

# 2010 PRELIMINARY MINUTES

## General Assembly Cumberland Presbyterian Church

### Vision of Ministry

Biblically-based and Christ-centered

born out of a specific sense of mission,

the Cumberland Presbyterian Church strives to be true to its heritage:

to be open to God's reforming spirit,

to work cooperatively with the larger Body of Christ,

and to nurture the connectional bonds that make us one.

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

### Priority Goals

- Recruit, educate and nurture clergy and laity for their specific ministries.
- Revitalize and equip congregations and presbyteries to fulfill the mission (vision) of the church.
- Establish new congregations.
- For the next 5 years focus on evangelism.

**ONE HUNDRED EIGHTYTH MEETING**

**DICKSON, TENNESSEE**

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**NEXT MEETING - SPRINGFIELD, MISSOURI**

**JUNE 20 - 24, 2011**

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## PROGRAM SCHEDULE

**Assembly Meetings:** Dickson Cumberland Presbyterian Church  
**Retiring Moderator:** Elder Sam Suddarth, Columbia Presbytery  
**Host:** Nashville Presbytery  
**Worship Director:** The Reverend C. William Jones, West Tennessee Presbytery  
**Music Director:** The Reverend Chris Warren, Nashville Presbytery  
**Pianist:**

### SUNDAY, JUNE 13, 2010

<u>Location</u>	<u>Time</u>	<u>Event</u>
Dickson CP Church 500 Highway 70 E Dickson, TN 37055	2:00 p.m.	Orientation for Commissioners and Youth Advisory Delegates (Packets may be picked up in the General Assembly Office before or after the orientation session.) Orientation for Committee Chairs (Robert Rush)
Dickson Middle School 401 E College Street Dickson, TN 37055	2:00 p.m.- 4:00 p.m. 6:00 p.m.	Setup displays in hallway  Joint Worship with CPCA: Dr. Stan Wood, preacher, Elk River Presbytery Elder Joy Wallace, liturgist, Brazos River Presbytery
(Following the worship service, the reception for Women in Ministry will be held in the cafeteria.)		

### FIRST DAY - MONDAY, JUNE 14, 2010

Dickson Middle School	8:30 a.m.	General Assembly Committees meet
	-12:00 p.m.	
	2:00 p.m.	Opening Worship The Retiring Moderator's sermon: Elder Sam Suddarth, preacher, Columbia Presbytery Worship Director: The Reverend C. William Jones, West Tennessee Presbytery
	3:00 p.m.	Break for Commissioners to move to Commissioners Section for business session
	3:15 p.m.	Welcome, Pastor Host, Local Officials Constitution of the General Assembly Adoption of the Agenda Report of the Credentials Committee Election of Moderator Election of Vice-Moderator Presentation by the Stated Clerk, Robert D. Rush Communications Election of Stated Clerk Presentation by the Seikyo Gakuen School Resolutions by commissioners Corrections to preliminary minutes Committee Appointments and Referrals Introduction of Board and Agency Representatives
	5:30 p.m.	Break for Dinner

### EVENING PROGRAM

Dickson CP Church	7:30 p.m.	Moderator's Reception honoring the Moderator and Vice-Moderator of the General Assembly, the Immediate Past Moderator, the President- Elect and the President of the Cumberland Presbyterian Women's Convention
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**SECOND DAY - TUESDAY, JUNE 15, 2010**

(Individual cars may be driven, but only cars with a handicap sticker will be permitted to park at the Shrine.)

Montgomery Bell	8:00 a.m.	Presbyterial displays setup
State Park	10:00 a.m.	Worship/Holy Communion - Dr. Jay Earheart-Brown, preacher, Nashville Presbytery, President, Memphis Theological Seminary
1020 Jackson Hill Road	11:30 a.m.	Box Lunches served (unless box lunch was reserved persons will have to eat at the lodge or at a restaurant in Dickson)
Burns, TN 37029	12:30 p.m.- 3:00 p.m.	Devotions in chapel, singing groups, crafts, games, displays Dedication of monument - The Reverend Geoff Knight Trinity Presbytery
Rotunda Room at the Renaissance Center 855 Highway 46 S Dickson, TN 37055	5:30 p.m.	Bethel College dinner/program

**EVENING PROGRAM**

Dickson Middle School	7:00 p.m.-	General Assembly Committee meetings
401 E College Street	9:00 p.m.	
Dickson, TN 37055		

**THIRD DAY - WEDNESDAY, JUNE 16, 2010**

Dickson Middle School	8:30 a.m.	Devotions in Committee Rooms General Assembly Committee Meetings
Renaissance Center	12:00 noon	Memphis Theological Seminary/Program of Alternate Studies Luncheon
855 Highway 46 S Dickson, TN 37055		
Dickson Middle School	5:00 p.m.	Conclusion of Committee Meetings Dinner Break

**EVENING PROGRAM**

Dickson Middle School	7:30 p.m.	Bethel University Renaissance will present a revised version of <i>"Light Along the Cumberland"</i> (a special offering will be received for Bethel University)
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**FOURTH DAY - THURSDAY, JUNE 17, 2010**

Dickson Middle School	8:30 a.m.	Devotional, Youth Advisory Delegate Jamie Sullivan Murfreesboro Presbytery
	9:00 a.m.	Presentation by the Commission on Chaplains (Paul Collins) Presentation by the Ministry Council (Rickey Page)
	9:30 a.m.	General Assembly Business
	12:00 noon	Lunch Break
	12:30 p.m.	Cumberland Presbyterian Women's Ministry Luncheon
	2:00 p.m.	General Assembly Business
	5:00 p.m.	Dinner Break Take Down Displays

**Evening Program**

Dickson Middle School	7:00 p.m.	General Assembly Business Closing Worship: The Reverend C. William Jones West Tennessee Presbytery
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(In the event that business is not concluded on Thursday,  
the closing worship will be at the conclusion of business  
on Friday morning.)

