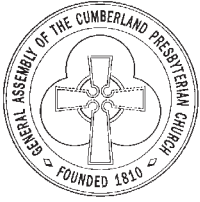


190th General Assembly



of the Cumberland Presbyterian Church

**Louisville, Kentucky
June 27 - July 2, 2021**



RISE UP

PRELIMINARY MINUTES

Vision of Ministry

Biblically-based and Christ-centered

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

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

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PROGRAM SCHEDULE

Assembly Meetings: Galt House Hotel, Ballroom A (East Tower)
Women's Ministry Convention: Galt House Hotel, Ballroom C (East Tower)
CPC General Assembly Office: Clements (East Tower)
CPC Women's Ministry Office: 2nd Floor Registration (East Tower)
Retiring CPC Moderator: The Reverend Shelia O'Mara, Presbytery del Cristo
Host Presbytery: Cumberland Presbytery
Pastor Hosts: Cumberland Presbytery: Revs. Drew Hayes, Rodney Harris and Peter Sato
Worship Director: Rev. Neal Wilkinson (Missouri Presbytery)
Music Director: Mrs. Faye Delashmit (Cumberland Presbytery)
Pianist: Cathy Tabor (Cumberland Presbytery)
Displays: Exhibit Hall (East Tower)

SUNDAY, JUNE 27, 2021

<u>Location</u>	<u>Time</u>	<u>Event</u>	
Hotel	3-5:00 p.m.	Welcome table by Host Committee	Hotel Lobby
East Tower	3-6:00 p.m.	GA Office open for Commissioner/YAD check-in	Clements
	4-7:00 p.m.	Registration for Women's Ministry Convention Setup displays	2 nd Floor Registration Exhibition Hall

FIRST DAY - MONDAY, JUNE 28

East Tower	9:00 a.m.	Women's Ministry Registration (open until 5:00 p.m.)	2 nd Floor Registration
	9:30 a.m.	Orientation for Commissioners/Youth Advisory Delegates	Ballroom B
	10:30 a.m.	Orientation for Committee Chairs and Co-Chairs (Commissioner/YAD packets may be picked up before or after the orientation session.)	
	12:00 p.m.	CP Women's Ministry Regional Council Luncheon	Terrace Room
	2:00 p.m.	Opening GA Business Session	Ballroom A
		Welcome, Pastor Hosts, Local Officials	
		Constitution of the CPC General Assembly	
		Adoption of the Agenda	
		Report of the Credentials Committee	
		Election of Moderator	
		Election of Vice-Moderator	
		Presentations by the Stated Clerk, Mike Sharpe	
		Communications	
		Corrections to Preliminary Minutes	
		Committee Appointments and Referrals to Committees	
		Introduction of Board and Agency Representatives	
	3:00 p.m.	Moderator & Women's Ministry Officer Reception (come and go)	Ballroom B
East Tower	4:00 p.m.	Committees Meet (to organize for the week)	various locations
	5:00 p.m.	Dinner Break	

EVENING PROGRAM

East Tower	7:00 p.m.	Worship/Communion Service	Ballroom A
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SECOND DAY - TUESDAY, JUNE 29

East Tower	8-10 a.m.	Convention Registration (continues)	2 nd Floor Registration
	9:30 a.m.	CP Women's Ministry Convention Convenes	Ballroom C
	9:30 a.m.	GA Committee Meetings (devotions in committees)	various locations
	12:00 p.m.	Lunch Break	
	2-5 p.m.	GA Committees Meet	various locations
	2-5 p.m.	CP Women's Ministry Workshops	Ballrooms A, B & C

EVENING PROGRAM

7:00 p.m.	Committee Meetings	various locations
8:30 p.m.	Reception Honoring Women in Ministry	Ballroom B

THIRD DAY - WEDNESDAY, JUNE 30

East Tower	9:30 a.m.	Women's Ministry Convention Resumes	Ballroom C
	9:30 a.m.	GA Committees Meet (devotions in committees)	various locations
	12:00 p.m.	Lunch Break	
	2:00 p.m.	Women's Ministry Resumes/off-site trip/workshops	Ballroom C/various locations
	5:00 p.m.	Conclusion of Committee Meetings	various locations
	5:30 p.m.	Joint Banquet & Program <i>(hosted by the Children's Home, Bethel and MTS/PAS)</i>	Ballroom B

FOURTH DAY - THURSDAY, JULY 1, 2020

East Tower	8:30 a.m.	Devotional - (led by Youth Advisory Delegate)	Ballroom A
	9:00 a.m.	Break	
	9:30 a.m.	Women's Ministry Convention Resumes	Ballroom C
	9:30 a.m.	General Assembly Business	Ballroom A
	12:00 noon	Lunch Break	
		Cumberland Presbyterian Women's Luncheon	Ballroom B
	2:00 p.m.	General Assembly Business	Ballroom A
	5:00 p.m.	Dinner Break Take Down Displays	

EVENING PROGRAM

7:00 p.m.	General Assembly Business (if needed)	Ballroom A
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*Closing Devotion: Led by Worship Director
(closing worship will be at the conclusion of business) Ballroom A

(In the event that business is not concluded on Thursday,
the closing worship will be at the conclusion
of business on Friday morning.)

COMMISSIONERS
to the
ONE HUNDRED NINETIETH GENERAL ASSEMBLY

PRESBYTERY	MINISTER	COMMITTEE	ELDER	COMMITTEE
Andes (2)	Giovanny Lopez	TSC/UTF	Luz Dary Garcia	TSC/UTF
Arkansas (2)	Henry Jenkins	HE/CH	Sam Jeffus	C/HF
	Alan Meinzer	TSC/UTF	Lynn Kelsh	J
Cauca Valley (4)	Jhony Montano	TSC/UTF	Leticia Ceballos	TSC/UTF
	Jorge Valencia	TSC/UTF	Jairo Lopez Escobar	TSC/UTF
Choctaw (1)	Nathan Scott	C/HF	Linda Scott	S/E/OUO
Columbia (2)	Ellen Clark	HE/CH	Brenda Howell	J
	Jimmy Rochelle	C/HF	Marcen Jeffiers	TSC?UTF
Covenant (3)	Junior Martin	C/HF	Elaine Overton	J
	R B Mayes	MC	Dennis Potts	C/HF
	Bud Russell	S/E/OUO	Brenda Shoulta	MC
Cumberland (3)	Rodney Harris	J	Pam Register	HE/CH
	Drew Hayes	MC	Steve Skipper	C/HF
	Iwao Satoh	TSC/UTF	Matt Wooten	S/E/OUO
Cumberland East Coast (1)				
Del Cristo (2)	Harry Chapman	MC	John Talbott	TSC/UTF
	Shelia O'Mara	TSC/UTF		
East Tennessee (3)	Martha Marquez	MC	Linda Diggs	TSC/UTF
	Casey Nicholson	J	Paul McCallie	MC
	Leonard Turner	HE/CH		
Emaus (1)	Patrick Wilkerson	J	Damaris Mazo	J
Grace (3)	Derek Jacks	HE/CH	Hue Bell	J
	Luke Lawson	J	Pat Crouse	S/E/OUO
	David Linski	C/HF	Tom Dameron	C/HF
Hong Kong (2)	Chun Wai Li	TSC/UTF		
	Chi Shui (Samson) Wong	TSC/UTF		
Hope (1)	Kenny Morgan	S/E/OUO	Charles Lash	C/HF
Japan (2)	Masanori Taira	TSC/UTF		
Korean Cumberland SE	Enoch Yu	TSC/UTF		
Missouri (1)	Neil Wilkinson	J	Lana Moore	HE/CH
Murfreesboro (4)	Issac Gray	S/E/OUO	Henri Drinkall	S/E/OUO
	Joy Warren	C/HF	Nadara Jones	MC
	Brent Wills	TSC/UTF	Linda Ingram	HE/CH
Nashville (3)	Jeff DeWees	TSC/UTF	Ralph Baggett	C/HF
	Steve Louder	HE/CH	Gary Lloyd	J
	Taylor Young	S/E/OUO	Andrew Newberry	S/E/OUO
North Central (2)	James Messer	C/HF	Roy Shanks	J
	Eduardo Montoya	HE/CH	Jedd Tolen	MC
Red River (3)	Leslie Johnson	S/E/OUO	Jim Cooper	MC
	Duawn Mearns	TSC/UTF	Mike Davis	HE/CH
	Terra Sisco	J	Tim Whaley	TSC/UTF
Robert Donnell (1)	Toy Brindley	S/E/OUO	Buck Fowler	S/E/OUO
Tenn./Georgia (2)	Tom Clark	TSC/UTF	George Holland	TSC/UTF
	Bruce Potter	MC	Joshua Terney	C/HF
Trinity (2)	James Cantey	J	David Dean	HE/CH
	David Kurtz	MC	Marvin Terrell	TSC/UTF
West Tennessee (5)	Jennifer Muraya	S/E/OUO	Elizabeth Blow	HE/CH
	Noah Quinton	MC	Alison Coleman	S/E/OUO
	Donnie Ragsdale	C/HF	Gene Reynolds	MC
	Michael Ridgely	HE/CH		

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

PRESBYTERY	DELEGATE	COMMITTEE
Arkansas.....	Makayla Mays.....	MC
.....	Paige Warren.....	C/HF
Choctaw.....	(no youth delegate)	
Columbia.....	Charlie Burk.....	S/E/OUO
Covenant.....	(no youth delegate)	
Cumberland.....	Andrew Butler.....	HE/CH
.....	Josie Darland.....	C/HF
del Cristo.....	(no youth delegate)	
East Tennessee.....	(no youth delegate)	
Emaus.....	(no youth delegate)	
Grace.....	Hayden Bell.....	C/HF
.....	Jackson Martin.....	HE/CH
Hope.....	Trinity Bradley.....	MC
Japan.....	(no youth delegate)	
Korean Cumberland of SE.....	(no youth delegate)	
Missouri.....	Anna Long.....	J
.....	Chase Laxson.....	S/E/OUO
Murfreesboro.....	Jack Cunningham.....	J
.....	Emma Warren.....	MC
Nashville.....	(no youth delegate)	
North Central.....	Holly McReynolds.....	MC
.....	Avery Stence.....	J
Red River.....	Ava Bolin.....	TSC/UTF
.....	Anna Mearns.....	HE/CH
Robert Donnell.....	Maddie Gossett.....	TSC/UTF
Tennessee Georgia.....	Paul Rackley.....	HE/CH
Trinity.....	Camila Arias.....	S/E/OUO
.....	Natalia Rodriguez.....	TSC/UTF
West Tennessee.....	Zara Jackson.....	S/E/OUO

COMMITTEES ABBREVIATIONS AND MEETING ROOMS
(All meeting rooms are in the East Tower)

ABBREV.	COMMITTEE	MEETING ROOMS
C/HF	Chaplains/Historial Foundation	Nunn
HE/CH	Higher Education/Children's Home	Carroll Ford
J	Judiciary	Brown
MC	Ministry Council	Breathitt
S/E/OUO	Stewardship/Elected Officers/Our United Outreach	Willis
TSC/UTF	Theology & Social Concerns/Unification Task Force	Combs Chandler

COMMITTEE ASSIGNMENTS

1. **CHAPLAINS/HISTORICAL FOUNDATION** (*East Tower, Nunn*)
Chair: Reverend Joy Warren **Co-Chair:** Reverend James Messer
Ministers: David Linski, Junior Martin, Donnie Ragsdale, Jimmy Rochelle, Nathan Scott
Elders: Ralph Baggett, Tom Dameron, Sam Jeffus, Charles Lash, Dennis Potts, Steve Skipper,
Joshua Terry
Youth Advisory Delegates: Hayden Bell, Josie Darland, Paige Warren

 2. **HIGHER EDUCATION/CHILDREN'S HOME** (*East Tower, Carroll Ford*)
Chair: Reverend Steve Louder **Co-Chair:** Elder Lana Moore
Ministers: Ellen Clark, Derek Jacks, Henry Jenkins, Eduardo Montoya, Michael Ridgely,
Leonard Turner
Elders: Ralph Baggett, Elizabeth Blow, Mike Davis, David Dean, Linda Ingram, Pam Register
Youth Advisory Delegates: Andrew Butler, Jackson Martin, Anna Mearns, Paul Rackley

 3. **JUDICIARY** (*East Tower, Brown*)
Chair: Reverend James Cantey **Co-Chair:** Reverend Casey Nicholson
Ministers: Rodney Harris, Luke Lawson, Terra Sisco, Neal Wilkinson, Patrick Wilkinson
Elders: Hue Bell, Brenda Howell, Lynn Kelsh, Gary Lloyd, Damaris Mazo, Elaine Overton,
Roy Shanks
Youth Advisory Delegates: Jack Cunningham, Anna Long, Avery Stence

 4. **MINISTRY COUNCIL** (*East Tower, Breathitt*)
Chair: Reverend Harry Chapman **Co-Chair:** Elder Brenda Shoulta
Ministers: Drew Hayes, David Kurtz, Martha Marquez, R B Mayes, Bruce Potter,
Noah Quinton
Elders: Jim Cooper, Nadara Jones, Paul McCallie, Gene McReynolds, Jed Tolen
Youth Advisory Delegates: Trinity Bradley, Makayla Mays, Holly McReynolds, Emma Warren

 5. **STEWARDSHIP/ELECTED OFFICERS/OUR UNITED OUTREACH** (*East Tower, Willis*)
Chair: Reverend Leslie Johnson **Co-Chair:** Reverend Toy Brindley
Ministers: Issac Gray, Kenny Morgan, Jennifer Muraya, Bud Russell, Taylor Young
Elders: Alison Coleman, Pat Crouse, Henri Drinkall, Buck Fowler, Andrew Newberry,
Linda Scott, Matt Wooten
Youth Advisory Delegates: Camila Arias, Charlie Burk, Zara Jackson, Chase Laxson

 6. **THEOLOGY & SOCIAL CONCERNS/UNIFICATION TASK FORCE** (*East Tower, Combs Chandler*)
Chair: Reverend Shelia O'Mara **Co-Chair:** Reverend Brent Wills
Ministers: Tom Clark, Jeff DeWees, Duawn Mearns, Alan Meinzer, Iwao Satoh, Enoch Yu
Elders: Linda Diggs, George Holland, Marcen Jeffiers, John Talbott, Marvin Terrell,
Tim Whaley
Youth Advisory Delegates: Ava Bolin, Maddie Gossett, Natalie Rodriguez
- Participating via Zoom**
- Ministers:** Chun Wai Li, Giovanni Lopez, Jhony Montano, Masanori Taira, Jorge Valencia,
Chi Shui (Samson) Wong
Elders: Leticia Ceballos, Luz Dary Garcia, Jairo Lopez
7. **CREDENTIALS:**
Chair: Reverend Kenny Morgan
Co-Chair: Elder Linda Ingram
Member: Reverend Leonard Turner
Youth Advisory Delegate: Holly McReynolds

REFERRALS TO COMMITTEES

Referrals to the Committee on Chaplains/Historical Foundation

Page	Report
82	The Report of the Board of Trustees of the Historical Foundation
102	The Report of the Commission on Military Chaplains and Personnel

Referrals to the Committee on Children's Home/Higher Education

Page	Report
104	The Report of the Evaluation Committee (MTS)
110	The Report of the Board of Trustees of Memphis Theological Seminary
137	The Report of the Board of Trustees of Bethel University
140	The Report of the Board of Trustees of the Cumberland Presbyterian Children's Home

Referrals to the Committee on Judiciary

Page	Report
107	The Report of the Joint Committee on Amendments
108	The Report of the Permanent Committee on Judiciary

Referrals to the Committee on Ministry Council

Page	Report
90	The Report of the Ministry Council

Referrals to the Committee on Stewardship/Elected Officers

Page	Report
33	The Report of the Moderator
37	The Report of the Stated Clerk
51	The Report of the Board of Stewardship, Foundation and Benefits
123	The Report of the Our United Outreach Committee
125	The Report of the Place of Meeting Committee
143	2020 Line Item Budgets Submitted by General Assembly Entities
153	2021 Line Item Budgets Submitted by General Assembly Entities

Referrals to the Committee on Theology and Social Concerns/Unification Task Force

Page	Report
126	The Report of the Unified Committee on Theology and Social Concerns
129	The Report of the Unification Task Force

RECOMMENDATIONS AT A GLANCE

Report of the Moderator

Page	33	Recommendation 1
	34	Recommendations 2-4

Report of the Stated Clerk

Page	37	Recommendation 1
	40	Recommendation 2
	41	Recommendation 3

Report of the Board of Stewardship, Foundation and Benefits (No Recommendations)

Report of the Board of Trustees of the Historical Foundation (No Recommendations)

Report of the Ministry Council

Page	92	Recommendation 1
	96	Recommendation 2
	97	Recommendation 3

Report of the Commission on Chaplains and Military Personnel

Page	102	Recommendations 1-2
	103	Recommendation 3

Report of the Evaluation (MTS)

Page	105	Recommendations 1-2
	106	Recommendation 3

Report of the Joint Committee on Amendments

Page	107	Recommendation 1-2
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Report of the Permanent Judiciary Committee (No Recommendations)

Report of the Board of Trustees of Memphis Theological Seminary

Page	112	Recommendation 1
	116	Recommendation 2-3
	118	Recommendations 4

Report of the Our United Outreach Committee

Page	123	Recommendation 1
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Report of the Place of Meeting Committee (No Recommendations)

Report of the Unified Committee on Theology and Social Concerns

Page	127	Recommendation 1
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Report of the Unification Task Force

Page	133	Recommendation 1
	135	Recommendations 2-4
	136	Recommendations 5-6

Report of the Board of Trustees of Bethel University

Page	138	Recommendation 1
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Report of the Board of Trustees of the CP Children's Home (No Recommendations)

Budgets of General Assembly Board/Entities (No Recommendations)

ASSEMBLY MEETINGS AND OFFICERS

Historical Review of the Stated Meetings and Officers of:

THE CUMBERLAND PRESBYTERY, 1810-1813

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

THE CUMBERLAND SYNOD, 1813-1828

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

THE GENERAL ASSEMBLY, 1829-

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

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

Date	Place	Moderator	Clerk	Members
1948, June 17	Nashville, TN	Paul F. Brown	Wayne Wiman	105
1949, June 16	Muskogee, OK	Blake Warren	Wayne Wiman	109
1950, June 15	Los Angeles, CA	L. P. Turnbow	Wayne Wiman	98
1951, June 14	Longview, TX	John E. Gardner	Wayne Wiman	105
1952, June 12	Memphis, TN	Emery A. Newman	Wayne Wiman	120
1953, June 18	Gadsden, AL	Charles L. Lehning, Jr.	Wayne Wiman	107
1954, June 17	Dyersburg, TN	John S. Smith	Wayne Wiman	124
1955, June 16	Lubbock, TX	Ernest C. Cross	Shaw Scates	118
1956, June 21	Cookeville, TN	Hubert Morrow	Shaw Scates	118
1957, June 21	Evansville, IN	William T. Ingram, Jr.	Shaw Scates	119
1958, June 18	Birmingham, AL	Wayne Wiman	Shaw Scates	116
1959, June 17	Springfield, MO	Virgil T. Weeks	Shaw Scates	120
1960, June 15	Nashville, TN	Arleigh G. Matlock	Shaw Scates	130
1961, June 21	Florence, AL	Ollie W. McClung	Shaw Scates	126
1962, June 20	Little Rock, AR	Eugene L. Warren	Shaw Scates	126
1963, June 19	Austin, TX	Franklin Chesnut	Shaw Scates	117
1964, June 17	Chattanooga, TN	Vaughn Fults	Shaw Scates	123
1965, June 16	San Francisco, CA	Thomas Forester	Shaw Scates	114
1966, June 15	Memphis, TN	John W. Sparks	Shaw Scates	124
1967, June 21	Paducah, KY	Raymon Burroughs	Shaw Scates	123
1968, June 19	Oklahoma City, OK	Loyce S. Estes	Shaw Scates	115
1969, June 18	San Antonio, TX	J. David Hester	Shaw Scates	116
1970, June 17	Knoxville, TN	L. C. Waddle	Shaw Scates	116
1971, June 16	Jackson, TN	E. Thach Shauf	Shaw Scates	116
1972, June 19	Kansas City, MO	Claude D. Gilbert	Shaw Scates	110
1973, June 18	Ft. Worth, TX	Thomas H. Campbell	Shaw Scates	101
1974, June 17	Bowling Green, KY	David A. Brown	Shaw Scates	116
1975, June 16	McKenzie, TN	Roy E. Blakeburn	Shaw Scates	120
1976, June 21	Tulsa, OK	Hubert W. Covington	T. V. Warnick	115
1977, June 30	Tampa, FL	Fred W. Bryson	T. V. Warnick	122
1978, June 19	McKenzie, TN	Jose Fajardo	T. V. Warnick	120
1979, June 18	Albuquerque, NM	James C. Gilbert	T. V. Warnick	126
1980, June 16	Evansville, IN	Robert L. Hull	T. V. Warnick	126
1981, June 15	Denton, TX	W. Jean Richardson	T. V. Warnick	126
1982, June 21	Owensboro, KY	W. A. Rawlins	T. V. Warnick	124
1983, June 20	Birmingham, AL	Robert G. Forester	T. V. Warnick	127
1984, June 11	Chattanooga, TN	C. Ray Dobbins	T. V. Warnick	125
1985, June 17	Lexington, KY	Virgil H. Todd	Roy E. Blakeburn	125
1986, June 23	Odessa, TX	James W. Knight	Roy E. Blakeburn	125
1987, June 15	Louisville, KY	Wilbur S. Wood	Roy E. Blakeburn	125
1988, June 6	Tulsa, OK	Beverly St. John	Robert Prosser	119
1989, June 12	Knoxville, TN	William Rustenhaven, Jr.	Robert Prosser	96
1990, June 25	Ft. Worth, TX	Thomas D. Campbell	Robert Prosser	88
1991, June 24	Paducah, KY	Floyd T. Hensley, Jr.	Robert Prosser	106
1992, June 22	Jackson, TN	John David Hall	Robert Prosser	102
1993, June 21	Little Rock, AR	Robert M. Shelton	Robert Prosser	100
1994, June 20	Albuquerque, NM	Donald C. Alexander	Robert Prosser	100
1995, June 19	Nashville, TN	Clinton O. Buck	Robert Prosser	102
1996, June 17	Huntsville, AL	Merlyn A. Alexander	Robert Prosser	95
1997, April 11	Nashville, TN	Merlyn A. Alexander	Robert Prosser	80
1997, June 16	Louisville, KY	W. Lewis Wynn	Robert Prosser	95
1998, June 15	Chattanooga, TN	Masaharu Asayama	Robert Prosser	97
1999, June 21	Memphis, TN	Gwendolyn Roddye	Marjorie Shannon	96
2000, June 19	Bowling Green, KY	Bob G. Roberts	Robert D. Rush	96
2001, June 18	Odessa, TX	Randolph Jacob	Robert D. Rush	88
2002, June 17	Paducah, KY	Bert L. Owen	Robert D. Rush	95
2003, June 23	Knoxville, TN	Charles McCaskey	Robert D. Rush	96
2004, June 21	Irving, TX	Edward G. Sims	Robert D. Rush	87
2005, June 27	Franklin, TN	Linda H. Glenn	Robert D. Rush	91
2006, June 18	Birmingham, AL	Donald Hubbard	Robert D. Rush	87
2007, June 18	Hot Springs, AR	Frank Ward	Robert D. Rush	84
2007, December 7	Nashville, TN	Frank Ward	Robert D. Rush	62
2008, June 7	Japan	Jonathan Clark	Robert D. Rush	82
2009, June 15	Memphis, TN	Sam Suddarth	Robert D. Rush	86
2010, June 13	Dickson, TN	Boyce Wallace	Robert D. Rush	88
2011, June 20	Springfield, MO	Don M. Tabor	Michael Sharpe	82
2012, June 18	Florence, AL	Robert D. Rush	Michael Sharpe	90
2013, June 17	Murfreesboro, TN	Forest Prosser	Michael Sharpe	93
2014, June 16	Chattanooga, TN	Lisa Anderson	Michael Sharpe	86
2015, June 20	Colombia, South America	Michele Gentry	Michael Sharpe	91
2016, June 20	Nashville, Tennessee	Dwayne Tyus	Michael Sharpe	84
2017, June 19	Palm Harbor, Florida	David Lancaster	Michael Sharpe	77
2018, June 17	Norman, Oklahoma	Jay Earheart-Brown	Michael Sharpe	86
2019, June 10	Huntsville, Alabama	Shelia O'Mara	Michael Sharpe	89

BYLAWS

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

ARTICLE 1-RELIGIOUS CORPORATION

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

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

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

ARTICLE 2-TERMINOLOGY

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

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

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

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

ARTICLE 3-OFFICES

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

ARTICLE 4-COMMISSIONERS

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

- a. Elect the elected members of the Board of Directors.
- b. Approve any amendment to the corporation’s charter except an amendment to delete the names of the original directors; to change the name of the registered agent, or to change the address of the registered office;
- c. Elect and remove the Moderator, Stated Clerk, and the Engrossing Clerk.
- d. Fill vacancies on the corporation’s various boards, agencies and committees, and on the boards of any subsidiaries;
- e. Approve the merger or dissolution of the corporation, or the sale of substantially all of the corporation’s assets; and
- f. Transact such other business of the corporation as may properly come before any meeting of the Commissioners.

4.02 Selection of Commissioners: Number and Qualifications. Commissioners shall be selected by the presbyteries. A presbytery shall be entitled to send one minister and one elder for each 1,000, or fraction thereof, active members (including ordained clergy) in the presbytery. Each elder selected as a Commissioner must be serving as a member of a session at the time of the General Assembly at which he or she will serve. A Commissioner shall continue to serve until no longer qualified or until his or her successor is selected and qualified. The clerk of each presbytery shall certify the presbytery’s duly elected commissioners, youth advisory delegates, and alternates to the Stated Clerk in a manner provided by the Stated Clerk.

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

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

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

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

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

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

ARTICLE 5-BOARD OF DIRECTORS

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

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

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

5.04 Election and Tenure. The elected members of the Board of Directors shall serve terms of three (3) years each. The terms shall be staggered so that two (2) directors shall be elected each year. Each person elected shall serve until his or her successor has been elected and qualified.

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

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

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

5.08 Notice of Special Actions. Any meeting of the Board of Directors at which one or more of the following actions shall be considered must be preceded by seven (7) days written notice to each member

that the matter will be voted upon, unless notice has been waived. Actions requiring such notice are: amendment or restatement of the corporate charter; approval of a plan of merger for the corporation; sale of all or substantially all of the corporation's assets; and dissolution of the corporation.

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

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

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

5.12 Action by Written Consent. Whenever the members of the Board of Directors are required or permitted to take any action by vote, such action may be taken without a meeting on written consent, setting forth the action so taken and signed by all of the members entitled to vote,

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

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

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

ARTICLE 6-WAIVER OF NOTICE

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

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

ARTICLE 7-MODERATOR AND VICE-MODERATOR

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

7.02 Nature of Office. The Moderator of the General Assembly is the ecclesiastical head of the Cumberland Presbyterian Church during the tenure of the office and a spiritual representative of the Cumberland Presbyterian Church wherever God leads. The Moderator receives a precious gift and great opportunity for service in the Church: the freedom to go anywhere and to listen to the mind, heart and spirit of the denomination and to speak with and to the Church. The office of Moderator has great honor and respect, and the person elected to the Office is a priest, prophet, and pastor of the Church at large. The Moderator prays with and for the work of the Spirit of God in the life of the denomination at every opportunity. The Moderator participates in the life and work of the Church as far as possible, and pays particular attention to ecumenical relations, especially with the Cumberland Presbyterian Church in America. Judicatories, congregations, and others are urged to invite the Moderator, and the Moderator is encouraged to attend meetings of Church entities and judicatories to observe the life and work of the Church at every level.

7.03 Duties and Privileges of Office.

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

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

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

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

ARTICLE 8- STATED CLERK

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

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

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

8.04 Duties. The Stated Clerk shall be concerned with the spiritual life of the Church and with maintaining and strengthening a united witness for the Church. The Stated Clerk shall also generally supervise and control the business affairs of the corporation and see that all orders and resolutions of the General Assembly are carried into effect. In fulfillment of these duties, the Stated Clerk shall:

01. Have responsibility to provide for the orderly governance of the Church in accordance with the Constitution, Rules of Order and Rules of Discipline.
02. Maintain records of the corporation and respond to requests for official records of General Assembly actions and interpretations of its actions.
03. Represent the Church when an official of the General Assembly is needed.
04. Represent the Cumberland Presbyterian Church in establishing and maintaining relations with other Churches, particularly those of the Presbyterian and Reformed tradition, and in addressing common concerns.
05. Sign all documents on behalf of the corporation or the Cumberland Presbyterian Church.
06. Represent the corporation or the Church in litigation or other legal matters affecting the Cumberland Presbyterian Church, including the selection and employment of legal counsel.
07. Make suitable arrangements for General Assembly meetings, including researching possible meeting sites, contracting for facilities, and arranging space for committee meetings and sessions of the General Assembly;
08. Provide for printing and other communication needs of the General Assembly while in session.
09. Call meetings of the Place of Meeting Committee and the Program Committee.

10. Prepare and distribute an information form to be completed by Commissioners for the Moderator's use in making committee appointments.
11. Advise the Moderator in the appointment of committees.
12. In consultation with the Moderator, refer all matters to come before the next General Assembly; and provide copies of all such referrals to the Commissioners and advisory delegates before the General Assembly convenes.
13. Prepare and distribute preliminary minutes and an agenda for General Assembly meetings which shall provide time for the consideration of any appropriate business, including memorials from a judicatory or denominational entity delivered to the Stated Clerk in writing by April 30.
14. Supervise the recording and publication of minutes and a summary of actions taken by each General Assembly.
15. Make copies of General Assembly minutes available to ordained ministers, licentiates, candidates, commissioners, clerks of sessions, members of denominational entities, schools of the Church, synod, and presbytery clerks, to the Stated Clerk's exchanges and other interested persons in order to encourage lower judicatories and persons in the Church to implement the actions of the General Assembly.
16. File the minutes of each General Assembly with the Historical Foundation as a permanent record.
17. Maintain and update annually the Digest of the General Assembly actions.
18. Represent the Church at large on the Ministry Council.
19. Provide support services for the Moderator and all denominational entities.
20. Receive and make any appropriate response to communications to the Cumberland Presbyterian Church or General Assembly.
21. Maintain a name and address file on congregations, session clerks, pastors, and other leadership of congregations with statistical information about congregations, presbyteries, and synods.
22. Solicit, receive, publish, and disseminate annual reports from churches.
23. Review reports by denominational entities and assist them in complying with correct reporting and budgeting procedures and in avoiding duplication of work.
24. Hold, report annually, and distribute as authorized by the General Assembly or the Ministry Council the Contingency Fund and all other General Assembly Funds not entrusted to the care of a denominational entity.
25. Call the Judiciary Committee into session or by other means secure the advice of the committee on appropriate matters.
26. Communicate with presbyteries and synods on behalf of the General Assembly and attend their meetings from time to time.
27. Provide training for presbytery and synod clerks and orientations for General Assembly commissioners.
28. Generally perform duties as are prescribed in the Constitution or directed by the General Assembly.

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

ARTICLE 9-OTHER OFFICERS

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

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

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

ARTICLE 10-ORGANIZATION AND RELATIONSHIPS

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

01. Subsidiary corporations: Board of Stewardship, Foundation and Benefits of the

Cumberland Presbyterian Church; Memphis Theological Seminary of the Cumberland Presbyterian Church; Ministry Council of the Cumberland Presbyterian Church.

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

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

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

10.03 Resignation or Removal.

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

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

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

10.06 Memphis Theological Seminary. The corporation shall elect the twenty-four (24) directors of Memphis Theological Seminary as provided in its charter. The corporation shall elect the directors in such a manner that, immediately following any election, there shall be eleven (11) directors who are members of denominations other than the Cumberland Presbyterian Church.

10.07 Ministry Council.

01. The corporation shall elect the fifteen (15) directors of the Ministry Council as provided in its charter.
02. The corporation shall elect the directors of the Ministry Council in such a manner that immediately following any election, there shall be three (3) directors from each synod; at least six (6) but no more than nine (9) directors who are ordained clergy; and no more than nine (9) directors of the same gender.
03. The Stated Clerk and Moderator shall be designated as Advisory Members to the board of directors of the Ministry Council. In addition, the corporation shall elect three (3) Youth Advisory Members who shall be between the ages of 15 - 17 be elected for 1-year terms, with eligibility for re-election for one additional term.

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

ARTICLE 11-COMMITTEES

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

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

11.03 Committee on Nominations.

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

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

11.05 Judiciary Committee.

01. The committee shall consist of nine (9) persons elected by the corporation in such a manner that, immediately following any election, the committee shall have at least four members (4) who are ordained ministers and at least three (3) members who are licensed attorneys-at-law. The Stated Clerk shall be staff liaison to the committee,

- attending its meetings and providing resources and counsel.
02. The committee shall meet at least annually upon the call of its chairperson or the Stated Clerk.
 03. The committee shall provide advice and counsel to the Stated Clerk. Upon the written request of any judicatory or denominational entity made to the chairperson or Stated Clerk, the committee shall render an advisory opinion on matters of church law or procedure. The chairperson shall secure the views of all members of the committee and write the advisory opinion based on the majority view of the members. The committee shall not render legal opinions on matters of civil law nor otherwise engage in the practice of law.
 04. At least one member of the committee shall attend each meeting of the General Assembly to advise with its officers and Commissioners on matters of church law or procedure. At the Moderator's request a member of the committee shall be available to advise the Moderator during the business sessions of the General Assembly.
 05. The committee shall be a commission within the meaning of section 2.5 of the Rules of Discipline to hear and determine appeals from synods.
 06. The committee shall have oversight of and responsibility for ecclesiastical decisions made by a body acting in the place of a presbytery with respect to mission work and mission fields. The oversight and responsibility exercised by the committee shall be the same as that exercised by a synod with respect to a presbytery under its care, specifically Constitution 8.5, a, b, and c

11.06 Our United Outreach Committee.

01. The committee shall consist of five (5) persons elected by the corporation in such a manner that, immediately following any election, the committee shall have one person from each synod. Seven (7) additional members will include a member of the Ministry Council, a member of the Corporate Board, a member of the Board of Stewardship, Foundation and Benefits, a member of the Board of Trustees of the Historical Foundation, and a Cumberland Presbyterian member of the Boards of Trustees of Bethel University, the Cumberland Presbyterian Children's Home, and Memphis Theological Seminary. The executives of the above named denominational entities shall serve as non-voting, Resource/Advocacy members. In addition, the corporation shall elect three (3) Youth Advisory members who shall be between the ages of 15-17 and be elected for one (1) year terms, with eligibility for re-election for one additional term.
02. The Office of the General Assembly will be responsible for the expenses of the representative of each synod. The represented denominational entities will be responsible for the expenses of their representatives and executives.

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

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

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

ARTICLE 12-INDEMNIFICATION

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

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

12.03 Limitation on Indemnification. No indemnification shall be made to or on behalf of any

person if a judgment or other final adjudication adverse to that person establishes his or her liability:

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

ARTICLE 13-TRUSTEE FOR THE CORPORATION

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

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

ARTICLE 14-PARLIAMENTARY AUTHORITY

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

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

Standing Rules

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

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

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

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

ARTICLE 15-REPORTS AND AUDITS

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

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

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

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

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

ARTICLE 16-AMENDMENTS

16.01 Manner of Amendment. Except as provided below, these Bylaws may be amended or repealed only by the affirmative vote of two-thirds of the votes cast in a duly constituted meeting of the General Assembly. No portion of the Bylaws may be amended or repealed by the Board of Directors. Fair and reasonable notice of any proposed amendment shall be provided as required by state law.

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

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

MEMORIAL ROLL OF MINISTERS

IN MEMORY OF MINISTERS LOST BY DEATH

<u>NAME</u>	<u>PRESBYTERY</u>	<u>AGE</u>	<u>DATE</u>
Alhart, Daryl	Murfreesboro.....	79	05/17/20
Barrett, Geoffry	Cumberland.....	77	05/24/20
Bayer, David	West Tennessee	73	04/09/20
Board, Newman Ray	Covenant	82	08/19/20
Brown, Rex	East Tennessee	82	07/27/20
Craig, Robert Aaron	North Central	86	10/24/20
Estes, Sam	del Cristo.....	101	02/09/21
Haire, Shelby O.....	Cumberland.....	82	02/03/20
Hall, John David	Robert Donnell.....	88	08/02/20
Hancock, B J.....	Murfreesboro.....	86	01/20/21
Harris, Ernest	Trinity	97	09/24/20
Ivey, Billy F	East Tennessee	87	02/04/20
Janner, Tony	West Tennessee	75	11/05/20
Jaramillo, Luciano.....	Grace	86	02/01/21
Jett, Mace, Jr.	West Tennessee	89	03/25/20
McCoy, Kenneth	West Tennessee	72	07/12/20
McSpadden, Nancy	Arkansas.....	67	05/12/20
Melson, Glenda	East Tennessee	79	02/14/20
Melton, Sam.....	Tennessee-Georgia.....	84	02/28/20
Meredith, Charles.....	Cumberland.....	79	06/22/20
Miller, James R	Columbia.....	82	01/16/20
Nunn, Don.....	Trinity	85	02/05/20
Pejendino, Phanor	Cauca Valley	64	02/02/21
Pinnell, James (Jim).....	West Tennessee	63	05/25/20
Shoulta, John.....	Covenant	72	04/04/20
Williams, Bobby D	West Tennessee	84	10/19/20
Woodliff, George.....	Arkansas.....	83	04/18/20

LIVING GENERAL ASSEMBLY MODERATORS

- 2020—REV. SHELIA O’MARA, PO Box 170, Gadsden, TN 38337
2019—REV. SHELIA O’MARA, PO Box 170, Gadsden, TN 38337
2018—REV. JAY EARHEART-BROWN, 475 N Highland Street, Apt 9L, Memphis, TN 38122
2017—REV. DAVID LANCASTER, 426 Fuqua Road, Martin, TN 38237
2016—REV. DWAYNE TYUS, 426 Old Hickory Boulevard, Madison, TN 37115
2015—REV. MICHELE GENTRY, Urb San Jorge casa 28, Km 8 via a La Tebaida
Armenia, Quindio, COLOMBIA, SA
2014—REV. LISA HALL ANDERSON, 1790 Faxon Avenue, Memphis, TN 38112
2013—REV. FOREST PROSSER, 1157 Mountain Creek Road, Chattanooga, TN 37405
2012—REV. ROBERT D. RUSH, 12935 Quail Park Drive, Cypress, TX 77429
2011—REV. DON M. TABOR, 9611 Mitchell Place, Brentwood, TN 37027
2009—ELDER SAM SUDDARTH, 206 Ha Le Koa Court, Smyrna, TN 37167
2007—REV. FRANK WARD, 8207 Traditional Place, Cordova, TN 38016
2006—REV. DONALD HUBBARD, 2128 Campbell Station Road, Knoxville, TN 37932
2005—REV. LINDA H. GLENN, 49 Mason Road, Threeway, TN 38343
2004—REV. EDWARD G. SIMS, 2161 N. Meadows Drive, Clarksville, TN 37043
2003—REV. CHARLES MCCASKEY, 679 Canter Lane, Cookeville, TN 38501
1999—ELDER GWENDOLYN G. RODDY, 3728 Wittenham Drive, Knoxville, TN 37921
1998—REV. MASAHARU ASAYAMA, 3-15-9 Higashi, Kunitachi-shi, Tokyo, JAPAN
1996—REV. MERLYN A. ALEXANDER, 80 N. Hampton Lane, Jackson, TN 38305
1995—REV. CLINTON O. BUCK, PO Box 770068, Memphis, TN 38117
1992—REV. JOHN DAVID HALL, 109 Oddo Lane SE, Huntsville, AL 35802
1990—REV. THOMAS D. CAMPBELL, PO Box 315, Calico Rock, AR 72519

GENERAL ASSEMBLY OFFICERS

MODERATOR
THE REVEREND SHELIA O'MARA
 PO Box 170
 Gadsden, TN 38337
 chaplainshelia@aol.com
 (443)699-2321

VICE MODERATOR
THE REVEREND MICHAEL CLARK
 2353 Blue Springs Road
 Decherd, TN 37324
 mclark37398@gmail.com
 (931)967-2121

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

ENGROSSING CLERK
THE REVEREND VERNON SANSOM
 7425 Northampton Boulevard
 Knoxville, TN 37931
 (865)556-4107
 vernon@sansom.us

THE BOARD OF DIRECTORS OF THE GENERAL ASSEMBLY CORPORATION

(Members whose terms expire in 2021)

- (2)MS. CALOTTA EDELL, PO Box 172103, Memphis, TN 38187
 cedsell@hotmail.com
 (2)REV. NORLAN SCRUDDER, 1514 Irene Lane, Fort Gibson, OK 74434
 ndscrudder@gmail.com

(Members whose terms expire in 2022)

- (3)REV. BOBBY COLEMAN, 107 E Henson, Springdale, AR 72764
 bobby.coleman@gmail.com
 (1)REV. RICKEY PAGE, 1369 Black River Drive, Mt Pleasant, SC 29466
 rickey.page59@gmail.com

(Members whose terms expire in 2023)

- (3)REV. JOHN BUTLER, 501 Cherokee Drive, Campbellsville, KY 42718
 rev.butlerj8134@gmail.com
 (3)MS. BETTY JACOB, PO Box 158, Broken Bow, OK 74728
 chocpres@pine-net.com

MINISTRY COUNCIL

(Members whose terms expire in 2021)

- (2)REV. KENNY BUTCHER, 403 Kalye Court, Mt Juliet, TN 37122
- (1)MS. AMY CRESSWELL, 1822 Glen Oaks Lane, Dyersburg, TN 38024
- (2)REV. PHILLIP LAYNE, 10699 Griffith Highway, Whitwell, TN 37397
- (2)MS. VICTORY MOORE, 17388 Chandlerville Road, Virginia, IL 62691
- (1)MS. MELINDA REAMS, 10 W Azalea Lane, Russellville, AR 72802

(Members whose terms expire in 2022)

- (2)MS. CARLA BELLIS, 19264 Law 2170, Aurora, MO 65605
- (1)MS. DEBBIE HAYES, 69 Cactus Drive, Benton, KY 42025
- (1)MR. TED SHIRAI, 25 Minami Kibogaoka, Asahi-ku, Yokohama, Kanagawa, JAPAN
- (1)REV. TIM SMITH, 214 Jeffery Drive, Fayetteville, TN 37334
- (2)REV. MIKE WILKINSON, 1504 Clear Brook Drive, Knoxville, TN 37922

(Members whose terms expire in 2023)

- (2)REV. DR. MICHAEL CLARK, 2353 Blue Springs Road, Dechard, TN 37324
- (2)REV. JUAN DAVID CORREA, Calle 76 #87-14, Medellin, COLOMBIA, SOUTH AMERICA
- (1)REV. DEREK JACKS, 341 Shadeswood Drive, Hoover, AL 35226
- (1)MS. LORA ROGERS-KERNER, 156 State Route 348 W, Symsonia, KY 42082
- (1)ANGELICA POVEDA, Nueva Esperanza Congregation, Cauca Valley Presbytery, Mission Synod, COLOMBIA, SOUTH AMERICA

YOUTH ADVISORY MEMBERS

- (1)MR. LAKE PORTER 17 Lovers Lane, Fayetteville, TN 37334
- (1)MS. RYLEE ROGERS, 314 Hampshire Drive, Clarksville, TN 37043
- (2)MS. LACEY YOUNG, 1211 Michael Drive, Alabaster, AL 35007

ADVISORY MEMBERS

- REV. SHELIA O'MARA, PO Box 170, Gadsden, TN 38337
- REV. MICHAEL SHARPE, 8207 Traditional Place, Cordova, TN 38016

GENERAL ASSEMBLY BOARD OF:

I. TRUSTEES OF BETHEL UNIVERSITY

(Members whose terms expire in 2021)

- (1)*MR. CLINTON FOX, 1850 South Boulevard, Houston, TX 77098
- (3)+REV. ELTON C. HALL, SR., 305 Tiffon Circle, Hewitt, TX 76643
- (1)MS. LINDA C. INGRAM, 203 Ballard Lane, Sparta, TN 38583
- (3)MS. DEWANNA LATIMER, 193 Moses Drive, Jackson, TN 38305
- (2)*DR. E. RAY MORRIS, PO Box 924628, Norcross, GA 30010
- (2)MR. STEVE PERRYMAN, 535 Ranch Road, Rogersville, MO 65742
- (1)REV. ROBERT TRUITT, 1238 Old Eastside Road, Burns, TN 37029

(Members whose terms expire in 2022)

- (1)*MR. SCOTT ALLEN, 15 Pamela Lane, Crossville, TN 38558
- (3)MR. JEFF AMREIN, 11711 Paramount Way, Prospect, KY 40059
- (2)*MR. SCOTT CONGER, 143 Fawn Ridge Drive, Jackson, TN 38305
- (3)MR. BILL DOBBINS 5716 Quest Ridge Road, Franklin, TN 37064
- (1)MS. VICKI H. HOOVER, 200 N Poplar Street, Paris, TN 38242
- (1)MR. WILLIAM TERRY HOWELL, 205 Como Street, McKenzie, TN 38201
- (2)*DR. BROCK MARTIN, 419 Browning Avenue, Huntingdon, TN 38344
- (1)MR. KEITH PRIESTLEY, 780 Old McKenzie Road, McKenzie, TN 38201
- (1)+ELDER CRAIG A. WHITE, 240 Waters Edge Lane, Madison, AL 35758

(Members whose terms expire in 2023)

- (2)DR. NANCY BEAN, PO Box 205, McKenzie, TN 38201
- (1) *JUDGE BEN CANTRELL, 1485A Woodmont Boulevard, Nashville, TN 37215
- (1)*MRS. PATRICIA KAHLDEN, PO Box 909, Caldwell, TX 77836
- (3)MR. KENNETH (KEN) D. QUINTON, 2912 Waller Omer Road, Sturgis, KY 42459
- (1)+DR. BERNICE C. RICHARDSON, 5902 Fortune Drive NE, Huntsville, AL 35811
- (2)MR. TOMMY SURBER, 825 Hico Road, McKenzie, TN 38201
- (3)REV. ROBERT (BOB) WATKINS, 5405 Kacena Avenue, Marion, IA 52302

II. TRUSTEES OF CUMBERLAND PRESBYTERIAN CHILDREN'S HOME**(Members whose terms expire in 2021)**

- (1)BRIAN MARTIN, 614 CR 4608, Troup, TX 75789
- (1)MRS. GUIN TYUS, 903 W Hickory Boulevard, Madison, TN 37115

(Members whose terms expire in 2022)

- (1)MS. MICHELE BLAND, 6837 Roberts Lane, Fort Worth, TX 76140
- (1)*MR. BRIAN CARWRIGHT, 3218 Northwood Drive, Highland Village, TX 75077
- (3)MR. RICHARD DEAN, 2140 Cove Circle North, Gadsden, AL 35903
- (1)*MR. CAMERON MARONE, 6085 Water Street, Plano, TX 75024
- (1)MS JACQUELINE SAN MIGUEL-LOZANO, 4005 Paradise Lane, Sanger, TX 76266
- (1)MR. SAM SUDDARTH, 206 Ha Le Koa Court, Smyrna, TN 37167
- (1)*MR. MATTHEW WHITTEN, 3909 Fawn Drive, Denton, TX 76208

(Members whose terms expire in 2023)

- (2)MR. PETE CARTER, 306 Jackson Hills Drive, Maryville, TN 37804
- (3)*MR. CHARLES W. HARRIS, 3293 Birch Avenue, Grapevine, TX 76051
- (3)*MR. KNIGHT MILLER, 509 Brixham Park Drive, Franklin, TN 37069

III. TRUSTEES OF HISTORICAL FOUNDATION**(Members whose terms expire in 2021)**

- (2)REV. LISA OLIVER, 110 Allen Drive, Hendersonville, TN 37075
- (1)MS. KELLY SHANTON, 3932 W Beaver Creek Drive, Powell, TN 37849

(Members whose terms expire in 2022)

- (2)MS. ROBIN MCCASKEY HUGHES, 1205 Olde Bridge Road, Edmond, OK 73034
- (2)MS. ASHLEY LINDSEY, 403 College Street, Smiths Grove, KY 42171
- (1)MS. MARTHA JO MIMS, 3011 Wolfe Road, Columbus, MS 39705
- (2)+WILLIE LYNK, 932 Valley Square Road, Morganfield, KY 42437

(Members whose terms expire in 2023)

- (2)+REV. JOE HOWARD, III, 2903 Al Lipscomb Way, Dallas, TX 75215
- (1)MS. CATHY LITTLEFIELD, PO Box 125, Booneville, AR 72927
- (3)+MS. PAT WARD, 2620 Rabbit Lane, Madison, AL 35756

IV. TRUSTEES OF MEMPHIS THEOLOGICAL SEMINARY OF THE CUMBERLAND PRESBYTERIAN CHURCH**(Members whose terms expire in 2021)**

- (1)REV. DANIEL BARKLEY, 2732 Rexford Street, Hokes Bluff, AL 35903
- (1)REV. GLORIA VILLA DIAZ, 2425 Holly Hall Street B42, Houston, TX 77054
- (1)REV. YOONG KIM, 2770 Farmstead Way, Suwanee, GA 30024
- (1)REV. RIAN PUCKETT, 55 Ham Street, Batesville, AR 72501
- (3)MS. SONDRAL RODDY, 628 Mannington Place, Lexington, KY 40503
- (3)*REV. MELVIN CHARLES SMITH, 1263 Haynes Street, Memphis, TN 38114
- (3)*MS. LATISHA TOWNS, Regional One-The Med, 877 Jefferson Avenue, Memphis, TN 38103

(Members whose terms expire in 2022)

- (1)MR. GREG ALLEN, 1138 Balbade Drive, Nashville, TN 37215
- (1)REV. JILL CARR, 1601 Arbour Drive, Lebanon, MO 65536
- (2)*MS. JANE ASHLEY FOLK, 4123 Chanwil Place, Memphis, TN 38117
- (2)*REV. LARRY HILLIARD, 102 Johnson Street, Waveland, MS 39576
- (1)MS. CHERYL LESLIE, 3374 Walnut Grove Road, Memphis, TN 38111
- (1)*MS. LISANNE MARSHALL, 325 Meadow Grove Lane, Memphis, TN 38120
- (1)*REV. KEITH NORMAN, 2835 Broad Avenue, Memphis, TN 38112
- (2)*REV. DEBORAH SMITH, 584 E McLemore Avenue, Memphis, TN 38106

