention partnership with the Discipleship Ministry Team
- The Youth Mission Immersion Trip to Uganda is a joint ministry between the Missions and Discipleship Ministry Teams.
- The Youth Evangelism Conference December 27-30, 2012 in Little Rock, Arkansas is a partnership between the Discipleship and Missions Ministry Teams.
- Women Clergy Reception during General Assembly is sponsored jointly by the Missions Ministry Team, Memphis Theological Seminary, and Pastoral Development Ministry Team. HEALTHY CONGREGATIONS INITIATIVE co-sponsored by Pastoral Development Ministry Team and Missions Ministry Team.
- Cross Culture ministry collaboration between MMT and the Pastoral Development Ministry Team.
- PMDT and MMT are co-sponsoring/jointly conducting the pre-General Assembly forum on immigration issues at this meeting of the General Assembly.
- The Unified Publications Task Force includes representatives from all four Ministry Teams and the Director of Ministries.
- The Program Planning Calendar involves a collaborative effort among the Ministry Council and all four ministry Teams.
- CMT has collaborated with all three of the other ministry teams, to identify, secure, and manage workflow tools such as the form builder (Wufoo) and the project management app (Basecamp). Translation Program.
- PDMT in cooperation with the Discipleship Ministry Team is working to translate and print CP resources and update the *Confession of Faith* into the languages of the church.
- PDMT is planning the Ministers Retreat and Conference with PAS, and there is a dialogue between PAS, DMT, PDMT and MMT about developing a CPC Studies Manuals to be used in and outside of the USA.
- DMT working with the OUO Committee to provide enhanced Stewardship Education materials targeting specific areas identified by that committee.
- Among the accomplishments and works in progress between the Ministry Council/Ministry Teams of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church In America are
 - The International Children's Art Contest
 - Youth Ministry Planning Council
 - The Cumberland Presbyterian Youth Conference (July 8-13, 2012, Theme: Like Your Life Depends on It)
 - Presbyterian Youth Triennium (July 16-20, 2013)
 - The Young Adult Ministry Planning Team (Koinonia: Young Adult Conference, January 31-February 4, 2013), and the Forum (November 4-7, 2012)

The Ministry Council's regularly scheduled meeting will take place April 20 and 21, 2012. That meeting will focus on prayerful consideration of and response to the report of the Evaluation Committee in order to collectively respond in our Report Number Two. The Ministry Council elected members and staff remain committed to serving God through the Cumberland Presbyterian Church and ask that the Church remain in prayer for our work. We are thankful for the guidance of the Holy Spirit as we work to enhance and implement ministries that draw people to Christ.

Respectfully Submitted,
 Reverend Carlton Harper, Chairperson
 Reverend Lisa Scott, First Vice Chairperson
 Reverend Sam Romines, Second Vice Chairperson
 Elizabeth G. Horsley, Secretary
 Edith B. Old, 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. Fund Development/Finance – The Ministry Council would benefit from immediate access to persons with professional experience in these two areas:

a. Skills and Expertise

- Communication Skills—Effective 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—Effective Council members demonstrate willingness to work with people of other cultures and languages; cross-cultural experience has proven helpful.

b. Financial Support

- Ministry Council members are proactive advocates for and enthusiastic supporters of OUO to their respective congregation, presbytery and synod. Council members consistently assist Ministry Council staff to identify potential resources for additional income, through individual donations, endowments, estate planning, Second Mile promotion, grants or other appropriate sources. Council members give consideration to inclusion of the programs of the denomination via their annual benevolence.

c. Time Requirement

- Ministry Council members annually sign a Covenant that outlines their responsibilities.
- 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, Tennessee: 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 2012-2013 are:
 August 24, 2012 (Friday) Orientation for new Ministry Council and Ministry Team members
 August 25-26, 2012 (Saturday/Sunday)—Ministry Council and Ministry Teams meet concurrently.
 January 25-26, 2013 (Friday/Saturday)—Ministry Council and Teams meet in joint sessions.
 April 19-20, 2013 (Friday/Saturday)—Ministry Council
 August 23 (Friday) Orientation for New Ministry Council and Ministry Team Members
 August 24-25, 2013 (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 (Attendance at both/all days of a meeting.)
- 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.

DIAGRAM OF MINISTRY COUNCIL AND MINISTRY TEAMS
(Appendix B)



**MISSIONARY CRISIS TEAM REPORT
(Appendix C)**

Crisis Management Drill
After Action Report
10-18-11

On October 18, 2011 we conducted a crisis management drill with Global Center Ministry Council staff. The drill was intended to test our procedures and polices related to a missionary crisis event. The fictitious situation consisted of a missing missionary in Colombia and a missionary wife concerned as to his whereabouts. The drill involved six volunteers that played different parts in the drill. The drill tested the Missionary Crisis Team and Global Center staff responses. The duration of the crisis drill was from 8 AM until 11:30 AM. The volunteers made various phone calls and e-mails to the Global Center staff acting out the missionary crisis situation.

The drill was designed to make sure all information, suggestions and observations related to a missionary crisis situation go directly to the Missionary Crisis Team (MCT). It is the POLICY of the CP Church that in a missionary crisis the MCT is responsible for the management of the crisis, to its full conclusion. The MCT becomes the sole proprietor of the crisis. The drill was helpful in affirming this policy. The drill also demonstrated how secondary crises develop around the primary crisis event. The MCT was able to deal with the primary crisis as well as recognize the secondary crises. All Ministry Council staff that participated conveyed relevant information they were getting from different sources to the MCT in a timely fashion. They appropriately refrained from making any comments or conducting any conversations related to the crisis that could confuse or exacerbate the crisis event, or further exasperate the MCT in working through the event.

The relevant Ministry Council's approved polices for this drill were implemented. All decisions and management of the crisis were conducted by the MCT and supported by all Ministry Council staff.

The drill did demonstrate some areas for further development:

- The MCT realized it needed to establish direct lines of communication to the MCT in a crisis. The goal would be to shift all crisis related calls to MCT's personal cell phones. This assures those in a crisis have quick and direct access to the MCT.

- The reality is the MCT (which consists of 3 staff members) is occasionally unable to communicate among themselves because of travel. In cases where MCT members are not able to communicate, a procedure to add a temporary MCT member will be necessary until the MCT team is connected.

- We have also realized we need a protocol by which the MCT can notify all Global Center staff of a potential or actual crisis event. The assumption is a crisis event will generate calls and inquiries to all staff at the Center. In some cases these calls could provide valuable information to the MCT.

- A crisis event would eventually produce inquiries to members of the Ministry Council and elected team members. In an actual crisis event the MCT would determine when to notify the Ministry Council, elected team members and the church at large. The MCT actually has a communications component in the team for this purpose.

- All staff (Ministry Council and non-Ministry Council) that work in the CP Center office at Cordova need some familiarity with our crisis management system and policies.

- The Ministry Council, because of the system of rotation of its members and the fact that serious crises among our missionaries are rare events, needs on-going orientation about how the crisis management system works and what our policies are.

CMT

George Estes, Milton Ortiz, Lynn Thomas

**MINISTRY COUNCIL COVENANT
(Appendix D)**

Welcome to the Ministry Council and thank you for agreeing to serve! The experience and gifts you bring to the Church through service on the Council are valued. We look forward to working with you! For the Glory of God, the Ministry Council will Seek Christ's Vision, Support Ministry Development, and

Serve the Church.

Recognizing that the Call to serve on the Ministry Council is a Call to serve God through service in the Church, as a Council Member, I covenant my commitment to the following responsibilities in faithful service and stewardship of my Call:

a. Attendance: Members will regularly attend meetings. In the event of an emergency, a written/ email or phone call excuse must be received by the Chair prior to the meeting. Non-attendance at 51% of the meetings within a church year will be considered inappropriate stewardship of the Call and will result in a Council Member being replaced.

b. Communication:

- **Internally:** In meetings, Council Members will strive to reflect Christ-like respect, encouragement and care in listening to and sharing viewpoints.

- **Externally:** Council Members will be conduits of information, both sharing and gathering from congregations, presbytery, synod and all related groups to further the work of the Church through support of the Council.

c. Confidentiality: From time to time, certain topics may be discussed that require confidentiality. Council Members will uphold this trust and not divulge to any person or group information that has been deemed confidential or temporarily withheld.

d. Financial Support: Council Members will be faithful stewards, enthusiastic supporters of Our United Outreach and active advocates of OUO to the congregation, presbytery and synod. Council Members are encouraged to assist Ministry Council staff to identify potential resources for additional income through endowments, grants and other appropriate sources.

e. Length of Term: 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.

f. Time Commitment: The average time commitment is eight hours per month including preparation for and attendance at meetings. This will vary according to the individual's choice of areas of responsibility and the season.

Council Members will participate in the planning and activities of at least one of the Ministry Teams or committees of the organization.

If I have any questions regarding my responsibilities or fulfilling them, I will call a member of the Executive Committee and or the Director of Ministries. I understand my Call and have read and understand the responsibilities to which I am covenanting with God, the Cumberland Presbyterian Church and members of the Ministry Council.

Signature

Date

MINISTRY COUNCIL TEAM MEMBER RESPONSIBILITIES (Appendix E)

Each Ministry Team is comprised of individuals with a wide variety of backgrounds, skills and experience. Our hope is that each Team Member will diligently seek God's direction and yield to the Spirit's promptings to become fully engaged in the ministerial work of their Team. The following list is intended to provide potential members with some idea of the level of investment required and to clarify and highlight the primary responsibilities of each Team.

1. Support the organizational structure of the Cumberland Presbyterian Church. Ministry Team Members need to understand the ministry structure of the denomination so that they may fulfill their respective duties/ministries, educate others about how we operate and offer input on how to make our ministry efforts more effective. Members are also expected to educate individuals and groups about the denominational level work being completed by the Ministry Council and Ministry Teams. Our Team Members are what keep presbyteries, local churches, ministers, elders and members informed and invested in the overall ministry of the Cumberland Presbyterian Church.

2. Elect Leadership (at least a Chairperson). Ministry Teams are led by Ministry Team Leaders. The Ministry Team Leader is a paid denominational staff member. However, each Ministry Team needs to select an individual who will moderate meetings, delegate tasks and see that Ministry Team actions are recorded and reported. Each Team may also elect other leaders from within the Team as they see fit. Team Members seek to nominate and elect leaders that are Christ-centered, diligent and competent.

3. Attend Ministry Team Meetings. Each Ministry Team will determine the frequency and length of its respective meetings, but at least two meetings a year (one in the August and one in the January) at the denominational headquarters will be concurrent or joint with Ministry Council meetings. Joint meetings allow various Teams and the Ministry Council time to work together. Concurrent meetings allow Ministry Teams and the Ministry Council to meet separately at the same time and location. Team meetings generally last two days and require an overnight stay for people who live outside the Memphis area. 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. Since the planning and decision making work of the Teams are conducted at meetings, it is imperative that Elected Team Members attend each meeting.

4. Plan, Prioritize, and Implement the Ministry. Ministry Teams are to ensure that vital areas of Cumberland Presbyterian ministry in the world are adequately led and supported. Ministry Teams are expected to do the work of ministry assigned to that team. Depending on the team with which you serve you may work with budgets, support personnel, acquire resources, and engage in denominational initiatives.

5. Work Cooperatively with the other ministry teams. This may involve prayer support, open communication, joint meetings and cooperative projects. The Global Ministries Leadership Team discerns opportunities for cooperative work and enlists the talents and skills of the various team members.

6. Work Under the Leadership of the Ministry Council. The Ministry Council provides oversight, clarity and leadership for all denominational ministries, and reports directly to the General Assembly. Ministry Teams are expected to submit regular reports to the Ministry Council (who has the responsibility to oversee all Ministry Team work). Reports should be sufficiently detailed to keep the Ministry Council informed of Ministry Team activities. These reports should include, when necessary, recommendations upon which the Ministry Council can act and include estimates of cost and resources if funding is requested. Ministry Teams can expect guidance from the Ministry Council on priorities, budgeting and procedures. Ministry Council members may participate in meetings as needed or requested.

7. Prepare summary reports of Ministry Team activities to be included in the Ministry Council's report to General Assembly. This report should summarize the activities of the Ministry Team, detail changes in staff and indicate the success, struggles and opportunities of the Team's ministry, and suggest recommendations necessary to carry out the ongoing and new programs of the Ministry Team. The combined report of the Ministry Council and Ministry Teams will be compiled, edited, and adopted by the Ministry Council for submission to General Assembly.

8. Recruit other qualified individuals to participate in denominational ministry opportunities (i.e. asking people to serve on ministry teams, encouraging people to go on mission trips, speaking to churches or presbyteries about funding, etc).

UNIFIED PUBLICATIONS TASK FORCE
REPORT TO MINISTRY COUNCIL
January 27 – 28, 2012

Background

At its meeting in January 2011, the Ministry Council commissioned a task force to explore any possibilities it could conceive for redesigning, improving, streamlining, and/or consolidating the content and distribution of our three print periodicals—*The Missionary Messenger*, *THE CUMBERLAND PRESBYTERIAN*, and *BRIDGES*. Specifically, the task force was asked not only to seek ways to make our publications more responsive and relevant to a 21st century Cumberland Presbyterian Church, but to do so with the goal of developing recommendations for how we might become better stewards of our printing and publishing resources.

At the time the task force was commissioned, annual expenses associated with printing and mailing these publications ran to roughly \$73,000, \$35,000, and \$4,500 respectively—a total well in excess of \$100,000. This amount does not include costs for editorial, advertising/promotion, design, or layout services. These costs were contained within Ministry Team general administrative expenses and the salaries of Ministry Team staff persons, and were not captured as separate line items. Paid subscriptions to *THE CUMBERLAND PRESBYTERIAN*, the only income directly offsetting these expenses, totaled roughly \$50,000 in 2011. See Appendix – UPTF Report for more details.

People

The Unified Publication Task Force comprised the Director of the Ministry Council, Edith Old, plus each of the four Ministry Team Leaders—Mark J Davis (convener, and representing the Communications Ministry Team), George Estes (Missions Ministry Team), Susan Groce (serving in the absence of an official Team Leader for the Discipleship Ministry Team), and Milton Ortiz (Pastoral Development Ministry Team). Sargand Shekholeslami (Senior Art Director) served as a consultant at several of the task force's meetings.

Process

The UPTF met eight times during the Spring of 2011, and sought first to establish an approach to its task. The group reached consensus early in the process, agreeing to “dream big” and adopt a “start from scratch” approach, and to focus effort around answering the question, “What kind of publication would it take to generate excitement, interest and engagement in the Cumberland Presbyterian Church and its mission?” The team felt the value of such an approach was that the encumbrances of preconceived notions and personal prejudices could be minimized, if not eliminated. The potential downside, of course, was that such an approach could lead to changes so radical in nature that some portion of the audience for our publications would be unwilling to support them.

Because of this latter potential especially, the UPTF agreed that whatever conclusion(s) it might reach, a sense of joint ownership *at an individual level* for the outcome(s) of its work would be a necessary prerequisite to the successful implementation of any changes resulting from its findings. It was important, therefore, for its process to solicit and include as much input from rank-and-file Cumberland Presbyterians as possible. Recognizing this necessity, the UPTF decided that the distribution of a survey designed to plumb the attitudes of rank-and-file Cumberland Presbyterians not only toward our current printed publications, but about what our publications *could* become would be a key step in its work.

However, the group struggled in specifically defining the population to whom such a survey should be distributed. Should it include *all* persons who identify themselves as Cumberland Presbyterians, as evidenced by their inclusion on the roll of a Cumberland Presbyterian Church? Should it include only those Cumberland

Presbyterians reported as “active” members of a congregation? Or should it include only those persons who are current consumers of one or more Cumberland Presbyterian publications?

Even this latter means of defining the survey population became problematic, however. While *The Missionary Messenger* has an average circulation of around 18,000 households (which approaches 100% of active Cumberland Presbyterians if one assumes an average household of those persons), most of its consumers receive it without having specifically requested it. Anecdotal evidence suggests that actual readership falls far short of the total circulation. *THE CUMBERLAND PRESBYTERIAN*, on the other hand, with an average circulation of around 2,300, reaches less than 5% of active Cumberland Presbyterians, but the vast majority of those consumers have paid for the privilege of receiving it.

In addition to its struggles around defining a target survey population, the UPTIF also had to consider the resources at its disposal for gathering the input it desired. The task force’s work was not specifically funded, which somewhat restricted its options in terms of employing outside resources to collect, compile, and report significant amounts of data. And in terms of the availability of internal human resources, all such work would be in addition to the team members’ regular responsibilities. In short, the UPTIF had an abundance of willingness, but its ability to execute was dependent on only a limited amount of resources.

After much deliberation, the task force decided to distribute its survey at three specific gatherings of Cumberland Presbyterians—meetings of Presbytery, meetings of CPWM, and General Assembly—reasoning that by doing so, the survey would reach those Cumberland Presbyterians who are both most active in the church and largely representative of the general population. The team also decided to encourage the use of focus groups at these and other gatherings, in an effort to flesh out survey input with more in-depth comments and suggestions.

Tools

The UPTIF Survey ([Appendix—UPTIF Report](#)) was designed with the intent of, a) capturing feedback, input, and suggestions concerning our current publications; b) discerning the features—e.g., content type, writing style, etc.—of both existing and possible publications that appeal to our consumers; and c) isolating at least some demographic information that the task force felt might be helpful in analyzing the responses. Because the successful use of focus groups requires a certain skill set not easily found in the general population, the team developed a document outlining both detailed instructions for conducting a focus group ([Appendix—UPTIF Report](#)), and suggested questions ([Appendix—UPTIF Report](#)).

Nota Bene

It should be noted that a couple of specific concerns were raised within the task force relating to the possibility of eliminating (or significantly reducing the distribution of) either *Missionary Messenger* or *THE CUMBERLAND PRESBYTERIAN*, and it seems fair and appropriate to acknowledge them here:

- *The Missionary Messenger*, while unsupported by subscription revenue, serves a valuable purpose as a “push” medium for insuring that the Cumberland Presbyterian Church’s work in missions, both at home and abroad, is not lost in the flood of information in which most of us find ourselves. Its role as a means for reinforcing the connective nature of our denomination should not be underestimated. *The Missionary Messenger* not only provides information about missions but also encourages financial support of ministries, e.g., by promoting and reporting on *Loaves & Fishes*, etc.
- *THE CUMBERLAND PRESBYTERIAN* magazine is the oldest denominational publication we have. While longevity alone isn’t reason enough to sustain a publication, *THE CUMBERLAND PRESBYTERIAN* is by default one of the few tangible representations of our denomination to the “outside world.” While it is supported in part by paid subscriptions—an indication in itself of its importance to Cumberland Presbyterians—it plays an important historical role in our identity, as well as in our connective nature.

It should also be noted that since the task force began its work, the print version of the Discipleship Ministry Team's publication, *BRIDGES*, has been discontinued. It is now offered only in digital format, and remains a free publication.

The data

In total, approximately 500 hard copies of the survey were distributed at the meetings of General Assembly and the CPWM Convention in June. CPWM officers were also asked to conduct focus groups wherever possible and appropriate during their meetings. Another 50 or so hard copies of the survey were distributed at the meeting of the Ministry Council in August. And finally, the Stated Clerk of each presbytery received an electronic copy of the survey with a cover letter asking that he or she distribute copies during his or her Fall meeting. The Clerks were also sent the focus group materials and asked to include at least one such session whenever possible.

In total, 179 completed surveys and the results of one focus group (from CPYC) were returned to the task force. The majority of responses came from General Assembly and the CPWM Convention. While a few presbyterial Clerks were very supportive and helpful toward the task force's efforts, most were less so, citing workload most often as a mitigating factor. The UPTF developed an Access database in which to store—and with which to analyze—the results of the surveys that were received. The data were broken down in ways that seemed relevant, a summary of which may be found in *Appendix – UPTF Report*. The data were reviewed, and a brief summary of impressions and observations, along with some recommendations, follow.

Digest and Recommendations

Some statistics that the task force found interesting and worthy of noting here:

- Over 80% of respondents reported being older than 45 years of age.
- Only 22% of respondents reported being employed within the church.
- 75% of respondents reported being Cumberland Presbyterian for 20 years or more.
- Fully 88% of respondents reported that their congregation contributes to Our United Outreach.
- 5 presbyteries—Robert Darnell, Mission, Nashville, Grace, and West TN—accounted for 57% of all responses.
- When questioned whether *The Missionary Messenger* and/or *THE CUMBERLAND PRESBYTERIAN* provide content that helps them feel connected to the denomination, in each case over 50% responded that both “Often” or “Always” do so.
- When questioned whether they would miss *The Missionary Messenger* or *THE CUMBERLAND PRESBYTERIAN* if either were discontinued, 68% answered affirmatively concerning *The Missionary Messenger*, and 69% answered affirmatively concerning *THE CUMBERLAND PRESBYTERIAN*.
- 75% of respondents indicated that if there were a single Cumberland Presbyterian publication, it should be sent to every household (i.e., as opposed to every member).
- Over 80% of respondents indicated that they would subscribe to a single, consolidated Cumberland Presbyterian publication, but only 55% indicated a willingness to pay for it. Among that 55%, the average amount the respondents reported being willing to pay was \$27.00 annually.
- Comments concerning the content of both *The Missionary Messenger* and *THE CUMBERLAND PRESBYTERIAN* were about equally divided between those that were favorable and those that were unfavorable overall. Though difficult (if not impossible) to calculate, it did appear that the majority of favorable comments concerning *The Missionary Messenger* may have come from older respondents, while the majority of favorable comments concerning *THE CUMBERLAND PRESBYTERIAN* may have come from younger respondents.

In terms of answering the question, “What kind of publication would it take to generate excitement, interest and engagement in the Cumberland Presbyterian Church and its mission?”, the results of the survey seem, at best, inconclusive. What can be concluded, the task force feels, is that based on this experience, it will take a far more in-depth study of attitudes, feedback, needs, and opinions, and at least one resource dedicated to and focused solely on

the task in order to make an informed decision concerning the elimination or consolidation of either of our current print publications, much less the design and content of any new publication.

The process, however, was instructive, and the data collected not without value. In terms of addressing its auxiliary goal—that is, to become better stewards of our printing and publishing resources—the team feels that there are some concrete steps we can take in the short term to potentially reduce costs. The Unified Publication Task Force respectfully submits the following recommendations:

1. The task force recommends, a) that the Communications Ministry Team (CMT) pursue implementation of a digital version of *The Missionary Messenger*, and b) that upon publication, the CMT work to develop a reliable method for identifying those persons who would prefer not to receive a hard copy and pare the current mailing list accordingly. Because the *Messenger* is a “push” publication (i.e., circulation is not dependent on subscriptions), we believe costs for such implementation (if any) would be minimal. Persons who prefer a hard copy *Messenger* would, of course, continue receiving it.
2. Study of the printing invoices for *The Missionary Messenger* for the past several issues reveals that the standard print run—i.e., the number of copies ordered from the printer—is 25,000 copies. As reported earlier, however, the average number of copies needed is around 18,000. The task force recommends that the CMT work with our printing partner(s) to arrive at a print order that more closely aligns with the average hard-copy circulation—based either on the current circulation list, or, given acceptance of Recommendation 1, the newly added list.
3. The task force recommends that CMT begin preparation for an on-line version of THE CUMBERLAND PRESBYTERIAN. As a subscription-based publication, there will possibly be some incremental costs involved in implementation, but by expanding on the model developed for, and currently in use by *Faith Out Loud!*, we hope these costs would be minimal. Note that the potential savings associated with this recommendation (if any) will likely be minimal as well, given the significantly smaller scale of the print order for THE CUMBERLAND PRESBYTERIAN. The primary drivers for this recommendation are, a) our desire to respond to numerous subscriber suggestions that the magazine be made available on-line, and b) to begin laying the foundations for an all-digital version at some point in the future.

**UNIFIED PUBLICATIONS TASK FORCE
PRINTING/DISTRIBUTION COSTS FOR MINISTRY COUNCIL
PUBLICATIONS
(Appendix A – UPTF)**

(All values approximate)	BRIDGES*	THE CUMBERLAND PRESBYTERIAN	Missionary Messenger
Standard print run	1,500	3,000	25,000
Printing cost per issue	\$1,000	\$3,300	\$5,600
Mailed pieces	1,500	2,300	18,000
Postage per issue	\$400	\$600	\$4,500
Issues per year	3	11	6

Totals for all
publications

Annualized printing expense:	\$3,000	\$26,300	\$33,600	\$72,900
Annualized postage expense:	\$1,200	\$6,600	\$27,000	\$34,800

Totals by publication:	\$4,200	\$42,900	\$60,600	
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Total printing and postage expense: **\$107,700**

*Note that BRIDGES ceased publishing a print version in October 2011

**UNIFIED PUBLICATIONS TASK FORCE
DENOMINATIONAL COMMUNICATIONS SURVEY
(Appendix B – UPTF)**

“For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in the one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and we were all made to drink of one Spirit. Indeed, the body does not consist of one member, but of many.” (1 Corinthians 12:12-14 NRSV)

“Your body has many parts—limbs, organs, cells—but no matter how many parts you can name, you’re still one body. It’s exactly the same with Christ. By means of his one Spirit, we all said goodbye to our partial and piecemeal lives. We each used to independently call our own shots, but then we entered into a large and integrated life in which he has the final say in everything. (This is what we proclaimed in word and action when we were baptized.) Each of us is now a part of his resurrection body, refreshed and sustained at one fountain—his Spirit—where we all come to drink. The old labels we once used to identify ourselves—labels like Jew or Greek, slave or free—are no longer useful. We need something bigger, more comprehensive.” (1 Corinthians 12:12-14 The Message)

One of the values we have as a denomination is our confectional nature. “All who are united to Christ by faith are also united to one another in love. In this communion they are to share the grace of Christ with one another, to bear one another’s burdens, and to reach out to all other persons.” (*Confession of Faith 5:10*)

The publications of the Cumberland Presbyterian church seek to facilitate this sense of connectionalism and common purpose, and to educate, inspire, and stimulate thought. As part of our continuing effort to insure that we not only meet these goals, but do so with the most efficient and effective use of our resources, we are considering ways we might expand and improve our denominational publications. One option under consideration is the development of a new publication, comprehensive in its content, and tailored to the needs of this people called Cumberland Presbyterians. Along with our own prayers and study, your input, through your participation in the following survey, will be invaluable in helping us to discern God's will in this effort.

Following is a brief survey which should require no more than 8-10 minutes of your time to fill out. We ask that you prayerfully consider your answers, and since we will be delivering the survey in a variety of settings and in a variety of ways, that you take the survey no more than one time. Again, your input is important to the success of this effort, and we appreciate your taking the time to provide it. If you have questions, comments or concerns, please communicate them by email to Mark J Davis at mdavis@cumberland.org. Please return your completed survey to the clerk of this Presbytery prior to your departure from the meeting. If that isn't possible, send it to: Unified Publications Task Force, c/o Mark J Davis, 8207 Traditional Place, Cordova, TN, 38016.7414.

—The Ministry Council of the Cumberland Presbyterian Church

1. First a little about you.

- Gender: Female Male Marital status: Single Married
 Age: 13-18 18-22 23-30 31-45 46-62 63-79 80+
 I am: Employed in the church Employed outside the church Retired Not employed
 Highest school level completed:
 High school Some college work College degree Some graduate work Graduate degree
 I've been a Cumberland Presbyterian:
 Since birth 0-5 years 6-10 years 10-20 years 20+ years
 If not born into the Cumberland Presbyterian Church, what was your previous denomination
 Baptist Methodist Presbyterian Non-denominational Other _____
 I currently serve as a(n):
 Minister Elder Deacon Sunday School teacher CPWM officer Layperson

2. How many people (besides you) are living in your household?

	Gender	Age	# of years a C.P.	Participation in church (Minister, Elder, Deacon, Lay)
<input type="checkbox"/> 1	_____	_____	_____	_____
<input type="checkbox"/> 2	_____	_____	_____	_____
<input type="checkbox"/> 3	_____	_____	_____	_____
<input type="checkbox"/> 4	_____	_____	_____	_____
<input type="checkbox"/> 5	_____	_____	_____	_____
<input type="checkbox"/> 6	_____	_____	_____	_____

3. In which presbytery do you reside? _____
4. Does your congregation support Our United Outreach?
 Yes No What's Our United Outreach?
5. If you receive THE CUMBERLAND PRESBYTERIAN, who pays for your subscription?
 I do My church Friend/Family member
6. What other religious periodicals do you receive?
 None _____ _____ _____
7. Are you familiar with (check all that apply)
 THE CUMBERLAND PRESBYTERIAN magazine Missionary Messenger BRIDGES
8. Do our current denominational publications provide you with the news, information, inspiration, and resources that you need to feel connected to your denomination?

Missionary Messenger Always Often Sometimes Seldom Never
 THE CUMBERLAND PRESBYTERIAN Always Often Sometimes Seldom Never
 BRIDGES Always Often Sometimes Seldom Never

Please provide specific comments: _____

9. With respect to your preferred writing style in periodicals, check the box with the magazines that come closest to your preference:
- Time/Newsweek Guidepost/These Days Christianity Today/Christian Century
 Highlights/Scholastic Other _____
10. What types of content are important to you in a denominational publication? (using all the boxes that apply, enter a number indicating the strength of your preference, beginning with "1" as the most important)
- | | | |
|--|--|---|
| <input type="checkbox"/> faith issues | <input type="checkbox"/> CP doctrine | <input type="checkbox"/> local news (including "what's working") |
| <input type="checkbox"/> opinion pieces | <input type="checkbox"/> humor | <input type="checkbox"/> point-counterpoint pieces |
| <input type="checkbox"/> media reviews | <input type="checkbox"/> photos | <input type="checkbox"/> educational pieces/information |
| <input type="checkbox"/> editorial art | <input type="checkbox"/> youth section | <input type="checkbox"/> announcements (job openings, deaths, etc.) |
| <input type="checkbox"/> children's content | <input type="checkbox"/> age-specific issues | <input type="checkbox"/> resources (Worship, CE, Missions, etc.) |
| <input type="checkbox"/> advertisements (for Christian services, etc.) | | <input type="checkbox"/> devotionals/inspirational pieces |
| <input type="checkbox"/> other _____ | | |
11. Should a denominational publication connect the reader to other Cumberland Presbyterians?
 Yes How? _____
 No Why not? _____
12. Which format do you prefer?
 print (if print, then color or black & white? glossy or newspaper?) digital
13. If there were a single Cumberland Presbyterian publication, who should receive it?
 every household every member other _____
14. Would you subscribe to a single, consolidated Cumberland Presbyterian publication? Yes No
 If so, how much would you be willing to pay? \$ _____
15. How often would you prefer to receive a single Cumberland Presbyterian publication?
 once a month every two months once every three months twice a year
16. Would you miss any of the current C.P. publications if they were discontinued? Yes No
 If so, which one(s) and why? _____
 If not, which one(s) and why not? _____
17. What else would you like us to know? _____

THANK YOU ONCE MORE FOR YOUR WILLINGNESS TO SERVE IN THIS WAY. WE WILL REPUBLISHING THIS SURVEY IN SEVERAL FORMATS. TO HELP MAINTAIN THE INTEGRITY OF OUR DATA, PLEASE TAKE IT ONLY ONCE.

**UNIFIED PUBLICATIONS TASK FORCE
 FOCUS GROUP FACILITATION
 (Appendix C – UPTF)**

Setup

Find a time during the meeting when participants will have between 30 and 45 minutes to work with the group. Let them know that you're part of a team that is studying ways to improve/enhance communication within the

denomination, and that because they are the church, input from them is critical to our success in this effort. Tell them each session will last a maximum of 45 minutes, then stick to that. You might make it sound “special” by saying something like “we only have time for two groups, and we have to keep them small, so we’ll sign up participants on a first-come-first-served basis. When the roster is full, we’ll have to close the registration.” Keep the groups to no more than eight participants. As an added incentive, participants will receive a free three-month subscription to *THE CUMBERLAND PRESBYTERIAN*, but be sure to get their names and addresses to the C.P. Circulation Department (8207 Traditional Place, Cordova, TN, 38016.7414). Hopefully, you can get access to a flip-chart on which you can record answers/ideas/comments/etc. Record the number of participants in each group, along with the gender breakdown.

Guiding Principles

At the beginning of each focus group, it’s helpful to let everyone know about some ways to make the group proceed smoothly and respectfully for all participants. The following are some recommended guidelines or “ground rules” that help establish the group norms:

- Only one person talks at a time.
- Confidentiality is assumed. “What is shared in the group stays in the group.” Of course, this pertains to any personal things shared.
- It is important for us to hear everyone’s ideas and opinions. There are no right or wrong answers to questions—just ideas, experiences and opinions, which are all valuable.
- It is important for us to hear all sides of an issue—both the positive and the negative.
- It is important for all ideas to be equally represented and respected, without respect to gender or age.

Your role as the facilitator

It is important to present yourself as a researcher rather than as a friend. You will need to let participants know that you are part of a team that is conducting research for an assessment of how we can communicate more effectively within the denomination. This will help communicate to the participants that their participation is important and will contribute to the decisions we will be making. It will be most helpful if you will enlist the help of someone to assist you by taking notes. This will allow you to focus completely on the participants in the focus group. **Establish rapport**

Often participants do not know what to expect from focus group discussions. It is helpful for the facilitator to outline the purpose and format of the discussion at the beginning of the session and set the group at ease. Participants should be told that the discussion is informal, everyone is expected to participate, and divergent views are welcome.

Balancing rapport and professionalism

Part of your role is to achieve a balance between establishing this rapport with the participants and conveying an appropriate level of professionalism. Your role during the focus group is not that of a good conversationalist or a friend who provides feedback, but a professional. If you are too casual, participants may not see you as someone who is prepared to take what they have to say seriously. However, if you are too formal, participants may feel intimidated by you and may not be as willing to provide you with honest opinions and/or feedback. Strive to achieve a balance between being formal and casual during your focus groups.

Recognizing and appreciating participants for their time and contributions

This is one of the most important things you can do to help create rapport. Remember to thank participants for their time and participation. Let them know that the information they have shared is valuable for this project.

Listen carefully to participants

Active listening allows you to probe effectively and at appropriate points during the focus group. Active listening involves not only hearing what someone is saying, but also noticing body posture and facial gestures (i.e., any changes in nonverbal behavior) that might provide clues as to the appropriate or necessary ways to engage participants.

Show participants you are listening

Show participants that you are listening to what they are saying. Signs that you are paying attention may include leaning forward slightly, looking directly at participants while they are speaking, or nodding at appropriate times. Such behaviors not only indicate that you, as the facilitator, are more engaged, but also help maintain the engagement of the participants, themselves. Looking away, yawning, or frequently checking your watch will most likely make participants feel that you are not listening. If participants suspect that you are not listening to them with great care, they may take their role of sharing expert knowledge less seriously and, therefore, may not elaborate or provide much detail with their answers.

The importance of neutrality during the session

While showing participants that you are actively listening and interested in what they are sharing, you will also want to remain as neutral or impartial as possible, even if you have a strong opinion about something. Use phrases such as "Thank you. That is helpful." Comments such as "I can't believe it!" or "You really think that?!" are not appropriate remarks for a facilitator to make, because they infer your opinion and impose judgment on the participant, which will shut down discussion.

Gathering honest information

You want to gather information during focus groups that is as honest as possible. If participants sense that you have an opinion, they may want to change their responses so that they will seem more socially desirable, rather than reflect what they truly believe or feel about one of the questions you've asked.

Silence encourages elaboration

Allowing silence at times encourages elaboration by participants because it gives them a chance to think about what they want to say. More often than not, participants will fill the silence with more information. However, it is important to strike a balance between keeping the conversation moving (so that you use your time well) and allowing participants adequate time to share and process what has been shared.

Probing for the best responses

Probes and clarifying questions are an important part of interviewing and have two main purposes: to help clarify what an interview respondent has said and to help get more detailed information on topics of interest. Probes allow the interview respondent to provide more than just a one-sentence answer to the questions you ask.

Examples of Probes

Some good examples of probes used to help clarify what an interview respondent has said include:

- "Please tell me (more) about that..."
- "Could you explain what you mean by...?"
- "Can you tell me something else about...?"

An example of a probe that you would *not* want to use is:

- "So you're telling me that Right?"

Seeing things from their perspective

Using probes for clarification helps you to gather good information while avoiding the assumption that you understand the meaning of a key word, phrase, or perspective of the interview respondent. Probes such as the ones above help you see things from the perspective of the person doing the speaking.

The participants are the experts

Using probes to clarify what the participants have said reinforces the fact that they have "expert" knowledge, based on their direct experiences concerning the questions you're asking. Good probes will let the participants know that you are listening to their answers and that you would like to know more detail about where they are coming from about the topic. This also helps to establish the rapport that is so important to the interview process.

Keeping them talking

As a general rule, you want to interrupt the interview respondent as little as possible. If you feel that you need to follow-up with something they said by using probes, make a mental note of it and ask them about it when they have finished their thought.

Make sure they get to finish their thoughts

Again, you want to show the interview respondent that you are there to listen to what they have to say. Interrupting the interview respondent may influence how they answer and if they answer the questions you ask. If an interview respondent strays off course, encourage them to finish their thought. After they have finished their thought, it is appropriate to bring them back to the questions you asked to make sure that they have answered it completely.

Avoid asking leading questions

An example of a leading question is “Don’t you think...” This suggests to the participant that you have an opinion—that you aren’t really there to learn from them as an unbiased listener. This type of questioning may lead the participants to answer questions according to what you expect to hear, rather than how they really feel. They may also want you to look at them in a favorable way, matching your opinions rather than sharing what they truly believe or have experienced.

Managing Time During the Interview

People love to talk about their experiences (especially some young people) and may have a tendency to go on and on about them. Here is where your skills as an interviewer are put to the test. As the facilitator, your job is to structure the interview in such a way that you elicit a complete response to questions, probing insightfully so that you get the level of detail you need in order to explore their real feelings adequately. Letting your assistant keep track of time will help you connect with the participants more fully.

Keep the session moving

It is also your job to politely move the interview forward when what the respondent is sharing is strays from the questions/topic. Sometimes, it is possible to do this by listening for a segue—something that the participant talks about that is relevant to another question. Other times, you may want to acknowledge that your time together is waning and there are some other aspects of their opinions and experience that you want to be sure you have time to learn about and explore, and, for this reason, you are going to move on.

Don’t rush the participants

Overall, you want to achieve a balance between collecting necessary information and gathering important data that have not been anticipated. Sometimes it can be difficult to tell the difference until you ask clarifying questions or probes. Again, you want to make sure that you interrupt the interview respondent as little as possible and not rush them with their answers while keeping them on course with the interviewing guide.

Helping them along

If participants give incomplete or irrelevant answers, you can probe for fuller, clearer responses. A few suggested techniques are:

- *Repeat the question* – repetition gives more time to think.
- *Pause for the answer* – a thoughtful nod or expectant look can convey that you want a fuller answer.
- *Repeat the reply* – hearing it again sometimes stimulates conversation.
- *Ask when, what, where, which, and how questions* – they provoke more detailed information.
- *Use neutral comments* – “Anything else?”

Record the conversation

The ideal would be for you to record the discussion using a flip-chart, but if that isn’t possible, get your helper to take notes on a note-pad. Try to make the notes as detailed and extensive as you can. And again, when the session is complete, be sure to thank them again for their time.

If you've any questions or concerns, feel free to contact any member of the Unified Publications Task Force at 901.276.4572.

UNIFIED PUBLICATIONS TASK FORCE FOCUS GROUP PURPOSE (Appendix D – UPTF)

One of the important values we have as Cumberland Presbyterians is our “connectional” nature. That is, as a relatively small denomination, we are in some ways like a big family—and certainly, we’re all united with one another in love as Christ as taught us. Communication is important in any family, and it’s especially important in our denomination. Helping each other to know what’s going on in other parts of the family; inspiring each other to think and grow in our faith; supporting each other through prayer and tangible expressions of love—all these are aspects of communication. We have several publications that try to assist in this communicating in these various ways, and today we need to hear your ideas, opinions, and thoughts about how we might improve—things we can do that we’re not currently doing, things that we can do better, and even things that you might think we’re doing well. The central question we’re trying to answer is this: “What kind of publication would it take to generate excitement, interest and engagement in the Cumberland Presbyterian Church and its mission—among all Cumberland Presbyterians?”

Questions:

1. How long have you been a Cumberland Presbyterian? Do you attend your church regularly? Why? (or) Why not?
2. What are some things you like about the Cumberland Presbyterian Church? Are there some things you don’t like? If so, what are they?
3. Are you familiar with any publications of the church? If so, which ones?
4. Does your family receive *The Missionary Messenger*? THE CUMBERLAND PRESBYTERIAN? BRIDGES? If “yes” to any of these, do you read them?
5. Do you read any magazines regularly—either in hard copy or on-line? If so, what are they? Why do you like them? If not, why not?
6. How much time would you say you spend on a computer each week? What kinds of content do you enjoy?
7. How much do you use social media? ex: Facebook, Twitter, other (give examples). Would you have any interest in getting communications from your denomination using social media? If so, what kind of communications would you like to see? If not, why not?
8. What would it take for a “church magazine” to make you pick it up (or go on-line) and read it? Are there certain kinds of stories or other content that you would be interested in?
9. As Cumberland Presbyterians, what are the things that make you most interested in participating in the life of the church? What things turn you off?
10. If you could be the editor of a publication of the Cumberland Presbyterian Church, either hard-copy or digital, what would it look like? What kind of content would it have?

**UNIFIED PUBLICATIONS TASK FORCE
SURVEY RESULTS
(Appendix E – UPTF)**

Compiled from 179 total responses

Gender

Female	100	56%
Married	61	
Single	27	
No answer	12	
Male	79	44%
Married	39	
Single	12	
No answer	8	

Marital Status

Married	120	67%
Single	59	33%

Age

13-18	4	2%
Male	1	
Female	3	
23-30	5	3%
Male	2	
Female	3	
31-45	19	11%
Male	8	
Female	11	
46-62	67	37%
Male	32	
Female	33	
63-79	71	40%
Male	30	
Female	41	
80+	11	6%
Male	4	
Female	7	
None provided	2	1

Employment

Outside church	65	36%
Retired	59	33%
In the church	39	22%
Not employed	11	6%
No answer	5	3%

Education

High School	32	18%
Some college	36	20%
College degree	27	15%
Some graduate work	14	8%
Graduate degree	68	38%
No answer	2	1%

How long have you been a C. P.?

Since birth	56	31%
0 – 5 years	11	6%
6 – 10 years	19	11%
11 – 20 years	13	7%
20+ years	78	44%
No answer	2	1%

If not a lifelong C. P. (121), where did you last attend?

Baptist	39	32%
No answer	26	22%
Presbyterian	19	16%
Methodist	17	14%
Other	9	7%
Non-denominational	4	3%
Church of Christ	2	2%
Lutheran	2	2%
Assembly of God	1	<1%
Catholic	1	<1%
None	1	<1%

If active within the church (171), in what capacity?

Elder	63	37%
Minister	49	29%
CPWM officer	23	14%
S.S. teacher	16	9%
Layperson	16	9%
Deacon	2	1%
DCE	1	<1%
Youth Director	1	<1%

Does your congregation contribute to OUC?

Yes	158	88%
No	6	3%
What is OUC?	2	1%
No answer	13	8%

If you're a subscriber to The C.P. (131), who pays?

I do	73	55%
My church	53	41%
Friend/Family	5	4%

In which presbytery do you reside? (% of 179 responses)

Andes	1	<1%
Minister	1	
Arkansas	9	5%
S.S. teacher	3	
Elder	3	
CPWM officer	2	
Minister	1	
Casa Valley	2	1%
CPWM officer	1	
Elder	1	
Columbia	6	3%
Elder	3	
Minister	2	
CPWM officer	1	
Covenant	6	3%
CPWM officer	2	
DCE	1	
Elder	1	
S.S. teacher	1	
Layperson	1	

Cullman	3	2%	West Tennessee	12	7%
CPWM officer	3		Elder	5	
Cumberland	2	1%	Minister	4	
Elder	1		Deacon	1	
Minister	1		CPWM officer	1	
del Cristo	4	2%	Layperson	1	
Minister	2		No presbytery given	4	2%
Elder	1				
S.S. teacher	1				
East Tennessee	7	4%			
Elder	4				
Minister	1				
S.S. teacher	1				
No answer	1				
Grace	13	7%			
Elder	4				
Minister	4				
S.S. teacher	4				
Layperson	1				
Japan	1	<1%			
Elder	1				
Missouri	22	12%			
Elder	8				
Minister	7				
CPWM officer	2				
Layperson	2				
S.S. teacher	1				
Youth Director	1				
No answer	1				
Murfreesboro	6	3%			
Minister	3				
Elder	1				
CPWM officer	1				
S.S. teacher	1				
Nashville	15	8%			
Elder	3				
Layperson	4				
CPWM officer	3				
Minister	2				
No answer	1				
North Central	5	3%			
Minister	1				
Elder	1				
Deacon	1				
S.S. teacher	1				
CPWM officer	1				
Red River	7	4%			
Minister	2				
Elder	2				
CPWM officer	1				
S.S. teacher	1				
Layperson	1				
Robert Dannel	40	22%			
Elder	17				
Minister	12				
Layperson	3				
CPWM officer	3				
S.S. teacher	1				
No answer	2				
Team-GA	5	3%			
Minister	4				
Elder	1				
Trinity	9	5%			
Elder	4				
Minister	2				
CPWM officer	1				
S.S. teacher	1				
Layperson	1				

Breakdown of responses by Presbytery, by capacity of service within congregation

If active in the church, in what capacity?