**COMMISSIONERS**  
**to the**  
**ONE HUNDRED EIGHTYTH GENERAL ASSEMBLY**

<b>PRESBYTERY</b>	<b>MINISTER</b>	<b>COMMITTEE</b>	<b>ELDER</b>	<b>COMMITTEE</b>
Andes (2).....			Teresa Ramirez.....	PP
Arkansas (2).....	Millie Ann Holley.....	CPCH/HF	B.A. DeWoody.....	HE
	Sarah Ann Jeffrey.....	TSC	James Strickland.....	S/E
Cauca Valley (2).....	Boyce Wallace.....	PP	Adriana Ordonez Ruiz.....	S/E
Choctaw (1).....	Nathan Scott.....	HE	Jimmie Scott.....	S/E
Columbia (2).....	Calvin Lunn.....	TSC	Sally Sain.....	PP
	Steve Nave.....	J	Sam Suddarth.....	CPCH/HF
Covenant (3).....	Dare Aden.....	J	Brenda Dodd.....	S/E
	Ray Board.....	TSC	Audaine Fennel.....	HE
	Gary Carlton.....	CPCH/HF	Marvin Hancock.....	PP
Cullman (1).....	Jimmy Peyton.....	J	Tommy Harris.....	PP
Cumberland (3).....	Kevin Brantley.....	S/E	Shirley Bratcher.....	CPCH/HF
	Don Bruington.....	J	Marcella Lucas.....	TSC
	Jim Butler.....	PP	Terrell Woosley.....	PP
Del Cristo (3).....	Harry Chapman.....	PP	Gary Barricklow.....	J
	Francisco Giron.....	S/E	Sue Devine.....	CPCH/HF
	Gerald Hagelin.....	PP	Ken Smith.....	HE
East Tennessee (3).....	Melissa Malinoski.....	PP	Rita Laymon.....	HE
	Alfonso Marquez.....	S/E	Velta Riley.....	CPCH/HF
	W Jean Richardson.....	TSC	Larry Weems.....	J
Grace (3).....	Sherrlyn Frost.....	S/E	Morgan Cade.....	J
	Tommy Johnson.....	CPCH/HF	Jessie Dunnaway.....	PP
	Jan Overton.....	HE	Norris Ray.....	TSC
Hong Kong (1).....				
Hope (1).....	Gary Carter.....	CPCH/HF	Jimmy Cassell.....	PP
Japan (1).....	Kenta Karasawa.....	PP	Hiroshi Yoshizaki.....	PP
Missouri (1).....	John Appling.....	TSC	Michael Fare.....	S/E
Murfreesboro (3).....	Mark Barron.....	PP	Jimmy McKinney.....	CPCH/HF
	Craig Martindale.....	S/E	Gregory Sides.....	J
	Kevin Medlin.....	HE	Richard Turner.....	TSC
Nashville (3).....	Ted Bane.....	J	Lisa Collins.....	S/E
	Dean Guye.....	CPCH/HF	Anthony Jenkins.....	HE
	Gregory Jones.....	TSC	Bobby Lee.....	CPCH/HF
North Central (2).....	J. B. Gates.....	S/E	Jerry Pataki.....	TSC
	David West.....	CPCH/HF	Steven Hughes.....	HE
Red River (3).....	James Gilbert.....	CPCH/HF	Rodney Chilton.....	S/E
	Leslie Johnson.....	HE	John Godwin.....	PP
	John Lindsay.....	TSC	Robert Rowe.....	J
Robert Donnell (1).....	Gary Tubb.....	PP	Rickey Dooley.....	HE
Tenn./Georgia (2).....	Jennifer Newell.....	J	Sylvia Hall.....	TSC
	Buhwan Yang.....	HE	Michael McCormick.....	PP
Trinity (2).....	Charles Smith.....	HE	Steve Martin.....	TSC
	Steve Turner.....	PP	Neil McDaniel.....	J
West Tennessee (5).....	R. Tony Janner.....	HE	Teresa Ferguson.....	J
	Mace Jett.....	PP	Dave Franklin.....	PP
	C. William Jones..... (worship director)		Mary Ann Jones.....	TSC
	David Lancaster.....	J	John Powell.....	CPCH/HF
	Jimmy Latimer.....	S/E	Edith Umbarger.....	HE

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

<b>PRESBYTERY</b>	<b>DELEGATE</b>	<b>COMMITTEE</b>
Arkansas.....	Ian Benz .....	TSC
.....	Hannah Jenkins .....	J
Choctaw		
Columbia.....	Aaron Clifton .....	S/E
.....	Daniel Peery.....	CPCH/HF
Covenant .....	Jenna Franklin.....	J
.....	Leanne Kerner.....	PP
Cullman		
Cumberland		
del Cristo.....	Jacque Anello .....	TSC
.....	Bethany Kesatie .....	PP
East Tennessee .....	Cody Brown.....	J
.....	Savannah Debney.....	TSC
Grace .....	Erin Swindle.....	HE
.....	Rebecca Wilkinson.....	J
Hope .....	Chris Cassel .....	HE
.....	Spencer Letsinger.....	S/E
Japan		
Missouri .....	Remington Davis .....	PP
Murfreesboro.....	Sarah Jo Dixon.....	CPCH/HF
.....	Jamie Sullivan.....	PP
Nashville .....	Emily Durham.....	HE
.....	Amber Swaw.....	CPCH/HF
North Central .....	Whitney Stinson.....	PP
.....	Kayla Williamson.....	S/E
Red River .....	Karis Chilton.....	CPCH/HF
.....	Jennifer Ciocan .....	S/E
Robert Donnell.....	Matthew Dillon .....	HE
Tennessee Georgia .....	Lindsey Hoph.....	CPCH/HF
Trinity .....	Eric Johnston.....	PP
West Tennessee .....	Laura Heflin .....	HE
.....	Ricky Kirby.....	TSC

**COMMITTEES ABBREVIATIONS AND MEETING ROOMS**  
**Dickson Middle School**

<b>ABBREV.</b>	<b>COMMITTEE</b>	<b>MEETING ROOM</b>
CPCH/HF .....	Children's Home/Historical Foundation	
HE .....	Higher Education	
J .....	Judiciary	
PP .....	Program Planning	
S/E .....	Stewardship/Elected Officers	
TSC .....	Theology/Social Concerns	

## COMMITTEE ASSIGNMENTS

### 1. CHILDREN'S HOME/HISTORICAL FOUNDATION

**Chair:** Rev. Gary Carlton

**Co-Chair:** Elder Sue Devine

**Ministers:** Gary Carter, James C. Gilbert, Dean Guye, Millie Ann Holley, Tommy Johnson, David West

**Elders:** Shirley Bratcher, Bobby Lee, Jimmy McKinney, John Powell, Velta Riley, Sam Suddarth

**Youth Advisory Delegates:** Karis Chilton, Sara Jo Dixon, Lindsey Hoph, Daniel Peery, Amber Swaw

### 2. HIGHER EDUCATION

**Chair:** Elder Ken Smith

**Co-Chair:** Rev. Jan Overton

**Ministers:** Tony Janner, Leslie Johnson, Kevin Medlin, Nathan Scott, Charles Smith, Buhwan Yang

**Elders:** B.A. DeWoody, Rickey Dooley, Audaine Fennell, Steven Hughes, Anthony Jenkins, Rita Laymon, Edith Umbarger

**Youth Advisory Delegates:** Chris Cassell, Matthew Dillon, Emily Durham, Lauren Heflin, Erin Swindle

### 3. JUDICIARY

**Chair:** Rev. Jennifer Newell

**Co-Chair:** Elder Larry Weems

**Ministers:** Dare Aden, Ted Bane, Don Bruington, David Lancaster, Steve Nave, Jimmy Peyton

**Elders:** Gary Barricklow, Morgan Cade, Teresa Ferguson, Neil McDaniel, Robert Rowe, Gregory Sides

**Youth Advisory Delegates:** Cody Brown, Jenna Franklin, Hannah Jenkins, Rebecca Wilkinson

### 4. PROGRAM PLANNING

This committee will be sub-divided as follows:

#### Committee A

**Chair:** Elder John Godwin

**Ministers:** Mark Barron, Gerald Hagelin, Kenta Karasawa, Steve Turner, Boyce Wallace

**Elders:** Jessie Dunnaway, Dave Franklin, Teresa Ramirez, Terrell Woosley, Hiroshi Yoshizaki

**Youth Advisory Delegates:** Eric Johnston, Bethany Kesatie, Whitney Stinson

#### Committee B

**Chair:** Rev. Melissa Malinoski

**Ministers:** Jim Butler, Harry Chapman, Mace Jett, Gary Tubb

**Elders:** Jimmie Cassell, Marvin Hancock, Tommy Harris, Michael McCormick, Sallie Sain

**Youth Advisory Delegates:** Remington Davis, Leanne Kerner, Jamie Sullivan

### 5. STEWARDSHIP/ELECTED OFFICERS

**Chair:** Rev. Kevin Brantley

**Co-Chair:** Elder Lisa Collins

**Ministers:** Sherlyn Frost, J.B. Gates, Francisco Giron, Jimmy Latimer, Alfonso Marquez, Craig Martindale

**Elders:** Rodney Chilton, Brenda Dodd, Michael Fare, Adriana Ordonez Ruiz, Jimmy Scott, James Strickland

**Youth Advisory Delegates:** Jennifer Ciocan, Aaron Clifton, Spencer Letsinger, Kayla Williamson

### 6. THEOLOGY/SOCIAL CONCERNS

**Chair:** Rev. Calvin Lunn

**Co-Chair:** Elder Sylvia Hall

**Ministers:** John Appling, Ray Board, Sarah Ann Jeffery, Gregory Jones, John Lindsay, W. Jean Richardson

**Elders:** Mary Ann Jones, Marcella Lucas, Steve Martin, Jerry Pataki, Norris Ray, Richard Turner

**Youth Advisory Delegates:** Jacque Anello, Ian Benz, Savannah Dabney, Ricky Kirby

### 7. CREDENTIALS:

**Chair:** John Appling

**Members:** Jimmy Cassell, Rita Laymon

**Youth Advisory Delegate:** Hannah Jenkins



## 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	Samuel McAdow	Young Ewing	3
	Dickson Co., TN			
1810, March 20	Ridge Meeting-House,	Samuel McAdow	Young Ewing	14
	Sumner Co., TN			
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	Robert Bell	James B. Porter	34
	Sumner Co. TN			

THE CUMBERLAND SYNOD, 1813-1828

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

THE GENERAL ASSEMBLY, 1829-

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

Date	Place	Moderator	Clerk	Members
1871, May 18	Nashville, TN	J. B. Logan	Milton Bird	173
1872, May 16	Evansville, IN	C. H. Bell	Milton Bird	182
1873, May 15	Huntsville, AL	J. W. Poindexter	John Frizzell	165
1874, May 21	Springfield, MO	T. C. Blake	John Frizzell	185
1875, May 20	Jefferson, TX	W. S. Campbell	John Frizzell	169
1876, May 18	Bowling Green, KY	J. M. Gill	John Frizzell	184
1877, May 17	Lincoln, IL	A. B. Miller	John Frizzell	171
1878, May 16	Lebanon, TN	D. E. Bushnell	John Frizzell	205
1879, May 15	Memphis, TN	J. S. Grider	John Frizzell	143
1880, May 20	Evansville, IN	A. Templeton	John Frizzell	194
1881, May 19	Austin, TX	W. J. Darby	John Frizzell	187
1882, May 18	Huntsville, AL	S. H. Buchanan	John Frizzell	188
1883, May 17	Nashville, TN	A. J. McGlumphy	T. C. Blake	204
1884, May 15	McKeesport, PA	John Frizzell	T. C. Blake	148
1885, May 21	Bentonville, AR	G. T. Stainback	T. C. Blake	185
1886, May 20	Sedalia, MO	E. B. Crisman	T. C. Blake	193
1887, May 19	Covington, OH	Nathan Green	T. C. Blake	187
1888, May 17	Waco, TX	W. H. Black	T. C. Blake	217
1889, May 16	Kansas City, MO	J. M. Hubbert	T. C. Blake	217
1890, May 15	Union City, TN	E. G. McLean	T. C. Blake	220
1891, May 21	Owensboro, KY	E. F. Beard	T. C. Blake	213
1892, May 19	Memphis, TN	W. T. Danley	T. C. Blake	229
1893, May 18	Little Rock, AR	W. S. Ferguson	T. C. Blake	226
1894, May 17	Eugene, OR	F. R. Earle	T. C. Blake	167
1895, May 16	Meridian, MS	M. B. DeWitt	T. C. Blake	208
1896, May 21	Birmingham, AL	A. W. Hawkins	J. M. Hubbert	200
1897, May 20	Chicago, IL	H. S. Williams	J. M. Hubbert	224
1898, May 19	Marshall, MO	H. H. Norman	J. M. Hubbert	221
1899, May 18	Denver, CO	J. M. Halsell	J. M. Hubbert	181
1900, May 17	Chattanooga, TN	H. C. Bird	J. M. Hubbert	230
1901, May 16	West Point, MS	E. E. Morris	J. M. Hubbert	226
1902, May 15	Springfield, MO	S. M. Templeton	J. M. Hubbert	255
1903, May 21	Nashville, TN	R. M. Tinnon	J. M. Hubbert	247
1904, May 19	Dallas, TX	W. E. Settle	J. M. Hubbert	251
1905, May 18	Fresno, CA	J. B. Hail	J. M. Hubbert	249
1906, May 17	Decatur, IL	Ira Landrith	J. M. Hubbert	279
1906, May 24	Decatur, IL	J. L. Hudgins	T. H. Padgett	106
1907, May 17	Dickson, TN	A. N. Eshman	J. L. Goodknight	140
1908, May 21	Corsicana, TX	F. H. Prendergast	J. L. Goodknight	136
1909, May 20	Bentonville, AR	J. T. Barbee	J. L. Goodknight	142
1910, May 19	Dickson, TN	J. H. Fussell	J. L. Goodknight	144
1911, May 18	Evansville, IN	J. W. Duvall	J. L. Goodknight	109
1912, May 16	Warrensburg, MO	J. D. Lewis	J. L. Goodknight	119
1913, May 15	Bowling Green, KY	J. H. Milholland	J. L. Goodknight	112
1914, May 21	Wagoner, OK	F. A. Brown	J. L. Goodknight	105
1915, May 20	Memphis, TN	William Clark	D. W. Fooks	116
1916, May 18	Birmingham, AL	J. L. Price	D. W. Fooks	125
1917, May 17	Lincoln, IL	F. A. Seagle	D. W. Fooks	102
1918, May 16	Dallas, TX	C. H. Walton	D. W. Fooks	117
1919, May 15	Fayetteville, AR	J. H. Zwingle	D. W. Fooks	101
1920, May 15	McKenzie, TN	J. E. Cortner	D. W. Fooks	123
1921, May 19	Greenfield, MO	Judge John B. Tally	D. W. Fooks	108
1922, May 18	Greeneville, TN	Hugh S. McCord	D. W. Fooks	102
1923, May 17	Fairfield, IL	P. F. Johnson, D. D.	D. W. Fooks	105
1924, May 15	Austin, TX	D. M. McNulty	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	
<b>Members</b>				
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