(Members whose terms expire in 2023)

- (3)REV. ANNE HAMES, 118 Paris Street, McKenzie, TN 38201
- (2)REV. WES JOHNSON, 6222 Crestmoore Lane, Sachse, TX 75048
- (2)+MS. VANESSA K. MIDGETT, 118 Thunderbird Drive, Huntsville, AL 35749
- (2)REV. JASON MIKEL, 410 Ramblewood Lane, Nolensville, TN 37135
- (2)*REV. JIMMY MOSBY, PO Box 45843, Little Rock, AR 72214
- (2)REV. KIP RUSH, 516 Franklin Road, Brentwood, TN 37027

V. STEWARDSHIP, FOUNDATION AND BENEFITS**(Members whose terms expire in 2021)**

- (1)MS. DEBBIE SHANKS, 3997 N 100th Street, Casey, IL 62420
- (2)MR. JAMES SHANNON, 2307 Littlemore Drive, Cordova, TN 38016
- (3)MR. MICHAEL ST. JOHN, 324 Carriage Place, Lebanon, MO 65536

(Members whose terms expire in 2022)

- (2)REV. KEN BYFORD, 23716 Highway 9 N, Piedmont, AL 36272
- (1)MRS. MARY JO RAY, 16 Nottingham Lane, Columbus, MS 39705
- (2)MS. ANDREA SMITH, 1715 Water Cure Road, Winchester, TN 37398 (resigned)
- (1)MR. OWEN SMITH, 119 Pine Island Drive, Marshall, TX 75672

(Members whose terms expire in 2023)

- (3)MR. RANDY DAVIDSON, PO Box 880, Ada, OK 74821
- (1)MR. JOHN KOELZ, 4498 S Carothers, Franklin, TN 37064
- (2)REV. GARY TUBB, 103 Forest Drive, Mountain Home, AR 72653
- (2)REV. DWAYNE TYUS, 426 W Old Hickory Boulevard, Madison, TN 37115

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

- (2) Term Expires in 2021—REV. TONY JANNER, 104 Northwood Drive, McKenzie (deceased)
TN 38201
- (1) Term Expires in 2022—REV. SHELIA O'MARA, PO Box 170, Gadsden,
TN 38337
- (1) Term Expires in 2023—MR. TOMMY CRAIG, 8958 Carriage Creek Road, Arlington,
TN 38002

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

GENERAL ASSEMBLY COMMITTEES

I. JUDICIARY

(Members whose terms expire in 2021)

- (3)REV. ANNETTA CAMP, 2303 Mill Creek Road, Halls, TN 38040
anetta@cumberlandchurch.com
- (1)REV. JIM RATLIFF, 13 Hernando Drive, Cherokee Village, AR 72529
kudzu8161@yahoo.com
- (2)MR. BILL TALLY, 907 Tipperary Drive, Scottsboro, AL 35768
wtally@scottsboro.org

(Members whose terms expire in 2022)

- (2)MS. RACHEL MOSES, 1138 Blaine Avenue, Cookeville, TN 38501
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- (2)REV. JAN OVERTON, 3320 Pipe Line Road, Birmingham, AL 35243
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- (1)REV. ROGER REID, 637 Colburn Drive, Lewisburg, TN 37091
drrtr@yahoo.com

(Members whose terms expire in 2023)

- (2)MS. PAMELA BROWN, 6400 North Grove Avenue, Warr Acres, OK 73012
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- (3)REV. HARRY CHAPMAN, 4908 El Picador Court SE, Rio Rancho, NM 87124
wrightrev@gmail.com
- (2)REV. GEOFFREY KNIGHT, 2119 Avalon Place, Houston, TX 77019
geoff@cphouston.org

II. JOINT COMMITTEE ON AMENDMENTS

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

III. NOMINATING

(Members whose terms expire in 2021)

- (1)MR. ETHAN MORGAN, 119 Mountain Top Lane, Cookeville, TN 38506
remorgan8@gmail.com
- (1)REV. RANDY SHANNON, 30282 Highway H, Marshall, MO 65340
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(Members whose terms expire in 2022)

- (1)MS. ALLISON CARR, PO Box 1547 Lebanon, MO 65536
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- (1)MS. DIANN PHELPS, 4743 Happy Hollow Road, Hawesville, KY 42348
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- (1)REV. MICAIAH TANCK, 3218 Scenic Drive, Scottsboro, AL 35769
micaiah.thomas@gmail.com
- (1)REV. BRENT WILLS, 4607 E Richmond Shop, Lebanon, TN 37090
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(Members whose terms expire in 2023)

- (1)MS. JENNIFER BYRD, 176 E Valley Road, Whitwell, TN 37397
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- (1)MR. VICTOR HASSELL, 510 N Main Street, Sturgis, ky 42459
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- (1)MR. KEN SMITH, 6197 34th Street, Lubbock, TX 79407
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- (1)REV. MARION SONTOWSKI, 17101 N Western Avenue, Edmond, OK 73012
sontowski tn@yahoo.com

IV. OUR UNITED OUTREACH COMMITTEE

(Members whose terms expire in 2021)

- (1)MS. GWEN RODDYE, 3728 Wittenham Drive, Knoxville, TN 37921
 (3)MS. ROBIN WILLS, 4607 E Richmond Shop Road, Lebanon, TN 37090

(Members whose terms expire in 2022)

- (2)REV. BRUCE HAMILTON, 203 W Fifth Street, Mountain View, MO 65548

(Members whose terms expire in 2023)

- (2)MR. MIKEL DAVIS, 102 Willow Wood Lane, Ovilla, TX 75154
 (1)REV. EDUARDO MONTOYA, 270 Windsor Drive, Roselle, IL 60172

YOUTH ADVISORY MEMBERS:

- (1)MS. SIERRA ALEXANDER, 1014 Wren Street, Dyersburg, TN 38024
 (1)MS. KAILEY SUNDSTROM, 309 Bryson Lane, Clarksville, TN 37043
 (1)MR. NATE WOOD, 17246 Highway K, Aurora, MO 65605

V. PLACE OF MEETING

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

VI. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

(Members whose terms expire in 2021)

- (1)REV. MITCH BOULTON, 80 Topsy Lane, Savannah, TN 38372
 steelermitch@gmail.com
 (1)+REV. BOBBY HAWKINS, 220 S. Foxwell Street, Providence, KY 42450
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 (1)REV. MICHAEL QUALLS, 5355 June Cove, Horn Lake, MS 38637
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 (1)+MR. JAMES REYNOLDS, 128 Heritage Lane, Madison, ALabama 35758
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 (1)MS. MELISSA WILSON, 107 Hillwood Drive, Dickson, TN 37055 **(resigned)**
 milzwilz@yahoo.com

(Members whose terms expire in 2022)

- (3)+REV. JIMMIE DODD, 1798 Campbell Street, Jackson, TN 38301
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 (1)REV. JO WARREN, 811 Wall Street, Morrilton, AR 72110
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(Members whose terms expire in 2023)

- (2)+REV. EDMUND COX, 249 Mimosa Circle, Maryville, TN 37801
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- (3)+REV. NANCY FUQUA, 1963 County Road 406, Towncreek, AL 35672
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- (2)REV. RICHARD MORGAN, 1468 Williams Cove Road, Winchester, TN 37398
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- (2)REV. LISA SCOTT, (address on file in GA office)
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- (2)+REV. RICK WHITE, 1544 Herring Avenue, Waco, TX 76708
rickwaco3@aol.com

President of Memphis Theological Seminary - Ex-officio Member

OTHER DENOMINATIONAL PERSONNEL**REPRESENTATIVES TO:**

Caribbean and North American Area Council, World Communion of Reformed Churches:
STATED CLERK MICHAEL SHARPE, 8207 Traditional Place, Cordova, TN 38016

(Member whose terms expire in 2023)

- (2)MS. SHERRY POTEET, PO box 313, Gilmer, TX 75644
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THE REPORT OF THE MODERATOR

As I write this report, there are many uncertainties the Church and the world are facing. This past year has seen the world in the grips of a highly contagious novel coronavirus (COVID-19) pandemic that has disrupted and changed our lives. The 190th General Assembly scheduled to meet in June 2020 was cancelled, resulting in the terms of Moderator and Vice Moderator being extended to a second year. The 190th General Assembly is two months away and we are uncertain as to whether it will be safe to gather as the Cumberland Presbyterian Church (CPC). The presbyteries of the CPC and Cumberland Presbyterian Church in America (CPCA) have been voting on unification and it is uncertain as to whether there will be enough votes in support of unification. The Unified Committee on Theology and Social Concerns (UCTSC) has submitted its statement on Human Sexuality, and it is uncertain how that statement will be acted upon and its impact on the CPC. Of this I am certain, the CPC, led by the Holy Spirit, will continue to embrace its “Whosoever Will” doctrine and fulfill the Great Commission to make disciples of all nations.

I. SPIRIT ENGAGING CULTURE

I began my tenure as Moderator with a focus on “Spirit Engaging Culture.” We are called to be open to the realities of the Holy Spirit. I have asked the Church questions such as “What direction are we facing? Do we lean into or against the wind of the Spirit? How can we be ready to receive the Holy Spirit?” Sometimes we get caught up in the details of the Church and forget that God is going to do something. Being open to the Holy Spirit begins and ends with prayer. This is the position for the Church to take for revival and renewal. The early Church was constantly in prayer and had a culture of expectation that God was going to send the Holy Spirit and empower them to be witnesses of Jesus Christ to the ends of the earth. I see this focus on “Spirit Engaging Culture” as critical for the CPC in the 21st century.

1. PRAY, FAST, ACT (PFA). On Ash Wednesday (February 26, 2020), the global CPC participated in a day of prayer and fasting, a memorial from Presbytery del Cristo adopted by the 189th General Assembly. I commend the Ministry Council (MC) staff for the outstanding work they did in providing a multitude of resources for the Church in the languages represented by the CPC. I am told this was a first! From all reports, PFA was a success in terms of participation around the globe. On Ash Wednesday 2021 (February 17, 2021) I called for a second time of prayer and fasting to focus on the Church living out its purpose and mission to share the good news every day. It is interesting to note that several days after the 2020 PFA, the COVID-19 pandemic grabbed the world’s attention. These times tested us in terms of how to be connected as a faith community. We have experienced a unique opportunity to share the gospel in ways we never dreamed of and to people we might not have otherwise reached. The CPC has shone a light of hope into a darkness that threatens our world. I continue to hope and pray that as we asked God for revival and renewal in the church, we will listen to God’s voice and continue to live as a people of faith. I hope that in the historical records of the CPC decades from now it will be said that this current pandemic brought revival and the Church pressed a reset button on how to restore connection to God and one another.

RECOMMENDATION 1: That the 190th General Assembly approve an annual day of prayer and fasting on Ash Wednesday for the global Cumberland Presbyterian Church.

2. VISION: related to a culture of expectation in the Church is that of vision. Scripture tells us that where there is no vision, the people perish (Proverbs 29:18). In 1994, the 164th General Assembly of the CPC approved hosting a forum on a strategy for the future at the beginning of the 165th General Assembly in 1995 (pp. 216-217, 1994 General Assembly Minutes). The purpose was to seek understanding of paradigm shifts within the denomination and develop a strategy and vision for the future. The forum took place on the first day of the 1995 General Assembly and a report was submitted and adopted by the 165th meeting of the General Assembly. “Our Vision for the Cumberland Presbyterian Church” was adopted (pp. 305-306, 1995 General Assembly Minutes) and provided fifteen dreams and visions for the Church. The last statement included these words “ We dream of a time when we will say and believe- ‘attempt great things for God and expect great things of God.’” Two years later in 1997 a mission statement and three priority goals for the first decade of the 21st century was adopted. (2007 General Assembly Minutes pp. 36-41).

When the General Assembly in 2007 approved a major reorganization of the CPC, some of the responsibilities of the former General Assembly Council (GAC) were transferred to the current Ministry

Council (MC). The MC serves as the primary long- and short-range planning agency of the CPC, identifying the Church's vision for ministry and overseeing the implementation of ministry. (p. 47, 2008 General Assembly Minutes).

In 2013, the MC council report to General Assembly stated it had reviewed the Vision of Ministry of the CPC and its three Priority Goals for the years 2000-2010 and said it was evident the goals had expired. In addition, the 2007 General Assembly adopted a goal related to evangelism and in 2012 the General Assembly adopted the "Step Out!" emphasis as a priority. The 2013 General Assembly adopted a MC recommendation that, considering the strong likelihood of unification with the CPCA, further review of the Priority Goals be postponed until such time as new ones can be established by the new unified church or the present CPC. (pp 125-126, 52 of the 2013 General Assembly Minutes).

Given that the COVID19 pandemic has caused us to rethink the way we function as a worshipping community and has forced innovation in terms of delivering ministry, I believe it is time for a new visionary strategic plan for the CPC in the 21st century that will provide a common vision, mission, guiding principles and goals. A forum like the one held in 1995 may provide some strategic guidance for the Church. Leadership representation from across the church and its boards/agencies/institutions/current and past moderators, etc. can provide important feedback in the process.

RECOMMENDATION 2: That the 190th General Assembly task the Ministry Council to develop a strategic plan that includes a mission statement, vision statement, guiding principles and goals for the Cumberland Presbyterian Church and report back to the 192nd General Assembly.

II. GENERAL ASSEMBLY

I had the privilege of attending many meetings during my tenure as Moderator: Presbyteries, Ministry Council, Memphis Theological Seminary (MTS) Board of Trustees, Unification Task Force, Unified Committee on Theology and Social Concerns, Stated Clerks conference, Heritage Day service at MTS, CP House of Studies organizational meeting, 2019 and 2020 Symposium, Presbyterian Council for Chaplains and Military Personnel, etc. I gained a greater insight and appreciation for the dedication and hard work of all those who do the work and ministry of the Church, whether as denominational staff or leaders at all levels of ministry. I encourage all boards, agencies, institutions, and institutions in a covenant relationship to extend an invitation to the Moderator to attend meetings of Church entities and judicatories. This report as well as other observations and recommendations I made in the last year are a result of being able to move throughout the church. It seems that by the time the Moderator has gained valuable insight into the workings of the church, it is time to turn over the office to the next person. At one point in the church's recent history the Moderator was an advisory member to the Ministry Council for the year of tenure and one year following. The 2015 General Assembly revised the bylaws to reflect a one-year advisory role on Ministry Council for the Moderator. To be more effective as the ecclesiastical head of the CPC, extending the tenure of the Moderator would have a greater impact.

In addition, I have wondered over the years about the necessity of General Assembly meeting annually. Given the high (and rising) costs to the CPC for an annual meeting, I am not convinced there is enough business for the church to consider each year that warrants the expense. I know this observation will cause a strong reaction among some, especially those who view General Assembly as a time of fellowship and connection for the church. I think it is time to review the annual meeting of General Assembly and whether it is effective and worth the cost to continue meeting annually. At a minimum, the current General Assembly program needs review for a more effective and scaled down model. During these last 2 years, serving as Moderator and skipping a year of General Assembly due to the pandemic, the work of the Church has continued.

Therefore, the following recommendations are submitted:

RECOMMENDATION 3: That the 190th General Assembly change its bylaws to reflect a bi-annual meeting of General Assembly.

RECOMMENDATION 4: That the 190th General Assembly change its bylaws to state that the term of the Moderator and Vice Moderator will be for a 2-year tenure.

III. ITEMS OF INTEREST

1. OVERSEAS MISSIONS WORK: It is exciting that the Cumberland Presbyterian footprint is present in 18 countries around the world. When I look at the overall membership of the CPC, it is evident that the overall membership is declining each year while we are growing in places around the world. The Our United Outreach income has remained steady over the last decade, yet it is realistic to think that expenses have increased. We have been a missions focused church for an exceptionally long time. Many of the countries where Cumberland Presbyterians live are in places that will need sustainment and support for a long time. If the CPC believes in the growth of the global church and the witness of the CPC to the ends of the earth, I ask you to support the work of our missionaries around the world.

2. EMPLOYEE ASSISTANCE PROGRAM (EAP): Many Presbyteries have signed up for the EAP. The program officially began in January 2020. The national average cost per counseling hour is \$150. The EAP cost for Presbyteries per minister/probationer is \$24/year. This is a wonderful opportunity for U.S. Presbyteries to provide mental health care for its ministers/probationers and any family member living in the home. I commend the Pastoral Development Ministry Team for its vision and focus on clergy self-care by implementing this important program.

3. MEMPHIS THEOLOGICAL SEMINARY (MTS): I attended all MTS Board of Trustee meetings during my tenure. I also serve as a denomination representative on a Planning and Evaluation Committee. I am encouraged with the hiring of Reverend Dr. Jody Hill as the seminary president. Jody brings a lot of experience in resource development as well as a passion for servant leadership. I encourage MTS to look at ways to develop pastoral leadership in our future CPC clergy, and for those who will serve most of our churches in small town and/or rural locations.

4. CONFESSION OF FAITH: In my various leadership roles in the CPC, whether as a presbyter, committee member, committee chair, etc., I have observed that it is sometimes challenging to find information in the various sections of the confession, constitution, etc. On any given subject, there are numerous places to find references throughout the document. When the next version is printed (usually because of a change in the Constitution), I suggest providing an index to make it easier to locate references to a subject.

5. CENTER INTERAGENCY TEAM (CIT): The CIT is made up of the directors of the Office of the General Assembly, Ministry Council, Board of Stewardship and Historical Foundation. When they meet it is primarily to discuss matters related to campus facilities management. I encourage the CIT to expand their agenda to include a more “integrated conversation” about matters of the CPC. This kind of approach of communication, collaboration and cooperation could have a tremendous impact on the Church, especially in terms of an overarching strategic plan.

This past year of a pandemic has forced many of us to be innovative and shift not only how we deliver ministry but where we do it. The denominational campus in Cordova, Tennessee has been closed for a year. Some employees go to the office one day a week while others have worked entirely from home. Ministry Council has five employees who do not reside in the Cordova area and were permanently working from home before the pandemic led to closing the campus. I encourage the CIT to evaluate the current campus footprint and determine whether both buildings are needed. I also encourage each of the four agency directors to evaluate what functions and what employees need to remain working on campus and which ones can continue to work offsite. There are lots of best practices and best processes inspired by a pandemic innovation which may be helpful in evaluating the denominational campus footprint moving forward.

6. MODELS FOR PASTORAL MINISTRY: It is my opinion that a major lesson learned from the COVID 19 pandemic is that the Church needs to expand its model for pastoral ministry beyond what we currently have. Prior to the pandemic we had churches without a pastor (whether full-time or part-time). We had churches with small numbers of active and total members within proximity to one another, many of them without a pastor and whose resources are minimal. That reality still exists and may very well get worse. There is a rising trend towards bi-vocational ministry across many Protestant denominations. A post-pandemic world will likely see an increase in this trend as our pastors are faced with providing financial stability for their families while serving their churches.

In 1988, the One Hundred Fifty-Eighth General Assembly of the Cumberland Presbyterian Church approved a memorial from East Tennessee Presbytery concerning Elders Serving as Lay Leaders in other congregations. In 1995, in order that lay leaders may be strengthened, the One Hundred Sixty-Fifth General Assembly approved a non-mandatory training/certification program proposed by the former Commission on the Ministry. In 2012, the Pastoral Development Ministry Team revisited both documents and developed a Handbook and Application Packet to help presbyteries implement a commissioned Lay Leader program. I am not sure how many presbyteries use this model for ministry.

Delivery of ministry in a new way is part of our heritage. It is time to re-claim our heritage and have an integrated conversation about a 21st century delivery of ministry in our churches and who can provide that ministry so that our church can thrive, not just survive. I encourage leadership from the Office of the General Assembly, Memphis Theological Seminary, Bethel University and Ministry Council to come together and have that conversation with measurable, achievable results during the calendar year 2021.

IV. GRATITUDE

It has been an honor and privilege to serve the Church as the 189th Moderator of the CPC General Assembly these last two years, a humbling experience I never imagined would be bestowed upon me. I have observed so much love and devotion for the work of the Church, whether as denominational staff, Presbytery leadership or the average CP congregational member. We have a lot to be proud of. I am grateful for the support and assistance of the Stated Clerk, Reverend Michael Sharpe, the Engrossing Clerk, Reverend Vernon Sansom and the Assistant to the Stated Clerk, Mrs. Elizabeth Vaughn. I could not have carried out my duties without you. Thanks to the Vice Moderator, Reverend Doctor Michael Clark for sharing the duties of attending Presbyteries that I could not attend. I also want to give a shout out to the parliamentarian of the 189th General Assembly, Reverend Geoff Knight. His parliamentary expertise and crash course on parliamentary procedures kept me on track throughout the Assembly. I could not have carried out my duties without the support of my husband, Duncan, who always has my back and gives me freedom to do the ministry and work that God calls me to do.

Finally, I invite us all to continue to seek ways to be open to the Holy Spirit engaging our community, attempt great things for God and expect great things of God.

Respectfully submitted,
Reverend Shelia O'Mara
Moderator of the 189th General Assembly

THE REPORT OF THE STATED CLERK

I. THE OFFICE OF THE STATED CLERK

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

The Office of the General Assembly also provides budgeting, accounting, and support services for commissions, committees, agencies and task forces without executive assistance.

Additional services and activities provided through the office of the Stated Clerk this past year include:

- Providing assistance to the Unification Task Force and the Evaluation Committee.
- Developing and maintaining a web presence for the following General Assembly Committees/ Commissions without staff: Nominating Committee, Unified Committee on Theology and Social Concerns, Commission on Military Chaplains and Personnel, Our United Outreach Committee and the Unification Task Force.
- Creation of spring and fall Denominational News Updates, a compilation of talking points obtained from each board and agency that could be shared at meetings of presbyteries and in other settings. The updates are also shared with presbytery clerks.
- Development of a COVID-19 Resource page that was added to the denominational website, for use by churches and church leaders.
- Hosted several mini zoom conferences for Presbytery and Synod Clerks in place of the annual Conference held at the Center in January.

A significant portion of the Stated Clerk's time has been spent responding to various judicial and legal questions affecting local churches and presbyteries. The Clerk is appreciative for advice provided to this office from both the Permanent Judiciary Committee and from Mr. Jamie Jordan who serves as legal counsel for the Office of the General Assembly.

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

II. STAFF

Ms. Elizabeth Vaughn serves as the Assistant to the Stated Clerk, a position that requires her to maintain accurate records of ministers, probationers, congregations, record income and expenses and to authorize payment of all items in the Office of the General Assembly budget. The Church is fortunate to have a person with such knowledge, efficiency and dedication to work. The Stated Clerk and the Assistant to the Stated Clerk are currently the only employees of the Office of the General Assembly.

Reverend Vernon Sansom, who has served as Engrossing Clerk since 2012, will conclude his term of service in August due to health reasons. The Stated Clerk is grateful for the many contributions that Reverend Sansom has given through his service in this position. He is to be commended for his work in keeping meticulous minutes, helping committee chairs and co-chairs in preparing clear and accurate reports, assisting with commissioner orientations, and being an instrumental member of the onsite office team during the meetings of General Assembly.

RECOMMENDATION 1: That the 190th General Assembly commend Reverend Vernon Sansom for his dedicated service as Engrossing Clerk, from 2012 – 2021.

III. ECUMENICAL RELATIONSHIPS

The Cumberland Presbyterian Church has historically been involved in ecumenical relationships. Through co-operative ministries, chaplains for the military and veteran's hospitals are endorsed, migrant workers and persons in Appalachia are served, and missionaries are sent into a variety of countries. Through ecumenical partnerships disaster relief funds are distributed. Through working co-operatively church school and camping materials are developed. The Cumberland Presbyterian witness is more effective through participation with other Christians in these and various other ministries.

A. CUMBERLAND PRESBYTERIAN CHURCH IN AMERICA

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

B. WORLD COMMUNION OF REFORMED CHURCHES

Both the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in a America are members of World Communion of Reformed Churches (WCRC). The WCRC was formed in 2010 by a merger of the World Alliance of Reformed Churches and the Reformed Ecumenical Council. The WCRC represents approximately eighty million members of two hundred thirty denominations from one hundred seven countries, including Reformed, Congregationalists, Presbyterian and United Churches. Resources and updates from the World Communion of Reformed Churches are available on their website: (www.wcrc.ch).

Reverend Christopher Ferguson serves as general secretary of the WCRC and offices in Hanover, Germany where the headquarters for WCRC is located.

IV. THE CORPORATE BOARD

In the called meeting in December 2007, the General Assembly elected a new board of directors for the General Assembly Incorporation, thus the Corporate Board was formed. The responsibilities for the Corporate Board are listed in the General Assembly Bylaws, Article 5.

The Corporate Board met as needed by conference call this past year. Due to the COVID global pandemic, the Corporate Board took the following actions under Article of its bylaws which provides that the “the General Assembly Corporate Board shall act with the power of the General Assembly in such emergency when such emergency has been declared by three-fourths of the entire members of the General Corporate Board, to wit,

1. Approved rescheduling the 190th General Assembly meeting from June 2020 to June 27-July 2.
2. Approved the 2020 General Assembly Report from the Our United Outreach Committee
(see Appendix A).
3. Approved the 2020 General Assembly Report from the Nominating Committee
(see Appendix B)
4. Approved the 2020 General Assembly Church Calendar
(see Appendix C)

The Center Interagency Team (CIT) comprised of the Center’s Principle Executive Officers, continues to be responsible for oversight of the day-to-day maintenance and property needs at the Denominational Center. Current CIT members include: Mike Sharpe (Office of the General Assembly), Robert Heflin (Board of Stewardship, Foundation and Benefits), Susan Gore (Historical Foundation), and Edith Old (Ministry Council). The Shared Services budget covers the cost for maintaining the Center offices and property (see page 160).

V. ENDORSEMENTS FOR MODERATOR

The Reverend Duawn Mearns, Red River Presbytery and the Reverend Alan Meinzer, Arkansas Presbytery have been endorsed as Moderator of the 190th General Assembly.

VI. MINUTES OF THE GENERAL ASSEMBLY

The Office of the General Assembly continues to make the minutes of the General Assembly available on a CD, and mailing them to persons requesting them. The resource center also prints and sells a few printed copies of the General Assembly Minutes each year. For information contact Matthew Gore, mhg@cumberland.org. It is permissible to download and print a copy of the minutes from the website (www.cumberland.org/gao).

VII. STATISTICAL INFORMATION

The annual congregational report forms are sent to the session clerk on December 1, and due in the office of the Stated Clerk of the Presbytery on February 1, and all reports are to be in the Office of the General Assembly by February 10.

In 2020 a two hundred and nineteen congregations failed to report, thus statistics are not accurate. The statistics for a non-reporting congregation may be several years old, but it is the latest information available. The General Assembly Office continues to shorten and simplify the reporting process. Efforts also continue to further simplify online reporting for those able to utilize the technology. Hard copies of the report forms will still be made available for those congregations who do not have access to the internet.

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

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

VIII. CONSTITUTIONAL AMMENDMENTS

The following Amendments to the Constitution were referred to the presbyteries by the General Assembly in 2019:

That the Preamble to the Constitution be amended by inserting the following paragraph between the first and second existing paragraphs: *‘Cumberland Presbyterian congregations are found around the world. While the mission of the church is the same everywhere, the forms and structures of the Constitution and Rules of Discipline do not always fit seamlessly with the cultures, traditions, and legal systems of some countries. In countries other than the United States the provisions of the Constitution and Rules of Discipline should be applied so far as possible, but the Constitution and Rules of Discipline are, at heart, documents which exist to promote spiritual objectives. If there are instances in which the letter of the Constitution and/or Rules of Discipline cannot be applied without compromising the mission of the church and the spiritual objectives identified in the Confession of Faith, it is the spirit of the law, rather than the letter, which must prevail. ‘Cumberland Presbyterian congregations*

That Constitution 3.03 be amended to read: *“The authority of each level of church government is limited by the stated provisions of the Constitution. Although each judicatory exercises exclusive original jurisdiction over all the matters specifically belonging to it, the lower judicatories are subject to the review and appellate authority of the next higher judicatory.”*

That Constitution 3.35 be amended to read: *“A particular church shall not sell, convey, lease, pledge, mortgage, or encumber its real property used for purposes of worship, nurture, or ministry without the written permission of the presbytery in which the particular church is located, transmitted through the session of the particular church. In granting its permission, the presbytery does not become a party to the church’s agreement, nor a guarantor of any indebtedness. “*

That the Constitution 7.06 be amended to read: *“A person shall enter into one of these relationships with a particular church only with the approval of the presbytery in the bounds of which the particular church is located. The church session shall bear responsibility for the selection of the person, and the presbytery’s approval shall relate to the person’s ministerial credentials, commitment to*

the theology and government of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America, and standing in his or her current presbytery, if any. The presbytery may authorize its board of missions to act on its behalf in examining the call and to give tentative approval to a relationship between a particular church and a minister, licentiate, or candidate, subject to formal approval at a meeting of the presbytery. “

That the Constitution 8.5 (f) be amended to read: *“In general, to order with respect to the presbyteries, sessions, and churches under its care according to the government of the church, whatever pertains to their spiritual welfare and the edification of the church.”*

That the Constitution 9.4 (d) be amended to read: *“Institute and review the work of denominational entities. “*

That the Constitution 9.4 (g) be amended to read: *“Take care that the lower judicatories observe the government of the church and exercise its review and appellate authority to redress what they may have done contrary to order.”*

That the Constitution 9.4 (m) be amended to read: *“Keep watch over the affairs of the whole church. “*

The Constitutional Amendments were approved by the required 3/4 number of presbyteries in the Cumberland Presbyterian Church to be ratified, the following is a report of the votes received in the clerk’s office as of May 31, 2021:

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

The following presbyteries voted in the negative: North Central

The following presbyteries did not report: Cumberland East Coast, Cauca Valley, Emaus, Andes

RECOMMENDATION 2: That the 190th General Assembly declare that the Constitutional Amendments have been approved.

IX. PRESBYTERY VOTE ON UNIFICATION

The Plan on Unification (see pages 129-133 in the Unification Task Force Report) was referred to the presbyteries by the General Assembly in 2019. The plan was approved by the needed majority of the presbyteries in the Cumberland Presbyterian Church, the following is a report of the votes received in the clerk’s office as of May 31, 2021:

The following presbyteries voted in the affirmative: Del Cristo, Robert Donnell, Choctaw, Covenant, Missouri, Red River, Trinity, Murfreesboro, Tennessee-Georgia, West Tennessee, North Central, Nashville, Japan, Andes, Emaus, Cauca Valley, Cumberland, Columbia, Hong Kong, East Tennessee.

The following presbyteries voted in the negative: Hope, Grace, Arkansas

The following presbytery did not report: Cumberland East Coast

Unfortunately the Plan on Union was not approved by the needed majority of the presbyteries in the Cumberland Presbyterian Church in America (CPCA). The following is a report of the votes received by the clerk’s office (CPCA) as of May 31, 2021:

The following presbyteries voted in the affirmative: Elk River, Cleveland Ohio and Brazos River

The following presbyteries voted in the negative: Tennessee Valley, South Alabama, New Hopewell, East Texas, Tuscaloosa, Ohio Valley, Birmingham, Huntsville, Florence, Angelina and Hiwassee.

The following presbytery did not report: Purchase

X. CHURCH CALENDAR 2021-2022

The 182nd General Assembly, directed the Office of the General Assembly to be responsible for reporting the "Church Calendar" to the General Assembly for adoption. Listed below are the dates received from the Boards and Agencies of the denomination.

RECOMMENDATION 3: That the 190th General Assembly approve the following dates for the 2021-2022 Church Calendar:

CHURCH CALENDAR 2021-2022

July-2021

4	Outdoor Ministries Sunday
10	Program of Alternate Studies Graduation
10-24	PAS Summer Extension School, Bethel, McKenzie, Tennessee
17	Children's Fest/Middle Schooler's Event, McKenzie, Tennessee
24-27	presbyterian Youth Triennium, Indianapolis, Indiana

August-2021

1-Sept 30	Christian Education Season
7	Bethel University Commencement
15	Seminary/PAS Sunday
22	MTS Fall Semester Begins
23	Bethel University Fall Semester Begins

September-2021

12	Senior Adult Sunday
19	Christian Service Recognition Sunday
19	International Day of Prayer and Action for Human Habitat

October-2021

	Church Paper Month
	Clergy Appreciation Month
	Domestic Violence Awareness Month
3	Worldwide Communion Sunday
12	A Day at the Park
17	Native American Sunday
20	Pastor Appreciation Sunday

November-2021

	Any Sunday Loaves and Fishes Program
1	All Saints Day
4-6	Symposium
5	World Community Day (Church Women United)
7	Bethel University Sunday
7	Stewardship Sunday
14	Day of Prayer for People with Aids and Other Life-Threatening Illnesses
21	Bible Sunday
21	Loaves and Fishes Offering
28-Dec 24	Advent in Church and Home

December-2021

	Any Sunday Gift to the King Offering
4	Bethel University Commencement
19	Gift to the King Offering
24	Christmas Eve
25	Christmas Day

January-2022

6	Epiphany
10-11	Stated Clerks' Conference
9	Human Trafficking Awareness Day
10	BU Spring Semester Begins
15	Deadline for receipt of 2020 Our United Outreach Contributions
23	Family Sunday
24	MTS Classes Begin

February-2022

	Black History Month
1	Annual congregational reports due in General Assembly office
6	Denomination Day
6	Historical Foundation Offering
13	Souper Bowl Sunday
13	Our United Outreach Sunday
20	Youth Sunday

March-2022

	Women's History Month (USA)
2	Ash Wednesday, the beginning of Lent
2-April 17	Lent to Easter
4	World Day of Prayer (CWU)
27-31	National Farm Workers Awareness Week

April-2022

10	Palm/Passion Sunday
14	Maundy Thursday
15	Good Friday
17	Earth Day
17	Easter

May-2022

5	National Day of Prayer
7	Bethel University Commencement
14	MTS Closing Convocation & Graduation
29	Memorial Day Offering for Military Chaplains & Personnel for USA churches

June-2022

5	Pentecost
5	World Missions Sunday
12-17	General Assembly, Albuquerque, New Mexico
14-16	CPWM Convention, Albuquerque, New Mexico
26-July 1	Cumberland Presbyterian Youth Conference, Bethel University, McKenzie, Tennessee

XII. CONTINGENCY FUND

The Stated Clerk is to hold, distribute and report annually the General Assembly Contingency Fund (see Bylaws 8.04, #24). Below is a summary Contingency Fund Activity for the 2020 Calendar Year.

Summary of 2020 Activity

Balance Forward 1/1/2019		\$ 64,087.55
Income in 2020:		
Our United Outreach/Contributions	\$ 11,148.44	
Interest	<u>1,594.78</u>	
Total Income:	\$ 12,743.22	
Expenditures in 2020:		
Total Expenses:	\$ 0.00	
Total Fund Balance as of 12/31/20		\$ 76,830.77

***Restricted Funds:**

\$ 4,100.00 The current balance designated by the 178th General Assembly to print the Catechism in the various languages represented in the church.

Total Amount of *Restricted Funds:	\$ 4,100.00 (12/31/20)
Total Amount of Unrestricted Amount:	\$ 72,730.77 (12/31/20)
Total Fund Balance:	<u>\$ 76,830.77 (12/31/20)</u>

Respectfully submitted,
Michael Sharpe, Stated Clerk

APPENDIX A
**THE REPORT OF THE
 OUR UNITED OUTREACH COMMITTEE**

The 2009 General Assembly established a denominational Our United Outreach Committee to be made up of 12 voting representatives, one from each Synod and the rest from the church programs and institutions. Executives from the church programs and institutions participate on the Committee as advisory members. This Committee meets annually unless there is a needed called meeting.

A goal of the Our United Outreach Committee is to encourage ALL churches to contribute to Our United Outreach. Approximately 30 percent of the churches do not give anything with a high percentage of other churches not giving at the 10 percent level. This past year, 2019, the budgeted goal for Our United Outreach was \$2,600,000 – 97.53% giving was achieved. The Committee seeks to involve ALL churches with Our United Outreach giving and at a greater level of giving.

I. OUR UNITED OUTREACH FUNDS ALLOCATION

The Our United Outreach Committee met March 6, 2020, to allocate the Our United Outreach funds for the 2020 year. The Our United Outreach allocation basis for 2020 is \$2,600,000.

A line item of \$35,000 for Unification Task Force and \$92,044 for the OUO Development Coordinators, have been approved as guaranteed amounts and are deducted from the goal amount prior to allocation purposes.

RECOMMENDATION 1: That General Assembly adopt the following Our United Outreach allocations for 2021:

The allocation is to be as follows:

\$2,600,000.00

Development Coordinator Office

92,044.00

and OUO Committee Unification Task Force	127,044.00	35,000.00
Sub-total		
(Amount to be allocated)	2,472,956.00	
Ministry Council	\$ 1,236,478.00	50%
Bethel University	123,648.00	5%
Children's Home	74,189.00	3%
Stewardship	148,377.00	6%
General Assembly Office	197,836.00	8%
Memphis Theological Seminary/ Program of Alternate Studies	173,107.00	7%
Historical Foundation	74,189.00	3%
Shared Services	395,672.00	15.9%
Contingency	12,365.00	.5%
(Next four items total 1.5%) Comm. on Chaplains	14,356.00	.581%
Judiciary Committee	13,539.00	.548%
Theology/Social Concerns	5,045.00	.204%
Nominating Committee	<u>4,155.00</u>	.168%
	2,472,956.00	

Our United Outreach Goal

\$2,600,000.00

From the agencies listed above, all should be self-explanatory except maybe Shared Services. Maintenance, utilities, mowing, trash pick-up, pest extermination, and custodial are all examples of Shared Services for agencies sharing the Cumberland Presbyterian Center.

II. OUR UNITED OUTREACH COMMITTEE REQUESTS

Our committee believes that many across our denomination may not fully understand the ministry of OUO in supporting, and making possible, the many ministries of the Cumberland Presbyterian Church. We feel there is much work to do in educating individuals, congregations, and churches how their support of OUO makes a difference in the life of our church. We are searching for new ways to share the message, and promote the ministries that OUO makes possible in our denomination.

Respectfully submitted,
 Reverend Bruce Hamilton, Chairperson
 Mikel Davis, Vice-Chairperson
 Robin Wills, Secretary
 and the Our United Outreach Committee

APPENDIX B

THE REPORT OF THE NOMINATING COMMITTEE

The Nominating Committee consists of a minister and a lay person from each synod, preferably from different presbyteries. Members may serve a three year term, but cannot succeed themselves. Cumberland Presbyterian members of any board or committee can be re-elected to the same board after a two year absence. Ecumenical representatives may be re-elected to the same board after a one year absence. With the exception of the Nominating Committee any person elected to serve on a denominational entity may serve three consecutive terms. Filling an unexpired term counts as one term, thus members of any entity do not always serve nine years before completing eligibility on a board/agency.

The members of the various Ministry Teams are no longer elected by the General Assembly, but are to be appointed by the Ministry Council.

The Committee submits the following list of nominees:

I. MINISTRY COUNCIL

(Members whose terms expire in 2023)

- (2)REV. MICHAEL CLARK, 2353 Blue Springs Road, Dechard, TN 37324, Murfreesboro Presbytery, Tennessee Synod, to succeed himself for a three-year term.
- (2)MR. JUANDAVIDCORREA, Calle 76 #87-14, Medellin, Colombia, SouthAmerica, LaRosa Congregation, Emaus Presbytery, Mission Synod, to succeed himself for a three-year term.
- (1)REV. DEREK JACKS, 341 Shadeswood Drive, Birmingham, AL 35226, Grace Presbytery, Synod of the Southeast, for a three-year term.
- (1)MS. LORA KERNER, 156 State Route 348 W, Symsonia, KY 42082, Oakland Congregation, Covenant Presbytery, Midwest Synod, for a three-year term.
- (1)MS. ANGELICA POVEDA, Colombia, South America, Nueva Esperanza Congregation, Cauca Valley Presbytery, Mission Synod

(Members whose terms expire in 2021)

- (1)MS. AMY CRESWELL, 1822 Glen Oaks Lane, Dyersburg, TN 38024, Dyersburg Congregation, West Tennessee Presbytery, Great Rivers Synod for a one-year term.

YOUTH ADVISORY MEMBERS

(shall be between the ages of 15 and 17 years of age, elected for a one year term and is eligible for an additional one term)

- (1) LAKE PORTER, 17 Lovers Lane, Fayetteville, TN 37334, Fayetteville Congregation, Columbia Presbytery, Tennessee Synod, for a one-year term.
- (1) RYLEE ROGERS, 314 Hampshire Drive, Clarksville, TN 37043, Clarksville Congregation, Nashville Presbytery, Tennessee Synod, for a one-year term.
- (1) MS. LACEY YOUNG, 1211 Michael Drive, Alabaster, AL 35007, First Church Alabaster Congregation Robert Donnell Presbytery, Southeast Synod, for a one-year term.

II. TRUSTEES OF HISTORICAL FOUNDATION

(Members whose terms expire in 2023)

- (1) MS. CATHY LITTLEFIELD, PO Box 125, Booneville, AR 72927, Booneville Congregation, Arkansas Presbytery, Synod of Great Rivers, for a three-year term.

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

(Members whose terms expire in 2023)

- (3) REV. ANNE HAMES, 118 Paris Street, McKenzie, TN 38201, West Tennessee Presbytery, Synod of Great Rivers, to succeed herself for a three-year term.
- (2)+MS. VANESSA K. MIDGETT, 118 Thunderbird Drive, Huntsville, AL 35749, to succeed herself for a three-year term.
- (2) REV. JASON MIKEL, 410 Ramblewood Lane, Nolensville, TN 37135, Columbia Presbytery, Tennessee Synod, to succeed himself for a three-year term.
- (2)*REV. JIMMY MOSBY, PO Box 45843, to succeed himself for a three-year term.
- (2) REV. WES JOHNSON, 6222 Crestmoor Lane, Sachse, TX 75048, Tennessee-Georgia Presbytery, Synod of the Southeast, to succeed himself for a three-year term.
- (2) REV. KIP RUSH, 516 Franklin Road, Brentwood, TN 37027, Nashville Presbytery, Tennessee Synod to succeed himself for a three-year term.

IV. STEWARDSHIP, FOUNDATION AND BENEFITS

(Members whose terms expire in 2023)

- (3) MR. RANDY DAVIDSON, PO Box 880, Ada, OK 74821, Covenant Congregation, Red River Presbytery, Mission Synod, to succeed himself for a three-year term.
- (1) MR. JOHN KOELZ, 4498 S Carothers Road, Franklin, TN 37064, Belleview Congregation, Columbia Presbytery, Tennessee Synod, for a three-year term.
- (2) REV. GARY TUBB, 103 Forest Drive, Mountain Home, AR 72653, Fellowship Congregation, Arkansas Presbytery, Synod of Great Rivers, to succeed himself for a three-year term.
- (2) REV. DWAYNE TYUS, 426 W Old Hickory Boulevard, Madison, TN 37115, St Luke Congregation, Nashville Presbytery, Tennessee Synod, to succeed himself for a three-year term.

GENERAL ASSEMBLY COMMISSIONS:

V. MILITARY CHAPLAINS AND PERSONNEL

(Members whose terms expire in 2023)

- (1) MR. TOMMY CRAIG, 8958 Carriage Creek Road, Arlington, TN 38002, Faith Congregation, West Tennessee Presbytery, Synod of Great Rivers, for a three-year term.

GENERAL ASSEMBLY COMMITTEES

I. JUDICIARY

(Members whose terms expire in 2023)

- (1)MS. PAMELA BROWN, 6400 North Grove Avenue, Warr Acres, OK 73012, Stonegate Congregation, Red River Presbytery, Mission Synod, to succeed herself for a three-year term.
- (2)REV. HARRY CHAPMAN, 4908 El Picador Court SE, Rio Rancho, NM 87124, del Cristo Presbytery, Mission Synod, to succeed himself for a three-year term.
- (2)REV. GEOFFREY KNIGHT, 2119 Avalon Place, Houston, TX 77019, Houston First Congregation, Trinity Presbytery, Mission Synod, to succeed himself for a three-year term.

II. NOMINATING

(Members whose terms expire in 2023)

- (1)REV. VICTOR HASSELL, 510 N Main Street, Sturgis, KY 42459, Covenant Presbytery, Synod of the Midwest, for a three-year term.
- (1)MS. JENNIFER BYRD, 176 E Valley Road, Whitwell, TN 37397, Tennessee-Georgia Presbytery, Synod of the Southeast, for a three-year term.
- (1)REV. MARION SONTOWSKI, 17101 N Western Avenue, Edmond, OK 73012, Stonegate Congregation, Red River Presbytery, Mission Synod, for a three-year term.
- (1)MR. KEN SMITH, 6197 34th Street, Lubbock, TX 79407, First Lubbock Congregation, del Cristo Presbytery, Mission Synod, for a three-year term.

III. OUR UNITED OUTREACH COMMITTEE

(Members whose terms expire in 2023)

- (2)MR. MIKEL DAVIS, 102 Willow Wood Lane, Ovilla, TX 75154, Shiloh Congregation, Red River Presbytery, Mission Synod, to succeed himself for a three-year term.
- (1)REV. EDUARDO MONTOYA, 270 Windsor Drive, Roselle, IL 60172, North Central Presbytery, Synod of the Midwest, for a three-year term.

(Members whose terms expire in 2021)

YOUTH ADVISORY MEMBERS

(shall be between the ages of 15 and 17 years of age, elected for a one year term and is eligible for an additional one term)

- (1)MS. SIERRA ALEXANDER, 1014 Wren Street, Dyersburg, TN 38024, Dyersburg Congregation, West Tennessee Presbytery, Synod of Great Rivers, for a one-year term
- (2)MS. KAILEY SUNDSTROM, 309 Bryson Lane, Clarksville, TN 37043, Clarksville Congregation, Nashville Presbytery, Tennessee Synod, for a one-year term
- (2)MR. NATE WOOD, 17246 Highway K, Aurora, MO 65605, Orange Congregation, Missouri Presbytery, Synod of Great Rivers, for a one-year term

IV. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

(Members whose terms expire in 2023)

- (2)REV. RICHARD MORGAN, 1468 Williams Cove Road, Winchester, TN 37398, Murfreesboro Presbytery, Tennessee Synod, to succeed himself for a three-year term
- (2)REV. LISA SCOTT, (address on file in GA office), North Central Presbytery, Synod of the Midwest, to succeed herself for a three-year term.

X. REPRESENTATIVE TO CARIBBEAN AND NORTH AMERICAN AREA COUNCIL, WORLD COMMUNION OF REFORMED CHURCHES

(Members whose terms expire in 2023)

(2)MS. SHERRY POTEET, PO Box 313, Gilmer, TX 75644, Elmira Chapel Congregation, Trinity Presbytery, Missions Synod, to succeed herself for a three-year term.

XI. GENERAL ASSEMBLY OFFICERS

STATED CLERK (whose terms expires in 2024)

REV. MICHAEL SHARPE, 8207 Traditional Place, Cordova, TN 38016, Red River Presbytery, Mission Synod

ENGROSSING CLERK (whose terms expires in 2024)

REV. VERNON SANSOM, 7425 Northampton Boulevard, Knoxville, TN 37931, Red River Presbytery, Mission Synod (term expires 9/1/2021)

REV. LISA SCOTT, (address on file in GA office), North Central Presbytery, Synod of the Midwest (term begins 9/1/2021)

*Ecumenical Representative

+Cumberland Presbyterian Church in America

APPENDIX C

CHURCH CALENDAR 2020-2021

The 182nd General Assembly, directed the Office of the General Assembly to be responsible for reporting the "Church Calendar" to the General Assembly for adoption. Listed below are the dates received from the Boards and Agencies of the denomination.

RECOMMENDATION 1: That the 190th General Assembly approve the following dates for the 2020-2021 Church Calendar:

CHURCH CALENDAR 2020-2021

July-2020

5	Outdoor Ministries Sunday
18	Children's Fest/Middle Schooler's Event, McKenzie, Tennessee
20	American Youth Gathering
11	Program of Alternate Studies Graduation
11-25	PAS Summer Extension School, Bethel
21-24	Pastors Sabbath Retreat

August-2020

1	Bethel University Commencement
2-Sept 30	Christian Education Season
16	Seminary/PAS Sunday
17	Bethel University Fall Semester Begins
18-21	Pastors Sabbath Retreat
25	Bethel University Spring Convocation
26	MTS Fall Semester Begins
27	MTS Opening convocation

September-2020

13	Family Sunday
13	Senior Adult Sunday
15-18	Pastors Sabbath Retreat
20	Christian Service Recognition Sunday
20	International Day of Prayer and Action for Human Habitat
22	Seminary Sunday

October-2020

Church Paper Month Clergy Appreciation Month

Domestic Violence Awareness Month

- 4 Worldwide Communion Sunday
- 11 Pastor Appreciation Sunday
- 13-16 Pastors Sabbath Retreat
- 18 Native American Sunday
- 20 A Day at the Park

November-2020

Any Sunday Loaves and Fishes Program

- 1 All Saints Day
- 1 Bethel University Sunday
- 1 Stewardship Sunday
- 5-7 Symposium
- 6 World Community Sunday (Church Women United)
- 10-13 Hispanic Pastors Sabbath Retreat
- 15 Day of Prayer for People with Aids and Other Life-Threatening Illnesses
- 15 Bible Sunday
- 22 Christ the King Sunday
- 29-Dec 24 Advent in Church and Home

December-2020

Any Sunday Gift to the King Offering

- 8-11 Inquirer Sabbath Retreat
- 13 Bethel University Commencement
- 24 Christmas Eve
- 25 Christmas Day

January-2021

- 6 Epiphany
- 6 MTS Classes Begin
- 11-12 Stated Clerks' Conference
- 11 Human Trafficking Awareness Day
- 13 BU Spring Semester Begins
- 15 Deadline for receipt of 2020 Our United Outreach Contributions

February-2021

Black History Month

- 1 Annual congregational reports due in General Assembly office
- 4 Denomination Day
- 7 Historical Foundation Offering
- 7 Souper Bowl Sunday Youth Sunday
- 14 Our United Outreach Sunday
- 16 Ash Wednesday, the beginning of Lent 17–April 4 Lent to Easter

March-2021

Women's History Month (USA)

- 5 World Day of Prayer (CWU)
- 14 Children's Home Sunday
- 23-29 National Farm Workers Awareness Week
- 28 Palm/Passion Sunday

April-2021

- 1 Maundy Thursday
- 2 Good Friday
- 4 Easter
- 22 Earth Day

May-2021

6 National Day of Prayer
8 Friendship Day (Church Women United)
9 Bethel University Commencement
16 MTS Closing Convocation & Graduation
23 Pentecost
World Missions Sunday
Stott-Wallace Missionary Offering
30 Memorial Day Offering for Military Chaplains & Personnel for USA churches

June-2021

14 Cumberland Presbyterian Church Ministries Sunday
26-July 2 General Assembly & Women's Ministry Convention
8 Friendship Day (Church Women United)
9 Bethel University Commencement
16 MTS Closing Convocation & Graduation
23 Pentecost
World Missions Sunday
Stott-Wallace Missionary Offering
31 Memorial Day Offering for Military Chaplains & Personnel for USA churches

June-2021

14 Cumberland Presbyterian Church Ministries Sunday
26-July 2 General Assembly & Women's Ministry Convention

THE REPORT OF THE BOARD OF STEWARDSHIP, FOUNDATION, AND BENEFITS

I. GENERAL INFORMATION

A. BOARD MEETINGS AND ORGANIZATION

The Board of Stewardship, Foundation and Benefits under the direction of its officers, President Randy Davidson, Vice-president Mike St. John, Secretary Debbie Shanks, and Treasurer Robert Heflin, met two times in regular session.