	Minister	Elder	Deacon	CPWM officer	S.S. teacher	DCE	Youth Director	Layperson	Mo. answer	Total by Presbytery
Andes	1									1
Arkansas	1	3		2	3					9
Cherokee Valley		1		1						2
Choctaw										0
Columbia	2	3		1						6
Covenant		1		2	1	1		1		6
Callman				3						3
Chamberland	1	1								2
Old Colby	2	1			1					4
East Tennessee	1	4			1				1	7
Grace	4	4			4			1		13
Hong Kong										0
Hops										0
JAPAN		1								1
Missouri	7	8		2	1		1	2	1	22
Murfreesboro	3	1		1	1			2	1	8
Nashville	2	5		3				4	1	15
North Central	1	1	1	1	1					5
Red River	2	2		1	1			1		7
Robert Downell	12	17		3	1			5	2	40
Tennessee-SEA	4	1								5
Trinity	2	4		1	1			1		9
West TN	4	5	1	1				1		12
Totals by type:	49	69	2	21	10	1	1	10	5	122

Do our current publications provide you with the news, information, inspiration and resources that you need to feel connected to your denomination? (% of those responding in each case)

Missionary Messenger (166)			CUMBERLAND PRESBYTERIAN (152)			BRIDGES (65)		
Always	64	39%	Always	49	32%	Always	19	29%
Often	63	38%	Often	51	34%	Often	25	39%
Sometimes	30	18%	Sometimes	35	23%	Sometimes	14	22%
Seldom	8	5%	Seldom	14	9%	Seldom	4	6%
Never	1	<1%	Never	3	2%	Never	3	5%

Specific comments on current publications in general:

- Appreciate current info, i.e., movie reviews, denominational updates (as publishing deadlines allow), reports on CYPC, GA.
- Missionary Messenger is specific in its articles without advertising. The CP has advertising and some general articles.
- News is old when church publication arrives
- Never seen them so I don't know
- Familiar with Bridges but do not see every issue
- Information not dated or not relevant
- Do not receive any of these publications
- Like to hear about successes happening in our churches in whatever area. Really liked the articles on missionary stories and the sacraments.
- Not always following the Bible
- Has lost contact with the local church and its people.
- All are good publications, but in today's instant news culture they seem a bit slow for time sensitive info.
- Mark's editorials are very timely! I also like Davey Peppers.
- I rely on them for denominational news education and inspiration
- I like the old MM better than the current
- I don't receive the CP or Bridges
- Stopped receiving CP due to direction it was taking
- Preferred format of both publications as they were a few years ago.
- I would like to see more about what churches are doing
- I plan to subscribe to the CP
- Wish we had more news from many churches
- Don't know what Bridges is.
- The CP magazine comes across as a denominational newsletter. It's nice to see the news but it doesn't foster a connection and for most I don't think it seems relevant unless they are "denominationalists."
- I wish I had the option to receive ALL publications electronically
- I am not 100% sure
- More about my time to read vs. content within
- CP seems to be moving away from providing denominational info to more general info
- I honestly don't need the MM. I look through it and occasionally read an article
- I don't get them so I don't know
- More local news
- CP-not enough church and minister info, death and other changes
- Don't receive, no knowledge
- Not familiar with Bridges. Cp needs more congregational input
- I enjoy seeing what we are doing as a denomination and what different areas and/or churches are accomplishing in their area.
- I am unfamiliar with Bridges. Would like more information

Would you miss the Missionary Messenger if it were discontinued? (% of those responding)

Yes	52	68%
No	24	32%
No answer	103	

Comments from "Yes" responders (MM):

- It is the heart of mission/church purpose/achievement
- our news of denomination
- keeps me informed at home and abroad
- Focuses entirely on missions
- MM mission news, cp church articles
- Would miss it a great deal
- If combined with C.P. somehow, it would suffice
- Would be ok if information was in some other publication

- current mission info
- missionary news - missions news - inspiration articles
- it tells about the starting of new churches and people in the mission fields
- keeps me connected to all things denominational
- Enjoy all the articles
- I read it every month
- it keeps me informed and connected
- mm - each one has a unique and useful purpose
- both offer unique info
- They're both focused on such different things. Two perspectives

Comments from "No" responders (MM):

- As long as elements of CP magazine and MM are included
- would not miss so much
- Didn't know it existed
- Too little content and outdated news
- Not keeping us informed of what's going on in the church. Too much space for art and whatever.
- was unaware there was any
- not if that information were included in a new publication

Would you miss THE CUMBERLAND PRESBYTERIAN if it were discontinued? (% of those responding)

Yes	70	69%
No	32	31%
No answer	77	

Comments from "Yes" responders (CP):

- keeps me informed at home and abroad
- It's great now!
- connection to all other
- Would miss it
- Would miss it a great deal
- Sentimental
- because currently best source of denominational news
- If combined with MM somehow, it would suffice
- I read cp
- news and what's working inspirational articles photos of recent event
- keeps me connected all things denominational
- I read it every month
- keeps issues current
- it keeps me informed and connected
- miss what's happening in the denomination
- both offer unique info
- They're both focused on such different things. Two perspectives
- new direction is intriguing

Comments from "No" responders (CP):

- As long as elements of CP magazine and MM are included
- Not relevant
- Didn't know it existed
- Not interested in today's articles
- If info were available on website I don't need a printed copy
- was unaware there was any
- not if that information were included in a new publication
- not if enough info was included
- not if we consolidated the issues/publications

Would you miss BRIDGES if it were discontinued? (% of those responding)

Yes	9	30%
No	18	70%
No answer	152	

Comments from "Yes" responders (BRIDGES):

- because of the CE material it offers

Comments from "No" responders (BRIDGES):

- Didn't know they existed
- was unaware there was any

If there were a single Cumberland Presbyterian publication, who should received it?

Every household	135	79%
Every member	21	9%
Other/As Desired	7	4%
No answer	16	12%

How often would you prefer to receive a single Cumberland Presbyterian publication?

Monthly	102	57%
Bi-monthly	33	18%
Quarterly	24	13%
Bi-annually	3	2%
No answer	17	10%

Would you subscribe to a single, consolidated Cumberland Presbyterian publication?

Yes	143	80%
No	10	5%
No answer	26	15%

What format do you prefer? (% of those responding)

Print	122	79%
Color	75	
Black and White	27	
No answer	20	

Glossy	35	
Newsprint	21	
No answer	66	
Digital	40	25%
No answer	17	

How much would you be willing to pay for a single, consolidated Cumberland Presbyterian publication? (of the 143 indicating a willingness to subscribe)

Nothing/no answer	76	\$25.00	17
\$5.00	2	\$30.00	8
\$10.00	8	\$35.00	4
\$12.00	2	\$40.00	2
\$15.00	3	\$49.00	1
\$20.00	12	\$50.00	6
\$24.00	1	\$75.00	1
		Average = \$28.00	
		Weighted average = \$26.00	

Responses to What else would you like us to know?

- I appreciate your work. God bless you. (46-62, single, female, minister, CP for 11-20 years, formerly Assembly of God, employed outside the church)
- Local news irrelevant only a little is published now. Think globally think digitally. (63-79, married, male, minister, lifelong CP, employed outside the church)
- Too many church members and associated families do not receive information from and on current issues in the CP church. As someone stated in Assembly, growth and understanding of the needs come thru the education of people at the local level. It appears much more work needs to be done in this area. Perhaps a greater use of the different medias of communication, along with the continued methods would help. (46-62, married, male, elder, lifelong CP, employed outside the church)
- I use the CP news page as my home page. So it is very helpful for me to have current news updates. (63-79, married, male, minister, lifelong CP, employed in the church)

- Our mag must become a "how-to", great ideas, exchange, honest tale of what's happening at presb and local church level. The technical quality of CP magazine has improved a great deal, but the content is almost all wrong and terribly one-sided. (46-62, married, male, minister, CP for 11-20 years, formerly Methodist, employed in the church)
- Many congregations do not use computers good. Communication requires both printed and digital. I would like to see much shorter editorials in the cp thus freeing up space for more articles, news, etc. (63-79, married, male, CP for 20+ years, retired)
- Given computers/printers we have today, a weekly "news of the church" could be sent via email/deaths, changes in pastorate, church vacancies, new hobbies, new members, etc. (80+, single, male, SS teacher, lifelong CP, retired)
- I have received the CP for many years and have noticed a variety of changes to the publication over these years. It has not always been the case that I read it cover to cover, but now I do. I am appreciative of Mark Davis courage and candor in his editorials and find the choice of articles to be "almost always" interesting and thought provoking. (46-62, female, elder, CP for 20+ years, formerly Baptist, employed outside the church)
- Utilize what you have. (46-62, married, male, minister, CP for 6-10 years, formerly Baptist, employed in the church)
- If you are going to print material make it current. Full and half pages of art work are a waste of space (including pictures.) Use smaller pictures. (46-62, married, male, minister, CP for 20+ years, formerly Presbyterian, employed in the church)
- Both publications are needed and fill different niches. I hear many compliments for the MM but complaints about the editorial policies of the CP, even some members requesting to be removed from the whole church list. (63-79, married, male, elder, CP for 20+ years, employed outside the church)
- Digital items that can be forwarded to our members or linked to our website, etc, help a lot. (46-62, married, male, minister, lifelong CP, employed in the church)
- Any change will be met with complaints. Don't let those unwilling to accept progress keep progress from occurring. Do what you're sure is best for the denomination and it'll be okay...eventually. (31-45, married, male, minister, lifelong CP, employed outside the church)
- Have had a large percentage of congregants express that they did not like the new format of CP magazine. (46-62, married, male, minister, CP for 20+ years, formerly Baptist, employed outside the church)
- Would prefer to utilize website for current info. If this were done and expanded from what we have now, the need for a printed pub could decrease infrequency or altogether. (46-62, married, female, elder, lifelong CP, employed outside the church)
- If you make a consolidated magazine find devotional stories from across the world because everyone likes to hear about God working in peoples lives. (80+, single, male, SS teacher, lifelong CP, employed in the church)
- The articles I most appreciate relate to missionaries, their families and work. New church development is also of interest. One publication makes real sense. The large size format is cumbersome. Magazine format (size) is more manageable. (63-79, single, female, elder, CP for 20+ years, retired)
- Somewhat larger type would be helpful. (63-79, single, female, layperson, CP for 20+ years, formerly Baptist, retired)
- I would not miss the opinions of editors of publications. I do not feel it is purpose of editors to try to influence our personal beliefs or change the direction of the denomination. They are simply employees of the denomination providing news and information of the denomination. (80+, married, female, layperson, CP for 11-20 years, formerly Presbyterian, retired)
- Larger type. (80+, single, female, layperson, CP for 20+ years, formerly Baptist, retired)
- Maintain the thread of who are the Columbians. (46-62, married, female, SS teacher, CP for 20+ years, formerly Baptist, employed outside the church)
- It is simply lack of getting it done on our part. In subscribing to the , not a dislike for the magazine. We used to receive it and just failed to subscribe again. Sorry. (46-62, married, female, SS teacher, CP for 20+ years, formerly Baptist, not employed)
- Wouldn't mind to combine both publications together. (46-62, female, elder, CP for 20+ years, formerly Baptist, employed outside the church)

- I used to subscribe but mine came so much later than the issues delivered to the church so I just pick one up there. (63-79, female, CPWM officer, CP for 0-5 years, retired)
- The Missiary Messenger should return to having the monthly program and bible study in magazine form as it was in years past. The cp should return to more info on members, pastors, open pulpits, general news instead of every Tom, Dick and Harry writing an uninteresting article! (63-79, single, female, SS teacher, lifelong CP, employed outside the church)
- Consider consolidating the focuses into one. Both publications have important messages to communicate. We must continue to have a family church focus and reach out in love to all the nations. God is bringing into His fold through our witness. (63-79, married, female, CPWM officer, CP for 20+ years, formerly Baptist, retired)
- Could information mailed from individual boards now be somehow incorporated in publications like the CP or MM? (63-79, female, elder, lifelong CP, retired)
- I want to receive 2 publications as they provide different needs. (80+, married, female, SS teacher, lifelong CP, not employed)
- I would like a common publication that incorporates them all. We use the MM in our church to give to visitors and new members, it being free makes that possible. (63-79, married, female, elder, lifelong CP, retired)
- We have got to have a currently updated website (know you're working on it) I know everything digital is the thing but I still love seeing that CP magazine in my mailbox. (46-62, married, female, SS teacher, lifelong CP, employed outside the church)
- I go to a small country church. Our elders attend presbytery but it is hard sometime to stay connected to a lot of the workings of the denominational goals. (63-79, single, female, elder, lifelong CP, retired)
- Thank you for all you do! (46-62, married, female, elder, lifelong CP, employed outside the church)
- We are a small, traditional church and need news that relates to us no "world religion". Other denominational news pertains to their issues. We need to only have their news when it affects our doctrine, churches or members. (63-79, single, female, CPWM officer, CP for 20+ years, formerly Baptist, retired)
- I think the board is trying to indicate that all households have computers. They don't. (80+, single, female, SS teacher, lifelong CP, employed outside the church)
- The Missiary Messenger the old format was more informative. (31-45, single, female, SS teacher, lifelong CP, employed outside the church)
- Though I believe they should be combined. I would only subscribe if it were not generic as it now is. The print is too small. The art and unidentified pictures are irritating. Opinion pieces such as the editorials are too long and ego centered. (63-79, single, female, CPWM officer, CP for 20+ years, employed outside the church)
- Prefer 1 publication rather than 3. (63-79, female, layperson, CP for 20+ years, retired)
- More information of families and missionaries areas they are serving. (63-79, female, elder, CP for 20+ years, formerly Methodist, retired)
- I would like to stress the importance of maintaining all youth facilities, including Camp Clark Williams in West Tennessee presbytery. I would like to see continuing focus on our youth, as they will be our future church leaders. (63-79, single, female, elder, CP for 20+ years, retired)
- Theologically controversial editorials just generate complaints unless paired with a counter argument in the same issue. We shouldn't avoid difficult issues but there is no sense offending people without allowing them to be represented. Keep pushing the website. It has enormous potential. (31-45, married, male, minister, lifelong CP, employed in the church)
- I believe that we need to communicate in as many ways as possible. One way is not enough. Research indicates that something needs to be communicated in 5-7 or more ways in order for it to "sink in". (46-62, married, female, minister, CP for 20+ years, employed in the church)
- I receive neither publication because no one has asked me. (23-30, married, female, layperson, CP for 6-10 years, employed outside the church)
- You need a magazine or something that can relate with youth and kids so they actually know news. (13-18, single, female, layperson, lifelong CP, not employed)
- I think the magazine is too wordy. (31-45, married, female, DCE, lifelong CP, employed in the church)

- While I appreciate the survey and your concern for what we like and such, the survey was poorly organized and outlived. (31-45, married, male, layperson, CP for 20+ years, formerly Methodist, employed in the church)
- The given opinion in the printed materials needs to expand to include the varied viewpoints within the CPC and not single people being used over and over. And thus, one single viewpoint. (46-62, married, female, minister, CP for 20+ years, formerly non-denominational, employed in the church)
- Use those to keep church informed. (63-79, male, minister, CP for 20+ years, formerly Baptist, employed in the church)
- We need an iPhone app as an option for receiving news and other useful info in real time. (31-45, married, male, minister, lifelong CP, employed in the church)
- I would miss Vision - it's our connection to our presbytery. (46-62, married, female, elder, lifelong CP, employed outside the church)
- Not if basically same info in replacement. (63-79, married, female, CPWM officer, CP for 20+ years, formerly Methodist, retired)
- Only if same content as discontinued publications. (63-79, married, male, layperson, CP for 20+ years, formerly Other, retired)
- The resources are sometimes leaning toward a liberal bent and agenda without scriptural background as to pertinence. Sometimes there is overkill with certain folks in the photos. Given the costs, time, labor of production today, I think it is critical to consolidate to one publication that is useful, educational, and beneficial to recipients at a reasonable cost. Not just something to fill space and meet an objective. (46-62, married, male, elder, CP for 20+ years, formerly Baptist, retired)
- Combine them together. (46-62, married, male, minister, CP for 20+ years, formerly Baptist, employed in the church)
- More local congregational/personal. (63-79, married, male, minister, lifelong CP, retired)
- Speak more about chaplain issues in the military services. (63-79, male, minister, CP for 6-10 years, formerly Methodist, retired)
- Inspiration/ information/events. (63-79, female, CPWM officer, CP for 6-10 years, formerly Methodist, retired)

THE REPORT NUMBER TWO OF THE MINISTRY COUNCIL



To the 182nd General Assembly of the Cumberland Presbyterian Church in session in Florence, Alabama, June 17-22, 2012.

I. MINISTRY COUNCIL

Edith Busbee Old, Director of Ministries

A. INTRODUCTION

Due to the fact that the Ministry Council April meeting was after the deadline to submit reports for the Preliminary Minutes and several items could not be finalized at the January meeting, this Report Number Two of the Ministry Council provides additional information and makes recommendations that do not appear in Report Number One. This report includes the following sections: Ministry Council (I) including the Ministry Council Response to the Report of the Evaluation Committee; Missions Ministry Team (II); Endowments (III); Church Calendar 2012-2014 (IV); and a conclusion (V).

B. ADDITIONAL ACCOMPLISHMENTS AND UPDATES

1. STAFF UPDATE

The Ministry Council hired Ms. Jodi Hearn Rush as the Discipleship Ministry Team's new Coordinator of Children and Family Ministry for the Ministry Council of the Cumberland Presbyterian Church effective April 11, 2012. Ms. Rush will work between two offices, commuting to the denominational center in Cordova and from a field office in the Brenthaven Church in the Nashville area where she will continue as Director of Christian Education on a reduced part-time basis. Her primary employment with the Ministry Council will be to promote and encourage all aspects of Children and Family Ministry and encourage networking among those who work in these areas across the Cumberland Presbyterian Church.

2. JOB DESCRIPTIONS

Job descriptions were mentioned in Report Number One under "Our Accomplishments." Since submitting that report, a 50-page packet has been produced and approved in April with job descriptions for all positions in the 4 Ministry Teams and Ministry Council Administration.

Revisions have been made to existing job descriptions to reflect current and future needs. Technology was not available decades ago, and now technology requirements are essential. Revised job descriptions include expectations for cross-team cooperation.

The Ministry Council will continue to revise the descriptions as things change with expanding ministries, to increase formatting consistency for the documents, and to increase consistency in expectations for similar positions across the Teams.

This task involved all Team Leaders and Ministry Team Staff, and documents will be reviewed annually. If you wish to see a copy, please contact the Ministry Council.

3. MINISTRY COUNCIL ONLINE SURVEY

As reported in our Report Number One, we received only four responses to our online survey. The Council realizes that four responses is an insufficient number to provide credible results from our survey. Look for another Ministry Council Online Survey in the near future as part of our ongoing effort to evaluate and receive credible data leading to needed change and opportunities for expanding the ministry of the Cumberland Presbyterian Church.

4. CHANGES TO FORMULA FOR SETTING MEETING DATES

The Council has made changes to the established formula for setting Ministry Council meeting dates reported in Report Number One. The Ministry Teams and Team Leaders agree that the August and January meetings are more effective with both joint and concurrent sessions at each of the two meetings. The following corrected formula was approved in April:

4th weekend of August (Saturday/Sunday)—Ministry Council and Teams in joint and concurrent sessions

Last weekend of January (Friday/Saturday)—Ministry Council and Teams in joint and concurrent sessions
3rd weekend of April (Friday/Saturday)—Ministry Council

C. MINISTRY COUNCIL RESPONSE TO THE REPORT OF THE EVALUATION COMMITTEE

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1. MINISTRY COUNCIL OPENING STATEMENT

The restructuring of the Cumberland Presbyterian Church was a necessary, bold and courageous step that has revitalized our ministry in the world. The Ministry Council itself is an offspring of this restructuring. While every new organizational structure has challenges and obstacles to be addressed, the members of the Ministry Council feel confident that not only has the new organizational model improved our ministry as a church, but we see even more potential to be realized. Success depends on church leadership empowering others to minister.

We have moved from an organizational model in which power was concentrated in the hands of overseeing boards and committees to becoming a servant leadership organization that empowers everyone involved. In the former model leaders were primarily present to do the ministry and make decisions. In the current model, leaders are expected to equip the saints for ministry and provide Spirit led direction. This is a profound transformation but difficult to see. Some may believe our denomination continues to operate under a hierarchal model and think “Ministry Council” and “Ministry Teams” are just new names for the former “General Assembly Council” and denominational boards and committees; however, we have established an entirely new structure.

A structural obstacle that many churches cannot overcome is that power becomes entrenched in the hands of overseeing bodies. Perhaps the greatest benefit of our new structure is the empowerment of team members to engage in ministry. The current structure not only provides accountability and leadership for the ministry bodies of the Church, but also encourages the Ministry Council to support and empower them. These teams themselves in turn are devoted to empowering the presbyteries, churches, ministers and members. We encourage the General Assembly Committee on Judiciary to directly ask various team leaders and members if they have the authority, support and resources they need to fulfill their various ministries.

A central figure in our denominational transition has been our Director of Ministries, Edith Old. She has been a strong team builder with excellent executive skills. She has effectively led Ministry Council members and Ministry Team members to embrace and operate within this new organizational model. Perhaps most importantly she has facilitated cooperation and interaction among the Ministry Teams.

The memorial from Red River and the recommendation of the Committee on Judiciary to be intentional in reviewing our organizational structure and evaluating it for effectiveness is something we fully support. We also appreciate the respectful, thoughtful and conscientious way the Evaluation Committee discharged its duty. The essential question posed to the Evaluation Committee is “Can the current structure be improved?” The Ministry Council’s response to that important question and also to the Evaluation Committee recommendations uses as a guide the Evaluation Committee’s points (A-G); each Ministry Council response is followed by related recommendations.

2. POINT A OF THE EVALUATION COMMITTEE REPORT “IMPROVING COMMUNICATION”

Regarding Recommendation 1 of the Evaluation Committee Report, the Ministry Council and Ministry Teams currently use a combination of email and hard copy communications, with resources sent to churches/pastors in hard copy while being made available online for download and multiple printing locally. We appreciate the intent of the recommendation, but are mindful of stewardship of material and human resources and find that the recommendation calls for potential duplication of services. Identifying those congregations that need or prefer hardcopy resources would allow all denominational entities to best meet the needs of those we serve. We see the potential for a question to be added to the annual report that would allow each congregation to designate their preference of email or hardcopy communication.

RECOMMENDATION 1: That Recommendation 1 of the Evaluation Committee Report “That General Assembly direct all denominational entities to send their communication to the church-at-large both by e-mail and in hardcopy where necessary to the churches and pastors at this time,” be denied.

RECOMMENDATION 2: That the General Assembly direct the Stated Clerk’s office to edit

the annual report form to include a question about the church's preference of email or hardcopy communication from denominational entities, and that all denominational entities be provided that information and directed to communicate with each congregation according to the indicated preference.

Regarding Recommendation 2 of the Evaluation Committee Report, we welcome and affirm the establishment of an Interagency Web Development Committee to review the web presence of the Cumberland Presbyterian Church on an on-going basis. We would appreciate a strengthening of the directions to the Web Development Committee to include their bringing recommendations regarding how to create a single web presence for the denomination, and who will be responsible for the development and maintenance of the website(s). We believe that it would be ideal for the Church to have a single web presence. We support Recommendation 2 of the Evaluation Committee Report and in addition recommend the following:

RECOMMENDATION 3: That the Web Development Committee be directed to determine steps to create a single web presence for the denomination and who will be responsible for the development and maintenance of the website.

**3. POINT B OF THE EVALUATION COMMITTEE REPORT
"STRENGTHENING MINISTRY TEAMS AND THEIR (ITS)
RELATIONSHIP WITH THE MINISTRY COUNCIL"**

The Ministry Council has concerns about the Evaluation Committee's recommendations in section B of the report, "Strengthening Ministry Teams and Their (Its) Relationship with the Ministry Council." We have been purposeful in creating an environment where Ministry Teams are empowered to act. In fact, the structure of our meetings has been adapted to allow more time for cooperative effort, as the direct result of a request from the Global Ministries Leadership Team (the four Ministry Team Leaders and the Director of Ministries). Both our August and November meetings are joint meetings of the Ministry Council and Ministry Teams, with time allocated for both joint and concurrent work. These simultaneous meetings are opportunities for immediate feedback and information beyond written reports. This approach has helped reaffirm the elected Team Members' roles, as well as set the stage for relationship-building for staff and elected members of Teams and Council. Ministry Teams are empowered to call on Ministry Council members for specific help or participation at any time they deem necessary.

RECOMMENDATION 4: That Recommendation 3 of the Evaluation Committee Report "That the Ministry Council be instructed to assign four of its current Council Members to serve on each of the Ministry Teams, except of the Communication Team, which will have three members. To do so, would require no change to the General Assembly Charter," be denied.

Regarding the Evaluation Committee's recommendations about the process by which Ministry Council members are nominated, we affirm the concept of endorsements, but see value in a broader application of such a process across all denominational boards and agencies. We would encourage a process that would require potential nominees to have a recommendation from an individual plus one church entity such as church session and/or presbytery.

RECOMMENDATION 5: That Recommendation 4 of the Evaluation Committee Report "That all future Council Members be nominated by the GA Nominating Committee from nominees endorsed by each presbytery. Those elected will serve along with the following advisory members: 3 Youth Advisory Members (also nominated by the GA Nominating Committee), the GA Moderator, Past GA Moderator and Stated Clerk," be denied.

RECOMMENDATION 6: That all future Ministry Council, Board of Stewardship, Historical Foundation, and General Assembly Corporate Board members be nominated by the General Assembly Nominating Committee from Personal Data Forms and that data forms be updated to include a required recommendation from a church session or presbytery.

In relation to Recommendation 5 of the Evaluation Committee Report regarding the structure of the Executive Committee, the Ministry Council notes that the Ministry Council Executive Committee is

defined by our bylaws of incorporation as approved by the General Assembly and the State of Tennessee and is made up of the elected officers: Chairperson, First Vice Chairperson, Second Vice Chairperson and Secretary. The Director of Ministries is an Advisory Member to the Executive Committee.

RECOMMENDATION 7: That Recommendation 5 of the Evaluation Committee Report “That the Executive Committee should be comprised of one Council member from each of the Ministry Teams, one of which would be the Council Chairperson (Chair) and that the Executive Committee members be allowed to serve no more than three consecutive years on the Executive Committee and may not return to the Executive Committee until one year has passed,” be denied.

**4. POINT C OF THE EVALUATION COMMITTEE REPORT
“REVISING NOMINATION PROCESS”**

Recommendation 6 of the Evaluation Committee Report seems to be a restatement of Recommendation 4. We do support enthusiastically the implementation of a plan that places qualified and engaged members on the Ministry Council, but think the process should include all denominational boards and agencies.

RECOMMENDATION 8: That Recommendation 6 of the Evaluation Committee Report “that presbyteries select and endorse nominees for the Council to the GA Nominating Committee to fill seats as they open on the Ministry Council. The presbytery’s endorsement would be required for a nominee to be seated on the Council and should include a form whereby the presbytery provides information about the nominee’s qualifications to serve at the Ministry Council Level,” be denied.

Related to the election of Ministry Team members, the Ministry Council has in place a General Assembly approved plan, with the process affirmed by the GA Judiciary Committee. The process allows Ministry Teams to give guidance to the Ministry Council regarding the optimum number of Elected Team Members, as well as the skills, strengths and experience needed among Team Members. Team Leaders give their recommendations of individuals who meet the needs of the Team, using the Personal Data Forms on file in the Stated Clerk’s Office as resources. Teams are encouraged to consider demographics in terms of gender, age, clergy/laity and synods. The Ministry Council elects Team Members from those recommended by the Teams and Team Leaders for three year terms, with a maximum of three consecutive terms. Improvements in the quantity and quality of Personal Data Forms on file with the Stated Clerk will strengthen the nominating and recruitment process.

RECOMMENDATION 9: That Recommendation 7 of the Evaluation Committee Report “That the Ministry Council submit a plan to General Assembly of the selection of members on each ministry team, the terms of service for the members of the ministry teams, and the duties of the various ministry teams,” be denied.

RECOMMENDATION 10: That Recommendation 8 of the Evaluation Committee Report “That the endorsement by presbytery would be required for a nominee to be elected to serve on a Ministry Team, and the endorsement should include a form whereby the presbytery provides information about the nominee’s qualifications to serve on a Ministry Team,” be denied.

**5. POINT D OF THE EVALUATION COMMITTEE REPORT
“IMPROVING EMPLOYMENT PRACTICES AND EMPLOYEE RELATIONS”**

Regarding Employment Practices and Employee Relations, the Ministry Council uses a standard procedure. Applications for open positions go to a centralized location. Team Leaders are given the applications and choose who they want to serve on an interview panel, typically an Elected Team Member and a staff member, along with the Team Leader, and occasionally the Director of Ministries. Applications are reviewed according to guidelines and job description, and interviews are held with the best qualified applicants. Every application is acknowledged, but not all applicants are interviewed. A great number of incomplete or late applications are received, but to our knowledge no timely and appropriately filed applications have been overlooked. We are in agreement that from this point forward, all applicants will be contacted regarding whether or not they will be interviewed.

RECOMMENDATION 11: That Recommendation 9 of the Evaluation Committee Report “That a standard hiring procedure be developed by the Ministry Council and that every applicant be acknowledged or responded to, whether or not they are to be interviewed,” be denied.

The Ministry Council is sensitive to the issue of salary and benefits and agrees that ideally all denominational staff would receive regular cost of living as well as merit increases. We are working under the constraints of a 2012 budget that was approved by General Assembly and are currently looking at recommendations for 2014 budgets. The Council notes that while no salary increases have been given there have been increases in benefits as costs of health insurance have risen (8.5% in 2009, 15.53% in 2010, 6% in 2011, and 9.45% in 2012 for those choosing Option A.) Some of these additional costs have been absorbed by the Ministry Council and others offset by funds from the Board of Stewardship. We have approved a task force to look at 2014 salary and benefits, but in the meantime efforts are being made to affirm the staff through recognitions, Christmas bonuses and other measures.

RECOMMENDATION 12: That Recommendation 10 of the Evaluation Committee Report “That specific focus be made by the Ministry Council to develop at least a cost-of-living raise for employees by the end of 2012, to evaluate loss of benefits in light of the big picture of ministry, rather than strictly from a budgetary perspective and that effort and study be made to reallocate funding as needed to foster the basic well-being of employees,” be denied.

We read with interest the recommendation regarding rapport-building between the Director and staff, as many of the recommended steps have already been initiated successfully. We have received both written and personal reports from the Team Leaders about the good rapport and cooperation which has developed among staff as well as between staff and the Director of Ministries. The most recent evaluation of the Director of Ministries was conducted by the Ministry Council and included input by the Ministry Teams. To quote one written report, “Efforts have been made by the Ministry Director and all MC staff to establish better working relationships. Notably, the All Hands staff meetings, GMLT meetings, numerous individual and three-way conferences with the Director have been aimed at shared understandings and teambuilding. Fellowship and sharing times at MC/Team meetings have been helpful in this regard as well.” Another Team Leader expressed, “There is collegial support, even when there is disagreement about an idea or a process.” Team Leaders would welcome an opportunity to share with the committee receiving this report.

RECOMMENDATION 13: That Recommendation 11 of the Evaluation Committee Report “That the Executive Director be assisted by the Ministry Council in becoming more proactive in building good rapport with each staff member and in providing regular scheduled meetings with staff and that these meetings include at least one member of the Ministry Council and one Executive Committee member,” be denied.

The Ministry Council Executive Committee is a standing committee that plans the agenda in conjunction with GMLT for each meeting and is empowered to act on behalf of the Ministry Council between meetings when necessary. The Director of Ministries is an Advisory Member of the Executive Committee of the Ministry Council, and as such has no authority to share minutes of the Executive Committee with others. The Executive Committee reports to the Ministry Council, which then takes action and reports all actions through our Summary of Actions available online.

RECOMMENDATION 14: That Recommendation 12 of the Evaluation Committee Report “That the Director of Ministries be more responsible and open in sharing the minutes and actions of the Executive Committee with the Ministry Council and in turn with the Teams and Team Leaders,” be denied.

We encourage the General Assembly committee addressing the Evaluation Committee Report to review Report Number One of the Ministry Council to the 2012 General Assembly, where the many and diverse travels of our Director of Ministries, Team Leaders, and other staff are listed. Of particular note are the following travels of the Director of Ministries:

July 17, 2011	Waynesboro (Tennessee) —Worship presentation
August 21	Appleton (Arkansas) —Worship presentation
September 10	Cumberland Presbytery
September 11	Glasgow CP Church, Glasgow, Kentucky
September 17	Robert Donnell Presbytery
September 18	Corinth, Mississippi Shiloh CP Church—Worship presentation
September 23-24	Choctaw Presbytery
October 1	Covenant Presbytery
October 2	Fredonia CP Church, Fredonia, Kentucky
October 6	Murfreesboro Presbytery
October 11	Tennessee-Georgia Presbytery
October 14	Grace CP Presbytery
October 23	Brenthaven CP Church (Tennessee)
October 23	Columbia Presbytery
February 19, 2012	Russellville (Arkansas) Worship Presentation
March 8-9	Presbytery del Cristo
March 17	Hope Presbytery
April 13	North Central Presbytery
April 14	Presbytery of East Tennessee
April 15	Beaver Creek Church (Knoxville, Tennessee) —Worship presentation
April 15	Oak Ridge CP Church (Tennessee) —Worship presentation
April 24	Nashville Presbytery
May 5-6	Calico Rock CP Church (Arkansas)

The Director of Ministries' plan for travel in 2013 will include a special emphasis on congregations with non-CP pastors and focused interactions of Ministry Teams with people outside presbytery settings through trainings, workshops and other events.

RECOMMENDATION 15: That Recommendation 13 of the Evaluation Committee Report “That the Director of Ministries be instructed to become more visible among the presbyteries on an ongoing and consistent basis so as to hear and understand the concerns of the church and incorporate those into the decisions made and ministry done by the Ministry Council Staff and Ministry Teams,” be denied.

In light of feedback we have received from Ministry Council Staff, we are confident that there is currently a positive and productive relationship between the Director and staff.

RECOMMENDATION 16: That Recommendation 14 of the Evaluation Committee Report, “That the Ministry Council develop a plan for creating a better relationship between the Director of Ministries and the Ministry Council Staff,” be denied.

6. POINT E OF THE EVALUATION COMMITTEE REPORT “POSITIONING OF THE BOARD OF STEWARDSHIP”

As the Ministry Council relies largely on OUO for funding, we wholeheartedly endorse the Our United Outreach Committee recommendation for an OUO Fund Development Coordinator. We are concerned; however, that OUO Fund Development does not encompass all stewardship education. Stewardship is a holistic reference to not only money, but also our talents, gifts, natural resources, and time. Stewardship education is by its very nature connected to Discipleship; therefore, we are opposed to displacing stewardship education from the Ministry Council to the Our United Outreach Committee.

RECOMMENDATION 17: That Recommendation 15 of the Evaluation Committee Report “That programming responsibilities for Stewardship and OUO education and promotion be transferred from the Ministry Council to the Our United Outreach Committee,” be denied.

RECOMMENDATION 18: That Recommendation 16 of the Evaluation Committee Report “That funds previously allocated by the General Assembly in 2007 to the Ministry Council for the

purpose of funding a staff position be transferred from the Ministry Council to the Our United Outreach Committee,” be denied.

**7. POINT F OF THE EVALUATION COMMITTEE REPORT
“ORIENTING NEW MEMBERS AND CLARIFYING RESPONSIBILITIES
OF THE GENERAL ASSEMBLY CORPORATE BOARD”**

Regarding Recommendation 18 of the Evaluation Committee Report, we feel it is appropriate for the Center Interagency Team to become a standing committee of the Corporate Board; however, Article 6 of the Incorporation Document of the Ministry Council specifies that the Center Interagency Team is a standing committee of the Ministry Council. This change would require changes to the bylaws of both the Ministry Council and the Corporate Board and perhaps changes to the bylaws of the other CIT agencies. We would willingly cooperate with the change, but make the following additional recommendation which could require additional changes to the bylaws of the other CIT agencies:

RECOMMENDATION 19: That the presiding Chairperson of the Center Interagency Team rotate on an annual basis among the CIT members.

**8. POINT G OF THE EVALUATION COMMITTEE REPORT
“DEVELOPING GREATER ACCOUNTABILITY STRUCTURES FOR THE
MINISTRY COUNCIL IN MEETING ITS GOALS AND RESPONSIBILITIES”**

We note that the Stated Clerk is an Advisory Member of the Ministry Council attending MC meetings, and therefore, party to all decisions and information within the Ministry Council. In our report to General Assembly each year, the Ministry Council gives updates answering directives of previous General Assemblies. Our Summaries of Actions, which are posted online following Ministry Council meetings three times a year, will highlight how we are carrying out General Assembly directives.

RECOMMENDATION 20: That Recommendation 19 of the Evaluation Committee Report “That the Ministry Council report quarterly to the Stated Clerk revealing the progress of the Ministry Council and the Director of Ministries toward accomplishing the approved Recommendations and conveying what is being enacted in building the Kingdom of God as Cumberland Presbyterians,” be denied.

We appreciate the efforts of the Evaluation Committee and agree that a regular evaluation process would be valuable as indicated in Recommendation 20 of the Evaluation Committee Report. We feel that there is potential for the process to become more standardized and concrete and to implement new ways of gathering information for review. Noting that none of the current Team Leaders nor the Director of Ministries was approached for interview, we feel a more inclusive process would have garnered broader perspective.

RECOMMENDATION 21: That a process of evaluation be initiated on a three-year cycle, with the Evaluation Committee to have at least three members from the previous committee for the purpose of continuity, and that the objectives of the Evaluation Committee be specifically defined.

The Ministry Council struggled with the subjective nature of the Report of the Evaluation Committee and looked for quantifiable statistical data to support the comments and recommendations. Assistance to statistically evaluate the data gathered will add clarity to the report of the next Evaluation Committee and make it an even more beneficial tool for the Ministry Council and the denomination as a whole.

II. MISSIONS MINISTRY TEAM

Reverend George R. Estes, Team Leader

C/M/P

A. REGARDING NON-USA MISSION FIELD EXPANSION

With permission of the Ministry Council and approval of the Missions Ministry Team elected members, the Missions Ministry Team submitted a communication to the Permanent Committee on Judiciary requesting its advice and counsel on matters relating to the expansion of our Cumberland Presbyterian

mission work outside the USA. While several of these developing fields are currently affiliated with a stateside presbytery, other more recent ones are not, notably, work in Guatemala and Mexico. This presents difficulties when it comes to issues of ordination, organizing churches, receiving provisional churches and pastors, and similar matters. The MMT communication proposed several options for Judiciary consideration. Among them was the possibility of creating a non-geographical presbytery as a “host” for the developing non-USA fields. This would also involve the appropriate synod. Those fields now affiliated with a stateside presbytery (such as Laos/Cambodia with Tennessee-Georgia Presbytery, the Philippines and South Korea with Presbytery of East Tennessee) would remain with them, but formalized GA-approved guidelines are needed to provide assistance and clarification. In the conversation with Judiciary, a number of possibilities arose, including the potential use of synod commissions which could be explored.

Because there is some urgency in the immediate situation, the Committee advised that congregations in Mexico should be attached to a stateside presbytery, with a view toward a synod creating a non-geographic presbytery in the near term. That reinforces the need for presbyterial guidelines. In this regard, also, it is recognized that the Step Out evangelism plan calls for presbyteries to “adopt” a mission field, and MMT is committed to assisting presbyteries and congregations in their identification and support of non-USA mission endeavors. Since 1984, the General Assembly has affirmed that all overseas mission work is to be under the guidance and supervision of the General Assembly’s missions agency, and the guidelines proposed below reflect that ruling while at the same time maintaining the integrity of the host presbytery’s role.

The following recommendation sets forth guidelines that have the approval of the MMT and have been reviewed by the Ministry Council and the Permanent Committee on Judiciary.

RECOMMENDATION 22: That the General Assembly approve the following guidelines for US presbyteries which have, or may in the future, host non-USA congregations and missions.

1. The Missions Ministry Team is responsible for the guidance and supervision of the mission work, although the work is affiliated with a USA presbytery.

2. The MMT will make all recommendations needed to the presbytery for the organization of churches, ordination of pastors, formation of councils, etc. Boards, councils or committees of the presbytery are free to initiate these proposals to the MMT, asking the MMT to endorse them. The presbytery board, committee or council can then present the recommendation to the presbytery. This allows for presbytery’s involvement in the decisions and retains General Assembly oversight of overseas mission work.

3. The USA presbytery would not make decisions about the hosted non-USA mission work without consultation with the MMT. Recommendations to presbytery about the mission work will always be in consultation with the MMT.

4. If the presbytery is approached by pastors/members from the mission field, they will share all questions, requests, or recommendations with the MMT for consultation.

5. In the rare situations where the presbytery and MMT do not agree on the best approach, the MMT’s elected members’ vote is seen as the authoritative decision on the subject and is to be respected by all concerned.

6. The presbytery is not expected to provide any financial assistance to the mission work they host other than what is normally expected of all Cumberland Presbyterian Churches with respect to mission support and offerings. This does not limit financial involvement or support; it states this is not an obligation or expectation of a host presbytery. MMT decisions will never involve financial obligations that the presbytery would be expected to assume without formal recommendation to that effect through normal presbytery channels.

III. ENDOWMENTS

Identifying additional funding sources is important to ensure that vital ministries may continue. Planned giving and endowments help to support programs. In the past, generous Cumberland Presbyterians have taken an important step by contributing through endowments to ministries that really make a difference in our church. However, unfortunately, sometimes those funds cannot be distributed according to the desires of the donors because these endowments have never grown to the level necessary for the funds to be accessed. For example, someone may start an endowment to support youth ministry with a gift of \$5,000,

but the endowments may require that the fund reach \$10,000 before the interest can be drawn to support the Ministry. There are several such endowments within the Cumberland Presbyterian Church; endowments that essentially remain unusable.

With that in mind, the Ministry Council has purposefully identified a number of endowments that are near the point where they can be utilized and is promoting contributions that will be strategically allocated to maximize the number of endowments that can be available for ministry use.

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.

RECOMMENDATION 23: That the General Assembly remind people of the importance of endowments, encouraging them to look for opportunities to actively and meaningfully support the programs of the church.