## BYLAWS

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

### ARTICLE 1-RELIGIOUS CORPORATION

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

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

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

### ARTICLE 2-TERMINOLOGY

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

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

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

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

### ARTICLE 3-OFFICES

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

### ARTICLE 4-COMMISSIONERS

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

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

**4.02 Selection of Commissioners: Number and Qualifications.** Commissioners shall be selected by the presbyteries. A presbytery shall be entitled to send one minister and one elder for each 1,250, or fraction thereof, active members (including ordained clergy) in the presbytery. Each elder selected as a

Commissioner must be serving as a member of a session at the time of the General Assembly at which he or she will serve. A Commissioner shall continue to serve until no longer qualified or until his or her successor is selected and qualified. The clerk of each presbytery shall certify the presbytery's duly elected commissioners, youth advisory delegates, and alternates to the Stated Clerk in a manner provided by the Stated Clerk.

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

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

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

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

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

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

## ARTICLE 5-BOARD OF DIRECTORS

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

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

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

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

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

**5.06 Meetings.** The Board of Directors shall meet annually or more often at such time and place



as it may set. Special meetings may be called by or at the request of the Stated Clerk or any three directors at any place, either within or outside the state of Tennessee.

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

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

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

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

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

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

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

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

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

## ARTICLE 6-WAIVER OF NOTICE

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

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

## ARTICLE 7-MODERATOR AND VICE-MODERATOR

**7.01 Nomination and Election.** At the beginning of each annual meeting the General Assembly shall elect a Commissioner to serve as Moderator until the next annual meeting. Nominations for Moderator shall come from the floor. One nominating speech, not to exceed ten minutes, shall be permitted on behalf of each nominee. If there is more than one nominee, the election shall be conducted by written ballot. A committee appointed and supervised by the Stated Clerk shall receive the ballots, count them, and certify

the election. If no nominee receives a majority of the votes cast, a run-off election shall be conducted. Only those leading nominees who together received a majority of the votes cast on the preceding ballot shall be included in the run-off election.

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

**7.03 Duties and Privileges of Office.**

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

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

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

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

## ARTICLE 8-STATED CLERK

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

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

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

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

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

02. Maintain records of the corporation and respond to requests for official records of General Assembly actions and interpretations of its actions.
03. Represent the Church when an official of the General Assembly is needed.
04. Represent the Cumberland Presbyterian Church in establishing and maintaining relations with other Churches, particularly those of the Presbyterian and Reformed tradition, and in addressing common concerns.
05. Sign all documents on behalf of the corporation or the Cumberland Presbyterian Church.
06. Represent the corporation or the Church in litigation or other legal matters affecting the Cumberland Presbyterian Church, including the selection and employment of legal counsel.
07. Make suitable arrangements for General Assembly meetings, including researching possible meeting sites, contracting for facilities, and arranging space for committee meetings and sessions of the General Assembly;
08. Provide for printing and other communication needs of the General Assembly while in session.
09. Call meetings of the Place of Meeting Committee and the Program Committee.
10. Prepare and distribute an information form to be completed by Commissioners for the Moderator's use in making committee appointments.
11. Advise the Moderator in the appointment of committees.
12. In consultation with the Moderator, refer all matters to come before the next General Assembly; and provide copies of all such referrals to the Commissioners and advisory delegates before the General Assembly convenes.
13. Prepare and distribute preliminary minutes and an agenda for General Assembly meetings which shall provide time for the consideration of any appropriate business, including memorials from a judicatory or denominational entity delivered to the Stated Clerk in writing by April 30.
14. Supervise the recording and publication of minutes and a summary of actions taken by each General Assembly.
15. Make copies of General Assembly minutes available to ordained ministers, licentiates, candidates, commissioners, clerks of sessions, members of denominational entities, schools of the Church, synod, and presbytery clerks, to the Stated Clerk's exchanges and other interested persons in order to encourage lower judicatories and persons in the Church to implement the actions of the General Assembly.
16. File the minutes of each General Assembly with the Historical Foundation as a permanent record.
17. Maintain and update annually the Digest of the General Assembly actions.
18. Represent the Church at large on the Ministry Council.
19. Provide support services for the Moderator and all denominational entities.
20. Receive and make any appropriate response to communications to the Cumberland Presbyterian Church or General Assembly.
21. Maintain a name and address file on congregations, session clerks, pastors, and other leadership of congregations with statistical information about congregations, presbyteries, and synods.
22. Solicit, receive, publish, and disseminate annual reports from churches.
23. Review reports by denominational entities and assist them in complying with correct reporting and budgeting procedures and in avoiding duplication of work.
24. Hold, report annually, and distribute as authorized by the General Assembly or the Ministry Council the Contingency Fund and all other General Assembly Funds not entrusted to the care of a denominational entity.
25. Call the Judiciary Committee into session or by other means secure the advice of the committee on appropriate matters.
26. Communicate with presbyteries and synods on behalf of the General Assembly and attend their meetings from time to time.
27. Provide training for presbytery and synod clerks and orientations for General Assembly commissioners.
28. Generally perform duties as are prescribed in the Constitution or directed by the General Assembly.



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

## ARTICLE 9-OTHER OFFICERS

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

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

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

## ARTICLE 10-ORGANIZATION AND RELATIONSHIPS

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

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

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

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

### 10.03 Resignation or Removal.

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

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

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

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

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

**10.08 Ministry Council.**

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

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

## ARTICLE 11-COMMITTEES

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

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

**11.03 Committee on Nominations.**

01. The committee shall consist of ten (10) persons elected by the corporation in such a manner that, immediately following any election, the committee shall have at least one

minister and one lay person from synod. It is preferred but not required that no two members shall be from the same presbytery.