B. BOARD MEMBERS WHOSE TERMS EXPIRE

Members whose terms expire at the 2021 General Assembly are: Mike St. John, Debbie Shanks and Jim Shannon. Debbie Shanks and Jim Shannon have agreed to continue to serve. Mike St. John has served for nine years and is not eligible to be re-elected. We want to thank them for their service and dedication to the Board of Stewardship, Foundation and Benefits.

C. BOARD REPRESENTATIVE TO THE 190TH GENERAL ASSEMBLY

The board's representative to the 190th General Assembly is Reverend Gary Tubb.

D. STAFF

Alan Butler serves as Coordinator of Benefits, Kathryn Gilbert Craig serves as Administrative Assistant and Robert Heflin serves as Executive Secretary.

E. 2022 BUDGET

The 2022 line-item budget has been filed with the Office of the General Assembly.

F. 2020 AUDIT

Certified copies of the 2020 audit reports from Fouts and Morgan will be filed with the Office of the General Assembly in compliance with General Regulations E.5. and E.6. The 2020 audit will be printed in the audit section of the 2021 minutes.

II. FINANCIAL FOUNDATION DEVELOPMENT AND MANAGEMENT

A. PURPOSE

One area of work of the board is in financial foundation development and management. The purpose of this program is as follows:

To secure a firm financial undergirding for the ongoing ministry of congregations and the agencies of presbyteries, synods, and the General Assembly as they bear witness to the saving love of God, the grace of our Lord Jesus Christ, and the fellowship and communion of the Holy Spirit.

B. 2020 IN REVIEW

It is an understatement to say the COVID pandemic brought about many changes in our lives. There was so much chaos and uncertainty. When we look back, 2020 was a very good year for both the Cumberland Presbyterian Endowment Fund and the Cumberland Presbyterian Retirement Fund. Both funds earned about 20% for the year ending 2020. Both funds earned over 13% the previous year.

Asset allocation remains very important to good earnings. Asset allocation can help the endowment fund and retirement fund ride out the downturns in the market and there will be downturns ahead.

We are confident that our investment manager, Gerber/Taylor can continue to help us navigate the turbulent ups and downs of the market. Since October 1981, Gerber/Taylor has done a wonderful job for the Cumberland Presbyterian Church.

C. BOARD OF STEWARDSHIP

The Board of Stewardship ended 2020 with a surplus of \$332,224. We are ever mindful of expenses incurred and try to be good stewards of what has been entrusted to the Board. We are grateful for the faithful support from congregations and individuals through their contributions to Our United Outreach.

D. MANAGEMENT OF FUNDS

At the end of 2020 the Endowment Fund portfolio was under the co-management of Gerber/Taylor Management, MetWest, RREEF America II, Clarion and Headlands Capital. The funds of the Retirement Program were co-managed by Gerber/Taylor Management, MetWest, RREEF America II and Headlands Capital.

The church loan portion of the endowment portion of the endowment portfolio and the investments of the Cumberland Presbyterian Church Investment Loan Program, Inc. were under the management of board staff with the help of Stifel Nicholas.

III. ENDOWMENT PROGRAM

Since 1836, the board and its corporate predecessors have sought to be faithful trustees of the funds given into their hands to provide a permanent financial foundation for the work of congregations, presbyteries, synods, and General Assembly agencies. The work of the Endowment Program is the oldest responsibility of the board and fulfills a portion of that task to which all Cumberland Presbyterians are called: "Christian stewardship acknowledges that all of life and creation is a trust from God, to be used for God's glory and service."—*Confession of Faith for Cumberland Presbyterians 6:10.*

A. ASSETS, INVESTMENT MIX, AND PERFORMANCE

1. Assets and Investment Mix

The assets of the Endowment Fund totaled \$73,191,883 for 2020 at market value. The following table provides a breakdown of the investment mix:

INVESTMENT MIX		
Securities & Investments		
22.0%	US Equity	\$16,102,214
7.8%	Real Assets	\$5,708,967
3.4%	Fixed Income	\$2,488,524
17.9%	Hedged Equity	\$13,101,347
14.4%	Multi-Strategy	\$10,539,631
4.6%	Opportunistic	\$3,366,827
17.4%	International Equity	\$12,735,388
6.1%	Emerging Markets	\$4,464,705
5.8%	Private Equity	\$4,245,129
0.6%	Cash	\$439,151
100.0%	Total	\$73,191,883

2. Performance of the Endowment Fund

The Endowment Fund generated a gain of \$12,219,237 in investment earnings during 2020. Net contributions and withdrawals (including income distributions) were a negative \$1,488,434.

In January 2013, we began paying out 5% (annualized) to the congregations, presbyteries and agencies. Previously agencies had difficulty in preparing budgets because of the unknown amount they would receive from endowment income. Now, they can better estimate the endowment income they will receive. Endowment income paid to congregations, presbyteries and agencies totaled \$1,650,778 for 2020.

3. Total Rate of Return for the Endowment Fund

The following table gives the annualized rates of return as contained in the report from Gerber/Taylor Associates for year end 2020:

	One Year Period 01/01/19 12/31/19	Five Year Period 01/01/15 12/31/19	Since Inception 09/30/81 12/31/19
Endowment Fund	20.1%	9.8%	9.9%

B. YOU CAN MAKE A DIFFERENCE:

ESTABLISHING AN ENDOWMENT AS A LEGACY

The Board of Stewardship, Foundation and Benefits manages over 830 endowments established for the benefit of congregations, presbyteries, synods, agencies and other special ministries of the Cumberland Presbyterian denomination. Many of these endowments were established by individuals as a legacy to continue to benefit long after they are no longer with us. Some of the endowments were established by congregations, presbyteries and synods to help further their specific ministries. Other endowments were started with very little. Through the years these endowments have grown and the beneficiaries are reaping the gifts of the endowment income and using it in ministry in their local area or worldwide.

ONE EXAMPLE HOW THREE LADIES ARE MAKING A DIFFERENCE

In March 1984, two ladies from a Cumberland Presbyterian Church in rural Tennessee, established an endowment with a gift of \$3,861.59. For the next six years there would be additional gifts made by the local congregation. In March 1990, the total gifts were \$13,361.59. From 1984 through March 1990, earned interest was \$5,889.10 and capital gains were \$2,291.02. On April 1, 1990, the balance of the endowment was \$21,541.71.

In 1990 the church began transferring one-half of the earned interest to an investment loan account. Later, all of the earned interest would be transferred.

At the end of 1994, ten years after the endowment was established, the balance had grown to \$135,104.77, while the earned interest had been distributed. If this had not been done, the balance would have been even greater.

In 1997, a recently deceased church member instructed through her will that \$57,000 of her estate would be deposited into the endowment.

At the end of 2004, twenty years after the endowment was established, the balance was \$292,324 and at the end of 2020, the endowment balance was \$415,000. In addition, they have distributed well over \$100,000 to be used for outreach.

It is an amazing story and a great testimony to the faith of three women to continue supporting the ministry of a Cumberland Presbyterian Church in a small rural area of Tennessee. Long after they have passed away, they continue to support the ministry of the Cumberland Presbyterian Church.

There are many people in the Cumberland Presbyterian Church, some that we are aware of, that can share their faith through gifts much like the financial gifts of these women.

You can also make a difference. Consider establishing an endowment.

C. ENDOWMENT PROGRAM LOANS

Historical Review

Through investing up to 40% of the assets of the Endowment Program in the witness of the Church, the message of good news concerning Christ is strengthened both in the United States and overseas. A survey of old files in the Historical Foundation and in the vault of the Board of Stewardship reveals the important role played by this aspect of the investment policy. Over sixty-five years from 1944 to 2009, 841 loans were made to congregations, presbyteries, and synods. From 2010 through 2020 an additional 17 loans have been made. Through these loans, \$42,714,405 has been provided in financing for expansion of facilities and extension of witness.

A look at the different periods during which loans have been made provides a picture of growing endowments (and of post-World War II inflation!).

Period	Loans	Total Loaned	Average
1944-49	35	\$ 145,755	\$ 4,164
1950-59	171	\$ 1,360,441	\$ 7,955
1960-69	208	\$ 3,056,891	\$ 14,697
1970-79	166	\$ 3,609,084	\$ 21,741
1980-89	101	\$ 4,349,120	\$ 43,061
1990-99	102	\$ 14,440,837	\$ 141,577
2000-09	58	\$ 10,571,723	\$ 182,271
2010-20	17	\$ 5,180,554	\$ 304,738

While looking at the table, it should be noted that the Cumberland Presbyterian Church Investment Loan Program began January 1, 2001. Since its creation most of the larger loans are made through the Investment Loan Program. As of December 31, 2020, the endowment loan balance was \$1,564,586.

Down through the years, donors to endowments have found satisfaction in the knowledge that the prudent investment of their gifts strengthened not only the work of particular churches, institutions, and causes which they designated to receive the income but also the broader witness of the Church.

D. OTHER CHURCH LOANS

In addition to loans from the Investment Loan Program and the Endowment Program there is another source available to the board for loans to churches.

1. Small Church Loan Fund

This fund, formerly known as the Revolving Church Loan Fund, was created through an endowment

established by Lavenia Cole and gifts to the “Into the Nineties” Capital Gifts Campaign. All interest earned by the loans is added to the fund to increase the amount available for loans. There were four loans from the Small Church Loan Program at the end of 2020 totaling \$63,353.

The rate of interest for the Small Church Loans made during 2020 was based on the loan rate established by the Cumberland Presbyterian Church Investment Loan Program at the beginning of each quarter. These loans are generally small loans of \$70,000 or less and most are amortized over five years.

IV. CUMBERLAND PRESBYTERIAN CHURCH INVESTMENT LOAN PROGRAM, INC.

In 1976, the board began a program to provide an opportunity for flexible investment of current temporary cash assets of congregations and agencies of the church. The primary purpose of the program is to provide income to participants as a foundation for ministry. On January 1, 2001, the assets of the original program, Cash Funds Management, were transferred to the new Cumberland Presbyterian Church Investment Loan Program, Inc.

For the year ending 2020, the assets for the Investment Loan Program were \$29,630,642 compared to \$28,746,996 in 2019. There were 341 individual, congregation and agency accounts. At year end, deposits on account totaled \$25,390,429. The total loans were \$4,240,213 at year end.

For 2020, the corporation complied with the regulatory requirements in the states of Missouri, Tennessee and Kentucky and was able to offer investment opportunities to individual Cumberland Presbyterians in the states of Tennessee, Kentucky, Texas, Missouri and New Mexico.

The board of directors is composed of the following: Mike St. John, president; Jim Shannon, vice-president and Debbie Shanks, secretary, and Gary Tubb. Robert Heflin serves as Treasurer and Executive Secretary. During the past year, the board met twice in regular session.

To simplify administration and focus on the strengths of the Investment Loan Program, the board took action to limit the offering of notes and depository accounts to “ready access accounts.” All note holders (individuals) and depository account holders (churches and church agencies) with funds invested in these “on demand” accounts participated in the \$704,172 which the program paid in interest. For 2020 the interest rate paid to account holders was 4.0%. The interest rate paid to account holders can fluctuate from one quarter to the next. In recent years there has been renewed interest for congregations to open new accounts because the interest paid is higher than current CD rates.

The table below provides a breakdown of the investment mix.

Investment Loan Program Securities & Investments		
12.2%	Cash Equivalents	\$5,067,190
20.3%	Preferred Stocks	\$5,094,486
9.9%	Mutual Funds	\$2,602,341
57.6%	Taxable Fixed Income	\$13,398,794
100.0%		\$26,162,811

At the end of 2020 there were 16 loans to congregations made through the Investment Loan Program. The loan balance was \$4,990,213. Every account holder is investing in the future ministry of the Cumberland Presbyterian Church as well as receiving interest on their investment.

V. EMPLOYEE BENEFITS ADMINISTRATION AND RESEARCH

A. PURPOSE

The second of two broad areas of the work of the board is in employee benefits administration and research. The purpose of this program is as follows:

To support the lay and ordained employees of the church as they venture to be faithful under the call of Christ and the Church to the daily demands of providing leadership to congregations and Church agencies whom are the incarnation of the Body of Christ, the family of God at work in the world.

B. VISION

The board has a vision of uniform benefits for all Cumberland Presbyterian clergy, including group health insurance, group long-term disability coverage, and participation in the General Assembly's retirement plan. Ministers would then know what to expect when they are called to another church. No longer would some ministers have to do without what is considered in the secular world to be basic employee benefits. No longer would ministers and their families have to settle for being relegated to second class status. The reality is, as several General Assemblies have recognized, that this is possible if we work together in much the same manner that we send out missionaries and do a lot of other ministry. Good employee benefit plans are in place and they would be healthier and stronger if used and supported by all employees of the Cumberland Presbyterian Church.

VI. RETIREMENT PROGRAM

Since 1952, the board has provided a retirement program open to all church employees of the Cumberland Presbyterian Church. The program gives opportunity for churches and their employees to provide a source of retirement income based on voluntary contributions. In 1987, a new Cumberland Presbyterian Retirement Plan No. 2 was established as a qualified 403(b) defined contribution plan and in 1990 the General Assembly amended the plan to include the churches and employees of the Second Cumberland Presbyterian Church, now known as the Cumberland Presbyterian Church in America.

A. PLAN AMENDMENTS

As new needs arise or deficiencies in the original plan document for Cumberland Presbyterian Retirement Plan No. 2 become apparent, the General Assembly has the authority under Article IX Section 9.01 of the Plan to amend the same. In 2012 a revised plan document was approved by the General Assembly. Recently the IRS has adopted a pre-approved program for 403(b) plans, thus in 2018 the plan was restated to take advantage of the new regulations. At this time we are also able to make updates to the plan. The only update made, was the ability to contribute up to the IRS deferral limit each year. In 2021, this amount is \$19,500 and may change in the coming years with no need to amend the plan.

B. YEAR END REPORT

On December 31, 2020, there were 297 active participants in the Retirement Plan. There were 22 receiving direct monthly payments as a result of their elections. In addition to these participants, there were 10 persons who were receiving annuity payments purchased through the Plan and for whom the Plan issues 1099-R's.

During 2020, \$2,052,465 was dispersed to or for participants, a decrease of 14.8% over 2019's \$2,410,888. Contributions totaled \$672,404 and decreased -5.4% from 2019's \$711,395. Realized and unrealized gains on investments totaled \$4,551,316 compared to 2019's gain of \$2,867,748. The rate of return credited to the accounts for the year was +19.6% compared to +13.5% for 2019. (Comparative annual rates of return for: previous three years +9.7 %, previous five years +9.7%, and from the beginning of professional management in March 1982, +9.5 %.)

Effective January 1, 2011, Gerber/Taylor Management was retained to manage our stock portfolio. We have continued our relationship with Met West, a bond manager, and RREEF, a private real estate investment trust manager. Matt Robbins and Stacy Miller of Gerber/Taylor continue to be very helpful with keeping the board updated on market conditions and investment strategies.

VII. MINISTERIAL AID PROGRAM

A. MINISTERIAL AID

1. Full Benefit Recipients

As of March 2021, there are five (5) Cumberland Presbyterian Church recipients of the full benefit of \$556 (adjusted for inflation yearly) per month (increased from \$300 on July 1, 2010), and four (4) that receive partial benefits due to them having more income than the threshold established. The monthly total of these payments is \$3,957.00; annually, \$47,484.00 is paid. Beginning May 1, 2015, the method of distributing funds to overseas presbyteries was revised with the help of the Missions Ministry Team. Ministerial aid will now be offered in overseas presbyteries on an individual basis. Presently there are seven (7) recipients in Cauca Valley Presbytery and five (5) recipients in Andes Presbytery that are receiving aid in the amount of \$300 a month, for a total of \$3,600 a month or \$43,200 annually.

In October 2005, the board decided to distribute 75% of the previous year's surplus to the state side recipients. The Board of Stewardship has approved a cap of a maximum of \$4,000 in lieu of large distributions that may have a negative effect on other benefits received, such as SSI, or state assistance.

2. Basic Requirements

The new basic requirements and amount for stateside recipients for the Ministerial Aid program were approved at the General Assembly of the Cumberland Presbyterian Church in June 2010. The poverty levels have been updated to the latest available figures. They are as follows:

Full Benefit of \$556 a month for State Side Recipients

1. Minimum age is full retirement age set forth by the Social Security Administration.
2. Minimum years of service to the church - 15.
3. Can qualify for aid if a participant in the Cumberland Presbyterian Retirement Plan if income is below poverty level as established by the US Census Bureau.
4. Physical and/or mental disability (doctor's statement required) at any age, however, a minimum of ten years of service is required if less than 60 years of age.
5. Individuals' income cannot exceed federal poverty guidelines set forth for the year by the US Census Bureau. Poverty level is \$12,880 a year or \$1,073.33 a month for 2021.
6. Couples income cannot exceed federal poverty guidelines set forth for the year by the US Census Bureau. Poverty level is \$17,420 a year or \$1,451.66 a month for 2021. (The GA Board of Stewardship is authorized to look at each case in light of unusual financial hardship; thus, application may be made even if income levels exceed the ceiling.)
7. Presbytery obtains information and approves (approval can be given by the committee or board charged by presbytery with this responsibility); certification of approval is sent to the General Assembly Board of Stewardship.
8. Surviving spouse is eligible if above items 2, 3 and 4 have been met.

**Note: Recipient is responsible to verify if receiving Ministerial Aid would affect his or her SSI, Social Security or other benefits.

Cumberland Presbyterian Church applicants must submit to the Board a listing of assets and liabilities, so the net worth can be determined. The board urges presbyteries to maintain contact with persons under the Ministerial Aid Program who live within their bounds. Should there be serious unmet needs, the presbytery is urged to contact the board so that it may determine how the Ministerial Aid program can be of assistance in meeting those needs.

3. Cumberland Presbyterian Church in America

The CPCA currently has 2 participants who receive monthly payments. As of the June 2019 CPCA General Assembly, the decision was made to discontinue benefits due to budget restraints. Although the CPCA has discontinued benefits they had provided, the Board of Stewardship has continued with 50% of the benefit that was agreed upon June 1, 2015, adjusted for inflation yearly. The beneficiaries received \$278 a month in 2020.

4. Ministers in Overseas Presbyteries

Since May 1, 2015, with the help of the Missions Ministry Team, aid is available to those in overseas presbyteries who qualify on an individual basis. The Cumberland Presbyterian Church is present in 13 different countries and each country presents its unique legislation of how they manage pension plans according to laws and standards for salaries. The Mission Ministry Team will be the liaison between the Board of Stewardship and the Presbyteries outside of the United States aiding the Board in identifying the needs overseas and interpreting pension laws and standards for salaries. At present, aid is being sent to the Cauca Valley Presbytery and Andes Presbytery in Colombia, South America.

B. SPECIAL FINANCIAL NEEDS AID

At the Spring 2014 Board of Stewardship meeting, the Board approved the use of funds from the Ministerial Aid Cash Fund ILP to be used in special situations where illness has caused a financial hardship for those that are not eligible for Ministerial Aid. At present there are nine individuals who have received payments.

VIII. INSURANCE PROGRAMS

The insurance programs of the board have been assigned by the General Assembly beginning in the middle of the previous century. Dental and Vision Insurance is the newest, begun in December 2008. Property and casualty insurance is the oldest, begun in 1951. While all of the insurance programs are important, group life and health insurance, begun in 1961, touches many lives in a personal way and often at times of deep anxiety. In all, about 159 men, women, and children depend on this program to meet their health care needs.

A. PROPERTY & CASUALTY INSURANCE

The Board of Stewardship, Foundation and Benefits secures property and casualty insurance coverage against accidental loss for the General Assembly Corporation, Board of Stewardship, Discipleship Ministry Team, Missions Ministry Team, Ministry Council, Communications Ministry Team, Pastoral Development Ministry Team, Memphis Theological Seminary, and Historical Foundation.

Our broker is Lipscomb & Pitts of Memphis, Tennessee. For 2021, Travelers Insurance carries our Property & Casualty policy and \$2,500,000 in earthquake coverage. Mt. Hawley Insurance Company provides an additional \$16,120,473 in earthquake coverage. Philadelphia carries our Directors & Officers coverage and Hanover carries our General Liability, Professional Liability, Crime, Automobile, and Umbrella policies. Beginning October 23, 2014, Workers Compensation coverage has been with Bridgefield Casualty.

B. GROUP LONG TERM DISABILITY INSURANCE

The presbyteries of Arkansas, Columbia, Covenant, Cumberland, del Cristo, East Tennessee, Missouri, Murfreesboro, Nashville, North Central, Red River, Robert Donnell, Trinity, West Tennessee and The Center have now established non-contributory long term disability programs insured currently through UNUM. This leaves only four stateside presbyteries (Choctaw, Hope, Grace and Tennessee Georgia) without a program. The quarterly rate applied to participant's salaries is .34 per \$100 of salary.

There are three primary reasons for ministers to want the coverage and for presbyteries to want to provide the protection. The group rate is significantly lower than individual policy rates and does not require a large cash outlay to cover all full-time ministers in a presbytery; housing allowance and/or the fair rental value of a manse is included in the definition of salary for ministers; and, there is no medical qualification requirement in order to enroll. These advantages over individual policies make this coverage very attractive, especially to those who have previously purchased their own policies. In addition, a provision was negotiated with Cigna by the Board's consultant, whereby ministers, upon leaving a participating presbytery to serve in a non-participating presbytery, may continue the coverage if he or she so desires. The new employing church is then billed for the quarterly premium. There are now 12 ministers

and two employees who are receiving or have received benefits from this insurance program. There are 154 participants as of January 1, 2021.

C. GROUP TRAVEL ACCIDENT INSURANCE

This policy provides twenty-four hour coverage on “named employees” for accidental death, dismemberment, or loss of sight while on business travel. The maximum benefit is \$50,000 and there is also a \$1,000 medical benefit. The annual premium is \$900. We renew this policy every 3 years. Thirty named positions are covered under this policy.

D. GROUP HEALTH & LIFE INSURANCE

The board has used a fully-insured, managed care approach to provide group health insurance for Cumberland Presbyterian clergy and lay employees since March 1, 1999. Blue Cross / Blue Shield of Tennessee is our insurance carrier in 2021. In 2016, the group plan was split into 4 separate community rated groups which provided more competitive rates. For 2021, the plans premiums decreased about 4% after an increase in the out of pocket amount in Option 1 plan and a modification of the Option 2 plan. Lipscomb & Pitts, a Memphis based insurance co, is our insurance broker, and Craig Wright, our agent.

1. Premiums

Efforts to maintain affordable premiums and comprehensive coverage are the biggest challenges we face. Premiums for 2021 are listed below and reflect the assistance from the Premium Stabilization Reserve. The goal for 2021 is to utilize approximately \$150,132 from the Premiums Stabilization Reserve to help reduce the premiums participants pay for health insurance. In 2020 we utilized \$135,869.20 from the Premium Stabilization Reserve.

Health Insurance Premiums for 2021 East Synods		
	Option 1	Option 2
Employee Only	\$683.53	\$534.46
Employee & Spouse	\$1,372.37	\$1,066.22
Employee & Child(ren)	\$1,263.04	\$989.35
Family	\$1,941.88	\$1,625.11

Health Insurance Premiums for 2021 West Synods		
	Option 1	Option 2
Employee Only	\$730.86	\$566.90
Employee & Spouse	\$1,461.70	\$1,130.79
Employee & Child(ren)	\$1,353.18	\$1,047.11
Family	\$2,081.03	\$1,740.00

The Health Plans are on a calendar year as far as deductible and pricing are concerned. It is our objective with the new community rated plans to have the renewal pricing by no later than October 1, so presbyteries and agencies can have the figures for their fall meetings and better plan their budgets for the coming year. Periodically we seek bids from other carriers in an effort to keep premiums competitive. When this is done, we may not have the new premium information by October 1.

Open enrollment period is the month of December. It is during this time that an employee can enroll or change their health insurance coverage unless there are special circumstances.

2. Participation

As of February 1, 2021, 103 employees and 56 dependents for a total of 159 people depend on the Cumberland Presbyterian Church Health Insurance Program. A breakdown of family units by size at February 1, 2021 is listed below.

FAMILY UNITS BY SIZE

	Number of <u>Units</u>	<u>Total</u>
Emp. Only	70	70
Spouse Only	0	0
E & 1	6	12
E & 2	1	3
E & S	14	28
Families of 3	6	18
Families of 4	3	12
Families of 5	2	10
Families of 6	1	6
Families of 7	0	0
Total	103	159

The following table shows the enrollment figures from January 2020 to December 2020. As one can see the numbers fluctuate from month to month.

MONTHLY GROUP INSURANCE ENROLLMENT			
	<u>EMPLOYEE COVERAGE</u>	<u>DEPENDENT COVERAGE</u>	<u>TOTAL</u>
January	106	67	173
February	106	57	163
March	105	57	162
April	102	51	153
May	100	50	150
June	98	50	148
July	101	57	158
August	102	59	161
September	101	56	157
October	105	58	163
November	106	57	163
December	103	56	159

3. Premium Stabilization Reserve (Formerly Emergency Reserve)

The Premium Stabilization Reserve is invested in the Endowment Program Fund account which had a balance of \$2,066,785.98 as of December 31, 2020. The Emergency Health Insurance Reserve was established in compliance with the 1992 General Assembly directive to be used in “emergency” situations to match presbyterial emergency fund disbursements. The 1998 General Assembly approved the Board’s recommendation to allow the Board to use the Emergency Reserve to maintain the stability of the group health and life insurance plan. This allows these funds to be used for purposes outside of the original scope of the reserve. In 2020, the Board of Stewardship used \$135,869.20 to help offset some of the cost of the health insurance premiums and have estimated that approximately \$150,132 will be used in 2021 to help in reducing premiums for the health insurance participants.

4. Dental and Vision Insurance

On December 1, 2008, we began offering Dental and Vision insurance, on a voluntary basis, for anyone working at least 30 hours or more for any Cumberland Presbyterian Church, its agencies, boards, and institutions. Peter Whitely is the agent of record. At present there are 57 participating employees.

5. Jessie W. Hipsher Health Insurance Endowment

The Jesse W. Hipsher Health Insurance Endowment was created as the first step in the board's goal to raise \$10,000,000 in endowments for the support of the Cumberland Presbyterian Health and Life Insurance Program. The endowment was established on March 6, 2004. At its establishment \$11,450 had been raised. The balance of the endowment as of December 31, 2020 was \$66,388.10.

6. Health Education / E-Mail Newsletter

To further educate participants in matters concerning healthcare, participants receive a monthly e-newsletter entitled, TopHealth, published by Oakstone Publishing. The monthly e-newsletter is full of health related tips that can be easily implemented by readers. The two page newsletter can be read within a matter of minutes. Also initiated in 2008 is the E-Mail newsletter that is designed as an information tool to help the participants of the Health and Retirement programs stay on top of happenings within the Board of Stewardship.

7. Wellness Program

Blue Cross offers a Preventive Health Guide and the Blue 365 discount program for a range of item from fitness, healthy eating, personal care and wellness and even information on financial health. Also offered are the Nurse chat 24/7/365 and Physician Now where you can speak to a physician on call or do an online video chat, or use a mobile app. This program allows a physician to prescribe medication if needed. There is a \$25 co-pay for the use of this program.

Respectfully submitted,
Debbie Shanks, Board Member
Robert Heflin, Executive Secretary

List of Endowments

Endowment	Ending Balance 2019	Ending Balance 2020
Grace J. Beasley Memorial	\$32,134	\$36,378
Donald Bierhaus Trust	\$75,640	\$85,631
C. C. Brock Endowment Fund	\$5,244	\$5,937
Lavenia Campbell Cole Annuity Endowment	\$71,376	\$80,803
Lavenia Cole Testamentary Trust 25%	\$647,023	\$755,797
Lavenia Campbell Cole Trust 20%	\$53,017	\$60,020
Lavenia Campbell Cole Finance Endowment Foundation & Finance Trust	\$10,711	\$12,126
Freeman Trust	\$12,063	\$13,720
Floyd Hensley Trust	\$116,212	\$131,561
P. F. Johnson Memorial Endowment	\$30,048	\$34,017
Robert H. Jordan Endowment Fund	\$10,158	\$11,500
Della Campbell Lowrie 20%	\$7,197	\$8,147
J. Richard Magrill, Jr. Endowment	\$482,466	\$546,192
Sam B. Miles Endowment	\$49,577	\$56,138
M. Dale Orr Endowment	\$89,312	\$101,108
William Dana Shriver Fund	\$41,558	\$47,047
Maymie Stovall - Frontier Press 25%	\$228,675	\$258,879
Evelyn & Gene Walpole Endowment	\$33,255	\$37,647
Eugene Warren Endowment Fund	\$34,238	\$40,698
Dixie Campbell Zinn Memorial	\$26,857	\$30,404
	\$16,300	\$18,453
Total	\$2,073,059	\$2,372,203

Ministerial Aid

Endowment	Ending Balance 2019	Ending Balance 2020
Ministerial Aid Endowment	\$903,290	\$1,010,874
Ministerial Aid Surplus Endowment	\$39,994	\$47,541
CPWM Endowment for Minister Care	\$8,587	\$10,208
Jesse W. Hipsher Endowment	\$55,850	\$66,388
Annie Lee Hogue Endowment	\$51,809	\$61,585
Herschel E. Jones Ministers' Trust	\$15,190	\$18,056
Kate H., Robert E. & Robert M. King	\$205,026	\$243,711
Della Campbell Lowrie Endowment 20%	\$1,926,137	\$2,180,088
Special Reserve Retirement Program	\$109,620	\$127,833
Sue Stiles Endowment Fund 50%	\$125,986	\$149,758
Total	\$3,441,490	\$3,916,042

Cumberland Presbyterian Children's Home

Endowment	Ending Balance 2019	Ending Balance 2020
Merlyn & Joann Kitterman Alexander	\$973	\$1,102
W. A. & Elizabeth Bearden Trust	\$11,081	\$12,543

Grace Johnson Beasley Mem	\$25,800	\$29,204
Bethlehem CPC, Maury County, TN	\$4,217	\$4,773
James L. & Louise Bridges Scholarship	\$29,131	\$32,974
J. T. & Dorothy Britt Trust	\$7,802	\$8,831
Children's Home Endowment	\$225,074	\$254,766
Lavenia Campbell Cole Annuity Endow	\$57,636	\$65,239
Lavenia Cole Testamentary Trust - 25%	\$469,032	\$554,232
Lavenia Campbell Cole Trust (20%)	\$14,192	\$16,064
Mrs. A. L. Colvin Memorial Fund	\$1,335	\$1,587
John H. & Eva Cox Trust Fund	\$21,601	\$24,451
Steve Currie Trust	\$379,181	\$429,202
Daniel Class, Morningside CPC	\$22,308	\$25,251
Donnie Curry Davis Memorial	\$130,542	\$147,763
Mary Elberta Davis Memorial	\$13,929	\$15,767
Fred & Mattie Mae Dwiggin Memorial	\$55,930	\$63,308
J. S. Eustis Memorial Trust Fund	\$8,830	\$9,995
Winnie & Clester H. Evans, Sr. Trust	\$14,742	\$16,687
John M. Friedel Trust	\$15,249	\$17,261
Joyce C. Frisby Memorial Endowment	\$19,652	\$22,244
Vaughn & Mary Elizabeth Fults Trust	\$14,066	\$15,922
Garner-Miller Memorial Trust	\$8,835	\$10,001
James C. & Freda M. Gilbert Endowment (CPCH)	\$81,033	\$91,723
Henry & Jayne Gaspy Memorial Fund	\$5,757	\$6,516
Rev. W. J. Gregory Memorial	\$72,356	\$81,901
Glenn Griffin Endowment 33%	\$30,846	\$34,916
Rev. & Mrs. Henry M. Guynn Memorial	\$3,205	\$3,628
Chad Evan Harper Memorial Endowment	\$15,481	\$18,614
Newsome & Imogene Harvey Endowment	\$1,769	\$2,003
Clarence & Lula Herring Endowment	\$4,212	\$4,767
Kenneth & Clara M. Holsopple Trust	\$37,284	\$42,202
George & Lottie M. Hutchins Trust	\$792,930	\$897,533
Norma K. Johnson Memorial Library	\$7,958	\$9,007
P. F. Johnson Memorial Endow	\$13,210	\$14,952
Robert H. & Genevie Johnson Endowment	\$3,957	\$4,482
Mr. & Mrs. Robert L. Johnson	\$8,324	\$9,422
Violet Louise Jolly Endowment	\$840	\$951
Eulava Joyce Memorial Trust	\$6,945	\$7,862
Ruth Cypert & Harlie Kugler Memorial	\$13,987	\$15,832
Blanche R. Lake Endowment	\$10,080	\$11,409
Wade P. Lane & Maude Dorrough Memorial	\$6,635	\$7,510
Adolphus M. Latta Memorial Trust	\$35,798	\$40,520
Mr. & Mrs. Robert F. Little (CPCH)	\$25,296	\$28,633
Charles E. Addie Mae Lloyd Endowment	\$15,768	\$17,848
Tony & Ann Martin Endowment	\$3,177	\$3,776
Mrs. Lucille (Lucy) Mast Endowment	\$3,229	\$3,839
W. B. & Azalee McClurkan, Sr. Memorial	\$13,481	\$15,259
William J. McCall Memorial Trust	\$6,945	\$7,862

McEwen Church Trust	\$5,336	\$6,040
J. C. McKinley Endowment (CPCH)	\$13,152	\$14,887
Velma McKinley Trust Fund	\$13,152	\$14,887
McKinley & Barnett Families 33%	\$595,628	\$681,211
Mary McKnight Memorial Trust	\$7,907	\$8,950
Kenneth & Mae Moore Endowment Fund	\$4,910	\$5,558
Operational Trust Fund	\$103,290	\$116,920
Bert & Pat Owen Endowment for CPCH	\$1,092	\$1,236
^Martha Sue Parr Endowment	\$1,015	\$1,162
Mary M. Poole Endowment Fund	\$667,990	\$756,111
Jack & Mary Lou Proctor Memorial Trust	\$44,537	\$50,413
Mary Acenal Prewitt Trust Fund	\$62,962	\$71,268
S. Q. & K. Maurine Proctor Trust	\$3,945	\$4,465
Rev. & Mrs. Joe Reed Memorial	\$3,630	\$4,315
Marguerite D. Richards Endowment	\$17,738	\$20,079
Agnew Durbin Richardson Trust	\$21,041	\$23,817
Pat N. & Essie H. Roberts Memorial	\$41,070	\$46,487
Frances Benefield Roberts Trust	\$1,627	\$1,841
Rev. & Mrs. John A. Russell Memorial	\$3,175	\$3,594
John, Ann & Mary Elizabeth Shimer	\$10,455	\$11,834
Rev. W. B. & Lydia Snipes Memorial	\$25,149	\$29,894
Don M. & Nancy E. Tabor Trust	\$24,035	\$27,205
Townsend Trust Fund	\$26,805	\$30,342
Hattie E. Wheelis Fund	\$13,789	\$15,608
Whitfield Family Endowment	\$8,407	\$9,517
Porter & Hattie S. Williamson Memorial	\$119,598	\$135,375
Helen and Lewis Wynn Endowment Fund	\$13,943	\$16,573
Maxie & Will Young Memorial Endowment	\$14,477	\$16,387
Dixie Campbell Zinn Memorial Trust	\$4,352	\$4,926
Joe Parr Trust Fund	\$54,598	\$61,801
Hamilton & Merion S. Parks Family Trust #3	\$13,282	\$15,035
Dr. John P. Austin Endowment	\$20,106	\$22,761
Total	\$4,733,833	\$5,392,631

Memphis Theological Seminary

Endowment	Ending Balance 2019	Ending Balance 2020
African-American Studies Chair	\$10,934	\$12,997
Emerson A. Alburty Endowment	\$5,643	\$6,380
John W. Aldridge Memorial Scholarship	\$7,831	\$8,986
Merlyn A. & Joann K. Alexander	\$8,661	\$10,307
Alston Family Evangelistic Association	\$51,166	\$60,706
Polly Atterbury Aldridge Scholarship	\$9,982	\$11,289
Alternate Studies Endowment	\$12,317	\$14,641
Virgil R. Anderson Memorial Endowment	\$9,538	\$10,913
Baird-Buck Chair of CP Studies	\$549,724	\$673,324
Walter & Eula Baker Memorial Fund	\$11,474	\$12,978

O. A. Barbee Endowment	\$1,881	\$2,261
Richard M. & Martha Carol Barker Scholarship	\$11,884	\$13,780
Barnes Seminary Endowment	\$57,224	\$64,587
Isaac R. Barnes Scholarship Endowment	\$16,314	\$18,721
George B. Bates Trust	\$3,759	\$4,255
Grace Johnson Beasley Endowment	\$99,953	\$111,869
Joseph E. Bedinger Memorial Library	\$5,215	\$5,904
Tarlton M. Belles Fund	\$20,741	\$23,637
Marie Blackwell Endowment	\$580	\$789
Larry A. Blakeburn Endowment	\$2,848	\$3,224
Roy E. Blakeburn Scholarship	\$13,285	\$15,032
Dr. Paul F. Blankenship Family Endowed Scholarship	\$24,599	\$30,745
Bowen Chapel Church Trust	\$14,378	\$17,571
Bowen Lecture Fund	\$23,226	\$27,609
Kyle D. Brantley, M. D. Memorial	\$32,701	\$39,923
Wes & Susan Brantley Endowment	\$27,028	\$33,323
Brockwell Library Endowment	\$11,240	\$12,848
Evelyn Brodeur	\$26,965	\$32,053
Brooksville CPC Endowment	\$22,381	\$25,326
Beth-Helen-Peggy Brown Endowment	\$36,580	\$43,671
Paul B. Brown Endowment - MTS	\$22,667	\$27,174
Paul F. & Mattie Suddarth Brown - MTS	\$32,553	\$36,721
W. W. Brown Scholarship	\$4,778	\$5,542
Finis McAdoo Bruington Board-Designated Endowment	\$15,141	\$16,946
Davis & Gladys Bryson Education 50%	\$33,698	\$40,433
Henry & Alfreda Bunton Scholarship	\$29,467	\$34,829
Hal & Gladys Burks Memorial Fund	\$6,885	\$7,915
Thomas H. Campbell Library Endowment	\$4,952	\$5,738
Thomas H. & Margaret E. Campbell	\$27,778	\$31,327
Campbell-Todd Trust	\$12,188	\$14,676
Carlock Memorial Trust	\$1,296	\$1,467
Cawthon Memorial Fund	\$3,781	\$4,275
Mildred Chandler Endowment	\$4,345	\$5,046
Rev. Walter & Mrs. Sarah Chesnut Scholarship Endowment	\$12,641	\$14,990
Gladys Chumbler Endowment	\$6,988	\$7,905
Marian Lisenbee Clark Endowment	\$4,782	\$5,537
Sallie H. Clay & Alice J. Cooksey	\$336,676	\$382,706
Faye E. & Ford F. Claytor Endowment	\$7,752	\$8,892
Lavenia Campbell Cole Annuity Endow.	\$64,655	\$73,708
Lavenia Campbell Cole Testamentary Trust 25%	\$568,548	\$666,265
Lavenia Campbell Cole Trust	\$19,698	\$22,288
George E. & Rouine V. Coleman Endowment	\$8,856	\$10,152
George E. Coleman Scholarship	\$54,436	\$62,035
Willene Cooper Scholarship	\$36,507	\$42,851
Hubert & Dortha Covington Memorial	\$3,975	\$4,500
James Covington Scholarship	\$9,490	\$10,733
Thelma Craig Scholarship	\$31,025	\$35,115

Cora Hawkins Crutchfield Scholarship Endowment	\$59,062	\$73,801
Cumberland Hall Endowment	\$4,764	\$6,045
Cumberland Presbyterian Women	\$41,238	\$49,585
Sallie Stacy Davenport	\$7,510	\$8,626
Mary Elberta Davis Memorial (MTS)	\$5,634	\$6,505
Paul & Nancy Dekar/Immersion Studies	\$7,123	\$8,593
James W. & Gladys Murray Diamond	\$3,352	\$3,795
Margaret M. Dirks	\$10,604	\$12,794
Houston Dixon Memorial	\$6,807	\$7,830
Winifred M. Dixon Endowment	\$32,537	\$38,666
C. Ray Dobbins Endowment (MTS)	\$2,133	\$2,415
Jesse R. & Virginia R. Durham Endowment	\$867,872	\$981,766
Rev. Dr. Loyce Estes Endowment Fund	\$10,328	\$12,276
Expansion & Development Fund	\$3,359	\$3,934
Faith CPC, Tulsa, OK - Scholarship	\$41,195	\$46,548
Alice Fay Finley	\$5,723	\$6,478
H. Glenn Finley Library Fund	\$3,030	\$3,430
E. H. & Millie Finley	\$2,472	\$2,799
Linda Hester Fooks Memorial	\$14,846	\$16,784
James T. Freeman Scholarship Endowment	\$12,509	\$17,853
Jere B. Ford Family Endowment	\$13,632	\$15,434
Rev. J. C. & Willie Mae Forester Library	\$9,051	\$10,259
Vaughn Fults Endowment	\$11,233	\$12,717
Gadsden Area Churches Trust<	\$52,635	\$62,943
Rev. Dr. McAdow and Mrs. Mae Gam Endowment	\$33,964	\$40,597
John E. & Anna B. Gardner Endowment	\$16,023	\$18,128
Jessie B. & Noella Garner	\$1,378	\$1,560
Yoong S. & Anna K. Kim Family President's Fund	\$151,728	\$180,356
W. L. & Dot Lacey Gaston Endowment	\$11,614	\$13,272
Dale Gentry PAS Scholarship Endowment	\$13,499	\$17,376
Louis E. & Millie Coats Gholson	\$204,228	\$243,328
James C. & Freda M. Gilbert Endowment (MTS)	\$18,769	\$22,310
James & Martha Gill Sacred Theology	\$11,711	\$13,379
David E. Glasgow Endowment	\$1,563	\$1,769
James A. & Lenora Greer Endowment	\$4,244	\$5,045
Mary Guice Memorial	\$16,489	\$19,301
Margaret I. Gunn Memorial	\$32,357	\$37,310
The Hamilton & Varnell Wesleyan Chair & House of Studies End	\$0	\$1,399,351
Carlton & Margaret Ann Harper Endowment Fund	\$14,275	\$16,968
Mrs. George N. Harris Library Memorial	\$3,652	\$4,134
Newsome & Imogene Daniel Harvey	\$8,227	\$9,779
Bettye & Dick Hendrix Scholarship	\$17,046	\$19,686
Henshaw Family Endowment Fund	\$5,472	\$6,189
Frank & Margaret Henshaw Endowment 1	\$16,083	\$18,810
J. David & Barbara Hester Endowment	\$54,178	\$61,366
Rev. E. Samuel Hicks Endowment Fund	\$4,809	\$5,444
Dr. Alfred D. Hill Scholarship	\$10,044	\$11,939

Cortis E. Hill Library	\$3,934	\$4,453
David & Patsy Hilliard	\$13,887	\$16,507
Francis A. Hobgood Trust	\$30,430	\$35,677
William Clarence Hodge Memorial	\$3,522	\$3,987
B. L. & Jewel Looper Holder	\$13,053	\$15,243
Lee Hollowell Trust	\$12,866	\$14,807
Barbara A. Holmes Lectures	\$11,820	\$14,050
Mr. & Mrs. J. S. Holmes Trust	\$5,365	\$6,073
Kenneth & Myrtle Holsopple Endowment	\$30,914	\$35,375
Jack & Gwen Hood Scholarship	\$92,361	\$155,755
Rev. John William Howell Memorial	\$2,479	\$2,939
Cardelia Howell-Diamond Scholarship	\$87,083	\$102,362
Donald & Jane Hubbard Endowment for MTS	\$11,665	\$13,198
Bernice A. Humphreys Endowment	\$15,857	\$17,929
Charles E. & Helen Humphreys Endowment	\$10,528	\$12,436
Gerald S. & Louise Felts Hunter	\$2,979	\$3,373
George & Lottie M. Hutchins 33%	\$218,775	\$248,125
Mattie Hutchison Seminary Fund	\$1,777	\$2,012
Eugenia Turner Ingram Endowment	\$3,374	\$3,952
Lillian Johnston Ingram Library	\$6,112	\$7,051
Tom & Barbara Ingram Student Asst.	\$57,483	\$68,329
Virginia Howell Ingram Endowment Fund	\$105,264	\$125,126
Rev. W. T. Ingram, Sr. & Family Scholarship	\$103,436	\$117,318
William T. & Virginia H. Ingram Lectures	\$140,835	\$166,763
Joe Ben Irby Trust	\$4,399	\$4,980
Joe Ben & Julia Irby Endowment Fund	\$86,904	\$98,337
Virginia Irwin Memorial Endowment	\$4,386	\$4,957
Johns Lectures	\$19,699	\$23,416
P. F. Johnson Memorial	\$50,489	\$57,796
Robert A. & Jo S. Johnson (MTS)	\$74,798	\$89,288
Roby M. Johnston Endowment	\$86,224	\$97,590
Joiner Ministerial Scholarship	\$6,424	\$7,273
V. A. Jones Library Memorial	\$4,323	\$4,894
Kiningham-Kuehn Endowment	\$10,311	\$11,794
Franklin W. Latta Memorial Scholarship	\$14,640	\$16,826
Ruth Fumbanks Latta Endowment	\$14,722	\$16,787
Randal (Randy) Leslie Endowment Fund	\$18,022	\$20,950
C. S. Lewis & His Friends Lecture	\$32,220	\$38,299
Library Reserve - Seminary Development	\$2,661	\$3,145
Mr. & Mrs. Robert F. Little (MTS)	\$30,112	\$34,342
James & Louella Lively Family Endowment	\$8,859	\$10,029
Inez Lovelace Endowment	\$43,065	\$51,567
Virgil L. & Della M. Lowrie Lectures	\$136,687	\$163,422
Della Campbell Lowrie Endowment 20% (MTS)	\$281,532	\$317,018
Dennis L. & Elmira C. Magrill 50%	\$28,582	\$32,334
Rev. George Malone / Rev. Edmong Weir	\$112,196	\$133,743
W. A. Johnson Family Endowment	\$15,757	\$17,827

Dessa Jane Manuel Scholarship 50%	\$36,911	\$42,042
Marshall (Texas) CPW Endowment	\$11,306	\$12,800
Dr. & Mrs. Arleigh G. Matlock Scholarship	\$33,436	\$38,358
Charles R. Matlock Library Endowment	\$5,427	\$6,143
Walter L. Mayo Endowment Fund	\$6,119	\$6,927
Mr. & Mrs. David M. McAnulty Memorial	\$14,483	\$16,396
Doris McCall Memorial Endowment	\$13,349	\$15,367
James W. & Mary H. McCulloch Memorial	\$16,200	\$19,257
Margaret McCulloch Scholarship	\$8,331	\$8,840
F. Dwight & Bernice K. McDonald	\$161,878	\$182,910
McGuinness-Wood Endowment	\$19,798	\$22,390
Jack B. McKamey Endowment Fund	\$5,120	\$6,052
^Velma McKinley Memorial Endowment	\$4,832	\$5,470
McKinley & Barnett Families 33% (MTS)	\$187,393	\$223,637
Wesley McKinney Memorial Endowment	\$15,772	\$18,649
Maude McLin Memorial Endowment	\$4,555	\$5,156
Robert W. McReynolds Memorial	\$4,967	\$5,747
Mr. & Mrs. W. J. McReynolds Trust	\$6,300	\$7,132
John E. Meeks Family Endowment Fund	\$38,401	\$48,327
Memphis Methodist Conference Fund	\$39,510	\$46,964
Ed Mikel Doctoral Scholarship Memorial	\$10,867	\$12,049
Sam B. & Naurine W. Miles Endowment	\$5,125	\$5,802
Sam B. Miles Board Designated Endowment	\$53,262	\$63,311
Mary Elliott Miller Endowment	\$10,610	\$13,494
Rev. & Mrs. W. E. Miller Scholarship	\$5,999	\$6,923
Robert Lynn & Elizabeth P. Mills	\$8,552	\$9,676
Ministerial Scholarship Endowment 40%	\$9,974	\$12,605
Missouri-Arkansas CO-OP PCUSA	\$5,179	\$6,066
John L. Mize Scholarship	\$8,653	\$9,922
Clinton & Eva B. Moore Endowment	\$40,106	\$47,862
Frank C. Moore Endowment Fund	\$14,324	\$17,215
The Hillman & Lorene Moore Endowment Fund	\$27,285	\$32,433
Mary E. Morefield Memorial 40%	\$5,474	\$6,197
Hubert W. Morrow Endowment PAS	\$40,798	\$48,873
Virginia Sue Williamson Morrow MT	\$39,247	\$44,558
Ruby Page Morton Endowment	\$12,055	\$13,646
William Taylor Morton Endowment	\$12,805	\$14,495
John & Gail Moss Endowment	\$7,917	\$8,964
Dr. Arthur Murrell Memorial Scholarship	\$4,782	\$5,546
Walter & Anna Murrie Endowment	\$6,653	\$7,531
Willard & Bettie Murrie Endowment	\$16,710	\$19,044
Gladys Teter Nichols	\$97,911	\$111,050
North Central Texas Presbytery Scholarship	\$5,481	\$6,205
Northside Presby. Church, Cleveland, TN Seminary Ed.	\$108,266	\$122,446
Northside Presby. Church, Cleveland, TN PAS End.	\$62,636	\$74,454
William H. & Nola A. Oliver Scholarship	\$5,898	\$6,809
Bert & Pat Owen - Shepherd's Rest	\$131,620	\$156,454