A listing of endowment funds for each Ministry Team of the Ministry Council follows with the balances as of December 31, 2011, received in April 2012:

Communications Ministry Team Endowments	CMT Balance
Masaharu Asayama/CPWM Endowment	\$ 8,396.66
Ky Curry Publishing Endowment	29,759.17
C. Ray Dobbins Endowment	27,919.38
Dennis H. Kiefer Endowment	755.61
Marguerite D. Richards CP Magazine	15,064.01
Pat White Endowment	6,619.35
Total CMT Endowments	\$88,514.18

Discipleship Ministry Team Endowments	DMT Balance
Bennet & Mildred Brown for C E	\$ 22,603.16
Bill & Hazel Phalan Endowment	12,817.00
C. P. Youth Conference	133,859.67
Carl Cook Outdoor Ministry Endowment	3,323.29
Christian Education Mid-Century	221,875.03
Christian Education Season Endowment	160,943.94
Clark Williamson Memorial	36,735.94
Claudette Hamby Pickle C E Endowment	18,349.92
Consultant Training Fund	51,481.60
Cornelia Swain Endowment for C E	16,239.97
David & Mary McGregor C E Endowment	45,212.86
Donald & Jane Hubbard Endowment for C E	10,210.08
Dr. & Mrs. E. K. Reagin Endowment	50,574.34
Earl King Memorial	9,720.25
Frank & Linda Ward Endowment (CE)	30,508.03
Grace Johnson Beasley Memorial	9,715.69
H. Harold Davis Endowment Fund	146,695.39
Helen Wiman Memorial	3,802.40
Howell G. & Martha Jo Mims CPYC	21,862.69
Into the Nineties for C E	245,383.55
Ira & Rae Galloway for C E	12,656.41
Irvin & Annie Mary Swain Endowment	19,742.39
Jack W. Ferguson, Jr. C E Endowment	9,717.98
Jake Tyler Children's Ministry	1,828.83
James D. McGuire Endowment for C E	14,432.57
Jean Garret Endowment for C E	3,224.95
Jeff & Angie Sledge Endowment	1,926.04
Jill Davis Carr - Leadership Development	10,202.02
Jodi Hearn Rush	9,814.82
John Gilbert Horsley - Youth Leaders	11,188.87

John W. Speer Endowment for C E	17,678.43
Lavenia Campbell Cole Annuity Endowment	31,941.80
Louise Adams Heathcock Memorial	9,762.74
Morris & Ruth Pepper for C E	46,202.31
Paul Allen Endowment for C E	9,697.40
Publishing House Endowment 33%	127,326.19
Rev. Rusty Rustenhaven Youth Ministry	12,123.19
Reverend Gayle J. Keown for C E	3,180.37
Terence R. McCain, Sr. Endowment	1,978.51
Virginia Malcom Christian Education	101,449.44
Wesley & Jackie Mattonen Endowment	30,637.69
William Warren Endowment for C E	9,821.35
Young Adult Ministry Endowment	20,934.05
Total DMT Endowments	\$ 1,769,383.15

Missions Ministry Team Endowments	MMT Balance
Advance in Missions Trust Fund	\$ 389,472.52
Ashburn-Graf Educational Endowment	127,068.65
Bennett & Mildred Brown Trust	46,554.36
Bernice Barnett Gonzalez Endowment	1,238.99
Bill & Iona Wyatt Endowment	11,651.39
Bill & Kathryn Wood	54,689.83
Boyce & Beth Wallace Endowment	44,567.72
Brown & Julia Welch Missions Endowment	28,294.21
Buddy & Beverly Stott Endowment	24,294.64
Carl Ramsey Scholarship Fund	32,252.77
Chester E. Dickson Endowment	40,133.82
Chow King Leong Endowment	45,531.96
Church Loan Fund – General	1,206,635.89
Clifford Gittings Endowment	4,734.24
Clifford W. & Sarah C. McCall NCD	5,505.69
Colombian CPW Elementary Scholarships	31,785.37
Colombian University Scholarships	61,991.98
Cornelia Swain Endowment	53,468.18
CPW Leadership Trust Fund	75,499.46
David Brown Endowment	9,311.73
Davis O. & Gladys H. Bryson Missionary	75,806.92
Della Campbell Lowrie Trust 20%	403,016.77
Don & Gwen Peterson Endowment Fund	86,840.88
Elise Sanders Endowment	269,812.45
Elizabeth A. & James W. Morrow Trust	21,689.72
Finis Ewing & Bessie Keene Memorial	132,374.27
Foreign Missions Endowment	305,490.23
Forester World Missions Endowment	3,180,520.95
Freda Mitchell Gilbert Endowment	4,711.17
Gina Marie Benzel Ableson Memorial	8,943.45
Gladys H. Bryson Scholarship Fund	101,370.52
Gleniel Grounds Endowment	1,903.97
Grace Beasley - Small Rural Church	44,780.56
Grace Johnson Beasley Memorial	33,141.76
Helen Deal Endowment	46,135.79
Holly Katelyn McClurkin	596.05
Holzer Trust	74,930.78
Hong Kong Mission	36,124.71
Irvin & Annie Mary Draper Swain	25,353.20
James A. Brintle II Scholarship	4,997.30
Jamie Roy Chaffin Endowment	1,797.15
Joe E. Matlock Endowment	45,763.45

John A. Deaver Mission	9,021.82
Jose & Fanny Fajardo Endowment	6,483.30
Joseph B. Dungy Endowment	80,614.51
Lavenia Campbell Cole Annuity Endowment	55,072.05
Lavenia Campbell Cole Trust Endowment 20%	19,543.91
Lavenia Cole Testamentary Trust 25%	403,465.81
Lela Swanson Stricklen NCD	57,671.90
Leila B. Goodman for Missions	2,607.02
Louise & Sam R. Estes Endowment	11,928.21
Lucie C. Mayhew Fund for U-P Children	13,890.09
Madge Sprague Memorial Endowment	4,972.56
Mamie McAdoo Endowment	2,367.51
Maree Blackwell Endowment	2,181.68
Marguerite D. Richards Japan	14,600.93
Marguerite D. Richards MM Magazine	7,288.62
Marguerite D. Richards Rural Church	21,865.88
Mark G. Lynch Choctaw Presbytery	8,165.97
Marvin C. & Ruth M. Kinnard Trust	13,489.29
Mary Frances & William Carpenter	10,218.57
Mary Katherine Mize Longwell Endowment	586.78
Mattie Ree Suddarth Brown Endowment	18,555.05
Maymie Stovall - Foreign Mission 25%	10,780.70
Maymie Stovall - Home Missions 25%	10,779.77
McAdow and Mae Gam Endowment	13,968.17
McClung/Fowler Memorial Endowment	76,270.46
McKenzie Endowment	37,241.75
Mildred Chandler Scholarship Endowment	120,900.28
Missions & Evangelism Endowment	101,156.11
Mrs. G. W. Freeman Bible Woman Trust	5,676.00
Myra Patton Foreign Mission Endowment	146,253.78
Nancy J. Orr Bequest	3,854.63
New Church Development Endowment	86,334.43
P. F. Johnson Memorial Endowment	16,970.28
Patron Membership	702,628.86
Paul & Geneva Richards Memorial	10,896.04
Perpetual Membership Fund	880,389.99
Rev. & Mrs. Tadao Yoshizaki Memorial	562.65
Richard Nicks Memorial Endowment	48,084.78
Robert E. Matlock Endowment	145,343.22
Robert J. & Marilee B. Watkins	1,728.52
Robert T. & Dona Milam Endowment	5,605.92
Rose Ella Porterfield Scholarship	15,388.73
Rouine Vodra Coleman Endowment	1,160.65
Rubye Johnson May Memorial 50%	6,746.66
S. Q. Proctor Home Mission Endowment	10,268.71
Samuel King Gam	18,983.56
Scholarship-Universidad Evangelica	8,840.96
Walkerville CPC Memorial Endowment	5,960.86
Walter Swartz - Jose Fajardo Scholarship Fund	39,362.11
Warren and Carline Lowe Trust	2,409.54
William A. & Beverly St. John Endowment	11,077.27
William B. & Emma Jo Denson Todd Endowment	5,513.85
Winnifred M. Dixon Endowment	51,596.49
Total MMT Endowments	\$ 10,568,112.64

Pastoral Development Ministry Team Endowments	PDMT Balance
Arturo & Carmen Ortiz Endowment	\$ 10,668.03
Awards for CP Ministers & Spouses	20,657.39

E. G. & Joy Sims Endowment	18,687.45
James & Geneva Searcy Endowment	26,967.45
James & Helen Knight Endowment	21,294.56
James Lee Ratliff Endowment	5,427.20
LaRoyce Brown Endowment	1,145.11
Leonard & Mary Jo Turner Endowment	11,455.06
Lyon Walkup Endowment	11,702.55
Melvin & Naomi Orr Endowment	17,256.15
Ministerial Endowment	11,115.95
Ministers Conference	15,540.18
Norlan & Ellie Scrudder Endowment	17,704.01
Roosevelt and Ruth Baugh	2,883.35
Total PDMT Endowments	\$ 191,359.33

Ministry Council Grand Total \$ 12,618,514.41

IV. CHURCH CALENDAR 2012-2014

The 181st General Assembly directed that the “church calendar structure . . . extend beyond the present calendar year to at least 24 months in advance.” Noting that not all denominational entities have set their 2014 dates and that some additions will be made as these become known, the Ministry Council recommends the following:

RECOMMENDATION 24: That the 182nd General Assembly approve the following dates for the 2012-2014 Church Calendar.

CHURCH CALENDAR 2012-2014

JULY 2012

7	Program of Alternate Studies Graduation
7-21	PAS Summer Extension School
8-13	CPYC at Bethel University, McKenzie, Tennessee
9-11	Hispanic Pastors Conference, Bethel University, McKenzie, Tennessee
17-21	Ministers Retreat, Bethel University, McKenzie, Tennessee

AUGUST 2012

20	Bethel Fall classes begin
25	MTS Fall classes begin
28	Bethel Convocation
29	MTS Convocation
26-Sept30	Christian Education Season

SEPTEMBER 2012

9	Senior Adult Sunday
16	Christian Service Recognition Sunday
	International Day of Prayer and Action for Human Habitat

OCTOBER 2012

7	Worldwide Communion Day
9-11	CP Minister's Conference
14	Pastor Appreciation Sunday
28	Native American Sunday

NOVEMBER 2012

Any Sunday in	November Loaves and Fishes
2	World Community Day (Church Women United)
4	Stewardship Sunday
11	Day of Prayer for People with Aids and Other Life-Threatening Illnesses
18	Bible Sunday

DECEMBER 2012

Any Sunday in December Gift to the King
 2-25 Advent in Church and Home
 9 Bethel Commencement
 25 Christmas Day
 27-30 Youth Evangelism Conference

JANUARY 2013

6-Feb 13 Epiphany
 11 Human Trafficking Awareness Day
 14-15 Stated Clerk's Conference
 15 Deadline for receipt of 2012 Our United Outreach contributions
 22-24 Ministers Conference, Olive Branch, Mississippi
 31-Feb 4 Koinonia: Young Adult Conference

FEBRUARY 2013

1-28 Black History Month
 2 The Event: Elder Training at Longview, Texas; Homewood, Alabama;
 Knoxville, Tennessee; and Lexington, Tennessee
 3 Denomination Day
 Historical Foundation Offering
 Souper Bowl Sunday
 9 The Event: Elder Training at Columbia, Tennessee; Olive Branch, Mississippi;
 Valrico, Florida; Edmond, Oklahoma; and Ft. Worth, Texas
 10 Annual congregational reports due in GA office
 13 Ash Wednesday, the beginning of Lent
 13-Mar 31 Lent to Easter
 16 The Event: Elder Training at Lubbock, Texas; Russellville, Arkansas;
 Madison, Tennessee; and Cullman, Alabama
 17 Youth Sunday
 22-23 30 Hour Famine
 23 The Event: Elder Training at Bowling Green, Kentucky; Broken Bow, Oklahoma;
 Chandler, Indiana; Cookeville, Tennessee; and Albuquerque, New Mexico

MARCH 2013

1-31 Women's History Month (USA)
 1 World Day of Prayer (Church Women United)
 2 The Event: Elder Training at Calico Rock, Arkansas; Huntsville, Alabama;
 Freedonia, Kentucky; Marshall, Missouri; and Chattanooga, Tennessee
 3 Seminary Sunday
 10 4th Sunday in Lent
 24 Palm/Passion Sunday
 One Great Hour of Sharing
 24-30 National Farm Workers Awareness Week
 25-30 Holy Week/MTS closed
 28 Maundy Thursday
 29 Good Friday
 31 Easter
 31-Apr 19 March of Missions

APRIL 2013

7 Children's Home Sunday
 7-13 Family Week
 22 Earth Day
 26-27 30 Hour Famine

MAY 2013

3 Friendship Day (Church Women United)
 4 Bethel Commencement
 5 Children's Day (Japan)
 18 MTS Closing Convocation & Graduation
 19 Pentecost Sunday
 World Mission Day
 26 Memorial Day Offering for Military Chaplains & Personnel

JUNE 2013

17-21 General Assembly, Murfreesboro, Tennessee
 18-20 CPWM Convention
 30-July 5 Cumberland Presbyterian Youth Conference

JULY 2013

6 Program of Alternate Studies (PAS) Graduation
 6-20 PAS Summer Extension School
 8-10 Hispanic Pastors Conference, Bethel University, McKenzie, Tennessee
 16-20 Presbyterian Youth Triennium
 16-20 Ministers Retreat, Bethel University, McKenzie, Tennessee

AUGUST 2013

3 Bethel Commencement
 17 Bethel Blast
 25-Sept 29 Christian Education Season
 27 Bethel Opening Convocation (171st Year)
 31 MTS Fall Semester Classes begin

SEPTEMBER 2013

4 MTS Opening Convocation
 8 Senior Adult Sunday
 15 Christian Service Recognition Sunday
 International Day of Prayer and Action for Human Habitat

OCTOBER 2013

1-31 Clergy Appreciation Month
 6 Worldwide Communion Sunday
 13 Pastor Appreciation Sunday
 19-20 Bethel Homecoming
 27 Native American Sunday

NOVEMBER 2013

Any Sunday in November Loaves and Fishes
 1 All Saints Day
 World Community Day (Church Women United)
 3 Stewardship Sunday
 3-6 The Forum
 10 Day of Prayer for People with Aids and Other Life-Threatening Illnesses
 17 Bible Sunday

DECEMBER 2013

Any Sunday in December Gift to the King
 1-25 Advent in Church and Home
 7 Bethel Commencement
 24 Christmas Eve
 25 Christmas Day
 25-Jan6 Christmastide

JANUARY 2014

6-Mar4 Epiphany
 11 Human Trafficking Awareness Day
 13-14 Stated Clerks' Conference
 15 Deadline for receipt of 2013 Our United Outreach Contributions

FEBRUARY 2014

1-28 Black History Month
 1 Annual congregational reports due to presbyterial clerks
 2 Denomination Day
 Historical Foundation Offering
 Souper Bowl Sunday
 10 Annual congregational reports due in GA office
 16 Youth Sunday

MARCH 2014

1-30 Women's History Month (USA)

5	Ash Wednesday, the beginning of Lent
5–Apr 20	Lent to Easter
23-29	National Farm Workers Awareness Week
APRIL 2014	
13	Palm/Passion Sunday
	One Great Hour of Sharing
17	Maundy Thursday
18	Good Friday
20	Easter
25-26	30-Hour Famine
27-June 8	March of Missions
MAY 2014	
2	Friendship Day (Church Women United)
10	MTS Closing Convocation & Graduation
25	Memorial Day Offering for Military Chaplains & Personnel
JUNE 2014	
8	Pentecost
	World Mission Sunday
16-20	General Assembly, Chattanooga, TN
	CPWM Convention, Chattanooga, TN

In recognition of the fact that the Ministry Council promotes and publishes the 12-month “Planning Calendar” that has a different purpose from the “Church Calendar” and the fact that the “Church Calendar” represents and includes dates of all denominational entities beyond the programming scope of the Ministry Council, the Ministry Council recommends the following:

RECOMMENDATION 25: That the 182nd General Assembly direct the Office of the General Assembly to be responsible for reporting the “Church Calendar” to the General Assembly for adoption beginning in 2013 for all future years.

V. MINISTRY COUNCIL CONCLUSION

A hymn Cumberland Presbyterians often sing begins, “I stand amazed in the presence of Jesus the Nazarene . . .” Both individually and collectively, the members of the Ministry Council affirm this. We are amazed:

- That God has used our meager efforts to move faithfully and aggressively in ministry to a lost and dying world.
- That obstacles that seem insurmountable are being overcome by the sacrificial efforts of so many people whose only concern is the building of God’s Church called Cumberland Presbyterian all around the world.
- That in the few short years of our existence so much has been accomplished to the glory of God. Yes, we are amazed and wonder how God will use the Cumberland Presbyterian Church in the years ahead as we prayerfully answer the Call to proclaim the Gospel of Jesus Christ our Lord. To all Cumberland Presbyterians, we say, join us!

Respectfully Submitted,
 Reverend Carlton Harper, Chairperson
 Reverend Lisa Scott, First Vice Chairperson
 Reverend Sam Romines, Second Vice Chairperson
 Elizabeth G. Horsley, Secretary
 Edith B. Old, Director of Ministries/Treasurer

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 2012 General Assembly, with their years of service, are as follows: Jim Cordum, six years; Andy Frazier, three years and Robert Latimer, six years. Jim Cordum has asked not to be re-nominated. Andy Frazier is eligible to succeed himself for a three year term. Robert Latimer is also eligible to succeed himself for a three year term.

C. BOARD REPRESENTATIVE TO THE 182ND GENERAL ASSEMBLY

The board's representative to the 182nd General Assembly is Jackie Satterfield.

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 congregations of the legacy ministry that can be accomplished as individuals make planned gifts to their local congregations.

E. 2013 BUDGET

The 2013 line-item budget has been filed with the Office of the General Assembly.

F. 2011 AUDIT

Certified copies of the 2011 audit reports from Fouts and Morgan will be filed with the Office of the General Assembly in compliance with General Regulations E.5. and E.6. The 2011 audit will be printed in the audit section of the 2012 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. 2011 IN REVIEW

Depending on your perspective, 2011 was good or bad. With signs of hope 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. The S&P 500 ended the year almost exactly where it started, masking dramatic swings during the year. Politics and concerns over Sovereign Debt level particularly in Europe dominate market sentiment. International Markets declined due to the recession in Europe creating some anxiety. Going forward there will be slower growth in developed markets. Real Estate has improved slowly. Though there a lot of troubled mortgages, people are beginning to invest in real estate. Consumer confidence has improved and is reflected in the markets.

The Growth Income Endowment Fund began the year with a balance of \$36,241,727. The Growth Income Endowment Fund ended 2011 with a balance of \$36,698,915. The return on investments for 2011 was up 1.4% compared to a composite benchmark which was up 1.5%.

The Total Return Endowment Fund began the year with a balance of \$6,922,785. The ending balance for the Total Return Endowment Fund was \$6,472,584. The return on investments for 2011 was up 0.2% compared to a composite benchmark which was down 0.9%.

In 2011 the Cumberland Presbyterian Investment Loan Program paid out \$461,818 to agencies, churches and individual account holders having funds in the program. This compares to \$256,428 paid out in 2010. Throughout 2011 the interest paid to account holders was consistently higher than the rates received from most "on demand" accounts. The interest rate paid to account holders averaged 3.75%.

C. BOARD OF STEWARDSHIP

The Board of Stewardship ended 2011 with an unrestricted surplus of \$36,012. We are ever mindful of expenses incurred and try to be good stewards of what has been entrusted to the Board. We are grateful for the faith support from congregations and individuals through their contributions to Our United Outreach.

D. MANAGEMENT OF FUNDS

During 2011 the Endowment Program Growth/Income Fund portfolio was under the co-management of Gerber/Taylor Management, Metropolitan West Asset Management, RREEF America II and Clarion. The portfolio for the Endowment Program Total Return Fund was under the co-management of Gerber/Taylor Management, Pimco, Metropolitan West Asset Management, and RREEF America II. The funds of the Retirement Program were co-managed by Gerber/Taylor Management, Pimco, Metropolitan West Asset Management, and RREEF America II.

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.

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 \$35,698,915 for 2011 at *market value*. The following table provides a breakdown of the investment mix:

GROWTH/INCOME INVESTMENT MIX		
Securities & Investments		
4.8%	Cash/Cash Equivalents	\$ 1,715,934
9.4%	US Equities	\$ 3,342,091
9.9%	Real Estate Investment Trusts	\$ 3,516,369
38.5%	Fixed Income	\$13,794,794
13.6%	Global Hedge	\$ 4,839,329
9.6%	Multi-Strategy	\$ 3,430,933
2.8%	Special Opportunities	\$ 986,793
7.0%	International Stocks	\$ 2,487,999
<u>4.4%</u>	Emerging Markets	<u>\$ 1,584,673</u>
100.0%	Total	\$35,698,915

2. Performance of Growth/Income Fund

The Endowment Program Growth/Income Fund generated \$938,586 in dividend and interest income during 2011. Net contributions and withdrawals were (\$1,694,933). Capital Appreciation (Realized Gain/(Loss) plus Unrealized Gain/(Loss)) was (\$430,742). The total investment earnings for 2011 were \$507,844 and the change in market value was (\$1,187,089).

Growth/Income earnings paid and payable to agencies totaled \$431,441 for 2011. Growth/Income Fund investment management fees totaled \$75,505 for 2011. Other expenses were \$9,341 for a total of \$84,846.

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.

3. 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 2011 was 2.01%

Percentage of Income Paid Out

2011	2.01%
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%

4. 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 2011:

	One Year Period <u>01/01/11 - 12/31/11</u>	Five Year Period <u>01/01/07 - 12/31/11</u>	Since Inception <u>09/00/81 - 12/31/11</u>
Growth/Income Fund	1.4%	3.3%	10.1%

5. 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 \$6,472,584 for 2011 at *market value*.

The following table gives a breakdown of the investment mix of the total assets:

TOTAL RETURN INVESTMENT MIX Securities & Investments

9.4%	Cash/Cash Equivalents	\$ 607,884
12.2%	US Equities	\$ 787,603
11.0%	Real Estate Investment Trusts	\$ 712,055
17.6%	Fixed Income	\$ 1,142,629
13.5%	Multi Strategy	\$ 874,164
16.9%	Global Hedge	\$ 1,097,004
2.7%	Special Opportunities	\$ 172,689
4.3%	Emerging Markets	\$ 273,116
12.4%	International Stocks	<u>\$ 805,440</u>
100.0%	Total	\$ 6,472,584

6. Performance of Total Return Fund

The Endowment Program Total Return Fund generated a loss of (\$6,877) in total investment earnings consisting of \$132,560 in interest/dividends and capital appreciation (realized gain/(loss) and unrealized gain/(loss)) of (\$139,437). Net contributions/(withdrawals) were (\$1,003,127). Change in market value was (\$1,010,004).

Total Return Fund expenses including fees paid to the investment managers totaled \$16,655 for 2011. Total Return Fund payments made and payable to agencies totaled \$122,391 for 2011.

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 yearend 2011.

	One Year Period <u>01/01/11 - 12/31/11</u>	Five Year Period <u>01/01/07 - 12/31/11</u>	Since Inception <u>09/01/04 - 12/31/11</u>
Total Return Fund	-0.20%	3.40%	6.90%

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 sixty-five years from 1944 to 2009, 841 loans were made to congregations, presbyteries, and synods. Through these loans, \$37,533,851 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	58	\$ 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 its 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 2011 totaling \$87,835. In the revolving church loan account, there was also cash in the amount of \$112,825. At yearend 2011 total assets of the fund was \$200,660.

The rate of interest for revolving loans made during 2011 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 are no Cole loans as of yearend 2011. There was \$372,202 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 Coordinator. 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.

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 2011, the assets for the Investment Loan Program were \$16,797,823. There were 269 individual, congregation and agency accounts. At yearend, deposits on account totaled \$6,073,859. The loan balances totaled \$9,119,980 at year end.

For 2011, 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, Missouri 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.

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 \$461,818 which the program paid in interest. For 2011 the average interest rate paid to account holders was 3.75%. Depending on interest earned on investments in bonds and interest earned on loans in 2012 we anticipate paying 4% interest to account holders. However, the interest paid can change. 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		
1.45%	Mutual Funds	\$ 111,469.23
20.87%	Cash Equivalents	\$ 1,595,959.98
<u>77.68%</u>	Taxable Fixed Income	<u>\$ 5,940,954.39</u>
100.00%		\$ 7,648,383.60

At the end of 2011 there were 23 loans to congregations made through the Investment Loan Program. The total loans were \$9,119,980.

VIII. EMPLOYEE BENEFITS ADMINISTRATION AND RESEARCH

A. PURPOSE

The second of two broad 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 whom 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 retirement 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 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. Submitted this year is a revision of the plan for the General Assembly to approve. The revised plan follows this report. It includes but it is not limited to the following: addition of catch-up contributions, section 1.09 and 1.10, non-matching contributions are allowed, section 3.03, attainment of age fifty-nine and one-half a participant shall have the unrestricted right to withdraw his entire retirement account, section 6.07.

RECOMMENDATION 1: That the revision of the Cumberland Presbyterian Retirement Plan #2 be adopted.

Available to retired minister's who participate in the Cumberland Presbyterian Retirement program is a housing allowance. The last change to the housing allowance amount, an increase to \$800 a month or \$9,600 a year tax-free withdrawal, was made in 1990 and approved by the General Assembly. Due to rising housing cost, utilities, and maintenance an increase in the housing allowance is recommended.

RECOMMENDATION 2: That the General Assembly increase the housing allowance for retired ministers under the Cumberland Presbyterian Retirement plan from \$800 per month to \$1,500 a month and that a housing allowance of \$180,000 be allowed in the case of a lump sum withdrawal for the purchase of a principal residence with the stipulation that the total housing allowance available in any one year not exceed \$18,000.

B. YEAR END REPORT

On December 31, 2011, there were 362 active participants in the Retirement Plan. There were also 7 receiving direct monthly payments as a result of their elections under Plan 1. In addition to these participants, there were 23 persons who were receiving annuity payments purchased through the Plan and for whom the Plan issues 1099-R's.

During 2011, \$2,199,663 was dispersed to or for participants, a decrease of 28.6% over 2010s \$3,082,860. Contributions totaled \$840,225 and were up 15.8% over 2010s \$725,571. Investment expenses totaled \$120,670 an increase of 14.1% over 2010s \$105,799. Realized and unrealized loss on investments totaled \$418,715 compared to an increase in 2010 of \$2,292,001. The rate of return credited to the accounts for the year was -0.1% compared to 15.3% for 2010. (Comparative annual rates of return for: previous three years—+11.6%, previous five years—+3.1%, and from the beginning of professional management in March, 1982—+9.7%.)

Effective January 1, 2011, Gerber/Taylor Management was retained to manage our stock portfolio. 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. Matt Robbins and Stacy Miller of Gerber/Taylor continue to be very helpful with keeping the board updated on market conditions and investment strategies.

X. MINISTERIAL AID PROGRAM

A. MINISTERIAL AID

1. Full Benefit Recipients

As of March 2012 there are an equivalent of 4 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 \$2,000.00; annually, \$24,000.00 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.

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 2011 with the 4 state side recipients receiving \$4,300.00 each for a total distribution of \$17,200.00. The Board of Stewardship has approved a cap of a maximum of \$4,000 in lieu of large distributions that can have a negative effect on other benefits received, such as SSI, or state assistance.

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. The poverty levels have been updated to the latest available figures. 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 \$10,890 a year or \$907.50 a month for 2011.
6. Couples income cannot exceed federal poverty guidelines set forth for the year by the US Census Bureau. Poverty level is \$14,710 a year or \$1,225.83 a month for 2011. (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 4 participants who receive monthly payments at the originally agreed upon amount of \$109 per month. Benefits for these recipients total \$436.00 per month or \$5,232.00 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. Spouses 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 receives \$150 a month from this fund. Annually, \$1,800.00 is paid to the recipient. This endowment has a balance of \$1,053,509 as of December 31, 2011. 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 341 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.

Our broker is Lipscomb & Pitts of Memphis, TN. For 2012, Travelers Insurance carries our Property & Casualty policy and \$2,500,000 in earth quake coverage, Philadelphia carries our Directors & Officers, Crime, Automobile, and Umbrella policies. Axis Specialty Insurance Company insures \$5,000,000 in earthquake coverage and Lloyds insures \$11,000,000 in earthquake coverage. Our Workers Comp coverage has been 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 four stateside presbyteries (Choctaw, 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 212 participants and Peter Whitely, of Sinclair-Whitely in Nashville, TN 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. We renew this policy every 3 years, which was done in July 2011. Twenty six named positions are covered under this policy.

D. 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 increased for the two plans to \$1,500 deductible and a \$3,500 in-network deductible for the employee and has stayed the same for 2012. Spouse and Family deductibles are twice the amount of the employee only product. Lipscomb & Pitts, a Memphis based insurance company, is our insurance broker, and Craig Wright, our agent.

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 2011. For 2011, 91% of the medical premiums paid to Blue Cross were used to pay claims and stop-loss premiums. This compares to a loss ratio of 75% in 2010 (not a full year of claims due to moving to new carrier) 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. 11	165,608	119,036	72%	165,608	119,036	72%
Feb. 11	167,074	287,685	172%	332,682	406,721	122%
Mar. 11	166,973	148,497	89%	499,655	555,218	111%
Apr. 11	173,055	216,884	125%	672,710	772,102	115%
May 11	173,566	165,926	96%	846,276	938,028	111%
Jun. 11	161,180	152,511	95%	1,007,456	1,090,539	108%
Jul. 11	160,209	76,266	48%	1,167,665	1,166,805	100%
Aug. 11	166,806	154,102	92%	1,334,471	1,320,907	99%
Sept. 11	152,246	86,335	57%	1,486,717	1,407,242	95%
Oct. 11	160,914	127,113	79%	1,647,631	1,534,355	93%
Nov. 11	156,374	169,908	109%	1,804,005	1,704,263	94%
Dec. 11	161,622	83,955	52%	1,965,627	1,788,218	91%

The table below shows that for the months of January 2011 through December 2011, 12 claims amounted to 49% of the claims paid by Blue Cross. In 2010 we had 9 claims that amounted to 36% of the total claims. 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.

<u>Number of Claims</u>	<u>Total Group Medical Claims</u>		<u>Amount Paid</u>	<u>Percentage of Total</u>
	<u>Percentage of Total Claims</u>			
12	3%	High cost claims	\$ 880,734	49%
370	97%	All other claims	\$ 907,483	51%
382	100%	Total Claims	\$1,788,217	100%

2. Premiums

Efforts to maintain affordable premiums and comprehensive coverage are the biggest challenge we face. Premiums in 2012 are \$600.06 for employee only coverage and \$1,819.90 for family coverage in Option 1 and \$509.90 for employee only coverage and \$1,546.26 for family coverage in Option 2. Note that we reduced the premium that the participant pays through the use of funds from our Premium Stabilization Fund. For 2012, Option 1 for employee only coverage is \$563.00 and \$1,764.00 for family coverage. Option 2 is \$474.00 for employee only coverage and \$1,490.00 for family coverage.

The Blue Cross Health Plan is now on a calendar year as far as deductible and pricing is concerned and in 2012 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. We fell short of this goal in 2011 due to the gathering of renewal data from various other carriers. We were able to get the information out October 31. We hope to have better results in 2012 realizing that it does depend on whether or not we shop our program out to various carriers or not. Open enrollment period is the month of December.

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, 2012, 177 employees and 164 dependents for a total of 341 people depend on the Cumberland Presbyterian Church Health Insurance Program. A breakdown of family units by size at February 1, 2012 is listed below.

FAMILY UNITS BY SIZE		
	Number of Units	Total
Emp. only	97	97
Spouse only	0	
E & 1	8	16
E & 2	4	12
E & 3	2	8
E & S	29	58
Families of 3	6	18
Families of 4	24	96
Families of 5	6	30
Families of 6	1	6
Families of 7	0	
Total	177	341

The following table shows the enrollment figures from January 2011 to December 2011. As one can see the numbers fluctuate from month to month. During this period there was a decrease of 11 employee participants.

MONTHLY GROUP INSURANCE ENROLLMENT

	<u>EMPLOYEE COVERAGE</u>	<u>DEPENDENT COVERAGE</u>	<u>TOTAL</u>
11-Jan	96	93	189
11-Feb	99	91	190
11-Mar	99	93	192
11-Apr	101	89	190
11-May	98	89	187
11-Jun	98	88	186
11-Jul	96	89	185
11-Aug	92	89	181
11-Sep	91	88	179
11-Oct	92	85	177
11-Nov	93	85	178
11-Dec	94	84	178

4. Premium Stabilization Reserve (Formerly Emergency Reserve)

The reserve is invested in the Endowment Program Total Return Fund account which had a balance of \$946,024 on December 31, 2011. This figure does not reflect November and December 2011 endowment earnings. 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 1, 2008, we began offering Dental and Vision insurance, on a voluntary basis, for anyone working at least 30 hours or more for any Cumberland Presbyterian Church, its agencies, boards, and institutions. Peter Whitely is the agent of record. At present there are 73 participating employees.

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, 2011 was \$31,139.

7. Health Education / E-Mail Newsletter

To further educate participants in matters concerning healthcare, 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. 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.

9. Health & Wellness Fair

The Board of Stewardship will sponsor a Health & Wellness fair during the 182nd General Assembly for anyone attending. With the help of a local hospital, the Board of Stewardship will offer an opportunity to do a variety of screenings to help you stay on top of your health.

Respectfully submitted,
Jackie Satterfield, Board Member
Robert Heflin, Executive Secretary

**CUMBERLAND PRESBYTERIAN CHURCH
RETIREMENT PLAN NO.2**

WHEREAS, the CUMBERLAND PRESBYTERIAN CHURCH, in 1950, adopted a retirement plan for its ministers and other employees, which has remained virtually unchanged since its adoption and is still being administered by the Board of Stewardship, Foundation, and Benefits of the Church; and

WHEREAS, effective September 1, 1987, the Cumberland Presbyterian Church established a new retirement plan known as the “Cumberland Presbyterian Church Retirement Plan No. 2” (hereinafter referred to as the “Plan”) to provide improved retirement benefits to those full-time employees participating in the 1950 plan who may elect to participate in this plan, and to all other full-time employees of the Cumberland Presbyterian Church who become employees after the adoption of this plan, or who are not participating in the 1950 plan; and

WHEREAS, the Cumberland Presbyterian Church desires to amend and restate the Plan in order to comply with applicable changes in the law and related guidance;

WHEREAS, under the terms of the Plan, the Employer has the ability to amend the Plan;

NOW, THEREFORE, effective January 1, 2012, except as otherwise provided, the Cumberland Presbyterian Church, acting by and through the General Assembly of the Cumberland Presbyterian Church, hereby adopts this amendment and restatement of the CUMBERLAND PRESBYTERIAN CHURCH RETIREMENT PLAN No. 2 and directs the Moderator of its General Assembly to execute this document on behalf of the Cumberland Presbyterian Church and directs the Stated Clerk of the General Assembly to attest to the execution by the Moderator. The Cumberland Presbyterian Church Retirement Plan No. 2 is as follows:

INTRODUCTION

Effective January 1, 2012, the Cumberland Presbyterian Church adopts this amendment and restatement of the Cumberland Presbyterian Church Retirement Plan No. 2 ("Plan") as contained herein.

The purpose of this Plan, which shall constitute a Retirement Income Account, a type of defined contribution employee pension benefit plan, under Section 403(b)(9) of the Internal Revenue Code, as amended (the “Code”), is to provide additional incentive and retirement security for eligible employees of participating Employers by permitting them to defer their income on a pre-tax basis and share in the Employer's matching contribution.

It is intended that this Plan, together with the Trust Agreement, meet all requirements of Section 403(b) of the Code including Section 403(b)(9) dealing with retirement income accounts, and all regulations thereunder. The Plan shall be interpreted, wherever possible, to comply with the terms of said provisions of the Code as they may apply to church plans, and all formal regulations and rulings issued thereunder and amendments thereto.

TABLE OF CONTENTS

	Page
ARTICLE I – DEFINITIONS	1
ARTICLE II – ELIGIBILITY AND PARTICIPATION	9
2.01 – Eligibility	9
2.02 – Participation	9
2.03 – Acceptance	9
2.04 – Leave of Absence	9
2.05 – Transfer of Employment and Change in Status	9
ARTICLE III – CONTRIBUTIONS	10
3.01 – Basic Contributions	10
3.02 – Elective Contributions	10
3.03 – Matching Contributions	11
3.04 – Rollover Contributions	11
3.05 – Maximum Elective Deferrals	12
3.06 – Maximum Annual Additions	13
3.07 – Adjustment for Excessive Annual Additions	14
ARTICLE IV – CREDITS AND ALLOCATIONS TO INDIVIDUAL ACCOUNTS	14
4.01 – Individual Accounts	14
4.02 – Credit of Basic Contributions	14
4.03 – Credit of Elective Contributions	15
4.04 – Allocation of Matching Contributions	15
4.05 – Application of Rollover Contributions	15
4.07 – Allocation of Adjustment	15
4.08 – Equitable Allocations	15
4.09 – Trustee to Trustee Transfers	15
ARTICLE V – BENEFITS	15
5.01 – Normal Retirement Benefit	15
5.02 – Disability Retirement Benefit	16
5.04 – Death Before Retirement or Termination of Employment	16
5.05 – Death After Retirement or Termination of Employment	16
5.06 – Death While Performing Qualified Military Service	16
ARTICLE VI – PAYMENT OF BENEFITS	16
6.01 – General Conditions	16
6.02 – Determination	17
6.03 – Method of Payment	17
6.04 – Time of Payment	17
6.05 – Notice of Method of Payment	19
6.06 – Hardship Withdrawals	19
6.07 – Withdrawals at Age 59 1/2	20
6.08 – Distribution Following Death	20
ARTICLE VII – FUNDING	23
7.01 – Contributions	23
7.02 – Trustee	23
7.03 – Prohibition of Reversion	23
ARTICLE VIII – ADMINISTRATION OF PLAN	24
8.01 – Plan Administrator	24
8.02 – Claims Procedure	25
8.03 – Records	25
8.04 – Delegation of Authority	25
8.05 – Legal Incompetence	26
8.06 – Correction of Errors	26
8.07 – Expenses	26
ARTICLE IX – AMENDMENT OR TERMINATION	26
9.01 – Amendment of Plan	27
9.02 – Termination of Plan	27

TABLE OF CONTENTS

(continued)

9.03 – Mergers	27
ARTICLE X – MISCELLANEOUS.....	27
10.01 – Liability of Employer.....	27
10.02 – Spendthrift Clause.....	27
10.03– Successor to Business of Employer	27
10.04 – Conflict of Provisions	27
10.05 – Definition of Words.....	28
10.06 – Titles.....	28
10.07 – Execution of the Plan	28
10.08 – Choice of Laws	28
ARTICLE XI – LEGAL STATUS OF THE PLAN	28

ARTICLE I DEFINITIONS

As used herein, the following words and phrases shall have the meaning indicated unless otherwise defined or required by the context:

1.01 "Adjustment" shall mean the net increases and decreases in the fair market value of the Fund during a Plan Year or other period exclusive of any contribution during such year or other period. Such increases and decreases shall include such items as realized or unrealized investment gains or losses, investment income, and may include expenses of administering the Fund and the Plan.

1.02 "Administrator" shall mean, with respect to the Plan, the Board of Stewardship, Foundation, and Benefits of the Cumberland Presbyterian Church, or any successor thereto designated by the General Assembly of the Cumberland Presbyterian Church.

1.03 "Affiliate" shall mean and include all of the Employers of the Cumberland Presbyterian Church as herein defined as Employers and any corporation or unincorporated business controlled by, or under common control with, an Employer within the meaning of Section 414(b), (c) and (m) of the Code provided, however, that, for purposes of the limitations upon annual additions to a Participant's Individual Account pursuant to Code Section 415 "Affiliate" status shall be determined in accordance with Code Section 415(h). A corporation or unincorporated business shall not be deemed an Affiliate for any purpose under the Plan with respect to any period before it became an Affiliate.

1.04 "Basic Account" shall mean that portion of a Participant's Individual Account attributable to (a) the Basic Contributions allocated to such Participant pursuant to Section 4.02, and (b) the Participant's proportionate share of Adjustments attributable to his Basic Account pursuant to Section 4.07.

1.05 "Basic Contributions" shall mean contributions made by an Employer pursuant to Section 3.01.

1.06 "Beneficiary" shall mean the person (or entity) to whom the share of a deceased Participant's total account is payable, subject to the restrictions of Sections 6.04 and 6.08. For purposes of Sections 6.08, "designated Beneficiary" is the person designated under Code Section 401(a)(9) and Regulation 1.401(a)(9)-4.

1.07 "Board of Stewardship, Foundation and Benefits" shall mean the Board of Stewardship, Foundation and Benefits of the Cumberland Presbyterian Church, Inc., a non-profit Tennessee corporation presently located in Cordova, Shelby County, Tennessee.

1.08 "Boards and Agencies" shall mean the following:

(a) The various Boards and Agencies of the Cumberland Presbyterian Church created and authorized by the General Assembly of the Cumberland Presbyterian Church.

(b) The various Boards and Agencies of the Cumberland Presbyterian Church in America created and authorized by the General Assembly of the Cumberland Presbyterian Church in America.

(c) The various Boards and Agencies of another denomination with which the Cumberland Presbyterian Church has reciprocal agreements.

1.09 "Catch-Up Contribution" means Deferred Compensation made by a Catch-Up Eligible Participant that exceeds, during any taxable year of such Participant:

(a) a statutory limit on Deferred Compensation or "annual additions" provided in Code Sections 401(a)(30), 402(h), 403(b), 408, 415(c), or 457(b)(2) (without regard to Code Section 457(b)(3)), as applicable; or

(b) a Plan limit on Deferred Compensation which is not a limit provided in (a) above.

1.10 "Catch-Up Eligible Participant" means an Employee who:

(a) is eligible to defer Compensation pursuant to Section 2.01; and

(b) will attain age 50 or higher before the end of the Employee's taxable year.

1.11 "*Code*" shall mean the Internal Revenue Code of 1986, as amended from time to time.

1.12 "*Compensation*" shall mean the total wages or salary paid and/or accrued to be paid by the Employer to an employee for services rendered for the period under consideration, reportable by the Employer for Federal income tax purposes and including amounts contributed pursuant to this plan or any other plan under the salary reduction agreement between the Employer and Employee which would otherwise have been paid to the Employer.

For purposes of this Section, the determination of Compensation shall be made by:

(a) including amounts which are contributed by the Employer pursuant to a salary reduction agreement and which are not includible in the gross income of the Participant under Code Sections 125, 132(f)(4), 402(e)(3), 402(h)(1)(B), 403(b) or 457(b), and Employee contributions described in Code Section 414(h)(2) that are treated as Employer contributions. For purposes of Code Section 125, effective January 1, 1998, amounts under Code Section 125 include any amounts not available to a Participant in cash in lieu of group health coverage because the Participant is unable to certify that the Participant has other health coverage. An amount will be treated as an amount under Code Section 125 only if the Employer does not request or collect information regarding the Participant's other health coverage as part of the enrollment process for the health plan.

Notwithstanding the above, with respect to Deferred Compensation and matching contributions, the inclusion of Compensation shall not apply.

For a Participant's initial year of participation, Compensation shall be recognized as of such Employee's effective date of participation pursuant to Section 2.02.

If any class of Employees is excluded from the Plan, then Compensation for any Employee who becomes eligible or ceases to be eligible to participate during a Plan Year shall only include Compensation while the Employee is an Eligible Employee.

For purposes of this Section, if the Plan is a plan described in Code Section 413(c) or 414(f) (a) plan maintained by more than one Employer), the limitation applies separately with respect to the Compensation of any Participant from each Employer maintaining the Plan.

1.13 "*Contributions*" shall mean payments made to the Plan pursuant to Article VII, whether occasioned by a salary reduction agreement or otherwise.

1.14 "*Cumberland Presbyterian Church*" shall mean the incorporated religious organization or denomination organized in Dickson County, Tennessee, in 1810, with present headquarters in Cordova, Shelby County, Tennessee. The Cumberland Presbyterian Church is organized as a presbyterian form of government.

1.15 "*Deferred Compensation*" with respect to any Participant means that portion of such Participant's total Compensation which has been contributed to the Plan in accordance with the Participant's deferral election pursuant to Sections 3.01 and 3.02 excluding any such amounts distributed as excess "annual additions" pursuant to Section 3.06. Deferred Compensation (including Catch Up Contributions) shall not exceed Compensation.

1.16 "*Disability*" or "*Disabled*" shall mean a Participant who, because of injury, illness, sickness, or mental condition is unable to perform his duties for the Employer, and whose condition is medically determined to be permanent in nature or of long-continued and indefinite duration. Satisfactory evidence of such condition shall be furnished both to the Employer and the Administrator who shall then make the determination regarding the Participant's disability, and in the event of a disagreement concerning such determination between the Employer and Administrator, the determination of the Administrator shall govern.

1.17 "*Distribution Calendar Year*" means a calendar year for which a minimum distribution pursuant to Sections 6.04 and 6.08 is required. For distributions beginning before the Participant's death, the first Distribution Calendar Year is the calendar year immediately preceding the calendar year which contains the Participant's required beginning date under Section 6.04(b). For distributions beginning after the Participant's death, the first Distribution Calendar Year is the calendar year in which distributions are required to begin under Section 6.04(b). The required minimum distribution for the Participant's first Distribution Calendar Year will be made on or before the Participant's required beginning date. The required minimum distribution for other Distribution Calendar Years, including the required minimum distribution

for the Distribution Calendar Year in which the Participant's required beginning date occurs, will be made on or before December 31st of that Distribution Calendar Year.