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

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

**11.05 Judiciary Committee.**

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

**11.06 Our United Outreach Committee.**

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

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

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

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

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

## ARTICLE 12-INDEMNIFICATION

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

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

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

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

## ARTICLE 13-TRUSTEE FOR THE CORPORATION

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

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

## ARTICLE 14-PARLIAMENTARY AUTHORITY

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

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



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

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

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

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

## ARTICLE 15-REPORTS AND AUDITS

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

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

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

**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>
Alexander, Don Charles .....	East Tennessee .....	76 .....	12/20/09
Atchison, Dean.....	Covenant .....		06/26/09
Bartholomew, Harold .....	Arkansas .....	86 .....	10/23/09
Bates, Robert Harold.....	Columbia.....		12/17/09
Brown, Rosalie.....	North Central .....	91 .....	06/05/09
Cannon, Chester .....	Covenant .....	75 .....	02/02/09
Dickerson, Andrew Mizel, Jr. ....	Murfreesboro.....		03/23/09
Hicks, William D. ....	West Tennessee .....	69 .....	09/15/09
Hyden, Lee.....	Hope .....	84 .....	11/26/09
Johnson, David.....	Trinity .....		01/01/09
Leslie, Randall .....	West Tennessee .....	45 .....	04/05/09
Marsiglio, Roger J.....	Covenant .....	79 .....	07/06/09
Milam, Robert.....	Cumberland.....		06/24/09
Mims, Howell (Gay).....	Grace .....		11/19/09
Snipes, William Horace .....	Murfreesboro.....	94 .....	09/20/09
Wallace, Charles.....	Red River .....	76 .....	10/18/09
Wright, Joyce .....	Tennessee-Georgia .....		06/10/09

## LIVING GENERAL ASSEMBLY MODERATORS

2007—REV. FRANK WARD, 8207 Traditional Place, Cordova, TN 38016  
2006—REV. DONALD HUBBARD, 2128 Campbell Station Road, Knoxville, TN 37932  
2005—REV. LINDA H. GLENN, 619 N. 24<sup>th</sup> Avenue, Humboldt, TN 38343  
2004—REV. EDWARD G. SIMS, 2161 N. Meadows Drive, Clarksville, TN 37043  
2003—REV. CHARLES MCCASKEY, 679 Canter Lane, Cookeville, TN 38501  
2002—REV. BERT OWEN, 7906 Manner Pointe Drive, Louisville, KY 40220  
2001—REV. RANDOLPH JACOB, 610 W. Adams Street, Broken Bow, OK 74728  
1999—ELDER GWENDOLYN G. RODDY, 3728 Wittenham Drive, Knoxville, TN 37921  
1998—REV. MASA HARU ASAYAMA, 3-15-9 Higashi, Kunitachi-shi, Tokyo, JAPAN  
1996—REV. MERLYN A. ALEXANDER, 80 N. Hampton Lane, Jackson, TN 38305  
1995—REV. CLINTON O. BUCK, 4986 Warwick, Memphis, TN 38117  
1993—REV. ROBERT M. SHELTON, 7128 Lakehurst Avenue, Dallas, TX 75230  
1992—REV. JOHN DAVID HALL, 109 Oddo Lane SE, Huntsville, AL 35802  
1990—REV. THOMAS D. CAMPBELL, 4032 Graham Oaks Court, Memphis, TN 38122  
1989—REV. WILLIAM RUSTENHAVEN, Jr., 703 W. Burleson, Marshall, TX 75670  
1988—ELDER BEVERLY ST. JOHN, 806 Evansdale Drive, Nashville, TN 37220  
1987—ELDER WILBUR S. WOOD, Box 122, Palestine, AR 72372  
1985—REV. VIRGIL H. TODD, 3095 Glengarry Road, Memphis, TN 38128  
1982—REV. WILLIAM A. RAWLINS, 3100 Cook Lane, Longview, TX 75604  
1981—REV. W. JEAN RICHARDSON, 7533 Lancashire, Powell, TN 37849  
1980—REV. ROBERT L. HULL, Rt 2, 100 Timberlake Drive, McKenzie, TN 38201  
1979—REV. JAMES C. GILBERT, 3720 West Biddison, Ft. Worth, TX 76109  
1978—REV. JOSE FAJARDO, 101 Vanderbilt, Waxahachie, TX 75165  
1975—REV. ROY E. BLAKEBURN, 111 Park Place, Greeneville, TN 37743  
1969—REV. J. DAVID HESTER, 1212 Woodbury Court, Knoxville, TN 37922-6000  
1968—REV. LOYCE S. ESTES, c/o Marshall Manor West, 207 W Merritt Street, Marshall, TX 75670

### ***IN MEMORY OF:***

Moderator of the 164th General Assembly

**REV. DONALD C. ALEXANDER**

Died December 20, 2009

## **GENERAL ASSEMBLY OFFICERS**

**MODERATOR**  
**ELDER SAM SUDDARTH**  
**206 HA LE KOA COURT**  
**SMYRNA, TN 37167**  
**(615) 459-7931 (Home)**  
**(615) 584-8568 (Cell)**  
**samsuddarthjr@bellsouth.net**

**VICE MODERATOR**  
**THE REVEREND CLIFF HUDSON**  
**4782 WAVERLY COURT**  
**OOLETEWAH, TN 37363**  
**(423) 238-6333**  
**gchudson3@gmail.com**

**STATED CLERK AND TREASURER**  
**THE REVEREND ROBERT D. RUSH, D.MIN.**  
**8207 Traditional Place**  
**Cordova, TN 38016**  
**(901)276-4572**  
**FAX (901)272-3913**  
**rdr@cumberland.org**

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

## **THE BOARD OF DIRECTORS OF THE GENERAL ASSEMBLY CORPORATION**

### **(Members whose terms expire in 2010)**

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

(1)MR. JAMES R. FRAZIER, PO Box 492, Lawrenceburg, TN 38464

### **(Members whose terms expire in 2011)**

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

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

### **(Members whose terms expire in 2012)**

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

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



## MINISTRY COUNCIL

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

### (Members whose terms expire in 2010)

- (1)MS. JILL CARR, PO Box 1547, Lebanon, MO 65536
- (1)MS. ELIZABETH HORSLEY, 1200 Imperial Drive, Denton, TX 76201
- (1)REV. RICHARD HUGHES, PO Box 777, Huntsville, AL 35804
- (1)MS. GWEN RODDY, 3728 Wittenham Drive, Knoxville, TN 37921
- (1)REV. SAM ROMINES, PO Box 127, Lewisburg, KY 42256

### (Members whose terms expire in 2011)

- (1)MS. KAREN BREEDING, 1907 Susan Drive, Murfreesboro, TN 37129
- (1)MS. MANDY CLARK, 192 Williams Place, Columbus, MS 39702
- (2)REV. IWA O SATOH, 201 4-4-10 Higashihara Zamashi, Kanagawa-ken, 228-0004 JAPAN
- (2)MR. ROY SHANKS, 3997 N 100th Street, Casey, IL 62420
- (2)MR. LEO WHINERY, PO Box 838, Noble, OK 73068 (resigned)

### (Members whose terms expire in 2012)

- (2)REV. HILLMAN MOORE, PO Box 44, Lovelaceville, KY 42060 (resigned)
- (2)REV. RICKEY PAGE, 6845 Old Charlotte Pike, Nashville, TN 37209
- (1)MS. TONI PROSSER, 1021 Old State Route 76, Henry, TN 38231
- (2)REV. CARLTON HARPER, 8764 Cody Dan Court, Ooltewah, TN 37363
- (2)REV. WAYNE WOOD, HC 61, Box 600, Calico Rock, AR 72519 (resigned)

### ADVISORY MEMBERS:

- MR. BILLY BLACK, 7849 Sandywood Lane, Bartlett, TN 38133
- REV. JONATHAN CLARK, 88 Woodcrest Drive, Winchester, TN 37398
- MS. COREY FAULKNER, 123 Raccoon Trace, Huntsville, AL 35806
- DR. ROBERT D. RUSH, 8207 Traditional Place, Cordova, TN 38016
- MS. EMMA SHOAF, 169 Duffey Drive, Medina, TN 38355
- MR. SAM SUDDARTH, 206 Ha Le Koa Court, Smyrna, TN 37167

## COMMUNICATIONS MINISTRY TEAM

(Successor to the Cumberland Presbyterian Board.)