Palestine CPC Endowment at MTS	\$3,953	\$4,475
Walter G. (Pete) Palmer Endowment (PAS)	\$277,929	\$313,927
Paskell & Bernice Parker Endowment	\$4,650	\$5,264
Parr Scholarship Endowment	\$47,041	\$53,794
Hughston R & Lorraine Peyton Endowment	\$7,931	\$8,984
Rev. G. F. Phelps Memorial Scholarship	\$14,043	\$15,874
John W. Piper Endowment Fund	\$23,133	\$26,297
Platte-Lexington Seminary	\$21,155	\$24,195
Gertie Allen and Martha Jean Faith Endowment	\$7,486	\$8,474
Bernice A. Humphreys Scholarship Endowment	\$175,209	\$207,115
Bettie Press Library Fund	\$4,918	\$5,567
S. Q. Proctor Ministerial Scholarship	\$8,695	\$10,107
Klahr & Iris Raney Endowment Fund	\$17,669	\$20,245
Eugene & Agnes Richardson Endowment	\$6,949	\$8,120
Evelyn B. Crick Richmond Endowment	\$64,721	\$76,933
Roy Roberts Memorial Endowment	\$1,722	\$1,949
Mrs. W. H. Rochelle Endowment Fund	\$9,321	\$10,541
Hudson & Robbie C. Roseberry	\$101,378	\$120,506
W. L. & Mary K. Rolman Scholarship	\$16,147	\$18,268
William & Dolores Rustenhaven Endowment	\$5,884	\$6,668
Beverly St. John/Theology & Arts	\$11,602	\$13,791
Saint Timothy CPC	\$3,593	\$4,068
Herschel A. & Iris L. Schultz	\$127,888	\$144,694
Clara Scott Family Chair - Part I	\$306,563	\$346,833
Clara Scott Family Chair - Part II	\$222,234	\$251,426
George W. Scott Endowment Fund	\$7,372	\$8,346
W. H. Scott Family Endowment	\$11,379	\$13,014
Marie C. Scudder Memorial	\$4,556	\$5,158
Seminary Commitment Campaign	\$3,329	\$4,033
Seminary Development Fund Endowment	\$843	\$955
Seminary Scholarship Fund	\$8,912	\$10,347
Ed Shannon Endowment	\$10,451	\$12,612
E. Thach & Jerry Shauf Endowment	\$16,102	\$18,223
Robert E. Shelton Scholarship	\$5,166	\$6,140
Robert M. Shelton Scholarship	\$3,590	\$4,065
Ruby Burris Shelton Endowment	\$5,310	\$6,012
Dick & Virginia Singellton Endowment	\$13,291	\$15,035
Esther Smith & Search Parish Endowment	\$2,240	\$2,535
Odus H. Smith Memorial Endowment	\$5,042	\$5,708
Katherine Hinds Smythe Endowment	\$8,024	\$9,538
W. B. Snipes Memorial Scholarship	\$11,670	\$13,136
Truman Barrett Snowden Memorial	\$5,456	\$6,304
Dorothea Snyder Endowment	\$5,920	\$7,038
L. D. & Dathel Jones Stacey Endowment	\$677	\$767
Henry L. Starks Scholarship	\$212,809	\$253,266
Anne Stavely Endowmet Fund	\$2,431	\$2,752
Eva Jane Stewart Trust 50%	\$55,961	\$63,601

J.W. Stiles Lectures	\$46,096	\$54,904
Rev. Elizabeth Stone Mem. Schol.	\$2,365	\$2,811
Lela Stricklen Endowment	\$29,897	\$38,369
Maymie Stovall Memorial Trust 25%	\$10,230	\$11,538
Roy Stucker Scholarship Fund 50%	\$50,013	\$59,827
Charles Studdard Memorial	\$18,007	\$20,638
Emma Elizabeth Suddarth Memorial	\$7,141	\$8,085
Robert H. & Lois Went Taylor Endowment	\$11,258	\$12,866
Thomas V. Taylor Seminary Student	\$6,396	\$7,373
Verdys E. Taylor Trust	\$2,412	\$2,730
A. J. Terry Scholarship	\$2,296	\$2,599
Theological Seminary General Endowment	\$1,779	\$4,660
Virgil H. & Irene R. Todd - OT EXCL	\$97,733	\$116,173
Tri-Mu Bible Class Scholarship	\$78,805	\$93,087
R L Truax, M L Truax, R L Truax, Jr Award for Academic Ach	\$10,573	\$12,567
Carl Walker Endowment	\$7,537	\$8,654
Mr. & Mrs. Carl Forbis Ward Memorial	\$5,660	\$6,408
Tom V. Warnick Memorial	\$58,351	\$67,047
Geneverette Warr Endowment	\$5,207	\$6,018
Warren, MI, First CPC Endowment	\$9,929	\$11,802
Rev. David & Leota Watson Scholarship Endowment	\$6,691	\$7,584
The Rev. Harlon & Mary Edith Watson Endowment	\$69,751	\$79,071
Virgil T. & Sue B. Weeks	\$7,873	\$8,913
Lynn Westbrook Memorial Endowment	\$8,922	\$10,227
Mae Westbrook Memorial Endowment Fund	\$4,491	\$5,085
The Weston Endowment	\$14,170	\$16,031
J. W. Wilder Scholarship	\$198,748	\$226,787
Alline Williams Endowment	\$8,163	\$9,230
Wayne Wiman Scholarship	\$30,114	\$34,846
Davis/Winston Scholarship for National Baptist Students	\$5,202	\$6,183
Lamar & Ellen Wilson Memorial Scholarship	\$15,211	\$17,654
Women's Issues in Ministry Endowment	\$7,298	\$8,675
Louisa Woosley Endowment Fund	\$102,107	\$121,942
Rev. Charles W. Hall Endowment for Pastoral Excellence	\$27,940	\$33,145
Dr. Thomas D. Campbell Endowment	\$11,569	\$13,752
Rev. Matthew Miller Endowment	\$2,700	\$3,209
Total	\$10,715,676	\$13,907,527

Miscellaneous

Endowment	Ending Balance 2019	Ending Balance 2020
Lavenia Cole Test. Trust Temp.	\$87,291	\$32,576
CP Retirement & Health Maintenance (Sue Galey)	\$17,937	\$21,321
Lillie M. Dickerson Memorial Fund	\$80,897	\$92,240
Verna Fillius Green Charities Endowment	\$9,385	\$19,332
Hodgeville Cemetery Association	\$18,336	\$21,796
Jamie Aros Endowment Fund	\$117,849	\$140,086

Laddie Lollar Scholarship	\$18,730	\$22,264
McKinley & Barnett Families Temp.	\$20,511	\$2,498
Matching Gift Endowment Fund	\$66	\$78
Terrell D. and Jacqueline C. Maynard Endowment	\$20,754	\$23,472
Ethel Phillips Endowment	\$78,002	\$95,594
Thomas P. & Barbara J. Semmens Scholarship	\$2,252	\$2,677
Fhanor & Socorro Pejendino Missionary Endowment Fund	\$1,554	\$9,998
Stobbe Mathematics Scholarship	\$60,159	\$71,510
Maymie Stovall Trust	\$323,447	\$374,589
Mary Ann Walton Trust	\$2,471,255	\$2,786,806
Parr Estate/Mission Synod Ministerial Aid	\$183,449	\$218,063
Total	\$3,511,875	\$3,934,901

Bethel University

Endowment	Ending Balance 2019	Ending Balance 2020
J. E. Ash Memorial	\$8,265	\$9,357
Daisy J. Barger & Lena J. Davis	\$20,961	\$23,729
Grace Johnson Beasley (Memorial)	\$18,453	\$20,891
Herman Osteen Beasley Memorial	\$45,547	\$51,563
Bethel CPC, Columbia Presbytery	\$2,096	\$2,373
Boyett Trust	\$36,870	\$41,740
Rev. & Mrs. C. L. Bruington Library	\$12,318	\$13,945
Davis O. & Gladys Bryson Educ. 50%	\$45,951	\$52,020
Lavenia Campbell Cole Annuity End	\$82,780	\$93,714
Lavenia Campbell Cole Trust - 20%	\$20,154	\$22,816
Cumberland Presbytery Scholarship	\$13,523	\$15,309
J. Claud & Mary L. Dickinson Fund	\$8,315	\$9,414
Mary L. Claud Dickinson Educ.	\$472,657	\$535,087
Rev. & Mrs. Walter E. Dillow Memorial	\$26,165	\$29,621
Winifred M. Dixson Endowment	\$52,532	\$59,470
Jack & Ewie Freeman Trust	\$21,526	\$24,370
Vaughn & Mary E. Fults Min. Scholarship	\$41,617	\$47,113
Samuel K. Gam & Mamie S. Gam Endowment	\$26,703	\$30,230
Greensburg CPC Memorial Scholarship	\$8,423	\$9,535
Glenn Griffin Endowment - 33%	\$40,346	\$45,675
Fenner Heathcock Memorial Fund	\$86,355	\$97,761
Roy Hickman & Ruth Hughes Hickman	\$45,282	\$51,263
Francis A. Hobgood Trust 25%	\$35,457	\$40,140
George & Lottie M. Hutchins (Trust)	\$290,659	\$329,050
Dr. P. F. Johnson Memorial Endowment	\$64,269	\$72,758
Joiner Ministerial Scholarship (Bethel)	\$6,964	\$7,884
Rev. E. R. & Forest Ladd Memorial	\$2,735	\$3,096
Robert F. & Jane L. Little (BC)	\$30,850	\$34,925
Della Campbell Lowerie 20%	\$415,483	\$470,361
Dessa Jane Manuel Scholarship 50% (Bethel)	\$194,222	\$219,876
Albert & Belle McDonald Trus	\$521,625	\$590,522

Cliff McElroy Memorial Trust	\$27,035	\$32,136
Nyta Miller Scholarship	\$7,576	\$8,574
Nell Miller Scholarship	\$3,478	\$3,937
Ministerial Scholarship Endowment 60%	\$136,731	\$154,791
Bert & Pat Owen Endowment for Bethel	\$2,320	\$2,626
Max & Ethel Mize Parker Scholarship	\$22,553	\$25,532
S. Q. Proctor Ministerial Scholarship	\$13,399	\$15,169
Agnes D. Richardson Endowment Fund	\$10,609	\$12,010
Pauline Rucker Memorial	\$4,766	\$5,395
Rev. & Mrs. J. Howard Scott Memorial	\$11,635	\$13,172
Esther M. Smith Trust	\$7,886	\$8,928
Martha S. & W. Horace Snipes Scholarship	\$2,668	\$3,020
Eva Jane Stewart Trust - 50%	\$66,399	\$75,169
Roy Stucker Scholarship 50%	\$56,114	\$63,525
Richard Swain Memorial Scholarship	\$25,757	\$29,159
Weigel Bible Class	\$11,104	\$12,571
Total	\$3,109,133	\$3,521,322

Cumberland Presbyterian Church in America

Endowment	Ending Balance 2019	Ending Balance 2020
CP Church in America Min. Education	\$806	\$958
CP Church in America World Mission	\$1,019	\$1,211
National Missionary Society of the CP Church in America	\$32,127	\$38,189
Total	\$33,952	\$40,358

Congregations

Endowment	Ending Balance 2019	Ending Balance 2020
Kate Maxwell Allen Trust	\$6,560	\$7,427
Robert & Jane Long Endowment	\$104,192	\$119,088
Grace Bright Circle Missions	\$12,660	\$15,049
Brunswick Cumberland Presbyterian Church Trust	\$15,800	\$18,202
Burnt Prairie CPC Endowment	\$0	\$19,887
Jane and Ed Chapman Endowment	\$1,000	\$1,189
Chinese Mission of San Francisco	\$29,560	\$33,464
Christ (FL) Tom W. Kelley Ed Fund	\$33,479	\$39,796
Christ (FL) Mary Beth Swindle Scholarship	\$102,521	\$116,363
Christian Service Center Endowment	\$7,141	\$8,488
The Mary Cloud Fund	\$45,972	\$52,044
Lavenia Campbell Cole Endowment	\$217,064	\$224,630
Dyersburg - Charles F. Moore C/T	\$68,994	\$82,011
Dyersburg - Jenny Edwards Endowment	\$41,291	\$49,082
1st Presbyterian Church of Alabaster - Gillis Endowment	\$13,886	\$16,506
1st Presbyterian Church of Alabaster - Kent Endowment	\$10,397	\$12,358
First Presbyterian Church of Alabaster	\$200,264	\$235,324
Fairfield C P Church Trust	\$59,975	\$42,436

Frankie Floyd Fund for Education	\$17,698	\$21,037
Faith-Hopewell CPC Ministries Endowment	\$1,319	\$1,568
Faith Church Memorial Endowment	\$0	\$2,768
Germantown - Christian Education Ministry	\$32,582	\$38,729
Germantown - Outreach Ministry	\$8,819	\$10,483
Germantown - Worship Ministry	\$2,814	\$3,345
Germantown - Eugene/Rosa Mae Warren	\$16,634	\$19,772
Germantown - William Pickle Member Care	\$7,781	\$9,250
Basil & Gertrude Green Scholarship Fund	\$71,083	\$81,636
Glenn Griffin Endowment 33% (Congregational)	\$47,853	\$54,174
Francis A. Hobgood Trust 50%	\$71,767	\$81,246
Hohenwald CPC (Congregational)	\$366,349	\$414,737
Hopewell Cumberland Presbyterian Church Endowment	\$824	\$979
Albert M. & Delia Jackson Memorial	\$5,267	\$5,962
Albert S. Johnston Trust	\$64,099	\$72,565
Orn/Laughlin Trust	\$7,078	\$8,013
Lawrenceburg CPC - Jack & Marjorie Anderson Endowment	\$154,240	\$174,626
Lawrenceburg CPC - Mason/Jennings	\$102,751	\$116,323
Della Campbell Lowrie Trust	\$50,013	\$39,679
Lucado Endowment	\$809,433	\$962,159
Manchester CPC - Christian Education Endowment	\$18,484	\$23,339
Marshall (MO) David Guthrie Youth	\$8,251	\$9,808
Marshall (MO) 50 Year Church Member Rec	\$6,998	\$8,318
CPC of Marshall (TX) Endowment	\$67,807	\$80,602
Marshall (TX) Ewing Chapel Cemetery	\$82,799	\$98,695
McKenzie CPC - Julia Patterson Irby	\$13,949	\$15,791
Medina CPC Trust	\$3,429	\$4,076
Louise Moffitt Trust Fund	\$316,543	\$358,352
Mount Moriah Cemetery Fund (W. TN Presbytery)	\$383,635	\$444,757
New Salem Cemetery Fund	\$123,818	\$146,432
Oliver's Chapel Cemetery Trust	\$130,158	\$154,716
Oklahoma/Kansas/Nebraska Mission	\$1,604,619	\$1,882,812
Silverdale Vision 2050 Endowment	\$14,409	\$17,128
Trimble CPC - Horace J. Coffey Memorial Trust	\$5,892	\$6,671
Trimble CPC - Howard Glasgow Memorial Trust	\$5,892	\$6,671
Trimble CPC - Bob & Chris Page Family Trust	\$3,676	\$4,162
Carolyn Smythe Parks Memorial Trust	\$173,992	\$196,973
E. E. Parks Memorial Trust	\$4,511	\$5,106
Hamilton & Merion S. Parks Family	\$57,116	\$64,663
Rev. Hamilton Parks Memorial Trust	\$12,961	\$14,673
W. H. Parks Memorial Trust	\$7,158	\$8,103
Franklin Pierce Memorial Trust	\$10,313	\$11,675
William W. & Lou W. Pierce Memorial	\$2,050	\$2,321
Prigmore Endowment	\$90,827	\$107,965
J. Dixie Johnson Primm Endowment	\$2,261	\$2,687
Red Bank CPC Endowment	\$39,834	\$47,350
Robinson Cemetery Endowment	\$47,007	\$55,877

Saint Timothy CPC Trust	\$631	\$675
Short Creek CPC Memorial Fund	\$27,293	\$32,614
Swan Cumberland Presbyterian Church	\$18,862	\$22,421
Inman & Mildred Swain Memorial	\$69,332	\$78,489
Thomas D. & Mary Jo (Adams) Vaughan	\$582,230	\$659,132
Thomas & Mary Jo Vaughan Outreach	\$58,564	\$66,299
West Union Cemetery - Old Committee	\$64,570	\$76,753
Rev. Jonathan Clark Endowment	\$1,969	\$13,556
Calico Rock CPC - Mildred B. Curless Danielson	\$2,315	\$2,752
Calico Rock CPC - Every Member Endowment	\$11,911	\$14,493
Calico Rock CPC-J. W. & Frances Fountain Endowment	\$1,359	\$1,735
Calico Rock CPC -Dixie Jennings Gray Endowment	\$8,964	\$10,655
Calico Rock CPC - Ernie Horton Gray Endowment	\$9,294	\$11,048
Calico Rock CPC-Fayette Hall Endowment	\$2,012	\$2,391
Calico Rock CPC - Willis Newton Hankins End.	\$956	\$1,136
Calico Rock CPC - Joann Smith Hudson Endowment	\$2,563	\$3,046
Calico Rock CPC - Zelda Killian Endowment	\$1,886	\$2,242
Calico Rock CPC - James & Ariel Utt-Landrus End	\$9,532	\$11,330
Calico Rock CPC- John & Ernette "Ernie" Parker	\$2,134	\$2,536
Calico Rock CPC - Ray & Velma Perryman End	\$10,365	\$12,321
Calico Rock CPC - Beatric Virginia Pino End	\$836	\$994
Calico Rock CPC - Pietro "Pete" Pino Endowment	\$6,586	\$7,828
Calico Rock CPC - Muriel Thompson Ryan End	\$1,899	\$2,257
Calico Rock CPC - Sean Vann Endowment	\$4,201	\$4,963
Calico Rock CPC - Wayland - Seay Endowment	\$16,314	\$19,393
Calico Rock CPC - Wayne & Gaye Wood End	\$13,292	\$15,800
Calico Rock CPC - Trimble House Maintenance Endowment	\$8,040	\$9,557
Calico Rock CPC - Pete & Betty Riggins	\$2,557	\$3,040
Calico Rock-Dr. Thomas D. & Linda Coleman Campbell	\$3,281	\$3,900
Total	\$6,991,295	\$8,085,479

Presbyteries

Endowment	Ending Balance 2019	Ending Balance 2020
Arkansas Presbytery - Camp Peniel	\$27,856	\$31,536
Arkansas Presbytery - Higher Education	\$67,798	\$76,753
Rev. Leo E. Smith Min. Memorial Scholarship	\$16,502	\$19,616
Daisy Bell Belcher Estate	\$40,802	\$48,500
Cauca Valley Presbytery - Hogar Samaria	\$164,815	\$195,913
Columbia Presbytery Endowment	\$368,654	\$409,964
Crystal Springs Camp - Fred Ramsey	\$40,372	\$46,555
East Tennessee - Philip Norris Jones	\$13,015	\$15,470
William J. Eldredge Trust Fund	\$12,400	\$14,038
Ephraim McLean Sr. Memorial Fund	\$71,135	\$84,557
Missouri Presbytery - Education Fund	\$53,392	\$63,466
Missouri Presbytery - Church Development & Revitalization	\$32,363	\$38,470
Missouri Presbytery - Missions Growth	\$31,379	\$37,299

Red River Presbytery - Camp	\$58,650	\$69,716
Red River Presbytery Christian Ed. General	\$11,063	\$13,150
Tennessee Georgia Presbytery Capital	\$37,319	\$44,361
Tennessee Georgia Presbytery Candidate Education	\$31,844	\$37,852
Trinity Presbytery - Trinity Investment Fund	\$2,986,560	\$6,103,077
Trinity Presbytery - Trinity Church Development Fund	\$144,632	\$211,291
W. Tennessee Presbytery - Grace Beasley Fund	\$140,989	\$167,591
W. Tennessee Presbytery - Camp Clark Williamson	\$23,525	\$27,964
Covenant Presbytery - Russ Milton Scholarship Endowment	\$17,621	\$21,058
Cumberland Presbytery -Missions - McInteer End	\$67,488	\$76,402
Cumberland Presbytery - Missions - Millwood	\$5,739	\$6,497
Cumberland Presbytery -Missions - Ray A. Morris	\$2,109	\$2,388
Cumberland Presbytery - Missions - NCD	\$148,438	\$168,051
Cumberland Presby Missions - Reid's Chapel End	\$48,507	\$54,914
Cumberland Presbytery - Missions-Royal Oak End	\$46,401	\$52,530
Cumberland Presby - Scholarships - Freeman End	\$141,303	\$159,966
Cumber Pres Scholarships - E. L. Freeman Farms	\$198,662	\$224,901
Cumberland Presby - Scholarships - Howard End	\$52,725	\$59,689
Cumberland Presby - Min. Educ - Bremen CPC 25%	\$54,747	\$61,978
Cumberland Presby - Cont. Educ - Hampton End	\$126,540	\$143,253
Cumberland Presbytery - Cont. Edu - KY Synod	\$5,259	\$5,954
Cumberland Presby - Gen. Prog - Bremen CPC 75%	\$164,241	\$185,934
Cumberland Presby - General Program - KY Synod	\$10,545	\$11,938
Cumberland Presby -Gen Prog - Eugene A. Leslie	\$3,069	\$3,475
Cumberland Presby - Gen Prog - Wilcoxson End.	\$4,218	\$4,775
Cumberland Presby Christian Ed - Camp Koinonia	\$34,407	\$38,952
Cumberland Presby - Christian Ed - Cecil Huff	\$4,471	\$5,061
Cumberland Presby - Christian Ed - Sam Macy	\$1,554	\$1,759
Cumberland Presby Higher Ed - Joseph H. Butler	\$1,962	\$2,221
Cumberland Presby - Higher Ed - Sharon Church	\$28,536	\$32,305
Cumberland Presbytery -Robert L. McReynolds 50%	\$44,901	\$50,832
Total	\$5,588,506	\$9,131,972

Historical Foundation

Endowment	Ending Balance 2019	Ending Balance 2020
Anne Elizabeth Knight Adams Heritage Fund	\$10,326	\$11,733
Rosie Magrill Alexander Trust	\$18,256	\$20,668
Paul H. & Ann Middleton Allen Heritage Fund	\$7,817	\$8,853
Barnett Family Heritage Fund	\$18,657	\$21,817
Grace J. Beasley Birthplace Shrine	\$61,321	\$69,420
Ethel Beal Benedict Heritage Fund	\$5,557	\$6,303
Birthplace Shrine Fund	\$231,361	\$266,007
James L. & Louise M. Bridges Heritage Fund	\$19,698	\$22,305
Mark and Elinor Swindle Brown Heritage Fund	\$11,111	\$12,626
*Sydney & Elinor Brown Heritage Fund	\$10,842	\$12,295
Centennial Heritage Endowment	\$93,082	\$105,377

Walter Chesnut Endowment	\$17,838	\$20,199
Lavenia Campbell Cole Heritage Fund	\$73,175	\$82,841
C. P. Church in America Heritage Fund	\$15,348	\$17,375
CPW Archival Supplies Endowment	\$32,561	\$36,862
Bettye Jean Loggins McCaffrey Ellis Heritage Fund	\$10,910	\$12,426
Samuel Russell & Mary Grace Barefoot Estes	\$25,304	\$28,646
Family of Faith Endowment	\$15,838	\$17,930
Gam Family Heritage Fund	\$0	\$809
Gettis & Delia Snyder Gilbert Heritage Fund	\$7,234	\$8,190
James C. & Freda M. Gilbert Heritage Fund	\$24,783	\$28,056
James C. & Freda M. Gilbert Trust (HF)	\$67,591	\$76,518
Mamie A. Gilbert Trust	\$15,629	\$17,694
Henry Evan Harper Endowment CP History	\$3,020	\$3,512
Ronald W. & Virginia T. Harper	\$5,495	\$6,226
Historical Foundation Trust	\$107,295	\$121,978
Donald & Jane Hubbard Heritage Fund	\$19,254	\$22,391
Cliff & Jill Hudson Heritage Fund	\$6,412	\$7,258
Robert & Kathy Hull Endowment	\$17,778	\$20,126
Into the Nineties Endowment	\$41,976	\$47,521
Joe Ben Irby Endowment	\$8,952	\$10,163
P. F. Johnson Memorial Endowment (HF)	\$20,387	\$23,080
Irene A. Kiefer Endowment	\$2,136	\$2,539
Mr. & Mrs. Chow King Leong Heritage Fund	\$6,040	\$6,837
Dennis L. & Elmira Castleberry Magrill 50%	\$25,365	\$28,716
J. Richard Magrill, Jr. Heritage Fund	\$11,511	\$13,033
Joe R. & Mary B. Magrill Trust	\$181,432	\$205,396
Jimmie Joe McKinley Heritage Fund	\$9,056	\$10,253
Edith Louise Mitchell Heritage Fund	\$5,089	\$5,761
Lloyd Freeman Mitchell Heritage Fund	\$5,089	\$5,761
Snowdy C. & Lillian Walkup Mitchell Heritage Fund	\$7,234	\$8,190
Rev. Charles & Paulette Morrow Endowment	\$2,588	\$2,941
Virginia Sue Williamson Morrow Heritage Fund	\$13,811	\$15,636
Anne E. Swain Odom Heritage Fund	\$30,310	\$35,484
Martha Sue Parr Heritage Fund	\$36,162	\$40,938
Florence Pennewill Heritage Fund	\$5,029	\$5,693
Morris & Ruth Pepper Endowment (HF)	\$17,881	\$20,483
Publishing House Endowment 33% (HF)	\$85,275	\$96,541
Mable Magrill Rundell Trust	\$18,250	\$20,661
Samuel Callaway Rundell Heritage Fund	\$12,326	\$13,954
Paul & Mary Jo Schnorbus Heritage Fund	\$8,839	\$10,006
Shiloh CPC Ellis County Texas Endowment	\$8,068	\$9,134
Hinkley & Vista Smartt Heritage Fund	\$8,896	\$10,608
John W. Sparks Heritage Fund	\$105,065	\$119,045
Irvin S. Annie Mary Draper Swain Heritage Fund	\$35,195	\$40,937
The Trustee Heritage Fund	\$5,786	\$7,688
F. P. (Jake) Waits Heritage Fund	\$12,913	\$14,619
Roy & Mary Seawright Shelton Heritage Fund	\$12,187	\$13,806

Gwendolyn McCaffrey McReynolds Heritage Fund

	\$11,525	\$13,048
Total	\$1,707,867	\$1,944,910

Missions Ministry Team

Endowment	Ending Balance 2019	Ending Balance 2020
Missions Ministry Team Budget Reserve Endowment	\$709,425	\$451,779
Church Loan Fund - General	\$1,445,420	\$1,636,334
McKenzie Endowment	\$44,612	\$50,504
Advance in Missions Trust Fund	\$466,546	\$528,169
Missions & Evangelism Endowment	\$121,443	\$137,483
Grace Johnson Beasley Memorial	\$39,700	\$44,944
Grace Beasley - Small Rural Church	\$53,642	\$60,727
Bennett & Mildred Brown Trust	\$69,008	\$82,029
David Brown Endowment	\$15,269	\$18,150
CPW Leadership Trust Fund	\$109,783	\$130,497
CPWM Bethel College Scholarship	\$221,035	\$258,313
Lavenia Campbell Cole Annuity Endowment	\$65,970	\$74,684
Lavenia Cole Testamentary Trust (25%)	\$678,433	\$791,356
Lavenia Campbell Cole Trust Endowment 20%	\$23,411	\$26,504
Rouine Vodra Coleman Endowment	\$1,865	\$2,217
Winnifred M. Dixon Endowment	\$61,807	\$69,971
Joseph B. Dungy Endowment	\$96,568	\$109,322
Louise & Sam R. Estes Endowment	\$15,020	\$17,004
Clifford Gittings Endowment	\$8,152	\$9,690
Lelia B. Goodman for Missions	\$4,189	\$4,980
P. F. Johnson Memorial End.	\$20,328	\$23,013
Finis Ewing & Bessie Keene Memorial	\$158,570	\$179,515
Chow King Leong Endowment	\$54,542	\$61,746
Mary Katherine Mize Longwell Endowment	\$943	\$1,121
Della Campbell Lowrie Trust 20%	\$482,771	\$546,536
Jamie Roy Chaffin Endowment	\$2,888	\$3,433
Mark G. Lynch Choctaw Presbytery	\$14,060	\$16,713
Clifford W. & Sarah C. McCall NCD	\$13,995	\$16,636
Joe E. Matlock Endowment	\$55,369	\$62,683
Robert E. Matlock Endowment	\$174,106	\$197,102
Robert T. & Dona Milam Endowment	\$9,924	\$11,926
Nancy J. Orr Bequest	\$6,194	\$7,362
New Church Development Endowment	\$103,420	\$117,079
S. Q. Proctor Home Mission Endowment	\$12,301	\$13,925
Marguerite D. Richards Rural Church	\$26,193	\$29,653
Maymie Stovall - Home Missions 25%	\$12,913	\$14,619
Paul & Geneva Richards Memorial	\$13,052	\$14,776
William A. & Beverly St. John Endowment	\$14,470	\$16,384
Madge Sprague Memorial Endowment	\$7,990	\$9,498
Lela Swanson Stricklen NCD	\$69,030	\$78,146
Cornelia Swain Endowment	\$73,026	\$83,792

Marguerite D. Richards MM Magazine	\$11,712	\$13,922
Walkerville CPC Memorial Endowment	\$9,578	\$11,386
Brown & Julia Welch Missions Endowment	\$33,893	\$38,370
Marvin O. Clement & Clement E. Wilkins Memorial Endowment	\$2,159	\$2,567
Gina Marie Benzel Ableson Memorial	\$14,371	\$17,083
Ashburn-Graf Educational Endowment	\$171,908	\$193,858
Maree Blackwell Endowment	\$3,506	\$4,167
James A. Brintle II Scholarship	\$8,604	\$10,228
Mattie Ree Suddarth Brown Endowment - Missions	\$22,228	\$25,164
Gladys H. Bryson Scholarship Fund	\$135,611	\$152,925
Davis O. & Gladys H. Bryson Missionary	\$90,808	\$102,803
Mary Frances & William Carpenter	\$12,490	\$14,140
Mildred Chandler Scholarship Endowment	\$168,409	\$189,913
Colombian CPW Elementary Scholarships	\$47,210	\$53,244
Colombian University Scholarships	\$77,632	\$92,280
Helen Deal Endowment	\$55,266	\$62,565
John A. Deaver Mission	\$14,497	\$17,232
Chester E. Dickson Endowment	\$48,076	\$54,426
Jose & Fanny Fajardo Endowment	\$12,217	\$15,019
Foreign Missions Endowment	\$365,945	\$414,279
Mrs. G. W. Freeman Bible Woman Trust	\$9,121	\$10,841
McAdow and Mae Gam Endowment	\$18,467	\$20,916
Samuel King Gam	\$30,942	\$35,029
Freda Mitchell Gilbert Endowment (MMT)	\$11,395	\$13,545
Bernice Barnett Gonzalez Endowment	\$1,991	\$2,366
Gleniel Grounds Endowment	\$3,059	\$3,637
Holzer Trust	\$101,400	\$114,347
Hong Kong Mission	\$43,274	\$48,989
Marvin C. & Ruth M. Kinnard Trust	\$16,707	\$18,791
Warren and Carline Lowe Trust	\$3,872	\$4,603
Mamie McAdoo Endowment	\$3,804	\$4,522
McClung/Fowler Memorial Endowment	\$135,966	\$153,337
Holly Katelyn McClurkin	\$958	\$1,139
Rubye Johnson May Memorial 50%	\$10,841	\$12,887
Lucie C. Mayhew Fund for U-P Children	\$19,289	\$21,955
Elizabeth A. & James W. Morrow Trust	\$25,982	\$29,414
Richard Nicks Memorial Endowment	\$65,170	\$76,988
Hamilton & Merion S. Parks Family Trust #2	\$35,179	\$41,817
Patron Membership	\$882,490	\$1,002,760
Myra Patton Foreign Mission Endowment	\$177,554	\$201,054
Perpetual Membership Fund	\$1,089,704	\$1,236,464
Don & Gwen Peterson Endowment Fund	\$130,431	\$148,959
Rose Ella Porterfield Scholarship	\$26,497	\$31,496
Carl Ramsey Scholarship Fund	\$42,808	\$48,332
Marguerite D. Richards Japan	\$17,490	\$19,801
Elise Sanders Endowment	\$323,206	\$365,896
Scholarship-Universidad Evangelica	\$15,455	\$18,371

Buddy & Beverly Stott Endowment	\$29,345	\$33,221
Maymie Stovall - Foreign Mission 25%	\$12,914	\$14,620
Irvin & Annie Mary Draper Swain	\$38,690	\$44,913
Walter Swartz - Jose Fajardo Scholarship Fund	\$53,312	\$60,119
William B. & Emma Jo Denson Todd Endowment	\$9,494	\$11,285
Boyce & Beth Wallace Endowment	\$53,698	\$60,790
Robert J. & Marilee B. Watkins	\$2,778	\$3,302
Bill & Kathryn Wood	\$91,954	\$101,839
Forester World Missions Endowment	\$3,809,932	\$4,313,156
Bill & Iona Wyatt Endowment	\$13,957	\$15,801
Rev. & Mrs. Tadao Yoshizaki Memorial	\$905	\$1,075
Total	\$14,243,532	\$15,844,263

Communications Ministry Team

Endowment	Ending Balance 2019	Ending Balance 2020
Masaharu Asayama/CPWM Endowment	\$14,458	\$17,185
Ky Curry Publishing Endowment	\$49,476	\$56,281
C. Ray Dobbins Endowment	\$46,417	\$52,592
Dennis H. Kiefer Endowment	\$1,301	\$1,546
Marguerite D. Richards CP Magazine	\$25,938	\$30,832
Pat White Endowment	\$10,910	\$12,841
Total	\$148,499	\$171,278

Discipleship Ministry Team

Endowment	Ending Balance 2019	Ending Balance 2020
Paul Allen Endowment for C E	\$12,181	\$15,466
Grace Johnson Beasley Mem.	\$11,639	\$13,176
Bennett & Mildred Brown for C E	\$27,076	\$30,653
Christian Education Mid-Century	\$265,784	\$300,890
Christian Education Season Endowment	\$198,290	\$224,483
Carl Cook Outdoor Ministry Endowment	\$5,184	\$5,869
Lavenia Campbell Cole Annuity End.	\$38,263	\$43,317
Jill Davis Carr - Leadership Development	\$12,339	\$13,969
Consultant Training Fund	\$61,673	\$69,819
C. P. Youth Conference	\$177,992	\$202,427
H. Harold Davis Endowment Fund	\$176,136	\$199,400
Jack W. Ferguson, Jr. C E Endowment	\$11,641	\$13,179
Ira & Rae Galloway for C E	\$15,161	\$17,164
Jean Garrett Endowment for C E	\$4,402	\$4,983
Louise Adams Heathcock Memorial	\$11,695	\$13,240
John Gilbert Horsley - Youth Leaders	\$13,530	\$15,795
Donald & Jane Hubbard Endowment for C E	\$12,231	\$13,847
Into the Nineties for C E	\$293,951	\$332,777
Reverend Gayle J. Keown for C E	\$3,810	\$4,313
Earl King Memorial	\$11,644	\$13,182

Virginia Malcom Christian Education	\$121,527	\$137,578
Wesley & Jackie Mattonen Endowment	\$36,701	\$41,548
David & Mary McGregor C E Endowment	\$59,148	\$66,960
James D. McGuire Endowment for C E	\$17,408	\$19,708
Howell G. & Martha Jo Mims CPYC	\$31,063	\$35,166
Morris & Ruth Pepper for C E	\$55,349	\$62,660
Bill & Hazel Phalan Endowment	\$15,560	\$17,615
Claudette Hamby Pickle C E Endowment	\$21,981	\$24,885
Publishing House Endowment 33%	\$152,739	\$172,913
Dr. & Mrs. E. K. Reagin Endowment	\$60,583	\$68,585
Jodi Hearn Rush Endowment	\$12,418	\$15,204
Rev. Rusty Rustenhaven Youth Ministry	\$14,522	\$16,440
Give for Good Endowment	\$3,316	\$3,942
John W. Speer Endowment for C E	\$21,177	\$23,974
Cornelia Swain Endowment for C E	\$26,673	\$31,313
Irvin & Annie Mary Swain Endowment	\$30,774	\$35,949
Jake Tyler Children's Ministry	\$5,671	\$6,422
Frank & Linda Ward Endowment (CE)	\$38,578	\$43,674
William Warren Endowment for C E	\$12,498	\$14,149
Clark Williamson Memorial	\$44,006	\$49,819
Helen Wiman Memorial	\$5,317	\$6,610
Young Adult Ministry Endowment	\$25,078	\$28,390
Terence R. McCain, Sr. Endowment	\$6,603	\$7,475
Total	\$2,183,314	\$2,478,924

Pastoral Development Ministry Team

Endowment	Ending Balance 2019	Ending Balance 2020
Awards for CP Ministers & Spouses	\$28,933	\$34,392
Roosevelt and Ruth Baugh	\$6,452	\$7,670
LaRoyce Brown Endowment	\$2,010	\$2,389
James & Helen Knight Endowment	\$29,825	\$35,453
Ministerial Endowment	\$15,696	\$18,657
Cumberland Presbyterian Legacy of Ministry	\$21,770	\$25,578
Melvin & Naomi Orr Endowment	\$24,439	\$29,050
James Lee Ratliff Endowment	\$13,037	\$15,496
Norlan & Ellie Scudder Endowment	\$24,796	\$29,531
James & Geneva Searcy Endowment	\$37,771	\$44,897
E. G. & Joy Sims Endowment	\$26,308	\$31,271
Leonard & Mary Jo Turner Endowment	\$16,039	\$19,066
Lyon Walkup Endowment	\$19,074	\$23,286
Arturo & Carmen Ortiz Endowment	\$18,533	\$22,030
Louisa M. Woosley Endowment for Sustaining Women in Ministry	\$15,113	\$18,395
Total	\$299,796	\$357,161

Office of the General Assembly

Endowment	Ending Balance 2019	Ending Balance 2020
D. W. Fooks Memorial Endowment	\$19,847	\$22,469
Publishing House Endowment (33%)	\$29,958	\$33,912
Robert & Olene Rush Endowment	\$20,239	\$22,912
Trustee Endowment	\$390,347	\$441,905
Total	\$460,392	\$521,198

Our United Outreach

Endowment	Ending Balance 2019	Ending Balance 2020
George F. Battenfield Memorial	\$55,115	\$62,395
Daisy Bray Freeman Trust	\$59,908	\$67,821
Bertha Feazel Hammons Memorial	\$50,924	\$57,650
Kenneth & Myrtle Holsopple Memorial	\$251,607	\$284,840
Cliff & Jill Hudson OUO Endowment Fund	\$13,380	\$16,357
Knights of Honor Association Trust	\$3,550	\$4,019
Lowrie Estate Oil Royalties	\$1,950,308	\$2,237,663
Robert L. McReynolds Endowment 50%	\$44,685	\$50,588
The Moderators' Endowment for Our United Outreach	\$43,586	\$49,403
Santa Anna Church Memorial Fund	\$22,176	\$25,105
Tithing and Budget Endowment	\$396,771	\$449,177
Total	\$2,892,010	\$3,305,017

THE REPORT OF THE HISTORICAL FOUNDATION

I. GENERAL INFORMATION

A. OFFICERS OF THE BOARD

The officers of the board are as follows: Pat Ward, president; Kelly Shanton, vice-president; and Martha Jo Mims, secretary. Susan Knight Gore is the director and treasurer of the Historical Library and Archives.

B. BOARD REPRESENTATIVES TO THE CPC & CPCA GENERAL ASSEMBLIES

The board's representative to the 190th General Assembly of the Cumberland Presbyterian Church and the 145th General Assembly of the Cumberland Presbyterian Church in America is Ashley Lindsey. The alternate is Rev. Lisa Oliver.

C. MEMBERSHIP AND MEETINGS OF THE BOARD

The board is currently composed of the following members: from the Cumberland Presbyterian Church in America— Reverend Joe Howard III, Willie Lynk, and Pat Ward, from the Cumberland Presbyterian Church— Robin McCaskey Hughes, Ashley Lindsey, Cathy Littlefield, Martha Jo Mims, Lisa Oliver, and Kelly Shanton.

D. MEMBERS WHOSE TERMS EXPIRE

The second term of Lisa Oliver Fare expires with the 2021 meeting of the Cumberland Presbyterian General Assembly, and she is eligible for reelection. The first term of Kelly Shanton expires with the 2021 meeting of the Cumberland Presbyterian General Assembly, and she is eligible for reelection.

E. STAFF

Susan Knight Gore serves as the Archivist of the Historical Foundation. Missy Rose is the archival assistant for the Foundation.

II. ASSEMBLY REPORTING

A. STRUCTURE AND RELATIONS

As a matter of official structure, relative to the CPC, there is a Board of Trustees composed of members from both the CPC and CPCA, and relative to the CPCA, there is a committee composed of members from the CPCA.

B. REPORT OF THE 2019 GENERAL ASSEMBLY EVALUATION COMMITTEE

General Assembly concurred in two recommendations of said committee which required action on the part of the trustees of the Historical Foundation. The trustees have met and have undertaken to address these recommendations.

1. Recommendation 9

General Assembly required the Board of Trustees to review and/or revise the charter to make sure it is still accurate to the work of the Foundation. This the board has done and has determined the charter remains accurate to the work of the Historical Foundation.

2. Recommendation 14

General Assembly encouraged the Board of Trustees to develop a long-range strategy, to including a succession plan, along with updated job descriptions for all staff. This task has been undertaken and is ongoing.

III. PROGRAMS AND ACTIVITIES

A. HISTORY INTERPRETATION AND PROMOTIONAL ACTIVITIES

1. The 1810/1874 Circle

In order to enlist the financial support of interested members of our churches in the work of the Foundation, the 1810/1874 Circle was created. Membership is based on a financial contribution of \$25 or more per year. Income through such gifts enables the Foundation to meet expenditures and is vital to the continued work of the Foundation.

We appreciate the support given to the Foundation by all members of the 1810/1874 Circle and encourage other members of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America to join this donor group.

2. Patrons

Persons who contribute \$100 or more to one of the endowments of the Historical Foundation become patron members and receive a certificate. Patron memberships may also be given in honor or in memory of an individual.

3. Heritage Churches

Congregations contributing a minimum of \$1,000 to an endowment of the Historical Foundation become Heritage Churches and receive a framed certificate. There are six categories of recognition and churches can move from one level to another.

Heritage Church \$1,000 - \$4,999
Silver Heritage Church \$5,000 to \$9,999
Golden Heritage Church \$10,000 to \$24,999
Platinum Heritage Church \$25,000 to \$49,999
Diamond Heritage Church \$50,000 to \$99,000
Jubilee Heritage Church \$100,000 and up

4. Presbyterian Heritage Committees/Presbyterial Historians

To promote interest in the work of the Foundation and to nurture work in history on the presbyterial level, the Historical Foundation seeks to work cooperatively with the Presbyterian Heritage Committees/Presbyterial Historians of both general assemblies. The brochure, *Suggestions for Heritage Committees and Presbyterial Historians*, is available from the Foundation. The board expresses its appreciation to the presbyteries that have Heritage Committees/Presbyterial Historians.

5. Denomination Day Offering

The 2021 Denomination Day Offering was designated to fund the conversion of fragile and deteriorating analogue media to digital formats in order that it might better be preserved.

The Foundation expresses appreciation to congregations and others groups who received special offerings for the work of the Historical Foundation on Denomination Day. This special offering provides an opportunity for congregations to directly contribute to the support of the Historical Foundation as well as the Foundation supplying educational materials to each congregation.

B. PUBLICATIONS

1. Promotional Materials

The Historical Foundation provides promotional materials describing its purpose and work, the various means of financially supporting this work, and listings of available publications and prints for sale through the Foundation. These materials are available on the Foundation's website.

2. Publication Series

The Foundation has a number of titles and prints available for purchase. Income from the sale of these items goes into the Historical Foundation Trust, a permanent endowment supporting the Foundation's work. Titles available are:

1883 Confession of Faith.

1895 Cumberland Cook Book.

Cumberland Presbyterianism and Arminianism Compared/Contrasted on Selected Doctrines by Joe Ben Irby.

Faith Once Delivered; Some Indispensable Doctrines of the Christian Faith by Joe Ben Irby.

Family of Faith: Cumberland Presbyterians in Harrison County [Texas], 1848-1998 by Rose Mary Magrill.

God So Loved by Roy Hall.

History of East Side Cumberland Presbyterian Church, Memphis, Tennessee, Memphis Tennessee: 1926-1986, by the Historical Committee.

History of the Cumberland Presbyterian Church by B. W. McDonnold.

Jerusalem Cumberland Presbyterian Church: A Documentary and Pictorial History by Anne Elizabeth Swain Odom.

Legacy of Grace: Louisiana and Texas Cumberland Presbyterian People & Places of Trinity Presbytery by Rose Mary Magrill.

Life and Thought of Finis Ewing by Joe Ben Irby.

Life and Thought of Milton Bird by Joe Ben Irby.

Life and Thought of Reuben Burrow by Joe Ben Irby.

Life and Thought of Robert Verrell Foster by Joe Ben Irby.

Life and Thought of Stanford Guthrie Burney by Joe Ben Irby.

Life and Times of Finis Ewing by F. R. Cossitt.

Soundings by Morris Pepper.

Theological Snippets by Joe Ben Irby.

This They Believed by Joe Ben Irby.

What Cumberland Presbyterians Believe by E. K. Reagin.

Women Shall Preach: Celebrating 125 Years of Ordained Women in Ministry in the Cumberland Presbyterian Church.

Prints of the *Samuel McAdow Home* and the *First Meeting of Cumberland Presbytery*.

These items are available for sale from Cumberland Presbyterian Resources.

3. Denomination Day Resources

All the Past is but the Beginning of Beginning (Denomination Day resource) is available on the Foundation's web site under the Resources section:

<http://www.cumberland.org/hfcpc/resource/>

It includes eight dramas intended to present the birth of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America. A hard copy may be requested from the Foundation office.

4. Online Promotion

Recognizing the increasing value of emerging social media, the Historical Foundation employs a Facebook group, "Historical Foundation of the CPC & CPCA," to engage an expanding audience of Cumberland Presbyterians in denominational history and heritage. By showcasing collection acquisitions, the Foundation expands the knowledge of those materials sought for preservation as well as the nature of archival development. The Foundation also employs a Facebook Page. The Facebook Page is somewhat more informal and is ideal for announcements.

C. HISTORICAL FOUNDATION AWARDS

1. Award in Cumberland Presbyterian History

The Foundation encourages the writing and publication of papers on all aspects of the history of the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church. One means of promoting such writing is the Historical Foundation Award in Cumberland Presbyterian History. A \$300 prize is awarded to the author entering the best paper on any CPC or CPCA history subject which meets in form and content the requirements set by the Board of Trustees and judged by the board appointed awards committee. All manuscripts submitted to the competition become property of the Foundation and are added to the Historical Library and Archives.

The contest follows the calendar year, and entries for the 2020 competition are encouraged. All entries will be accepted through December 2020 for this year's contest. Any entries received following the deadline of December 31st will be automatically entered in the 2021 competition.

Guidelines and entry forms for submitting manuscripts to the competition are available from the Foundation office as well as on the internet, <http://www.cumberland.org/hfpc/Awards.htm>. The Historical Foundation appreciates the participation of past and future CPCA and CP historians in this program.

2. Awards of Recognition

Awards of recognition are certificates given to organizations or individuals in recognition of historic events or contributions to the preservation of our heritage as Cumberland Presbyterians. Appropriate applications for the award are: particular churches celebrating anniversaries of their organization; any judicatory or agency celebrating publication of a written history; celebrations of history or historic event in a creative or unusual manner; individuals who have provided continued service for 50 years or more as members of a local congregation or presbytery; individuals who have served for 40 years or more in a continuing leadership role (including pastors) within a local church. Individuals, churches, or presbyterial heritage committees may make application for the issuing of an award by contacting the Foundation office. Application forms are supplied by the Foundation office as well as the internet, <http://www.cumberland.org/hfpc/Awards.htm>.

D. RELATIONSHIPS

Presbyterian Historical Society of the Southwest

The Presbyterian Historical Society of the Southwest is an agency of The Synod of the Sun, Presbyterian Church (USA) and Cumberland Presbyterian Churches in Arkansas, Louisiana, Oklahoma and Texas. Members of the Cumberland Presbyterian Church who serve on the board of this organization are Reverend Norlan Scudder, Reverend Perryn Rice, and Doctor Rose Mary Magrill.

IV. HISTORICAL LIBRARY AND ARCHIVES

A. RESEARCH SERVICE

The Foundation's main research commitment is to the agencies, local congregations, and members of the Cumberland Presbyterian Churches. Since the Historical Library and Archives of the Historical Foundation serves as the official repository for the Cumberland Presbyterian General Assemblies, this is our focus. Although the separation of research into two types designated by their mode of access has been rapid and dramatic, both the traditional and "cyber" mode contribute to and enhance the other.

1. Traditional/Physical Access

Hands on access to primary source material remains the vital heart of historic and theological research. Rather than being diminished by increased electronic resources, traditional research has broadened due to heightened awareness of primary sources in an expanding information age. The Foundation receives research requests by personal visitors, mail, e-mail, and telephone. As time permits, requests are researched. Responses are sent to the requestor, as well as pertinent information on ministers, congregations, presbyteries and synods being placed on our website for future researchers.

2. Electronic Access

The Foundation's website continues to expand in order to provide greater access to the materials in the Historical Library and Archives. As well as being a research tool, the internet provides an invaluable and inexpensive means of promotion for the physical collections of the Historical Library and Archives, the activities of the Historical Foundation, and for the greater community of faith called Cumberland Presbyterians. Information at the site includes: general information about the Foundation, entire texts of important historical documents, historical information on particular congregations, ministers, presbyteries, and synods. Beginning in 2018, the Foundation added a YouTube Channel for historic films documenting the faith-life of Cumberland Presbyterians. The gateway URL to the Foundation's website is <http://www.cumberland.org/hfpc/>. The YouTube Channel can be accessed directly at <https://www.youtube.com/channel/UCTk4Wnc8b1T96d0L8Vkt4lg> or through the gateway URL.