1.18 "Effective Date" shall mean the effective date of the Plan which shall be September 1, 1987. The effective date of this amendment and restatement is January 1, 2012.

1.19 "Elective Account" shall mean that portion of a Participant's Individual Account attributable to (a) the Elective Contributions allocated to such Participant pursuant to Section 4.03 and (b) the Participant's proportionate share of Adjustments attributable to his Elective Account pursuant to Section 4.07.

1.20 "Elective Contributions" shall mean contributions made by an Employer pursuant to Section 3.02.

1.21 "Eligible Employee" means any Employee, at least 18 years of age.

Employees who are Leased Employees within the meaning of Code Sections 414(n)(2) and 414(o)(2) shall not be eligible to participate in this Plan.

Employees of Affiliated Employers shall not be eligible to participate in this Plan unless such Affiliated Employers have specifically adopted this Plan in writing.

For all purposes except elective deferrals, an individual shall not be an Eligible Employee if such individual is not reported on the payroll records of the Employer as a common law employee. In particular, it is expressly intended that individuals not treated as common law employees by the Employer on its payroll records, or are not treated as independent contractors, are not Eligible Employees and are excluded from Plan participation even if a court or administrative agency determines that such individuals are common law employees and not independent contractors.

1.22 "Employee" shall mean any person who is employed by an Employer or Affiliated Employer, and excludes any person who is employed as an independent contractor. The term Employee includes clergymen treated as self employed individuals for purposes of the Federal Insurance Contributions Act.

1.23 "Employer" shall mean the following:

(a) The individual churches of the Cumberland Presbyterian Church (as herein defined) and the Boards and Agencies of the Cumberland Presbyterian Church.

(b) The individual churches (as defined herein) of the Cumberland Presbyterian Church in America (being that unincorporated religious organization or denomination organized in Nashville, Tennessee in 1874, with present headquarters in Huntsville, Madison County, Alabama and with which the Cumberland Presbyterian Church shared a common Confession of Faith and Constitution adopted in 1984) together with the Boards of the Cumberland Presbyterian Church in America.

(c) An individual church or Board or Agency of another denomination with which the Cumberland Presbyterian Church has reciprocal agreements, but only with regard to a minister of the Cumberland Presbyterian whose employment by such church, Board or Agency has been approved by his or her presbytery.

(d) Any entity employing a minister of Cumberland Presbyterian Church or the Cumberland Presbyterian Church in America when such employment has been officially approved by the minister's presbytery and an exercise of his ministry.

1.24 "Employment" shall mean the employment relationship as an Employee of the Employer.

1.25 "Employment Date" shall mean the day with respect to which an Employee is credited with his first Hour of Service.

1.26 "Entry Date" shall mean the day on which the Plan Administrator receives the form confirming an Employee's enrollment and/or election to have Basic Contributions made on his behalf pursuant to Section 3.01 .

1.27 "Executive Secretary" shall mean the executive secretary of the Board of Stewardship, Foundation, and Benefits.

1.28 RESERVED FOR FUTURE USE.

1.29 *"415 Compensation"* means a Participant's includible compensation determined under Code Section 403(b)(3). "415 Compensation" for any Self-Employed Individual shall be equal to such individual's Earned Income.

For purposes of this Section, the determination of "415 Compensation" shall include any elective deferral (as defined in Code Section 402(g)(3)), and any amount which is contributed or deferred by the Employer at the election of the Participant and which is not includible in the gross income of the Participant by reason of Code Sections 125, 132(f)(4) or 457. For purposes of Code Section 125, effective January 1, 1998, amounts under Code Section 125 include any amounts not available to a Participant in cash in lieu of group health coverage because the Participant is unable to certify that the Participant has other health coverage. An amount will be treated as an amount under Code Section 125 only if the Employer does not request or collect information regarding the Participant's other health coverage as part of the enrollment process for the health plan.

1.30 *"Full-Time Employee"* shall mean any Employee who shall receive compensation from one or more Employers on the basis of a minimum of thirty (30) hours per week for services rendered to such Employer.

1.31 *"Fund"* or *"Trust Fund"* or *"Trust"* shall mean the trust forming a part of this Plan and all of its assets that are held by the Trustees hereunder.

1.32 *"General Assembly of the Cumberland Presbyterian Church"* shall mean, as the name implies, that incorporated body of the Cumberland Presbyterian Church, which is the highest judicatory of the Cumberland Presbyterian Church, and provided for under Section 9.0 of the Constitution of the Cumberland Presbyterian Church.

1.33 *"Hour of Service"* shall mean (1) each hour for which an Employee is directly or indirectly compensated or entitled to compensation by an Employer for the performance of duties (these hours will be credited to the Employee for the computation period in which the duties are performed); (2) each hour for which an Employee is directly or indirectly compensated or entitled to compensation by an Employer (irrespective of whether the employment relationship has terminated) for reasons other than performance of duties (such as vacation, holidays, sickness, disability, jury duty, lay off, military duty or leave of absence) during the applicable computation period (these hours will be calculated and credited pursuant to Department of Labor regulation 2530.200b 2 which is incorporated herein by reference); (3) each hour for which back pay is awarded or agreed to by an Employer without regard to mitigation of damages (these hours will be credited to the Employee for the computation period or periods to which the award or agreement pertains rather than the computation period in which the award, agreement or payment is made). The same Hours of Service shall not be credited both under (1) or (2), as the case may be, and under (3).

Notwithstanding (2) above, (i) no more than 501 Hours of Service are required to be credited to an Employee on account of any single continuous period during which the Employee performs no duties (whether or not such period occurs in a single computation period); (ii) an hour for which an Employee is directly or indirectly paid, or entitled to payment, on account of a period during which no duties are performed is not required to be credited to the Employee if such payment is made or due under the plan maintained solely for the purpose of complying with applicable worker's compensation, or unemployment compensation or disability insurance laws; and (iii) Hours of Service are not required to be credited for a payment which solely reimburses an Employee for medical or medically related expenses incurred by the Employee.

For purposes of (2) above, a payment shall be deemed to be made by or due from an Employer regardless of whether such payment is made by or due from an Employer directly, or indirectly through, among others, a trust fund, or insurer, to which the Employer contributes or pays premiums and regardless of whether contributions made or due to the trust fund, insurer, or other entity are for the benefit of particular Employees or on behalf of a group of Employees in the aggregate.

Notwithstanding the foregoing, a Participant shall be credited with 45 Hours of Service for each week in which an Employee is paid or entitled to payment for at least one Hour of Service.

For purposes of this Section, Hours of Service will be credited for employment with other Affiliated Employers. The provisions of Department of Labor regulations 2530.200b 2(b) and (c) are incorporated herein by reference.

1.34 *"Individual Account"* shall mean the aggregate amount of the Fund standing to the credit of each Participant as determined from time to time in accordance herewith, comprised of the Basic Account, Elective Account, Matching Account and Rollover Account, as applicable.

1.35 *"Individual Churches"* shall mean those separate and individual Cumberland Presbyterian/Cumberland Presbyterian Church in America recognized and enrolled as Cumberland Presbyterian/Cumberland Presbyterian Church in America by the various Presbyteries of the Cumberland Presbyterian/Cumberland Presbyterian Church in America and the General Assemblies of the Cumberland Presbyterian/Cumberland Presbyterian Church in America, pursuant to Section 2.00 of the Constitution of the Cumberland Presbyterian/Cumberland Presbyterian Church in America.

1.36 *"Insurance Company"* shall mean any life insurance company licensed to do business in the State of Tennessee with which the Cumberland Presbyterian Church has entered into a contract for the purposes of providing benefits and investing contributions under the Plan.

1.37 *"Leased Employee"* means any person (other than an Employee of the recipient Employer) who pursuant to an agreement between the recipient Employer and any other person or entity ("leasing organization") has performed services for the recipient (or for the recipient and related persons determined in accordance with Code Section 414(n)(6)) on a substantially full time basis for a period of at least one year, and such services are performed under primary direction or control by the recipient Employer. Contributions or benefits provided a Leased Employee by the leasing organization, which are attributable to services performed for the recipient Employer shall be treated as provided by the recipient Employer. Furthermore, Compensation for a Leased Employee shall only include Compensation from the leasing organization that is attributable to services performed for the recipient Employer. A Leased Employee shall not be considered an Employee of the recipient Employer:

- (a) if such employee is covered by a money purchase pension plan providing:
 - (1) a nonintegrated employer contribution rate of at least 10% of compensation, as defined in Code Section 415(c)(3);
 - (2) immediate participation;
 - (3) full and immediate vesting; and
- (b) if Leased Employees do not constitute more than 20% of the recipient Employer's nonhighly compensated work force.

1.38 *"Leave of Absence"* shall mean any absence from the employment of the Employer, authorized by the Employer, and during which time Basic Contribution and Elective Contributions are not made to the Participant's Individual Account.

1.39 *"Life Expectancy"* computed, for purposes of Sections 6.04 and 6.08 using the Single Life Table in Regulation 1.401(a)(9)-9.

1.40 *"Matching Account"* shall mean that portion of a Participant's Individual Account attributable to (a) the Matching Contribution allocated to such Participant pursuant to Section 4.04 and (b) the Participant's proportionate share of Adjustments attributable to his Matching Account pursuant to Section 4.07.

1.41 *"Matching Contributions"* shall mean contributions made by an Employer pursuant to Section 3.03.

1.42 *"Minister"* shall mean those individuals duly ordained as ministers of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America whose ordination is recognized by the various Presbyteries of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America and the General Assemblies of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America, and who are carried on the rolls of a Presbytery of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America as an active minister of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America. Ordained ministers of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America who are employees of the various Boards and Agencies of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America shall be qualified for participation in this plan as employees, even if such individual is not carried as an active minister on the roll of a Presbytery of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America.

1.43 *"Normal Retirement Age"* shall mean either the date a Participant attains the age of fifty-five (55) for exercise of options available under Article VI, "Payment of Benefits," Section 6.03, Subsections (a) or (b) wherein the total balance of the Participant's account is applied to an annuity, or the date a Participant attains the age of fifty-nine and a half (59 1/2) for exercise of all options available under Section 6.03, Subsection (c).

1.44 *"Normal Retirement Benefit"* shall mean the benefit to which a Participant is entitled at his Normal Retirement Date, pursuant to Section 5.01.

1.45 *"Normal Retirement Date"* shall mean the first day of the month coinciding with or next following attainment of the Participant's Normal Retirement Age as defined in Section 1.43, at which time a Participant shall be entitled to receive a Normal Retirement Benefit.

1.46 *"One Year Break in Service"* shall mean the applicable computation period during which an Employee has not completed more than 500 Hours of Service with the Employer. Further, solely for the purpose of determining whether a Participant has incurred a One Year Break in Service, Hours of Service shall be recognized for "authorized leaves of absence" and "maternity and paternity leaves of absence." Years of Service and One Year Breaks in Service shall be measured on the same computation period.

A "maternity or paternity leave of absence" means an absence from work for any period by reason of the Employee's pregnancy, birth of the Employee's child, placement of a child with the Employee in connection with the adoption of such child, or any absence for the purpose of caring for such child for a period immediately following such birth or placement. For this purpose, Hours of Service shall be credited for the computation period in which the absence from work begins, only if credit therefore is necessary to prevent the Employee from incurring a One Year Break in Service, or in any other case, in the immediately following computation period. The Hours of Service credited for a "maternity or paternity leave of absence" shall be those which would normally have been credited but for such absence, or in any case in which the Administrator is unable to determine such hours normally credited, eight (8) Hours of Service per day. The total Hours of Service required to be credited for a "maternity or paternity leave of absence" shall not exceed the number of Hours of Service needed to prevent the Employee from incurring a One Year Break in Service.

1.47 *"Participant"* shall mean an Employee who becomes a participant hereunder as provided in Article II.

1.48 *"Part-Time Employee"* shall mean any Employee who receives compensation from one or more Employers on the basis of a minimum of twenty (20) hours per week for services rendered to such Employer.

1.49 *"Plan"* shall mean the Cumberland Presbyterian Church Retirement Plan No. 2 as contained herein and as amended from time to time, and shall include the Trust Agreement as it shall exist from time to time, the terms of which are hereby incorporated herein by reference.

1.50 *"Plan Year"* shall mean each twelve (12) consecutive month period beginning on January 1 and ending December 31.

1.51 *"Presbytery"* shall mean the unincorporated or incorporated body within the governing organization of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America, sanctioned and recognized by the General Assemblies of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America as a Presbytery of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America pursuant to Section 5.0 of the Constitution of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America.

1.52 *"Reemployment Date"* shall mean the date as of which an Employee is credited with the first Hour of Service upon a resumption of Employment after an interruption in Employment.

1.53 *"Regulation"* means the Income Tax Regulations as promulgated by the Secretary of the Treasury or a delegate of the Secretary of the Treasury, and as amended from time to time.

1.54 "*Retirement*" shall mean a Termination of Employment that entitles the Participant to a benefit pursuant to any provision of Article V except or death.

1.55 "*Retirement Income Account*" means a defined contribution program established or maintained as a Funding Vehicle by a church, a convention or association of churches, including an organization described in Code Section 414(e)(3)(A), to provide benefits under Code Section 403(b).

1.56 "*Rollover Account*" means the account established and maintained by the Administrator for each Participant with respect to such Participant's total interest in the Plan resulting from amounts transferred from another plan in accordance with Section 3.04.

A separate accounting shall be maintained with respect to that portion of the Participant's Rollover Account attributable to after-tax Employee contributions.

1.57 "*Spouse*" shall mean the legal spouse or surviving legal spouse of the Participant, provided that a former spouse will be treated as the spouse or surviving spouse to the extent provided under a qualified domestic relations order. A qualified domestic relations order shall mean (i) any judgment decree or order (including approval of a property settlement agreement) which relates to the provision of child support, alimony payments, or marital rights to a spouse, former spouse, child, or other dependent of a Participant, (ii) is made pursuant to a state domestic relations law, and (iii) which complies with the requirements of Code Section 414(p).

1.58 "*Termination of Employment*" shall mean the date on which an Employee ceases to be employed by any Employer or Affiliate by reasons of voluntary separation, Retirement, discharge or death.

In cases other than Retirement or death, the termination of employment date for ministers shall be the actual date on which they are lettered out of a Presbytery of the Cumberland Presbyterian Church/ Cumberland Presbyterian Church in America to another denomination or the date on which their ministerial credentials are officially terminated by such Presbytery for other reasons and causes.

1.59 "*Trust Agreement*" shall mean the written agreement entered in between the Cumberland Presbyterian Church and the Trustee.

1.60 "*Trustee*" shall mean the party or parties designated as such under the Trust Agreement, which is incorporated herein by reference as part of this Plan.

1.61 "*Valuation Date*" shall mean March 31, June 30, September 30 and December 31 of each year and such other date or dates during a Plan Year selected by the Administrator.

1.62 "*Vested Benefit*" shall mean the non-forfeitable portion of a Participant's Individual Account as determined under Section 5.03.

1.63 "*Week of Service*" shall mean each calendar week during which an Employee shall perform a minimum of thirty (30) hours of duties in the service of the Employer, and for which the Employee is paid or entitled to payment for such services; any calendar week in which the Employee is paid or entitled to be paid his regular weekly pay for the calendar week that includes periods of paid vacation, sickness, disability, holidays, and similar paid periods specified by the Employer's work rules and regulations, during which no duties are performed for the Employer; or any calendar week for which back pay, irrespective of mitigation of damages, has either been awarded or agreed to by the Employer shall be included in the Employee's Week of Service. No more than seventeen (17) Weeks of Service shall be credited to an Employee during any Plan Year which the Employee performs no duties for his Employer.

1.64 "*Year of Service*" shall mean

(a) in the case of an hourly employee, a Plan Year during which an Employee has completed one thousand (1,000) or more Hours of Service, and

(b) in the case of a salaried employee, a Plan Year in which a Participant has completed one thousand (1,000) or more Hours of Service or at least thirty-four (34) Weeks of Service.

Notwithstanding the foregoing, in the case of an Employee who terminates employment with the Employer at a time when he is not entitled to a Vested Benefit and who later returns to employment with the Employer, Years of Service prior to the Termination of Employment shall not be included in determining his

Vested Benefit if the number of consecutive One Year Breaks in Service, which occur during that period of Termination of Employment, equals or exceeds the Participant's Years of Service prior to such Termination of Employment.

ARTICLE II ELIGIBILITY AND PARTICIPATION

Section 2.01 Eligibility. Each Employee shall be eligible to become a Participant in the Plan upon the later of:

- (i) the attainment of age eighteen (18), or
- (ii) his Employment Date.

However, any Employee who was a Participant in the Plan prior to the effective date of this amendment and restatement shall continue to participate in this Plan.

Section 2.02 Participation. Each eligible Employee shall become a participant as follows:

(a) Generally. Except as otherwise provided hereunder, an Employee shall become a Participant on the later of (i) the first Entry Date coincident with or next following the date on which he becomes eligible to become a Participant under Section 2.01, or (ii) the first Entry Date with respect to which he elects to have Basic Contributions made on his behalf pursuant to Section 3.01 of Article III.

(b) Reemployment. Notwithstanding the foregoing subsections (a) an Employee who is reemployed and who was a Participant or who had satisfied the conditions of eligibility as of a prior termination of Employment shall be eligible to become a Participant on his Reemployment Date, and shall become a Participant in accordance with subsection (a) of this Section 2.02.

Section 2.03 Acceptance. The Plan shall not be deemed to constitute a contract between the Employer and a Participant or to be a consideration or an inducement for the Employment of any Employee. No provisions of the Plan shall be deemed to abridge or limit any managerial right of the Employer, or to give any Employee or Participant the right to be retained in Employment, or to interfere with the right of the Employer to discharge any Employee or Participant at any time regardless of the effect which such discharge may have on him as a Participant. By his act of participation in the Plan, each Participant, on behalf, of himself, his heirs, assigns and Beneficiary, shall be deemed conclusively to have agreed to and accepted the terms and conditions of the Plan.

Section 2.04 Leave of Absence. In the case of any Participant who has a Leave of Absence from his Employment, no contributions shall be made during such Leave of Absence by either the Employee or Employer to the Participant's Individual Account, but the Employee shall not suffer a One Year Break in Service during such Leave of Absence.

Notwithstanding any provision of this Plan to the contrary, contributions, benefits and service will be provided with respect to Qualified Military Service in accordance with Code Section 414(u).

Section 2.05 Transfer of Employment and Change in Status. A Participant who without a break in his service either (i) becomes employed by another employer which is an Affiliate of the Employer, or (ii) ceases to be an Employee due to a change in employment status while continuing to be employed by the Employer shall become a limited Participant hereunder until such time as he again becomes an Employee. As a limited Participant, he shall not be eligible to have Basic or Elective Contributions made on his behalf effective immediately following the close of the pay period within such transfer of employment or change in status occurs. Years of Service for a limited Participant shall be calculated as though his service with such Affiliate had been performed as an Employee of an Employer.

At the time that such a limited Participant ceases to be employed by an Affiliate or by the Employer, he shall be entitled to such benefits under this Plan (and only such benefits) as are provided under Section 5.03, 5.04 or 5.05, as applicable, hereof for a Participant whose employment by an Employer is terminated.

An employee who either (i) transfers employment from an Employer which is an Affiliate of the Employer, but which is not a participating employer hereunder, to an Employer hereunder or (ii) for any other reason becomes an Employee, shall, for purposes of determining eligibility to participate hereunder, and for purposes for vesting, receive Hours of Service and/or Weeks of Service, as applicable, for his prior periods of employment with such Affiliate and/or as an Employee.

A limited Participant under this Section who again becomes an Employee shall cease to be a limited Participant, shall be eligible to become a Participant as of the date he again becomes an Employee, and shall become a Participant on the later of (i) the first Entry Date coincident with or next following the date on which he again becomes an Employee and (ii) the first Entry Date with respect to which he elects to have Basic Contributions made on his behalf pursuant to Section 3.01 of Article III.

ARTICLE III CONTRIBUTIONS

Section 3.01 Basic Contributions. A Participant may have Basic Contributions made to the Plan on his behalf by making an election as set forth below.

(a) Salary Reduction Agreement. A Participant shall make an election by entering into a salary reduction agreement with the Employer at least fifteen (15) days in advance of an Entry Date (or upon such shorter notice as may be acceptable to the Administrator), in which it is agreed that the Employer will reduce the Participant's Compensation during each pay period by a designated percentage and contribute an amount equal to such reduction to the Plan on behalf of the Participant. Non-matching contributions by employees or employers on behalf of an employee are allowed. The designated percentage may be any percentage carried out to two decimal places not in excess of five percent (5%) of the Compensation otherwise payable to the Participant during the pay period. Such election shall be effective with the first pay period beginning coincident with or next following the Entry Date coincident with the close of the required notice period and shall not have retroactive effect.

(b) Revocation of Salary Reduction Agreement. A Participant, by written notice filed with the Administrator at least fifteen (15) days in advance of the effective date of such notice (or upon such shorter notice as may be acceptable to the Administrator) may elect to prospectively revoke such salary reduction agreement. Such revocation shall become effective with the first pay period beginning coincident with or next following the expiration of the required notice period and shall not have retroactive effect. In the event of such revocation, a Participant may again enter into a salary reduction agreement with the Employer effective with the first pay period beginning coincident with or next following any January 1 following such prior revocation, provided that such salary reduction agreement is entered into at least thirty (30) days (or such shorter notice as shall be acceptable to the Employer) prior to such Entry Date.

(c) Concurrent Revocation and Election. A Participant, by written notice filed with the Administrator may revoke any prior election and concurrently make a new election hereunder. Any such revocation or new election shall become effective with the first pay period beginning coincident with or next following such revocation or new election and shall not have a retroactive effect.

Section 3.02 Elective Contributions. A Participant who has elected the maximum Basic Contribution on his behalf pursuant to Section 3.01 may have Elective Contributions made to the Plan on his behalf by making an election as set forth below.

(a) Salary Reduction Agreement. A Participant may make an election by entering into a salary reduction agreement at least fifteen (15) days in advance of an Entry Date (or upon such shorter notice as may be acceptable to the Administrator), in which it is agreed that the Employer will reduce the Participant's Compensation during each pay period by a designated percentage and contribute an amount equal to such reduction to the Plan on behalf of the participation. The designated percentage may be any percentage carried out to two decimal places up to and including ten percent (10%) of the Compensation otherwise payable to the Participant during the pay period, subject to the limitations of Sections 3.05 and 3.06. Such election shall be effective with the first pay period beginning coincident with or next following the Entry Date coincident with or next following the close of the required notice period and shall not have retroactive effect.

(b) Revocation of Salary Reduction Agreement. A Participant, by written notice filed with the Administrator at least fifteen (15) days in advance of the effective date of such notice (or upon such shorter notice as may be acceptable to the Administrator), may elect to prospectively revoke such salary reduction agreement. Such revocation shall be effective with the first pay period beginning coincident with or next following the expiration of the required notice period and shall not have retroactive effect. In the event of such revocation, a Participant may enter into a salary reduction agreement with the Employer effective with the first pay period beginning coincident with any January 1 next following such prior revocation, provided that such salary reduction agreement is entered into at least fifteen (15) days (or such shorter period as shall be acceptable to the Employer) prior to such January 1.

(c) **Concurrent Revocation and Election.** A Participant, by written notice filed with the Administrator may revoke any prior election and concurrently make a new election hereunder. Any such revocation or new election shall become effective with the first pay period beginning coincident with or next following such revocation or new election and shall not have a retroactive effect.

Section 3.03 Matching Contributions. The Employer shall make Matching Contributions to the Plan at the same time that Basic Contributions are made to the Plan in an amount which shall be equal to one hundred percent (100%) of the aggregate Basic Contributions of all Participants. (a) Non-matching contributions made by employees or employers on behalf of an employee are allowed up to the maximum allowable deferral amount of the participants pay.

Section 3.04 Rollover Contributions. With respect to Rollover Contributions from "eligible retirement plans" to this Plan made on or after January 1, 2002, the following shall apply:

(a) With the consent of the Administrator, the Plan may accept a "rollover" by Participants, provided the "rollover" will not jeopardize the tax exempt status of the Plan or create adverse tax consequences for the Employer. Prior to accepting any "rollovers" to which this Section applies, the Administrator may require the Employee to establish (by providing an opinion of counsel, or otherwise) that the amounts to be rolled over to this Plan meet the requirements of this Section. The amounts rolled over shall be set up in a separate account herein referred to as a Participant's Rollover Account. Such account shall be fully Vested at all times and shall not be subject to forfeiture for any reason.

(b) Amounts in a Participant's Rollover Account shall be held by the Funding Vehicle pursuant to the provisions of this Plan and may not be withdrawn by, or distributed to the Participant, in whole or in part, except as provided in Article V and paragraph (c) of this Section.

(c) At Normal Retirement Date, or such other date when the Participant or the Participant's Beneficiary shall be entitled to receive benefits, the Participant's Rollover Account shall be used to provide additional benefits to the Participant or the Participant's Beneficiary. Furthermore, amounts in the Participant's Rollover Account shall be considered as part of a Participant's benefit in determining whether the \$5,000 threshold has been exceeded for purposes of the timing or form of payments under the Plan. Any distributions of amounts held in a Participant's Rollover Account shall be made in a manner which is consistent with and satisfies the provisions of Section 6.04.

(d) For purposes of this Section the following definitions shall apply:

(1) A "rollover" means: (i) amounts transferred to this Plan directly from another "eligible retirement plan"; (ii) distributions received by an Employee from other "eligible retirement plans" which are eligible for tax free rollover to an "eligible retirement plan" and which are transferred by the Employee to this Plan within sixty (60) days following receipt thereof; (iii) amounts transferred to this Plan from a conduit individual retirement account provided that the conduit individual retirement account has no assets other than assets which (A) were previously distributed to the Employee by another "eligible retirement plan," (B) were eligible for tax free rollover to an "eligible retirement plan" and (C) were deposited in such conduit individual retirement account within sixty (60) days of receipt thereof; (iv) amounts distributed to the Employee from a conduit individual retirement account meeting the requirements of clause (iii) above, and transferred by the Employee to this Plan within sixty (60) days of receipt thereof from such conduit individual retirement account; and (v) any other amounts which are eligible to be rolled over to this Plan pursuant to the Code.

(2) An "eligible retirement plan" means an individual retirement account described in Code Section 408(a), an individual retirement annuity described in Code Section 408(b) (other than an endowment contract), a qualified trust (an employee's trust described in Code Section 401(a) which is exempt from tax under Code Section 501(a)), an annuity plan described in Code Section 403(a), an eligible deferred compensation plan described in Code Section 457(b) which is maintained by an eligible employer described in Code Section 457(e)(1)(A), and an annuity contract described in Code Section 403(b).

Section 3.05 Maximum Elective Deferrals. For each Plan Year, a Participant's Deferred Compensation made under this Plan (including Basic Contributions or Elective Contributions) and all other plans, contracts or arrangements of the Employer maintaining this Plan shall not exceed, during any taxable year of the Participant, the limitation imposed by Code Section 402(g), as in effect at the beginning of such taxable year. If such dollar limitation is exceeded, a Participant will be deemed to have notified the Administrator of such excess amount which shall be distributed in a manner consistent with Section 4.2(f). The dollar limitation shall be adjusted annually pursuant to the method provided in Code Section 415(d) in accordance with Regulations.

Notwithstanding the above, effective January 1, 2002, each Catch Up Eligible Participant shall be eligible to make Catch Up Contributions during the Plan Year in accordance with, and subject to the limitations of, Code Section 414(v). Such Catch Up Contributions shall not be taken into account for purposes of Code Sections 402(g) and 415. Catch-Up Contributions, at the Catch-Up Eligible Participant's election, shall be a percentage of Compensation for each payroll period not to exceed the applicable dollar limit of Code Section 414(v). The Plan shall not be treated as failing to satisfy the provisions of the Plan implementing the requirements of Code Section 410(b), as applicable, by reason of the making of such catch up contributions.

In addition, at the Participant's election, the limitation described above may be increased in accordance with Code Section 402(g)(7).

If a Participant's Deferred Compensation under this Plan together with any elective deferrals (as defined in Regulations 1.402(g) 1(b) and 1.414(v)-1(g)(2)) under a qualified cash or deferred arrangement (as described in Code Section 401(k)), a simplified employee pension (as described in Code Section 408(k) (6)), a simple individual retirement account plan (as described in Code Section 408(p)), a salary reduction arrangement (within the meaning of Code Section 3121(a)(5)(D)), a deferred compensation plan under Code Section 457(b), or a trust described in Code Section 501(c)(18) cumulatively exceed the limitation imposed by Code Section 402(g) (as adjusted annually in accordance with the method provided in Code Section 415(d) pursuant to Regulations) for such Participant's taxable year, the Participant may, not later than March 1st following the close of the Participant's taxable year, notify the Administrator in writing of such excess and request that the Participant's Deferred Compensation under this Plan be reduced by an amount specified by the Participant. In such event, the Administrator may direct the distribution of such excess amount (and any income allocable to such excess amount) to the Participant not later than the first April 15th following the close of the Participant's taxable year. Any distribution of less than the entire amount of excess Deferred Compensation and income shall be treated as a pro rata distribution of excess Deferred Compensation and income. The amount distributed shall not exceed the Participant's Deferred Compensation under the Plan for the taxable year (and any income allocable to such excess amount). Any distribution on or before the last day of the Participant's taxable year must satisfy each of the following conditions:

- (1) the distribution must be made after the date on which the Plan received the excess Deferred Compensation;
- (2) the Participant shall designate the distribution as excess Deferred Compensation; and
- (3) the Plan must designate the distribution as a distribution of excess Deferred Compensation.

Any distribution made pursuant to this Section 3.05 shall be made first from unmatched Deferred Compensation and, thereafter, from Deferred Compensation which is matched. Matching contributions which relate to such Deferred Compensation shall be treated as a forfeiture.

Section 3.06 Maximum Annual Additions.

(a) Notwithstanding the foregoing, for "limitation years" beginning after December 31, 2001, the maximum "annual additions" credited to a Participant's accounts for any "limitation year" shall equal the lesser of: (1) \$40,000 adjusted annually as provided in Code Section 415(d) pursuant to the Regulations, or (2) one hundred percent (100%) of the Participant's "415 Compensation" for such "limitation year", or, at the Participant's election, \$10,000 pursuant to Code Section 415(c)(7), whichever is greater.

If the Employer contribution that would otherwise be contributed or allocated to the Participant's accounts would cause the "annual additions" for the "limitation year" to exceed the maximum "annual additions," the amount contributed or allocated will be reduced so that the "annual additions" for the "limitation year" will equal the maximum "annual additions," and any amount in excess of the maximum "annual additions," which would have been allocated to such Participant may be allocated to other Participants. For any short "limitation year," the dollar limitation in (1) above shall be reduced by a fraction, the numerator of which is the number of full months in the short "limitation year" and the denominator of which is twelve (12).

(b) For purposes of applying the limitations of Code Section 415, "annual additions" means the sum credited to a Participant's accounts for a "limitation year." Except, however, the "415 Compensation" percentage limitation referred to in paragraph (a)(2) above shall not apply to: (1) any contribution for medical benefits after separation from service (within the meaning of Code Section 401(h) or Code Section 419A(f)(2)) which is otherwise treated as an "annual addition," or (2) any amount otherwise treated as an "annual addition" under Code Section 415(l)(1).

"Annual additions" do not include transfers of funds from one plan to another. In addition, the following are not "annual additions" for the purposes of this Section: (1) rollover contributions as defined in Code Sections 402(c), 403(a)(4), 403(b)(8), 408(d)(3) and 457(e)(16); (2) repayments of loans made to a Participant from the Plan; (3) repayment of distributions received by an Employee pursuant to Code Section 411(a)(7)(B) (cash outs); (4) repayment of distributions received by an Employee pursuant to Code Section 411(a)(3)(D) (mandatory contributions); (5) Catch Up Contributions; and (6) Employee contributions to a simplified employee pension excludable from gross income under Code Section 408(k)(6).

If the *"annual additions"* under the Plan would cause the maximum "annual additions" to be exceeded for any Participant, and all or a portion of the "excess amount" is treated as a Catch Up Contribution, then any matching contributions which relate to such Catch Up Contribution will be used to reduce the Employer contribution in the next "limitation year."

(c) For purposes of applying the limitations of Code Section 415, the "limitation year" shall be the Plan Year.

(d) If a Participant participates in more than one plan maintained by the Employer which provide for "annual additions" and which have different Anniversary Dates, the maximum "annual additions" under this Plan shall equal the maximum "annual additions" for the "limitation year" minus any "annual additions" previously credited to such Participant's accounts during the "limitation year."

(e) Notwithstanding anything contained in this Plan to the contrary, the limitations, adjustments and other requirements prescribed in this Section shall at all times comply with the provisions of Code Section 415 and the Regulations thereunder.

Section 3.07 Adjustment for Excessive Annual Additions.

(a) If, as a result of a reasonable error in estimating a Participant's Compensation, a reasonable error in determining the amount of elective deferrals (within the meaning of Code Section 402(g)(3)) that may be made with respect to any Participant under the limits of Section 3.05 or other facts and circumstances to which Regulation 1.415 6(b)(6) shall be applicable, the "annual additions" under this Plan would cause the maximum "annual additions" to be exceeded for any Participant, the "excess amount" will be disposed of in the following order, as uniformly determined by the Administrator for all Participants similarly situated.

(1) Any unmatched Deferred Compensation and, thereafter, proportionately from Deferred Compensation which is matched and matching contributions which relate to such Deferred Compensation, will be reduced to the extent they would reduce the "excess amount." The Deferred Compensation (and any gains attributable to such Deferred Compensation) will be distributed to the Participant and the Employer matching contributions (and any gains attributable to such matching contributions) will be used to reduce the Employer contribution in the next "limitation year";

(2) If, after the above application of subparagraph (1) above, an "excess amount" still exists, and the Participant is covered by the Plan at the end of the "limitation year," then the "excess amount" will be used to reduce the Employer contribution for such Participant in the next "limitation year," and each succeeding "limitation year" if necessary;

(3) If, after the above application of subparagraphs (1) and (2), an "excess amount" still exists, and the Participant is not covered by the Plan at the end of the "limitation year," the "excess amount" will be held unallocated in a "Section 415 suspense account." The "Section 415 suspense account" will be applied to reduce future Employer contributions for all remaining Participants in the next "limitation year," and each succeeding "limitation year" if necessary;

(4) If a "Section 415 suspense account" is in existence at any time during the "limitation year" pursuant to this Section, it will not participate in the allocation of investment gains and losses of the Trust Fund. If a "Section 415 suspense account" is in existence at any time during a particular "limitation year," all amounts in the "Section 415 suspense account" must be allocated and reallocated to Participants' accounts before any Employer contributions or any Employee contributions may be made to the Plan for that "limitation year." Except as provided in (1) above, "excess amounts" may not be distributed to Participants or Former Participants.

(b) For purposes of this Article, "excess amount" for any Participant for a "limitation year" shall mean the excess, if any, of (1) the "annual additions" which would be credited to the Participant's account under the terms of the Plan without regard to the limitations of Code Section 415 over (2) the maximum "annual additions" determined pursuant to Section 3.06.

(c) For purposes of this Section, "Section 415 suspense account" shall mean an unallocated account equal to the sum of "excess amounts" for all Participants in the Plan during the "limitation year."

ARTICLE IV
CREDITS AND ALLOCATIONS TO INDIVIDUAL ACCOUNTS

Section 4.01 Individual Accounts. The Administrator shall establish and maintain an Individual Account comprised of a Basic Account, an Elective Account, a Matching Account and a Rollover Account in the name of each Participant, to which the Administrator shall make the credits and allocations set forth in the following Sections of this Article IV.

Section 4.02 Credit of Basic Contributions. The Basic Contributions with respect to a Participant for each pay period shall be credited to the Participant's Basic Account.

Section 4.03 Credit of Elective Contributions. The Elective Contributions with respect to a Participant for each pay period shall be credited to the Participant's Elective Account.

Section 4.04 Allocation of Matching Contributions. As of each Valuation Date subsequent to the Effective Date, there shall be allocated to the Matching Account of each Participant as of such Valuation Date, his allocable share of the Matching Contribution with respect to the Plan Year. Such allocable share shall be equal to the product of his total Basic Contribution for the period since the next preceding Valuation Date, multiplied by the rate of Matching Contribution pursuant to Section 3.03.

Section 4.05 Application of Rollover Contributions. A Participant's Rollover Contributions as provided in Section 3.04 shall be credited at fair market value to the Participant's Rollover Account as of the date made and such amount shall be fully vested at all times.

Section 4.06 RESERVED FOR FUTURE USE

Section 4.07 Allocation of Adjustment. As of each Valuation Date the Administrator shall determine the Adjustment of the Fund for the period elapsed since the last preceding Valuation Date by adding together all income received and accrued, realized and unrealized profits, and deducting therefrom all taxes, charges or expenses and any realized or unrealized losses which may have been sustained. Such Adjustment shall be allocated as of the Valuation Date in the following manner to the account of each Participant (including any limited Participant) who maintains a balance in his Individual Account, in relation to that portion of his Individual Account attributable to his Basic Account, Elective Account, Matching Account and Rollover Account. The Adjustment shall be allocated to the Individual Account of each such Participant in the same proportion that (i) the value of the Participant's Individual Account as of the next preceding Valuation date, decreased by any withdrawals or other distributions occurring since such prior Valuation Date and increased by all Basic Contributions and Elective Contributions made with respect to such Participant since such prior Valuation Date.

Section 4.08 Equitable Allocations. The Administrator shall establish accounting procedures for the purpose of making the credits and allocations of Contributions to Participants' Individual Accounts provided for in this Article IV. Should the Plan Administrator determine that the strict application of its accounting procedures will not result in an equitable and non-discriminatory allocation among the Individual Accounts of Participants, it may modify its procedures for the purpose of achieving an equitable and non-discriminatory allocation in accordance with the general concepts of the Plan and the provisions of this Article.

Section 4.09 Trustee to Trustee Transfers. A direct transfer to the Plan of plan assets attributable to a Participant's participation in any other retirement plan maintained by the Employer shall be allowed upon the mutual written agreement to that effect between the Board of Stewardship, Foundation and Benefits and the Participant. Any other provision of the Plan to the contrary notwithstanding, such agreement shall cause any Employee and any retired employee of the Employer to be a Participant for purposes of this Section 4.09, regardless of whether he is otherwise a Participant.

The Administrator shall establish and maintain a Transfer Account within the Participant's Individual Account to which such transfer shall be credited. A Transfer Account shall be held and administered in accordance with the terms of the Plan applicable to a Basic Account (other than those provisions limiting contributions and elective deferrals) with respect to that portion of the Transfer Account attributable to employee contributions and a Matching Account with respect to that portions attributable to employer contributions (other than those provisions regarding the amount of such contributions).

ARTICLE V BENEFITS

Section 5.01 Normal Retirement Benefit. Each Participant who retires on or after his Normal Retirement Date shall be entitled to a benefit which shall be equivalent in value to the value of his Individual Account.

Section 5.02 Disability Retirement Benefit. Any Participant who has become Disabled shall be retired on the first day of the month next following the Administrator's determination that he is disabled, whereupon he shall be entitled to a benefit which shall be equivalent in value to the value of his Individual Account.

Section 5.03 Vested Benefit. A Participant shall at all times be one hundred percent (100%) vested in his Basic Account, his Elective Account, his Rollover Account and his Matching Account.

Section 5.04 Death Before Retirement or Termination of Employment.

(a) Death Benefit. Upon the death of a Participant before Retirement or Termination of Employment, his Beneficiary shall become entitled to a death benefit equivalent in value to the value of such Participant's Individual Account.

(b) Form of Payment. Such death benefit shall be paid in the form described under subsection (a) Section 6.03 for the life of the Beneficiary, unless the Beneficiary elects another optional form. Payment of such benefits shall commence no later than the date the Participant would have attained the earliest Retirement date under the Plan.

Section 5.05 Death After Retirement or Termination of Employment. Upon the death of a former Participant who is already receiving benefit payments, the terms of the method in effect shall control concerning any payments to be made following his death. Upon the death of a former Participant who is not receiving such payments, his Beneficiary shall become entitled to a death benefit determined and payable in the same manner as provided under Section 5.04.

Section 5.06 Benefits Relating to Qualified Military Service

(a) Death While Performing Qualified Military Service. In the case of a death occurring on or after January 1, 2007, if a Participant dies while performing qualified military service (as defined in Code § 414(u)), the survivors of the Participant are entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) provided under the Plan as if the Participant had resumed and then terminated employment on account of death.

(b) Military Service. For purposes of Code §403(b)(11), an individual is treated as having been severed from employment during any period the individual is performing service in the uniformed services described in Code §3401(h)(2)(A). If an individual elects to receive a distribution by reason of severance from employment, death or disability, the individual may not make an elective deferral or employee contribution during the 6-month period beginning on the date of the distribution.

ARTICLE VI PAYMENT OF BENEFITS

Section 6.01 General Conditions.

(1) Before payment of any benefit hereunder, the Administrator may require that written application therefor be made by the Participant or Beneficiary, as the case may be, and submitted to the Administrator in such form and manner as it shall uniformly prescribe.

(2) Payment of benefits hereunder shall be made exclusively by the Trustee in accordance with this Article VI, upon instructions to it by the Administrator.

(3) Any payment made in accordance with the provisions of the Plan to a Participant or Beneficiary, or to their legal representative, shall, to the extent of the method of computation as well as the amount thereof, constitute full satisfaction of claims hereunder against the Trustee, the Employer, the Corporation, the Committee and the Administrator, any of whom may require such Participant, Beneficiary or legal representative, as a condition precedent to such payment, to execute a receipt and release therefor.

Section 6.02 Determination. The determination as to the value of an Individual Account with

respect to any benefit hereunder to which a Participant or Beneficiary shall have become entitled shall be the value of the Individual Account as of the Valuation Date coincident with or next preceding the date the Administrator determines the benefits are to be disbursed.

Section 6.03 Method of Payment. The method of payment under the Plan shall be as set forth below.

(a) Normal Form. In the absence of the election of an optional method of payment as provided in subsection (b) or (c) of this Section 6.03, benefits shall be payable in monthly installments for the life of the Participant. Such method shall be effected by the application of the total balance of the Participant's Individual Account to which he is entitled under the Plan to an annuity subject to such elective terms as may be selected by the Participant.

(b) Joint and Survivor Cash Fund Option. A Participant may elect to receive decreased monthly installments during his lifetime and have such decreased installments (or a designated fraction thereof) continue after his death to a designated Beneficiary during the lifetime of the Beneficiary. Such method shall be effected in similar fashion to that described under subsection (a) above. In the event of death of both the Participant who elected this optional form of payment and his Beneficiary before the full cash value of the benefit has been distributed, the remaining cash value of the benefit shall be paid in a lump sum to the estate of the last to die of such Participant and such Beneficiary.

(c) In addition to the aforementioned options, a Participant may elect to receive his benefit under any elective payment form allowed on a uniform and non-discriminatory basis by the Administrator. Such method shall be effected, if appropriate, in similar fashion to that described under subsection (a) above.

(d) Maximum Option Payable. In the event a Participant, with the approval of the Administrator, elects to have his benefit paid under subsection (b) or (c) of this Section 6.03, and the designated Beneficiary is not the Spouse of the Participant, the option elected shall be restricted so that the present value of the payments expected to be made to the Participant is more than fifty percent (50%) of the present value of the total payments expected to be made to the Participant and his Beneficiary.

Section 6.04 Time of Payment.

(a) Benefits may be paid as soon as is practicable after the value thereof shall have been determined.

(b) Notwithstanding any provisions in the Plan to the contrary, the distribution of a Participant's benefits made on or after January 1, 2002, whether under the Plan or through the purchase of an annuity Contract, will be made in accordance with the following requirements and will otherwise comply with Code Sections 403(b)(10) and 401(a)(9) and the Regulations thereunder, the provisions of which are incorporated herein by reference:

(1) A Participant's benefits will be distributed not later than April 1st of the calendar year following the later of (i) the calendar year in which the Participant attains age 70 1/2 or (ii) the calendar year in which the Participant retires. Such distribution will be equal to or greater than any required distribution.

Alternatively, distributions to a Participant must begin no later than the applicable April 1st as determined above and must be made over a period certain measured by the Life Expectancy of the Participant (or joint Life Expectancies of the Participant and the Participant's "designated Beneficiary") in accordance with Regulations. Such distributions will be equal to or greater than any required distribution.

Alternatively, if the distribution is to be in the form of an annuity, then distributions must begin no later than the applicable April 1st as determined above and must be made over the Life Expectancy of the Participant (or joint Life Expectancies of the Participant and the Participant's "designated Beneficiary") in accordance with Regulations. Such distributions will be equal to or greater than any required distribution.