### (Members whose terms expire in 2010)

- (1)MS. DANA BRANTLEY, 729 Old Hodgenville Road, Greensburg, KY 42743
- (1)MS. JEAN GARRETT, 24290 Highway 22, McKenzie, TN 38201

### (Members whose terms expire in 2011)

- (2)MR. JOSEPH J. MALLOY, JR., 7866 East Lee Highway, Loudon, TN 37774 (resigned)

### (Members whose terms expire in 2012)

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

## DISCIPLESHIP MINISTRY TEAM

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

### (Members whose terms expire in 2010)

- (1)REV. MINDY ACTON, 1413 Oak Ridge Drive, Birmingham, AL 35242

- (2)REV. TOM MARTIN, 1017 Rivermont Place, Chattanooga, TN 37415  
(2)REV. VERNON SANSOM, JR., 7810 Shiloh Road, Midlothian, TX 76065  
**(Members whose terms expire in 2011)**  
(2)MR. REESE BAKER, 1175 Rowland Cemetery Road, Fredonia, KY 42411  
(1)MS. SAMANTHA HASSELL, 504 N Main Street, Sturgis, KY 42459  
(3)REV. SANDRA SHEPHERD, 38844 US Highway 72, Stevenson, AL 35772  
**(Members whose terms expire in 2012)**  
(1)MS. JOANNA D. BELLIS, 17246 Highway K, Aurora, MO 65605  
(3)REV. JEFFREY A. GEHLE, PO Box 182, Burleson, TX 76097  
(3)REV. KIP RUSH, 513 Meadowlark Lane, Brentwood, TN 37027

### **MISSIONS MINISTRY TEAM**

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

#### **(Members whose terms expire in 2010)**

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

#### **(Members whose terms expire in 2011)**

- (1)REV. JIMMY BYRD, 718 Vanview, Lebanon, TN 37087  
(3)REV. STEVE DELASHMIT, 811 Campbell Lane, Bowling Green, KY 42104  
(1)REV. MILTON ORTIZ, 817 Radiance Drive, Cordova, TN 38018 (resigned)  
(3)REV. JEFFERSON SLEDGE, 241 Long Bow Road, Knoxville, TN 37934  
(2)MRS. BEVERLY STOTT, 200 East Main Street, Dresden, TN 38225

#### **(Members whose terms expire in 2012)**

- (3)REV. R. TONY JANNER, 16835 Highland Drive, McKenzie, TN 38201  
(3)MRS. ATHALA JARAMILLO, 6248 SW 14th Street, West Miami, FL 331442  
(3)MRS. ROBIN McCASKEY-HUGHES, 1205 Olde Bridge Road, Edmond, OK 73034  
(1)MS. MARGIE VANDERLAAN, 5221 Old Mill Cove, Pelham, AL 35124  
(3)MRS. GAYE WOOD, HC 61 Box 600, Calico Rock, AR 72519 (resigned)

## **II. PASTORAL DEVELOPMENT MINISTRY TEAM**

**(Successor to the Commission on the Ministry.)**

#### **(Members whose terms expire in 2010)**

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

#### **(Members whose terms expire in 2011)**

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

#### **(Members whose terms expire in 2012)**

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

## GENERAL ASSEMBLY BOARD OF:

### I. TRUSTEES OF BETHEL UNIVERSITY

#### (Members whose terms expire in 2010)

- (1)MS. NANCY BEAN, 3510 Clubhouse Drive, Somerset, KY 42503
- (1)REV. LARRY A. BLAKEBURN, 230 Heathridge Drive, Dyersburg, TN 38024
- (3)MR. ROY COOPER, 2910 Clinton, Longview, TX 75604
- (1)MR. LAWRENCE (LADD) DANIEL, 13023 Taylorcrest, Houston, TX 77079
- (2)DR. JAMES (JIMMY) M. LATIMER, 7621 Richmond Road, Memphis, TN 38125
- (2)+MR. CLARENCE NORMAN, 145 Jones Street, Huntingdon, TN 38344
- (3)MR. STEVE PERRYMAN, 2606 N Skyview Lane, PO Box 1499, Ozark, MO 65721
- (2)\*MR. DWIGHT REASONS, 256 State Route 152 W, Humboldt, TN 38343
- (3)+REV. PERRY RICE, 537 Edgerowe Court, Cookeville, TN 38506
- (1)MR. BEN T. SURBER, 1145 Hico Road, McKenzie, TN 38201

#### (Members whose terms expire in 2011)

- (2)\*DR. PAUL COWELL, c/o Whitestone Country Inn, 1200 Pain Rock Road, Kingston, TN 37763
- (2)REV. LINDA H. GLENN, 619 N 24th Avenue, Humboldt, TN 38343
- (1)\*MR. LYNN HOLTON, c/o Holton Electric, 279 Walnut Avenue, McKenzie, TN 38201
- (2)\*DR. RAY MORRIS, 8830 Huntcliff Trace, Atlanta, GA 30350
- (1)MR. BOBBY OWEN, 1625 Cabot Drive, Franklin, TN 37064
- (1)REV. ROBERT (BOB) D. TRUITT, 1238 Old East Side Road, Burns, TN 37029

#### (Members whose terms expire in 2012)

- (2)\*MR. MICHAEL CARY, 181 Angel Cove, Huntingdon, TN 38344
- (3)MR. BILL DOBBINS, 5716 Quest Ridge Road, Franklin, TN 37064
- (1)MR. CHARLES GARRETT, 107 Willow Green Drive, Jackson, TN 38305
- (2)\*MS. CHARLENE P. JONES, 137 Moore Avenue West, McKenzie, TN 38201
- (1)REV. EUGENE LESLIE, 4541 Old Medina Road, Medina, TN 38355

### II. TRUSTEES OF CUMBERLAND PRESBYTERIAN CHILDREN'S HOME

#### (Members whose terms expire in 2010)

- (1)\*MR. RICHARD BROWN, 2724 Steamboat Circle, Arlington, TX 76006
- (3)MR. RICHARD DEAN, 2410 Cove Circle, Hokes Bluff, AL 35903
- (1)REV. ALFONSO MARQUEZ, 389 Bethel Drive, Lenoir City, TN 37772
- (1)MR. MICKEY SHELL, 2143 Griderfield-Ladd Road, Pine Bluff, AR 71601
- (2)+MS. JOY WALLACE, 541 Glen Arbor, Dallas, TX 75241