B. ACQUISITIONS

The Historical Library and Archives regularly receives items published by the two denominations, Minutes of the General Assembly of the Cumberland Presbyterian Church, Preliminary Minutes of the General Assembly of the Cumberland Presbyterian Church, Yearbook of the General Assembly of the Cumberland Presbyterian Church, The Cumberland Presbyterian, Missionary Messenger, Minutes of the General Assembly of the Cumberland Presbyterian Church in America, Preliminary Minutes of the General Assembly of the Cumberland Presbyterian Church in America, and The Cumberland Flag. Synods and presbyteries deposit four copies of their printed minutes in the Historical Library and Archives. In addition, books, pamphlets, theses, dissertations, records and publications of general assembly, boards, agencies, institutions, and task forces; records and publications of synods and presbyteries, session records and other materials of particular churches, biographical material of Cumberland Presbyterian and Cumberland Presbyterian Church in America ministers, photographs, audiovisual materials, and museum items were among the accessions received. The 2019 Accession List closed with 104 accession groups.

Some of the highlights added to the collection in 2018 include:

Books

Bryan, David. *The Songster's Companion: A Selection of Hymns and Spiritual Songs, Lately Compiled From Various Authors, For the Use and Benefit of All People*. Second Edition. Jacksonville, Alabama: Printed by J. F. Grant, 1838.

Constitution of the Cumberland Presbyterian Church in the United States of America: Containing the Confession of Faith, a Catechism, the Government and Discipline, and the Directory for the Worship of God. Ratified and adopted by the Synod of Cumberland, held at Sugg's Creek, in Tennessee state, April the 5th, 1814, and continued by adjournments, until the 9th of the same month. Nashville, Tennessee: Printed by M. & J. Norvell, for the publishers, 1815.

Dollars For Scholars: A Collection of Recipes by Alabama Synodical Missionary Society. Madison, Alabama. Collierville, Tennessee: Fundcraft Publishing, 2006.

Logan, Jennie Manget. *Little Stories of China*. No place, no date.

Pethel, Mary Ellen. *All-Girls Education from Ward Seminary to Harpeth Hall, 1865-2015*. Charleston, South Carolina: The History Press, 2015.

Psalms and Hymns Adapted to Social, Private, and Public Worship, in the Cumberland Presbyterian Church. Nashville, Tenn.: Committee of Publication, 1859.

Thomas, Cassandra O. "Intentional, Holistic Self-Care is Key to Fulfilling God's Commands. A Self-Care Seminar for Seminarians, Clergy, and Church Leaders in the Presbytery of Coastal Carolina (PCUSA)." Dmin diss. Campbell University Divinity School, May 2018.

Periodicals

Board of Publication. Cumberland Presbyterian Church. *The Lesson Leaf*. Second Quarter, Lesson 11, June 16, 1929.

Colored Cumberland Presbyterian Church in the United States of America and Liberia, Africa. *Minutes of the Eightieth General Assembly*. June 10-13, 1954. Sturgis, Kentucky.

The Cumberland Flag. Volume 27 Number 6. June 15, 1957.

Tennessee Synod. Cumberland Presbyterian Church. *Our Little Lambs*. Vol. 2, No. 4, Part 1, April 5, 1908. Published by the Committee on Sunday School Literature and Supplies. Rev. J. R. Goodpasture, Editor.

Institutions

Charity Hall Mission School. Rooney, Matthew P. "The First Two Years of Archaeological Investigations at the Charity Hall Mission Site (22MO733), 2018-2019."

Memphis Theological Seminary. Memphis, Tennessee. Files. 60 boxes.

Museum Items

Bethel College. McKenzie, Tennessee. Commemorative Plate.

Cumberland Men's Fellowship. Cumberland Presbyterian Church. Banner. *Cumberland Mens Fellowship Banner*.

Hayes, Charles Edward. 1860-1938. Paperweight. Photograph of Rev. Hayes and Danvers Cumberland Presbyterian Church in Danvers, Illinois.

Missouri Valley College. Marshall, Missouri. Centennial Lapel Pin. 100th Anniversary 1889-1989.

Trinity University. San Antonio, Texas. Centennial Medal. 1869-1969.

Other Congregational Records

Bethany Cumberland Presbyterian Church. Bethany, Illinois. *Annual Report of the Cumberland Presbyterian Church Bethany, Illinois November 1, 1886*.

Dry Fork Cumberland Presbyterian Church. Bethpage, Tennessee. Sunday School Records. January 1, 1939-December 24, 1939.

Erin Cumberland Presbyterian Church. Erin, Tennessee. Cumberland Mite Society. Minutes. 1938-1950.

Forrest Avenue Cumberland Presbyterian Church. Gadsden, Alabama. Deeds and Miscellaneous Files.

Mount Sterling Cumberland Presbyterian Church in America. Sturgis, Kentucky. Treasurers Book. August 23, 1992-September 25, 1994.

New Hope Cumberland Presbyterian Church in America. Madison, Alabama. *New Hope Cemetery #1 and #2*. Scrapbook and CD.

Photographs

Bethel College. McKenzie, Tennessee. Theological Department. Class photo. 1909 & 1910.

General Assembly. Cumberland Presbyterian Church. Photograph. Springfield, Missouri. June 1934.

La Helveca Cumberland Presbyterian Church. Helveca, Colombia, South America. Photo album. 84 photographs of the families, the church, national pastors, and missionaries.

Shinar Cumberland Presbyterian Church. New London, Iowa. Photograph. 150th Anniversary 1839-1989. Former pastors and wives.

West Tennessee Synodical Youth Camp. Cumberland Presbyterian Church. Photograph. June 6-11, 1955.

YPGA. Young People's General Assembly. Cumberland Presbyterian Church. Photographs. Camp Cumberland. Greenfield, Missouri. July 3, 1948.

Postcards

Argenta Cumberland Presbyterian Church. Argenta, Illinois. Postcard. Real photo, c1904.

Bethel College. McKenzie, Tennessee. Postcard., c1907.

California, First Cumberland Presbyterian Church. California, Pennsylvania. Postcard. c1906.

Taylor Street Cumberland Presbyterian Church. Fort Worth, Texas. Postcard., c1902.

Ward Seminary. Nashville, Tennessee. Postcard, c1909.

Presbyterial Records

Arkansas Presbytery. Cumberland Presbyterian Church. Files. 6 boxes.

Elk River Presbytery. Cumberland Presbyterian Church in America. *Celebrating 150 Years 1869-2019, Elk River Presbytery. July 20, 2019 at Montgomery Bell State Park.*

Mound Prairie Presbytery. Cumberland Presbyterian Church. Minutes. Cumberland Presbyterian Youth. April 30, 1978-March 29, 1992.

Ohio Valley Presbytery. Second Cumberland Presbyterian Church. *Minutes of the Elders and Deacons Council.* April 5, 1968; October 18, 1968; April 4, 1969; October 17, 1969; April 3, 1970; October 16, 1970; April 2, 1971; October 15, 1971; March 31, 1972; October 12, 1972; June 4, 1972; March 30, 1973; June 3, 1973; October 19, 1973; April 5, 1974; October 18, 1974; March 1972.

West Tennessee Presbytery. Cumberland Presbyterian Church. New Church Development Task Force. Files. 2007-2012. 2 boxes.

Sermons

Reverend Claude Ray Dobbins. Sermons.

Reverend Norlan David Scudder. Sermons.

Reverend Donald Lewis Sweet. Sermons.

Session Records

Columbia, First Cumberland Presbyterian Church. Columbia, Maury County, Tennessee. Session Records. September 29, 1849-September 18, 1869.

Erin Cumberland Presbyterian Church. Erin, Houston County, Tennessee. Session Records. January 1, 1880-October 10, 1887; June 1, 1921-March 5, 1930; October 12, 1971-August 10, 1982; September 18, 1982-May 18, 1986; March 13, 1990-January 22, 1991; April 6, 1997-July 20, 2000; September 22, 1999-January 12, 2003; January 31, 2003-December 6, 2005; June 28, 2009-August 4, 2010.

Hubbard Cumberland Presbyterian Church. Hubbard, Texas. Session Records. October 27, 1929-December 2, 1951; January 6, 1951-December 8, 1959; January 4, 1960-September 19, 1971; May 10, 1972-September 2, 1990.

Longview Cumberland Presbyterian Church. Longview, Texas. Session Records. August 23, 1936-October 29, 1945.

Owens Chapel Cumberland Presbyterian Church. Winchester, Franklin County, Session Records. October 24, 1944-April 11, 1963; May 24, 1963-February 18, 1988; March 17, 1988-May 6, 1999; July 15,

1999-May 8, 2017.

Rose Hill Cumberland Presbyterian Church. Monticello, Drew County, Arkansas. Session Records. September 6, 1885-October 25, 1914; August 12, 1917-March 12, 1950; July 3, 1950-August 24, 1969 August 31, 1969-March 14, 1982; January 6, 1991-January 14, 2001.

Spring River Cumberland Presbyterian Church. Lawrence County, Missouri. Session Records. March 18, 1869-September 6, 1874; April 24, 1921-February 5, 1928.

In all judicatories, from the session of the congregation through presbytery, synod, and the General Assemblies of both the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America, minutes form the legal record of the judicatory. Without these records there is often nothing to document persons joining the church, ordination as elder and clergy, disciplinary actions, etc. It is important to be aware that legally original minutes are always the property of the judicatory for which they are created. Should that judicatory cease to exist, the next higher judicatory becomes custodian responsible for securing and preserving the records of the extinct body. It can be difficult to convince persons that records kept by their relative are not family property but the General Assemblies of both denominations have ruled the only legal repository for the records of extinct judicatories is the Historical Foundation.

V. BIRTHPLACE SHRINE

The Birthplace Shrine located at Montgomery Bell State Park near Dickson, Tennessee was dedicated June 18, 1960. This site consists of the Memorial Chapel and a replica of the Reverend Samuel McAdow's log house. Since 1994, the Foundation has been responsible for the preservation and promotion of the Birthplace Shrine. Four endowments provide funds for maintenance and repairs: the Grace Johnson Beasley Birthplace Shrine Fund, the Birthplace Shrine Fund, the Henry Evan Harper Endowment for Cumberland Presbyterian History, and the P.F. Johnson Memorial Endowment. Gifts to these endowments provide for the continued preservation of the Birthplace Shrine. Interested donors are encouraged to contact the Foundation office. Another means of support are the fees collected from couples who use the chapel for their wedding ceremony. These funds are added to the Birthplace Shrine Fund and earnings are used for maintenance and special projects. The Board encourages individuals and groups to visit the Birthplace Shrine as an act of remembering our heritage and envisioning our future as Cumberland Presbyterians.

Recognizing the recognition and visibility that the Birthplace Shrine provides for the Cumberland Presbyterian denominations, the Foundation both sponsors and regularly participates in three activities at the Birthplace: Denomination Day, Easter Sunrise Service, and Christmas at the Bell. Both the Denomination Day and Christmas at the Bell events are costume re-enactments which interactively interpret denominational history for both Cumberland Presbyterians and other park visitors.

Groups and individuals are encouraged to contact the Foundation to set up work days and special projects. The Foundation thanks the Heritage Committee of Nashville Presbytery and the Charlotte Cumberland Presbyterian Church for their continuing volunteer upkeep of the property.

VII. FINANCIAL CONCERNS AND 2021 BUDGET

A. BUDGETS

The 2022 line-item budget of the Historical Foundation has been filed with the CPC General Assembly Office.

B. ENDOWMENTS

Anne Elizabeth Knight Adams Heritage Fund
 Rosie Magrill Alexander Trust
 Paul H. and Ann M. Allen Heritage Fund
 Barnett Family Heritage Fund
 Grace Johnson Beasley Birthplace Shrine Fund
 Ethel Beal Benedict Heritage Fund
 Birthplace Shrine Fund
 James L. and Louise M. Bridges Heritage Fund
 Mark and Elinor Swindle Brown Heritage Fund

Sydney and Elinor Brown Heritage Fund
Centennial Heritage Endowment
Walter Chesnut Heritage Fund
Lavenia Campbell Cole Heritage Fund
Cumberland Presbyterian Church in America Heritage Fund
Cumberland Presbyterian Women Archival Supplies Endowment
Bettye Jean Loggins McCaffrey Ellis Heritage Fund
Samuel Russell & Mary Grace (Barefoot) Estes Endowment
Family of Faith Endowment
Gettis and Delia Snyder Gilbert Heritage Fund
James C. and Freda M. Gilbert Heritage Fund
James C. and Freda M. Gilbert Trust
Mamie A. Gilbert Trust
Henry Evan Harper Endowment for Cumberland Presbyterian History
Ronald Wilson and Virginia Tosh Harper Endowment
Historical Foundation Trust
Donald and Jane Hubbard Heritage Fund
Cliff and Jill Hudson Heritage Fund
Robert and Kathy Hull Endowment
Into the Nineties Endowment
Joe Ben Irby Heritage Fund
P. F. Johnson Memorial Endowment
Irene A. Kiefer Endowment
Chow King Leong Endowment
Dennis Lawrence & Elmira Castleberry Magrill Trust
J. Richard Magrill Heritage Fund
Joe Richard and Mary Belle Magrill Trust
Gwendolyn McCaffrey McReynolds Heritage Fund
Jimmie Joe McKinley Heritage Fund
Edith Louise Mitchell Heritage Fund
Lloyd Freeman Mitchell Heritage Fund
Snowdy Clifton and Lillian Walkup Mitchell Heritage Fund
Rev. Charles and Paulette Morrow Endowment
Virginia Sue Williamson Morrow Heritage Fund
Anne Elizabeth Swain Odom Heritage Fund
Martha Sue Parr Heritage Fund
Florence Pennewill Heritage Fund
Morris and Ruth Pepper Endowment
Publishing House Endowment
Mable Magrill Rundell Trust
Samuel Callaway Rundell Heritage Fund
Paul and Mary Jo Schnorbus Heritage Fund
Roy and Mary Seawright Shelton Heritage Fund
Shiloh CPC Ellis County Texas Endowment
Hinkley and Vista Smartt Heritage Fund
John William Sparks Heritage Fund
Irvin Scott and Annie Mary Draper Swain Heritage Fund
F. P. Waits Historical Trust

Respectfully submitted,
Pat Ward, President
Susan Knight Gore, Archivist

THE REPORT OF THE MINISTRY COUNCIL

To the 190th General Assembly of the Cumberland Presbyterian Church meeting in session at the Galt House in Louisville, Kentucky.

I. MINISTRY COUNCIL

A. INTRODUCTION

The Ministry Council (MC) serves as the primary long and short-range program planning agency of the Church. Staff and elected members work together to ensure a unified mission, ever mindful that human and material resources entrusted to us should be utilized to carry out ministries effectively. The MC is accountable to the General Assembly (GA).

Due to the scope of work related to denominational ministries under the MC, our report has historically been quite lengthy, necessitating the division of the report to multiple GA committees. Since 2017, with the goal of providing crucial information in a concise manner, our report to GA has been significantly condensed. This report focuses on recommendations to the GA. An illustrated annual report, a supplement to this report to the 190th GA, reflects in greater detail the work of the MC and its four Ministry Teams (MT). The supplement is available on ourweb page cpcmc.org/mc/ga20-supplement/.

1. Ministry Council (MC) elected membership and terms

MC elected members are subject to GA requirements of endorsement by presbytery (clergy) or church (laity), as well as geographical (synodic) and gender representation. We believe that God calls people from across the global denomination to serve in leadership roles, and that the limited number of Personal Data Forms on file in the Office of the General Assembly does not reflect the abundance of qualified leaders within the Church. The MC respectfully reminds Commissioners that the 186th GA urged each presbytery *“to proactively recruit and encourage qualified leaders to prayerfully consider opportunities to serve as elected board members at the denominational level, to include the Ministry Council and all other denominational entities.”*

The Ministry Council mourned the loss of elected member Ken Bean who passed away in October 2019. His desire to serve and heart for the denomination are missed. The terms of Reverend Samantha Hassell, Charelle Webb, and Reverend Donny Acton concluded in 2020. Reverend Hassell and Ms. Webb were both eligible for additional terms of service, however, due to other demands, both asked not to be renominated. Both brought humor, wisdom, and experience to the MC, and their unique perspectives will be keenly missed. The third term of Reverend Donny Acton expired in 2020, and he was ineligible for an additional term. Reverend Acton has been an ardent voice on the MC, encouraging the Council in its work focused on evangelism. The MC appreciates his service, insight, and sacrifice. The second one-year terms of Youth Advisory members Sydney Holder and Madison Holland concluded in 2020. Youth Advisory Member Lacey Young was eligible for a second one-year term, and was re-elected by action of the General Assembly Corporate Board. In 2021, Ms. Young will complete the two terms of service Youth Advisory Members may serve. She has been an active participant and will be missed. At their June 18, 2020 meeting, acting on behalf of General Assembly, the Corporate Board elected Amy Cresswell to fill the one-year unexpired term of Ken Bean; elected Lora Rogers-Kerner, Reverend Derek Jacks and Angelica Poveda each to three-year terms; and re-elected Reverend Juan David Correa and Reverend Doctor Michael Clark each to a second three-year term. Youth Advisory Members Lake Porter and Rylee Rogers were also elected, each for a one-year term of service.

2. Ministry Teams (MT) plan and implement the program ministries of the Church and are made up of both staff and elected team members. MTs (Ministry Teams) report to the MC. MT members are elected by the MC and reflect GA term limits. The MC elects MT members in accordance with the GA requirement that individuals have personal data forms and recommendations from their presbytery (clergy) or pastor (laity) on file with the Stated Clerk prior to GA. A complete list of MT members appears at cpcmc.org/mcstaff-nonstaff/.

Communications Ministry Team (CMT) At its February 2020 meeting, the MC elected Audrey Adams (Cool Springs CPC, West Tennessee Presbytery) to replace Reverend Dusty Luthy who completed her 3rd term in June 2020. The CMT is grateful for Dusty’s commitment and contributions to the CMT and

congratulates her on her recent ordination. At its February 2021 meeting, the MC elected Dan Washmon to a three-year term and Reverend Nate Mathews to a 2nd term. Joyce McCullough resigned. We thank Joyce for her service to the CPC through the CMT.

Discipleship Ministry Team (DMT) At the February 2020 meeting, the MC elected Becky Zahrt (Madisonville CPC, Covenant Presbytery) to replace Le Ila Dixon who rotated off. Le Ila was a voice of wisdom and knowledge and we thank her for her service to the DMT and the CPC. The MC also elected Wyatt Stephens (Dyersburg CPC, West Tennessee Presbytery). At the February 2021 meeting, the MC re-elected Candy Barr and Ean Taylor, both to 2nd terms; Reverend Drew Gray to a 3rd term; and Anna Mathews to replace Rachel Cook who completes her terms of service in 2021. Rachel has been a delight to have on the DMT. From the first meeting, she brought her bubbly personality, a can-do attitude, a great sense of humor, and the gift of compassion to bring insight from the perspective of those who may not always be seen and heard. We thank her for her service to the DMT and the CPC.

Missions Ministry Team (MMT) At the February 2020 meeting, the MC elected Rachel Starks (Brunswick CPC, West Tennessee Presbytery). At the February 2021 meeting, the Council re-elected Ollie McClung to a 2nd term. Margie Shannon was eligible for re-election for a second term, however opted not to be re-elected. MMT is grateful for Margie's service and active participation in the decision-making process of the different ministries of missions.

Pastoral Development Ministry Team (PDMT) At the Feb 2020 meeting, the MC elected Rev. Matthew Ingram (Alabaster CPC, Robert Donnell Presbytery) and Reverend Shelia O'Mara (Presbytery del Cristo) to replace Reverend Amber Clark who rotated off. Appreciation is expressed to Amber who served with great commitment and creativity particularly during two periods of leadership transition. She provided stability and consistent leadership during those times. With the unusual postponement of the 2020 General Assembly, Reverend O'Mara continued her role as Moderator. Subsequently, her term of service as a PDMT member was also postponed, to begin following General Assembly in 2021. At the 2021 meeting, the Council re-elected Reverend Lisa Anderson and Reverend Paul Earheart-Brown, both to 2nd terms.

Staff Team Members are employees of the Ministry Council (alphabetical order):

- **CMT:** Publications Manager/Editor Matthew H. Gore; Senior Art Director Sowgand Sheikholeslami. CMT Leader position open.
- **DMT:** DMT Leader Reverend Elinor S. Brown; Coordinator of Adult Ministry Reverend Dr. Chris Fleming (Paducah, Kentucky office); CP Resources Distribution Manager Cindy Martin; part-time Shipping Clerk Reverend Dr. Andy McClung; Coordinator of Children and Family Ministry Jodi Hearn Rush (Nashville, Tennessee office); and Coordinator of Youth and Young Adult Ministry Reverend Nathan Wheeler.
- **MMT:** Cross-Culture Immigrant USA Ministry Reverend Johan Daza; Manager, Finance and Administration Jinger Ellis; Part-time Coordinator for Women's Ministry Reverend Cardelia Howell-Diamond (Huntsville, Alabama office); Director of Congregational Ministries Reverend Kristi Lounsbury (Krum, Texas office); Evangelism & New Church Development Reverend T.J. Malinoski; MMT Leader Reverend Dr. Milton Ortiz; and Director Global Missions Reverend Dr. Lynn Thomas (Birmingham, Alabama office).
- **PDMT:** PDMT Leader Reverend Dr. Pam Phillips-Burk.

3. The **Global Ministries Leadership Team (GMLT)** consists of the four Ministry Team Leaders and the Director of Ministries. GMLT applies the MC's vision to widely varied programs and resources, coordinating ministries, and a comprehensive budget.

4. **Administration:** Director of Ministries Edith Busbee Old provides executive leadership to the MC, accomplishing duties defined by its bylaws and supervising the GMLT. The Director of Ministries is under direct employment of and is responsible to the MC. The MC is grateful that the Director and Team Leaders are globally minded without neglecting the stateside church, for their creative and consistent leadership, and for sustaining consistently positive fiscal results, especially during the pandemic.

RECOMMENDATION 1: That all Denominational Center staff (General Assembly Office, Board of Stewardship, Foundation and Benefits, Historical Foundation, and Ministry Council) be recognized and commended for the faithful ministry they carried on during the COVID-19 pandemic.

B. GENERAL INFORMATION

1. Meetings: The MC met four times in regular session since the 189th General Assembly. Meeting summaries appear at cpcmc.org/mc/soa/.

2. Future Meeting Dates: August 19, 2021 (Thursday) – Orientation for newly elected members at the Denominational Center, Cordova, Tennessee. August 20–21, 2021 (Friday and Saturday) – elected members and staff of the MC and all four MTs meet concurrently at Faith CPC, Bartlett, Tennessee. February 19–20, 2022 (Saturday and Sunday) – MC Corporation Annual Meeting of the Board of Directors with Team Leaders and the Director of Ministries at the Denominational Center.

3. Elected member orientation and accountability: Newly elected members receive multi-tiered orientation. Elected members sign an annual Covenant reaffirming their commitment to serve God through service to the CPC (cpcmc.org/mc/covenant/).

4. The 188th GA assigned a Committee to “*work with the Discipleship Ministry Team (to) develop and to conduct a census/survey of all congregations in regard to particular churches use of the Encounter Publication with the results of that census/survey disseminated through the stated clerks of each presbytery by the 190th General Assembly. The committee members are Vicky Goodwin, Mission Synod; Lisa Scott, Synod of the Midwest; Grady Prevost, Synod of the Southeast; Ben Lindamood, Tennessee Synod; and Mike Reno, Synod of Great Rivers.*” Coordinator of Adult Ministry Reverend Dr. Chris Fleming coordinated the work of the committee. Survey results were emailed to presbytery stated clerks in March 2020.

5. The 188th GA requested the Permanent Judiciary and the Unified Committee on Theology and Social Concerns, along with the **MC (for input from a cross-culture/international perspective)**, work jointly to develop a position statement on issues of human sexuality to be presented to the 189th GA for its consideration. At its August 2018 meeting, the MC heard from three of its MMT staff regarding input volunteered by CPs outside the US. Following its February 2019 meeting, the MC shared with the joint committee additional information received from pastors in Japan Presbytery. Immediately following both its August and February meetings, the MC relayed summaries of the international perspectives to the Unified Committee on Theology and Social Concerns. No subsequent request related to that action of GA was made of the Ministry Council.

II. MINISTRIES

A. CMT

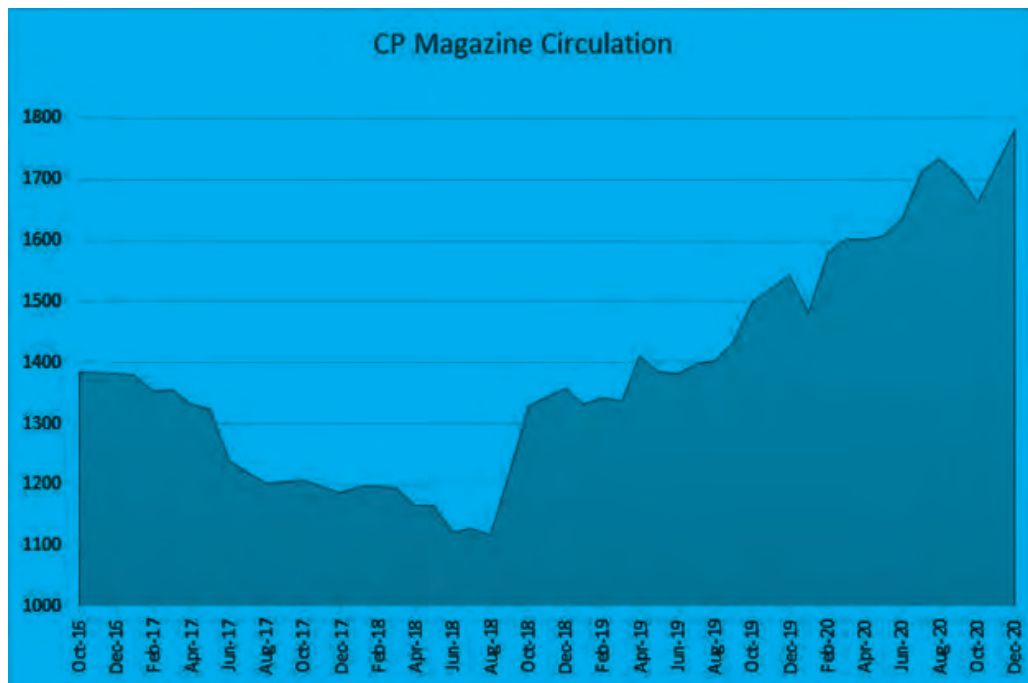
CMT continues to explore ways to use technology to support our denomination’s connectional nature. In partnership with all MTs, CMT provides consultation on website management, audio/visual services, social networking platforms, and web-based applications. In addition to responsibilities around editing and publishing THE CUMBERLAND PRESBYTERIAN magazine, *The Missionary Messenger* (cooperatively with MMT), the MC Supplemental Report (when required), and the annual Program Planning Calendar in partnership with DMT and the calendar committee, CMT also manages dissemination of time-sensitive news via “News of the Church.” Senior Art Director Sowgand Sheikholeslami provides layout and design for numerous projects and programs related to CPC ministries, beyond the work of the MC, including artwork for the denomination’s Yearbook and GA Minutes.

With the retirement of former CMT Leader Mark Davis, the MC envisioned a broader influence for CMT, adding a full-time staff position of Publications Manager/Editor. This division of duties intended greater opportunities for the CMT Leader to expand the capacity of the team in technology development and church support. Prior to his departure in November 2020, former CMT Leader Reverend Steven Shelton helped to implement staff use of computer technology, broadening the degree of cooperative work both within teams and across teams. As of the deadline to submit this report to the Office of General Assembly (March 15, 2021) the CMT Leader position remains open for applications (<https://cpcmc.org/mc/new-opportunities/>).

CMT capabilities continue to be cultivated including the very first video livestream of GA worship and business in 2019.

Publications Manager/Editor Matthew Gore has made great strides in returning the magazine to its intended role as the denomination's paper of record, while bringing a rich historical perspective to the publication sharing stories of Cumberland Presbyterians through the centuries. Since Matthew began in this capacity in September 2018, subscriptions to THE CUMBERLAND PRESBYTERIAN magazine have increased significantly and we look forward to continuing increases in 2021 as word of his journalistic excellence continues to spread.

As Publications Manager, Matthew continues to assist other teams, boards, agencies, and institutions as well as individual Cumberland Presbyterians to get their manuscripts into printed form. Since January 2020, eight titles have been published including the 2020 Yearbook and titles for DMT, MMT, and PDMT as well as individuals. CMT secures copyright for the sponsoring entity on all titles and ISBN ownership for the Ministry Council ensuring full portability of publication/printing.



B. DMT

DMT continues to uphold its mission statement: The DMT invites and challenges people in all seasons of life to grow in their faith in Jesus Christ by providing training, events, and curriculum to nurture discipleship in the Cumberland Presbyterian Church.

We continue to see that all our resources include our Core Values to **Inspire**: We strive to empower and equip CPs to think critically and love extravagantly; to maintain **Integrity**: We teach and learn by allowing ourselves to be authentically guided by the Holy Spirit through scripture; and be **Inclusive**: We celebrate the diversity of our churches, cultures, and people that are the body of Christ.

DMT has set new three-year goals that include producing a basic resource for **Home Faith Development**, creating an **Adult Ministry Planning Council**, fully **funding the Youth Worker's Retreat**, securing **outside funding for The Symposium**, naming a **Point Person** in each stateside presbytery to serve as a liaison with DMT, establishing a joint **Bible study series** for WM circles and groups, identify, train and utilize **30 writers** for resources, establish a **Confirmation Curriculum** and develop a plan for "**5 Ministries**" to be maintained on a contract basis.

DMT completed the task set before it by the 188th GA to conduct a survey about Encounter, a CP resource for adults, and to disseminate the results of that survey through the stated clerks of each presbytery by the 190th GA. The survey results:

Report on the Encounter Survey prior to the 190th General Assembly

A motion made to amend Recommendation 3 to read: "That the 188th General Assembly assign a committee to work with the Discipleship Ministry Team in developing and conducting a census/survey

disseminated through the stated clerks of each presbytery by the 190th General Assembly.” The motion passed. The moderator appointed the following committee along with the editor of Encounter to survey the denomination: Elder Vicki Goodwin (Missions Synod), Reverend Mike Reno (Great River Synod), Reverend Lisa Scott (Synod of the Midwest), Elder Grady Prevost (Synod of the Southeast), and Elder Ben Lindamood (Tennessee Synod).

The committee communicated via email to discuss the motion and draft questions for the survey. The editor was tasked with developing the survey (cpcmc.org/feedbackencounter/).

The survey was sent to presbyterial stated clerks in April and May of 2019, to disseminate. There were no survey responses received through this avenue.

The survey was also disseminated via the Ministry Council website, both the Encounter Study and DMT Adult Ministry Facebook pages, FB messenger communications directly to ministers, members of presbyterial Discipleship Ministry Teams and church leaders, 200 sample lessons distributed at the 189th GA, emails to previous writers, presbyterial DMT chairpersons, pastors and persons whose names were given to the committee, phone interviews, face-to-face conversations with pastors and elders attending presbytery meetings (Arkansas, Covenant, East Tennessee, Nashville, and Murfreesboro) and face-to-face discussions with 15 Sunday school classes (Covenant, Nashville and East Tennessee) that use Encounter.

In total, there were responses from 105 people; all were reviewed by the committee for the purpose of gleaning information as directed by the GA.

Survey Results - The above data gathering yielded the following information:

- 1. People like the Encounter.** Although about 8% of church leaders said they would like to see their Sunday school classes change to a different curriculum, they acknowledged that those Sunday school classes were resistant to that change. Encounter has a passionate base. Changes in use of the Encounter occur mainly because Sunday school class numbers using Encounter are decreasing. Another reason is that adult classes are moving toward a different type of study.
- 2. Consistency issues.** Some people interviewed wished for more consistency in the writers of Encounter both in terms of theological leanings and in styles of writing.
- 3. Discussion Questions.** About 25% of those surveyed said one improvement to Encounter would be to have more interesting and challenging discussion questions.
- 4. Changing of Christian Education.** Sunday schools have moved away from dated lessons which go from week to week with no choice of content. Many of our Sunday schools simply want the freedom to study and choose their own topics.
- 5. “Dated” Feel.** There is a feeling that the layout needs to be updated paying more attention to graphic design, and methods of distribution (print vs. digital).
- 6. Usage.** The Encounter is being used as a traditional Sunday school resource. It is not being used as a small group resource. It is used by older adult Sunday school classes. Encounter is being used by about 10% of the CPC membership. But as the age of the Sunday schools using Encounter increases, the number of copies purchased decreases.

Potential Changes Addressing Findings

1. DMT celebrates Encounter as our most used CP resource and is seeking ways to encourage CPs of other ages to see the quality of Encounter for their own use.
2. Lessons will still be written by CPs. DMT has seen the diversity of writers as a positive. There are plans to decrease the number of writers so there is more consistency.
3. Lessons will still have discussion questions for the class, but the structure and subheadings will be changed. Our goal is to create greater consistency and continuity from quarter to quarter, providing Biblical context and content for the Christian education of our churches.
4. Beginning in September 2020, Encounter will have a new format and new guidelines for lesson writing. The changes in formatting will modernize the layout, allow for easier reading, and will have a place within the text to make notes while the student reads the lesson. We hope these changes will encourage deeper individual study throughout the week and greater conversation when a class comes together to discuss the scripture text.

We are working on making Encounter easily distributed and used as a digital resource. Currently, we offer digital PDFs of our studies. We believe we would be able to expand the number of people who use Encounter if it is offered in a truly digital format not simply as a PDF. We believe this would be worth doing. However, it will take a large investment of time and money and will be implemented as resources become available.

5. We will transition to use of the narrative lectionary to develop theme/topical studies. Because of this, while a quarter will still be made up of 13 weeks, those quarters may be themed in smaller units of 4,

8, or 13 weeks. Summer quarter will also be based on one theme.

By making these changes and updates, we believe the quality of Encounter will be enhanced and attractive to a wider audience. We will also be seeking to address the overall need of Christian education resources for adults in the CPC. We have previously taken steps to do this with the creation of “Intersections” curriculum. If churches and individuals have ideas to further enhance Encounter, we encourage you to contact Reverend Dr. Chris Fleming, DMT Coordinator of Adult Ministry, cfleming@cumberland.org or DMT Leader Reverend Elinor Brown, esb@cumberland.org.

With the pandemic raging in the spring and summer of 2020, it was impossible to host any of our annual events. We pray that it will be safe to do so in 2021 and will keep the knowledge and skills we developed from 2020 to move into new ways of doing events and other ministries.

C. MMT

The coronavirus has presented new and unique opportunities for Missions Ministry Team staff to work from home and interact while taking care of children, adult family members, and their own well-being. Jinger Ellis has been in the office Monday through Thursday, due to the nature of her responsibilities. T.J. Malinoski is in the office Tuesday mornings to allow church planters to contact him at a specific time during the week. Lynn Thomas and Cardelia Howell- Diamond are in their offices regularly in Alabama. Johan Daza, Kristi Lounsbury and Milton L. Ortiz have been working from home.

Evangelism and New Church Development

This office provides innovative strategies, guidance and training that are reaching new people and making disciples of Jesus Christ primarily to, and with, Cumberland Presbyterians in the United States for the transformation of the world. This office also delivers both online and on-site support for congregations, presbyteries, and groups with an emphasis on sharing the Gospel of Jesus Christ.

In the summer of 2019, a new approach toward starting new groups began addressing needs in worship and new church starts. **Worshipping Communities** are three things: a community for those who do not know Jesus Christ; a community for those who want to know Christ; and a community for those who already know Christ and need a community with which to worship. A Worshipping Community can be led by a Cumberland Presbyterian in their home, church or local setting with the encouragement and support of a church session, presbyterial board of missions, presbytery, synod and/or the MMT for the purpose of extending the Gospel of Jesus Christ. A priority for MMT is to seek out prospective new leaders and locations for Worshipping Communities. In June and October 2020, this office developed and hosted two different **Worshipping Community webinars** for the Church at large. The webinars can be found on www.cpcmc.org/mmt/evangelism-ncd. Also, we are hosting monthly **Young Adult discussions** on Instagram Live with Nathan Wheeler, Coordinator of Youth and Young Adults, on how to start a Worshipping Community.

A weekly podcast called *Cumberland Road* started in the Fall of 2020. *Cumberland Road* is a podcast for Cumberland Presbyterians that explores Cumberland Presbyterians’ inspiring faith journey and relationship with God from around the world and how their faith impacts their daily lives, interactions with others and their vocation. *Cumberland Road* can be found at Apple Podcasts, Google Podcasts, Spotify, and Amazon Music.

Spring/early summer of 2020, wrote and made videos to assist Cumberland Presbyterians during the pandemic for celebrating the sacraments, sharing our faith during a pandemic and how to have session meetings. You can find them on www.cpcmc.org/mmt/evangelism-ncd.

Denominational Day of Prayer and Fasting

The 188th General Assembly adopted February 26, 2020 as a Denominational Day of Prayer and Fasting. The MC worked to engage the denomination on this day by developing resources and social media activities for CPs around the world. A special webpage (www.cpcmc.org/pray-fast-act) provided information and prayer resources. A powerful video was created incorporating prayers in various languages. In addition, a Facebook group was set up for CPs around the world to connect throughout the 24-hour period. The response was quite positive with churches and members praying and contributing from Australia to California. The purpose of having a day of prayer and fasting was to encourage Cumberland Presbyterians to bear witness to God’s mighty act of reconciling love accomplished in Jesus Christ by which the sins of the world are forgiven. Building upon the denominational day of prayer and fasting, it is appropriate to call the Church beyond a one-day observation and live out its purpose and mission to share the good news every day. Drawing from the language of *The Confession of Faith for Cumberland Presbyterians* and *The Catechism for Cumberland Presbyterians* an affirmation of faith and commitment to witness has been

written to encourage and inspire Cumberland Presbyterians to announce the good news of Jesus Christ in authentic ways as we live out the mission and vision of the Church.

An Affirmation of Faith and Commitment to Witness for Cumberland Presbyterians

We believe God's mighty act of reconciling love is accomplished in Jesus Christ, the divine Son who became flesh to be the means by which the sins of the world are forgiven.

We believe that Jesus Christ willingly suffered sin and death for every person. We believe that on the third day after being crucified, Christ was raised from the dead, appeared to many disciples, afterward ascending to God, and makes intercessions for all persons.

We believe the Holy Spirit works through the scriptures, the sacraments, the corporate worship of the covenant community, the witness of believers in word and deed, and in ways beyond human understanding. We believe the Holy Spirit moves on the hearts of sinners, convincing them of their sins and their need for salvation, and inclining them to repentance and faith toward God.

We believe the Cumberland Presbyterian Church, being nurtured, and sustained by worship, by proclamation and study of the word, and by the celebration of the sacraments, is commissioned to witness to all persons who have not received Christ as Lord and Savior.

We believe that God gives to the human family a variety of gifts, including gifts to each person for which each has a responsibility. We believe that God desires that each of us engage in the mutual sharing of these gifts so that all may be enriched.

We believe that all who are united to Christ by faith are also united to one another in love. In this communion we are to share the grace of Christ with one another, to bear one another's burdens, and to reach out to all other persons.

Therefore, we promise and commit ourselves to share the love of God in Jesus Christ by telling others the good news of Jesus and by helping those who suffer and are oppressed.

We promise and commit ourselves to live out our faith at home and in the world by creatively using our gifts, skills, and energies in every relationship.

We promise and commit ourselves to care for people outside the church because they are created in God's image and because Jesus Christ gave his life for all of us.

We promise and commit ourselves to share the good news of Jesus Christ so that others will come to believe in him and want to become a part of God's covenant family and we will do all we can to welcome new believers as our brothers and sisters.

(The Confession of Faith for Cumberland Presbyterians sections 3.07, 3.09, 4.02, 5.10, 5.28, and 6.12. The Catechism for Cumberland Presbyterians questions 78-81)

RECOMMENDATION 2: That the 190th General Assembly adopt the Affirmation of Faith and Commitment to Witness for Cumberland Presbyterians and encourage all presbyteries to incorporate it in their 2021 fall presbytery meeting worship service or devotion and encourage their congregations to include it into their worship service on Worldwide Communion Sunday October 3, 2021.

Missionary Crisis Team

MMT uses an internationally recognized method of risk assessment and crisis response for overseas missions. A Missionary Crisis Team (MCT) serves as the crisis response team and communication team related to specific situations including 1) If a missionary is missing; 2) Serious illness or death of a missionary; 3) Natural disaster and lack of communication from missionaries; 4) Crisis involving a MMT-organized/sponsored short-term mission group. The MCT is currently made up of staff across three ministry teams. Future MCT members will receive necessary training to ensure they are effective. The MCT is the singular entity to manage a missionary crisis. The Director of Ministries has full access to the MCT but is not part of that team to ensure ongoing work by other staff and ministries is sustained.

Building on the experience and applicability of some of the elements of the MCT, the MC is implementing a Domestic Critical Situation Response Team. Considering COVID-19 and the March 2020 devastating tornados that impacted four Tennessee counties, the Global Ministries Leadership Team (GMLT) created a team to address domestic critical situations specifically related to the MC. In addition to GMLT, staff and elected members with specific skill sets will help GMLT create contingency plans for critical situations within the US. These include but are not limited to best management practices for potential critical situations that require cancellation of a stateside MC-sponsored event (for example Children's Fest, CPYC, Symposium, etc.) Using plans established for MC, the next step will be to broaden

the focus, creating resources to help CP congregations deal with the impact to their respective churches that result from a critical situation in their community. Resources will include determining the most appropriate first response, needs assessment, working with media, management of volunteers, and communication with the presbytery and denomination. Resources may also include MC providing a one-day workshop for any presbytery that names a critical incident team.

RECOMMENDATION 3: That the 190th General Assembly encourage each presbytery to form a critical incident response team to include strategies, contingency plans and persons tasked to coordinate risk assessment, management, and communications related to crises that may occur within the bounds of their presbytery.

Global Missions

The pandemic created **hardships around the world**; it was truly a global event. Our missionaries, by in large, were confined to their homes for months. Many countries had mandatory lockdowns. Several missionary families were scheduled for home assignments in their home countries, but those plans were postponed. Our missionaries adapted, using video conferencing to meet the needs of their people. In some countries, via the Loaves & Fishes Offering, they distributed food to those impacted by COVID-19. MMT purchased a new building(worship center) in Guatemala and finished construction of two church buildings in the Philippines. Encouragement and oversight of our mission work took place via video conferences and e-mails.

The MMT supervises the following **missionaries** as they work planting Cumberland Presbyterian churches: Josue and Sara Guerrero in Salvador, Brazil; Daniel and Kay Jang in Iloilo City, Philippines; David and Sarah Lee in Phnom Penh, Cambodia; Patrick and Jessica Wilkerson in Medellin, Colombia. Missionary emeritus Beth Wallace is retired in Cali, Colombia. We are in the process of deploying new missionaries to Spain, Wilson and Diana Lopez. The pandemic slowed their deployment, but their visas were approved in early 2021.MMT is in conversation with other missionary candidates and looking at new mission opportunities in other countries. Until the pandemic subsides and most of the world is vaccinated, our future plans and projects will be impacted in negative ways.

Missionaries Reverends Fhanor and Socorro Pejendino have served in Guatemala from March 2014 until the present. In early January 2021, while visiting family in Colombia, both Fhanor and Socorro became sick with the COVID-19 virus. Socorro recovered from the virus. Fhanor, after weeks on a ventilator, died February 2, 2021. On February 9, 2021, MMT with the help of Socorro and their adult children, conducted two virtual worship services to celebrate the life and ministry of Fhanor Pejendino. One service was in English and the other in Spanish. Based on the number reflected on the livestreams, more than 2,000 people viewed each service. We thank God for the life and ministry of Fhanor Pejendino. He was instrumental in starting churches and ministries that will bless people for years to come.

Two international youth **events were postponed**, one in Cambodia and the other in Colombia. The Asia Mission Forum did not meet. MMT staff were unable to travel to provide encouragement and guidance to our mission work. General Assembly (GA), an international event, did not have the opportunity to globally connect. This is just a sampling of all the disruption that took place in 2020 and continues into 2021.

We celebrated Reverend Doctor Lynn Thomas' graduation from Fuller Theological Seminary School of Intercultural Studies in June 2020. As a result of Lynn's studies there is now **a textbook on missions** in English, Spanish, and Korean entitled, *Relational Missions, Concepts, Perspectives and Practices that Inform Global Missions*. There is a new **Bible study series on missions, Missions in the Image of God**, also written by Lynn Thomas.

Women's Ministry

Cumberland Presbyterian Women's Ministry is a thriving community within the CPC. It includes all aspects of ministry that include women. In the CPC that is everything from ordination, sessions, circles, women's fellowships, missions and beyond! Every woman in the CPC is a part of Women's Ministry; some just may not know it yet. The purpose of Women's Ministry in the CPC is to accept the love and joy of Jesus through the ministry of women. We seek to do this as we pray, study God's word, and reach out to others through missions, service, encouragement, and fellowship opportunities. This goal is accomplished on all levels of work from local to denominational.

Women's Ministry Convention is held every year coinciding with GA. We spend time encouraging one another and seeking to engage in biblical study, introduce new outreach, elect officers, and hear from the global mission fields. We collect an offering to be divided among different ministries and the Stott-

Wallace Missionary Offering Fund. Due to the pandemic, the Executive Committee of Women's Ministry made plans to provide three options for the 2021 Convention: in person, a hybrid schedule, and completely online.

Throughout 2020-2021, Women's Ministry across the denomination focused on the theme of *Rise Up!* This theme is based on Isaiah 40:31 and encourages us to wait upon the Lord in an active way together. In 2020, devotional videos were created from many CP clergywomen to supplement the 2020-2021 Bible Studies. The videos were released via social media and website each month.

Women's Ministry has placed an emphasis on including young women (post high school to 35) in women's ministry activities unique to their needs and interests. We held our annual Young Women's Retreat in February 2020 but could not host one in 2021. Young Women's Ministry is now in partnership with the Young Adult Ministry of DMT. Women's Ministry is looking to the future of our Latina Ministry as well.

Please continue to be in prayer for Women's Ministry in the CPC and remember to encourage ALL women to participate in these worthwhile gatherings.

Cross-Culture Immigrant Ministries USA Program

Intercultural ministry training opportunities for churches and presbyteries. One of the responsibilities of this office is to assist the different judicatories of the Cumberland Presbyterian Church to reach out to and make disciples to groups of peoples from different languages, cultures, and nations in the United States. Our goal is to fulfill the great commission across cultures and ethnicities represented in the nation, through planting new immigrant congregations and worshiping communities. As a result of these efforts, some English-speaking congregations have developed cross-cultural sensitivity, leadership, and ministries to minister to the immigrant communities in their local context. The Missions Ministry Team through the Cross-Culture Immigrant Ministries Program USA is offering a series of training opportunities for congregations with emphasis on:

- **Intercultural Sensitivity:** How a congregation can foster intercultural relationships with peoples from different cultural and ethnic backgrounds through acquiring intercultural skills and competences.
- **Intercultural Leadership:** how a congregation can develop intercultural leadership skills to minister to immigrant communities in the context where the congregation serves and exists.
- **Intercultural Ministries:** how to structure an intercultural ministry emphasis to mobilize the congregation to worship and serve God in a growing multicultural environment.

As Cumberland Presbyterians we are proud of being an international denomination. However, to develop lasting relationships with people from different cultural, language and ethnic backgrounds, it is important to genuinely develop cultural sensitivity, leadership and ministries that allow all Cumberland Presbyterians to serve in unity and diversity with a cultural pluralistic mindset.

Congregational Ministries

- Congregational Ministries continues to serve congregations by adapting to meet their needs during the pandemic. Although a challenge at times, innovation has been the key:
- Supported churches in their pastoral search through Leadership Referral Services (LRS) by providing phone calls, emails, and Zoom meetings.
- Developed a quarterly newsletter highlighting Missions Ministry Team news.
- Promoted partnering ministries via social media.
- Provided direct leadership and support to Coalition of Appalachian Ministry intern.
- Provided resources as requested for congregations, ministers, and lay leaders.
- Maintained a social media presence through Facebook.
- Supported all Ministry Teams with promoting programs, announcements, etc.
- Implemented strategies to empower Choctaw Presbytery during leadership transition.
- Attended several online classes about leadership, grants, and marketing.
- Led a first endeavor, multi-team grant proposal to the Lily Foundation.
- Developed ENGAGE: a congregational-based program that uses Discovery, Discernment, Development and Discussion to lead a church into their true mission within their four walls, as well as in the community and world. ENGAGE facilitators will provide enrichment opportunities for pastors and congregants through small group studies, sermons, and numerous resources tailored specific to the congregations' needs. Engaged congregations will know their mission and serve wholeheartedly within the church and the community. The prayer, then, is

that the church will grow – not because people sat in the pews – but because the congregation has actively engaged in the Great Commission to “Go!”

D. PDMT

The team spent time in 2020 visioning and setting short and long-term goals. The new mission statement is to *“Build and sustain healthy, effective ministers through connection with presbyteries,”* and the new vision statement is to create and nurture *“Healthy, effective ministers.”* The team set six short-term goals, three of which have already been met:

1) a promotional video describing the varied ministries of the PDMT (viewable on YouTube - <https://youtu.be/7I5cOGnyLnU>); 2) a prayer video for ministers in each presbytery; and 3) increased enrollment of the stateside presbyteries in the Employee Assistance Program for 2021. Short-term goals yet to be met are 1) distribution of the new Clergy Care Committee manual to each presbytery and follow up by team members; 2) sending two team members to Healthy Boundaries training. The team set the following long-term goals: 1) creation of a Healthy Boundaries/Ministerial Ethics course; 2) research and secure additional funding for the EAP and other projects/ministries of the PDMT; 3) re-enforcement/promotion of the denomination’s standards for ministerial CEUs (“six CEUs every three years.” Digest, 5.6d); 4) development of a mentoring template/model for newly ordained and/or new to the presbytery ministers; 5) a workshop on how to complete the Personal Information Form (PIF) and how to interpret the Church Information Form (CIF); 6) update the Handbook for Committee on Ministry/Preparation; 7) update/redesign of PDMT website; 8) Life Insurance for clergy; 9) funds for pastoral sabbath time; 9) creation of a video focused on young people and the call to ordained ministry; 10) short “how-to” training videos.