(2) Distributions to a Participant and the Participant's Beneficiaries will only be made in accordance with the incidental death benefit requirements of Code Section 401(a)(9)(G) and the Regulations thereunder.

(3) Unless the Participant's interest is distributed in the form of an annuity purchased from an insurance company or in a single sum on or before the required beginning date specified in (1) above, the minimum amount that will be distributed for each Distribution Calendar Year (including the first Distribution Calendar Year and the Distribution Calendar Year that includes the Participant's date of death) is the lesser of:

(i) the quotient obtained by dividing the Participant's Account Balance by the distribution period in the Uniform Lifetime Table set forth in Regulation 1.401(a)(9) 9, using the Participant's age as of the Participant's birthday in the Distribution Calendar Year; or

(ii) if the Participant's sole "designated Beneficiary" for the Distribution Calendar Year is the Participant's spouse, the quotient obtained by dividing the Participant's Account Balance by the

number in the Joint and Last Survivor Table set forth in Regulation 1.401(a)(9) 9, using the Participant's and spouse's attained ages as of the Participant's and spouse's birthdays in the Distribution Calendar Year.

If the Participant's interest is distributed in the form of an annuity purchased from an insurance company, distributions thereunder will be made in accordance with the requirements of Code Section 401(a)(9) and Regulations thereunder.

(4) If the total amount of 2002 required minimum distributions under the Plan made to the Participant prior to the effective date of this Section 6.04(b) equals or exceeds the required minimum distributions determined under this Section 6.04(b), then no additional distributions will be required to be made for 2002 on or after such date to the Participant. If the total amount of 2002 required minimum distributions under the Plan made to the Participant prior to the effective date of this Section 6.04(b) is less than the amount determined under this Section 6.04, then required minimum distributions for 2002 on and after such date will be determined so that the total amount of required minimum distributions for 2002 made to the Participant will be the amount determined under this Section 6.04(b).

(5) The requirements of Code Section 401(a)(9) are waived for distributions that would otherwise be required to a Participant relating to the 2009 calendar year in accordance with provisions of the Worker, Retiree, and Employer Recovery Act of 2008.

(c) All annuity Contracts under this Plan shall be non transferable when distributed. Furthermore, the terms of any annuity Contract purchased and distributed to a Participant or spouse shall comply with all of the requirements of the Plan.

(d) If a distribution is made to a Participant who has not severed employment and who is not fully Vested in the Participant's Account and the Participant may increase the Vested percentage in such account, then, at any relevant time the Participant's Vested portion of the account will be equal to an amount ("X") determined by the formula:

$$X \text{ equals } P(\text{AB plus } D) - D$$

For purposes of applying the formula: P is the Vested percentage at the relevant time, AB is the account balance at the relevant time, and D is the amount of distribution.

Section 6.05 Notice of Method of Payment. Notwithstanding anything contained herein to the contrary, within a reasonable period of time preceding the date his monthly benefits are to commence each Participant shall be given a written notice to the effect that pursuant to subsection (a) of Section 6.03, benefits shall be payable in the form of a life annuity unless the Participant elects to the contrary prior to the commencement of payments.

Each Participant shall have right to request to have his benefit paid under any option set forth in Section 6.03 in lieu of the benefit otherwise provided for in subsection (a).

A Participant who desires to have his benefits paid under an optional form provided in Section 6.03 shall make such an election by written request to the Administrator on forms provided by the Administrator. A request by a Participant to receive his benefit under an optional form set forth in Section 6.03 may be revoked by such Participant in writing to the Administrator at any time prior to the commencement of benefits.

Section 6.06 Hardship Withdrawals.

(a) A Participant may apply in writing to the Administrator for a hardship withdrawal at any time. The withdrawal must be for an immediate and heavy financial need of the Participant for which funds are not reasonably available from other resources of the Participant. If approved by the Administrator, such withdrawal shall equal the lesser of (i) the amount required to be distributed to meet the need created by the hardship, or (ii) an amount equal to the lesser of the (A) Participant's aggregate Basic Contributions and Elective Contributions reduced by the amount of any previous withdrawals hereunder, or (B) such Participant's current total balance of his Basic Account and Elective Account. The determination of the existence of financial hardship and the amount required to be distributed to meet the need created by the hardship must be made in a uniform and non-discriminatory manner. The circumstances which may warrant approval of a Participant's application for a hardship withdrawal are:

(1) Expenses for (or necessary to obtain) medical care that would be deductible under Code Section 213(d) (determined without regard to whether the expenses exceed 7.5% of adjusted gross income) for the Participant, his or her spouse or his or her dependents;

(2) The costs directly related to the purchase (excluding mortgage payments) of a principal residence for the Participant;

(3) Payments for burial or funeral expenses for the Participant's deceased parent, spouse,

children or dependents (as defined in Code Section 152, and, for taxable years beginning on or after January 1, 2005, without regard to Code Section 152(d)(1)(B));

(4) Payment of tuition, related educational fees, and room and board expenses, for up to the next twelve (12) months of post secondary education for the Participant, and the Participant's spouse, children or dependents (as defined in Code Section 152, and, for taxable years beginning on or after January 1, 2005, without regard to Code Section 152(b)(1), (b)(2), and (d)(1)(B));

(5) Payments necessary to prevent the eviction of the Participant from the Participant's principal residence or foreclosure on the mortgage on that residence;

(6) Expenses for the repair of damage to the Participant's principal residence that would qualify for the casualty deduction under Code Section 165 (determined without regard to whether the loss exceeds 10% of adjusted gross income).

(7) Such other circumstances as the Administrator may determine to be within the intent of this Section.

(b) In the event a Participant has received, on or after January 1, 2001 a hardship distribution from the Participant's Elective Account pursuant to this Section 6.06 or pursuant to Regulation 1.401(k) 1(d)(2) (iv) from any other plan maintained by the Employer, then such Participant shall not be permitted to elect to have Deferred Compensation contributed to the Plan for a period of six (6) months following the receipt of the distribution. A Participant who receives such a hardship distribution in calendar year 2001 shall be prohibited from electing to have Deferred Compensation contributed to the Plan for six (6) months after receipt of the hardship distribution or until January 1, 2002, if later.

(c) The withdrawal shall be paid to the Participant as soon as practicable after Participant's written request is submitted to and is approved by the Administrator.

(d) The following conditions apply to withdrawals made pursuant to this Section:

(1) A Participant may make only one withdrawal in any twelve (12) month period.

(2) All withdrawals shall be based on the value of the Participant's applicable account as of the Valuation Date immediately preceding the withdrawal request.

(3) Any withdrawal hereunder shall be made first from the Participant's Elective Account, and, only after such account is exhausted, from his Basic Account.

(4) In the event of a withdrawal from the Basic Account, any Contributions made pursuant to a salary reduction agreement with respect to any pay period following that in which such withdrawal is made, shall be automatically characterized as Elective Contributions pursuant to Section 3.02. Such characterization shall continue through the close of the last pay period beginning in the sixth month following the month in which the preceding sentence first became applicable, at which time they will once again be characterized as Basic Contributions to the extent otherwise provided by the Plan.

(5) In no event shall any withdrawal be permitted under the Plan with respect to that portion of the Participant's Individual Account attributable to his Matching Account or Rollover Account.

Section 6.07 Withdrawals at Age 59 1/2. Notwithstanding the preceding provisions of this Article VI, upon his attainment of age fifty-nine and one-half (59 1/2), a Participant shall have the unrestricted right to withdraw his entire Individual Account.

Section 6.08 Distribution Following Death. Distributions made on or after January 1, 2002, whether under the Plan or through the purchase of an annuity Contract, upon the death of a Participant will be made in accordance with Code Sections 403(b)(10) and 401(a)(9) and the Regulations thereunder, the provisions of which are incorporated herein by reference.

(a) If the Participant dies on or after the date distributions begin and there is a "designated Beneficiary," then the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the longer of the remaining Life Expectancy of the Participant or the remaining Life Expectancy of the Participant's "designated Beneficiary," determined as follows:

(1) The Participant's remaining Life Expectancy is calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.

(2) If the Participant's surviving spouse is the Participant's sole "designated Beneficiary," then the remaining Life Expectancy of the surviving spouse is calculated for each Distribution Calendar Year after the year of the Participant's death using the surviving spouse's age as of the spouse's birthday in that year. For Distribution Calendar Years after the year of the surviving spouse's death, the remaining Life Expectancy of the surviving spouse is calculated using the age of the surviving spouse as of the spouse's birthday in the calendar year of the spouse's death, reduced by one for each subsequent calendar year.

(3) If the Participant's surviving spouse is not the Participant's sole "designated Beneficiary," then the "designated Beneficiary's" remaining Life Expectancy is calculated using the age of the beneficiary in the year following the year of the Participant's death, reduced by one for each subsequent year.

However, if there is no "designated Beneficiary" as of September 30th of the year after the year of the Participant's death, then the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the Participant's remaining Life Expectancy calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.

(b) If a Participant dies before the date distributions begin, then the Participant's entire interest will be distributed, or begin to be distributed, no later than as follows:

(1) If the Participant's surviving spouse is the Participant's sole "designated Beneficiary," and the Participant's death benefit is paid in the form of an annuity, then distributions to the surviving spouse will begin by December 31st of the calendar year immediately following the calendar year in which the Participant died, or by December 31st of the calendar year in which the Participant would have attained age 70 1/2, if later. However, if distributions are not made in the form of an annuity, then the death benefit will be distributed to the Participant's spouse by December 31st of the calendar year containing the fifth anniversary of the Participant's death (the "5 year rule").

(2) If the Participant's surviving spouse is not the Participant's sole "designated Beneficiary," then distributions to the "designated Beneficiary" will begin by December 31st of the calendar year immediately following the calendar year in which the Participant died. However, if distributions are not made in the form of an annuity, then the death benefit will be distributed to the Participant's "designated Beneficiary" by December 31st of the calendar year containing the fifth anniversary of the Participant's death (the "5 year rule").

(3) If there is no "designated Beneficiary" as of September 30th of the year following the year of the Participant's death, the Participant's entire interest will be distributed by December 31st of the calendar year containing the fifth anniversary of the Participant's death.

(4) If the Participant is survived by a "designated Beneficiary," then the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the remaining Life Expectancy of the Participant's "designated Beneficiary," determined as provided in Section 6.08(a). However, this Section 6.08(a) shall not apply if distributions are made under the "5 year rule."

(5) If the Participant's surviving spouse is the Participant's sole "designated Beneficiary" and the surviving spouse dies after the Participant but before distributions to the surviving spouse begin, then this Section 6.08(b)), other than Section 6.08(b)(1) above, will apply as if the surviving spouse were the Participant.

(c) For purposes of this Section 6.08, the Participant's death benefit will be distributed to the Participant's Beneficiaries subject to the following rules:

(1) Distributions are considered to begin on the Participant's required beginning date. However, if Section 6.08(b)(5) applies, distributions are considered to begin on the date distributions are required to begin to the surviving spouse under Section 6.08(b)(1).

(2) If distributions under an annuity purchased from an insurance company irrevocably commence to the Participant before the Participant's required beginning date (or to the Participant's surviving spouse before the date distributions are required to begin to the surviving spouse under Section 6.08(b)(1) applies), then the date distributions are considered to begin is the date distributions actually commence.

(3) Unless the Participant's interest is distributed in the form of an annuity purchased from an insurance company or in a single sum on or before the required beginning date, as of the first Distribution Calendar Year distributions will be made in accordance with Section 6.08.

(4) If the Participant's interest is distributed in the form of an annuity purchased from an insurance company, distributions thereunder will be made in accordance with the requirements of Code Section 401(a)(9) and the Regulations thereunder.

(d) If the total amount of 2002 required minimum distributions under the Plan made to the Beneficiary prior to the effective date of this Section 6.08 equals or exceeds the required minimum distributions determined under this Section 6.08, then no additional distributions will be required to be made for 2002 on or after such date to the Beneficiary. If the total amount of 2002 required minimum distributions under the Plan made to the Beneficiary prior to the effective date of this Section 6.08 is less than the amount determined under this Section 6.08, then required minimum distributions for 2002 on and after such date will be determined so that the total amount of required minimum distributions made to the Beneficiary will be the amount determined under this Section 6.08.

Section 6.09 Eligible Rollover Distributions. Notwithstanding any provision of the Plan to the contrary that would otherwise limit a distributee's election under this Section, a distributee may elect, at the time and in the manner prescribed by the Plan Administrator, to have any portion of an eligible rollover distribution paid directly to an eligible Retirement Savings Plan specified by the distributee in a direct rollover.

(a) Eligible rollover distribution: An eligible rollover distribution is any distribution of all or any portion of the balance to the credit of the distributee, except that an eligible rollover distribution does not include: any distribution that is one of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or life expectancy) of the distributee or the joint lives (or joint life expectancies) of the distributee and the distributee's designated beneficiary, or for a specified period of ten years or more; any distribution to the extent such distribution is required under section 401(a)(9) of the Code; any hardship distribution; and the portion of any distribution that is not includible in gross income (determined without regard to the exclusion for net unrealized appreciation with respect to employer securities).

(b) Eligible Retirement Savings Plan: An eligible Retirement Savings Plan is an individual retirement account described in section 408(a) of the Code, an individual retirement annuity described in section 408(b) of the Code, an annuity plan described in section 403(a) of the Code, or a qualified trust described in section 401(a) of the Code, an annuity contract described in Section 403(b) of the Code that accepts the distributee's eligible rollover distribution, or an eligible plan under Section 457(b) of the Code which is maintained by a state, political subdivision of a state, or an agency or instrumentality of a state or political subdivision of a state and which agrees to separately account for amounts transferred into such plan from this Plan. However, in the case of an eligible rollover distribution to the surviving spouse, an Eligible Retirement Savings Plan is an individual retirement account or individual retirement annuity.

(c) Distributee: A distributee includes an Employee or former Employee. In addition, the Employee's or former Employee's surviving Spouse and the Employee's or former Employee's Spouse or former Spouse who is the alternate payee under a qualified domestic relations order, as defined in section 414(p) of the Code, are distributees with regard to the interest of the Spouse or former Spouse.

(d) Direct rollover: A direct rollover is a payment by the Plan to the eligible Retirement Savings Plan specified by the distributee.

(e) Non-Spouse Beneficiary Rollover Rights: For distributions after December 31, 2009, a non-spouse beneficiary who is a "designated beneficiary" under section 401(a)(9)(E) of the Code and the Regulations thereunder, by a direct trustee-to-trustee transfer ("direct rollover"), may roll over all or any portion of his or her distribution to an Individual Retirement Account (IRA) the beneficiary establishes for purposes of receiving the distribution. In order to be able to roll over the distribution, the distribution otherwise must satisfy the definition of an "eligible rollover distribution" under section 401(a)(31) of the Code. Although a non-spouse beneficiary may roll over directly a distribution as provided in Section 7.10, the distribution, if made prior to January 1, 2010, is not subject to the direct rollover requirements of section 401(a)(31) of the Code (including section 401(a)(31)(B) of the Code), the notice requirements of section 402(f) of the Code or the mandatory withholding requirements of section 3405(c) of the Code. If a non-spouse beneficiary receives a distribution from the Plan, the distribution is not eligible for a 60-day (non-direct) rollover.

If the Participant's named beneficiary is a trust, the Plan may make a direct rollover to an IRA on behalf of the trust, provided the trust satisfies the requirements to be a designated beneficiary within the meaning of section 401(a)(9)(E) of the Code. A non-spouse beneficiary may not roll over an amount that is a required minimum distribution, as determined under applicable Treasury Regulations and other Internal Revenue Service guidance. If the Participant dies before his or her required beginning date and the non-spouse beneficiary rolls over to an IRA the maximum amount eligible for rollover, the beneficiary may elect to use either the 5-year rule or the life expectancy rule, pursuant to Treasury Regulations Section 1.401(a)(9)-3, A-4(c), in determining the required minimum distributions from the IRA that receives the non-spouse beneficiary's distribution.

ARTICLE VII FUNDING

Section 7.01 Contributions. All Contributions made pursuant to Article III shall be paid over to the Trustee. All Contributions shall be irrevocable, except as herein provided, and may be used only for the exclusive benefit of Participants and their Beneficiaries.

Section 7.02 Trustee. On behalf of all Employers, the Cumberland Presbyterian Church, in order to establish a Trust fund for the payment of benefits under the Plan, shall enter into a Trust Agreement with the Trustee under which the Contributions will be held, invested and applied to provide the benefits provided by the Plan. The Trust Agreement is hereby incorporated by reference as a part of the Plan, and the rights of all persons hereunder are subject to its terms. The Trust Agreement shall contain such powers and reservations as to investment, reinvestments, control and disbursement of the funds, and such other provisions not inconsistent with the provisions of the Plan and its nature and purposes as shall be agreed upon and set forth herein.

The Trustee, in accordance with the terms of the Trust Agreement, shall accept and receive all sums of money paid to it from time to time by the Employer, and shall hold, invest, reinvest, manage and administer such moneys and the increment, increase, earnings and income thereof as a fund for the exclusive benefit of Participants and Beneficiaries or the payment of reasonable expenses of administering the Plan.

Section 7.03 Prohibition of Reversion. Subject to the provisions of Section 4.06, contributions made by an Employer to the Plan shall be made irrevocably and it shall be impossible for the assets of the Plan to inure to the benefit of the Employer to be used in any manner other than for the exclusive purpose of either providing benefits to Participants and Beneficiaries or defraying reasonable expenses of administering the Plan; provided, however, that nothing herein shall be construed to prohibit the return to the Employer of all or part of a contribution which is made by the Employer by mistake of fact; provided the return of such contribution is made within one year after the payment thereof, or prior to a distribution to Employees pursuant to Section 3.06.

ARTICLE VIII ADMINISTRATION OF PLAN

Section 8.01 Plan Administrator. As provided by Section 1.02, the Administrator of the Plan shall be the Board of Stewardship, Foundation, and Benefits of the Cumberland Presbyterian Church. The General Assembly of the Cumberland Presbyterian Church shall have the power and authority to remove the Board of Stewardship, Foundation, and Benefits as the Administrator and appoint or designate a successor Administrator. The Administrator of the Plan shall have the sole power, duty, and responsibility of directing the administration thereof in accordance with the provisions herein set forth. The Administrator shall have the sole and absolute right and power to construe and interpret the provisions for the Plan and administer it for the best interests of Employees including, but not limited to, the following powers and duties:

(a) to construe any ambiguity and interpret any provision of the Plan or supply any omission or reconcile any inconsistencies in such manner as it deems proper;

(b) to determine eligibility to become a Participant in the Plan in accordance with its terms;

(c) to decide all questions of eligibility for, and determine the amount, manner, and time of payment of, any benefits hereunder, and to afford any person dissatisfied with such decision or determination, upon written notice thereof, the right to a full and fair hearing thereon;

(d) to establish uniform rules and procedures to be followed by Participants and Beneficiaries in filing applications for benefits, in furnishing and verifying proofs necessary to determine age, and in any other matters required to administer the Plan;

(e) to adopt such reasonable accounting methods as it deems necessary or desirable, and to receive and review the annual allocation report on the Plan;

(f) to receive and review reports of the financial condition and of the receipts and disbursements of the Fund from the Trustee, and to determine and communicate to the Trustee and financial goals of the Plan;

(g) to file such reports and statements with, and to make such disclosures to the Secretary of Labor or his delegate and the Internal Revenue Service as required by law;

(h) to furnish to Participants and Beneficiaries such information and statements, with respect to the Plan and their individual interests therein, as required by law, and any additional information as it deems to be appropriate.

All directions by the Administrator shall be conclusive on all parties concerned, including the Trustee, and all decisions of the Administrator as to the facts of any case and the meaning, intent, or proper construction of any provision of the Plan, or as to any rule or regulation in its application to any case shall be final and conclusive; provided, however, that all rules and decisions of the Administrator shall be uniformly and consistently applied to all Employees in similar circumstances, and the Administrator shall have no power to administratively add to, subtract from or modify any of the terms of the Plan, or to change,

add to or subtract from any benefits provided by the Plan or to waive or fail to apply any requirements of eligibility for participation or for benefits under the Plan.

The administrator shall be the legal agent for service of process upon the Plan. Service of any such process shall be at the address of the Administrator which presently is:

Board of Stewardship, Foundation, and Benefits
Cumberland Presbyterian Church, Inc.
8207 Traditional Place
Cordova, TN 38106

Section 8.02 Claims Procedure. If the Administrator shall determine that benefits applied for by a Participant or Beneficiary shall be denied either in whole or in part, the following provisions shall govern:

(a) Notice of Denial. The Administrator shall, upon denial of a claim for benefits under the Plan, provide the applicant with written notice of such denial setting forth (1) the specific reason or reasons for the denial, (2) specific reference to pertinent Plan provisions upon which the denial is based, (3) a description of any additional material or information necessary for the claimant to perfect the claim, and (4) an explanation of the claimant's rights with respect to the claims review procedure as provided in subsection (b) of this Section 8.02.

(b) Claims Review. Every claimant with respect to whom a claim is denied shall, upon written notice of such denial, have the right to (1) request a review of the denial of benefits by written notice delivered to the Administrator, (2) review pertinent documents, and (3) submit issues and comments in writing.

(c) Decision on Review. The Administrator shall, upon receipt of a request for review submitted by the claimant in accordance with subsection (b), appoint a committee for the purpose of conducting such review, and provide the claimant with written notice of the decision reached by the said committee setting forth the specific reasons for the decision and specific references to the provisions of the Plan upon which the decision is based. Such notice shall be delivered to the claimant not later than sixty (60) days following the receipt of the claimant's request, or, in the event that the Administrator shall determine that a hearing is needed, not later than one hundred twenty (120) days following receipt of such request.

Section 8.03 Records. All acts, determinations and correspondence with respect to the Plan shall be duly recorded and all such records, together with such other documents, including the Plan and all amendments thereto, if any, pertinent to the Plan or the administration thereof, shall be preserved in the custody of the Administrator and shall at all reasonable times be made available to Participants and Beneficiaries for examination.

Section 8.04 Delegation of Authority.

(a) The Board of Stewardship, Foundation, and Benefits is composed of individuals who are willing to volunteer their time to the Church and who are elected by the General Assembly. In order to facilitate the administration of the Plan and in addition to the authority delegated to the Executive Secretary of the Board of Stewardship, Foundation, and Benefits, pursuant to Section 8.02 in connection with claims for benefits, other administrative duties and responsibilities of the Administrator, as set forth in this Article VIII as well as contained in other provisions of the Plan, and to the extent determined by the Board of Stewardship, Foundation, and Benefits, may be delegated by the Board of Stewardship, Foundation, and Benefits to its Executive Secretary.

(b) The Board of Stewardship, Foundation, and Benefits shall certify to the Trustee, in writing, the identity of the Executive Secretary and the extent of authority of the Executive Secretary to act as Administrator, as well as any changes relative thereto as may occur from time to time. The Trustee and investment manager shall be entitled to rely upon the last such certification received and to continue to rely thereon until subsequent written certification to the contrary is received from the Administrator.

(c) In addition to any delegation of authority to its Executive Secretary, the Board of Stewardship, Foundation, and Benefits may create a committee of its members to whom it may delegate certain of its administrative duties and functions as Administrator. The authority, composition and duties of any such committee created by the Board shall be determined by the Board, with the requirement that the members of such committee shall be members of the Board of Stewardship, Foundation, and Benefits and the committee's authority shall not exceed the authority vested in the Administrator under the terms of the Plan.

(d) Irrespective of any delegation of authority by the Administrator to its Executive Secretary

or any committee of its members, final authority to act as Administrator shall remain with the Board of Stewardship, Foundation, and Benefits as a whole, or any successor appointed by the General Assembly.

(e) The Administrator, its executive secretary or any committee of its members to whom it has delegated its duties and responsibility hereunder, may employ, with the consent of the Board of Stewardship, Foundation, and Benefits, such experts or agents as the Board deems appropriate and desirable to assist, consult, perform or render such other service as the Administrator may, in its discretion, deem necessary to facilitate the efficient and proper administration of the Plan. The cost or fees of any such expert or agent, employed with the consent of the Administrator, shall be paid as an expense from the Fund. The Administrator and/or its Executive Secretary shall be entitled to rely upon all reports, advice and information furnished by any such expert or agent.

Section 8.05 Legal Incompetence. If any Participant or Beneficiary is a minor, or is in the judgment of the Administrator otherwise legally incapable of personally receiving and giving a valid receipt for any payment due him hereunder, the Administrator may, unless and until a claim shall have been made by a guardian or conservator of such person duly appointed by a court of competent jurisdiction, direct the Trustee that payment be made to such person's spouse, child, parent, brother or sister, or other person deemed by the Administrator to be a proper person to receive such payment. Any payment so made shall be a complete discharge of any liability under the Plan for such payment.

Section 8.06 Correction of Errors. If any change in records or error results in any Participant or Beneficiary receiving from the Plan more or less than he would have been entitled to receive had the records been correct or had the error not been made, the Administrator, upon discovery of such error, shall correct the error by adjusting, as far as is practicable, the payments in such a manner that the benefits to which such person was correctly entitled shall be paid.

Section 8.07 Expenses.

(a) As provided by the terms and conditions of the Plan, all expenses and costs incurred in implementing the administration of the Plan initially, the operation and administration of this plan shall be paid out of the Fund. All such costs and expenses shall be charged first to the fund anticipated to be created as a result of any forfeitures, then to income generated by the Fund. In the event that neither the forfeitures nor income shall be sufficient to meet the costs and expenses, then same shall be paid from the contributions to the Fund.

(b) Included in the costs and expenses that are to be paid out of the fund for administering the plan, without in any way limiting or excluding any other costs or expenses incurred in such administration, shall be:

(1) The compensation to the Trustee as agreed upon from time to time between the Administrator and the Trustee;

(2) The expenses incurred by the Administrator performing its duties under the plan, including the claims review procedure;

(3) The fee of any investment manager appointed by the Administrator;

(4) The professional fees of any person, firm or agent employed by the Administrator, or employed by the Trustee with the consent of the Administrator.

(c) It is the intent to provide, under the terms of this plan, that all proper charges, cost and expense of administering the Plan and the management of the Fund be paid out of the fund and, in no event, shall a paid or salaried employee of the Cumberland Presbyterian Church, or member of any board or agency of the church, receive any compensation from the fund for performing any duties or tasks in connection with the administration of the Plan. This limitation shall not prohibit any such employee or board member from being reimbursed for any expenses from the Fund incurred at the request of or on behalf of the Administrator, provided such expense is reasonable and necessary to perform a duty in connection with the administration and such reimbursement is authorized by the Board of the Administrator.

**ARTICLE IX
AMENDMENT OR TERMINATION**

Section 9.01 Amendment of Plan. The General Assembly of the Cumberland Presbyterian Church shall have the right at any time to modify, alter or amend the Plan in whole or in part by instrument in writing duly executed by the General Assembly; provided, however, that no amendment shall have the effect of causing or permitting any part of the fund to be used for or diverted to, purposes other than for the

exclusive benefit of Participants and Beneficiaries and no amendment shall have the effect of revesting in an Employer any portion of the Fund. No amendment to the vesting schedule shall deprive a Participant of his nonforfeitable rights to benefits accrued to the date of the amendment.

No amendment shall operate to increase the duties and responsibilities of the Trustee except by written instrument duly executed by and between the Administrator and the Trustee.

Section 9.02 Termination of Plan. The General Assembly expects to continue the Plan indefinitely, but continuance is not assumed as a contractual obligation and the General Assembly reserves the right at any time by action of its governing body to terminate the Plan as applicable to itself.

In the event of termination of the Plan by the General Assembly, the Administrator shall value the Fund as of the date of termination. The Individual Accounts of the Participants and Beneficiaries affected by the termination, as determined by the Administrator, shall continue to be administered as a part of the Fund or distributed to such Participants, or Beneficiaries pursuant to Article VI.

Section 9.03 Mergers, etc. In the event of any merger or consolidation with, or transfer of assets or liabilities to, any other retirement plan, the benefit hereunder to which a Participant or Beneficiary is entitled, shall, immediately after such merger, consolidation or transfer (if the Plan then terminated), be equal to or greater than such benefit would have been immediately before such merger, consolidation or transfer (if the Plan had then terminated).

ARTICLE X MISCELLANEOUS

Section 10.01 Liability of Employer. No Employee, Participant or Beneficiary shall have any right or claim to any benefit under the Plan except in accordance with its provisions. The adoption of the Plan shall not be construed as creating any contract of employment between the Employer and any Employee or otherwise conferring upon any Employee or other person any legal right to continuation of Employment, nor as limiting or qualifying the right of the Employer to discharge any Employee without regard to the effect that such discharge might have upon his rights under the Plan.

Section 10.02 Spendthrift Clause. No interest, right or claim in or to any part of the Fund or any payment therefrom shall be assignable, alienable, transferable or subject to sale, mortgage, pledge, hypothecation, garnishment, attachment, execution, or levy of any kind whatsoever, and the Trustee shall not issue any certificate or other documentation representing any interest, right or claim in or to any part of the Fund.

Section 10.03 Successor to Business of Employer. Any successor to the business of the Employer may continue the Plan and such successor shall thereupon succeed to all the rights, powers and duties of the Employer hereunder. The Employment of any Employee who has continued in the employ of such successor which maintains the Plan shall not be deemed to have been terminated or severed for any purpose hereunder.

In the event that the Employer is reorganized or all or substantially all of its assets are sold without any provision being made for the continuance of this Plan by a successor to the business of the Employer, the Plan shall terminate and the assets shall be distributed as provided in Section 9.02 hereof.

Section 10.04 Conflict of Provisions. If any provision or term of this Plan, or of the Contract entered into pursuant hereto, is deemed to be substantively at variance with, or contrary to, any law of the United States or applicable state law, the provision of the law shall be deemed to govern.

Section 10.05 Definition of Words. Feminine or neuter pronouns shall be substituted for those of the masculine form, and the plural shall be substituted for the singular, in any place or places herein where the context may require such substitution or substitutions.

Section 10.06 Titles. The titles of Articles and Sections are included only for convenience and shall not be construed as a part of the Plan or in any respect to affect or modify its provisions.

Section 10.07 Execution of the Plan. This document may be executed in any number of counterparts and each fully executed counterpart shall be deemed an original.

Section 10.08 Choice of Laws. This Plan shall be governed, construed, administered, and regulated in all respects under the laws of the State of Tennessee.

**ARTICLE XI
LEGAL STATUS OF THE PLAN**

Anything herein to the contrary notwithstanding, this Plan is adopted and maintained upon the condition that it shall be deemed by the Internal Revenue Service to meet all of the requirements of Code Section 403(b), or comparable Section of any future legislation which amends, supplements or supersedes such Section. In the event that it should be found by the Internal Revenue Service that the Plan does not meet any of such requirements, the General Assembly may modify the Plan to meet such Internal Revenue Service requirements.

IN WITNESS WHEREOF; This plan as approved by the General Assembly of the Cumberland Presbyterian Church as first set out hereinabove has been executed by the Moderator of the General Assembly of the Cumberland Presbyterian Church, as directed by said Body, on this ____ day of _____, 2012.

CUMBERLAND PRESBYTERIAN CHURCH

By _____
Moderator

Attest:

Stated Clerk of the General Assembly
of the Cumberland Presbyterian Church

I, _____, Stated Clerk of the General Assembly of the Cumberland Presbyterian Church do hereby certify that the Cumberland Presbyterian Church Retirement Plan No. 2 was duly adopted by the General Assembly of the Cumberland Presbyterian Church in its regular annual meeting in Florence, Alabama on the ____ day of _____, 2012, and that the foregoing is the plan as adopted by the Cumberland Presbyterian Church.

Stated Clerk

THE REPORT OF THE BOARD OF TRUSTEES OF THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME



I. OVERVIEW

Cumberland Presbyterian Children's Home (Cumberland) is one ministry serving children and families in different ways:

- **Cumberland Family Services**
sustains and equips families and children through housing, pastoral care, educational programming, and counseling
- **Cumberland Child Services**
protects children and teens who need a safe place to live

Cumberland directly served over 850 children, teens, parents and families in 2011. Cumberland helps children and families in residential and non-residential programs. In its residential programs, Cumberland served 61 children and 17 single parents. Almost 800 additional children and families were served through intake and referral services, counseling sessions, or classes in our non-residential programs. In addition to that, Cumberland fielded almost 550 calls for service, which were either handled internally or referred to other agencies.

A. MISSION

In response to Christ's love and example, we serve children and families by providing healing and hope.

B. GUIDING VALUES

We categorize our guiding values under the headings of faith, agency, care, and excellence.

1. 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.

2. 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.

3. Care

Our service to others is framed by a positive, strength-based and solution-focused approach to all our relationships.

4. Excellence

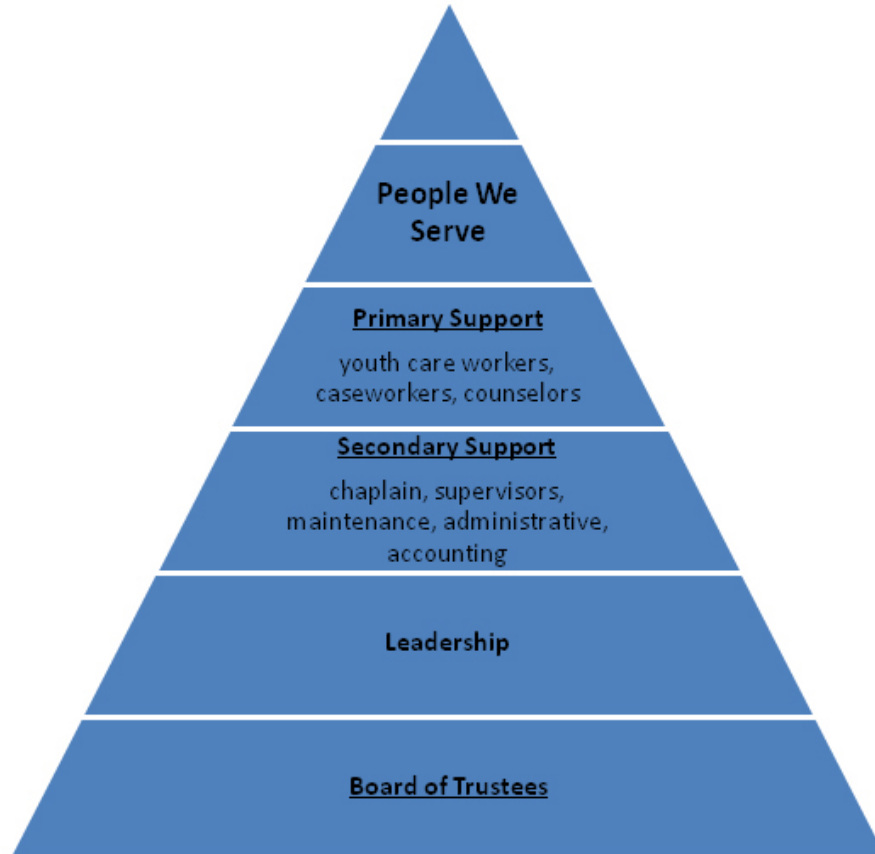
In our service to others, we strive for excellence, efficiency and professionalism in all that we do.

C. CAMPUS

Cumberland's 17-acre campus in Denton, Texas, includes three residential cottages for children and teens and 10 apartments for single parents families. 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 Cumberland's recreational facilities and a chapel, the 250-seat Lela Stricklen Hall.

D. 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.



E. CORPORATE ENTITY AND GOVERNANCE

Cumberland is a non-profit corporation incorporated under the laws of the state of Texas. Cumberland is tax-exempt under IRS Code section 501(c)(3). Cumberland is governed by a board of 15 Trustees. The Cumberland Board of Trustees hires the President & CEO to manage the agency.

1. Trustees

There are currently 14 trustees: eleven Cumberland Presbyterians and three ecumenical partners (the Board is in the process of filling a vacated seat).

a. *Ecumenical Partners:* Dr. Joel Muro, Kay Goodman, and Baron Smith

b. *Cumberland Presbyterians:* Mamie Hall, Joy Wallace, Reverend Melissa Knight, Patricia Huff, Reverend Don Tabor, Mickey Shell, Reverend Yoong Kim, Ruby Letson, Reverend Norlan Scudder, Reverend Alfonso Marquez, Patricia Long

c. *Officers:* President-Kay Goodman; Vice-President-Rev. Norlan Scudder; Secretary-Patricia Huff.

2. Leadership

President & CEO: Reverend Kevin R. Henson (Red River Presbytery)

Vice President & General Counsel: Richard A. Brown, Esq.

Chaplain: Reverend Stephanie Brown (Red River Presbytery)

II. OUTCOMES

In our efforts to serve families and children, Cumberland looks for quantitative ways to measure our work. Beginning in 2010, Cumberland contracted with a third party to create an unbiased and verifiable method of measuring outcomes. This process helps us constantly improve our programs and maintain accountability with our donors and service partners. Below are a few of the positive outcomes from our study covering the calendar year 2011:

A. CUMBERLAND FAMILY SERVICES (RESIDENTIAL)

- Over 9 out of 10 SPF residents were employed during their stay with CPCH and they worked an average of 35 hours per week.
- 70 % reported they were actively involved in church.
- 30% reported they were actively involved in regular service work in their community.
- They were involved in an average of 3 civic activities during the past twelve months.
- 87% reported having a stable income.
- 96% reported having a family budget.
- 80% reported having a savings account.

B. CUMBERLAND FAMILY SERVICES (NON-RESIDENTIAL)

- There was a 300% increase in counseling services
- 9 out of 10 said their emotional health and well being had improved because of counseling.
- Half said their child's emotional health and well being had improved because of counseling.
- Just over half reported that they were more aware of their resources because of counseling.
- 2 out of 3 reported that they were more aware of their options because of counseling.
- Over 8 out of 10 said the counseling services they received were good or excellent.
- Over 9 out of 10 counseling participants agreed or strongly agreed with the statement "I feel accepted and respected by my counselor."
- Over 9 out of 10 counseling participants agreed or strongly agreed with the statement "My counselor encourages me to make my own decisions."
- Over 8 out of 10 training participants reported positive or very positively that
 - o "The material in this training was helpful."
 - o "The presentation was well delivered"
 - o "My expectations were met"
 - o "I would recommend this training to others"

C. CUMBERLAND CHILD SERVICES

- Residents completed 88% of their goals.
- Residents completed or made progress with over 9 out of 10 of their goals.
- Adolescent residents completed 4 out of 5 of their independent living goals.
- Behavior scores were 30% better than a clinical population of teens in Texas.
- Over 4 out of 5 residents strongly/agreed or agreed with the statement "I believe in being careful in how I spend my money."
- Over 2 out of 3 residents strongly/agreed or agreed with the statement "I enjoy sharing my things with other people."
- Over 2 out of 3 residents strongly/agreed or agreed with the statement "I enjoy giving things or money to charity."
- Over 4 out of 5 residents strongly/agreed or agreed with the statement "It is really important to me that I work to make the world a better place."
- Half of the residents were actively involved in Extracurricular activities with school with an average of 4 hours per week.

III. PLANNED GIVING

Cumberland Presbyterian Children’s Home exists today because of planned giving. In her will, Miss Victoria Jackson of Bowling Green, Kentucky, created 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 108 years.

Throughout Cumberland’s history, many faithful people have blessed Cumberland 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 Cumberland’s operating budget. We are grateful this year for the planned gifts from the following estates and trusts:

- Estate of Sam Miles
- Estate of Iris Anne Davis
- Gladys Nichols Trust
- Estate of Frances Griggs Elizer
- Estate of Virginia Ekiss
- Estate of Hayden Phebus

IV. FINANCIAL INFORMATION

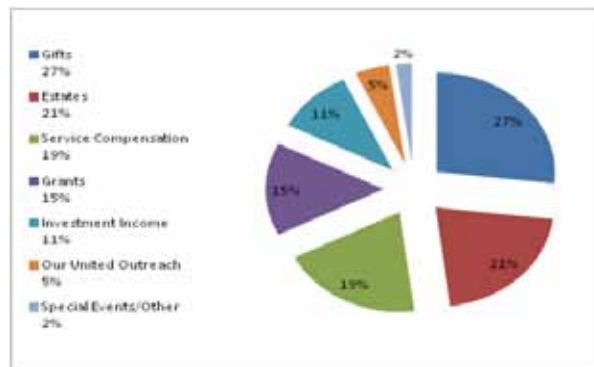
A. EXPENSES

Based on the unaudited 2011 Financial Statements, Cumberland spent a little more than \$1.5 million bringing healing and hope to children and families. Expenses break down into the following categories:

Residential Childcare	60%
Cumberland Family Services	30%
Administrative	5%
Fundraising	5%

B. INCOME

Based on the unaudited 2011 Financial Statements, Cumberland derived almost \$1.6 million in operational income from the following sources:



V. STRATEGIC PLAN

With a history of innovation, the Cumberland 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 programs
3. Work toward complete social service ministry for children and families

B. 2012-2022 STRATEGIC OBJECTIVES

1. Program Development

- a. Cumberland will examine, continue to improve on, and strive for excellence in the existing programs as well as add at least one new, self-sustaining program to the agency's continuum of care.
- b. Cumberland's Denton campus will be a beautiful fully-functioning, synergistic model for other multiple program agencies. Cumberland will replicate one or more of its programs in at least one new geographic location.

2. Outreach Development

- a. Cumberland 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. Cumberland 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.
- b. Cumberland 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

- a. Cumberland 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.
- b. Cumberland 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.

VI. PRESIDENT'S MESSAGE

It is an exciting time to be a part of Cumberland's ministry to children and families! Cumberland just finished an exciting decade of expansion that was supported by an extremely successful capital campaign. Our Board of Trustees has stepped out in faith with an ambitious 10-year Strategic Plan launching us into the next decade of ministry.

As we try to fulfill the Strategic Plan's objectives, we have several projects in process. I want to highlight two of them:

- We are expanding our Children's Services to include an Emergency Shelter for homeless teens and children. We have been working on this project for over a year and, with God's grace, the Emergency Shelter will be open by May 2012.
- In an effort to provide social service ministry resources to the Cumberland Presbyterian denomination and to replicate our services in other locations, we have begun working with a committee from the Murfreesboro Presbytery. This committee has been charged with researching the feasibility of developing a Single Parent Family ministry in their area. Cumberland is working closely with them in this project. We are still very early in this process, but we are excited about the possibilities.

Two significant changes need to be highlighted. First, in keeping with current trends in non-profit organization and management, our Board recently changed my title from Executive Director to President & CEO. This change in title allows for a clearer representation of responsibility to those outside of the agency particularly foundations and other partnering agencies. Regardless of title, my role still focuses on fulfilling our ministry and mission. The second change came as a direct result of the unification resolutions passed by the General Assemblies of the Cumberland Presbyterian Church in America (CPCA) and the Cumberland Presbyterian Church (CPC) last year. At the February 2012 Trustee meeting, the Trustees resolved that for

the purposes of our By-Laws a Cumberland Presbyterian Trustee can be a member of either the CPCA or CPC.

As we live out our mission at Cumberland, we talk about our ministry as “walking beside.” We take this image from Luke chapter 24 where we see two of Jesus’ followers walking on the long dusty road to Emmaus. Scripture says, while they were walking “*Jesus himself came along and joined them and began walking beside them.*”

You are all familiar with county roads. Some counties are better than others, but the farther out you go, the county roads become less pavement and more dirt. It isn’t hard for most of you to imagine a seven-mile stretch of unpaved county road. Many of you have walked these roads. Imagine it is late on an early summer day. No wind. The hot afternoon sun is baking your head.

Now, imagine you have to walk this road after the death of someone you loved, someone to whom you had hitched your hopes and dreams. Even though there are two of you, you both have suffered a great loss. You feel abandoned, defeated. You feel totally alone.

Then, from a side road a stranger comes along. The stranger begins to walk beside you. You tell the stranger of your unhitched hopes and of your dashed dreams. The stranger politely listens.

As the stranger begins to talk, he begins to reframe your thinking. As you walk together, you begin to feel less alone. As you listen to the one walking with you, you no longer feel quite as defeated. You begin to see your loss from a different perspective. The conversation and companionship is so nice, you don’t want it to end despite the fact you have reached your destination. So, you invite the stranger to share a meal with you.

What began as a lonely three-hour walk became a time of renewed hope because someone walked beside you. This is exactly what happened to Cleopas and his fellow disciple on the road to Emmaus.

I think this is a wonderful image of what ministry really is. Whoever you are, layperson, elder, or minister, walking beside someone who is struggling is a great way to think about our roles as ministers of Christ’s reconciliation. Not leading; not following, but walking beside.