#### (Members whose terms expire in 2011)

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

#### (Members whose terms expire in 2012)

- (1)\*MS. KAY GOODMAN, 1042 Bobcat Road, Sanger, TX 76266
- (2)MS. PAT HUFF, 249 Rancho Drive, Saginaw, TX 76179
- (1)REV. MELISSA KNIGHT, 9799 Savoy Way, Live Oak, CA 95953
- (2)MS. RUBY LETSON, 2921 Alexander, Florence, AL 35633
- (2)\*MR. DARRELL THOMPSON, 1485 Augusta Drive, Ada, OK 74820 (resigned)

### III. TRUSTEES OF HISTORICAL FOUNDATION

#### (Members whose terms expire in 2010)

- (1)+MS. VANESSA BARNHILL, 819 King Street, Sturgis, KY 42459
- (1)MS. PAMELA DAVIS, 5111 County Road 7545, Lubbock, TX 79424
- (2)REV. CLIFF HUDSON, 4782 Waverly Court, Ooltewah, TN 37363
- (1)+MS. NAOMI KING, 3850 Millsfield Highway, Dyersburg, TN 38024
- (1)MS. SIDNEY MILTON, 287 Golden Acres Loop, Calvert City, KY 42029

#### (Members whose terms expire in 2011)

- (3)MS. GWEN McREYNOLDS, 425 Henderson Road, Jackson, TN 38305

#### (Members whose terms expire in 2012)

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

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

#### (Members whose terms expire in 2010)

- (2)\*DR. CARMICHAEL CRUTCHFIELD, 7 Goldmyth Cove, Jackson, TN 38305
- (3)MR. CHESTER DICKSON, 24 West Rivercrest, Houston, TX 77042
- (1)\*MR. HARVEY G. FERGUSON, 630 Gaines Road, Hernando, MS 38682
- (1)\*MR. DAN HATZENBUEHLER, 1544 Carr Avenue, Memphis, TN 38104
- (2)\*REV. EMILY MATHENY, 1509 Granville Lane, Memphis, TN 38104
- (1)MR. TIM ORR, 1591 Laura Lane, Dyersburg, TN 38024
- (3)DR. REBECCA SALISBURY, 1023 Twin Oaks Drive, Murfreesboro, TN 37130
- (1)\*MRS. K.C. WARREN, 215 Buena Vista Place, Memphis, TN 38112

#### (Members whose terms expire in 2011)

- (2)\*REV. D. TOM BELL Jr., PO Box 4286, Huntsville, AL 35815
- (2)MR. MARK DAVIS, 2511 Horsham Drive, Germantown, TN 38139 (resigned)
- (2)\*REV. AMY HOWE, 69 East Cherry Drive, Memphis, TN 38117
- (3)MR. WILLIAM NELMS, 2936 Teraway Drive, Murfreesboro, TN 37130 (resigned)
- (1)REV. ROBERT M. SHELTON, 7128 Lakehurst Avenue, Dallas, TX 75230
- (1)\*DR. JOE WARD, 2620 Rabbit Lane, Madison, AL 35758
- (1)\*MS. RUBY WHARTON, 1183 E Parkway South, Memphis, TN 38114
- (3)MRS. MARIANNA WILLIAMS, 947 Troy Avenue, Dyersburg, TN 38024

#### (Members whose terms expire in 2012)

- (2)\*DR. DAVID BOYLE, 4750 St Elmo Street, Memphis, TN 38128
- (2)REV. JODY HILL, 4030 St Andrew Circle, Corinth, MS 38834
- (2)MS. JAN HOLMES, 5209 87<sup>th</sup> Street, Lubbock, TX 79424
- (1)MR. MARK MADDUX, 225 Oak Drive, Dresden, TN 38225
- (2)REV. J. CRAIG MARTINDALE, 2913 Pellas Place, Murfreesboro, TN 37127
- (1)MS. MEREDITH SCHROEDER, PO Box 3009, Paducah, KY 42002 (resigned)
- (1)MR. TAKAYOSHI SHIRAI, 25 Minami Kibogaoka Asahi-ku, Yokohama, Kanagawa-ken 241-0824 JAPAN
- (3)\*DR. RANDOLPH MEADE WALKER, 2062 Jamie Drive, Memphis, TN 38116

### V. STEWARDSHIP, FOUNDATION AND BENEFITS

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

**(Members whose terms expire in 2010)**

- (3)MR. AL DAVIS, 646 Fernbrook Lane, Marshall, TX 75672
- (1)MR. CHARLES G. FLOYD, 1617 Championship Drive, Franklin, TN 37064
- (1)REV. THERESA MARTIN, 1017 Rivermont Place, Chattanooga, TN 37415
- (2)REV. MICHAEL WILKINSON, 3515 Highway 14, Millbrook, AL 36054

**(Members whose terms expire in 2011)**

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

**(Members whose terms expire in 2012)**

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

## **GENERAL ASSEMBLY COMMISSIONS:**

### **I. CHAPLAINS AND MILITARY PERSONNEL**

- (2) Term Expires in 2010—REV. PAUL COLLINS, 915 Warms Sands SE, Albuquerque, NM 87123
- (3) Term Expires in 2011—REV. CHARLES MCCASKEY, 565 E. Tenth Street, Cookeville, TN 38501
- (1) Term Expires in 2012--REV. LOWELL RODDY, 2583 Hedgerow Lane, Clarksville, TN 37043

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 2010)**

- (3)REV. GEOFF KNIGHT, 2119 Avalon Place, Houston, TX 77019
- (1)REV. SHERRY LADD, 4521 Turkey Creek Road, Williamsport, TN 38487
- (1)MS. FELICIA WALKUP, 179 Mary Anne Lane, Manchester, TN 37355

**(Members whose terms expire in 2011)**

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

**(Members whose terms expire in 2012)**

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



## 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 2010)

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

### (Members whose terms expire in 2011)

- (1)MS. ELIZABETH ADEN, 404 Yates Street, Mt Vernon, TX 75457
- (1)MR. BUDDY HARRIS, 507 Louisiana Avenue, Stevenson, AL 35772
- (1)REV. AARON MCMILLAN, 8600 Academy NE, Albuquerque, NM 87111
- (1)REV. RICH SHUGERT, PO Box 67, Trilla, IL 62469

### (Members whose terms expire in 2012)

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

## IV. OUR UNITED OUTREACH COMMITTEE

### (Members whose terms expire in 2010)

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

### (Members whose terms expire in 2011)

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

### (Members whose terms expire in 2012)

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

## V. PLACE OF MEETING

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

## THE REPORT OF THE MODERATOR

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Music has played an important part in my life and ministry, so I borrow a line from one of my favorites, 'it took a miracle' to elect me to be Moderator of the 179th General Assembly. The other candidates were qualified and able to be moderator. I want to thank Robert Rush and Elizabeth Vaughn for their help in making the year run smoothly, and keeping me aware of the important dates and places that call upon the moderator's time. I thank all of those who I called the 'conspirators' to get me elected. I tried my best to fulfill my promise to give you all my time and efforts. I apologize to those people and churches that I was unable to meet with due to time and distance. The moderator's job is one that is both fulfilling and at the same time there is the feeling of regret at not being able to visit everyone in the church. There just isn't enough time. If one person visited 2 churches every Sunday, it would take 7 years just to visit them all.