Employee Assistance Program (EAP)

The EAP is designed for ministers to identify and resolve personal issues such as stress, health, marital, family, financial, alcohol and drug, legal, gambling, emotional, and other problems affecting their ministry. EAP is available to the minister’s family and anyone living in the household. A minister can participate if their presbytery is enrolled. There were 14 presbyteries enrolled in 2020. Except for Cumberland East Coast, Southeast Cumberland Korean and Trinity presbyteries, all other stateside presbyteries were enrolled in 2021.

Counseling is free and there are unlimited sessions. Presbytery pays \$2 per minister per month. Presbyteries are encouraged to enroll all ministers and probationers under their care including retired ministers.

We are grateful for the 50% grant offered by the Board of Stewardship to presbyteries who enrolled in 2020 and the 25% grant for those enrolled in 2021.

Clergy Crisis Fund

The fund is available to clergy in crisis and in need of support and care. Circumstances approved for benefits include death, medical bills, counseling, termination (one-time expenditure), and other considerations to be determined. Ten disbursements were made in 2019 totaling \$6,750. In 2020, there were 12 disbursements totaling \$7,500. The \$6,000 annual budget is insufficient to cover all the needs of ministers. PDMT made a financial appeal to the churches and presbyteries for the year 2021. Donations may be made throughout the year. Make checks payable to “PDMT”, indicate for “Clergy Crisis Fund.”

2019 - 2021 Pastors Retreats

Ministers and their families were the recipients of a generous gift of sabbath rest given by the donor of the “Whosoever Will Bridge Program.” The all-expense paid 4-day/3-night retreats were held at Whitestone Country Inn in Kingston, Tennessee. In 2019, 117 ministers, 76 spouses, and 21 children/teens were able to take advantage of this retreat. Attendance was greatly hampered by the pandemic in 2020. Even with three retreats cancelled, 104 ministers (including 72 clergy), 28 children/teens, and 9 young adult inquirers/candidates from Bethel University and Memphis Theological Seminary attended the retreats. We offer a hearty thank you to the donor for making this time of sabbath rest available to these ministers and their families.

Ordination Travel Communion Sets

Communion sets are available to newly ordained CP pastors. PDMT also recognizes probationers as they progress through the ordination process with an appropriate book/resource. Upon retirement of a minister, PDMT recognizes that occasion with a certificate/commendation. Each presbytery Committee on Ministry/Preparation/Clergy Care is encouraged to contact PDMT for information on how to request these free gifts.

Ministerial Ethics Continuing Education Opportunity

PDMT urges all presbyteries to host an event in the upcoming year for their ministers and probationers. Three PDMT team members have been trained to lead a one-day retreat within each presbytery. Topics include: Biblical perspective regarding boundaries and ethics, the role of power and vulnerability, dual relationships, internet use, social media, pornography, sexual attraction, finances & gifts, and self-care. For more information, contact Pam Phillips-Burk (pam@cumberland.org; 901.276.4572, x203).

Legacy of Ministry Endowment and Award

This new endowment was established to recognize and celebrate ordinations, installations, ordination anniversaries and retirements of clergy in the CP Church. With a \$100 donation, the minister will receive a certificate suitable for framing PLUS a beautiful pastoral cross pendent. The cross will serve as a tangible reminder that they are called by God to serve God's people in the good times and in times of distress. The Legacy of Ministry endowment is designed to support a wide range of ministries and services for ordained pastors and those who are in the process of ordination within the Cumberland Presbyterian Church. Earnings will provide general support of ministers and their families, presbyterial committees working with probationers and ordained clergy, and conferences and retreats for ministers and probationers. An application can be found on the PDMT website.

The Symposium 2019, 2020, 2021

The Symposium was first held November 7-9, 2019 at the Brenthaven CPC in Brentwood, Tennessee. There were 144 registered attendees including 80 ordained clergy/ probationers, who attended a wide variety of workshops and breakout sessions. The worship planning team (Reverend Isaac Gray, Reverend Samantha Hassell, Calvin Rogers, and Reverend Paul Tucker) designed and provided leadership for three worship services and two devotional services. Preachers were Reverend Anna Sweet Brockman, Reverend Johan Daza, Reverend Dr. Rosemary Herron CPCA (Cumberland Presbyterian Church in America), Reverend Dr. Perryn Rice, and Reverend Brian Tanck. Appreciation is expressed to the Brenthaven Church for hosting and to the planning team (Reverend Elinor Brown, Reverend Drew Gray, Reverend Kristi Lounsbury, Reverend Dusty Luthy, Reverend Dr. Milton Ortiz, Reverend Dr. Pam Phillips-Burk, and Reverend Sandra Shepherd).

Comments from the 2019 participants: *"It had all the advantages of GA, but better interaction opportunities. Overall, one of the best denominational events I've attended."* *"The wonderful diversity of age, background and types of ministry both ordained and lay ministry. The mix was wonderful and encouraged new relationships!"*

The 2020 Symposium was a virtual event due to the pandemic. It was held November 9- 13 with 108 registered Zoom attendees and additional participants on the Facebook livestream. The worship design team (Reverend Sandra Shepherd, Reverend Isaac Gray, Reverend Dusty Luthy, Reverend Jim Smith, and Reverend Jill Carr) planned two worship services and three morning devotions. The guest preacher was the Reverend Peggy Jean Craig. There were 18 workshops spread across the week. A huge thank you to Reverend Nathan Wheeler who worked "behind-the-scenes" to make this first-ever virtual event a meaningful, engaging experience. The Planning Team consisted of Reverend Elinor Brown, Reverend Drew Gray, Reverend Kristi Lounsbury, Reverend Dusty Luthy, Ms. Edith Old, Reverend Milton Ortiz, Reverend Pam Phillips-Burk, Reverend Steven Shelton, Reverend Sandra Shepherd, Mr. Matt Tyler, and Reverend Nathan Wheeler. All in all – it was a good event with great participation.

Plans are underway for a 2021 Symposium set for November 4-6. As of this writing, whether it will be an in-person, virtual, or hybrid event is undetermined. Watch the Ministry Council website and social media accounts for updates as they are made.

III. FUNDING

Since the inception of the "new structure" in 2007, the Ministry Council and its four Ministry Teams have shared in planning new and ongoing ministries. Our comprehensive budget depends on Our United Outreach (OUO), donations, grants, Investment Loan Program (ILP) and endowments (listed within Board of Stewardship section of the preliminary minutes). Endowments are vital, though they do not generate usable funds until they begin to generate interest that can be used. Donations enable endowments to generate interest, thus supporting new and existing ministries.

IV. MINISTRY COUNCIL CONCLUSION

The 45 elected members and 17 staff members (15 full time + 2 part-time) are deeply committed to serving God through the CPC. We are thankful for the sustaining guidance of the Holy Spirit as we work to enhance and implement ministries that draw people to Christ. We encourage Commissioners and others at GA to visit the Ministry Council booth to collect resources for enhancing ministries.

Not unlike other denominations, ours is an aging denomination. We yearn to see CPs of all generations serving in leadership roles throughout the Church. We yearn for CPs everywhere to commit to sharing actively in the work of the Church, for leaders to rise up from across the globe to further the work of the Church around the world.

Respectfully Submitted,
The Ministry Council of the Cumberland Presbyterian Church
Victory Moore, President
Carla Bellis, First Vice President
Reverend Phillip Layne, Second Vice President
Reverend Kenny Butcher, Secretary
Debbie Hayes, Assistant Secretary
Edith B. Old, Director of Ministries/Treasurer

THE REPORT OF THE COMMISSION ON MILITARY CHAPLAINS AND PERSONNEL

The General Assembly Commission on Military Chaplains and Personnel is composed of three members, each serving terms of three years on the Commission. A total of three terms can be served. Those members are Reverend Charles McCaskey (2020-declined to serve another term), Reverend Tony Janner (2021-deceased), Reverend Shelia O'Mara (2022) and Mr. Tommy Craig (2023). These three members, along with the Stated Clerk of the Cumberland Presbyterian Church, Reverend Michael Sharpe, are also members of the Presbyterian Federal Chaplaincies (PFC), whose office is located at 4125 Nebraska Avenue NW, Washington, DC. The PFC represents the following denominations: Cumberland Presbyterian Church, Cumberland Presbyterian Church in America, Korean Presbyterian Church Abroad, and the Presbyterian Church (U.S.A.) in all matters relative to member chaplains who serve in all branches of the Armed Forces, Veterans Affairs, Federal Bureau of Prisons, and the Civil Air Patrol. The PFC also approves seminary students of the member denominations for participation in the Chaplain Candidacy programs of the military services.

I. SUPPORT OF THE PRESBYTERIAN FEDERAL CHAPLAINCIES

Financial support for the Presbyterian Federal Chaplaincies (PFC) is received from the four member denominations and individuals, church judicatories and individual churches. Because of decreasing financial support, the PFC is constantly dealing with fund raising. The Cumberland Presbyterian Church and the individual churches have traditionally received an offering on Memorial Day Sunday (USA only churches) with those offerings being given directly to the PFC for its budget. Other special days may be considered to receive this special offering in the individual USA churches – the Sunday nearest Veterans day, “Four Chaplain’s Sunday” (the first Sunday in February), the Sunday nearest the 4th of July, or some other Sunday as a witness to support the men and women who have or are serving in the military, the Federal Bureau of Prisons, the Veterans Affairs, and the Civil Air Patrol. These offerings should be sent to the General Assembly Stated Clerk and are forwarded to the PFC for outreach, mission, and maintenance.

RECOMMENDATION 1: That each USA Cumberland Presbyterian Church provide an opportunity for their congregations to receive an offering on the last Sunday of May, or another special day, to support our ministry through the PFC.

The PFC provides ecclesiastical endorsement for chaplains of the United States Armed Forces from the four member denominations who are serving on active duty or serving the Reserves and National Guard. The PFC also endorses Ministers of Word and Sacrament who serve as chaplains in the Federal Bureau of Prisons, Veteran Affairs and the Civil Air Patrol. The PFC provides special training to chaplains and pastoral support to chaplains and their families who are endorsed for those positions from the four member denominations. The PFC provides a strong voice for the member denominations to the National Council on Ministry to the Armed Forces in matters relating to the ministry and welfare of the endorsed chaplains. The PFC also promotes a closer communication between chaplains and their denominational bodies.

RECOMMENDATION 2: That individual congregations of both the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America encourage their individual churches and members to designate special days through the year to engage in prayer to hold up the chaplains and their families in the service to which they have been endorsed.

II. MEETINGS, DIRECTOR, AND CPC/CPA MEMBERS NOTE

The PFC and the representatives of the member denominations normally meet at least once a year. In 2019 the Cumberland Presbyterian Church hosted the meeting in Memphis, Tennessee at the Denominational Center October 1-2, 2019. At that meeting members were introduced to the two new co-directors, Chaplain Mark Smith, and Chaplain Doug Slater, who began their work August 1, 2019. Both

co-directors will work ½ time. Chaplain Lyman Smith will work ¾ time and serve as the Lead Co-Director.

Due to the COVID-19 pandemic the annual in person meeting for 2020 was held virtually on Sep 29-20, 2020. The year 2021 was announced as the “Year to Plant”. The co-directors committed to engaging seminaries and others who provide candidates for chaplaincy to increase the number of chaplains who serve the various federal agencies.

One Cumberland Presbyterian candidate, Justin Westfall, was interviewed and endorsed for the Army Reserves. Justin was a candidate for ordination in Red River presbytery.

The annual Chaplain Training and Credentialing events for 2019 were held in two locations: Arrowhead Ranch in July 2019 and Montreat NC Conference center from August 5-9, 2019. In 2020 only one event was held at the Montreat NC Conference center from August 11-13, 2020. The event was held as a hybrid of in person as well as virtual attendance.

Beginning in April 2020, the co-directors began offering a monthly virtual meeting for chaplains endorsed by the PFC. The meetings were offered as a means of support to chaplains during the COVID-19 pandemic as well as an opportunity to get denominational updates.

The 2019 audit was completed in the fall of 2020.

On December 7, 2020, The Presbyterian Federal Chaplaincies was incorporated in the state of Tennessee.

The co-directors of the PFC provide excellent leadership and endorsement abilities to chaplains and chaplain candidates. They work with federal agencies, chaplain organizations, denominational leaders and council members and stabilize the council and its influence in multiple spheres. Their leadership is invaluable.

The following is an approximate list of CPC and CPCA Chaplains within the PFC as of March 2021:

CPCA: 1 Retired
 CPC: 4 Military Active Duty
 4 Military Reserves
 1 Military Chaplain Candidate
 4 Veteran Affairs (VA)
 1 Federal Bureau of Prisons (FBOP)
 16 Retired

Chaplain names and addresses are included in the yearbook of the Cumberland Presbyterian Church and information concerning the process of becoming a chaplain may be obtained by visiting the PFC website: www.pccmp.org.

III. NAME CHANGE OF COMMISSION ON CHAPLAINS AND MILITARY PERSONNEL

At its Spring 2021 meeting on April 14, 2021, the Council approved the following changes: Presbyterian Federal Chaplaincies is the corporate identity; Presbyterian Council for Federal Chaplaincies is the ecclesiastical identity; and The Board of Directors, Presbyterian Federal Chaplaincies is the Board identity. In order to be aligned with the PFC and more accurately reflect chaplains who are endorsed to serve in federal agencies, the following recommendation is made:

RECOMMENDATION 3: that the 190th General Assembly change its bylaws in Article 10.01.03 and 10.08 to rename the Commission to Commission on Federal Chaplaincies.

The Commission wishes to thank Reverend Charles McCaskey and Reverend Tony Janner for their faithful service as members of the PFC. We are saddened at the death of Reverend Janner and continue to lift up his family in prayer.

Respectfully submitted,
 Members of the Cumberland Presbyterian Commission on Chaplains and Personnel
 Reverend Shelia O’Mara
 Mr. Tommy Craig

THE REPORT OF THE GENERAL ASSEMBLY EVALUATION COMMITTEE Relative to Memphis Theological Seminary

To the 190th Meeting of General Assembly on June 27 - July 2, 2021 in Louisville, Kentucky.

I. MEMPHIS THEOLOGICAL SEMINARY

A. GENERAL ASSEMBLY DIRECTIVE

The 189th meeting of General Assembly directed the Memphis Theological Seminary(MTS) Evaluation Committee to:

- Assess the relationship between MTS and the presbyteries of the Cumberland Presbyterian Church.
- Monitor the financial solvency and stability of MTS in light of the concerns of both accrediting agencies.
- Assess the short and long-term goals of MTS to develop a coherent and comprehensive institutional strategic plan.
- Monitor progress made by MTS towards compliance with findings addressed in the ATS and SACSCOC report.

This committee begins its report by acknowledging the work begun under the Interim Presidency of Dr. Susan Parker and now President Dr. Jody Hill in leading MTS through extreme financial difficulties and the Covid-19 pandemic. This leadership reflects their commitment to MTS and the Cumberland Presbyterian Church. This committee is thankful God continues to raise up persons of faith who are willing to accept the challenges within the church.

I. ASSESS THE RELATIONSHIP BETWEEN MTS AND PRESBYTERIES OF THE CPC

The Evaluation Committee conducted two surveys of Presbyterial Committees of Ministry and Probationers to address this directive. A general consensus drawn from the surveys reveals that enhanced levels of communication are needed between probationers, Committees on Ministry and Memphis Theological Seminary. A strong level of communication provides the opportunity for probationers to understand the benefits of the Masters of Divinity Degree. This level of communication will also reinforce the ecumenical work of Memphis Theological Seminary.

This committee strongly believes the Cumberland Presbyterian Church cannot continue to exist without seminary trained clergy. This committee believes presbyteries, through their Committees on Ministry, must become strong advocates for the Masters of Divinity Degree and that Memphis Theological Seminary is the preferred option. The Program of Alternate Studies (PAS) provides the opportunity for probationers to fulfill requirements for ordination when circumstances are present for which a Masters of Divinity degree is not necessary or, when in consultation with Committees of Ministry, presbyteries determine obtaining the Masters of Divinity Degree is not feasible.

The Program of Alternate Studies (PAS) functions under the supervision of the administration of MTS in cooperation with the PAS Advisory Committee. This relationship can provide ongoing review to insure the PAS program is providing the training needed for graduates to meet the needs of the Cumberland Presbyterian Church in changing times.

The development of the Cumberland Presbyterian House of Studies, though designed to establish an endowed faculty position at MTS, will also ensure that PAS students are provided the opportunity for training specific to the Cumberland Presbyterian Church.

RECOMMENDATION 1: That MTS, as a component of its short and long-term strategic plan, develop procedures to address the communication and relationship needs identified in this report.

RECOMMENDATION 2: Presbyteries affirm the importance of section 6.34 of the Constitution which states:

“No licentiate shall be ordained who has not completed a degree in a graduate school of theology approved by the presbytery. Exceptions may be made only of persons possessing suitable gifts and abilities for a fruitful ministry, but who, because of reasons considered valid in the judgment of the presbytery, cannot be expected to complete the regular course of study in a graduate school of theology. In such cases a licentiate shall not be ordained until he or she has satisfactorily completed under the direction of the presbytery a two-year program of alternate studies approved by the General Assembly.”

II. MONITOR THE FINANCIAL SOLVENCY AND STABILITY OF MTS AS IDENTIFIED BY ACCREDITING AGENCIES

The Evaluation Committee rejoices that through dedicated work of the Board of Trustees, Administration, faculty and staff full accreditation, without exception, was granted to MTS by ATS and SASCOC.

One of the major areas of concern that had delayed full accreditation originally was the financial instability of MTS. Because of the diligent work and determination of everyone at MTS, the finances reached a point that ATS and SASCOC recognized as stable. It should be noted there were staff reductions, salary reductions, and the assumption of multiple roles by many which led to the stabilization of finances.

Despite the findings of the accreditation agencies, adequate funding for the operation of MTS, remains a major challenge. Contributions to the general operating funds even increased during the pandemic. The need to develop additional sources of funding is imperative so that reliance on a line of credit for daily operations can be eliminated or at least significantly limited.

In addition, the level of indebtedness continues to be a significant issue. Monthly payments are current, but the amount of money that must go toward debt service puts enormous pressure on funding for general operations. The total level of indebtedness is currently over \$2.3 million. The annual service of this debt accounts for approximately 7.4% of the 2020 revenue, and it will take more than 16 years at the current repayment schedule to retire the debt. Until this debt is eliminated, long term stability will remain in question.

Changes in enrollment patterns and transitioning to online instruction means the size and scope of the current campus may no longer be necessary. This committee is aware of the MTS Trustees desire to commission a feasibility study looking at the sale of some or all of the MTS campus property to reduce the debt load. This committee supports such feasibility study.

Because the sale of property alone will not be sufficient to pay off the total indebtedness, this committee urges the Trustees to commission a feasibility study focusing on the long-term financial health of MTS. How can MTS continue its mission in the future? How can MTS gain more support from presbyteries? How can MTS change its current operational model to better serve the future of theological education for Cumberland Presbyterians?

III. ASSESS THE SHORT AND LONG-TERM GOALS OF MTS

MTS developed a plan addressing its short and long-term goals which was accepted by the accrediting agencies. This plan is available for review on the MTS webpage. MTS Board of Trustees, administration, faculty, and General Assembly must work cooperatively and continuously to achieve these goals. Each of these stakeholders have a vested interest in the success of MTS and nothing can be left to chance. The goal of recommendation one can provide an avenue to assist in this effort.

IV. MONITOR PROGRESS MADE BY MTS TOWARDS COMPLIANCE WITH FINDINGS ADDRESSED IN THE ATS AND SACCOC REPORT

As noted above, MTS has received full accreditation by the appropriate agencies with no exceptions.

V. REVIEW OF PREVIOUS ACTIONS OF GENERAL ASSEMBLY CONCERNING MEMPHIS THEOLOGICAL SEMINARY

The 189th General Assembly approved the reduction in the size of the Board of Trustees and note this directive is being followed. This committee understands the challenge MTS Board of Trustees and the General Assembly Nominating Committee faces in nominating individuals with the skills outlined in our report to the 189th General Assembly. This committee continues to believe this is important for the health and vitality of MTS in the future. The Cumberland Presbyterian Church is encouraged to pray that such individuals will step forward for this important work.

The committee also reviewed the actions of the 177th General Assembly as it accepted the recommendation of the President of MTS and adopted by the Board of Trustees “that the President appoint a representative from the church to each faculty search committee.” This action “helps keep focus on the needs of the church, and not simply on academic needs.” This committee believes this need still exists and encourages continued use.

Additionally, the actions of the 176th General Assembly were reviewed concerning “the need for recruitment and support of Cumberland Presbyterian scholars for the church and all its institutions (MTS, Bethel College, Children’s Home, and other positions of denominational leadership.” Noted in that report was the existence of two endowments (Grace Beasley Johnson and Ed Mikels) with purpose similar in nature to this directive. The need for Cumberland Presbyterian Scholars is a critical. This committee believes this could also be addressed in the acceptance of recommendation one of this report. Each level of the Cumberland Presbyterian Church from Sunday School to General Assembly must be an active participant in promoting the call for individuals to train for leadership positions throughout the church, especially individuals with credentials necessary for professors at Memphis Theological Seminary.

RECOMMENDATION 3: Believing we have fulfilled the directives of General Assembly, we recommend the dissolution of the MTS Evaluation Committee.

Respectively submitted.

General Assembly Evaluation Committee for Memphis Theological Seminary

THE REPORT OF THE JOINT COMMITTEE ON AMENDMENTS

The Joint Committee on Amendments met February 20, 2020, in Huntsville, Alabama. Representing the CPCA were Willie Cowan, Vanessa Midgett. Representing the CPC were Geoff Knight, Harry Chapman, and Pam Brown. Also present were Craig White (Stated Clerk, CPCA), Mike Sharpe (Stated Clerk, CPC), Jaime Jordan (legal counsel, CPC), and Jan Overton (secretary).

I. REFERRALS

The committee reviewed the proposed constitutional amendments referred to us by the 189th General Assembly, slightly adjusted the wording of the proposed amendment to 3.07 to clarify the status of Advisory Members and approved these proposed amendments as ready to be placed before the 190th General Assembly.

RECOMMENDATION 1: That Constitution 3.071 be amended to read:

“The following persons shall be seated by a judicatory as advisory members with full privilege of speaking to any issue before the judicatory, but no vote:

- a. In sessions, assistant and associate pastors approved and installed by the presbytery,
- b. In middle judicatories, elected officers of the judicatory, (for example, stated clerk, engrossing clerk, and treasurer), and official representatives from the judicatory’s standing committees or boards.”

RECOMMENDATION 2: That Constitution 3.072 be amended to read:

“The following persons may, with the approval of the judicatory, be seated as advisory members of the judicatory upon their introduction by the moderator:

- a. In middle judicatories, visiting ordained Cumberland Presbyterian ministers and elders.
- b. Elected youth advisory delegates.
- c. Representatives from higher judicatories.
- d. Visiting ministers or leaders from other denominations with which the judicatory is in partnership.
- e. Any other person whose presence would, in the judgment of the judicatory, serve the mission and ministry of the judicatory.”

Official Comment to 3.07: Except for persons who are designated as advisory members by right, persons whose presence would assist the judicatory in the accomplishment of its work can always be seated as advisory members and granted permission to speak to the judicatory by a majority vote or common consent.

Respectfully submitted,
The Joint Committee on Amendments

THE REPORT OF THE PERMANENT JUDICIARY COMMITTEE

The Judiciary Committee met February 20, 2020, in Huntsville, Alabama. Present were Pam Brown, Annetta Camp, Harry Chapman, Geoff Knight, Rachel Moses, Jan Overton, Jim Ratliff, Roger Reid, and Bill Tally. Also present were Mike Sharpe, stated clerk, and Jaime Jordan, legal counsel.

I. PROPOSED REVISION TO CONSTITUTION

The committee received the proposed constitutional amendments to us by the 189th General Assembly and slightly adjusted the wording of the proposed amendment to **Section 3.07 Advisory Members** to read as follows:

3.071 The following persons shall be seated by a judicatory as advisory members with full privilege of speaking to any issue before the judicatory, but no vote:

- a. In sessions, assistant and associate pastors approved and installed by the presbytery,
- b. In middle judicatories, elected officers of the judicatory, (for example, stated clerk, engrossing clerk, and treasurer), and official representatives from the judicatory's standing committees or boards.

3.072 The following persons may, with the approval of the judicatory, be seated as advisory members of the judicatory upon their introduction by the moderator:

- a. In middle judicatories, visiting ordained Cumberland Presbyterian ministers and elders.
- b. Elected youth advisory delegates.
- c. Representatives from higher judicatories.
- d. Visiting ministers or leaders from other denominations with which the judicatory is in partnership.
- e. Any other person whose presence would, in the judgment of the judicatory, serve the mission and ministry of the judicatory.

Official Comment to 3.07: Except for persons who are designated as advisory members by right, persons whose presence would assist the judicatory in the accomplishment of its work can always be seated as advisory members and granted permission to speak to the judicatory by a majority vote or common consent.

II. REVIEW OF SYNOD MINUTES

The following synodic minutes from 2019 were reviewed. The committee appreciates the work and ministries of our synods, and notes the following mistakes in the minutes:

Missions Ministry Team Functioning as a Presbytery

This committee fulfills the role of a synod in providing oversight and review of the Missions Ministry Team as MMT Functions as a presbytery in certain circumstances (GA Bylaw 11.05.06). The committee reviewed the 2019 minutes and found the following concerns:

- For the second year, the minutes state that a candidate was received but will be asked the constitutional questions for candidacy at a later time. This violates Constitution 6.15 in that the receiving body must hear the person's affirmative answers to the constitutional questions for candidacy before formal reception.
- The minutes record that a candidate was received into candidacy and immediately licensed at the same meeting. It was felt that the licensing should have been deferred until a later meeting.

Synod of the Southeast

- The Committee commends the Synod of the Southeast for the establishment of a new presbytery, The Korean Cumberland Presbytery of the Southeast.
- There was a mis-spelling of the name of The Reverend Yoong Kim. The first name was shown as Young.
- The minutes included no statement of presbyteries following guidelines for ordination.

Synod of the Midwest

- The Committee commends the Synod of the Midwest for their thorough recordkeeping in the examination of the minutes of the presbyteries.
- The minutes did reflect that due to the failed attempt of Synod of the Midwest to review missing records of ordination from North Central Presbytery, the Committee considers the adoption of the Synod's policy to revoke ordinations if presbyterial records are not received by the Synod an illegal action and would recommend that a proper response would be to contact the Presbyterial Committee on Ministry (or equivalent committee) and request a joint meeting with the Synod in an attempt to rectify the situation.
- The minutes record that an appeal was received on a decision made by a Commission from North Central Presbytery and was forwarded to the proper committees on judiciary. However, no justification for the denial of the appeal was included in the report.

III. GENERAL ASSEMBLY REPRESENTATIVES

Geoff Knight was elected to serve as this committee's representative to the 190th General Assembly. Harry Chapman was elected as the alternate.

IV. JOINT COMMITTEE ON AMENDMENTS

Harry Chapman, Pam Brown, and Geoff Knight were elected as representatives to serve on the Joint Committee on Amendments.

V. ORGANIZATION OF THE COMMITTEE

Annetta Camp is elected chairperson, Geoff Knight is vice-chair, and Jan Overton is secretary.

Respectfully submitted,
The Judiciary Committee

THE REPORT OF THE BOARD OF TRUSTEES OF MEMPHIS THEOLOGICAL SEMINARY

We want to begin this report by expressing our heartfelt gratitude for your support of Memphis Theological Seminary. Your gracious partnership enables us to equip leaders for ministry in the Cumberland Presbyterian Church and the world. Thank you!

I. BOARD OF TRUSTEES

A. OFFICERS

The following officers elected by the Board of Trustees to serve during the past year were: Moderator – Reverend Kip Rush (Cumberland Presbyterian minister, Nashville Presbytery); Vice-Moderator – Mrs. Vanessa Midgett (Cumberland Presbyterian Church in America); Secretary – Mrs. Sondra Roddy (Cumberland Presbyterian elder, Lexington, Kentucky); Treasurer – Mrs. Cassandra Price-Perry (Vice President of Operations and CFO, MTS).

B. BOARD REPRESENTATIVE

The Moderator of the Board, Reverend Kip Rush will serve as the representative to the 2021 meeting of the General Assembly. Reverend Gloria Villa Diaz, Trinity Presbytery, will serve as the alternate.

C. MEETINGS

The Board of Trustees has met five times since the last meeting of General Assembly: October 4, 2019, February 14, 2020, May 15, 2020, October 2, 2020, and February 12, 2021. The Board is scheduled to meet one more time before the meeting of General Assembly, on May 15, 2021.

D. EXPIRATION OF TERMS

In keeping with the recommendation of the CP General Assembly Evaluation Committee to reduce the size of the Board (from 24 to 18 members,) two new Board members are being recommended at this time. MTS is working with the CP General Assembly Nominating Committee to ensure compliance with the General Assembly requirement for the majority of the Board to represent the Cumberland Presbyterian Church.

II. ADMINISTRATION

A. PRESIDENT

Reverend Doctor Jody Hill became the ninth President of Memphis Theological Seminary on January 1, 2020. He is a 1992 graduate of the University of Mississippi School of Business. In 2000, Reverend Hill earned a Master of Divinity degree from Memphis Theological Seminary and was ordained into Christian ministry by the Cumberland Presbyterian Church. He served as a member of the Board of Trustees for MTS from 2008 to 2014, and served two terms as Moderator of the Board. In his prior position, Reverend Hill was the Vice President for Community Relations at Blue Mountain College in Mississippi. He has served full-time and bi-vocational pastorates in both the Cumberland Presbyterian Church and the Presbyterian Church (USA). He graduated with a Doctor of Ministry in Strategic Leadership from New Orleans Baptist Theological Seminary in May 2020.

B. VICE PRESIDENT OF ACADEMIC AFFAIRS/DEAN

Doctor Peter Gathje became the Vice President of Academic Affairs/Dean in August 2017. Doctor Gathje served previously as Professor of Ethics at MTS and Associate Dean of Curriculum and Instruction. He is a lay Roman Catholic and is deeply committed to the mission of Memphis Theological Seminary, having taught on our faculty for ten years prior to becoming VPAA/Dean. He has led the faculty in developing and offering online-hybrid courses, creating and implementing assessment procedures for all academic programs, along with developing the MACM degree program, and a new Land, Food, and Faith Formation DMin track.

C. VICE PRESIDENT OF OPERATIONS/CFO

Ms. Cassandra Price-Perry began work with MTS in August 2010 as Vice President of Operations and Chief Financial Officer. She is a Certified Public Accountant with over 20 years of experience in business and accounting. Cassandra is an active laywoman in her Roman Catholic Church in Southaven, Mississippi. She has received high praise from our auditors and our Board for her work over the past almost ten years.

D. ASSOCIATE DEAN OF INSTITUTIONAL EFFECTIVENESS, PLANNING AND RESEARCH/REGISTRAR

Doctor Gail Robinson began her work as the Registrar in June 2008. She was appointed Associate Dean for Institutional Effectiveness, Planning, and Research/Registrar in August of 2010. Gail came to Memphis Theological Seminary as a seasoned professional with over 15 years of experience in Higher and Adult Education, with progressive responsibility in retention, student success, enrollment management, and student outcomes assessment. In addition to particular expertise in accreditation, governmental reporting, data collection, and analysis. Doctor Robinson is an active member and lay leader in the St. Paul Baptist Church.

III. INSTRUCTION

A. DEGREE PROGRAMS

Memphis Theological Seminary offers three degree programs (MDiv, MACM, and DMin) and three certificate programs, including the certificate offered through the Program of Alternate Studies.

The Master of Divinity (MDiv) is the basic degree program for persons preparing for ordained ministry in many denominations. The MDiv features coursework that integrates theological study with pastoral placements, culminating in an Integrative Seminar in which students are led to reflect upon their studies in light of practical demands in pastoral leadership. The MDiv continues to be our largest degree program, with over 50% of students enrolled. The MDiv requires 84 semester hours and takes three years of full-time study to complete.

The Master of Arts in Christian Ministry (MACM) is a 48-hour degree designed for persons who are preparing for a specialized ministry, and not leadership of a congregation. The creation of this degree program in 2016 recognized a growing number of people who seek to do ministry in settings such as non-profits, or who do not need the MDiv in order to practice ministry, such as those serving in Christian Education. With the recent ending of the seminary's partnership with the Center for Youth Ministry Training (CYMT), the Master of Arts in Youth Ministry (MAYM) degree has been folded into the MACM with youth ministry as one of the specializations in the MACM, along with Christian Education, and Social Justice Ministry (which can take either an urban or rural focus). A revision of the MACM has added some additional courses for internships and theological preparation. Approximately 20% of our students are in the MACM program.

The Doctor of Ministry degree is a professional degree designed for pastors and other ministers who have at least three years of full-time work in ministry after their MDiv (or equivalent) and who want to engage in further theological reflection on the practice of ministry. The DMin has recently changed to five one-week residences in January and July (previously they were two-week residencies; the reduction is due to increased online instruction), and the implementation of a major project in ministry. It usually takes 3-5 years to complete. Approximately 30% of our students are in the DMin program.

B. CERTIFICATE PROGRAMS

In addition to the three degree programs, MTS offers the following certificates:

- Program of Alternate Studies of the Cumberland Presbyterian Church
- James Netters Certificate in Ministry
- Certificate in Wesleyan Studies
- Certificate in Cumberland Presbyterian Church Studies

C. FACULTY

For the academic year 2020-2021, Memphis Theological Seminary has eight full-time teaching faculty, one of which is a two-year contract position, and three administrative faculty members who teach part-time. In addition, the seminary curriculum is greatly enhanced by the work of approximately fifteen

adjunct professors, most of whom are active in pastoral or other ministries, and most of which teach in the DMin program.

Members of the MTS faculty continue to be both scholars and practitioners. As scholars, faculty regularly attend professional academic meetings, give papers or provide other leadership at those meetings, and publish books and articles both for the academy and the church. As practitioners, several of the faculty serve as pastors in area churches, while others regularly preach or teach in churches and denominational meetings, and some are engaged in leadership in local non-profit organizations that engage in ministry.

The scheduling sub-committee of the Curriculum Committee is proposing that for the Fall 2021 semester we offer three approaches for delivering instruction:

1. Asynchronous online (100% virtual instruction)
2. Weekly hybrid (90 minutes once per week on campus, 50% of instruction online)
3. Monthly hybrid (3 hours once per month on campus, 66% of instruction online)

D. ENROLLMENT

Total enrollment for degree programs at Memphis Theological Seminary for the fall term of 2019 was 217, and the spring 2020 term enrollment was 211. These totals do not include the PAS enrollment (which is recorded below). We continued to see a drop in enrollment in our largest degree program, the Master of Divinity. On February 6, 2020, Reverend Fekecia Gunn, our Director of Financial Aid, was promoted to the Director of Enrollment Services. As the new Director, she is responsible for Admissions and Financial Aid. We are following the trend, seen in many higher education institutions, of combining the two departments. We have seen increase in potential students since the beginning of her tenure as the Director. Reverend Gunn brings a sense of urgency, energy, and creativity needed to be successful in increasing enrollment.

- As a result of COVID-19, we moved all of our classes online on March 16, 2020, and will continue distance learning throughout the Spring 2021 semester.
- In spite of the pandemic, 133 master's students enrolled this past fall for 1,004.5 credit hours. We also had an excellent retention rate with 97% of our students returning from the Spring 2020 semester (Thanks be to God!)
- We had 63 DMin (doctoral) students for a total degree-seeking student population of 196 students for Fall 2020.
- For Spring 2021, we have 111 returning master's students (91% retention rate), and 16 new students for a total of 127 students registered for 955 credit hours.
 - ▶ Total Spring 2021 enrollment: degree-seeking student population of 195 students (127 Master, 68 Doctoral): 37 (19%) are UMC; 37 (19%) are Baptist; 25 (13%) are CPC; 10 (5%) are AME; 8 (4%) are CME.
 - ▶ 51% of our students are Male; 49% are Female;
 - ▶ 56% African American; 34% Caucasian; 6% Asian; 4% Hispanic and others

We continue to work to recruit Cumberland Presbyterian students, and to lift up the call of God to ordained ministry in the church. The recruiters in our Enrollment Services have a 24 to 48-hour response time in contacting prospective students who have requested information about our degree programs. They have also partnered with Student Services, Doctor Barry Anderson, to aid with student retention efforts. They contact new students monthly within their first semester to address any questions or concerns.

RECOMMENDATION 1: We call on all Cumberland Presbyterians to pray that God will continue to call men and women to the office of ministry, and that they will be well prepared through our educational institutions to lead growing and vibrant congregations in the ministry of Jesus Christ to the world.

E. PROGRAM OF ALTERNATE STUDIES

Memphis Theological Seminary administers the Program of Alternate Studies (PAS) as an alternative route of educational preparation for ordained ministry in the Cumberland Presbyterian Church. This program fills a critical need, preparing ministers of word and sacrament in a myriad of circumstances that hinder them from the traditional route of a seminary degree. PAS has become the source for the Cumberland Presbyterian studies required for non-Cumberland Presbyterians to meet the constitutional requirements for recognition of their ordination.

PAS HISTORY & STRUCTURE: The Program of Alternate Studies has a unique history of being accountable to the institution and to the church. It was designed to work in collaboration with the presbyteries of the Cumberland Presbyterian Church and placed under the administrative oversight of MTS (1984). Within the institution, the Academic Dean is the direct supervisor of the PAS Director. A further accountability structure in place is a PAS Advisory Council which serves the role of advice and consent. There are 9 members to reflect the broad diversity of both the Cumberland Presbyterian Church and (in recent years) the Cumberland Presbyterian Church in America. They serve three-year rotating terms. They administrate, review the work of the Director, filter ideas, and generate innovations. Major changes in curriculum would require approval of the General Assembly of the Cumberland Presbyterian Church. The Program of Alternate Studies reports annually to the General Assembly as part of the report of Memphis Theological Seminary. The Director appears before the GA Committee on Higher Education to report directly and answer questions about PAS.

PAS ENROLLMENT: 66 Cumberland Presbyterian students are working on their certificate for ordination through the Program of Alternate Studies. 55 of those students are Caucasian and 11 are either Hispanic, Latino, African, or Asian.

PAS students are those deemed by a presbytery to have suitable gifts for ministry but who are practically hindered from the traditional academic route. In recent years, PAS has had an increased role of providing the Cumberland Presbyterian specific courses required of those who have met academic requirements in another denomination and now seek ordination in the Cumberland Presbyterian Church. We have also seen an increase in PAS enrollment because of cross-cultural and global ministries of the Cumberland Presbyterian Church. PAS works closely with our denomination's Missions Ministry Team to train ministers who may be linguistically or culturally challenged in assimilating in the Cumberland Presbyterian Church. The recent number of traditional PAS graduates has remained consistent with historical trends.

i. SES 2020

The heart of the program is a fifteen-day period in the summer, when students come together for community, fellowship, worship, and intensive classroom experience. Students may take up to 9 courses of the 27 that are taught during three five-day blocks. We made contingency plans for the 2020 summer block as a result of the ongoing Coronavirus pandemic and provided all the course instruction online.

ii. JOINT COURSE

We offer at least one course each summer that is a typical seminary class attended by MDiv students from Memphis Theological Seminary along with our PAS students. The annual joint MTS/PAS class, History of Christianity in America, was taught by Doctor Michael Turner on July 11-15, 2020.

iii. SUMMER SEMINAR 2020

We were extremely excited to offer a special weekend on Friday evening through Saturday evening, July 17 and 18, 2020 taught by Reverend Doctor Michael Beck. The class was titled "Deep Roots, Wild Branches" after the title of our instructor's new book. Reverend Beck is Director of Re-Missioning for FreshExpressions US, an innovative approach to renewal within the "inherited" church by bridging to new expressions of faith communities. (For more on this go to their website freshexpressionsus.org.) There is promise in what the Holy Spirit is doing in this movement. We prayerfully encourage pastors and lay leaders to use this engagement to prepare to lead Cumberland Presbyterian congregations in missional outreach.

iv. ONGOING COURSES

In the "off season" we have offered eight courses either online or on-site. Two were Spanish-language classes in conjunction with the Missions Ministry Team (MMT) at a Latino Conference at El Camino Church in the Miami area. This enables students nearing graduation to complete requirements and others to move more quickly along than their limited availability during summer school would allow.

As we offer more and more courses online, we encourage congregational leaders and pastors to take advantage of this high-quality educational experience. Any person (clergy or laity) can audit one or more of our courses for \$200 plus a technology fee.

v. CONGRATULATIONS PAS-COLOMBIA

We celebrate the first graduating class from PAS-Colombia. The first graduation was held in conjunction with Cauca Valley Presbytery in March with eleven graduates. We express appreciation to the Dean of PAS-Colombia, Reverend Michele Gentry, and to their own Advisory Council for providing this critical educational tool for the three presbyteries of Colombia.

vi. RECOGNITION FOR MDIV CREDIT

We have now opened a pathway for PAS courses to be considered, on a case-by-case basis, for partial transfer credit (up to 17 hours possible) for anyone who wishes to pursue the MDiv Degree at MTS. Our first such transfer was recently processed. Interested students or PAS graduates are encouraged to contact the MTS Registrar for evaluation. The PAS office can assist with this process.

vii. PARTNERS IN MISSION

We continue to work with the MMT and Cross-Cultural Ministry Program Director to assist with assimilation of immigrant pastors/churches and to assist the global outreach of the Cumberland Presbyterian church. These non-typical circumstances often call for additional flexibility and often are not in a position to financially sustain the costs of the resources. We are grateful for the support of OUO and mission-minded partners to enable this important ministry.

viii. RECOGNITION

The strength of the Program of Alternate Studies has succeeded in its mission, in part, due to its capable and committed directors. We acknowledged the first of those at 2019 MTS/PAS Luncheon. This year we will celebrate the contribution of the second, Reverend Norlan Scudder, who served as PAS Director from 1990 to 1994. Under his leadership, the program did away with the undergraduate equivalent, deferring to the multiplying number of colleges and universities that made college education accessible for most students. He then fully focused the program's efforts on the masters-level curriculum. Scudder developed a manual of operation that further clarified the role of presbyteries and served as a blueprint for uniformity in the program. He left PAS in 1994 and returned to continue fruitful pastoral ministry. We enjoin the General Assembly and a grateful Cumberland Presbyterian Church to express, with us, gratitude for the faithful contribution of Reverend Norlan Scudder. Let us include his sacrificial service in the words of praise he once gave others:

The greatest blessing of the Program of Alternate Studies, at least for me, is the dedication and deep spiritual conviction of the students and professors. The professors teach because of their deep love and commitment to the church and to the program. Not many in the church at large realized the sacrifices made by professors and students alike.

F. CUMBERLAND PRESBYTERIAN HOUSE OF STUDIES

The Cumberland Presbyterian House of Studies at MTS (CPHS) was founded in 2019 as an intermediate step toward securing a permanent funded academic chair of Cumberland Presbyterian studies. Doctor Michael Qualls was named to direct it. CPHS attempts to ensure ongoing practical connection of the CP students with their Cumberland Presbyterian heritage and help form them for ministry within that identity.

CPHS is intended to help the seminary respond to the needs of the CP church and to more effectively resource the church's ongoing ministry. We are connecting with the 25 current Cumberland Presbyterian students to ensure their academic and ministry needs intersect and that the denomination-specific courses they need for ordination are offered on a regular basis.

An Advisory Council was formed to give guidance. This council includes key people from several presbyteries concerned with probationer care. In its organizational year, CPHS has sponsored 14 lectures, forums, and events that highlight the heritage or some aspect of ministry of specific interest to Cumberland Presbyterians. Please encourage the ministers and congregations to pray for our work and join in the events of CPHS whenever possible. Call on us. We are here to serve.

G. NEW ACADEMIC INITIATIVES

Perhaps the biggest academic initiative of this past academic year was moving all of our courses to an online format in response to the COVID-19 crisis. Thankfully our faculty was well-prepared to do this on very short notice due to their experience with teaching in our online-hybrid program.

A second “reactive” initiative was the integration of the Master of Arts in Youth Ministry (MAYM) into the MACM due to the severing of our relationship with the Center for Youth Ministry Training (CYMT). We were informed by CYMT in January that they no longer wished to partner with us to offer the internships and coaching of students in youth ministry in various churches (mostly around the Nashville suburbs). This offered MTS the opportunity to remake this degree and expand the potential student pool beyond the Nashville suburbs. After extensive discussion, it was decided to incorporate a track in Youth and Young Adult Ministry into the MACM degree. This track began in the fall of 2020.

There are four proactive academic initiatives to report. First, in light of faculty experience with learning outcomes for the degree programs, a revision was made of those outcomes. The revision sought to simplify the outcomes, make them easier to assess, and continue to tie the outcomes to the mission statement which emphasizes student formation in scholarship, piety, and justice. These new learning outcomes became part of the assessment process of courses and degree programs in the fall of 2020:

1. **Heritage:** Critically engage religious heritage through the study and interpretation of scripture, history, and Christian theology.
2. **Cultural Context:** Develop intercultural competence through openness to culturally non-dominant perspectives, respectful engagement with diversity, and critical analysis of local and global cultural contexts through the lens of Christian faith.
3. **Formation:** Demonstrate self-awareness, accountability, and Christian maturity through spiritual disciplines and transformative encounters.
4. **Leadership:** Employ theological reflection and exercise skills for ministerial leadership that integrates theory and practice in light of God’s work of restoration and justice in the world.

The second proactive academic initiative was the creation of a new course, “Introduction to Theological Study for Ministry” which will be required of all students in all of the degree programs. This course is part of the Quality Enhancement Plan (QEP) for Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accreditation. The QEP for MTS is focused on helping students be more aware of and intentional in the integration of their coursework with the mission-based qualities of scholarship, piety, and justice. The new course will introduce students to the heritage of the seminary (including the important connection between scholarship, piety, and justice with Cumberland Presbyterian theology and history). The course will also help students see how their studies are part of a formative whole, rather than a smorgasbord of optional classes. Finally, with more students coming into seminary for Master’s degrees without any formal theological training, this course will help students develop a method for doing theology in pastoral contexts that draws upon scholarship, piety, and justice.

The third proactive academic initiative was changing the DMin residencies from two weeks to one week with additional online instruction. This change is part of making the DMin degree more accessible, as students will have a one-week residency in June and in January, instead of having to find time in their schedules for two-week residencies twice a year.

The fourth and final proactive academic initiative was the creation of a chaplaincy track within the MDiv degree. As more and more students have expressed interest in the work of chaplaincy (at hospitals, in the military, in businesses, or other settings), the seminary has responded to that interest by creating this track. Courses include an introduction to chaplaincy, pastoral care courses, and internships in chaplaincy settings.

H. SUNDAY MORNING SEMINARY

Thanks to the pandemic, everyone has been challenged to look at ministry in new and innovative ways. Congregations learned that worship doesn’t always occur within the four walls of a sanctuary and that faith development opportunities can be given with the help of technology.

Seeing a need for quality opportunities of learning, Memphis Theological Seminary, in an effort to share its gifts with the local congregation, is offering courses on a variety of topics in a program called *Sunday Morning Seminary*. Drawing from their expertise in areas such as biblical studies, church history, Christian ethics, and church ministry, our professors or guest instructors educate, engage, and enlighten participants through lecture and discussion.

All courses are held online on the Zoom webinar platform on Sundays from 9:00 am-10:00 am central time and utilize Zoom’s Q&A and Chat features for discussion.

Sunday Morning Seminary offers the flexibility to be viewed online at home or at church, alone or as a class. Or, if your church’s ministry takes place at 9:00 am on Sunday, all courses are recorded and made available by the following Tuesday at the *Sunday Morning Seminary* web page.

Remember, it is all offered at no cost to you! Join us!

I. ACCREDITATION

Memphis Theological Seminary holds dual accreditation by the Association of Theological Schools in the United States and Canada (ATS), and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Every ten years, member schools go through an extensive process of re-accreditation review. We completed our on-site visits from both accrediting bodies in March of 2018.

In December 2020, our accreditation was reaffirmed by SACSCOC for ten years without any stipulations. We are also approved for accreditation by ATS through 2025. Both of these accrediting bodies have also approved Memphis Theological Seminary to offer distance education.

RECOMMENDATION 2: We call on Cumberland Presbyterians to offer a prayer of thanksgiving that MTS's accreditation has been reaffirmed by both of its accrediting bodies with no stipulations.

IV. MTS STRATEGIC PLANNING PROCESS

The General Assembly Evaluation Committee requested a strategic plan for how the seminary envisions more aggressively reducing or eliminating the loan on its property. The Evaluation Committee also requested a plan for reducing the seminary's dependence upon the \$1 million line of credit loan used for operation purposes. To address these financial concerns, the seminary has a long-term strategic plan known as the Memphis Theological Seminary 2019-2023 Institutional Strategic Plan, and a short-term strategic planning process known as the 2021 Strategic Planning Process of the P & E (Planning & Evaluation Committee).

On June 4, 2018, the Association of Theological Schools (ATS) asked Memphis Theological Seminary (MTS) for a report by November 1, 2019, regarding the development of a coherent and comprehensive institutional strategic plan that focused on key priorities linked to specific strategies for how the school's major challenges would be addressed. MTS' strategic planning process began in the Fall of 2018 with a reconsideration of our mission statement concerning the work and purpose of the entire seminary. The Memphis Theological Seminary 2019-2023 Institutional Strategic Plan was submitted to ATS on October 28, 2019.

When Jody Hill assumed the office of president in January 2020, the Trustees emphasized that strategic planning needed to be an ongoing process of the institution. To expand upon the 2019-2023 Institutional Strategic Plan, President Hill asked the Leadership Team, Faculty, and other members of the seminary community to perform a SWOT Analysis of the institution shortly into his tenure. SWOT is an acronym for evaluating what **internal strengths** and *weakness*, as well as **external opportunities** and *threats* impact MTS' mission.

In March 2020, the administration's attention was diverted from long-term strategic planning to address the immediate challenges created by COVID-19. Ultimately, the seminary finished FY2020 (Fiscal Year 2020 ending July 31, 2020) in the black, and the administration is confident that operational revenue will exceed expenses for FY2021. This will make three years in a row of operational solvency. Thanks be to God!

However, the COVID-19 CARES Act Funding that had a very positive impact upon FY2020 and FY2021 will not be available in years to come. In addition, it is still too early to determine what long-term impact the pandemic will have upon enrollment. Therefore, in the fall of 2020, the administration once again directed their attention to strategic planning for FY2022 and beyond.