It may be something as simple as bringing meals to the sick or sitting quietly at the funeral home with those that mourn. Sometimes these simple things get so ingrained in the life of a healthy church that we don’t even think of them as the ministry of walking beside, but they are. Each of you, in your own way, can walk beside. Listening. Talking. Laughing. Crying. Being present.

Isn’t this the very definition of Christian community? People we trust and love present with us. People who walk beside us through both the good and bad of life’s journey.

Imagine now, that you do not have such a community of faith to walk beside you in a crisis. You would be walking alone down that dusty, county road with the sun’s unrelenting rays as your only companion.

Suppose for a moment that your family had a crisis that resulted in Child Protective Services removing children from your home. In order for you to reunify your family, you must face problems that you have been suppressing for years. You must make radical changes in your thinking and behavior. You don’t want things to be the way they have become, but on your own, you don’t know how to change.

The Cumberland Presbyterian Children’s Home has always been a safe place for the children to live while the parents work through the issues that have torn the family apart. Now, at Cumberland, we have a program called Cumberland Family Services (formerly Family Outfitters and Single Parent Family). This program includes such things as individual counseling, family counseling, group counseling and parent training. In this program, we can help the parents work toward the changes they need to rebuild a healthy family.

Recently, one of the moms who has been working with our counselors faced a very difficult task. She had to meet with the judge, the caseworkers, and other family members to demonstrate her progress. She knew that she had taken great strides, but she also knew that she did not have the confidence to express this on her own. She asked her Cumberland counselor to accompany her at the meeting. The Cumberland Counselor had no role in the meeting. She didn’t even have to say a word, but the counselor sat beside this mom as she valiantly fought to reunite her family.

At Cumberland, we envision and talk about all the services we provide as the ministry of “walking beside.” There is great power in the ministry of “walking beside.”

It is the prayers and financial support of Cumberland Presbyterians that allowed Cumberland to serve for our first century, and it is the same prayers and support that will empower us to walk beside our most vulnerable brothers and sisters for another century.

Thank you for walking with us in this exciting ministry of our church.

Respectfully Submitted,
Reverend Kevin R. Henson, President & CEO
Kay Goodman, Board of Trustees, President

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 seven 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 182nd General Assembly of the Cumberland Presbyterian Church, meeting June 17-22 in Florence, Alabama.

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, West Tennessee Presbytery); Vice-moderator – Reverend Dr. Tom Bell (United Methodist minister, North Alabama Conference); Secretary – Mrs. Jan Holmes (Cumberland Presbyterian elder, Lubbock, Texas); Treasurer – Mrs. Cassandra Price-Perry (Vice President of Operations and CFO, MTS).

B. BOARD REPRESENTATIVE

Reverend Jody Hill, Moderator of the Board, 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 13-14, 2011, and February 9-10, 2012. It is scheduled to meet one more time before the meeting of General Assembly, on May 11-12, 2012. 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: Reverend Dr. David Boyle (National Baptist, Memphis, Tennessee); Reverend Kevin Brantley (Cumberland Presbyterian, Greensburg, Kentucky); Reverend Jody Hill (Cumberland Presbyterian, Corinth, Mississippi); Mrs. Jan Holmes (Cumberland Presbyterian, Lubbock, Texas); Mr. Mark Maddox (Cumberland Presbyterian, Dresden, Tennessee); Reverend Dr. J. Craig Martindale (Cumberland Presbyterian, Murfreesboro, Tennessee); and Mr. Takayoshi Shirai (Cumberland Presbyterian, Yokohama, Japan). 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 himself: Reverend Dr. Randolph Meade Walker (National Baptist, Memphis, Tennessee). Reverend Dr. Carmichael Crutchfield (Christian Methodist Episcopal, Jackson, Tennessee) resigned in order to apply for a teaching position at MTS. Both of these trustees have served faithfully and well. We give thanks to God for the service these men have given to Memphis Theological Seminary.

RECOMMENDATION 1: That the General Assembly express its gratitude to Reverend Dr. Randolph Meade Walker and Reverend Dr. Carmichael Crutchfield for their 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 five 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 issues of 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. STRATEGIC GOALS

In its February 2012 meeting, the Board adopted the following four strategic goals to guide its work. The administration and staff of the seminary are working to build a strategic plan to support these goals across the life of the seminary.

In listening to our constituents, our faculty, and students; and in considering the context in which MTS pursues its mission to “educate and sustain men and women for ordained and lay Christian ministry in the church and in the world by shaping and inspiring lives devoted to scholarship, piety and justice,” the following goals have been adopted for our strategic plan:

1. To reaffirm, revise, and strengthen our core degree program, the Mast of Divinity, as the center of our educational mission. The coursework leading to this degree will be offered primarily in face-to-face instructional settings because of our commitment to personal and spiritual formation, the nature of ordained ministry as built on personal relationships, and the conviction that pastoral formation happens best in community. These convictions are rooted in the Christian affirmation of the Incarnation, that God in Christ came into the world in the flesh to reconcile broken and alienated humans back into covenantal relationships with God.

While the focus of the M.Div. at MTS has always centered on the practice of ministry, we will continue to wrestle with questions of how to we provide the best possible education for practical ministry, in parish and non-parish settings. In order to do this, we will strengthen relationships with the churches we serve, seeking wisdom from outside the academic setting for how we can shape and inspire effective ministers of the gospel. Our work will be ever more deeply grounded in partnership between the academic disciplines our faculty teach and the lives of congregations our graduates will serve.

In this work, we will strive to overcome false dichotomies between theory and practice; academy and church; intellect, emotion, and will. Ministry for the 21st century requires that leaders cultivate excellence in intellect, passion, and action for the sake of God’s mission to the world.

2. Other degree programs at MTS, currently the Doctor of Ministry and Master of Arts (Religion) and proposed Master of Arts (Youth Ministry), will be reviewed and strengthened to focus

on the practice of ministry, in all its varied dimensions. Many new students at MTS are called to ministries other than traditional ministry of Word and Sacrament. In recognition of this trend, we commit ourselves to developing degree programs that serve the need for lay ministries of counseling and social service, mission to the poor, and other specialized ministries in the church and in the world. We will explore any new degree possibilities, and evaluate current ones with care, knowing that we cannot do all things, and that our limited resources must be used carefully. In all things, we will seek to educate students for on the ground ministry.

3. MTS will commit to the strengthening of existing, and possible development of new certificate programs to provide theological education for persons who do not want or need degree level education. MTS has for thirty years housed the Program of Alternate Studies, a certificate program of the Cumberland Presbyterian Church. This program has served the need of our parent denomination to educate for ministry persons who cannot, for whatever reason, complete an M.Div. degree at an accredited seminary. We commit ourselves to strengthening this program, and to exploring new avenues to reach potential students with certificate level educational opportunities.

Through the development of our certificate program in addition counseling, it has become evident that the need for specialized education in one or more aspect of ministry is growing. Within the limits of our resources, and with careful planning and evaluation, we will explore opportunities to meet these needs as we are able.

The need for certificate level education for ministry is growing among churches that do not require seminary education for clergy, and for new immigrants who have little promise of gaining the underlying education to pursue graduate theological education. In addition, increasing numbers of lay persons are looking for educational opportunities to improve their knowledge of the faith and service to others.

4. In furtherance of the above-stated goals, our mission and ministries in the twenty-first century must utilize technology wisely, faithfully and critically.

G. SIGNIFICANT DEATHS

The Board noted with sadness the death in January 2012 of Mr. Bill Nelms, elder from Murfreesboro, Tennessee, who served on our Board for eight years and had previously served on the Board of Stewardship for the Cumberland Presbyterian Church. We give thanks for his faithful service to the Cumberland Presbyterian Church.

We also learned in January 2012 of the death of Mrs. Fannie Laura Brockwell, one of the stalwart supporters of MTS's move to Memphis in 1964, former Board member, and surrogate mother and grandmother to many seminary students through the years. The main conference room in Founders Hall of MTS is the Brockwell Room, named in honor of Mr. Lewis and Mrs. Fannie Brockwell in gratitude for their many years of faithful support.

The MTS community was also deeply saddened by the death of our Student Senate President, Mr. Terry Bryant, in January 2012 due to a diabetic incident. Terry was two classes short of completing his degree and was awarded the M.Div. posthumously at our May 2012 Commencement.

H. 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. We are currently without a full time professor of Evangelism and Mission, but are blessed to be served by several adjuncts who have a passion for educating ministers on how to share the gospel effectively.

We continue to cultivate a relationship with the Foundation for Evangelism board about funding for an additional faculty position in Evangelism for MTS. We have submitted a proposal to the Foundation that was well received and which we believe holds promise for this new venture.

In addition, MTS administration has been in discussion with Dr. H. Stanley Wood, Executive Director of Sower's Field, about the development of a concentration in new church development at MTS. We have consulted with George Estes, Team Leader of the Missions Ministry Team, as we have worked toward such a program at MTS.

II. ADMINISTRATION

A. PRESIDENT

Daniel J. (Jay) Earheart Brown, Ph.D., became the seventh President of Memphis Theological Seminary August 1, 2005. Jay had served on the faculty of MTS since August, 1997, having previously served as a pastor in Nashville, Tennessee, and Lexington, Kentucky. He is a life-long Cumberland Presbyterian and son of a Cumberland Presbyterian minister. He is a graduate of Bethel College (B.A.), Memphis Theological Seminary (M.Div.), and Union Theological Seminary in Richmond, VA (Ph.D.). He will complete his seventh 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 2012 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

Reverend R. Stan Wood, D.Min., was appointed to serve as Interim Vice President of Academic Affairs and Dean in May, 2010. Dr. Wood had previously served MTS as Clara Scott Associate Professor of Ministry and Director of the D.Min. Program. He is an ordained minister in the Cumberland Presbyterian Church in America and currently serves as Pastor of the Mt. Tabor CPCA in Jackson, Tennessee.

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 takes an active part in all the programs of the church. Cathi's skills and experience have been a great asset to the seminary over the last five years.

E. VICE PRESIDENT OF OPERATIONS/CFO

Mrs. Cassandra Price-Perry began work with MTS in August 2010 as Vice President of Operations and Chief Financial Officer. She is a Certified Public Accountant with over 20 years of experience in business and accounting. Cassandra is an active laywoman in her Roman Catholic Church in Southaven, Mississippi. She has received high praise from our auditors and our Board for her work over the past almost two years.

III. INSTRUCTION

A. DEGREE PROGRAMS

Memphis Theological Seminary has for many years offered three degree programs and one certificate program through the Program of Alternate Studies. The Master of Divinity is the basic degree program for persons preparing for ordained ministry in many denominations. It continues to be our largest degree program, with over 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 has three tracks: a lay professional track for persons seeking to increase their knowledge and skills for lay leadership or Christian Education ministry in the church, an academic track for persons who want to teach but do not seek ordination, and a deacon's track designed for United Methodist students preparing for diaconal ministries in that denomination. The M.A.R. requires 48 semester hours and takes two years of full-time study to complete.

The Doctor of Ministry degree is a professional degree designed for pastors and other ministers who have at least three years of full-time work in ministry after their M.Div. and who want to engage in further theological reflection on the practice of ministry. The D.Min. is designed around five two-week residencies, in January and July, and the implementation of and report on a major project in ministry.

In the spring of 2012, MTS received approval from the Association of Theological Schools and the Southern Association of Colleges and Schools to award its first new degree in several years: the Master of Arts in Youth Ministry. We will enroll our first students in the MA (Youth Ministry) in the fall of 2012.

At Commencement in May of 2011, Memphis Theological Seminary awarded the M.A.R. degree to ten graduates. Thirty-seven persons were awarded the M.Div. degree, and eleven were awarded the D.Min. degree. Of these fifty-eight graduates, seven were Cumberland Presbyterians.

Cumberland Presbyterian Master of Divinity Graduates were:

Tim Baranoski, Nashville Presbytery
 Corey Cummings, West Tennessee Presbytery
 Toby Davis, North Central Presbytery
 Mary Kathryn Kirkpatrick, Trinity Presbytery
 Richard Morgan, Murfreesboro Presbytery

Cumberland Presbyterian Master of Arts in Religion Graduate was:

Whitney Brown, Presbytery of East Tennessee

Cumberland Presbyterian Doctor of Ministry Graduate was:

Debra Matthews, Red River Presbytery

B. FACULTY

For the current academic year, Memphis Theological Seminary has ten 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. We have called three new faculty members to join MTS in the coming academic year to replace persons who have been called to other positions. Dr. Virginia Lee moved to Garrett Evangelical Divinity School in Chicago last year and Dr. Aliou Niang moved to Union Theological Seminary in New York. Dr. Barbara Holmes, former VP and Dean, and current Professor of Ethics and African American Studies has been called to serve as President of United Theological Seminary of the Twin Cities, in Minneapolis, Minnesota beginning in August.

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.

Under the leadership of VP/Dean Wood, the faculty is currently engaged in a major curriculum review and re-visioning process.

C. ENROLLMENT

Total enrollment in Memphis Theological Seminary for the fall term was 320. January and summer term enrollment continues strong as more courses have been offered during those shorter terms over the past few years. The largest number of students comes from the United Methodist Church, with 25% of total enrollment. Cumberland Presbyterians are the second largest denomination in the student body this with about 13% of all students (41 out of 320).

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
2011	320	227	34	22	41

We continue to work to recruit Cumberland Presbyterian students, and to lift up the call of God to ordained ministry in the church. We call on all Cumberland Presbyterians to pray that God will continue to call men and women to the office of ministry, and that they will be well prepared through our educational institutions to lead growing and vibrant congregations in the ministry of Jesus Christ to the world.

RECOMMENDATION 2: That the General Assembly urge all probationers to consider Memphis Theological Seminary and the Program of Alternate Studies as their first options for meeting educational requirements for ordained ministry.

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.

Reverend Dr. Thomas D. Campbell retired as Director of PAS, effective December 31, 2010. On April 1, 2011, Reverend Dr. Michael Qualls assumed the duties of the Director's position. Earlier directors were Dr. William Rustenhaven, who served from 1984 to 1990, and Reverend Norlan Scudder, who was director from 1990 to 1994. Karen Patton has been Assistant to the Director since May, 2010.

The 2012 PAS Summer Extension School (SES) will be held July 7-21 on the campus of Bethel University in McKenzie, Tennessee, with three five-day schools (Blocks): July 7-11; July 12-16; and July 17-21. 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.

With renewed interest in lay leader education we are reviving this emphasis and working with Pastoral Development Ministry director to fully develop the Lay Leader track for PAS which was approved by the 1988 General Assembly. This year we have planned several courses in Block II for laypersons and ministers who are interested in continuing education. There will be courses on children's and third age

ministries, a course on the role of the elder, and other courses as well.

Fees are \$300 per course. Room and board at Bethel costs \$31 a day (\$10 for the room; \$5 for breakfast; \$7 for lunch; \$9 for dinner). The PAS office bills the presbyteries of candidates and licentiates. Lay persons are not financially supported by presbyteries and typically pay their own way.

The PAS Summer Extension School welcomes lay people, Seminary graduates, PAS graduates, and others to the July sessions to audit classes, for \$150 a course. 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 7 at 10:55 A.M. in Bouldin Auditorium within the Dickey Fine-Arts Building on the campus of Bethel University. Reverend Fran Vickers, Associate Pastor of the Beaver Creek Cumberland Presbyterian Church in Knoxville, Tennessee will be the graduation speaker.

Enrollment in PAS continues to be around 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 the president and dean of Memphis Theological Seminary: Jay Earheart-Brown and Stan Wood. It also includes the Director of the Pastoral Development Team, Reverend Milton Ortiz, and Director of the Missions Ministry Team, Reverend Dr. George Estes. At-large members, who can serve as many as two three-year terms, are: Reverend Mindy Acton, Birmingham, Alabama (Chair); Reverend Linda Glenn, Humboldt, Tennessee; Dr. Clinton Buck, Memphis, Tennessee; Dr. Jennifer Williams, Clay, Kentucky; Reverend Don Tabor, Brentwood, Tennessee; and Mrs. Pat Ward (CPCA), Huntsville, Alabama.

The PAS Director reports to the Board of Trustees through the President and the Vice President of Academic Affairs/Dean of the Seminary.

RECOMMENDATION 3: That the General Assembly encourage pastors and lay leaders to consider auditing PAS courses to meet their continuing education needs.

RECOMMENDATION 4: That the General Assembly approve the change in the number of required courses for Cumberland Presbyterian Studies from three to four courses, those being:

**CUMBERLAND PRESBYTERIAN HISTORY
CUMBERLAND PRESBYTERIAN POLITY AND PROGRAM
CHRISTIAN THEOLOGY I
CHRISTIAN THEOLOGY II**

E. PAS – COLOMBIA

In December 2011 the PAS Advisory Council heard a report from the leaders of both the MMT and PDMT highlighting an urgent need for the kind of education provided by the Program of Alternate Studies in Colombia and, increasingly, in other parts of the global Cumberland Presbyterian Church. In part the limited access to approved seminary education, prohibitive costs associated with gaining a degree, and further obstacles to obtaining the CP Studies required to meet the constitutional requirement for ordination create a bottleneck of candidates and licentiates serving sometimes for years awaiting the opportunity to get their education. A decision was made to try to establish PAS in Colombia with Colombian administration and instruction and to use it as a model for future deployment. The PAS Director was sent to Colombia along with PDMT Leader Milton Ortiz to lay the foundation for PAS by and for Colombians, under the standards and administrative umbrella of the one Program of Alternate Studies.

Meetings were held in each of the two presbyteries, Andes and Cauca Valley, with a large representative group of pastors and leaders. The purpose was to discern needs, obstacles and resources of the Colombian context. Additional meetings were held with the moderators of the presbyteries to further refine and clarify a strategy for bringing PAS to Colombia within a framework of cooperation between the two presbyteries. They will be working through an existing cooperative-work committee to implement steps outlined. Each presbytery is unique but they share a pressing need for additional educational opportunities for candidates, licentiates, ministers and laity.

There remains much work to be done but we have laid a good foundation, thanks be to God! Our immediate goal is to roll out the C.P. Studies- C.P. History, Polity, Theology I and Theology II- in 2012. (We are simultaneously altering the U.S. requirements to include all FOUR courses to complete C.P. Studies.) We will roll out additional PAS courses each year until a full curriculum is available in Colombia. All fees or money generated through PAS-Colombia will remain in Colombia to pay the costs associated

with the program there. The responsibility for certifying and reporting remains with the PAS office in Memphis. One of our great challenges is how to fully develop course resources. The cross-cultural reality requires clear complete outlines of course content, evaluation tools, lesson plans, pedagogical methodology, and resources- all translated into Spanish language. We have no budget for this. We will have to be very creative and we are brainstorming ways to hopefully tap into other denominational resources with interest and expertise in nurturing the global Cumberland Presbyterian witness. The Program of Alternate Studies is the latest manifestation of the conviction of Cumberland Presbyterians to find innovative ways to prepare women and men for ministry and Colombia but the latest frontier where we will try to rise to that challenge.

RECOMMENDATION 5: That the General Assembly affirm the effort by many to establish the Program of Alternate Studies in Colombia and recognize PAS-Colombia as an official extension of the Program of Alternate Studies, the only official alternate route for the educational preparation of clergy in the Cumberland Presbyterian Church.

F. 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. In the spring of 2012 we were informed by our accrediting agencies that we have been approved for our new degree program in Youth Ministry. We are enthusiastic about the prospects for this new degree program and our ability to serve students preparing for certification in the Cumberland Presbyterian Church.

In Fall 2010, we began offering courses toward a certificate in drug and alcohol addiction counseling. This new program, which has been led by Cumberland Presbyterian minister and counselor Dr. Johnie Welch, promises to meet an important need in our society and in our region. Due to health concerns, Dr. Welch will be unable to continue in this role after this year. We are sorry to lose his expertise as an advisor and teacher for the students in our addiction counseling program, and pray that God will bless him with improved health.

In the spring of 2012, we began a new certificate program targeted for African American ministers in the Memphis area who do not have the educational background to enroll as degree students at MTS. We believe that there is a need for such certificate level education for many in our area and hope to expand this work in the near future.

G. 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. LEADERSHIP

Since the fall of 2011, our facilities and safety department has been ably led by Mr. Greg Spencer and a dedicated staff of facilities technicians. Mr. Spencer is a member of the West Union Cumberland Presbyterian Church in Millington, Tennessee, and has more than twenty years of experience in construction and facilities management.

B. PURCHASE OF PROPERTY

Thanks to the support of the 177th General Assembly, we have been given approval to purchase additional properties within the bounds of our long range campus plan. Because of the recession we have not purchased any properties in the past three and a half years, and do not intend to borrow any more money for this purpose. Due to the recession we have been in arrears on our loan payments to the Board of Stewardship, but have a plan in place to catch up on those payments.

C. 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 about fifty 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.

D. 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, and the youth from West Tennessee Presbytery to volunteer their time in a variety of areas. We encourage work groups who would be willing to help the seminary in this way to contact Mr. Greg Spencer in the Facilities Office, or Mrs. Cathi Johnson in the Advancement Office of the seminary.

E. SAFETY

The Office of Safety of MTS continues to explore ways to enhance the safety of our students in the context of our urban campus. Through the use of lighting, security officers, secure locks, and well articulated safety plans, the seminary seeks to provide a safe environment for students and visitors to our campus.

During past four years, MTS has contracted with a local security company to provide regular patrols around our neighborhood. This additional safety measure has been well received by our students and by our neighbors. We continue to seek ways to provide a safe environment for our campus community.

V. ADVANCEMENT AND FINANCE

A. BUDGET

Our Board of Trustees will approve a budget for the 2012-2013 academic year at its May meeting. Copies of that budget will be provided at the meeting of General Assembly.

After two years of significant budget reductions in the worst of the recession, we have begun to restore some of the cuts as income has improved the past two years. We continue to be very conservative in our budget planning as we work to recover from the effects of the recession. We hope to be able to give modest raises to our employees next year, after four years of flat or reduced compensation. Our employees deserve much credit for hanging in with us through some tough economic times.

B. 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 in recent years:

1. The Henry Luce Foundation (2009-2011)

To support At the River: Theology & Arts Institute at MTS, the Henry Luce Foundation 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. In the fall of 2012 we learned that the Luce Foundation would double its support to \$50,000 per year for the next three years. 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

For four years, Mr. and Mrs. 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. In January 2010, they hosted an event at their penthouse home overlooking the Mississippi River in Memphis.

3. The Wilson Family Foundation

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

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 McCloy Faith & Health Faculty Series

Dr. and Mrs. Randy and Linda Kay McCloy have funded the faculty series for the Faith & Health Doctor of Ministry (D.Min.) program at MTS for three years. Their generous gift has enabled us to bring in quality instructors for this specialized program, enhancing the overall value of the degree.

6. The Thomas W. Briggs Foundation

In honor of the Director of the Thomas W. Briggs Foundation, Dr. Kenneth Robinson, a gift of \$10,000 has been given to MTS for tuition support for one deserving individual in the 2009-2010 academic year.

The Briggs Scholar is Lula Marie Martin, a first-year student out of the African Methodist Episcopal (AME) Church. Martin writes in her application essay, "I believe I am worthy of the Thomas W. Briggs Scholarship because I possess the intelligence, perseverance, spiritual commitment and charisma to pursue the Master of Divinity Degree at MTS. In addition, my life experiences have instilled in me the qualities that make me a more compassionate minister and counselor." She believes that "the study of ministry is designed to help pastors and spiritual leaders serve God's people in this present age."

7. The Chatlos Foundation

The Chatlos Foundation has provided a generous gift of \$15,000 to support the Formation for Ministry (FFM) program at MTS.

8. Charles Hubbard 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 \$10,000 to support the Professional Development for MTS faculty members.

C. ENDOWMENTS**1. The Baird-Buck Chair of Cumberland Presbyterian Studies**

Dr. Clinton Buck, Professor Emeritus of Christian Education at MTS, knowing the need for more focused teaching in CP heritage, has converted an existing endowment that was originally begun with the hopes of endowing a chair in Christian Education. Subsequent to Dr. Buck's decision, Mrs. Thalia Baird, widow of former President and Professor Dr. Colvin Baird, also decided to convert an endowment they had designated for general operations. Together with the Reverend J.T. Buck Scholarship Endowment Fund established in 1979 to provide scholarship assistance for Cumberland Presbyterian students at Memphis Theological Seminary, the new endowment has been established with an initial principal balance of approximately \$112,000. To date, the fund has grown to more than \$270,000, thanks to generous contributions from many Cumberland Presbyterians. We continue to seek ways to fully fund this chair.

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 to raise \$1.5 million to fully fund this endowed chair.

2. Other Endowment funds

Due to the recession, we have not established any new endowment funds in the last year because of our need to focus on annual fund gifts. However, many Cumberland Presbyterians and others continue to support endowments that have been established through the years to fund our work. The Advancement Office and President are available at any time to discuss endowment gifts with potential donors.

D. FACULTY CHAIRS**1. The Rev. Marlon and Sheila Foster Professor of Pastoral Theology and Homiletics (2008-2010)**

An anonymous donor established this three-year named professorship to encourage ministerial candidates to attend Memphis Theological Seminary, in support of the great need for training in pastoral care, and in honor of the designees. Reverend Marlon Foster is a recent graduate of MTS. Tenured Professor of Pastoral Theology and Homiletics, Dr. G. Lee Ramsey Jr., B.A., M.Div., Ph.D., is filling this role.

2. The Dr. James L. Netters Chair in African American Studies (2009-2011)

Memphis Theological Seminary is dedicated to becoming the premier seminary in the country for those who are devoted to racial reconciliation under the banner of the gospel. Working together with a group of pastors and lay leaders, the Elders for Education have established a named professorship that will signal to the local and global community that we at MTS are serious about working toward the fulfillment of peace and justice. It is named in honor of beloved pastor of Mt. Vernon Baptist Church – Westwood in Memphis, Dr. James L. Netters. Dr. Andre Johnson, B.S., M.Div., Ph.D. is filling this role.

E. ESTATE GIFTS

MTS has received word of one estate gifts during the current year. Mr. Sam Miles, former member of our Board, and longtime elder from the Hopkinsville, Kentucky church left a significant bequest to support MTS. We give thanks for the life and witness of Mr. Sam, and encourage others to remember the ministry of MTS in their estate planning.

F. SEMINARY SUNDAY

We have many churches in our denomination, and in other denominations we serve who recognize Seminary Sunday in their local churches. This provides time for education of members about the work of MTS and the Program of Alternate Studies and provides an opportunity for members to make a special one-time gift to support the work of the seminary. Please contact the seminary for more information on how you can recognize Seminary Sunday in your local church, and to request a speaker for the occasion.

RECOMMENDATION 6: That the General Assembly encourage all churches to recognize and support Seminary Sunday.

G. ANNUAL FUND

Memphis Theological Seminary could not operate without the faithful contribution of its alumni and friends. Annual Fund contributions help us keep the cost of tuition down, so that students do not leave seminary with a large burden of debt to have to pay during their early years in ministry. Annual Fund contributions have grown steadily over the past fifteen years, as income from Our United Outreach has declined.

In some respects, the income we receive from OUO puts us in a better position than many theological seminaries, whose income from denominational sources has declined significantly over the past twenty years. Our income from OUO has remained relatively steady and over that time period. However, as a percentage of our total income, OUO has fallen from almost 20% to about 3% 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.

H. AUDIT REPORT

The auditing firm of Zoccola Kaplan, P.C. is auditing the books of Memphis Theological Seminary for the 2010-2011 fiscal year and will be issuing its report before the meeting of General Assembly. Copies of that report will be filed with the office of the Stated Clerk as soon as they are available.

Respectfully submitted,
Jody Hill, Moderator of the Board of Trustees
Daniel J. 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: Reverend Rick White, president; Pam Davis, vice-president; Sidney Milton, secretary. Susan Knight Gore is the director and treasurer of the Historical Library and Archives.

B. BOARD REPRESENTATIVE TO THE 138th CPCA GENERAL ASSEMBLY

The board's representative to the 138th General Assembly of the Cumberland Presbyterian Church in America (CPCA) is Rick White. The alternate is Edna Barnett.

C. BOARD REPRESENTATIVE TO THE 182nd CPC GENERAL ASSEMBLY

The board's representative to the 182nd General Assembly of the Cumberland Presbyterian Church (CPC) is Tommy Jobe. The alternate is Mary Kathryn Kirkpatrick.

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, Dorothy Hayden, Naomi King, and Rick White, from the Cumberland Presbyterian Church—Pam Davis, Michael Fare, Tommy Jobe, Mary Kathryn Kirkpatrick, Sidney Milton, and Sidney Swindle.

The Board of Trustees met, February 24, 2011 and February 24, 2012.

E. MEMBERS WHOSE TERMS EXPIRE

The second term of Tommy Jobe expires with the 2012 meeting of the Cumberland Presbyterian General Assembly, and he is eligible for reelection. The first term of Sidney Swindle expires with the 2012 meeting of the Cumberland Presbyterian General Assembly, and he is 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 2012 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, Carolyn Billingsley, Wesley Brantley, Clinton Buck, Gordon & Forda Campbell, Ron & Madeleine Cooley, Pam Davis, Chet & Diane Dickson, James & Freda Gilbert, Gil Goddard, Charles Harris, J. David Hester, Tom Hunter, Robert & Jane Little, Rodney & Pauline McCord, Jimmie McKinley, Osborne McMillan, Gene & Gwen McReynolds, Rose Mary Magrill, Tony & Ann Martin, Virginia Mauck, Sidney Milton, D. L. & Martha Moody, Anne Elizabeth Swain Odom, Walter Palmer, Alvin Richards, Jean & Regena Richardson, Robert & Olene Rush, Joe & Patricia Ward, Edward White, Grace Whitfield.

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:

Charles Harris (Franklin, 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. Presbyterial Heritage Committees/Presbyterial Historians

To promote interest in the work of the Foundation and to nurture the work of history on the presbyterial level, the Historical Foundation seeks to work cooperatively with the Presbyterial Heritage Committees/Presbyterial Historians of both general assemblies. The brochure, Suggestions for Heritage Committees and Presbyterial Historians, is available from the Foundation. The board expresses its appreciation to the presbyteries that have Heritage Committees/Presbyterial Historians.

5. Denomination Day Offering

The 2012 Denomination Day Offering was designated for a state of the art photographic copy system. Every CPC and CPCA congregation received the mailing which included a copy of the bulletin insert as well as instructions for obtaining a copy from the Foundation's website.

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.

The following congregations have given donations:

- Arkansas Presbytery
 - Dilworth CPC (Horatio, Arkansas)

- Cleveland Ohio Presbytery
 - Faith CPCA (Cleveland, Ohio)
 - St. Paul CPC (Detroit, Michigan)

- Columbia Presbytery
 - Green Hill CPC (Bell Buckle, Tennessee)
 - Howell CPC (Petersburg, Tennessee)
 - Richland CPC (Lewisburg, Tennessee)

- Covenant Presbytery
 - Camp Ground CPC (Anna, Illinois)
 - Highland CPC (Paducah, Kentucky)
 - Mt. Zion CPC (Dongola, Illinois)

- Cumberland Presbytery
 - Sacramento CPC (Sacramento, Kentucky)
 - Shiloh CPC (Campbellsville, Kentucky)

- East Tennessee Presbytery
 - Fairview CPC (Afton, Tennessee)
 - Presbyterial Heritage Committee
 - Talbott CPC (Talbot, Tennessee)

- Florence Presbytery
 - Hopewell CPCA (Leighton, Alabama)

- Grace Presbytery
 - Mt. Zion CPC (Columbus, Mississippi)

- Hiwassee Presbytery
 - Green's Chapel CPCA (Charleston, Tennessee)

- Murfreesboro Presbytery
 - Rockvale CPC (Rockvale, Tennessee)

- Nashville Presbytery
 - Mt. View CPC (Dover, Tennessee)

- New Hopewell Presbytery
 - Hopewell CPC (Dyersburg, Tennessee)

- Ohio Valley Presbytery
 - Mt. Sterling CPCA (Sturgis, Kentucky)

- Presbytery Del Cristo
 - El Paso CPC (El Paso, Texas)
 - Lubbock CPC (Lubbock, Texas)

- Red River Presbytery

Ethel CPC (Collinsville, Texas)

Robert Donnell Presbytery
Presbyterian Heritage Committee

Trinity Presbytery
Longview CPC (Longview, Texas)
Pine Hill CPC (Winnsboro, Texas)

West Tennessee Presbytery
Humboldt CPC (Humboldt, Tennessee)
Jackson CPC (Jackson, Tennessee)
McKenzie CPC (McKenzie, Tennessee)
New Bethlehem CPC (Newbern, Tennessee)
New Salem CPC (Arlington, Tennessee)
Newbern CPC (Newbern, Tennessee)
Protemus CPC (Troy, Tennessee)

34 congregations and presbyteries received an offering. \$5,280.50 offering received

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 Finis Ewing* by Joe Ben Irby, *Life and Thought of Milton Bird* 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*, *Theological Snippets* by Joe Ben Irby, *This They Believed* 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.

New 2011 publications published by the Historical Foundation include: *Bicentennial Sermons and Papers: A Snapshot of the Year 2010 in the Cumberland Presbyterian Church* compiled and edited by Andy McClung and *Legacy of Grace: Louisiana and Texas Cumberland Presbyterian People & Places of Trinity Presbytery* by Rose Mary Magrill.

RECOMMENDATION 3: That the General Assembly make presbyteries, congregations, and individuals aware that the Historical Foundation is interested and has funds to publish books on topics concerning the Cumberland Presbyterian Church and Cumberland Presbyterian Church in America.

3. Denomination Day Resources

All the Past is but the Beginning of Beginning (Denomination Day resource) is available on the

Foundation's web site under the Resources section: <http://www.cumberland.org/hfcpc/resource/>. It includes eight dramas intended to present the birth of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America. A hard copy may be requested from the Foundation office.

C. HISTORICAL FOUNDATION AWARDS

1. Award in Cumberland Presbyterian History

The Foundation encourages the writing and publication of papers on all aspects of the history of the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church. One means of promoting such writing is the Historical Foundation Award in Cumberland Presbyterian History. A \$300 prize is awarded to the author entering the best paper on any CP or CPCA history subject which meets in form and content the requirements set by the Board of Trustees and judged by the board appointed awards committee. All manuscripts submitted to the competition become property of the Foundation and are added to the Historical Library and Archives.

The contest follows the calendar year, and entries for the 2012 competition are encouraged. All entries will be accepted through December 2012 for this year's contest. Any entries received following the deadline of December 31st will be automatically entered in the 2013 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.

The 2011 Award in Cumberland Presbyterian History was presented to Dr. Rose Mary Magrill for her paper: "*The Rise and Fall of Cumberland College of Texas.*"

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:

Ebenezer Cumberland Presbyterian Church (Mason, Tennessee)
175th Anniversary - October 9, 2011

Mount Pleasant Cumberland Presbyterian Church (Afton, Tennessee)
175th Anniversary - April 23, 2011

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 Scudder and Dr. Rose Mary Magrill. The 35th annual meeting was held March 2-3, 2012, at the Cumberland Presbyterian Children's Home in Denton, Texas.

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 2,300 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, Institutions, 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 2011 Accession List closed with 120 accession groups.

Some of the highlights added to the collection in 2011 include:

Books

Burrow, Albert G. *Child’s Catechism: For Use in Cumberland Presbyterian Church Sunday Schools*. Memphis, Tennessee: Press of S. C. Toof & Co., no date.

The Constitution of the Cumberland Presbyterian Church, containing The Confession of Faith, Catechism, and a Directory for the Worship of God: Together with the Form of Government and Discipline, as Revised and Adopted by the General Assembly at Princeton, Kentucky. May 1829. 4th ed. Nashville: Printed at Smith’s Steam Press, 1837.

Confession of Faith and Government of the Cumberland Presbyterian Church, Cumberland Presbyterian Church in America. 1984. Large Print Edition. Cordova, Tennessee: Cumberland Presbyterian Resources, January 2011.

Conover, Katharine M. Meacham, ed. *The Reverend Robert Bell 1770-1853*. Founder Charity Hall the Chickasaw Nation, Later Pontotoc, Mississippi. By the author, 2007.

Davis, John D. *A Dictionary of the Bible: With Many New and Original Maps and Plans and Amply Illustrated*. 2nd ed. Rev. Nashville, Tenn.: Cumberland Presbyterian Publishing House, 1903.

Elliott, Raymond. *Only Believe (Mark 5:36)*. By the author, 1973.

Gilbert, James Cayce. *A Who's Who of Graduates of the Cumberland Presbyterian Theological Seminary (1913-1947)*. Thesis. Bachelor of Divinity. Cumberland Presbyterian Theological Seminary, May, 1947.

McClung, Andy. *Bicentennial Sermons and Papers: A Snapshot of the Year 2010 in the Cumberland Presbyterian Church*. Memphis, Tennessee: Historical Foundation of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America, 2011.

Morrison, Mrs. Mark. *Sedister; Or, The Return fo the Wandering Fairy*. Nashville, Tenn.: Cumberland Presbyterian Publishing House, 1898.

Pleasant Hill Cumberland Presbyterian Church, Greene County, Alabama: A Brief History. Printed by Drake Printers, Inc., 2010.

Spence, Tom. *9 Encounters of John 9: A Play in 3 Acts*. By the author, 2011.

Spence, Tom. *Acceptance of Authority: Returning to the Boundaries of Law and Ethics*. Charleston, South Carolina: by the author, 2011.

Spence, Tom. *The Best of Out of the Box*. Martinsville, Indiana: Bookman, 2003.

Spence, Tom. *Christianity for Marines*. By the author, 2011.

Spence, Tom. *First Steps Towards Eternity*. Martinsville, Indiana: Bookman, 2004.

Spence, Tom. *God Loves You: A Simple Message for a Complicated Time*. Charleston, South Carolina: by the author, 2011.

Spence, Tom. *The Profanity Problem and What To Do About It!* Charleston, South Carolina: by the author, 2011.

Spence, Tom. *ReBaselining American: Setting a Foundation of Liberty for the Next 200 Years*. Charleston, South Carolina: by the author, 2011.

Spence, Tom. *Technology Acquisition & Front End Analysis for the Small Church*. Charleston, South Carolina: by the author, 2011.

Spence, Tom. *Ten Talents: A Play in 3 Acts*. By the author, 2011.

Spence, Tom. *Tough Day at the Plate*. Martinsville, Indiana: Bookman, 2004.

White, J. G. *Startling Facts; or, Deeds of Darkness Disclosed Relative to Auricular Confession, and Its Relations to Sacerdotal Celibacy, Convents, Monasteries, Morality, and Civil and Religious Liberty*. Cincinnati: By the Author, 1879.

Woychuk, N. A. *For All Eternity: Being a Devotional Exposition of I Cor. 3:8-15*. Foreword by Dr. L. S. Chafer. Foreword to Second Edition by Dr. T R. Dunham. New York: Books, Inc., 1955 .

Woychuk, N. A. *Into the Fray Unafraid*. Chicago, Illinois: Moody Press, 1944.

Curriculum

Our Little Children. Vol. 22, Part 1 (May 7, 1933).

Our Little Children. Vol. 22, Part 2 (May 14, 1933).

Our Little Children. Vol. 22, Part 2 (July 8, 1934).

Our Little Children. Vol. 22, Part 2 (October 14, 1934).

Senior Quarterly. Vol. XXVI, No. 4. October, November and December, Fourth Quarter 1905.

Senior Quarterly. Vol. XXVI, No. 4. October, November and December, Fourth Quarter 1905.

General Assembly Minutes of the Cumberland Presbyterian Church in America

Cumberland Presbyterian Church in America. General Assembly Minutes. 2006.

Cumberland Presbyterian Church in America. General Assembly Minutes. 2007.

Cumberland Presbyterian Church in America. General Assembly Minutes. 2008.

Institutions

Cumberland University. Lebanon, Tennessee. *The Phoenix*. 1902.

Radnor College. Nashville, Tennessee. *The Echo 1906-'07. Radnor, Nashville, Tennessee, 1907: A Souvenir of the Radnor Eastern Trip. A Brief Representation of the Regular Classes, the Societies, and Other Organizations. A Prospectus of the Trip to be Given the Radnor Pupils, Term of 1907-'08*.

Texas Female Seminary and Conservatory of Music. Weatherford. Texas. *Annual Catalogue*. 1902-1903.

Museum Items

Bush Chapel Cumberland Presbyterian Church in America. Elm Mott, Texas. Communion Table.

Bells Chapel Cumberland Presbyterian Church. Rutherford, Tennessee. Commemorative Plate.

Bethel College. McKenzie, Tennessee. Plaque. The Log Cabin Society.
 Canton Presbytery. Cumberland Presbyterian Church. Picture from China. Framed. Given to the Cumberland Presbyterian Children's Home in the 1920s from the Young People of Canton Presbytery.
 Crystal pieces. Three pieces were part of a punch bowl set brought to Colombia by Bernice Barnett and Ethel Brintle. They were used for formal school and church functions.
 Cumberland Presbyterian General Assembly. Chattanooga, Tennessee. May 19-24, 1932.
 Commissioner Ribbon.
 Cumberland Presbyterian Church. Louisiana, Missouri. Reverend L. N. Montgomery, pastor.
 Paperweight. Glass with photograph of church and pastor.
 Woman's Board of Missions. Cumberland Presbyterian Church. Life Membership Certificate. Mrs. Myrtle Luckey Keenan. April 20, 1924.

Other Congregational Records

Leroy Cumberland Presbyterian Church. Leroy, McLean County, Illinois.
 C. P. Church Cook Book. Edited by Ladies of the C.P. Church, and Friends, Leroy, Ill.: Printed by The Leroy Journal, no date.
 Saint Luke Cumberland Presbyterian Church. Madison, Tennessee. Orders of Worship. 2010.
 Tusculum Cumberland Presbyterian Church. Nashville, Tennessee. Record. The Tusculum Cumberland Presbyterian Church Plain and Simple Old Fashioned Gospel Quarter. God's Message In Plain and Simple Songs.
 Union Hill Cumberland Presbyterian Church. Sykes, Tennessee. Your Household Guide. Missionary Society, 1951.

Photographs

General Assembly of the Cumberland Presbyterian Church. Photograph. May 17-23, 1923 in Fairfield, Illinois.
 Ohio Valley Presbytery. Cumberland Presbyterian Church in America. Photograph of Ministers. October 15, 2010 at Trinity CPCA in Louisville, Kentucky. Reverend Charles Carver, Reverend Novelene, Reverend Gregory Green, Reverend Mary Bailey, Reverend Oscar Powell, Reverend Bobbie Hawkins, Reverend Robert Greenwell.
 Texas Synod (Cumberland Presbyterian Church). Texas Synodical Camp. Camp Gilmont. Gilmer, Texas. Photograph. 1956.

Postcards

Ash Grove Cumberland Presbyterian Church. Ash Grove, Missouri.
 Bloomfield Cumberland Presbyterian Church. Bloomfield, Indiana.
 Caruthersville Cumberland Presbyterian Church. Caruthersville, Missouri.
 Clarksville Cumberland Presbyterian Church. Clarksville, Missouri.
 Cumberland Presbyterian Church. Cumberland, Ohio.
 Sarcoxie Cumberland Presbyterian Church. Sarcoxie, Missouri.
 Warrensburg Cumberland Presbyterian Church. Warrensburg, Missouri.

Presbyterial Records

Arkansas Presbytery. Cumberland Presbyterian Church. Records. 6 boxes.
 Birmingham Presbytery. Cumberland Presbyterian Church. Minutes. December 5-7, 1905. Printed copy.
 Presbytery of Del Cristo. Financial Records. 1988-2009. 2 boxes.

Sermons

Hull, Robert Leroy. 1931-2011.
 Morrow, Hubert William. 1922-2008.
 Watson, Henry Harlon. 1917-1999.

Session Records

Cedar Hill Cumberland Presbyterian Church. Greeneville, Tennessee.
 Session Records. January 2003-December 2007. Photocopy.
 Dilworth Cumberland Presbyterian Church. Horatio, Arkansas. Session Records. November 3, 1940-October 17, 1978. Original volume.
 Owens Prairie Cumberland Presbyterian Church. Duncan, Stephens County, Oklahoma.
 Session Records. August 29, 1949-February 5, 1957. Original volume.

Pleasant Ridge Cumberland Presbyterian Church. Tindall, Grundy County, Missouri. Session Records. Original volume. August 18, 1869-April 9, 1894.

Short Creek Cumberland Presbyterian Church. Falls of Rough, Grayson County, Kentucky. Session Records. 1997-2008. Microfilm.

RECOMMENDATION 4: That the General Assembly encourage all congregations to preserve their session records by depositing them in the Historical Foundation.

