

THE REPORT NUMBER ONE OF THE MINISTRY COUNCIL

To the 182nd General Assembly of the Cumberland Presbyterian Church in session in Florence, AL, 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 OOU 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.



OUR UNITED OUTREACH

Made Possible In Part By Your Tithe To Our United Outreach

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, Waynesboro (TN) Worship presentation
 August 21, Appleton (AR) Worship presentation
 September 10, Cumberland Presbytery
 September 11, Glasgow Church, Glasgow, KY
 September 17, Robert Donnell Presbytery
 September 18, Corinth, Mississippi Shiloh CP Church – Worship presentation
 September 23-24, Choctaw Presbytery
 October 1 Covenant Presbytery
 Oct 2, Fredonia CP Church, Fredonia, KY
 October 6, Murfreesboro Presbytery
 October 11, Tennessee/Georgia Presbytery
 October 14, Grace Presbytery
 October 23, Brenthaven Church (TN)
 October 23, Columbia Presbytery
 February 19, 2012 – Russellville (AR) Church Presentation
 March 9, del Cristo Presbytery
 March 17, Hope Presbytery
 April 13, North Central Presbytery
 April 14, East TN Presbytery
 April 15, Beaver Creek Church (Knoxville, TN)
 April 15, Oak Ridge CP Church (TN)
 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, MA (East TN Presbytery) –Youth Work
 March 10-11, 2011 del Cristo Presbytery in conjunction with the Miniversity on Stewardship
 April 25-26, 2011 North Central Presbytery in conjunction with the Miniversity on Stewardship

May 23, 2011 CPG, Germantown, TN (West TN Presbytery) – Stewardship Task Force
 August 6-7, Cumberland Presbytery – BCE Meeting
 August 28, Faith, Bartlett, TN (West TN Presbytery) – Sunday Worship
 September – Casa de Fe, Malden, MA (East TN Presbytery) - Family Retreat
 September 17-18, Missouri Presbytery
 September 23-24, Trinity Presbytery
 October 1, West Tennessee Presbytery
 October 11-13, Union CPC (East TN Presbytery) – Minister’s Conference
 October 14-15, North Central Presbytery
 November 28, Christ, Lutz, FL (Grace Presbytery) – Sunday Worship
 December 18 & 25, Christ, Lutz, FL (Grace Presbytery) – Sunday Worship
 February 12, 2012 West Tennessee Presbytery – Youth Rally
 February 24-25, Columbia Presbytery – BCE Meeting
 March 2-3, Sturgis, Sturgis, KY (Covenant Presbytery) – Stewardship Retreat for families and Sunday Worship
 March 15-17, Cumberland Presbytery
 March 25, Mt. Zion, Columbus, MS (Grace Presbytery) – Sunday Worship
 April 22, Mt. Zion, Columbus, MS (Grace Presbytery) – Sunday Worship
 April 28, Beaver Creek, Knoxville, TN (East TN Presbytery) – 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 (TN), missions emphasis for Cullman (AL) area churches.

PASTORAL DEVELOPMENT MINISTRY TEAM LEADER

June 28, Hispanic Pastors meeting
 July 13 to 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, IL
 September 18, Comunidad Cumberland, Chicago, IL
 September 24, Hope Presbytery
 September 24, Hispanic Church, Birmingham, AL
 September 29, Hispanic Church, McMinnville, TN
 September 30, Misericordia Hispanic, Lenoir City, TN
 October 1, East Tennessee Presbytery
 October 23, Naples Hispanic, Naples, FL
 October 30, Cristo Salva Hispanic, Memphis, TN

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 Roddy 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, TN, 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, Synod of Great Rivers

Members whose terms expire in 2013

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

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

Rev. 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

Rev. George Estes, Missions Ministry Team Leader

Rev. Pam Phillips-Burk, Congregational Ministries-Women's Ministry (Huntsville, AL, office)

Rev. Lynn Thomas, Global Cross Culture Missions (Birmingham, AL, office)

Rev. Robert Watkins, Asia Consortium Facilitator and Fund Developer (Somerset, KY, office)

Joyce Reeves, Part-time Secretary

Marjorie Shannon, Admin. and Finance (Cordova, TN, office) retired on December 31, 2011

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

Rev. T. J. Malinoski, Evangelism and New Church Development (Greeneville, TN office)

Pastoral Development Ministry Team

Rev. 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 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.

F. 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.

G. 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 this 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.

G. 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, TN; Ministry Council/Teams meet in concurrent sessions

2013 Meeting Dates:

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

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.

LeIla 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, KY, Church in March and preached at Mt. Zion, Columbus, MS, 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 TN (1), Grace (1), Hope (2), Murfreesboro (1), Nashville (2), Red River (4), Robert Donnell (1), Trinity (2), West TN (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, TX), 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. **Bridges** 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. |

| | |
|--|---------|
| <i>Christian Education Courses</i> | 21 hrs. |
| <i>Electives</i> (Includes CP History & Doctrine and CP Polity) | 9 hrs. |
| <i>Total</i> | 48 hrs. |

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

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 Potteet, 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:

Rev. 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.

Rev. 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.

Rev. T. J. Malinoski, Evangelism and New Church Development, began work January 9, 2012, following an extended call for applicants, the Ministry Council called Rev. 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. Rev. Malinoski has worked from Greeneville, TN during the first months of his employment; however, he expects to relocate with his family to the Memphis area in July, 2012.

B. CONGREGATIONAL MINISTRIES

1. WOMEN’S MINISTRY

2011 Women's Ministry Convention was held in Springfield, MO, 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, MO. The annual Bethel College Scholarship was awarded to Anna Sweet from Knoxville, TN, 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.

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.

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.

C. 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.

D. 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, FL, 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, TN, 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, KY

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.

E. 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 Any 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 OUO 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 OUO, 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.

F. 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.

G. 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.

H. 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.

I. 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

J. 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

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 201

- (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, TN. 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, MS. 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, GA, 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 GA, and send 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-GA 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.

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.

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.

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, TN: the last weekend (Friday and Saturday) in January; mid-April (Friday and Saturday) and the last weekend in August (Saturday and Sunday). The dates for 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)**

To be inserted file MC_chart

**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 policies 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 policies 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:

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.

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.

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.

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.

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.

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
(Appendix F)**

To be inserted file UPTF Composite