On September 4, 2020, the president established the Planning and Evaluation Committee (P & E) of the Board of Trustees in order to resume the strategic planning process. The P & E began their work by reviewing the 2019-2023 Institutional Strategic Plan. The president explained that their goal was to expand upon the 2019-2023 Institutional Strategic Plan and not to replace it.

RECOMMENDATION 3: That the General Assembly approve the MTS Trustees' desire to explore the possibility of selling some or all of the MTS campus property. This recommendation is part of the seminary's strategic planning process led by the MTS Planning and Evaluation Committee. Selling some or all of the campus property has the potential for significantly reducing or eliminating MTS's \$2.3 million property debt, and the seminary's dependence upon their \$1 million line of credit loan for operational purposes.

V. FACILITIES

A. LEADERSHIP

Since the fall of 2015, our facilities and safety department had been ably led by Mr. Greg Spencer and a dedicated staff of facilities technicians. Mr. Spencer resigned in March 2020 to pursue a business opportunity. We are currently accepting applications for a new facilities manager.

B. COMMUTER HOUSING

Several years ago, MTS converted its student housing from individual rentals to commuter housing. Currently, MTS provides commuter housing, with very reasonable nightly rates. The need for such commuter housing has continued as we are now offering a hybrid model of classes, where students meet on campus four times a semester, with classes scheduled into the evening on Thursday and Fridays.

C. CAMPUS WORK GROUPS

We have been blessed in the past years by adult and youth work groups who have come to MTS during the summer months to help repair and maintain our campus housing. Groups have come from Trilla, Illinois; Greeneville, Tennessee; Florence, Alabama; Bowling Green, Kentucky; Collierville, Tennessee; and elsewhere. We encourage work groups who would be willing to help the seminary in this way to contact the facilities department.

D. SAFETY

The facilities and safety department continues to explore ways to enhance the safety of our students in the context of our urban campus. Through the use of lighting, security officers, secure locks, and well-articulated safety plans, the seminary seeks to provide a safe environment for students and visitors to our campus.

For the past ten years, MTS has contracted with a local security company to provide regular patrols around our campus. This additional safety measure has been well received by our students. We continue to seek ways to provide a safe environment for our campus community.

VI. ADVANCEMENT AND FINANCE

A. BUDGET, OPERATIONS, AND GIFTS

- Our Board of Trustees will approve a budget for the 2021-2022 academic year at its May meeting. Copies of that budget will be provided at the meeting of General Assembly.
- Like seminaries across the country, we continue to face budget challenges from declining enrollments. We have renewed efforts to increase transparency as well as the involvement of the Board.
- For our 2020 year-end annual fund drive, we received a matching pledge up to \$65,000 for all funds recorded before December 31st. We received donor gifts in excess of \$65,000 for the month of December, making us able to fully capitalize on our year-end matching pledge! In fact, our gifts for December 2020 totaled \$230,290, compared to \$33,763 in December 2019. Thanks be to God for these gracious resources and the donors who gave!
- In 2020, MTS received a Payroll Protection Plan loan from the Small Business Administration (SBA) in the amount of \$425,300. On January 22, 2021 the loan was forgiven by the SBA. When the funds were received in 2020, they were listed as a liability on our financials because it was a loan. Those funds will now be listed as revenue in our Fiscal Year 2021 financials because the loan has been forgiven.
- Our United Outreach distributions for 2020 totaled \$127,829.65 for seminary operations and \$28,060.14 for PAS operations.
- The seminary finished FY2020 (Fiscal Year 2020 ending July 31, 2020) in the black, and the administration is confident that operational revenue will exceed expenses for FY2021. This will make three years in a row of operational solvency.
- The balance on our property debt was \$2,313,215 after the January 2021 payment. For Fiscal Year 2020 we paid \$92,830 in principal and \$118,992 in interest. Under the current payment structure, it will take 16 years and 8 months to fully retire the debt.
- We currently have a \$0 balance on our \$1 million line of credit loan.

B. SCHOLARSHIPS AND GRANTS

We continue to cultivate relationships with foundations whose mission closely aligns with ours. The following grants for scholarships and other projects have been received in recent years:

1. The Eli Lilly Endowment, Inc. – Center for Faith and Imagination

In December 2017, MTS was notified that it had been selected to receive a grant of \$1 million from the Lilly Endowment, Inc., for use over five years to fund the Center for Faith and Imagination at Memphis Theological Seminary. Working with partners including the Methodist Healthcare Clergy Coaching Network, the Center for Transforming Communities, the Cumberland Presbyterian Pastoral Ministry Development Team, and the Memphis Annual Conference of the United Methodist Church (UMC), the work of the Center focuses on supporting and sustaining clergy in their first five years of ministry post-seminary. CFI provides services to our graduates to help them develop networks of support, encouragement, and spiritual depth to help them thrive in the midst of the challenges of pastoral ministry.

2. The Kemmons Wilson Family Foundation

The Kemmons Wilson family, founders of the Holiday Inn hotel chain and noted philanthropists in Memphis, has renewed funding of the Wilson Scholarships at \$15,000 for this year.

3. The H.W. Durham Foundation

In 2019, the Memphis-based H.W. Durham Foundation renewed its gift of \$5,000 to provide five \$1,000 scholarships for students who are 55+ years of age. These Durham Scholars will represent much of our student body who are second-career students.

C. ENDOWMENTS

In November of 2019, we celebrated the establishment of the Hamilton and Varnell Wesleyan Chair and House of Studies Endowment. This endowment will insure that for all the years to come, MTS will always have a Methodist House of Studies Program. The endowment also funds the Hamilton and Varnell Wesleyan Chair faculty position.

Currently we have 290 endowments. These endowments are varied both in amount and purpose. Scholarships, of course, make up the largest group. But other endowments are also set aside for the general fund, lectures, the library, music and other purposes.

We continue to grow the Baird-Buck Endowment for the purposes of fully funding the Cumberland Presbyterian House of Studies. As of December 31, 2020, the endowment had a balance of \$673,324 toward the goal of \$1.5 million.

D. ESTATE GIFTS

We continue to have conversations with friends and donors about the importance of remembering MTS in their estate plans. In 2019, we were blessed to receive a gift of \$25,000 from the Estate of Maury A. Norman. In 2020, we received a \$144,000 gift from the estate of Jack Hood.

We are deeply grateful for the generosity that faithful Cumberland Presbyterians exhibit in remembering MTS, and other denominational ministries, in their estate planning. The MTS Advancement Staff and President are available to present programs on Planned Giving to churches, groups of churches, or presbyteries to encourage our members to remember Memphis Theological Seminary in their estates and other planned giving vehicles.

E. SEMINARY/PAS SUNDAY

We have many churches in the Cumberland Presbyterian denomination, and in other denominations we serve, who recognize Seminary Sunday in their local churches. This provides time to educate church members about the work of MTS and the Program of Alternate Studies, and provides an opportunity for members to make a special one-time gift to support the work of the seminary. Please contact the seminary for more information on how you can recognize Seminary Sunday in your local church, and to request a speaker for the occasion.

RECOMMENDATION 4: That the third Sunday in August, (August 15, 2021 and August 21, 2022) be included in the General Assembly Calendar as Seminary/PAS Sunday, and that the General Assembly encourage all churches to share information about MTS and PAS and receive a special offering on that day, or on a more convenient day of the session's choosing.

F. ANNUAL FUND

We are grateful for the commitment of Cumberland Presbyterians to the ministry of MTS, and all our common ministries, expressed so tangibly through giving to Our United Outreach (OUO). In addition to OUO, Memphis Theological Seminary could not operate without the faithful contribution of its alumni and friends. Annual Fund contributions help us keep the cost of tuition down, so that students do not leave seminary with a large burden of debt.

MTS friends and alumni are encouraged to consider joining the 1852 Society, by pledging to give at least \$18.52 per month to help support the work of the seminary. Information on the 1852 Society is available at the MTS display table during the week of General Assembly, and can be accessed through our website: www.MemphisSeminary.edu.

G. AUDIT REPORT

The auditing firm of Cannon, Wright, Blount, PLLC. has audited the books of Memphis Theological Seminary for the 2018-2019 and 2019-2020 fiscal years. The audit was unqualified. Copies of that report have been filed with the office of the Stated Clerk.

Respectfully submitted
Kip Rush, Moderator of the Board of Trustees
Jody Hill, President
Memphis Theological Seminary Board of Trustees

THE REPORT OF THE NOMINATING COMMITTEE

The Nominating Committee consists of a minister and a lay person from each synod, preferably from different presbyteries. Members may serve a three year term, but cannot succeed themselves. Cumberland Presbyterian members of any board or committee can be re-elected to the same board after a two year absence. Ecumenical representatives may be re-elected to the same board after a one year absence. With the exception of the Nominating Committee any person elected to serve on a denominational entity may serve three consecutive terms. Filling an unexpired term counts as one term, thus members of any entity do not always serve nine years before completing eligibility on a board/agency.

The members of the various Ministry Teams are no longer elected by the General Assembly, but are to be appointed by the Ministry Council.

The Committee submits the following list of nominees:

I. GENERAL ASSEMBLY CORPORATION

(Members whose terms expire in 2024)

- (3)MS. CALOTTA EDSSELL, PO Box 172103, Memphis, TN 38187, Olive Branch Congregation, West Tennessee Presbytery, Synod of Great Rivers
- (3)REV. NORLAN SCRUDDER, 1514 Irene Lane, Fort Gibson, OK 74434, Red River Presbytery, Mission Synod

II. MINISTRY COUNCIL

(Members whose terms expire in 2024)

- (3)REV. KENNY BUTCHER, 403 Kalye Court, Mt Juliet, TN 37122, Nashville Presbytery, Tennessee Synod, to succeed himself for a three-year term
- (2)MS. AMY CRESWELL, 1822 Glen Oaks Lane, Dyersburg, TN 38024, Dyersburg Congregation, West Tennessee Presbytery, Synod of Great Rivers, to succeed herself for a three-year term
- (3)REV. PHILLIP LAYNE, 10699 Griffith Highway, Whitwell, TN 37397, Tennessee-Georgia Presbytery, Synod of the Southeast, to succeed himself for a three-year term
- (3)MS. VICTORY MOORE, 17388 Chandlerville Road, Virginia, IL 62691, Shiloh Congregation, North Central Presbytery, Synod of the Midwest, to succeed herself for a three-year term
- (1)MS. MELINDA REAMS, 10 W Azalea Lane, Russellville, AR 72802, Russellville Congregation, Arkansas Presbytery, Synod of Great Rivers, for a three-year term

YOUTH ADVISORY MEMBERS

(shall be between the ages of 15 and 17 years of age, elected for a one year term and is eligible for an additional one term)

- (1)CHASE LAXSON – 805 S Mar Drive, Marshall, MO 65340, Marshall Congregation, Missouri Presbytery, Synod of Great Rivers, for a one-year term
- (2)LAKE PORTER, 17 Lovers Lane, Fayetteville, TN 37334, Fayetteville Congregation, Columbia Presbytery, Tennessee Synod, for a one-year term.
- (2)RYLEE ROGERS, 314 Hampshire Drive, Clarksville, TN 37043, Clarksville Congregation, Nashville Presbytery, Tennessee Synod, for a one-year term

III. TRUSTEES OF HISTORICAL FOUNDATION

(Members whose terms expire in 2024)

- (3)REV. LISA OLIVER, 110 Allen Drive, Hendersonville, TN 37075, Nashville Presbytery, Tennessee Synod, to succeed herself for a three-year term
- (2)MS. KELLY SHANTON, 3932 W Beaver Creek Drive, Powell, TN 37849, Beaver Creek Congregation, Presbytery of East Tennessee, Synod of the Southeast, succeed herself for a three-year term

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

(Members whose terms expire in 2024)

- (2)REV. DANIEL BARKLEY, 2732 Rexford Street, Hokes Bluff, AL 35903, Grace Presbytery, Synod of the Southeast, to succeed himself for a three-year term
- (1)*MR. TYRONE BURROUGHS, 3380 Pearson, Road, Memphis, TN 38118, for a three-year term
- (2)REV. GLORIA VILLA DIAZ, 2425 Holly Hall Street B42, Houston, TX 77054, Trinity Presbytery, Mission Synod, to succeed herself for a three-year term
- (1)MS. DIANE DICKSON, 24 W Rivercrest Drive, Houston, TX 77042, Houston Congregation, Trinity Presbytery, Mission Synod, for a three-year term
- (2)REV. YOONG KIM, 225 Bayswater Drive, Suwanee, GA 30024, Tennessee-Georgia Presbytery, Synod of the Southeast, to succeed himself for a three-year term
- (2)REV. RIAN PUCKETT, 55 Ham Street, Batesville, AR 72501, Arkansas Presbytery, Synod of Great Rivers, to succeed himself, for a three-year term

V. STEWARDSHIP, FOUNDATION AND BENEFITS

(Members whose terms expire in 2024)

- (1)MS. PHYLILLIS JOHNSTON, 2708 Pinto Trail, Edmond, OK 73012, Stonegate Congregation, Red River Presbytery, Mission Synod, for a three-year term
- (2)MS. DEBBIE SHANKS, 3997 N 100th Street, Casey, IL 62420, New Hope Congregation, North Central Presbytery, Synod of the Midwest, to succeed herself for a three-year term
- (2)MR. JAMES SHANNON, 2307 Littlemore Drive, Cordova, TN 38016, Germantown Congregations, West Tennessee Presbytery, Synod of Great Rivers, to succeed himself for a three-year term

GENERAL ASSEMBLY COMMISSIONS:

VI. MILITARY CHAPLAINS AND PERSONNEL

(Members whose terms expire in 2024)

- (1)REV. GARRETT BURNS, 387 Forrest Avenue, McKenzie, TN 35803, West Tennessee Presbytery, Synod of Great Rivers, for a three-year term

GENERAL ASSEMBLY COMMITTEES

VII. JUDICIARY

(Members whose terms expire in 2024)

- (2)REV. JIM RATLIFF, 13 Hernando Drive, Cherokee Village, AR 72529, West Tennessee Presbytery, Synod of Great Rivers, to succeed himself for a three-year term
- (1)MS. KIMBERLY SILVUS, 1128 Madison Street, Clarksville, TN 37040, Nashville Presbytery, Tennessee Synod, for a three-year term.
- (3)MR. BILL TALLY, 907 Tipperary Drive, Scottsboro, AL 35768, Scottsboro Congregation, Robert Donnell Presbytery, Synod of the Southeast, to succeed himself for a three-year term

VIII. NOMINATING

(Members whose terms expire in 2024)

(1)MS. CINDY ARNOLD 1175 Watertank Road, Winchester, TN 37398, Goshen Congregation, Murfreesboro Presbytery, Tennessee Synod

(1)REV. NEAL WILKINSON, 296 Sunset Drive, Lebanon, MO 65536, Missouri Presbytery, Synod of Great Rivers, for a three-year term

(Members whose terms expire in 2023)

(1)MR. BEN INGRAM, 15 Quincy Lane, Montevallo, AL 35115, Spring Creek Congregation, Grace Presbytery, Synod of the Southeast, to fill a two-year unexpired term

IX. OUR UNITED OUTREACH COMMITTEE

(Members whose terms expire in 2024)

(1)REV. STEVE LOUDER, 98 Gallant Court, Clarksville, TN 37043, Nashville Presbytery, Tennessee Synod, for a three-year term

(2)MS. GWEN RODDYE, 3728 Wittenham Drive, Knoxville, TN 37921, Beaver Creek Congregation, Presbytery of East Tennessee, Synod of the Southeast, to succeed herself for a three-year term

(Members whose terms expire in 2022)

(1)MR. JON PARSONS, 607 N. Franklin, Marshall, MO 65340, Marshall Congregation, Missouri Presbtery, Synod of Great Rivers, to fill a one-year unexpired term

(Members whose terms expire in 2022)

YOUTH ADVISORY MEMBERS

(shall be between the ages of 15 and 17 years of age, elected for a one year term and is eligible for an additional one term)

(2) MS. SIERRA ALEXANDER, 1014 Wren Street, Dyersburg, TN 38024, Dyersburg Congregation, West Tennessee Presbytery, Synod of Great Rivers, to succeed herself for a one-year term

(2) MS. KAILEY SUNDSTROM, 309 Bryson Lane, Clarksville, TN 37043, Clarksville Congregation, Nashville Presbytery, Tennessee Synod, to succeed herself for a one-year term

(2) MR. NATE WOOD, 17246 Highway K, Aurora, MO 65605, Orange Congregation, Missouri Presbytery, Synod of Great Rivers, to succeed himself for a one-year term

X. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

(Members whose terms expire in 2024)

(2)REV. MITCH BOULTON, 80 Topsy Lane, Savannah, TN 38372, West Tennessee Presbytery, Synod of Great Rivers, to succeed himself for a three-year term.

(2)REV. MICHAEL QUALLS, 5355 June Cove, Horn Lake, MS 38637, West Tennessee Presbytery, Synod of Great Rivers, to succeed himself for a three-year term.

(1)MR. JOHN TALBOT. 3370 23rd Street, San Francisco, CA 94110, Grace Fellowship Congregation, del Cristo Presbytery, Mission Synod, for a three year term

THE REPORT OF THE OUR UNITED OUTREACH COMMITTEE

The 2009 General Assembly established a denominational Our United Outreach Committee to be made up of 12 voting representatives, one from each Synod and the rest from the church programs and institutions. Executives from the church programs and institutions participate on the Committee as advisory members. This Committee meets annually unless there is a needed called meeting.

A goal of the Our United Outreach Committee is to encourage ALL churches to contribute to Our United Outreach. Approximately 30 percent of the churches do not give anything with a high percentage of other churches not giving at the 10 percent level. This past year, 2019, the budgeted goal for Our United Outreach was \$2,600,000 – 97.53% giving was achieved. The Committee seeks to involve ALL churches with Our United Outreach giving and at a greater level of giving.

I. OUR UNITED OUTREACH FUNDS ALLOCATION

The Our United Outreach Committee met March 6, 2021, to allocate the Our United Outreach funds for the 2022 year. The Our United Outreach allocation basis for 2022 is \$2,500,000. A line item of \$35,000 for Unification Task Force and \$92,044 for the OOU Development Coordinators, have been approved as guaranteed amounts and are deducted from the goal amount prior to allocation purposes.

RECOMMENDATION 1: That General Assembly adopt the following Our United Outreach allocations for 2022:

The allocation is to be as follows:	\$2,500,000.00	
Development Coordinator Office and OOU Committee		92,044.00
Unification Task Force		35,000.00
Sub-total	127,044.00	
(Amount to be allocated)	2,372,956.00	
Ministry Council	\$ 1,186,478.00	50%
Bethel University	118,648.00	5%
Children's Home	71,189.00	3%
Stewardship	142,377.00	6%
General Assembly Office	189,836.00	8%
Memphis Theological Seminary/ Program of Alternate Studies	166,107.00	7%
Historical Foundation	71,189.00	3%
Shared Services	379,672.00	15.9%
Contingency	11,865.00	.5%
(Next four items total 1.5%)		
Comm. on Chaplains	13,787.00	.581%
Judiciary Committee	13,004.00	.548%
Theology/Social Concerns	4,841.00	.204%
Nominating Committee	3,987.00	.168%
	<u>2,372,956.00</u>	
Our United Outreach Goal	\$2,500,000.00	

From the entities listed above, all should be self-explanatory except maybe Shared Services. Maintenance, utilities, mowing, trash pick-up, pest extermination, and custodial are all examples of Shared Services for entities sharing the Cumberland Presbyterian Center.

II. OUR UNITED OUTREACH COMMITTEE REQUESTS

Our committee believes that many across our denomination may not fully understand the ministry of OUO in supporting, and making possible the entire ministry of the Cumberland Presbyterian Church. We feel there is much work to do in educating individuals, congregations, and churches how their support of OUO makes a difference in the life of our church. We are searching for new ways to share the message, and promote the ministries that OUO makes possible in our denomination.

Respectfully submitted,
Mikel Davis, Chairperson
Gwen Roddye, Vice-Chairperson
Robin Wills, Secretary
and the Our United Outreach Committee

THE REPORT OF THE PLACE OF MEETING COMMITTEE

The Place of Meeting Committee consists of the Moderator, a representative of the Cumberland Presbyterian Women's Ministry, and the Stated Clerk who serves as the chairperson. The representative of the Cumberland Presbyterian Women's Ministry is the Convention Coordinator.

The 165th General Assembly, "authorized the committee to select meeting places up to five years in the future and that preference be given that keeps, insofar as possible, the General Assembly and the Convention of Cumberland Presbyterian Women's Ministry, and guest rooms in one facility. It is recognized that these places are hard to find and may cost some additional monies. The place of meeting committee will use its best judgment." The 173rd General Assembly approved exploring the use of college campuses and very large conference centers in addition to hotels/convention centers. When the Office of the General Assembly receives an invitation from a congregation or a presbytery, the Stated Clerk makes a site visit. If adequate facilities are discovered, a follow up visit is made by the Stated Clerk, the Assistant to the Stated Clerk, and the Convention Coordinator of the Cumberland Presbyterian Women's Ministry.

Commissioners, delegates to Conventions, and visitors are encouraged to stay at the General Assembly/Convention hotel, to assure meeting the contracted room block. Hotel contracts also include a commitment on food and beverages, thus it is important for boards/agencies to continue to sponsor special meal functions. The luncheons/dinners provide opportunities for the sponsoring agencies/boards to keep the church informed about their respective programs, thus enhancing support.

I. INFORMATION ABOUT FUTURE GENERAL ASSEMBLIES

Continued discussions with the leadership of the Cumberland Presbyterian Church in America regarding joint meetings of the General Assemblies in 2023 and 2024 may impact future meeting locations.

It is helpful to continue scheduling a few years in advance of the meeting to assure that adequate hotel/convention space is available and to negotiate a good rate. If a congregation or a presbytery is interested in hosting the General Assembly/Convention, the Office of the General Assembly will provide information on hosting responsibilities. Hosting the General Assembly/Convention is a service to the Church, allowing the Church to celebrate the good ministries occurring within a particular presbytery, and provides persons within a presbytery the opportunity to participate more fully in the annual meeting.

In the event that no invitation is received in a particular year or a situation arises requiring a change of venue for a particular year, the Corporate Board will be responsible for selecting a place of meeting.

The Office of the General Assembly has received invitations to host future meetings of the General Assembly from the following presbyteries: Del Cristo, West Tennessee, and Red River. Plans are underway for the 2022 meeting of General Assembly to be held in Albuquerque, NM (dates and location to be announced).

II. SCHEDULE OF MEETINGS BY PRESBYTERIES

The following schedule shows the annual meetings and the year that the General Assembly last met in the bounds of a particular presbytery.

Cumberland	2021	West Tennessee	2009
Choctaw & Red River	2018	Japan	2008
Grace	2017	Arkansas	2007
Nashville	2016	Columbia	2005
Cauca Valley & Andes	2015	East Tennessee	2003
Tennessee-Georgia	2014	Covenant	2002
Murfreesboro	2013	del Cristo	2001
Hope & Robert Donnell	2012	Cumberland	2000
Missouri	2011	North Central	1980
Nashville	2010	Trinity	1969

Respectfully submitted,
Michael G. Sharpe
Cardelia Howell-Diamond
Shelia O'Mara

THE REPORT OF THE UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

I. MEETING AND OFFICERS

The Unified Committee on Theology and Social Concerns (UCTSC) met in Memphis, Tennessee on October 25-26, 2019 and in Nashville, Tennessee February 27-28, 2020. The following officers were elected: Reverend Edmund Cox (CPCA) and Reverend Mitch Boulton (CPC) Co-Chairs; and Reverend Nancy Fuqua (CPCA), Secretary. The UCTSC also met on October 22, 2020 and on Feb. 27, 2021 via zoom, due to COVID-19 safety protocols.

II. GENERAL ASSEMBLY REPRESENTATIVE

The Committee elected Reverend Lisa Scott (CPC) to serve as the representative to the meeting of the CPC/CPCA General Assemblies in Louisville, Kentucky.)

III. GENERAL ASSEMBLY REFERRALS

The 188th CPC General Assembly requested that the UCTSC to work jointly with the Permanent Judiciary Committee and Ministry Council to develop a position statement on the issues of human sexuality and to present the statement to the 189th General Assembly. The UCTSC requested and was granted more time to from the 189th General Assembly to complete the task of crafting a statement on human sexuality.

The UCTSC would like to thank both the CPCA and CPC denominations for their prayers, concerns, and input on the task that was referred to the UCTSC (from 2019 G. A. - *RECOMMENDATION 13: That the Permanent Judiciary Committee and the Unified Committee on Theology and Social Concerns work jointly to develop a position statement on issues of human sexuality to be presented to the 190th General Assembly for its consideration*).

Thank you as well, to all the committee members that have served and put in much prayer, study, and discussion. The UCTSC has spent much effort to make sure we heard from both denominations. The UCTSC would like to thank every layperson, minister, church, session, and presbytery for their submissions.

The committee invited and received input from across the church. Many availed themselves of the opportunities to make their voices known. We heard Cumberland Presbyterian voices through study papers, resolutions, written communications, emails, in-person, and video conferencing-from individual clergy and laity, congregations, and presbyteries. These voices represent the sincere, committed convictions of the members of the Cumberland Presbyterian Church. We are grateful for each one. The breakdown is as follows: four resolutions referred to the Committee from the 2019 GA (three presbyteries and one commissioner). The UCTSC also have received position papers, life experience correspondents, and a understanding of scripture, from 8 presbyteries, 8 churches or sessions, 20 ministers and 22 layperson or elders submitted from both the CPCA and CPC. In addition, we received 21 additional correspondents from individuals on the listening day.

Statement on Human Sexuality

In a time when views of human sexuality are rapidly changing, the 188th General Assembly found it necessary and helpful to state clearly and compassionately to the Church about God's design for human sexuality. The Unified Committee on Theology and Social Concerns has undertaken to provide a statement on Human Sexuality, and we wish to do so with love toward all as we attempt to imitate God's love for us. In keeping with the heart of the Confession of Faith our ultimate desire is that, through the gospel, all may come to know Jesus Christ as Savior and Lord of their lives and receive His gift of eternal life (John 3:16

The Introduction to the 1984 Confession states:

“The purpose of a confession of faith is two-fold: (1) to provide a means whereby those who have been saved, redeemed, and reconciled by God through Jesus Christ in the power of the Holy Spirit understand and

affirm their faith; and (2) to bear witness to God's saving activity in such a way that those who have not been saved, redeemed, and reconciled might believe in Jesus Christ as Lord and Savior and experience salvation."

As those that have experienced God's grace through salvation, redemption, and reconciliation, we affirm in faith that God's words and actions are reflected in scripture and that our COF contains the essential doctrines taught in them. We affirm in faith that God inspired persons of the covenant community to write the scriptures. *"In and through the scriptures God speaks about creation, sin, judgment, salvation, the church and the growth of believers. The scriptures are the infallible rule of faith and practice, the authoritative guide for Christian living."* (COF 1.05) We affirm in faith that the truths of scripture taught in our COF hold the greatest prospects for human happiness and well-being. We affirm in faith that the truths of scripture taught in our COF guide us as we strive and long for a time when God will make all things new.

The Divine Origin: Meaning and Purpose of Human Sexuality

The Cumberland Presbyterian Church/Cumberland Presbyterian Church in America affirms, unequivocally, the Bible's definition that every person is made in the very image of God the Creator and therefore purposed for good and the glory of God (Genesis 1:26-28). We also affirm that in the likeness of God, God created male and female (Gen. 1:26-27, 2:7, 5:1-2; Job 33:4; Ps 8:3-8, 100:3; and Gal 3:27-28). These truths are affirmed as essential doctrines within our Confession of Faith. 1.11 of the COF states: *"Among all forms of life, only human beings are created in God's own image. In the sight of God, male and female are created equal and complementary. To reflect the divine image is to worship, love, and serve God."* It is in the creation of male and female that God gives humanity the gift of human sexuality.

In the truth of scripture, we discover God's good purposes for our human sexuality and God's will for how we are to express our human sexuality. However, as a result of the fall we have failed to show that reflection and purpose. As did our first parents, we have become inclined toward sin in all aspects of our being. (COF 2.03, 2.04) We have distorted that design and gone our own way. The Church sorrowfully confesses our manifold violations of God's word and actions recorded in scripture.

Both before and after coming to faith in Christ we have been guilty of misusing our freedom and the gift of human sexuality (i.e. through fornication, infidelity, adultery, sexual lusts, exploitation or other egocentric behavior which fails to honor God or value the full humanity of others created in the image of God). In all the brokenness of our human sexuality, the church has often failed to recognize, understand, or show compassion to those wrestling with these realities. Specifically, the church has struggled to walk in a redemptive manner with those who experience same-sex attraction and/or question their created and gendered identity. As believers, we sometimes have self-righteously condemned others for their sexual sins while committing our own. We stand in need of God's forgiveness and of God's power to live holy lives (1 Corinthians 6:20)

We also believe that there is no place for any form of cruelty, hate or denigration of those who either disagree with these positions or hold to other positions. We unequivocally condemn all injustices, unkind confrontation, and/or physical violence perpetrated against anyone. The role of the Church is not to shame or shun anyone outside of the Rules of Discipline. (Matthew 7:4-5)

In conclusion, the UTSC believe Scriptures and the 1813, 1883, and 1984 Cumberland Presbyterian Church Confession of Faith have been essentially consistent on human sexuality from the beginning until now.

**"We acknowledge that within both Cumberland Presbyterian denominations there is a wide range of biblical understanding and interpretation. With that said, we should resolve – first and foremost – to love one another; and as an expression of that love to listen to each other, affirming the even greater common ground we enjoy and embrace as Cumberland Presbyterians. Our goal need not be one hundred percent agreement on biblical interpretation, but rather a mature awareness and consideration of the diversity of theological perspectives that a global and multi-ethnic denomination manifests."*

It would be helpful to lay aside the labels intended to diminish the faithfulness and motives of our brothers and sisters in Christ – conservative and liberal, evangelical and traditional, right and left wing, along with the "isms" and "phobias" in currency today. If we agree that our calling is to serve God's mission in the world, then a healthy dialog about strategies, ideologies, and emphases is more attainable, and genuine unity in Christ can grow."

*Unified Committee on Theology and Social Concerns Study Paper: [A Question of Hermeneutics](#)
Adopted in 2017 by the 187th General Assembly (CPC) and the 145th General Assembly (CPCA).

RECOMMENDATION 1: That the General Assembly adopt the statement of human sexuality.

REFERRAL ON BAPTISM

The 189th General Assembly instructed the UCTSC to propose a report for the 190th General Assembly on how the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church and the can better teach, practice and hold ministers and sessions accountable for following our theology of baptism.

The UCTSC, rather than bring yet another position paper on Baptism, is working with the Discipleship Ministry Team of the Ministry Council, to develop a blueprint (workshop design) on our theology of baptism for use by congregations and presbyteries. The design draws upon the Confession of Faith and other Cumberland Presbyterian writings as foundational elements for as the content for the workshop design.

IV. STUDY PAPERS

The Committee is currently holding all study papers until the General Assembly acts on the issue of Human Sexuality.

V. WORKS IN PROGRESS

The UCTSC continues it work on developing guidelines for a theological/social concerns panel made up of representatives of the CPC/CPCA to address emerging issues in a timelier way. Panel responses would not have the official sanction of the CPC or CPCA but would provide useful reflections for persons in our two churches.

Respectfully Submitted,
Unified Committee on Theology and Social Concerns

THE REPORT OF THE UNIFICATION TASK FORCE

I. MEETING AND OFFICERS

The The Unification Task Force of the Cumberland Presbyterian Church in America (CPCA) and the Cumberland Presbyterian Church (CPC) has met once since the last meeting of the General Assemblies, on February 27 in Nashville, Tennessee. Officers previously elected continued to serve: Elton Hall and Steve Mosley - co-chairs; and Craig White and Jay Earheart-Brown – co-secretaries.

Other members of the UTF from the CPCA are: Leon Cole, Lynne Herring, William Robinson, and Mitchell Walker. Other members from the CPC are: Perryn Rice, Robert Rush, Gloria Villa-Diaz, Joy Warren, and Mike Sharpe. Moderator Sheila Robertson of the CPC attended our February 2020 meeting as an ex-officio member.

Steve Mosley and Elton Hall were elected to serve as representatives of the UTF to the meetings of the General Assemblies in Louisville, Kentucky, June 7-12, 2020.

II. WORK OF THE TASK FORCE

Members of the UTF have traveled widely in our two churches, and spoken to many different gatherings of Cumberland Presbyterians, answering questions and providing educational sessions about the Plan of Union. We have also written articles for the church magazines and worked to advocate for Unification at every opportunity. Members of our Task Force have covenanted to pray for unity between our churches at noon each day, and we continue to seek God’s will for our churches.

We have consulted with the attorneys for our two churches and continue to seek the best way to bring about the proposed unification - the way that will be least disruptive, most cost effective, and honoring to the traditions of both denominations.

Since the Plan was approved for submission to the Presbyteries of the CPCA and CPC at the 2019 General Assemblies, the work of the UTF has focused on visiting as many presbyteries as possible to help answer questions and advocate for adoption at the meetings of all our presbyteries.

III. PLAN OF UNION

The Plan of Union approved by both General Assemblies and voted on by each Presbytery of the two churches is here set forth:

Proposed Plan for Union of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America

“There is one, holy, universal, apostolic church. She is the body of Christ, who is her Head and Lord” (*Confession of Faith* 5.01). “The church is one because her head and Lord is one, Jesus Christ. Her oneness under her Lord is manifested in the one ministry of word and sacrament, not in any uniformity of covenantal expression, organization, or system of doctrine” (5.02). “The church, as the covenant community of believers who are redeemed, includes all people in all ages, past, present, and future, who respond in faith to God’s covenant of grace, and all who are unable to respond, for reasons known to God, but who are saved by his grace” (5.06). It is on this belief that the Unification Task Force recommends the union of the Cumberland Presbyterian Church in America (CPCA) and the Cumberland Presbyterian Church (CPC). We are one in Christ by the grace of God and the power of the Holy Spirit! We believe that becoming one will strengthen our witness as Christian believers in the world, and that together we will be able to accomplish more for the glory of God. United together in Christ by faith, we are united to one another in love. In this communion we share the grace of Christ with one another, bear one another’s burdens, and reach out to all other persons (*Confession of Faith* 5.10).

1.00 Mission Statement for the New Church

The Cumberland Presbyterian Church United affirms the great commission of Christ: “Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember I am with you until the end of the age” (Matthew 28:19-20). We celebrate our oneness in faith. As disciples, we seek through worship, global witness, and service to be the hands and feet of Christ and to live out the love of Jesus Christ to the glory of God.

2.00 *The Confession of Faith and Government*

The Cumberland Presbyterian Church United will use the *Confession of Faith and Government* of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America, approved by both General Assemblies of the former denominations in 1984 as its system of faith and government.

2.01 The Cumberland Presbyterian Church United will use the *Catechism for Cumberland Presbyterians* (2008) for instruction in the faith and will include it in an updated edition of the *Confession of Faith and Government of the Cumberland Presbyterian Church United*.

2.02 The CP *Digest* (CPC) and Summaries of Actions (for both denominations) will continue to serve as resource tools. A new *Digest* will begin with the formation of the Cumberland Presbyterian Church United.

3.00 *The Presbyteries and Synods*

3.01 In an effort to make union something more than just an idea on paper, and to engage the grassroots in creating the new church, we recommend a restructure of the synod boundaries to create eight synods for the new church, with the following presbyteries in each –

Synod A*	Synod B*	Synod C	Synod D
Brazos River	Angelina	Covenant	Cleveland, Ohio
Del Christo	Arkansas	Missouri	Cumberland
Red River	East Texas	New Hopewell	North Central
Hong Kong	Trinity	Purchase	Ohio Valley
Japan	Andes	West Tennessee	
Choctaw	Cauca Valley		
	Emaus		
Synod E	Synod F	Synod G	Synod H
Columbia	East Tennessee	Florence	Birmingham
Elk River	Hiawasse	Hope	Grace
Murfreesboro	Tennessee-Georgia	Huntsville	South Alabama
Nashville	East Coast Korean	Robert Donnell	Tuscaloosa
		Tennessee Valley	

For relationship building during the first six years, all synods will be encouraged to hold an annual general meeting (*Constitution* 8.2) as opposed to a delegated meeting. Synods may petition General Assembly at any point for a change in boundaries.

* *NOTE: There are dreams for organizing a third presbytery in Asia. As soon as it is practical to do so, whether before or after union, two additional synods could be constituted. Synod I would include Andes, Cauca Valley, Emaus and any other presbyteries organized in Latin America. Synod J would include Hong Kong, Japan, and any other presbyteries organized in Asia.*

3.02 Presbyteries will remain as they are constituted at the time of union. During the first six years of the new church's life, synods will be encouraged to study the most beneficial presbyterial boundaries within their jurisdiction to fulfill of the mission of the church. Presbyteries may petition their synod at any time for a change in boundaries.

4.00 *Commissioners and Youth Advisory Delegates to the General Assembly*

4.01 Commissioners to General Assembly - Each Presbytery will be entitled to send 2 minister commissioners and 2 elder commissioners to the General Assembly.

NOTE: If presbytery boundaries remain as currently constituted at the time of unification, this will allow for a total possible membership in the General Assembly of 152 commissioners. Of these potential commissioners, 60 would come from former presbyteries of the CPCA, and 92 would come from the former CPC.

4.02 Youth Advisory Delegates - Each presbytery will be entitled to send up to two Youth Advisory delegates to the General Assembly.

5.00 Moderator and Vice Moderator of General Assembly

5.01 The moderator/vice moderator will be elected each year during the first six years with the two offices alternating between persons from the two former denominations.

5.02 The moderator and vice moderator of the Cumberland Presbyterian Church United will reflect its diverse nature, to include international representatives. The church expects the moderator and vice moderator to travel within the denomination, sharing and gathering information among its local churches. Expenses and particular duties will be detailed in the Bylaws of the Cumberland Presbyterian Church United.

6.00 Stated Clerk and Associate Stated Clerk of the General Assembly

6.01 The new church shall employ a Stated Clerk and an Associate Stated Clerk. Both positions will be full-time jobs. During the first six years of the Cumberland Presbyterian Church United, the Stated Clerk will serve six years and the Associate Stated Clerk will serve four years, after which each would be elected for a four-year period. One position will be filled by a former CPCA and the other position filled by a former CPC during their first terms. The subsequent election of each position will allow for continuity during transitions. Particular duties and responsibilities of the Stated Clerk and Associate Stated Clerk will be detailed in the Bylaws of the Cumberland Presbyterian Church United.

7.00 Boards and Agencies of the General Assembly

7.01 Each church has programs in various stages of planning and implementation that are the result of commitment to ministry through the church. Insofar as possible, these plans and programs will be continued without interruption for a period of three years. The Cumberland Presbyterian Church has covenantal relationships with the Cumberland Presbyterian Children's Home in Denton, Texas and Bethel University in McKenzie, Tennessee. These covenantal relationships will remain in effect as they exist at the time of Unification, to be renewed every four years. The Cumberland Presbyterian Church United will continue ecumenical partnerships, such as with the World Communion of Reformed Churches

7.02 Institutional Boards

The General Assembly shall have the following institutional boards: Trustees of Memphis Theological Seminary to include the Program of Alternate Studies and School of Continuing Education Committee, and Trustees of the Historical Foundation. Representation on each Board of Trustees will remain as they are constituted at the time of union.

7.03 Administrative Boards

The General Assembly shall have the following administrative Boards: The Board of Stewardship, Foundation and Benefits and The Board of Directors of the General Assembly Corporation. During the transition period, each of these boards will have equal number of members from each of the former denominations.

7.04 Commission

The General Assembly shall have the following commission: Chaplains and Military Personnel. Representation on the commission will be merged as they are constituted at the time of union until natural rotation occurs.

7.05 Standing Committees

The General Assembly shall have the following standing committees: Theology and Social Concerns, Judiciary, Our United Outreach, Nominating, and Multi-Cultural Ministry.

Committee representation on the Theology and Social Concerns Committee will remain as constituted at the time of union until natural rotations occurs.

Judiciary and Nominating committees in both denominations will each be merged at the time of union.

Committee representation for Our United Outreach will be expanded to include two elected representatives from each new synod (one voting representative from each of the former denominations until natural rotation occurs).

The Committee on Multi-Cultural Ministry is a new committee that will reflect the diversity of the Cumberland Presbyterian Church United. This committee will be comprised of eight (8) elected persons that will reflect the celebrative understanding of humanity in the areas of culture, language, heritage, and experience in the Cumberland Presbyterian Church United. Believing that all have been created in God's image, this committee works to answer the question of our sameness in God's image lived out in diverse ways.

7.06 Program Board

The Cumberland Presbyterian Church United will have a Mission and Ministry Program Board to provide coordination and oversight for those ministries formally planned and implemented by the two former denominations. After the three-year period, the new programming and denominational structure will consist of the following ministry teams and auxiliaries:

- Christian Education & Nurture (Youth Convention & National Sunday School Convention, Discipleship Ministry Team)
- Missions (Evangelism, Missionary Auxiliary, Women's Ministry, Missions Ministry Team)
- Clergy Care & Development (Pastoral Development Ministry Team)
- Communications (Cumberland Flag, Cumberland Presbyterian Magazine, Missionary Messenger, Ministry Council website, Communications Ministry Team)

Composition of each ministry team will include equal number of persons from each of the former denominations in the new church at the time of union. Composition of the new Missions and Ministry Program Board will include one staff person (serving as an advisory member) and one elected member from each ministry team, along with one elected member representing each of the synods. The elected members will be equally representative of the two former denominations for the first six years. A Ministry Coordinator would provide executive leadership for the Mission and Ministry Program Board.

8. Denominational Staff & Personnel

The current breakdown of the number of denominational staff by the employing entities housed at each Denominational Center is as follows:

Cumberland Presbyterian Church in America Center in Huntsville, AL

General Assembly Office – 2.

Cumberland Presbyterian Church Center in Memphis, TN

General Assembly Office – 2, Board of Stewardship – 3, Central Accounting – 1,

Historical Foundation – 2, Ministry Council – 17 (5 of which have distant office locations).

8.01 The new organizational structure will discontinue the positions of Administrative Director (CPCA) and the Director of Ministries (CPC) and will create the positions of Associate Stated Clerk and Mission and Ministry Program Coordinator. The Stated Clerk and Associate Stated Clerk will be elected during the General Assembly of 2021. The Mission and Ministry Program Coordinator will be employed by the Mission and Ministry Program Board.

8.02 Staffing for the Cumberland Presbyterian Church United will reflect the diversity of the new church. As new staff positions become available, equal opportunity employment practices will prevail.

8.03 Denominational Offices –During the first six years, steps are to be taken to assure that regional sites be located in a minimum of three and a maximum of five locations. Thus, neither the Center in Huntsville nor the Center in Memphis will be designated as “the denominational center.” By placing regional sites in a variety of locations this will assure that all areas of the church will be served equally. These regional sites can make use of offices in existing churches, or in homes of regional staff persons. Possible regional locations could be Memphis, Huntsville, Louisville, Texas, South America, Asia, etc.

8.04 Global Staff - There will be endorsed missionaries, mission liaisons, and partner missionaries in the new church. The new church will continue to support current and future missionaries and global work. Current missionaries include – Patrick and Jessica Wilkerson (Colombia, South America), Beth Wallace missionary emeritus (Colombia, South America), Phanor and Socorro Pejendino (Guatemala), Daniel & Kay Jang (Philippines), Kenneth & Delight Hopson (Uganda), Josue and Sara Guerrero (Brazil), Wilson and Diana Lopez (Spain), David and Sarah Lee (Cambodia), Missionaries in undisclosed countries (2), CP

missionaries supported by their presbyteries – Iwao Satoh, Mission liaisons working in Haiti and Brazil. Undisclosed (yet to be announced) missionary couple to be deployed to Guatemala.

9.00 Stewardship and Finance

9.01 Legal control of assets of both churches will be transferred to the Cumberland Presbyterian Church United through appropriate legal transaction. The intent of all designated gifts and endowments will be honored.

9.02 The Cumberland Presbyterian Church United will develop an approach to the financing of the programs of the church that reflects the stewardship understanding of the new constituency. Such a unitary approach will be developed as soon as possible after formation and no later than the end of the first six years.

10.00 Recognition of Ordination

All ordinations, both clergy and lay (elders and deacons), of both denominations will be recognized by the Cumberland Presbyterian Church United. All future ordinations will be governed by the conditions specified in the Constitution. Persons who are recognized by their respective presbyteries as candidates and licentiates at the time the new church is formed will fulfill the requirements as specified by presbytery at the time they became probationers.

11.00 The Name of the New Denomination

The name of the denomination shall be the Cumberland Presbyterian Church United.

12.00 The Logo of the New Church

A new logo will be fashioned by the new church.

IV. VOTING ON THE PLAN OF UNION

As of the time of the Unification Task Force's meeting at the end of February, the following numbers had been reported through various communication channels in the two churches. These numbers are not official votes submitted to the two General Assembly offices, and so they do not reflect final vote tallies. Many presbyteries had not met for their spring sessions, and even those that voted in the fall could possibly reconsider their votes until their official votes are submitted to the Stated Clerks in the General Assembly offices.

CPC Presbyteries voting "YES" on the Plan of Union – 15
 CPC Presbyteries voting "NO" on the Plan of Union – 2
 CPC Presbyteries who deferred the vote to spring – 7

CPCA Presbyteries voting "YES" on the Plan of Union – 3
 CPCA Presbyteries voting "NO" on the Plan of Union – 6
 CPCA Presbyteries who deferred the vote to spring – 6

If current trends hold, the vote will be favorable in the CPC and will be unfavorable in the CPCA, though there is still a possibility that the Plan could be approved. It would require five of the six CPCA Presbyteries who have not yet voted to vote in favor of the proposal, and while we still hope for that outcome, we think it unlikely. Therefore, we have prepared two sets of recommendations, the first to be voted on in the event that the Plan of Union is approved by a majority of both denominations, and the second to be voted on in the event that the Plan is not approved by a majority of both denominations.

V. IF THE VOTE ON THE PLAN IS FAVORABLE

RECOMMENDATION 1: That the Unification Task Force be dissolved, and that the two General Assemblies elect an Implementation Task Force, to be made up of six members, three members of each former denomination, at least one of whom served on the UTF, plus the stated clerks of the two churches as ex-officio members (eight members total).

The Implementation Task Force would be charged with leading the two denominations toward the consummation of the Cumberland Presbyterian Church United at its first General Assembly in 2021. This would include preparing amendments to our Bylaws, Constitution, and other governing documents to effect the union of our two churches. In addition, the Implementation Task Force would continue its work until the new officers, boards and agencies, and legal issues arising from the union are settled.

VI. IF THE VOTE ON THE PLAN FAILS

The task force spent much of our February 2020 meeting talking about the reasons why the vote may fail, if it does. We have been deeply affected, personally, by the work we have done together over the past seven years and are grateful to God for the depth and quality of relationships we have developed in this work together. We wish that all members of our churches could have the same kind of experience working with men and women from the opposite denomination.

Our deepest fear is not the failure of this particular plan, but that its failure may lead to a loss of our connection as Cumberland Presbyterians, and so our recommendations will be intended to help us continue the good work begun long before us, and that may under our children's leadership bring us under one denominational roof as brothers and sisters in Christ. If the plan is not approved that is an indication that the time is not yet right for us to trust each other fully. It does not mean that anyone who opposed the plan is any less committed to be a disciple of Jesus Christ, or any less committed to our equality before God.

In looking honestly at our situation, we believe the following were the main issues that led to the failure of this effort to unify our two denominations:

1. The racial climate in the United States of America
The last few years have been marked by increasing tension between Americans on racial issues. The focus by many activists on disparate effects of policing, criminal justice, health care, and educational outcomes have led to heightened racial tension and growing reactions from white supremacist groups who have grown significantly in recent years. We lament these social conditions and call members of our churches to actively work to address the causes of these tensions in the communities where we live and work.
2. Lack of trust in each other
As members of the UTF traveled throughout our churches over the past few years, we continued to hear expressions of lack of trust that members of the other denomination would have the best interests of all members at heart. While the Plan of Union sought to make sure that all voices and interests would be protected in the new church, there were many in both denominations who worried that their voice would not carry the same weight that it has in our current church life. Any new structure would depend on trust of each other and trust of our leaders, and that trust, and the relationships on which it depends were too often absent.
3. Fears about control of property
One of the key factors that hurt our work toward unity was a fear about control of property, both at the denominational level, and for local churches. From both denominations we heard questions about losing control of church property and its use.
4. Fears about the cost
There will be costs to unification. We have always admitted as much, even though we thought the possible costs could be significantly outweighed by the benefits. We also were careful in designing the plan to keep direct costs to a minimum. But others were much more fearful about the costs to two denominations that are already financially fragile, to one degree or another. People worried about legal costs, cost to change signage and office supplies, costs of attending realigned judicatories, and costs of operating a new structure with regional offices.

Despite these reasons for opposition, we saw many signs of progress in attitudes within our churches and celebrate the fact that this effort brought us closer to organizational unity than any other attempt in our history. Though the time is not right now, we believe that our two churches are closer to one another than

ever. We have many reasons to continue our cooperative work for God's kingdom. Our prayer is that we will continue that work for our mutual benefit and God's glory.

If the Plan of Union is not adopted at this time, it will most likely be because the CPCA is not ready for such a move. We want the members of both denominations to know that we understand why it would be more difficult for the Plan to pass in the CPCA. The reasons for this include the following:

1. The CPCA is much smaller in size than the CPC. Any union between our two churches could result in the larger church simply swallowing up the smaller church, and the smaller church's traditions, leadership, and identity not being respected.
2. The CPC has much less to fear about not having a voice in the new church, since it is eight to ten times the size of the CPC.
3. The history of racial discrimination against African Americans in our nation makes the importance of the Black Church as a locus for independence from domination by the dominant white culture even more crucial for churches like the CPCA. To give up that independence feels to many like a betrayal of one of the most vital institutions for African Americans.

Neither denomination should feel superior to the other, no matter the final tally. We are both striving to serve the living God to the best of our ability. We are both flawed and sin-marred institutions, who are dependent on the grace of God for our identity. Therefore, we should celebrate the good that has come out of these efforts to consider whether or not we should come together as one. We celebrate the following:

1. Local churches in several states have developed new relationships with churches from the other denomination, leading to joint worship, joint fellowship, and joint mission work.
2. Presbyteries have held joint meetings, and women's ministry groups have joined together to engage in ministry side by side.
3. Our General Assemblies have enjoyed several concurrent meetings, allowing for joint worship and fellowship, and enabling many new friendships to be formed.
4. The CPC General Assembly passed a Resolution of Repentance, Apology, and Resolve to confess its complicity in racial discrimination as a church, to which the CPCA responded formally in an acceptance of the apology and commitment to continue our work together.