RECOMMENDATION 5: That the General Assembly instruct each synod and presbytery to deposit their minutes in a timely fashion with the Historical Foundation.

RECOMMENDATION 6: That the General Assembly instruct presbyteries to locate the session records when closing a church and then deposit them in the Historical Foundation.

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.

VII. FINANCIAL CONCERNS AND 2013 BUDGETS

A. BUDGETS

The 2013 line-item budget of the Historical Foundation has been filed with the CPC General Assembly Office.

The 2013 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

List of the endowment funds for the Foundation with new fund 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

Mark and Elinor Swindle Brown 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
 Snowdy Clifton and Lillian Walkup Mitchell Heritage Fund
 Virginia Sue Williamson Morrow Heritage Fund
 Anne Elizabeth Swain Odom Heritage Fund
 Martha Sue Parr Heritage Fund
 Florence Pennewill Heritage Fund
 Morris and Ruth Pepper Endowment
 Publishing House Endowment
 Mable Magrill Rundell Trust
 Samuel Callaway Rundell Heritage Fund
 Paul and Mary Jo Schnorbus Heritage Fund
 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:

Merlyn & Joann Alexander, Beverly Pepper Brown, Jeff & Kathleen Cheatham, Walter Chesnut, Pam Davis, Bettye McCaffrey Ellis, James Gahler, James & Freda Gilbert, Joan Gore, Heath & Melody Harper, Charles Harris, Don & Jane Hubbard, Tom Hunter, Helen Shelton Knight, James & Maribeth McGuire, Gene & Gwen McReynolds, Richard & Tammy Mackesey, Rick & Shirley Pryor, Anne Elizabeth Swain Odom, Russell Riepe, Wayne & Sonja Shelton, Sidney & Lita Swindle, Betty Waits.

C. GIFTS FROM CHURCHES, PRESBYTERIES & SYNODS

The Foundation expresses its thanks to the following for their gifts:

Covenant Region Cumberland Presbyterian Women's Ministry, Holly Grove CPC (Brighton, Tennessee), Pleasant Mount CPC (Columbia, Tennessee), Longview CPC (Longview, Texas), Pine Hill CPC (Winnsboro, Texas), Rozzell Chapel CPC (Mayfield, Kentucky).

Respectfully submitted,
 Rick White, President
 Susan Knight Gore, Archivist

THE REPORT OF THE COMMISSION ON MILITARY CHAPLAINS AND 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) and the Korean Presbyterian Church Abroad. The Associate Reformed Presbyterian Church, a long time member of the Commission has ceased their participation. 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, Mary Catherine Benedict, and Stated Clerk Michael Sharpe.

I. REPRESENTATION

The term of the Reverend Lowell G. Roddy expires in 2012 and he is eligible for re-election. The Reverend Mary Catherine Benedict will represent the Commission at this meeting of the General Assembly. The Reverend Lowell G. Roddy serves as the vice-chair of the PCCMP. The PCCMP Director is the Reverend Edward Brogan. The Associate Director of the PCCMP is Chaplain Don Wilson.

II. RESPONSIBILITY OF THE COMMISSION

1. To provide ecclesiastical endorsement for chaplains of the **United States** Armed Forces, who are on active duty, in the Reserves/National Guard and also 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 **United States** Armed Forces and Veterans Affairs Medical Centers.
4. To provide representation to denominational agencies and ecumenical bodies in their concerns with matters pertaining to **United States** 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 **United States** 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 four 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 four denominations, individuals, judicatories and churches. The current 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

Cumberland Presbyterian **congregations in the United States are asked to receive** a special offering for the PCCMP on the Sunday nearest Memorial Day each year to remember all men and women who serve **in the United States armed services**. 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 2011. All Cumberland Presbyterian Churches **in the United States** are urged to consider receiving this yearly offering.

V. CUMBERLAND PRESBYTERIAN CHAPLAINS

Currently the Cumberland Presbyterian Church has 7 chaplains on Active Duty, 3 chaplains in the Reserve and National Guard, 1 Guard Reserve Chaplain is serving on active duty, 4 individuals who are currently in the Chaplain Candidate Programs and attending Seminaries and 2 full-time VA chaplains in medical centers. The Cumberland Presbyterian Church is supporting 16 chaplains and chaplain candidates. 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 2011 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,
Mary Catherine Benedict
Lowell Roddy
Paul Collins

THE REPORT OF THE JOINT COMMITTEE ON AMENDMENTS

J

The Joint Committee on Amendments met February 24, 2012 in Huntsville, Alabama. Present were (CPCA): Lynne Herring, Byron McGlathery, William Robertson, Joe Ward; (CPC): Harry Chapman, Charles Dawson, Sherry Ladd, Perryn Rice, and Wendell Thomas. Also present were Jaime Jordan, legal counsel; Andy McClung, secretary; and Mike Sharpe, Stated Clerk of General Assembly (CPC).

I. REFERRAL

The 181st General Assembly approved the following recommendation: “That the following proposed amendment to section 4.6 of the Constitution, “The session may designate two elders, one primary and one alternate, who, when authorized by the presbytery, may administer the sacrament of the Lord’s Supper to the congregation,” be referred to the Permanent Committee on Judiciary and the Joint Committee on Amendments to prepare the proper Constitutional Amendments to present to the 182nd General Assembly.”

Currently, the Constitution states “The session may designate one elder who, when authorized by the presbytery, may administer the sacrament of the Lord’s Supper to the congregation” (4.6).

The 181st General Assembly affirmed the 173rd General Assembly’s interpretation of Constitution 4.6: “The elder designated by the session must be an active elder of the particular church where the Lord’s Supper is to be served. The elder chosen must be trained by the Committee on the Ministry of the presbytery, and the one chosen must serve under the authority of an ordained Cumberland Presbyterian Minister. The period of service is granted for one year.”

Thus, The Joint Committee on Amendments makes the following recommendation:

RECOMMENDATION 1: That Constitution 4.6, which reads, “The session may designate one elder who, when authorized by the presbytery, may administer the sacrament of the Lord’s Supper to the congregation,” be amended to read, “The session may designate two elders, either of whom, when authorized by the presbytery, may administer the sacrament of the Lord’s Supper to the congregation.”

Respectfully submitted,
The Joint Committee on Amendments

THE REPORT OF THE PERMANENT JUDICIARY COMMITTEE

J

The Judiciary Committee met February 24, 2012 in Huntsville, Alabama. Present were Harry Chapman, Charles Dawson, Sherry Ladd, Andy McClung, Perryn Rice, Robert Rush, Kimberly Silvus, and Wendell Thomas. Also attending were James Jordan, legal counsel, and Michael Sharpe, Stated Clerk of General Assembly. Felicia Walkup was excused.

I. ORGANIZATION OF THE COMMITTEE

Kimberly Silvus was elected chairperson and Andy McClung was elected secretary.

II. REFERRAL

The 181st General Assembly instructed the Permanent Committee on Judiciary and the Joint Committee on Amendments to prepare a proposed constitutional amendment to 4.6. Your committee discussed the issue and made a recommendation to the Joint Committee on Amendments.

III. RESOLUTION

By adopting the “Resolution from Reverend Charles McCaskey, Commissioner, Murfreesboro Presbytery,” the 2011 General Assembly instructed this committee “to begin a study of the property provisions in the Constitution (sections 3.31-3.35) of the Cumberland Presbyterian Church to determine if they continue to be appropriate as a means of expressing our connectional commitment as Cumberland Presbyterians.”

Your committee offers the following STATEMENT OF OPINION: Your Permanent Committee on the Judiciary, after study and discussion, affirms that the property provisions (sections 3.31-3.35) in the Constitution of the Cumberland Presbyterian Church continue to be appropriate means of expressing our connectional commitment as Cumberland Presbyterians.

IV. REVIEW OF SYNODICAL MINUTES

The committee reviewed the minutes of Synod of the Midwest and the Synod of Southeast and found both to be in order.

V. GENERAL ASSEMBLY REPRESENTATIVES

Andy McClung will serve as this committee’s representative to General Assembly and Sherry Ladd 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. STATED CLERK

Reverend Michael Sharpe, Red River Presbytery, to succeed himself for a four year term.

II. ENGROSSING CLERK

Reverend Vernon Sansom, Red River Presbytery, for a four year term.

III. BOARD OF DIRECTORS, GENERAL ASSEMBLY CORPORATION

Reverend Melissa Malinoski, Presbytery of East Tennessee, to succeed herself for a three year term.

Mr. Jerry Weathersby, Welti Congregation, Hope Presbytery, to succeed himself for a three year term.

IV. MINISTRY COUNCIL

Ms. Sally Allen, Clarksville Congregation, Nashville Presbytery, Tennessee Synod, to succeed herself for a three year term.

Ms. Mary Ann Cole, Bowling Green Congregation Cumberland Presbytery, Synod of the Midwest, for a three year term.

Reverend Carlton Harper, Tennessee-Georgia Presbytery, Synod of the Southeast, to succeed himself for a three year term.

Reverend Ron McMillan, West Tennessee Presbytery, Synod of Great Rivers for a three year term.

Reverend Lisa Scott, Missouri Presbytery, Synod of Great Rivers, to succeed herself for a three year term.

Mr. Richard "Ethan" Morgan, **youth advisory member**, Florence First Congregation Murfreesboro Presbytery, Tennessee Synod, **to fill the two year unexpired term of Ben J. Sweet, youth advisory member.**

Mr. Sebastian Phillips, **youth advisory member**, Smithville Congregation, Murfreesboro Presbytery, Tennessee Synod, for a three year term.

V. HISTORICAL FOUNDATION

Reverend Tommy Jobe, Murfreesboro Presbytery, Tennessee Synod, to succeed himself for a three year term.

Dr. Sidney L. Swindle, Grace Presbytery, Synod of the Southeast, to succeed himself for a three year term.

VI. MEMPHIS THEOLOGICAL SEMINARY

*Dr. David Boyle, an ecumenical representative, to succeed himself for a three year term.

Reverend Kevin Brantley, Cumberland Presbytery, Synod of the Midwest, to succeed himself for a three year term.

Reverend Jody Hill, West Tennessee Presbytery, Synod of Great Rivers, to succeed himself for a three year term.

Ms. Jan Holmes, Lubbock Congregation, **Presbytery del Cristo**, Mission Synod, to succeed herself for a three year term.

Mr. Mark Maddox, Dresden Congregation, West Tennessee Presbytery, Synod of Great Rivers to succeed himself for a three year term.

Reverend J. Craig Martindale, Murfreesboro Presbytery, Tennessee Synod, to succeed himself for a three year term.

*Dr. Inetta F. Rodgers, an ecumenical partner, to fill a one year term, replacing Dr. Carmichael Crutchfield, who resigned.

Mr. Takayoshi Shirai, Japan Presbytery, Mission Synod, to succeed himself for a three year term.

*Reverend Melvin Charles Smith, an ecumenical partner, for a three year term.

VII. BOARD OF STEWARDSHIP, FOUNDATION AND BENEFITS

Mr. Andrew B. Frazier, Jr., Camden Congregation, West Tennessee Presbytery, Synod of Great Rivers, to succeed himself for a three year term.

Mr. Robert Latimer, Marshall Congregation, Missouri Presbytery, Synod of Great Rivers, to succeed himself for a three year term.

Mr. Michael St. John, White Oak Pond Congregation, Missouri Presbytery, Synod of Great Rivers, for a three year term.

VIII. COMMISSION ON CHAPLAINS AND MILITARY PERSONNEL

Reverend Lowell Roddy, Nashville Presbytery, Tennessee Synod, to succeed himself for a three year term

IX. JUDICIARY

Reverend Anetta Camp, West Tennessee Presbytery, Synod Great Rivers, for a three year term.

Mr. Charles Dawson, Christ Congregation, Robert Donnell Presbytery, Synod of the Southeast, to succeed himself for a three year term.

Ms. Kimberly Silvas, Clarksville Congregation, Nashville Presbytery, Tennessee Synod, to succeed herself for a three year term.

X. NOMINATING

Mr. Rick Gamble, Manchester Congregation, Murfreesboro Presbytery, Tennessee Synod, for a three year term.

Reverend Isaac Gray, Arkansas Presbytery, Synod of Great Rivers, for a three year term.

XI. OUR UNITED OUTREACH COMMITTEE

Reverend Timothy Smith, Columbia Presbytery, Tennessee Synod, to succeed himself for a three year term.

Mr. Randy Weathersby, Welti Congregation, Hope Presbytery, Synod of the Southeast, for a three year term.

XII. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

Dr. Steve Parrish, Nashville Presbytery, Tennessee Synod for a three year term.

Mr. David Phillips-Burk, Christ Congregation, Robert Donnell Presbytery, Synod of the Southeast, for a three year term.

Reverend Sheila Robertson, Presbytery del Cristo, Mission Synod, 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 four times since the 2009 General Assembly.

A goal of the Our United Outreach Committee is to encourage ALL churches to contribute to Our United Outreach. Approximately 30 percent of the churches do not give anything with a high percentage of other churches not giving at the 10 percent level. This past year, 2011, the budgeted goal for Our United Outreach was almost reached – 99.5% giving was achieved and this was attributed to education and awareness of what Our United Outreach is and how the funds are utilized. The Committee wants to celebrate and let people know the level of giving for year 2011!

I. FUND DEVELOPMENT COORDINATOR POSITION

The Our United Outreach Committee wishes to establish a full-time Fund Development Coordinator position. The following specifics apply to this position, if approved by General Assembly:

- This person would assume the position January 1, 2013.
- The salary/benefits/costs of position would be approximately 3% of the 2012 Our United Outreach budgeted funds.
- Health insurance benefits would be paid for the employee.
- Employee would have access to an office at the Cumberland Presbyterian Center, but would not be required to reside in Memphis. The Coordinator would be expected to be in direct contact with churches, presbyteries, and church members.
- This person would be responsible for the development of education and promotional materials, update and maintain the Our United Outreach portion of the web site, make presentations to presbyteries, meet with potential donors; in short, this person would be the face of Our United Outreach giving.
- The \$79,000 amount we are working with includes salary/benefits/travel costs of operating the position for one year.

RECOMMENDATION 1: We ask General Assembly to establish a full-time Fund Development Coordinator position which would receive 3 percent of the proposed Our United Outreach allocation budget.

II. OUR UNITED OUTREACH FUNDS ALLOCATION

The Our United Outreach Committee met February 10, 2012, to allocate the Our United Outreach funds for the 2013 year. The Our United outreach allocation basis for 2013 is \$2,800,000. The Debt Retirement amount of \$168,493 and the proposed Fund Development Coordinator salary/benefits amount of \$79,000 are deducted from the \$2,800,000 before the percentages are applied.

The Touch the Future debt was retired in August, 2011, and the debt retirement amount is now being applied towards the Organizational Task Force, then Computer Software, then Old Building/Maintenance, and then Capital Campaign. All indebtedness from loans projected to be paid off by July 2015.

RECOMMENDATION 2: We ask that the following allocation for incoming 2013 Our United Outreach funds be adopted:

The allocation is to be as follows:

Ministry Council	\$1,276,254	50%
Bethel University	127,625	5%
Children's Home	76,575	3%
Stewardship	153,150	6%

General Assembly Office	204,201	8%
MTS/PAS	178,675	7%
Historical	76,575	3%
Shared Services	433,926	17%
(Next five items total 1%)		
Comm. on Chaplains	8,934	.35%
Judiciary Committee	8,423	.33%
Theology/Social Concerns	3,140	.123%
Nominating Committee	2,629	.103%
Contingency Fund	2,425	.095%
Debt Retirement	168,493	
Fund Development Coordinator	79,000	

Our United Outreach Goal \$2,800,000

Note: the numbers above total \$2,800,025 – due to rounding calculations.

The permanent committees plus Contingency Fund equal 1 percent ; each of those is a fractional percentage of that 1 percent. 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.

III. OUR UNITED OUTREACH SUNDAY

The Our United Outreach Committee would like to establish an Our United Outreach Sunday and that this Sunday would follow the Sunday devoted to Historical/Denomination Day. This would make the second Sunday in February Our United Outreach Sunday. The intent of this action would be for awareness purposes and would not be a special offering Sunday.

RECOMMENDATION 3: We ask that the second Sunday in February be designated as Our United Outreach Sunday.

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 180th General Assembly accepted the invitations of Murfreesboro Presbytery to host the 183rd General Assembly and from Tennessee-Georgia Presbytery 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.

The 181st General Assembly accepted the invitation of Cauca Valley and Andes Presbyteries to host the 185th General Assembly.

II. SCHEDULE OF FUTURE GENERAL ASSEMBLIES

183rd	Murfreesboro Presbytery	June 17-21, 2013
184th	Tennessee-Georgia Presbytery	June 16-20, 2014
185th	Cauca Valley & Andes Presbyteries	June 2015

III. FUTURE INVITATIONS

There are no invitations on file for hosting the General Assembly/Convention after 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.

Missouri	2011	del Cristo	2001
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	Trinity	1969
Red River	2004	Hope	1961
East Tennessee	2003	Murfreesboro	1956
Covenant	2002		

Respectfully submitted,
Michael G. Sharpe
Jo Ann Shugert
Don M. Tabor

THE REPORT OF THE UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

TSC

I. MEETING AND OFFICERS

The Unified Committee on Theology and Social Concerns met at the Cumberland Presbyterian Church Center on September 30-October 1, 2011, and by videoconference on March 27, 2012. The previous officers were re-elected at the September, 2011 meeting, to include the Reverend Charles Reese (CPCA), Chairman; the Reverend Paul Criss (CPC), Vice Chairman; the Reverend Jan Overton, (CPC), Secretary. The treasurer's position is handled by the Office of the Stated Clerk (CPC).

II. EXPIRATION OF TERMS

The Committee notes that the following committee members have served faithfully for three terms and will not be eligible to serve another term: Mitzi Minor, Paul Criss and Howard Rogers. The committee is grateful for the long and faithful service each of these members have provided.

III. GENERAL ASSEMBLY REPRESENTATIVE

The Committee elected Randy Jacob to serve as the representative to General Assembly of the CPC. Jan Overton was elected as alternate.

IV. WORKS IN PROGRESS

The Committee is working to make available PowerPoint presentations for each study paper adopted by General Assembly. Hopefully this will provide presbyteries and local churches with a resource tool to help them study the papers. Lezlie Daniel was assigned this duty, and she will be providing study questions and other material pertinent to the papers, beginning with the paper "Reflections on a Divided Church."

The Committee is in the early stages of a developing a web presence now available at www.cumberland.org/uctsc. The Committee has begun posting the most recent study papers that have been approved by General Assembly on line for any interested person to view. We are also able to add other vital information about the ongoing work of the committee on the site including the officers and members of the committee for people to contact as needed.

Two study papers are currently in the process of being reviewed by the committee at this time: "*Come Let Us Disagree Together; Being Faithful in the Midst of Conflict*" by Mitzi Minor and "*Worship in the Third Millennium*" by Paul Criss. We hope to be able to present both these papers as a part of our report next year.

The Committee is also working on the development of guidelines for persons interested in presenting a position or issue paper before the Committee. Once the guidelines have been finalized, they will be added to the website and be circulated to presbyteries.

It is the hope of the Committee that with presbyteries and local churches studying the paper "*Reflections on a Divided Church*", more interaction will occur between churches and presbyteries of the two denominations, with unification as the end result.

RECOMMENDATION 1: That each presbytery distribute this committee's 2011 Report to the General Assemblies to the congregations in their presbytery, asking that they begin a study of the paper, "Reflections on a Divided Church and implementation of the following Action Steps approved last year by both General Assemblies:

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 CPCA 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.

Respectfully Submitted,
Unified Committee on Theology and Social Concerns

THE REPORT OF BOARD OF TRUSTEES OF BETHEL UNIVERSITY

HE

As Bethel University begins the 170th year of service in the area of Christian higher education she is privileged to be a Covenant partner with the Cumberland Presbyterian Church. The Board of Trustees has reviewed and approved the revised covenant document prepared by the joint committee and see that document as a good framework for continuing the vital relationship between Bethel University and Cumberland Presbyterian Church.

This year's report to the General Assembly had its origin in the president's report to the Board of Trustees on March 30, 31, 2012. We provide this report as information that we hope will give insight into the dynamic work going on in your university.

All that Bethel University does is driven by Bethel's mission which has been articulated as follows:

To create opportunities for members of the learning community to develop to their highest potential as whole persons – intellectually, spiritually, socially, and physically – in a Christian environment.

The contents of this report are as follows: I. Planning for SUCCESS, II. Organizing for SUCCESS, and III. Operating SUCCESSfully.

I. PLANNING FOR SUCCESS

In 2010 the Board of Trustees of Bethel University initiated a new and progressive planning model. Board vision would drive the process. A vision setting meeting was held on March 11, 2011. In light of the Board vision, the administration was asked to suggest organization- wide goals. These were presented to the Board of Trustees on June 24, 2011 and, in altered form, were adopted on August 20, 2011. With direction and goals in place, unit leadership was informed on November 7, 2011 and January 26, 2012. The unit level strategic planning process then began in earnest! How do we move Bethel University toward the vision? What needs to be done to achieve the goals?

A. BOARD VISIONING SESSION - MARCH 11, 2011

Each board member was asked to describe his/her motivation for being part of Bethel today. The following comments were given:

What motivates you to be a part of Bethel?

- Cumberland Presbyterian "pride" in the university
- Honored to be part of this group
- 40-50 years as a Cumberland Presbyterian; an alumni of BU
- Student here in the 50s; good people involved
- Have seen its development from the time it almost closed and watched the growing pains until BU has become what it is today
 - Several generations in my family have attended; I want to give back and it's exciting to be a part of the school today
 - Have been a Cumberland Presbyterian for 50-60 years; worked for the church; local resident and many family members attended BU
 - Dr. Prosser presented his vision and the impact on students; we are making a difference in the lives of students
 - I have watched Dr. Prosser and believe in the vision
 - Cumberland Presbyterian; live in Jackson and have known of BU over the years; it's an exciting vision and the structure is in place to make it happen
 - From McKenzie; graduated BU in the 50s and now glad to be a part of it
 - Student here in the 60s and the professors made a difference in my life; it is a school of second chances
 - Cumberland Presbyterian since birth; this is a part of my values; I graduated from here and my parents passed these values on to me
 - My father was on the board; he was BU graduate and I loved and respected him; committed and passionate about the mission and also economic impact in local community
 - Cumberland Presbyterian; family members are alumni; proud Texas and BU's reach is far

- Minister; graduate of BU; family attended here too; and the visionary leadership of the school today is a source of pride

B. NEXT

Each board member was asked to use one or two words to describe his or her impression of Bethel University as it exists today. Individuals offered the following words:

- Cutting edge
- Innovation
- Passionate
- Exciting
- “International pull” – from sports and games
- Transition
- Diamond in the rough
- Enthusiastic
- Optimistic
- Futuristic thinking
- Riding the wave
- Strong board
- Success at hand
- Dynamic
- Individual attention
- Faster the growth, the greater the risk
- Rapid evolution
- Confident
- Self-sustaining
- Poised
- Great
- All of the above

C. STRATEGIC PLAN GOALS -- 2012-2017

1. OVERALL

Move from the “Master’s-Medium” Carnegie classification (institution grants 100-199 graduate degrees a year) to the “Master’s Large” classification (institution grants 200 or more graduate degrees per year) through enrollment growth

Be a resource for the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America

2. MARKETS

Continue to serve current market in the southeastern U.S.

Develop a strategic marketing plan for CLA (College of Liberal Arts)

Develop a program to attract additional Cumberland Presbyterian students

Expand online programs to have national reach

Provide service (marketing and student life) to attract Hispanic students

3. ACADEMIC PROGRAMS

Education

Earn NCATE (National Council for the Accreditation of Teach Education) accreditation 2012

Add Ed. S (Educational Specialist – additional hours above the Master’s but less than a doctorate) 2014

Add Ed. D (Doctor of Education) 2016

Expand programs into non-licensure areas (Global education, corporate training) 2012-2014

Criminal Justice

Prepare to add Ph.D. (Doctor of Philosophy) degree in 2020

Business

MBA (Master of Business Administration) Add concentrations in Healthcare Management, Information Technology and Marketing
Prepare to add Ph.D. (Doctor of Philosophy) in Business in 2018

Religious Studies

Establish a College of Religion

College of Liberal Arts

Stimulate programs that produce less than 5 graduates per year (average)
Begin in 2012 to continuously monitor programs for vitality and sustainability
By 2017 pare major programs down to vital programs
Consider adding associate's degree program

4. EXPAND PROGRAMS IN HEALTH SCIENCE AREAS

RN (Registered Nurse) to BSN (Bachelor of Science in Nursing) program online
Expand PA (Physician Assistant) program
Online MSN (Master of Science in Nursing)

5. ACCREDITATION

Successfully complete SACS (Southern Association of Colleges and Schools) 5th year Report in 2014
Move from Level III (masters) to Level IV (educational specialist) in 2014
Move from Level IV (educational specialist) to Level V (1-3 terminal degrees) in 2016
Revive associate degrees
Initiate preparations for 2018 reaffirmation beginning in 2016
Prepare to move from Level V (1-3 terminal degrees) to Level VI (more than three terminal degrees) in 2020

6. ENROLLMENT

Overall enrollment by 2017 – 12,200 students
Offer general education program in English to international students (additional 50-100 students per year)
Develop relationships with high schools with significant Hispanic populations

7. ENROLLMENT BY COLLEGE

CLA College of Liberal Arts – 1900
Expand international student population
Expand Hispanic student population through relationships
CPS College of Professional Studies – 2400 (2000 Success + 400 OL (Online Success))
Coe College of Education – 1000 (200 Teaching Excellence + 250 Administrative + 100 Corporate Training + 150 Educational Specialist + 100 Doctor of Education + 200 Conflict Resolution)
CCJ College of Criminal Justice – 3500 (2500 BS (Bachelor of Science) + 1000 MSCJ (Master of Science in Criminal Justice))
CHS College of Health Sciences – 500 (200 PA (Physician Assistant) + 50 BSN (Bachelor Of Science in Nursing) + 200 MSN (Master of Science in Nursing) + 50 OT (Occupational Therapy/PT (Physical Therapy))
CGS College of Graduate Studies – 600 MBA (Master of Business Administration)
CRS College of Religious Studies - 300

8. ADMINISTRATIVE

Implement a presidential succession plan – Establish succession timing plan based on Progress toward achieving institutional goals set by board and willingness and ability of president to continue and satisfaction of board with president's

performance

- Establish a profile of desirable candidate
- Identify a national recruiter to identify candidates
- Establish a culture of excellence in customer service in all parts of the university for
Internal and external customers

9. PHYSICAL

- Complete current construction projects
- Consider constructing 2nd wing of Heritage Hall
- Maintain McKenzie campus – continuous

10. FINANCIAL

- Build a \$5 million cash (or immediately available investment) reserve
- Grow net tuition to \$65 million
- Continue to produce balanced budgets with surpluses each year

11. FINANCIAL

- Complete the current capital campaign
- Initiate a campaign to build the endowment by \$1 million
- Increase investments to \$18 million

12. INSTITUTIONAL CULTURE AND ENVIRONMENT

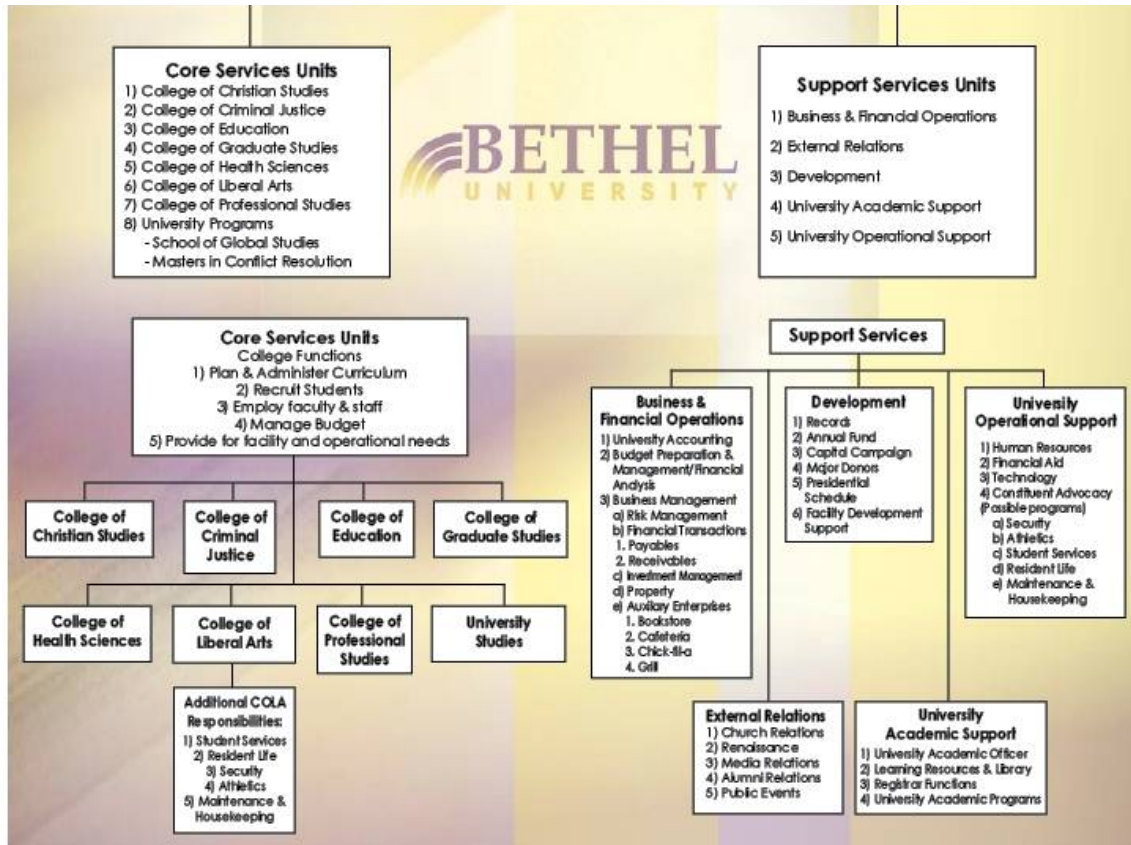
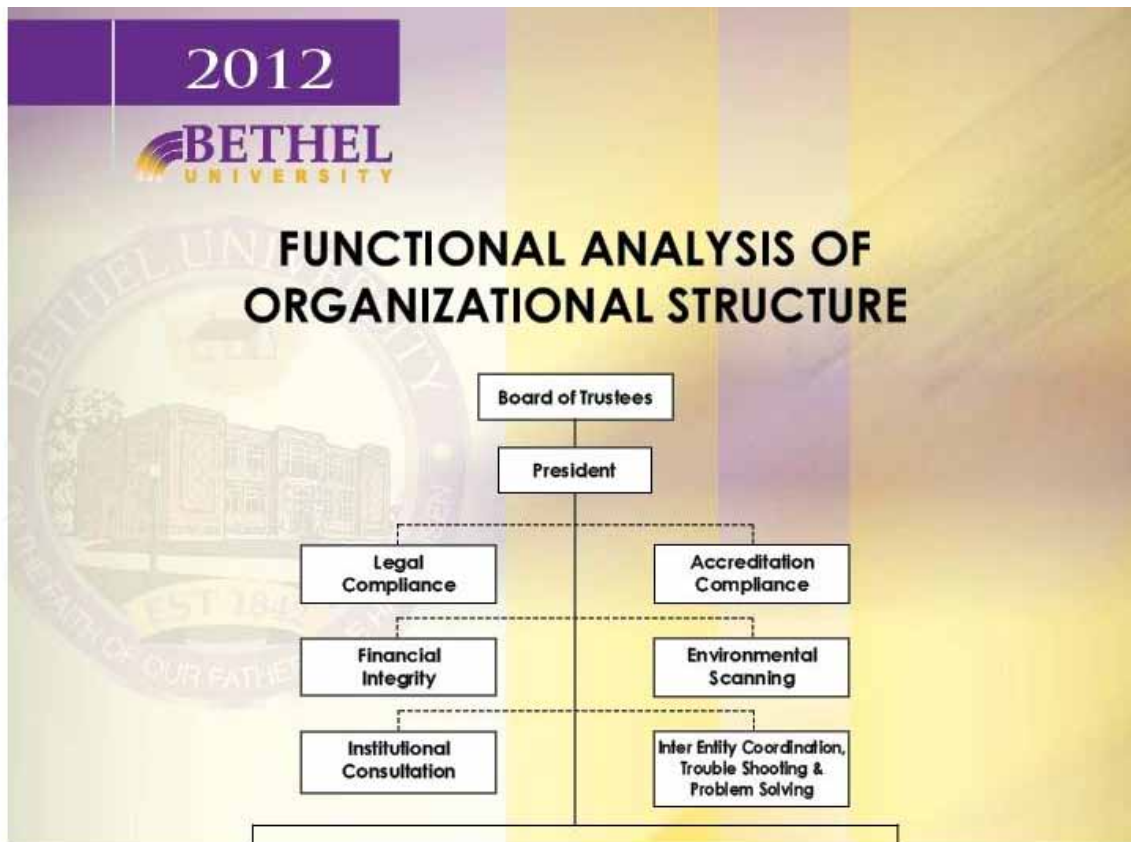
- Maintain the culture and environment of nurturing students and meeting their needs
regardless of location and mode of delivery of educational service
- Maintain an environment of inclusion and tolerance consistent with the Cumberland
Presbyterian tradition

II. ORGANIZING FOR SUCCESS

Bethel University is not

- a static organization
 - a position based organization
 - a bureaucratic modeled organization
- Bethel University utilizes a dynamic model. Form does not exist for itself but for Mission, Vision, and Goal fulfillment.
 - Though Bethel University has some positions, achieving goals trumps privileges, prerogatives and job assignments of positions. Bethel University is a performance based organization.
 - Bethel University continuously battles tendencies of bureaucracy to fossilize, shut down constructive movement and turn in on itself.
- A reason not to accomplish something can always be found. Bethel University's operating Mantra is to act upon the world, not just be acted upon by the world. Our philosophy is "*Make it Happen*".





III. OPERATING SUCCESSFULLY

“The best laid plans...” mean nothing if they won’t work or if they are not made to work. What follows is a glimpse into the life of the core services units; the colleges and schools. Some of these have been in existence for 170 years. Others are in development.

When the Board of Trustees established a vision that called for continued growth, progress and achievement and adopted aggressive goals, your administration immediately picked up the mantle. Our operating primus is quality programs that meet genuine human and societal needs and are approached with Christian insight and zeal call forth the best that all members of the Bethel team have to offer.

Comparison
First six months of Fiscal Year

	2011 January 31	2012 January 31	Change
Students			
College of Liberal Arts	1,149	1,280	11.4%
College of Professional Studies	2,278	3,126	37.2%
College of Education	309	388	25.6%
College of Health Sciences	50	100	100.0%
College of Criminal Justice	295	1,009	242.0%
Univ Studies - Master of Conflict Resolution	22	22	0.0%
Total	4,103	5,925	44.4%
Student Revenue			
College of Liberal Arts	\$11,975,767	\$14,482,159	20.9%
College of Professional Studies	\$ 9,306,022	\$11,517,999	23.8%
College of Education	\$ 1,084,188	\$ 1,268,933	17.0%
College of Health Sciences	\$ 1,093,335	\$ 1,538,485	40.7%
College of Criminal Justice	\$ 680,490	\$ 3,247,012	377.2%
Univ Studies - Master of Conflict Resolution		\$ 102,000	N/A
Total	\$24,139,802	\$32,156,588	33.2%

A. COLLEGE OF LIBERAL ARTS

Established 1842

First six months of last fiscal year compared to first six months of this fiscal year.

	January 31, 2011 Last Year	January 31, 2012 This Year	Change
Number of students	1121	1266	14.5%
Net student generated revenue	\$11,243,495	\$13,568,754	20.7%
Students accepted for admission	168	416	348

Highlights:

Leadership – Dr. Ron Deming

1. Playing in National Tournament: Inline Hockey
2. Won the National Tournament 04/14/12 beating UNLV

3. Mission Trips
4. New Initiatives
 - Gymnasium to host May Graduation
 - Chick-fil-a to open July 19, 2012
 - Apple Computer to open Fall 2012
 - Division of Religion & Philosophy created

B. COLLEGE OF PROFESSIONAL STUDIES - SUCCESS & MBA

Established 2009

First six months of last year compared to first six months of this year.

	January 31, 2011 Last Year	January 31, 2012 This Year	Change
Number of students	2278	3126	84.8%
Net student generated revenue	9,306,022	11,517,999	23.08%

Number in on ground (traditional) format - 1813

Number in online format - 1313

Highlights:

Leadership – Ms. Kelly Kelley, Dr. Dorothy Black

1. Largest Graduate Business School in state of Tennessee
2. New Initiatives
 - Specializations in IT and Health Care

C. COLLEGE OF EDUCATION

Established 2010

First six months of last year compared to first six months of this year.

	January 31, 2011 Last Year	January 31, 2012 This Year	Change
Number of students	309	388	25.6%
Net student generated revenue	1,084,188	1,268,933	17%

Number in on ground (traditional) format – 76

Number in online format – 312

Highlights:

Leadership – Dr. Randy Cromwell

1. Bethel educated teachers held in very high regard
2. New Initiatives
 - Partnership with Roane State Community College
 - National recruiting for online program

D. COLLEGE OF HEALTH SCIENCES

Established 2011

First six months of last year compared to first six months of this year.

	January 31, 2011 Last Year	January 31, 2012 This Year	Change
Number of students	50	100	100%
Student generated revenue	1,093,335	1,538,485	40.7%
Number in on ground format	50	100	100%
Number in online format	0	0	

Highlights

Leadership – Mr. Steve Prosser

1. Nursing to join college – 2012 (fall)
2. New Initiatives
 - Military Medic to PA Initiative (This initiative is serving as a powerful feeder to the SUCCESS and The Criminal Justice Program)
 - RN to BSN online
 - Athletic Training Bachelor's
 - Physical Therapy Assistant (3 year program hybrid on ground and online year round)
 - Masters in Radiology Assistant

E. COLLEGE OF CRIMINAL JUSTICE

Established 2010

First six months of last year compared to first six months of this year.

	January 31, 2011 Last Year	January 31, 2012 This Year	Change
Number of students	295	1009	242%
Student generated revenue	680,490	3,247,012	377%

Highlights:

Leadership – Dr. Ray Farris

1. Largest Criminal Justice Program in the state of Tennessee
2. One of fourteen partner programs recognized by the Federal Bureau of Investigation

F. COLLEGE OF CHRISTIAN STUDIES

Under Construction

Preliminary work is being done to create a College of Christian Studies. Currently we are working to determine what is needed, specific student interests, potential audiences, etc. Once in place, this program will be based upon the original documents of the Christian faith.

As a part of the preparatory work, a Division of Religion and Philosophy has been created within the College of Liberal Arts with the assignment to design a major, shepherd it through the approval process and employ qualified faculty who meet the requirements of the Southern Association of Colleges and Schools for teaching the major (related, terminal, academic degree).

Concurrently, national assistance has been consulted to ascertain most needed subject matter areas, leaders in the field (authors primarily), marketing possibilities to reach potential audiences and potential financial structures to undergird this service unit.

G. UNIVERSITY STUDIES PROGRAMS

Leadership – Dr. Phyllis Campbell

Masters in Conflict Resolution

Established 2009

First six months of last year compared to first six months of this year.

	January 31, 2011 Last Year	January 31, 2012 This Year	Change
Number of Students	22	22	0%
Student generated revenue		102,000	

Highlights:

Leadership – Dr. Randy Phillips

H. SCHOOL OF GLOBAL STUDIES

Established 2010

Highlights:

Leadership – Dr. John Hall

Bethel University's School of Global Studies is now located on the beautiful campus of the Scarritt-Bennet Center in Nashville, Tennessee. Statistics show 80% of college students have the desire to study abroad but only 2% can afford to do so. The School of Global Studies purpose is to take our students overseas to study and to bring students from overseas to Bethel to study. Programs offered are Living History Seminar, Disney Institute Seminar, Foundations in Democracy, Bethel Summer Institute at Walt Disney World and Classical Greece.

THE REPORT OF EVALUATION COMMITTEE

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The following report reflects the observations of the Evaluation Committee as a result of assessing surveys which were received from members of the denominational boards and agencies, former members of the Ministry Council, denominational staff and former staff. In addition we also included relevant information through personal interviews and from respondents of the surveys sent to the church-at-large.

It was discovered that the concept of the new Ministry Council structure can work and has affected some positive changes for the denomination.

One of the positives revealed during the evaluation process is that the Ministry Teams are working together in developing programs and events and positive interaction between teams has increased overall. Team Members and Team Leaders expressed a sense of unity and a cohesiveness of efforts between the various Teams to accomplish common visions, especially in the areas of evangelism, education and communication efforts.

We were also made aware that the first year to year-and-half of the Ministry Council's effort was devoted primarily to resolving legal and administrative issues that arose during the restructuring process, and since this work has been completed, the efforts of the Council have moved toward developing the ministries and programs of the denomination. We understand great effort has been made by the Ministry Council in seeking to secure and manage financial resources, enhance electronic communication and reposition staff.

We found that very few people who responded to our surveys and interviews have a problem with the one-program-board philosophy. We, too, as a committee find this philosophy and structure to be of value, though not especially Presbyterian in its government. The weaknesses we have discovered do not seem to be due to lack of effort or poor structural concept.

However, there are some areas of concern within the current structure that we feel need to be addressed by the General Assembly, specifically: (A) improving communication by all boards and agencies to the church-at-large, (B) strengthening the Ministry Teams as well as the relationship between the Teams and the Ministry Council, (C) revising the nomination process for Council and Ministry Teams, (D) improving employment practices and employee relations, (E) positioning of the Board of Stewardship, (F) orienting new members and clarifying responsibilities of the GA Corporate Board, (G) developing greater accountability structures for the Ministry Council for meeting its goals and responsibilities. These areas of concern are detailed below:

A. IMPROVING COMMUNICATION

The one observation that we made common to all the denominational boards and agencies was the need for better communication with the church-at-large. Not only does communication need to be timely, but all communications need to be disbursed both electronically and in hardcopy to the churches. It is important to remember that many of our members are not technologically equipped. While most do benefit greatly from electronic communication, we must still be considerate and inclusive of those who are unable to access this type of communication. Accessing the denominational website (www.cumberland.org) should be user friendly and attractive. Information should be easily accessible. Hence, we make the following recommendations:

RECOMMENDATION 1: That General Assembly direct all denominational entities to send their communications to the church-at-large both by e-mail and in hardcopy where necessary to the churches and pastors at this time.

RECOMMENDATION 2: We recommend that an Interagency Web Development Committee be formed to review the web presence of the Cumberland Presbyterian Church at least annually and discuss ways to enhance the look, update the content, and explore ways to better integrate the web presence of the Cumberland Presbyterian Church to help ensure a user friendly environment for those visiting the denominational website. The committee should be comprised of representatives from each denominational board and agency, with the Stated Clerk serving as convener.

Also, many in the churches and lower judicatories do not feel their voices are heard at the denominational level and that there needs to be a better system of communicating from the ground up and in choosing representation on the Ministry Council. (This will be addressed in item #3 below.)

B. STRENGTHENING MINISTRY TEAMS AND ITS RELATIONSHIP WITH THE MINISTRY COUNCIL

We have identified a need to re-empower our Ministry Teams so that ministry effectiveness is enhanced and we move forward from the restructuring process and administrative focus of the Ministry Council. We believe there needs to be Team representation at Ministry Council Meetings or serving on the Ministry Council. This would not only improve communication and understanding, but would help unify efforts of the Teams with the vision and efforts of the Ministry Council as a whole. These meetings would ideally include the Team Leaders (staff) as well. Therefore, we make the following recommendations:

RECOMMENDATION 3: We recommend that the Ministry Council be instructed to assign four of its current Council Members to serve on each of the Ministry Teams, except for the Communication Team, which will have three members. To do so, would require no change to the General Assembly Charter.

RECOMMENDATION 4: We recommend that all future Council Members be nominated by the GA Nominating Committee from nominees endorsed by each presbytery. Those elected will serve along with the following advisory members: 3 Youth Advisory Members (also nominated by the GA Nominating committee), the GA Moderator, Past GA Moderator and Stated Clerk.

RECOMMENDATION 5: We recommend that the Executive Committee should be comprised of one Council member from each of the Ministry Teams, one of which would be the Council Chair and that The Executive Committee members be allowed to serve no more than three consecutive years on the Executive Committee and may not return to the Executive Committee until one year has passed.