Jesus Christ is head of the church. Each of our denominations is but a small expression of that universal church to which all believers belong. We are one in Christ, made brothers and sisters by the blood of his cross, and by our commitment to be his disciples. Our prayer as a Task Force is that we may continue as Cumberland Presbyterians to experience and express our oneness with all who trust in Jesus as Lord and Savior.

In light of our given unity, and our desire to continue to work together, the UTF makes the following recommendations:

RECOMMENDATION 2: That the Unification Task Force be dissolved.

RECOMMENDATION 3: That CPC and CPCA Presbyteries and Synods be encouraged to seek out opportunities for developing union churches and presbyteries that would relate to both denominations

RECOMMENDATION 4: That the CPC and CPCA General Assemblies elect a new Joint Committee on Multi-cultural Ministries to be composed of four members of each denomination, encouraging the General Assemblies to include adults of all age groups, especially younger adults, to be supported by the General Assembly offices of both denominations.

The purpose of this Joint Committee will be to help our two churches celebrate the cultural heritage of all people in our churches, and identify ministries through which we can, both together and separately, work to fulfill our calling, identified in COF 6.30-6.32:

6.30 The covenant community, governed by the Lord Christ, opposes, resists, and seeks to change all circumstances of oppression--political, economic, cultural, racial--by which persons are denied the essential dignity God intends for them in the work of creation.

6.31 The covenant community affirms the lordship of Christ who sought out the poor, the oppressed, the sick, and the helpless. In her corporate life and through her individual members, the church is an advocate for all victims of violence and all those whom the law or society treats as less than persons for whom Christ died. Such advocacy involves not only opposition to all unjust laws and forms of injustice but even more support for those attitudes and actions which embody the way of Christ, which is to overcome evil with good.

6.32 God gives the message and ministry of reconciliation to the church. The church, corporately and through her individual members, seeks to promote reconciliation, love, and justice among all persons, classes, races, and nations.

RECOMMENDATION 5: That \$12,000 from the allocation that had been given to the UTF be allocated to this new Joint Committee on Multi-cultural Ministries for its first year of work.

RECOMMENDATION 6: That the General Assembly offices of the CPCA and CPC be charged to study the desirability and feasibility of periodic concurrent meetings of our two General Assemblies so that we can continue to work and worship together as Cumberland Presbyterians. We request that a joint report be made to both Assemblies in 2022.

VII. UNITY SUNDAY

Both denominations have added unity Sunday to our calendars for the fourth Sunday in June. We encourage presbyteries to encourage their churches to observe this day as a time to give thanks to God for the unity we have in Christ, and to pray for greater unity among all Cumberland Presbyterians.

Members of this Task Force are deeply grateful for the trust placed in us, and the opportunity afforded us to work on this task over the past several years. Our lives have been enriched by new and deepened relationships, and our knowledge of and appreciation for our two denominations has been increased immeasurably.

Respectfully submitted,
Unification Task Force
Elton Hall and Steve Mosley, co-chairs

THE REPORT OF BOARD OF TRUSTEES OF BETHEL UNIVERSITY

Introduction

Bethel University is the Cumberland Presbyterian's University. Bethel University's Mission Statement is *"to create opportunities of the learning community to develop in a Christian environment to their highest intellectual, spiritual and social potential. This includes synchronous and asynchronous modes of education."*

The school was established in 1842 and is one of the oldest institutions of higher education in the state of Tennessee. Bethel University's history is one of upholding traditions and pushing boundaries. The 2021-2022 academic year will mark Bethel's 180th year of operations.

Bethel University was founded in McMoresville, Tennessee, as Bethel Seminary operating under the fostering care of the West Tennessee Synod of the Cumberland Presbyterian Church. The college was granted a charter by the state of Tennessee in 1847 and operated as Bethel College until 2009 when the trustees voted to change its name to Bethel University.

Bethel's first president was Reverend Reuben Burrow, who served for 20 years. During his presidency, Reverend Burrow also served as a fundraiser, a member of the Board of Visitors, head of the Theology Department, and a teacher.

Bethel successfully weathered the economic hardship brought on by the Civil War and in 1865 admitted women for the first time.

In 1872, Bethel President W.W. Hendrix led the initiative to move Bethel from McMoresville to its current location in McKenzie, where the Nashville, Chattanooga & St. Louis Railway intersected the Louisville & Nashville Railway.

During the 20th century, Bethel College made a name for itself as an outstanding church-affiliated school producing many graduates headed for the clergy, for the classroom as educators, and many other career paths.

In more recent years, the University has been an innovator, pioneering online education with Bethel's Success Adult Degree program. Bethel was also the first college in Tennessee to offer a laptop initiative where each full-time student would be provided with a laptop computer.

Since then, Bethel has continued to innovate. The Renaissance Performing Arts Experience was developed to offer performing arts students a scholarship, much like the scholarships awarded to student-athletes. This opportunity broadened the base of prospective students as did the introduction of a number of non-traditional athletics programs, including inline roller hockey, bowling, and bass fishing.

Master degree programs including a Master of Arts in Education, a Master of Science in Physician Assistant Studies, a Master of Business Administration, and a Master of Criminal Justice have been added through the years as options in learning platforms for the master's degree. Students can choose to learn face-to-face in the classroom, online, or via both platforms.

In 2009, the Bethel Board of Trustees voted unanimously to change Bethel College's name to Bethel University to best reflect the momentum the school was experiencing. Three colleges currently operate under the Bethel University umbrella: The College of Arts and Sciences, The College of Professional Studies, and The College of Health Sciences.

Bethel University continues its close relationship with The Cumberland Presbyterian Church with its Covenant Agreement that is reviewed and renewed every five years at the General Assembly of the Cumberland Presbyterian Church. Bethel's relationship with The Memphis Theological Seminary is ongoing and new ways to help build the relationship are in place, the newest being The Whosoever Will Ministry Bridge Program.

Bethel University is always honored for the working relationship as we work for God's will to be done.

I. BOARD OF TRUSTEES

A. MEMBERS

The current Board of Trustees for Bethel University was elected in November 2020, for three year terms.

R. Scott Allen	Crossville, TN	Jeff Amrein	Prospect, KY
Nancy Bean	McKenzie, TN	Pat Kahlden	Caldwell, TX
Scott Conger	Jackson, TN	Ben Cantrell	Nashville, TN
William (Bill) Dobbins	Franklin, TN	Clinton Fox	Houston, TX
Elton C. Hall, Sr.	Hewitt, TX	Vicki H. Hoover	Paris, TN
William Terry Howell	McKenzie, TN	Linda Ingram	Sparta, TN
Dewana Latimer	Jackson, TN	Brock Martin	Huntingdon, TN
E. Ray Morris	Norcross, GA	Bernice Richardson	Huntsville, AL
Steve Perryman	Rogersville, MO	Keith Priestley	McKenzie, TN
Ken Quinton	Sturgis, KY	Tommy Surber	McKenzie, TN
Robert (Rob) Truitt	Burns, TN	Robert (Bob) Watkins	Marion, IA
Craig White	Madison, AL		

B. OFFICERS

The following are the current Bethel University Officers for the Board of Directors:

Chairman – William (Bill) Dobbins
 Vice Chairperson – Dr. Nancy Bean
 Secretary – Jeff Amrein
 Treasurer – Dr. David Huss, Vice President of Finance

C. BOARD OF TRUSTEES REPRESENTATIVE TO GENERAL ASSEMBLY

The Board of Trustees of Bethel University will fill this position at it April 2021 meeting.

RECOMMENDATION 1: That the General Assembly share Bethel University’s Mission and ask Presbyteries worldwide to support the university in its prayers, financial offerings and in recommending students.

II. ADMINISTRATION

A. The Board of Trustees of Bethel University appoints two positions by the power granted in its Bylaws. These two positions are its President and its Treasurer. Currently, the President of Bethel University is Dr. Walter Butler. He has served in this position since being appointed, first, as Interim President in 2013, following the successful presidency of Dr. Robert Prosser. Dr. David Huss serves as the Treasurer for the Bethel University Board of Trustees.

B. President Butler appoints a Cabinet that reports directly to him and meets with the Board of Trustees at their three yearly meetings. The President’s Cabinet members are:

Dr. Phyllis Campbell	Chief Academic and Compliance Officer
Dr. Joe Hames	Vice President of College of Health Sciences
Ms. Michelle Stubbs	Vice President of Development
Dr. David Huss	Vice President of Finance
Ms. Cindy Mallard	Vice President of College of Arts and Sciences
Dr. Kimberly Martin	Vice President of Professional Studies
Ms. Michelle Mitchell	Vice President of Strategic Initiatives

III. ACCREDITATION

Bethel University is accredited by The Southern Association of Colleges and Universities Commission on Colleges (SACSCOC) and is currently accredited for ten years. Bethel University has a financial monitoring report due in October 2021, to SACSCOC. Results of the Monitoring Report will be released in December 2021.

IV. BETHEL UNIVERSITY SUNDAY

Bethel University has been blessed with a Sunday in which we are recognized by many churches in The Cumberland Presbyterian denomination. In 2022, Bethel University Sunday will be November 6, 2022. It is a chance for Bethel University to be remembered by the Cumberland Presbyterian Church.

V. AUDIT

A copy of the audit of Bethel University for the year ended July 31, 2020, has been submitted to the Stated Clerk. The year was balanced and the audit was unqualified with no findings.

VI. SCHOOL YEAR HIGHLIGHTS

A. The 2020-2021 school year has been challenging. Without a doubt, COVID-19 has turned us upside down. Students returned to school in August 2020 with a combination of face to face and online classes. All NAIA sports were postponed until the spring 2021 semester and Renaissance performances were held virtually. During the 2020-2021 school year, Bethel University had as many as 40 active cases of COVID-19 and 330 students quarantined. As of Friday, April 12, 2021 we have no active cases on campus.

B. HIGHLIGHTS

- Fall 2020 Enrollment 3,656
 - College of Arts and Sciences – 2,151
 - College of Health Sciences - 147
 - College of Professional Studies- 1,358
- Bethel University's Executive MBA Program was ranked 13th in the Nation
- Bethel University's Nursing program was voted the #2 nursing program in the state of Tennessee
- Bethel University's Emergency Services Management Program was voted the 4th best in the nation
- The Chapel is under construction
- The Whosoever Will Bridge Program is actively recruiting students to eventually enter the Memphis Theological Seminary
- Bethel University's Bass Fishing team has its first all-women's team
- Andrew Welch recently won the Hendrix Award for top academic honors
- Bethel's new website is fully operational (Bethelu.edu)
- Rebranding campaign is complete
- Barnes & Noble now runs the Bethel University Bookstore
- Campus location in Memphis is at the Memphis Theological Seminary. More joint opportunities with the Memphis Theological Seminary are being explored
- Fiscal Year 2019-2020 ended with Bethel University's 8th straight balanced budget
- Bethel University received recommended approval as Continued Education Preparation Provider
- Bethel University's Online Bachelor's in Criminal Justice Program was recently named one of the Top 25 in the Nation
- A new location for adult learners has recently opened in Camden, Tennessee
- Bethel University has been named, for the 5th straight year, a NAIA Champion of Character Five-Star Institution by the NAIA
- Dr. David Lancaster was named to the Mid South Conference 2019-2020 All-Faculty Team

Respectfully Submitted,
Bill Dobbins, Chairman of the Board of Trustees
Dr. Walter Butler, President

THE REPORT OF THE BOARD OF TRUSTEES OF THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME

Introduction

At Cumberland Presbyterian Children's Home, we are committed to providing youth and family support services that put our residents' needs first. We work tirelessly to ensure that the youth in foster care and struggling single parent families we serve understand that we are more than a safe, stable home. We are compassionate community committed to helping them discover their potential and cope with the difficulties they have faced. We work hard to deliver the kind of support that provides a sense of normalcy, comfort and hope. To help our residents move past their trauma and heal, our expert team includes on-site counseling and therapeutic support. We aim to provide compassionate care for our residents, especially when they feel like no one else will. Our devoted team stands up youth and families and stand alongside them as work to discover that transformation is possible.

As the needs of children and families have evolved, so too has the Children's Home. Today, we serve two of the nation's most vulnerable populations—youth in foster care and vulnerable single parent families.

The foster care programs offered by Cumberland Presbyterian Children's Home are focused on offering healing and hope to children and youth who need it most. In 2019, more than 672,000 children spent time in foster care in the U.S. While on average, children in state care a year and half, more than five percent have languished in care five or more years. We offer programs to serve those new to care and those for whom we may become like family. Our focus on helping residents build relationships because we know connection improves their chances. Without support from our expert staff and community, children in foster care are nine time more likely to commit a crime, 25 time likely to get pregnant as a teenager, and there is a 30% chance they will continue the cycle of abuse against their own children.

Our Family Residential Program focuses on family preservation and success. Through that program, we aim to move single parent families from vulnerable to thriving. Our program is designed to equip families with the tools, skills and resources needed to overcome past barriers, stabilize and move forward with renewed hope.

Our mission statement is:

*In response to Christ's love and example
we serve children and families by providing healing and hope.*

I. OUR GOAL

At Cumberland Presbyterian Children's Home, we believe that every life has value. We recognize that no one should be defined by past trauma or circumstances beyond their control. Every child deserves the unconditional love and support of a nurturing family. Every family deserves financial security, safety and stability. We believe that through healthy relationships and community, it is possible to break the cycles of abuse, neglect, trauma and poverty for those we serve.

Our Children's Residential Programs offer quality residential care, counseling and supportive services to youth who the state we provide therapeutic services such as weekly individual and group counseling, case management, life skills training and other supportive services. The Family Residential Program provides transitional housing, case management, counseling, parent education and other supportive services to single parent families in transition. The goal of the Family Residential Program is to help families find a new beginning and work toward independence and healing.

It takes more than our expert staff to support children and families in need. It takes an entire community, willing to serve like Jesus and love without conditions. Through community education, a vibrant volunteer program, corporate engagement and individual support, CPCH strives to help residents understand that they are not alone.

II. OUR VALUES

At the Children's Home, we believe that by offering a healing home to those who have experienced trauma we provide opportunities for residents to discover new possibilities. Our newly-developed agency values are

*Making a Difference
Relationship Building
Integrity
Innovation
Dedication*

III. OUR BOARD OF TRUSTEES AND GOVERNANCE

Cumberland Presbyterian Children's Home is a non-profit and tax exempt under IRS Code section 501(c)(3). The agency's tax exempt number is 75- 0878543. We are governed by an 18-member Board of Trustees. According to our bylaws, 10 of our 18 trustees must be members of the Cumberland Presbyterian Church or the Cumberland Presbyterian Church of America.

IV. OUR CURRENT BOARD OF TRUSTEES

Chair: Mr. Charles Harris; Vice Chair: Mr. Brian Martin; Secretary: Mrs. Guin Tyus; Board at Large Members: Ms. Michele Bland; Mr. Pete Carter; Mr. Brian Cartwright; Mr. Richard Dean; Ms. Sherri Gideon; Mrs. Amy Haga; Mr. Cameron Marone; Mr. Knight Miller; Reverend Dr. Perryn Rice; Ms. Jacqueline San Miguel-Lorenzo; Mr. Sam Suddarth; Reverend Don Tabor; Mr. Jay Thomas; and Mr. Matthew Whitten.

V. FINANCIALS

An investment in the Cumberland Presbyterian Children's Home is an investment in our community with the power to transform lives. In 2019, 81 cents of every dollar raised by Children's Home goes directly to support our residents, up from 76 cents in 2018. The Children's Home is sustained by denominational support from churches and groups, OOU, contributions from individuals and corporations, grants, estate gifts, investments, fees received from service revenue, and endowments. We strive go above and beyond the minimum standard of care to provide our residents with fulfilling lives. The following is the breakdown in revenue received in these key categories. Based on two years of audits, the breakdown of financial support is as follows:

Source of Support	2019	2018
Contributions & Grants	48%	43%
CPS Revenue	34%	37%
Revenue Generated from Program Services	3%	8%
Denominational Support	4%	4%
Income on Long-term Investments	5%	5%
Other Revenue	6%	3%

* The Children's Home also received negligible revenue from oil and gas royalties

The Children's Home is committed to good financial stewardship. We are deeply grateful to those legacy donors whose long-time support has sustained the Home.

VI. OUR PROGRAMS

A. CHILDREN'S RESIDENTIAL PROGRAMS

We are dedicated to helping youth in foster care heal from trauma, learn to build healthy relationships, and realize their potential. In addition to safe housing, clothing and nutritious meals, every resident receives case management, educational supports, full medical care, dental care, behavioral health care, individual counseling, group therapy, life skills programming, spiritual enrichment and a full array of supportive services. We serve children and youth between the ages of five and 18, with special focus on adolescents because statistically older children are more likely to be placed in foster care for longer periods of time.

Emergency Shelter Services (provided in Currie Long Cottage): Our shelter is often the first stop for youth who have been removed from their homes by Child Protective Services based on abuse or neglect allegations. Our focus is on crisis intervention, addressing basic needs and safety.

Adolescent Child Care Services (provided in Heard Cottage): This program focuses on the life skills and permanency planning research indicates is so important for older youth in foster care. Academic preparedness, first-job readiness and self-advocacy skills are important aspects of this program.

Treatment Services (provided in Cole Cottage): This program offers structure and support to teen girls with emotional disorders who have experienced severe trauma. In addition to extensive counseling, this program focuses on social skills and relationship building with the goal of helping residents develop stronger, more appropriate coping skills for the challenges they face.

B. FAMILY RESIDENTIAL PROGRAM

The Family Residential Program empowers single parents to move from vulnerability to self-sufficiency. The program provides low-cost transitional housing, case management, family counseling, financial coaching through United Way and education assistance through a local community college. We have four duplexes on campus that serve eight families Eligibility for the Family Residential Program requires participants be at or below 80% of the HUD income limits for their family size. Potential residents must have full custody of at least one child, be employed or in school full time, have access to transportation, be able to pass a criminal background check and drug test and be willing to fully participate in weekly case management, counseling and parenting classes. The average length of stay for single parent families is one year.

VII. OUR SUCCESSES

At Cumberland Presbyterian Children's Home our successes are found in lives transformed. It's measured in small milestones and monumental achievements. Sometimes it's not quantifiable until years after our residents have left our care.

Here are some statistics that underscore the scope of our impact:

Impact	2019	2018
Days of Care Provided	17,611	14,246
Counseling Sessions Provided	1569	993
Total Residents	97	104

We are also proud of the following achievements in 2019:

- We had a resident who was originally part of our treatment services program graduate from high school.
- We kept 19 sibling groups together, ensure they didn't have to be separated entering foster care
- We supported our families through the COVID-19 pandemic, helping most to find new, higher-paying jobs

Respectfully submitted,
Courtney Banatoski
President/CEO

ENTITY BUDGETS

FOR

2020-2021

GENERAL ASSEMBLY ENTITIES

I. OFFICE OF THE GENERAL ASSEMBLY

A. GENERAL ASSEMBLY OFFICE	Revised 2020	Proposed 2021
INCOME		
Our United Outreach	\$197,836	\$197,836
Endowments/Interest	20,000	20,000
Interest on Cash Funds Management	2,500	2,500
Sales of yearbook/digest	2,000	2,000
TOTAL INCOME	<u>\$222,336</u>	<u>\$222,336</u>
EXPENSE		
ECUMENICAL RELATIONS		
World Communion of Reformed Churches	\$ 6,000	\$ 6,000
CANAAC	2,000	2,000
Ecumenical Travel	1,000	1,000
Sub-Total	<u>\$ 9,000</u>	<u>\$ 9,000</u>
LIAISON WITH CHURCH		
General Assembly Meeting	\$ 10,000	\$ 10,000
Preliminary Minutes	5,000	5,000
GA Minutes/Mailing	500	500
Yearbook/Mailing	2,500	2,500
Travel/Moderator	8,500	8,500
Travel/Stated Clerk & Staff	8,500	8,500
Sub-Total	<u>\$ 35,000</u>	<u>\$ 35,000</u>
OFFICE		
Computer Supplies	\$ 2,000	\$ 2,000
Equipment/Supplies	2,500	2,500
Postage	2,000	2,000
Sub-Total	<u>\$ 6,500</u>	<u>\$ 6,500</u>
PERSONNEL		
Salaries/Housing	\$139,420	\$139,420
FICA (Asst to Stated Clerk)	4,300	4,300
Retirement	6,800	6,800
Health Insurance	30,000	30,000
Disability Insurance/Worker's Compensation	800	800
Sub-Total	<u>\$181,320</u>	<u>\$181,320</u>
STATED CLERK'S CONFERENCE/BOARD EXPENSE		
Legal Fees / Clerk's Conference	\$ 1,963	\$ 1,963
Corporate Board Expense	2,000	2,000
Sub-Total	<u>\$ 3,963</u>	<u>\$ 3,963</u>
TOTAL EXPENSE	<u>\$235,783</u>	<u>\$235,783</u>
From Reserves	\$ 13,447	\$ 13,447

B. GENERAL ASSEMBLY COMMISSIONS AND COMMITTEES

INCOME		
Contingency	\$ 12,365	\$ 12,365
Nominating Committee	4,155	4,155
Commission on Chaplains	14,356	14,356
Judiciary Committee	13,539	13,539
Theology and Social Concerns Committee	5,045	5,045
Our United Outreach Committee	92,044	92,044
TOTAL INCOME	<u>\$141,504</u>	<u>\$141,504</u>

	Revised 2020	Proposed 2021
EXPENSE		
Contingency	\$ 12,365	\$ 12,365
Nominating Committee	4,155	4,155
Commission on Chaplains	14,356	14,356
Judiciary Committee	13,539	13,539
Theology and Social Concerns Committee	5,045	5,045
Our United Outreach Committee	<u>92,044</u>	<u>92,044</u>
TOTAL EXPENSE	<u>\$141,504</u>	<u>\$141,504</u>

II. MINISTRY COUNCIL

INCOME		
Endowments	\$ 19,542	\$ 19,542
Grants	0	0
ILP Transfers		
MMT Budget Reserve Fund	508,659	552,413
MMT New Church Development	108,160	89,976
MC Admin Donations	24,700	25,900
DMT Contingency Fund	33,400	30,900
DMT Faith in 3D	1,030	1,030
DMT Faith Out Loud	609	609
DMT Revolving Publication Fund	3,500	3,500
DMT Young Adult Ministry	361	361
CMT The Cumberland Presbyterian	996	996
Contributions/Gifts		
DMT - General	1,250	1,500
Our United Outreach		
OUO Income	1,234,851	1,204,151
In lieu of Our United Outreach	6,720	6,700
Adult Ministry	5,000	5,000
Birthplace Shrine Chaplaincy	3,750	3,750
Children's Fest	9,900	9,900
Clergy Crisis	6,000	6,000
CP Magazine Subscriptions	30,000	30,000
Cumberland Presbyterians Resources	169,560	169,560
CPWM		
Convention	8,000	8,000
Convention Offering	250	250
General	3,000	3,000
Sales Merchandise	700	700
Girls and Young Women Council	8,000	8,000
CPYC	100,500	100,500
Discipleship Blueprints	2,400	700
Kaleo	3,500	3,500

	Revised 2020	Proposed 2021
Leader Development	\$ 5,492	\$ 5,492
Missionary Setup	0	0
Missionary Support	343,348	344,348
New Church Development (NCD) Subsidies	153,840	153,840
New Exploration Initiative - NCD	89,400	89,400
NPI: Children's CP Curriculum	1,000	1,000
Presbyterian Youth Triennium	5,000	5,000
Program Planning Calendar - Sales	920	920
Stir	1,500	1,500
The Symposium	6,000	8,000
Young Adult Ministry	14,750	12,950
Youth Evangelism Conference	2,500	2,500
Youth Workers Retreat	<u>4,500</u>	<u>4,500</u>
TOTAL INCOME	<u>\$2,916,588</u>	<u>\$2,909,888</u>
EXPENSES		
Ministry Council Administration Salaries		
Salaries	\$ 827,886	\$ 827,886
Clergy Housing Allowance	214,600	214,600
Health Insurance	153,408	153,408
Retirement	36,416	36,416
FICA	35,954	35,954
Tax Sheltered Annuity	9,510	9,510
Insurance/Disability	4,518	4,518
Ministry Council Administration General Expenses		
Annual Credit Card Fees	\$ 5,200	\$ 5,200
Computer Equipment	4,000	4,000
Computer Software	10,000	10,000
Educational Publications for Distribution	3,000	3,000
Employee Events	2,500	2,500
Employee Recognition	3,650	3,650
GA Mandated Project	0	1,500
Government Fees (annual reports)	40	40
Legal	2,000	2,000
MC Supplemental Report	4,000	4,000
P & C Insurance	16,263	16,263
Staff Resource Materials	1,997	1,997
Subscriptions/Membership	2,246	2,246
Telephone/Internet	3,276	3,276
Temporary Help	34,600	34,600
MC/Elected Team Member Recognition	550	550

	Revised 2020	Proposed 2021
Office Equipment	\$ 1,000	\$ 1,000
Office Supplies	12,000	12,000
Postage	1,800	1,800
Professional Development	8,500	8,500
Adult Ministry	5,000	5,000
Beth-El Farmworker	40,000	40,000
Birthplace Shrine Chaplaincy: Chaplain's Stipend	3,750	3,750
Children's Fest	9,900	9,900
Clergy Crisis Support: Distribution	6,000	6,000
Coalition of Appalachian Ministry	11,500	11,500
COM Training	0	5,000
Communications Ministry Team/AV Equipment	2,000	2,000
CP Magazine	54,033	54,033
Cumberland Presbyterian Resources	64,517	64,517
CPWM		
General	9,100	9,100
Sales Merchandise	2,000	2,000
Convention	11,950	11,950
Offering	250	250
CPYC	112,750	112,750
Cross-Culture Immigrant Leadership Training	6,000	8,000
Discipleship Blueprints	2,400	700
Ecumenical Stewardship Center	4,500	4,500
Encounter	43,948	43,948
Family Ministry	550	550
General Assembly	34,000	34,000
General Consultants	22,400	22,400
Global Church Task Force	15,000	15,000
Kaleo	3,500	3,500
Leadership Referral Services	10,180	10,180
Leader Development	5,492	5,492

	Revised 2020	Proposed 2021
Ministers Encouragement & Recognition	\$ 3,940	\$ 4,640
Missionary Messenger	59,480	59,480
Missionary Setup	0	0
Missionary Support	343,348	344,348
National Farm Worker	3,000	3,000
New Church Development (NCD) Subsidies	153,840	153,840
New Exploration Initiative	89,400	89,400
New Program Initiatives		
Children's Curriculum	1,000	1,000
CPWM Girls and Young Women Council	8,000	8,000
Presbyterian Youth Triennium	5,000	5,000
Presbyteries/Councils	183,236	143,236
Program Planning Calendar	5,150	5,150
Project Vida	8,500	8,500
Stir	5,000	5,000
Support Ministries	1,000	1,000
The Symposium	16,000	20,800
Training Mission Crisis Support	0	2,000
Travel (includes elected member travel)	127,810	132,810
Web Development/Maintenance	2,000	2,000
Young Adult Ministry	14,750	27,750
Youth Evangelism Conference	5,000	5,000
Youth Workers Retreat	4,500	4,500
TOTAL EXPENSES	<u>\$2,916,588</u>	<u>\$ 2,909,888</u>
Surplus/(Deficit)	\$ 0	\$ 0

III. BOARD OF STEWARDSHIP

INCOME

Contributions		
Contributions/Gifts	\$ 3,000	\$ 3,000
ILP Contributions	2,000	2,000
Endowment Contributions	20,000	20,000
Total Contributions	<u>25,000</u>	<u>25,000</u>
Our United Outreach	135,000	135,000
Investment Earnings		
Endowment Earnings	96,000	96,000
ILP Earnings	8,000	10,000
Endowment WF Income	19,400	10,000
Total Investment Earnings	<u>123,400</u>	<u>116,000</u>

	Revised 2020	Proposed 2021
Realized Gain/Loss - Endowment	10,558	15,000
Unrealized Gain/Loss - Endowment	<u>118,500</u>	<u>145,000</u>
Total Investment Gains/Losses	129,058	160,000
Service Fees		
Management Fees - Acct Coordinator	1,600	1,600
Management Fees	<u>60,000</u>	<u>61,000</u>
Total Service Fees	61,600	62,600
TOTAL INCOME	<u>\$474,058</u>	<u>\$ 488,600</u>
EXPENSE		
Salaries		
Salaries	\$ 210,500	\$ 215,400
Housing Allowance	<u>21,000</u>	<u>21,000</u>
Total Salaries	231,500	236,400
Benefits		
Health Insurance	70,500	70,500
Retirement	11,575	11,820
FICA	10,374	10,596
Insurance/Disability	<u>1,000</u>	<u>1,000</u>
Total Benefits	93,449	93,916
Events		
Conference/Events	500	600
Tax Guide for Ministers	<u>4,500</u>	<u>4,600</u>
Total Events	5,000	5,200
Board Expense		
Board/Agency Travel	13,000	15,000
Board/Agency Recognition	<u>200</u>	<u>300</u>
Total Board Expense	13,200	15,300
Resource Purchases		
Subscriptions	<u>100</u>	<u>500</u>
Total Resources Purchases	100	500
Contracted Services		
Legal	500	500
Audit	2,100	2,100
Temporary Help	<u>1,000</u>	<u>1,000</u>
Total Contracted Services	3,600	3,600
Insurance		
Insurance/Liability	<u>4,200</u>	<u>5,500</u>
	4,200	5,500
Professional Development		
Subscriptions & Membership	<u>449</u>	<u>500</u>
Total Professional Development	449	500
Payment/Subsidies		
ESC Stewardship Expense	3,500	3,500
ILP Withdrawal	2,500	6,000
Endowment Distribution	<u>101,000</u>	<u>100,000</u>
Total Payments/Subsidies	107,000	109,500
Equipment		
Office Equipment	800	1,100
Computer Equipment	2,000	2,400
Computer Maintenance	150	250
Computer Software	<u>500</u>	<u>500</u>
Total Equipment	3,450	4,250
Supplies		
Computer Supplies	500	700
Office Supplies	<u>3,000</u>	<u>4,000</u>
Total Supplies	3,500	4,700

	Revised 2020	Proposed 2021
Postage/Shipping		
Postage	1,486	1,634
Shipping	<u>325</u>	<u>300</u>
Total Postage/Shipping	1,811	1,934
Employee Recognition		
Employee Recognition	<u>1,200</u>	<u>1,200</u>
Total Employee Recognition	1,200	1,200
Travel		
Staff Travel	<u>4,500</u>	<u>5,000</u>
Total Travel	4,500	5,000
Miscellaneous		
Miscellaneous	<u>1,000</u>	<u>1,000</u>
Total Miscellaneous	1,000	1,000
Organization		
Organizational Expense	<u>100</u>	<u>100</u>
Total Organization	100	100
TOTAL EXPENSE	<u>\$474,058</u>	<u>\$ 488,600</u>

IV. HISTORICAL FOUNDATION

INCOME

Our United Outreach	\$ 70,000	\$ 70,000
Endowments	72,000	73,000
Gifts	<u>61,000</u>	<u>63,000</u>

TOTAL INCOME

\$ 203,000 **\$ 206,000**

EXPENSE

Salaries	\$ 85,743	\$ 87,887
FICA / Retirement	15,133	15,512
Insurance	10,000	11,000
Board Travel	12,000	12,000
Legal Fees	500	500
Continuing Education	500	500
Subscriptions/Memberships	4,000	4,000
Archival Equipment	2,000	4,000
Computer Supplies	500	500
Office Supplies	2,000	2,000
Postage	240	240
Acquisitions	20,000	18,000
Birthplace Shrine	13,000	13,500
Employee Recognition	600	600
Staff Travel	12,000	11,000
Denomination Day Project	10,000	10,000
Purchases for Resale	1,000	1,000
Temp Help	6,000	6,000
Property Insurance/Liability Insurance	4,000	4,000
Advertising/Promotion	<u>3,000</u>	<u>3,000</u>

TOTAL EXPENSE

\$ 202,216 **\$ 205,239**

Revised	Proposed
2020	2021

V. MEMPHIS THEOLOGICAL SEMINARY

REVENUE

Student Tuition Fees	\$1,950,725	\$ 1,862,030
Investment	315,000	380,000
Endowment Draw	200,000	228,508
Gifts and Grants	1,000,000	1,000,000
Other Revenues	255,863	256,704
TOTAL REVENUES	<u>\$3,721,588</u>	<u>\$ 3,727,242</u>

EXPENSES

Business Office	\$ 304,508	\$ 360,278
Dean's Office	109,933	118,972
Chapel	1,900	1,900
Educational Development Committee	10,000	10,000
Advancement Office	178,741	198,036
Doctor of Ministry	65,630	41,650
Facilities	492,032	507,394
Faculty	653,704	659,595
Financial Aid	51,078	1,758
Information Technology	183,040	183,794
Library	193,913	144,648
President's Office	250,589	261,015
Admissions	121,634	196,676
Registrar & Institutional Research	104,280	118,992
Housing	119,115	117,378
Student Services	76,802	80,409
Student Government	2,145	2,145
Scholarships	334,638	249,782
Program of Alternate Studies	130,475	134,310
Formation For Ministry	90,172	86,367
Methodist House of Studies	0	28,146
CP House of Studies	0	18,492
Depreciation	207,259	205,505
TOTAL EXPENSES	<u>\$3,721,588</u>	<u>\$3,727,242</u>
Increase (decrease) in net assets	(0)	(0)

Note: Does not include Lily Grant Expenses

Revised	Proposed
2020	2021

VI. SHARED SERVICES

REVENUE

Our United Outreach	\$ 346,967	345,375
TOTAL REVENUE\$	\$ 346,967	\$ 345,375

EXPENSES

Salaries	\$ 53,332	\$ 54,665
Health Insurance	31,659	19,200
Retirement	2,667	2,733
FICA	4,080	4,182
Accounting Coordinator	1,600	1,600
Audit	22,500	22,500
Payroll Service	7,400	8,500
Bank Charges	14,000	14,000
Technology System Consultants - EMS	18,000	18,000
Software Maintenance Agreement - Blackbaud	17,000	18,500
Building & Maintenance	45,845	45,845
Pest Control	840	900
Lawn & Ground Maintenance	18,500	18,500
Lawn Treatment	1,500	1,500
Utilities - Building 1	24,650	25,000
Utilities - Building 2	17,000	19,000
Janitorial Service	8,100	8,100
Security System Monitoring	1,200	1,200
Trash Collection	2,500	2,800
Telephone/Internet	10,000	11,000
Heating & AC Maintenance Agreement	12,000	12,000
Insurance/Liability	11,844	12,000
Office Equipment Maintenance	14,000	16,500
Computer Maintenance	500	500
Computer Software	2,500	2,500
Office Supplies	2,000	2,400
Postage	750	750
Employee Events	1,000	1,000
TOTAL EXPENSE	\$ 346,967	\$ 345,375
Surplus/Deficit	\$ 0	\$ 0

ENTITY BUDGETS

FOR

2021-2022

GENERAL ASSEMBLY ENTITIES

I. OFFICE OF THE GENERAL ASSEMBLY

A. GENERAL ASSEMBLY OFFICE	Revised 2021	Proposed 2022
INCOME		
Our United Outreach	\$197,836	\$189,836
Endowments/Interest	20,000	20,000
Interest on Cash Funds Management	2,500	2,500
Sales of yearbook/digest	2,000	2,000
TOTAL INCOME	<u>\$222,336</u>	<u>\$214,336</u>
EXPENSE		
ECUMENICAL RELATIONS		
World Communion of Reformed Churches	\$ 6,000	\$ 6,000
CANAAC	2,000	2,000
Ecumenical Travel	1,000	1,000
Sub-Total	<u>\$ 9,000</u>	<u>\$ 9,000</u>
LIAISON WITH CHURCH		
General Assembly Meeting	\$ 10,000	\$ 10,000
Preliminary Minutes	5,000	5,000
GA Minutes/Mailing	500	500
Yearbook/Mailing	2,500	2,500
Travel/Moderator	8,500	8,500
Travel/Stated Clerk & Staff	8,500	8,500
Sub-Total	<u>\$ 35,000</u>	<u>\$ 35,000</u>
OFFICE		
Computer Supplies	\$ 2,000	\$ 2,000
Equipment/Supplies	2,500	2,500
Postage	2,000	2,000
Sub-Total	<u>\$ 6,500</u>	<u>\$ 6,500</u>
PERSONNEL		
Salaries/Housing	\$139,420	\$139,420
FICA (Asst to Stated Clerk)	4,300	4,300
Retirement	6,800	6,800
Health Insurance	30,000	30,000
Disability Insurance/Worker's Compensation	800	800
Sub-Total	<u>\$181,320</u>	<u>\$181,320</u>
STATED CLERK'S CONFERENCE/BOARD EXPENSE		
Legal Fees / Clerk's Conference	\$ 1,963	\$ 1,963
Corporate Board Expense	2,000	2,000
Sub-Total	<u>\$ 3,963</u>	<u>\$ 3,963</u>
TOTAL EXPENSE	<u>\$235,783</u>	<u>\$235,783</u>
From Reserves	\$ 13,447	\$ 21,447

B. GENERAL ASSEMBLY COMMISSIONS AND COMMITTEES

INCOME		
Contingency	\$ 12,365	\$ 11,865
Nominating Committee	4,155	3,987
Commission on Chaplains	14,356	13,787
Judiciary Committee	13,539	13,004
Theology and Social Concerns Committee	5,045	4,841
Our United Outreach Committee	92,044	92,044
TOTAL INCOME	<u>\$141,504</u>	<u>\$139,528</u>

	Revised 2021	Proposed 2022
EXPENSE		
Contingency	\$ 12,365	\$ 11,865
Nominating Committee	4,155	3,987
Commission on Chaplains	14,356	13,787
Judiciary Committee	13,539	13,004
Theology and Social Concerns Committee	5,045	4,841
Our United Outreach Committee	<u>92,044</u>	<u>92,044</u>
TOTAL EXPENSE	<u>\$141,504</u>	<u>\$139,528</u>

II. MINISTRY COUNCIL

INCOME		
Endowments	\$ 19,542	\$ 19,542
Grants	0	0
ILP Transfers		
MMT Budget Reserve Fund	501,642	438,818
MMT New Church Development	87,920	120,180
MC Admin Donations	31,000	25,997
DMT Contingency Fund	35,600	27,500
DMT Faith in 3D	1,030	7,405
DMT Faith Out Loud	609	609
DMT Revolving Publication Fund	3,700	3,700
DMT Young Adult Ministry	361	6,200
CMT The Cumberland Presbyterian	996	0
Contributions/Gifts		
DMT - General	1,500	1,500
Our United Outreach		
OUO Income	1,206,276	1,164,946
In lieu of Our United Outreach	6,700	6,700
Adult Ministry	5,000	5,000
Birthplace Shrine Chaplaincy	3,750	3,750
Children & Family Ministries	10,900	9,900
Clergy Crisis	6,000	6,000
CP Magazine Subscriptions	30,000	30,000
Cumberland Presbyterians Resources	158,721	160,241
CPWM	31,300	34,350
CPYC	100,500	100,500
Discipleship Blueprints	700	700
Kaleo	3,500	3,500
Leader Development	5,492	5,492
Missionary Support	344,348	345,388

	Revised 2021	Proposed 2022
New Church Development (NCD) Subsidies/New Exploration Initiatives	299,440	300,220
Presbyterian Youth Triennium	5,000	5,000
Program Planning Calendar - Sales	5,700	5,700
Stir	1,500	1,500
The Symposium	8,000	8,000
Youth & Young Adult Ministry	<u>19,950</u>	<u>15,000</u>
TOTAL INCOME	<u>\$2,925,560</u>	<u>\$2,884,675</u>
EXPENSES		
Ministry Council Administration		
Salaries (16 full-time/ 2 part-time)	\$ 814,034	\$ 814,034
Clergy Housing Allowance	231,800	231,800
Health Insurance	151,476	156,076
Retirement	38,617	37,396
FICA	28,348	28,348
Tax Sheltered Annuity	9,594	10,844
Insurance/Disability	3,847	4,419
Ministry Council Administration General		
Annual Credit Card Fees	\$ 5,200	\$ 5,200
Computer Equipment	4,000	2,000
Computer Software	10,000	10,000
Employee Events	2,500	1,000
Employee Recognition(Christmas bonus for 18 people)	3,500	3,600
GA Mandated Project	1,500	1,500
Government Fees (annual reports)	40	40
Legal	2,000	2,000
MC/Elected Team Member Recognition	550	550
MC Supplemental Report	4,000	3,000
Office Equipment	1,000	1,000
Office Supplies	12,000	10,000
Property & Casualty (P&C) Insurance	19,338	19,338
Postage	1,800	1,800
Professional Development	24,000	30,425
Relocation	5,000	0
Rent Expense	840	840
Staff Resource Materials	1,997	1,997
Subscriptions/Memberships	2,246	2,300
Telephone/Internet	3,276	2,400
Temporary Help	40,600	12,600
Adult Ministry	5,000	5,000
Birthplace Shrine Chaplaincy: Chaplain's Stipend	5,000	5,000
Children & Family Ministries	11,450	11,450
Clergy Crisis Support: Distribution	6,000	26,000

	Revised 2021	Proposed 2022
COM Training	5,000	5,000
Communications Ministry Team/AV Equipment	2,000	2,004
CP Magazine	50,358	49,941
Cumberland Presbyterian Resources	64,717	66,237
CPWM	31,300	34,350
CPYC	112,750	112,750
Cross-Culture Immigrant Leadership Training	8,000	8,000
Discipleship Blueprints	700	700
Ecumenical Partnerships (Beth-El, CAM, NFWM, Project Vida)	63,000	63,000
Encounter	37,976	37,976
General Assembly	34,000	23,500
General Consultants	22,400	22,400
Global Church Task Force	15,000	0
Kaleo	3,500	3,500
Leadership Referral Services	10,180	10,180
Leader Development	5,492	5,492
Ministers Encouragement & Recognition	4,640	4,644
Missionary Messenger	59,480	52,768
Missionary Support	344,348	345,348
National Farm Worker	3,000	3,000
New Church Development (NCD) Subsidies/ New Exploration Initiatives	299,440	300,220
Presbyterian Youth Triennium	5,000	5,000
Presbyteries/Councils	87,920	97,780
Program Planning Calendar	5,700	5,700
Stir	5,000	5,000
Support Ministries	1,000	1,000
The Symposium	20,800	20,800
Training Mission Crisis Support	2,000	2,000
Travel (includes elected member travel)	127,810	115,190
Web Development/Maintenance	12,000	2,000

	Revised 2021	Proposed 2022
Youth & Young Adult Ministry	27,750	27,750
Youth Evangelism Conference	5,000	5,000
Youth Workers Retreat	<u>37,250</u>	<u>37,250</u>
TOTAL EXPENSES	<u>\$2,925,560</u>	<u>\$ 2,884,675</u>
Surplus/(Deficit)	\$ 0	\$ 0

III. BOARD OF STEWARDSHIP

INCOME

Contributions		
Contributions/Gifts	\$ 3,000	\$ 2,500
ILP Contributions	2,000	2,000
Endowment Contributions	<u>10,000</u>	<u>10,000</u>
Total Contributions	15,000	14,500
Our United Outreach	135,000	135,000
Investment Earnings		
Endowment Earnings	96,000	100,000
ILP Earnings	6,000	6,500
Endowment WF Income	<u>10,000</u>	<u>8,000</u>
Total Investment Earnings	112,000	116,000
Realized Gain/Loss - Endowment	15,000	15,000
Unrealized Gain/Loss - Endowment	<u>145,000</u>	<u>140,000</u>
Total Investment Gains/Losses	160,000	155,000
Service Fees		
Management Fees - Acct Coordinator	1,600	1,000
Management Fees	<u>66,000</u>	<u>66,000</u>
Total Service Fees	67,600	67,000
TOTAL INCOME	<u>\$489,600</u>	<u>\$ 486,000</u>

EXPENSE

Salaries		
Salaries	\$ 215,400	\$ 206,730
Housing Allowance	<u>21,000</u>	<u>21,000</u>
Total Salaries	236,400	227,730
Benefits		
Health Insurance	70,500	70,500
Retirement	11,820	10,337
FICA	10,596	8,142
Insurance/Disability	<u>1,000</u>	<u>1,000</u>
Total Benefits	93,916	89,979
Events		
Conference/Events	600	600
Tax Guide for Ministers	<u>4,200</u>	<u>4,400</u>
Total Events	4,800	5,000
Board Expense		
Board/Agency Travel	16,000	16,000
Board/Agency Recognition	<u>300</u>	<u>350</u>
Total Board Expense	16,300	16,350

	Revised 2021	Proposed 2022
Resource Purchases		
Subscriptions	500	500
Total Resources Purchases	500	500
Contracted Services		
Legal	500	700
Audit	2,000	2,000
Temporary Help	2,000	2,000
Total Contracted Services	4,500	4,700
Insurance		
Insurance/Liability	6,000	6,500
	6,000	6,500
Professional Development		
Subscriptions & Membership	500	600
Total Professional Development	500	600
Payment/Subsidies		
ESC Stewardship Expense	3,500	0
ILP Withdrawal	5,000	9,600
Endowment Distribution	100,000	103,000
Total Payments/Subsidies	108,500	112,600
Equipment		
Office Equipment	1,100	1,541
Computer Equipment	2,400	3,400
Computer Maintenance	250	500
Computer Software	500	750
Total Equipment	4,250	6,191
Supplies		
Computer Supplies	700	1,000
Office Supplies	4,000	4,500
Total Supplies	4,700	5,500
Postage/Shipping		
Postage	1,634	1,800
Shipping	300	900
Total Postage/Shipping	1,934	2,700
Employee Recognition		
Employee Recognition	1,200	1,400
Total Employee Recognition	1,200	1,400
Travel		
Staff Travel	5,000	5,000
Total Travel	5,000	5,000
Miscellaneous		
Miscellaneous	1,000	1,250
Total Miscellaneous	1,000	1,250
Organization		
Organizational Expense	100	100
Total Organization	100	100
TOTAL EXPENSE	<u>\$489,600</u>	<u>\$ 486,000</u>

Revised 2021	Proposed 2022
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IV. HISTORICAL FOUNDATION

INCOME

Our United Outreach	\$ 70,000	\$ 70,000
Endowments	73,000	73,000
Gifts	<u>63,000</u>	<u>63,000</u>

TOTAL INCOME

<u>\$ 206,000</u>	<u>\$ 206,000</u>
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EXPENSE

Salaries	\$ 87,887	\$ 87,887
FICA / Retirement	15,512	15,512
Insurance	11,000	11,000
Board Travel	12,000	12,000
Legal Fees	500	500
Continuing Education	500	500
Subscriptions/Memberships	4,000	4,000
Archival Equipment	4,000	4,000
Computer Supplies	500	500
Office Supplies	2,000	2,000
Postage	240	240
Acquisitions	18,000	18,000
Birthplace Shrine	13,500	13,500
Employee Recognition	600	600
Staff Travel	11,000	11,000
Denomination Day Project	10,000	10,000
Purchases for Resale	1,000	1,000
Temp Help	6,000	6,000
Property Insurance/Liability Insurance	4,000	4,000
Advertising/Promotion	<u>3,000</u>	<u>3,000</u>

TOTAL EXPENSE

<u>\$ 205,239</u>	<u>\$ 205,239</u>
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Revised 2021	Proposed 2022
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V. MEMPHIS THEOLOGICAL SEMINARY

REVENUE

Student Tuition Fees	\$1,862,030	\$ 1,962,290
Investment	380,000	350,000
Gifts	1,000,000	1,200,000
Other Revenues	256,704	232,700
TOTAL REVENUE\$	<u>\$3,727,242</u>	<u>\$ 3,744,990</u>

EXPENSES

Business Office	\$ 360,278	\$ 359,376
Dean's Office	118,972	127,312
Chapel	1,900	1,825
Community Engagement Committee	10,000	15,000
Advancement Office	198,036	210,119
Doctor of Ministry	41,650	66,426
Facilities	507,394	509,687
Faculty	659,595	726,474
Financial Aid	1,758	0
Information Technology	183,794	210,552
Library	144,648	156,053
President's Office	261,015	242,473
Enrollment Services	196,676	196,273
Registrar & Institutional Research	118,992	119,839
Housing	117,378	112,632
Student Services	80,409	80,857
Student Government	2,145	1,735
Scholarships	249,782	248,842
Program of Alternate Studies	134,310	134,799
Formation For Ministry	86,367	0
CP House of Studies	18,492	19,064
Depreciation	205,505	205,652
TOTAL EXPENSES	<u>\$3,727,242</u>	<u>\$3,744,990</u>
Increase (decrease) in net assets	(0)	(0)

Revised 2021	Proposed 2022
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VI. SHARED SERVICES

REVENUE

Our United Outreach	\$ 346,494	348,827
TOTAL REVENUES	\$ 346,494	\$ 348,827

EXPENSES

Salaries	\$ 56,305	\$ 57,712
Health Insurance	21,000	21,000
Retirement	2,815	2,886
FICA	4,307	4,434
Accounting Coordinator	1,600	1,600
Audit	22,500	22,500
Payroll Service	9,000	9,500
Bank Charges	10,000	10,500
Technology System Consultants - EMS	18,000	18,000
Software Maintenance Agreement - Blackbaud	19,500	20,000
Building & Maintenance	45,845	44,845
Pest Control	900	900
Lawn & Ground Maintenance	18,500	18,500
Lawn Treatment	1,500	1,500
Utilities - Building 1	25,000	25,000
Utilities - Building 2	19,000	19,000
Janitorial Service	7,872	8,100
Security System Monitoring	1,200	1,200
Trash Collection	2,800	2,800
Telephone/Internet	11,000	11,000
Heating & AC Maintenance Agreement	12,000	12,000
Insurance/Liability	12,000	12,000
Office Equipment Maintenance	16,500	16,500
Computer Maintenance	500	500
Computer Software	2,500	2,500
Office Supplies	2,400	2,400
Postage	750	750
Employee Recognition	200	200
Employee Events	1,000	1,000
TOTAL EXPENSE	\$ 346,494	\$ 348,827
Surplus/Deficit	\$ 0	\$ 0