C. REVISING NOMINATION PROCESS

The nomination process for Ministry Council members needs to be revised, finding that many who have served are without the understanding, knowledge or time to invest as needed in the work of these entities. We also feel that some of those who are selected are not in direct communication with their own presbyteries and have no real knowledge of the perspectives and needs of those presbyteries within their Synods. In addition, recognizing the importance of the Ministry Team as advisors to the Ministry Council, we feel that Ministry Team members should also be selected from those who are qualified from throughout the many presbyteries. Toward rectifying these issues we make the following recommendations:

RECOMMENDATION 6: We recommend that presbyteries select and endorse nominees for the Council to the GA Nominating Committee to fill seats as they open on the Ministry Council. The presbytery's endorsement would be required for a nominee to be seated on the Council and should include a form whereby the presbytery provides information about the nominee's qualifications to serve at the Ministry Council Level.

RECOMMENDATION 7: We recommend that the Ministry Council submit a plan to General Assembly for the selection of members on each ministry team, the terms of service for the members of the ministry teams, and the duties of the various ministry teams.

RECOMMENDATION 8: We recommend that the endorsement by a presbytery would be required for a nominee to be elected to serve on a Ministry Team, and the endorsement should include a form whereby the presbytery provides information about the nominee's qualifications to serve on a ministry team.

D. IMPROVING EMPLOYMENT PRACTICES AND EMPLOYEE RELATIONS

We believe that one of the issues to be addressed by the Ministry Council is the lack of consistency in who is actually involved in the interviewing and hiring process. Many Team Members and/or Team Chairs felt that they were excluded from the hiring and/or interviewing process for staff relating to their specific teams. Therefore, we recommend the following:

RECOMMENDATION 9: We recommend that a standard hiring procedure be developed by the Ministry Council and that every applicant be acknowledged or responded to, whether or not they are to be interviewed.

One of the primary concerns that came forth in surveying denominational staff is the fact that many staff members have not been motivated under the new structure, specifically with regard to the pay scale and work demands under the new structure. Cuts in staff, frozen pay scales and the like have left many feeling frustrated, insecure and/or unappreciated. While we understand the necessity for realigning budgets and for being good stewards of funds of the denomination, we believe this issue needs to be addressed and corrected in order that we maintain employee morale and thereby, ministry momentum.

RECOMMENDATION 10: We recommend that specific focus be made by the Ministry Council to develop at least a cost-of-living raise for employees by the end of 2012, to evaluate loss of benefits in light of the big picture of ministry, rather than strictly from a budgetary perspective and that effort and study be made to reallocate funding as needed to foster the basic well-being of employees.

Few staff members feel the Ministry Council is truly in touch with their workloads, needs and responsibilities as employees. This has left some employees overworked and without the ability to be as effective in their ministries as they would like. While the current setup may seem efficient in the short term, we believe in the long term such practices will lead to burn-out and turnover of staff if not corrected. Also, there still seems to be some confusion over the chain of command and who has accessibility to the Executive Director. This too, needs to be clarified.

RECOMMENDATION 11: We recommend the Executive Director be assisted by the Ministry Council in becoming more proactive in building good rapport with each staff member and in providing regular scheduled meetings with staff and that these meetings include at least one member of the Ministry Council and one Executive Committee member.

In addition, the Director of Ministries of the Ministry Council has a reputation for maintaining a strictly corporate model in dealing with staff whereby efficiency and the bottom dollar are paramount. This has resulted in the loss of a ministry and relational environment in the offices and a lack of cohesiveness between staff, Ministry Teams and the Ministry Council.

These feelings were echoed in consulting with some of our former staff members where we found that most respondents felt their Boards and/or Teams were well organized and productive even after the restructuring. Generally, they also felt the work environment was cohesive and supportive among peers, but not so in connection with the Ministry Council and Director of Ministries. Many former staff members indicated a feeling of being unappreciated and not heard and therefore they became discouraged with the effectiveness of the current structure and resigned.

There has apparently been a “disconnect” between some, if not most, of the Ministry Council Staff and the Ministry Council, and specifically with the Director of Ministries of the Ministry Council. In light of all information received by this Evaluation Committee as it relates to employee relations and the corporate model exhibited by the Director of Ministries, we recommend the following:

RECOMMENDATION 12: We recommend that that the Director of Ministries be more responsible and open in sharing the minutes and actions of the Executive Committee with the Ministry Council and in turn with the Teams and Team Leaders.

RECOMMENDATION 13: We recommend that the Director of Ministries be instructed to become more visible among the presbyteries on an ongoing and consistent basis so as to hear and understand the concerns of the church and incorporate those into the decisions made and ministry done by the Ministry Council Staff and Ministry Teams.

RECOMMENDATION 14: We recommend that the Ministry Council develop a plan for creating a better relationship between the Director of Ministries and the Ministry Council Staff.

E. POSITIONING OF THE BOARD OF STEWARDSHIP

While there has been some consideration for positioning this Board under the Ministry Council, we observed a need for the Board to remain a separate entity in order for it to fulfill the financial responsibilities it has been assigned based on the legalities originally outlined in the restructuring plan, which state:

“That the money-management and benefits-coordination responsibilities of the Board of Stewardship, Foundation and Benefits remain with said Board as it continues to operate as a subsidiary corporation of the Cumberland Presbyterian Church General Assembly Corporation and that all remaining programming responsibilities of the Board of Stewardship, Foundation and Benefits be assigned to the Ministry Council.” (Approved Recommendation 2 of the Report of the Judiciary Committee of the Called Meeting of General Assembly in 2007.)

From its inception, the Ministry Council was given the responsibilities for Stewardship and Our United Outreach (OUO) education, reporting, promotion, including OUO allocations.

An enabling action taken at the called meeting of the General Assembly in 2007, assigned all programming responsibilities of the Board of Stewardship to the Ministry Council. This action by General Assembly resulted in transferring of a staff position (Coordinator of Stewardship) and funding (\$113,000) from the Board of Stewardship, Foundation and Benefits to the Ministry Council.

The General Assembly in 2009 approved a recommendation from the Ministry Council, requesting the formation of an OUO committee with the primary purpose of OUO allocations, a responsibility initially assigned to the Ministry Council.

Staff reductions by the Ministry Council along with changes in job portfolios for Ministry Council Staff have resulted in the elimination of the Stewardship staff position. With the creation of the OUO Committee, there also appears to be some lack of clarity by the Ministry Council as to its continued role and responsibilities for Stewardship Emphasis and Our United Outreach.

With a strong OUO committee now in place and a growing need for staffing to help implement the work of the committee, we believe that the responsibilities for Stewardship and in particular, OUO education, promotion would be strengthened if coordinated through work done by the OUO Committee.

RECOMMENDATION 15: We recommend that programming responsibilities for Stewardship and OUO education and promotion be transferred from the Ministry Council to the Our United Outreach Committee.

RECOMMENDATION 16: We recommend that funds previously allocated by the General Assembly in 2007 to the Ministry Council for the purpose of funding a staff position be transferred from the Ministry Council to the Our United Outreach Committee.

It is believed by those surveyed that this team works well together and supports each other in the pursuit of their tasks. The only negative observation is that this Board does not get its reports out soon enough and is therefore, encouraged to provide reports in a timelier manner.

F. ORIENTING NEW MEMBERS AND CLARIFYING RESPONSIBILITIES OF THE GENERAL ASSEMBLY CORPORATE BOARD

We identified a need for stronger orientation for new board members as well as a need to clarify the responsibilities of the Board and its members in dealing with all property issues of the denomination. Current methods, or lack thereof, have resulted in newer Board members feeling ill-equipped for the tasks at hand.

RECOMMENDATION 17: We recommend that the Stated Clerk develop a process for the orientation of new members elected to the General Assembly Corporate Board.

In reviewing the bylaws and charters of each of the agencies that were a part of this evaluation process, we found that the functions and responsibilities for the Center Interagency Team (currently a standing committee of the Ministry Council) seem to align and relate more fully with the duties and purpose of the Corporate Board rather than the programmatic functions of the Ministry Council.

RECOMMENDATION 18: We recommend the Center Interagency Team be a standing committee of the Corporate Board, consisting of the following voting members: the Director of Ministries of the Ministry Council, Stated Clerk, Executives of the Board of Stewardship and Historical Foundation with Stated Clerk presiding and reporting to the Corporate Board.

G. DEVELOPING GREATER ACCOUNTABILITY STRUCTURES FOR THE MINISTRY COUNCIL IN MEETING ITS GOALS AND RESPONSIBILITIES

Specific goals were set forth by General Assembly's Organizational Task Force and through actions of the General Assembly for the Ministry Council as noted below.

- *The Organizational Task Force identified the need for implementation of a "service model" as the working style of the denominational boards and agencies. This servant-leadership model would indicate that the governing boards and agencies are to seek and utilize input from the "grassroots" level up, rather than using a top-down approach in determining the direction of our ministries. (2007 Minutes of the General Assembly, pp.244-249)*

We cite the following sections of the Organization Task Force Report from the 2007 General Assembly Minutes as specific "service model" goals of the Ministry Council:

- *"...to identify ways and means for improved cooperation among the boards and agencies...to identify ways and means for more effective relationships between Center staff and their primary constituents, presbyteries and congregations." (Section IV, p.244)*

- *To improve the communication of key activities between agency executives from the Center and grass roots and to become more responsive to the needs of the presbyteries and churches. (paraphrased from Section V , p. 245)*

- *"Create Advisory Committees for the different Service and Programming Ministries and provide input from the grassroots regarding the programs services and materials." (Section VI. E., p. 246)*

- *That "...ministries [of the programming ministries] would collect what the different presbyteries are doing in their respective area, catalogue it, and develop the systems and processes for presbyteries and churches to access it...a key role for the programming ministries is pulling that material together so others can access that material. In this way, the programming ministries would serve a stronger 'resource' role." (Section XIII, p.248)*

- *"That there be established a survey process to gauge how well our agencies and employees are serving the needs of the presbyteries and churches. This can be done simply and economically using web-based packages like Survey Monkey. This process should be done deliberately and frequently enough to allow for needed mid-course corrections." (Section X, Recommendation 15, p. 249)*

Also, from the Report of the Organizational Task Force, we cite the following as additional procedural and developmental goals outlined in the 2007 Minutes of the meeting of General Assembly:

- *"That the new leadership team participate in a leadership team development process. Elements of this process include: establishing operating norms, decision-making process, and leadership behaviors required for a high performing team; routinely evaluate how well it is operating against its norms and behaviors; dimensions and focal areas derived from the evaluation process described in Recommendation 15." (Section X, Recommendation 13, P.249)*

- *"That all responsibilities...assigned to the General Assembly Council shall be assigned to the governing board of the Cumberland Presbyterian Church." (Section XIII, Recommendation 21, p. 251)*

- *"That the Governing Board and the Director of Ministries and Services continue or enhance the long-standing relationships between the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America." (Section XIII, Recommendation 22, p. 251)*

From the Report of the Committee on Organizational Task Force in the 2007 General Assembly

Minutes we note the following evaluation practices and updates as goals according to approved recommendations and actions of the General Assembly and for which the Ministry Council is therefore accountable:

- *“That the Chief Ministry Officer and the Ministry Council shall jointly evaluate each staff position and establish a level of pay based on responsibility, contribution, and length of service for all permanent employees. It will take a majority vote of the Ministry Council to terminate any current employee. All future employees will serve at the discretion of the Chief Ministry Officer in consultation with the Ministry Council.*
- *“That the denomination’s priority goals be reviewed by the Ministry Council. This review should: Test to see if they are still relevant and the key priorities; Flesh out each goal with clearer targets, action and time line; Focus on and emphasize how to maintain ‘Cumberland identity,’ the strong sense of Community.” (Section VI, Recommendation 21, p. 412)*
- *“That there be established a standardized system for the evaluation of the leadership of ministry and service functions. Elements of this process include: specifying dimensions directly related to priority goals and ministerial expectations; making the evaluation required and done on a frequent basis (annually at a minimum; removing personal relationships from the process.” (Section VI, Recommendation 24, p. 412)*
- *“That recommendation 15 of the Report of the OTF, ‘That there be established a survey process to gauge how well our agencies and employees are serving the needs of the presbyteries and churches. This can be done simply and economically using web-based packages like Survey Monkey. This process should be done deliberately and frequently enough to allow for needed mid-course corrections,’ be adopted.” (Section VI, Recommendation 25, p. 413)*
- *“That there be established a mentoring/assimilation/development process for external clergy entering the denomination. This would be stewarded by the Commission on the Ministry. The Commission on the Ministry would develop the basic framework in collaboration with presbyterial and Cross-cultural resources. Thereafter, each presbytery would manage the process based on its need. The Commission on the Ministry would collect resource materials from different presbyteries and make them available to other presbyteries.” (Section VI, Recommendation 27, p. 413)*
- *“That the Ministry Council hire a person to be in charge of technological systems, and that the existing computer network be updated. Technical implementation will be stewarded by the person hired to be in charge of technological systems.” (Section VII, Recommendation 29, p. 413)*
- *“That the financial accounting system be upgraded. This upgrade would be stewarded by the Team Leader of the Board of Stewardship, Foundation and Benefits in consultation with technology systems staff person.” (Section VII, Recommendation 31, p. 413)*
- *“That the existing database be updated and that this process be shepherded by the General Assembly Office in consultation with the technology systems staff person.” (Section VII, Recommendation 33, p. 414)*
- *“That the technology systems staff person identify common hardware platforms and software packages to facilitate communications and information exchange among all churches” (Section VII, Recommendation 35, p. 414)*
- *“That all responsibilities currently assigned to the General Assembly council shall be assigned to the Ministry Council of the Cumberland Presbyterian Church.” (Section VIII, Recommendation 37, p. 414)*
- *“That the Ministry Council and the Chief Ministry Officer continue to enhance our long-standing ecumenical relationships, especially those between the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America.” (Section VIII, Recommendation 39, p.414)*
- *“That the Ministry Council will develop a procedure in conjunction with the representatives*

of the institutional boards, for making recommendations of OOU allocations to the General Assembly, and report back to the 178th General Assembly, so as to continue funding to the Church's Institutions. (Cumberland Presbyterian Children's Home, Bethel College, Memphis Theological Seminary, and the Historical Foundation)" (Section VIII, Recommendation 42, p. 414)

- *"That the 177th General Assembly adopt a no nepotism policy in regards to future hiring practices. Nepotism is defined as 'nuclear family members of existing denominational employees.' This policy can be overridden by three-fourths vote of the Ministry Council, and no current staff will be terminated for this reason." (Section X, Recommendation 45, p. 415)*

- *"That the current levels of deployment of denominational staff, commonly referred to as decentralization, be allowed to continue under the direction of the Ministry Council." (Section X, Recommendation 46, p. 415)*

- *"That General Regulation B.8. be changed to read as follows: 'Presbytery moderators and stated clerks shall be asked to assist in the securing of names and data concerning persons who may be qualified to serve on the Ministry Council, the Advisory Committees of our boards and Agencies, and the governing boards of our institutions. The number of names shall not be less than one for every thousand active members, or a fraction thereof, in a Presbytery. This file shall be available to the General Assembly for its use.'" (Section XI, Recommendation 49, p. 415)*

As it relates to our being and becoming a Global church we cite the following as globalization goals and responsibilities of the Ministry Council:

- *"That Recommendation 1 [found on page 83 of the 2008 Minutes of General Assembly] of Report Two of the Board of Christian Education, 'that this report [detailing retreat insights, discoveries, frustrations and vision arising from global ministry retreat] be referred to the General Assembly Ministry Council and that the Council develop strategies for expanding and enhancing the church's ministry to and with congregations and presbyteries, especially those outside of the USA and those presbyteries within the USA who have members outside the USA' be adopted" (Section VII, Recommendation 18, 2008 General Assembly Minutes p. 385)*

- *... Makeup of the Ministry Council should reflect that we are a Global Church. (from Recommendation 6 of the Report of the Ministry Council, 2009 General Assembly Minutes, pg. 362)*

We believe some progress is being made toward reaching these goals and that those may be more fully attained by implementing the recommendations outlined in this report. We also believe that with an increased level of accountability for the Ministry Council, their work and ministry will continue to improve and move forward for the benefit of the denomination and the Kingdom of God. For that purpose we make the following recommendations:

RECOMMENDATION 19: We recommend that the Ministry Council report quarterly to the Stated Clerk revealing the progress of the Ministry Council and the Director of Ministries toward accomplishing the approved recommendations and conveying what is being enacted in building the Kingdom of God as Cumberland Presbyterians.

RECOMMENDATION 20: In view of the fact that this entire evaluation process was done for a little over \$6,000 (includes expenses for Evaluation Committee travel expenses to committee meetings and sending a committee representative to General Assembly 2012) and that this process may easily be repeated, we recommend that the Ministry Council, the Board of Stewardship and the GA Corporate Board be evaluated for effectiveness and functionality every three years by a GA appointed Evaluation Committee under the same guidelines as those appointed for this year's evaluation, and that these evaluations include Memphis Theological Seminary and the Historical Foundation.

RECOMMENDATION 21: We recommend that upon receipt and adoption of this report by the General Assembly that this Evaluation Committee of 2011 be dissolved.

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**THE REPORT OF THE
JOINT COMMITTEE ON THE COVENANT RELATIONSHIP
BETWEEN THE
GENERAL ASSEMBLY CORPORATION
AND
BETHEL UNIVERSITY**

The 181st General Assembly named a committee consisting of Dewana Latimer, Chris Fleming, Steve Delashmit, Bobby Garrett, and Pat Huff to work with an additional five persons named by Bethel University for a review of the covenant relationship between Bethel University and the General Assembly Corporation of the Cumberland Presbyterian Church. The joint committee met on the Bethel University Campus in November and submits the following report.

The committee discussed how the Covenant has made for a stronger and closer bond between the university and church. The committee observed that the university has flourished under this covenant relationship. The Committee members noted that Bethel University is, in fact, fulfilling its mission as stated in its Mission Statement. Dr. Robert Prosser, President of Bethel University, and the University Trustees in attendance demonstrated that Bethel is and affirmed that Bethel will always remain a Cumberland Presbyterian university and that they desire that the General Assembly Corporation join in that effort. They also affirmed that Bethel will continue to report to the General Assembly Corporation. Great appreciation for the support of the church, its congregations, and members was expressed and the university's support of the Cumberland Presbyterian students was detailed.

The Committee made primarily editorial changes to the current covenant relationship document. The document updates the history of Bethel. Additionally, the committee adopted the definition of a covenant relationship as found in the Cumberland Presbyterian Children's Home covenant relationship document with the General Assembly Corporation.

RECOMMENDATION 1: The Joint Committee on the Covenant Relationship recommends the adoption of the following document:

THE COVENANT BETWEEN BETHEL UNIVERSITY AND
CUMBERLAND PRESBYTERIAN CHURCH

**I. HISTORICAL RELATIONSHIP BETWEEN BETHEL UNIVERSITY
AND THE CUMBERLAND PRESBYTERIAN CHURCH**

Bethel University was established in McMoresville, Tennessee in 1842 as a Cumberland Presbyterian School, under the auspices of the Synod of West Tennessee. The initial purpose was the education and training of ministers, but the school was open to anyone who wanted an education in a moral and religious environment. The school was chartered under the laws of the State of Tennessee in 1847. Bethel College came into being in 1850 under a new state charter granting the college all the rights and privileges of a full collegiate institution.

The Civil War brought hard times to Bethel College and McMoresville. The area was equally divided between Union and Confederate forces and the college was occasionally occupied by each army. The structures and equipment were damaged, but the greater loss was the student body who served on both sides of the conflict. Bethel College was re-organized at McMoresville after the Civil War and in 1872 it was relocated to McKenzie, Tennessee, to take advantage of the crossroads between North Carolina and St. Louis and the L & N Railways. J.M. McKenzie deeded the land for Bethel to the Board of Trustees on February 2, 1872.

The Synod of West Tennessee ceded Bethel College to the General Assembly of the Cumberland Presbyterian Church in 1919. McKenzie, Tennessee was voted as the permanent location for the college at the General Assembly of 1922 in Greenville, Tennessee.

Bethel College was thoroughly re-organized and standardized in 1923. Bethel College became a four-year liberal arts college, chartered by the State of Tennessee and accredited by the Commission on

Colleges of Southern Association of Colleges and Schools. In light of Bethel's growth, complexity and impact, the Board of Trustees recognized the need for Bethel College to become Bethel University which occurred in 2009. The University is chartered by the State of Tennessee and accredited by the Commission on Colleges of Southern Association of Colleges and Schools.

II. NATURE AND PURPOSE OF THE COVENANT RELATIONSHIP

The relationship that exists between Bethel University and the Cumberland Presbyterian Church 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.

This covenant relationship does not preclude the university from forming other covenant relationships with other Church bodies.

III. THE ONGOING MISSION OF EACH COVENANT PARTY

A. THE MISSION OF BETHEL UNIVERSITY

Bethel's mission is to create opportunities for members of the learning community to develop to their highest potential as whole persons – intellectually, spiritually, socially and physically – in a Christian environment.

B. THE MISSION OF THE GENERAL ASSEMBLY CORPORATION

Vision of Ministry of the Cumberland Presbyterian Church

Biblically based and Christ-centered

Born out of 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.

IV. THE CORPORATE INTEGRITY OF EACH COVENANT PARTY

A. Bethel University and the Cumberland Presbyterian Church are separate, legally independent and individually responsible entities.

B. Bethel University will be governed by a self-perpetuating Board of Trustees, with no less than a majority of its total membership as active members of the Cumberland Presbyterian Church.

C. All trustees of the university will be elected by the Board of Trustees of Bethel University and reported to the General Assembly Corporation.

D. Neither the General Assembly Corporation nor any of the General Assembly's councils, boards, agents, officers, or employees shall be liable for any of the debts of Bethel University. In similar fashion, Bethel University is not liable for any of the debts of the Cumberland Presbyterian Church or its agencies, nor does it have a claim on any of the assets of the Cumberland Presbyterian Church or its agencies.

V. COMMITMENT OF EACH PARTY TO THE COVENANT

Both Bethel University and the General Assembly Corporation will demonstrate mutual concern and support for one another. The primary expression of mutual concern and support will involve relationships between the two parties that provide services for each other.

A. THE COMMITMENTS OF BETHEL UNIVERSITY

Bethel University will be a resource to the Cumberland Presbyterian Church and its constituencies for educational purposes related to the Church's mission.

Bethel University 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 sources. Any major capital campaign initiated by Bethel University which targets primarily presbyteries, synods, and congregations of the Cumberland Presbyterian Church will be scheduled by mutual consent of Bethel University and the General Assembly Corporation through the Office of the Stated Clerk.

B. THE COMMITMENTS OF THE GENERAL ASSEMBLY CORPORATION

The General Assembly Corporation will provide financial support for the university by regular benevolent giving in accordance with an objective funding formula developed by the General Assembly Corporation.

The General Assembly Corporation will encourage support of Bethel University by synods, presbyteries, sessions and individual Cumberland Presbyterians through planned giving programs.

The General Assembly Corporation pledges programmatic support to the university by encouraging use of personnel and facilities of the university for denominational events, emphasizing the opportunities afforded by church-related higher education in its youth ministry programs, and providing the specialized services of the denominational Board of Stewardship, Foundation and Benefits.

VI. REVIEW AND REAFFIRMATION OF THE COVENANTAL RELATIONSHIP

There will be a review, and if necessary, revision of the covenant relationship every five years. The General Assembly Corporation and the Board of Trustees of Bethel University will see that such a review is accomplished through appropriate committees. These committees will be appointed by the respective entities.

The review process will be initiated by the administration of the university and the review/reaffirmation process shall consist of an in-depth review of all aspects of the university. The review process will be designed by the administration of the university and a review committee elected by the General Assembly Corporation. The review shall include consideration of changes and/or amendments to the Covenant relationship, as well as any suggestions to the university and the General Assembly resulting from the review. The administration of the university and the General Assembly Corporation committee shall produce a joint written report of the review process to be signed by the General Assembly Corporation Committee and the President of the university and submitted to both the Board of Trustees and the General Assembly Corporation.

Responsibility for approval of any change in the covenant resides with the Board of Trustees of Bethel University and the General Assembly Corporation. This agreement may be modified or altered prior to the reaffirmation process only with the consent of both parties.

VII. COMMUNICATION BETWEEN COVENANT PARTNERS

Bethel University and the Church will communicate concerning the affairs of the university and the strength of the relationship at least every five years during the reaffirmation and renewal of the covenant. However, Bethel University is encouraged to submit information-only reports through the Stated Clerk to any meeting of the General Assembly Corporation.

VIII. APPROVAL OF THE COVENANT

This document establishes and contains the terms of the covenant relationship between the Cumberland Presbyterian Church and Bethel University. By formal action, the Board of Trustees of Bethel University and the General Assembly Corporation adopt this Covenant and pledge themselves to carry out its provisions.

Approved by the Board of Trustees
Bethel University

President, Bethel University
Board of Trustees

President, Bethel University

Approved by the 182nd General Assembly
of the Cumberland Presbyterian

General Assembly Stated Clerk

Date

Respectfully Submitted,
The Bethel University Covenant Review Committee

GENERAL ASSEMBLY AGENCIES

S/E

I. OFFICE OF THE GENERAL ASSEMBLY

A. GENERAL ASSEMBLY OFFICE	Revised 2012	Proposed 2013
INCOME		
Our United Outreach	\$202,841	\$204,201
Endowments/Interest	13,000	13,000
Interest on Cash Funds Management	2,000	2,000
Sales of yearbook/digest	2,000	2,000
Our United Outreach Committee	7,000	7,000
TOTAL INCOME	<u>\$226,841</u>	<u>\$228,201</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	\$ 7,563
Preliminary Minutes	8,500	5,000
GA Minutes/Mailing	1,000	500
Yearbook/Mailing	9,000	2,500
Travel/Moderator	7,200	7,200
Travel/Stated Clerk & Staff	7,200	7,200
Sub-Total	<u>\$ 36,900</u>	<u>\$ 29,963</u>
OFFICE		
Computer Supplies	\$ 1,000	\$ 2,000
Equipment/Supplies	2,500	2,500
Postage	8,000	2,000
Sub-Total	<u>\$ 11,500</u>	<u>\$ 6,500</u>
PERSONNEL		
Salaries/Housing	\$135,938	\$135,938
FICA (Asst to Stated Clerk)	4,160	4,200
Retirement	5,947	6,800
Health Insurance	32,000	27,000
Disability Insurance/Worker's Compensation	1,000	800
Sub-Total	<u>\$179,045</u>	<u>\$174,738</u>
STATED CLERK'S CONFERENCE/BOARD EXPENSE/ COMMITTEE EXPENSE		
Legal Fees / Clerk's Conference	\$ 1,000	\$ 1,500
Corporate Board Expense	2,500	2,000
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>\$228,201</u>
From Reserves	\$- 24,804	\$ 0
B. GENERAL ASSEMBLY COMMISSIONS AND COMMITTEES		
INCOME		
Contingency	\$ 2,383	\$ 2,425
Nominating Committee	2,612	2,629
Commission on Chaplains	8,874	8,934
Judiciary Committee	8,367	8,423
Theology and Social Concerns Committee	3,119	3,140
TOTAL INCOME	<u>\$ 25,355</u>	<u>\$ 25,551</u>

	Revised 2012	Proposed 2013
EXPENSE		
Contingency	\$ 2,383	\$ 2,425
Nominating Committee	2,612	2,629
Commission on Chaplains	8,874	8,934
Judiciary Committee	8,367	8,423
Theology and Social Concerns Committee	3,119	3,140
TOTAL EXPENSE	<u>\$25,355</u>	<u>\$ 25,551</u>

II. MINISTRY COUNCIL

INCOME		
Our United Outreach	\$1,267,754	\$1,267,253
Endowment Earnings	458,655	457,455
Interest Earnings	67,444	112,300
CP Magazine subscriptions	58,200	50,000
Sales (Planning Calendar)	11,050	8,000
Sales (QME - Quarterly Missions Emphasis)	6,000	0
In lieu of Our United Outreach	1,600	6,720
Clergy Crisis Fund	0	1,200
Contributions	11,600	7,300
Sales (resources, advertising)/Fees		
Encounter	0	110,000
Faith Out Loud	0	3,000
Ministry Council Cards	0	928
Curriculum Resources	125,000	125,000
Publications/Stock for Resale	0	58,000
CP Resources Shipping	0	22,500
Publications/Other	<u>37,500</u>	<u>0</u>
TOTAL Sales/Fees	\$162,500	\$ 194,428
Gifts/Donations	112,500	0
Fund Development	0	170,000
Program Events		
CP Youth Conference Fees	45,000	45,000
Youth Evangelism Conference Fees	24,000	0
The Event	0	1,100
Forum Fees	0	3,000
Minister's Conference Fees	8,000	7,200
Women's Conference Fees	<u>18,000</u>	<u>12,000</u>
TOTAL Program Events	\$ 95,000	\$ 68,300
Grants	0	0
Reserves-transferred	<u>51,000</u>	<u>155,000</u>
TOTAL INCOME	<u>\$2,303,303</u>	<u>\$2,506,956</u>
EXPENSE		
Salaries/Benefits		
Salaries	\$ 768,651	\$ 853,634
Retirement	45,511	41,664
FICA	34,353	41,393
Housing Allowance	140,315	128,316
Health Insurance	214,378	201,620
Disability Insurance	4,747	6,462
Staff Resources/Continuing. Ed.	<u>6,900</u>	<u>9,760</u>

	Revised 2012	Proposed 2013
TOTAL Salaries/Benefits	\$1,214,855	\$1,282,849
Publications/Curriculum		
Missionary Messenger - Printing	36,000	45,000
Missionary Messenger - Postage	30,000	30,000
Missionary Messenger - Mailing Service	36,600	9,000
Education - various	0	6,450
OUO Education	0	1,000
Web Dev./Maintenance	4,800	7,000
Electronic Publications	7,200	6,000
Forum Notes	0	750
Bridges	2,000	0
These Days	200	200
Planning Calendar	7,850	8,000
Resource Packets	6,800	4,800
Encounter	0	42,750
Faith Out Loud	0	6,000
CP Magazine Publications	42,000	42,000
Curriculum Resources	38,000	38,000
Publications/Stock for Resale	22,500	30,500
CP Resources Shipping	0	19,500
Subscriptions & Memberships	1,650	1,350
Photography	0	1,000
Magazine Mailing	<u>10,200</u>	<u>11,000</u>
TOTAL Publications/Curriculum	\$241,000	\$ 272,300
Ministries		
Partnerships		
Church Development Subsidies	275,500	300,000
Church Paper Sunday	500	250
Colombia South America Missionary Council	120	120
Missionaries Office	1,500	1,500
China Field Budget	9,600	5,200
Choctaw Field Budget	60,000	60,000
Choctaw Ministerial Scholarships	3,000	3,500
Missionary Support	0	35,000
Missionary Support: Short Term	3,000	3,000
International Representative Subsidies	5,000	6,000
Volunteers in Action	600	600
General Consultants	22,000	0
Presbytery Partnerships	<u>4,600</u>	<u>2,200</u>
TOTAL Partnerships	\$385,420	\$ 417,370
Ecumenical Partnerships		
Church Women United	1,300	1,300
National Farm Worker	2,200	2,200
Project Vida	8,500	8,500
Coalition-Appalachian Ministries	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
Ecumenical Youth Ministry Staff Team	0	500
CPCA Partnerships	<u>0</u>	<u>950</u>
TOTAL Ecumenical Partnerships	\$73,600	\$ 75,050

	Revised 2012	Proposed 2013
Program Events		
CPWM Convention	12,000	12,000
New Church Development/Cross-Culture Pastor's Retreat	5,000	5,000
CPWM Leadership Development	1,714	2,500
Birthplace Shrine Chaplaincy	6,000	4,800
Rural Church Development	5,000	5,000
New Program Initiatives: Young Adult Ministry	0	8,100
New Program Initiatives: Support Ministries	0	3,000
New Program Initiatives: CC Comm Internships	0	12,480
New Program Initiatives	0	6,200
The Forum	0	4,000
General Assembly	1,500	1,500
General Assembly Meals	500	500
Presbytery Meeting Visits material	0	1,800
The Event	0	1,100
CP Youth Conference	50,000	50,100
Young Adult Ministry	4,000	4,650
Youth Ministry Planning Council	2,500	3,000
Faith in 3D	5,000	5,000
Youth Evangelism Conference	30,000	3,000
Youth Triennium	500	1,100
Ministers Retreat	0	1,800
Ministers' Conference	8,000	7,200
Ministers' Awards & Encouragement	2,400	1,200
Clergy Crisis Support	0	6,000
Prep 1:8	0	6,500
Ministry Council/Team Recognition	1,300	1,000
Conference/Event	1,000	15,500
New Program Initiatives: Children's Ministry	7,000	0
New Program Initiatives: Online youth Curriculum	6,000	0
New Program Initiatives: Missionary Leadership Development	6,500	0
New Program Initiatives: Clergy Crisis Fund	6,500	0
Leadership Development Conference	3,000	0
Miniversities	500	0
Stewardship Ed	4,500	0
TOTAL Program Events	<u>\$169,914</u>	<u>\$174,030</u>
TOTAL MINISTRIES	\$628,934	\$666,450
Contracted Services		
General Consultants	0	25,000
Temporary Help	0	28,000
TOTAL Contracted Services	<u>\$ 0</u>	<u>\$ 53,000</u>
Office Expense		
Computer Equipment	2,400	6,100
Office Equipment Maintenance	0	500
Office Supplies	23,203	11,880
Computer Software	2,100	4,620
Postage	18,740	14,700
Phone	8,000	7,300
Employee Recognition	3,454	4,140
Employee Events	1,300	500
Organizational Expense	100	0
TOTAL Office Expense	<u>\$ 64,097</u>	<u>\$ 49,740</u>

	Revised 2012	Proposed 2013
Other Expenses		
MC/Elected Team Expenses	0	1,630
CPWM Executive Expenses	0	3,000
Staff Travel	83,324	92,800
Team Travel	25,765	49,432
Vehicle Insurance & Maintenance	8,000	0
Vehicle Insurance & Maintenance - Dodge	0	3,000
Vehicle Insurance & Maintenance - Ford	0	3,000
Annual Credit Card Fees	0	842
Credit Card Acceptance Fees	0	3,100
Government Fees (Annual Reports)	0	40
Fund Development Travel & Materials	15,000	15,450
Ministry Council Cards	0	628
Planning Team Expenses	15,475	0
TOTAL Other Expense	\$147,564	\$ 147,564
TOTAL EXPENSES	<u>\$2,296,450</u>	<u>\$2,497,261</u>
Surplus/(Deficit)	(\$ 6,853)	\$ 9,695

III. BOARD OF STEWARDSHIP

INCOME

Our United Outreach	\$145,000	\$ 145,493
Endowments	60,000	63,000
ILP Contributions	2,500	25,000
Management Fees	48,000	48,000
Management Fees - Acct. Coord.	2,000	2,000
Endowment Earnings - Distributed	32,000	35,000
Endowments Income - Reinvested	2,800	3,500
Endowment Earnings - Realized Gain/(Loss)	10,000	12,000
Endowment Earnings - Unrealized Gain/(Loss)	10,000	12,000
ILP Interest Earnings	10,000	11,000
Interest	22,000	0
Gifts	2,000	2,000
TOTAL INCOME	<u>\$324,300</u>	<u>\$ 358,993</u>

EXPENSE

Salaries/Housing	\$174,138	\$ 179,362
Health, Dental & Vision Insurance	65,259	63,215
Long Term Disability	1,000	1,000
FICA	7,747	7,980
Retirement	8,707	8,968
Sub-Total	<u>\$256,851</u>	<u>\$ 260,525</u>

Office Supplies	4,239	4,000
Office Equipment	300	300
Computer Equipment	3,000	4,500
Computer Software	1,000	1,000
Ecumenical Stewardship Center	2,000	2,000
Subscriptions/Memberships	1,800	682
Postage	2,000	2,500
Planned Giving	1,000	1,236
Shipping	250	250
Staff Travel	5,000	6,000
Employee Recognition	500	500
Legal Fees	500	1,500
Temporary Help	0	3,500

	Revised 2012	Proposed 2013
Board Expense	11,000	13,000
Miscellaneous	500	500
Sub-Total	<u>\$ 33,089</u>	<u>\$ 41,468</u>
Transfer to ILP	25,000	25,000
ILP Withdrawal	0	27,000
Endowment Disbursements	9,360	5,000
Sub-Total	<u>\$ 34,360</u>	<u>\$ 57,000</u>
TOTAL EXPENSE	<u>\$ 324,300</u>	<u>\$ 358,993</u>

IV. HISTORICAL FOUNDATION

INCOME

Our United Outreach	\$ 75,000	\$ 76,575
Endowments	26,000	30,000
Gifts	8,000	10,000
ILP Earnings	8,300	6,000
Denomination Day Offering	5,000	5,000
TOTAL INCOME	<u>\$ 122,300</u>	<u>\$ 127,575</u>

EXPENSE

Salaries	\$ 73,314	\$ 79,428
FICA / Retirement	12,382	13,418
Health, LTD, Dental & Vision Insurance	9,214	8,420
Board Travel	5,000	4,000
Legal Fees	200	200
Staff Training	500	300
Subscriptions/Memberships	600	500
Continuing Education	1,000	1,000
Computer Equipment	1,500	1,000
Archival Equipment	1,000	1,000
Computer Supplies	100	150
Office Supplies	500	500
Postage	1,000	500
Acquisitions ILP	3,000	3,000
Photography	500	100
Birthplace Shrine	4,000	2,000
Employee Recognition	440	450
Staff Travel	3,000	3,000
Denomination Day Project	5,000	5,000
TOTAL EXPENSE	<u>\$ 122,945</u>	<u>\$ 122,945</u>

V. MEMPHIS THEOLOGICAL SEMINARY

	Revised 2012	Proposed 2013
REVENUE		
Student Tuition Fees	\$2,453,175	\$ 2,686,345
Investment	405,275	427,500
Gifts and Grants	1,251,000	1,300,000
Other Revenues	<u>233,544</u>	<u>215,010</u>
TOTAL REVENUES	<u>\$4,342,994</u>	<u>\$ 4,628,855</u>
EXPENSES		
Business Office	\$ 257,952	\$ 288,358
Dean's Office	248,715	143,958
Chapel	52,068	51,896
Formation For Ministry	0	111,291
Educational Development Committee	18,400	20,400
Associate Dean's Office	0	0
Advancement Office	286,067	290,414
Doctor of Ministry	69,540	34,880
Facilities	547,662	604,931
Faculty	802,774	882,562
Summer Classes	30,000	15,300
January Classes	11,000	11,300
CYMT	98,800	0
Financial Aid	66,913	62,599
Information Technology	175,037	203,814
Library	297,109	311,077
President's Office	221,787	227,103
Admissions & Student Services	170,370	182,683
Registrar & Institutional Research	121,022	134,892
Public Relations	122,856	133,936
Student Housing	248,400	240,864
Certificate & Continuing Education	0	42,484
Student Government	4,125	3,255
Theology & Arts	67,500	74,937
Scholarships	269,849	400,571
Program of Alternate Studies	127,995	125,519
Depreciation	<u>0</u>	<u>281,004</u>
TOTAL EXPENSES	<u>\$4,639,941</u>	<u>\$4,880,028</u>
Increase (Decrease) in Net Assets	(296,947)	(251,173)

	Revised 2012	Proposed 2013
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VI. SHARED SERVICES

REVENUE

Our United Outreach	\$ 413,356	429,569
TOTAL REVENUES	\$ 413,356	\$ 429,569

EXPENSES

Salaries	\$ 45,000	\$ 45,000
Health Insurance	12,876	12,876
Retirement	2,250	2,250
FICA	3,444	3,444
Audit	15,000	16,200
Payroll Service	9,800	10,450
Bank Charges	14,400	14,400
Technology System Consultants - EMS	18,000	18,000
Technology System Consultants - Blackbaud	12,500	12,500
Software Maintenance Agreement - Blackbaud	19,000	19,000
Building & Maintenance	12,000	12,000
Pest Control	840	840
Lawn & Ground Maintenance	15,600	16,200
Lawn Treatment	2,520	2,520
Loan Interest	25,200	22,800
Computer Loan	38,049	38,049
Utilities - Building 1	22,200	22,200
Utilities - Building 2	14,800	14,800
Janitorial Service	7,800	8,100
Security System Monitoring	1,050	1,100
Trash Collection	1,080	1,045
Telephone/Internet	14,400	14,400
Heating & AC Maintenance Agreement	4,800	5,000
Building & Maintenance Debt - Union	54,000	54,000
Insurance/Liability	34,000	34,000
Office Equipment Maintenance	13,200	12,100
Computer Maintenance	6,000	6,000
Office Supplies	3,000	3,000
Postage	4,800	4,675
Employee Events	1,000	1,000
TOTAL EXPENSE	\$ 428,609	\$ 427,949
Surplus/Deficit	\$ (15,253)	\$ 1,620

MEMORIALS

I. MEMORIAL FROM WEST TENNESSEE PRESBYTERY CONCERNING ALIENATED CONGREGATIONS

J

WHEREAS, various congregations within our Presbyteries may become disaffected and alienated from the governing body; and,

WHEREAS, said congregations display signs of antagonism and hostility towards the Presbytery; and,
WHEREAS, such disaffection results in withdrawal from Presbyterian participation, support and faithfulness;
and,

WHEREAS, further alienation occurs through the securing of pastoral leadership from unacceptable sources and without consultation with Presbytery; and,

WHEREAS, attempts by Presbytery to resolve such issues which may be known are met with repeated failure, thus threatening the continued presence of Cumberland Presbyterian ministry:

THEREFORE BE IT RESOLVED that the 182nd General Assembly authorize the Stated Clerk of the General Assembly, in conjunction with those appropriate agencies and persons he deems qualified, to prepare written instructions and guidelines based on the Confession of Faith and Constitution of the Cumberland Presbyterian Church to equipped Presbyteries to take the initiative in dealing with these congregations, rather than responding after the fact; and

BE IT RESOLVED FURTHER that General Assembly encourage and direct Presbyteries to develop a comprehensive plan for addressing the most serious situations as soon as possible to prevent further losses.

I certify that this is a true copy of a memorial adopted by West Tennessee Presbytery on March 3, 2012.

Signed:
Reverend C. William Jones, Jr., Stated Clerk

II. MEMORIAL FROM THE SYNOD OF GREAT RIVERS CONCERNING ADMINISTERING OF SACRAMENTS BY MINISTERS OF OTHER DENOMINATIONS

J

WHEREAS the Synod of Great Rivers meeting April 14, 2012 had before it an appeal from Arkansas Presbytery of a recent action regarding the administering of sacraments by ministers of other denominations serving in Cumberland Presbyterian congregations, and,

WHEREAS, after careful consideration the Synod of Great Rivers voted not to grant the appeal, and,

WHEREAS, however, in review of the record resulting in the appeal some major concerns arise, for example:

1. There are issues of theological and judicial consistency with the sacrament of baptism. For one thing the constitution does not seem to permit candidates, licentiates or ordained ministers from other denominations to administer the sacrament of baptism while it does allow ordained ministers of other denominations to administer the sacrament of communion with presbytery approval. Another is the problem of accepting the validity of previous baptism while disallowing the validity of the same baptism if done contemporaneously in one of our own churches with presbytery approval.

2. The constitution provides for only four types of sanctioned pastoral relationships between ministers and churches (pastor, associate/assistant pastor, stated supply, interim pastor). Section 7.06 of the constitution provides that:

A person shall enter into one of these relationships with a particular church only with the approval of the presbytery in the bounds of which the particular church is located. The presbytery may authorize its board of missions to act on its behalf in examining the call and to give tentative approval to a relationship between a particular church and a minister, licentiate, or candidate, subject to formal approval at a meeting of the presbytery.

3. The authority of presbytery in relations between congregations and ministers needs clarification for the particular circumstance in which ministers of other faith traditions serve for an extended period of time in vacant pulpits with no desire to pursue affiliation with the Cumberland Presbyterian Church. These matters are complicated by the lack of readily available Cumberland Presbyterian ministers for specific congregations and the often long periods of time when a congregation's pulpit may therefore remain vacant. How does presbytery exercise its oversight role? We feel this is a not-uncommon experience.

4. The theological and ecclesiastical conversation throughout the Cumberland Presbyterian Church in recent years regarding the sacraments and the role of ordination needs a thorough review and clarification. The thoughtful reflection of the whole church is required to address all the questions unearthed in the original appeal.

THEREFORE BE IT RESOLVED that the Synod of Great Rivers memorialize the 182nd General Assembly meeting June 17-22 in Florence Alabama to answer the questions of theology, ecclesiology and authority raised in the matter of the action and appeal of Arkansas Presbytery meeting March 11, 2012.

Signed:
Michael Qualls, Stated Clerk
Synod of Great Rivers