My message to churches has been 'Ordinary People'. God chooses the most ordinary of people to do His work. I believe that we all have jobs to do for God. Another of my messages has been 'Why are we here?' I tried to get us to look at the spiritual calling on our lives. We are not here just to fill a pew, when we feel like it, we are not called to give a token of our time, talents, and money. We are called in Ephesians 4 to use every thing for the purpose of unity in the body of Christ, so that in our unity we can serve others. The Cumberland Presbyterian Denomination can do mighty things if we all do our part.

I have visited thriving churches, and struggling ones. Isn't that the way of life? Ever since the failure in the garden, life has been a struggle. So.....we must accept that part and deal with it. We have a much larger picture in front of us: reaching the lost for Christ!!!! Oh my! What do we do now??? God has already told us. 'Have you not heard? Do you not know? What do these stones mean?' Matthew 6:33 says, 'Seek first the Kingdom of God and His righteousness, and He will take care of the rest.'

We may think of ourselves as incapable of doing anything for God. You may think that it is enough to come to church and give of your money. God didn't call you to sit in a pew! He didn't call you to hire a pastor to do all the work! He has work for us all. Some of you are teachers, prophets, evangelists, missionaries. Some of you may only have the gift of 'helps'.

1 Corinthians 12:28 contains that gift, 'those able to help others'. You may think you don't have much if anything to give to the Lord. The widow with only 2 mites (less than a penny) didn't have much to give, but the testimony that she gave has been told for 2,000 years.

In closing, I was (at least in my mind) the least likely candidate to be elected your Moderator. I still don't completely understand why. I gave it my best shot. There is a song 'Ordinary People' that inspired my message this year.

Just Ordinary people, God uses ordinary people  
He chooses people just like me and you  
who are willing to do as He commands

God uses people that will give Him all  
No matter how small your all may seem to you  
Because little becomes much as you place it in the Master's hand

Our churches will be stronger if each member does their part, our presbyteries will be stronger if each church does it's part. The Synods can do more if the presbyteries do their part. There are no limits to what the Cumberland Presbyterian Denomination can do if we 'give our all' to the high calling of God which is in Jesus Christ our Lord and Savior.

### RECOMMENDATION 1: Go and make disciples.

YIC (yours in Christ)  
Moderator Sam Suddarth, Jr.

## THE REPORT OF THE STATED CLERK

### I. THE OFFICE OF THE STATED CLERK

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

The Stated Clerk, who serves as President and Treasurer of the General Assembly Corporation, maintains the records of the General Assembly and provides the official interpretation of the actions of the General Assembly. The Stated Clerk must sign all contracts on behalf of the Corporation. In the event there is litigation affecting the Church, the Stated Clerk represents the Corporation and hires legal counsel.

The Stated Clerk makes suitable arrangements for meetings of the General Assembly and the Convention of Cumberland Presbyterian Women's Ministry. The Stated Clerk researches possible meeting sites, contracts for facilities, works with the hotel to assure that there are adequate meeting spaces for all events. Providing for printing and communication needs, prior to and during the annual meeting, as well as throughout the year is an important function of the Stated Clerk. It is important that the yearbook, preliminary minutes, and the minutes are prepared accurately. When the General Assembly gives an interpretation or advisory opinion of Constitutional issues, the Stated Clerk must update the Digest.

The Stated Clerk is the official representative of the Church in many ecumenical meetings. Encouraging and cultivating ecumenical involvement with other denominations, especially those of the Reformed Faith, is a great opportunity.

Although the Office of the General Assembly is not a program agency, the Stated Clerk must be able to share information about any Church program. The Stated Clerk provides support services for the Moderator and all denominational entities. The Stated Clerk reviews all reports by denominational entities and offers assistance in complying with correct reporting and budgeting procedures to avoid duplication of work.

Presbyterial and Synodical Stated Clerks are provided annual training at the Stated Clerk's Conference. Commissioners and Youth Advisory Delegates to General Assembly are encouraged to participate in an orientation session prior to the meeting of the General Assembly. Manuals for session clerks, and Stated Clerks of presbyteries and synods are updated periodically and provided to persons holding those positions.

When Constitutional Amendments are before presbyteries, the Stated Clerk receives the vote of the presbyteries and reports to the subsequent General Assembly that the amendment(s) are adopted or not adopted. When Constitutional Amendments are adopted, the Stated Clerk must update the Confession of Faith and provide for a new printing of the Confession of Faith.

The Stated Clerk is grateful to the Church for calling him to serve in this position for the past eleven years. The Stated Clerk is indebted to the Cumberland Presbyterian Church for entrusting to him many opportunities for ministry for more than fifty years. The Stated Clerk appreciates the support of the Church for the Office and for the person who holds this position.

### II. STAFF

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

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

### III. TWO HUNDRETH ANNIVERSARY

The Cumberland Presbyterian Church is celebrating its 200th birthday, which is a call to renewal. In the early history of the Church, the forefathers were enthusiastically proclaiming the Good News to lost persons. As a result the Church grew rapidly and expanded with the western frontier. In the 20th and 21st



centuries, the Church expends a lot of energy in trying to keep members involved, and this may result in less attention to the uncommitted.

The theme of the 2010 General Assembly is “What Do These Stones Mean?”, using Joshua 4 as the scriptural basis. When the people of Israel crossed the Jordan River, one person from each tribe, was selected to select a stone from the river bed of the Jordan, and to carry the stones to the other side in order to erect an altar. The stones served as a memorial to God’s providence in the past, the present and His challenge to the people for the future. We rejoice in the grace of God which brought the Church into being, His leadership through the years, and challenges the Church to respond to the leadership of the Holy Spirit for the future.

On February 4, 2010, the Senate of the State of Tennessee adopted a resolution to honor the Bicentennial Celebration of the founding of the Cumberland Presbyterian Denomination in Dickson County. The House of Representatives also adopted the Resolution on February 8. The Resolution reads as follows:

WHEREAS, it is fitting that this General Assembly should pause in its deliberations to join with its citizens in celebrating joyous and historic occasions; and

WHEREAS, the faithful members of the Cumberland Presbyterian Denomination are celebrating the bicentennial anniversary of its founding; and

WHEREAS, the Cumberland Presbyterian Church was founded to meet the tremendous need of religious teaching and guidance to an ever-expanding population in the western frontier of the newly established United States of America; and

WHEREAS, the first synod meeting of the Cumberland Presbyterian Church was held at the Old Beech Meeting House in 1813 in Sumner County; and

WHEREAS, Cumberland College (now Cumberland University) was established in Princeton, Kentucky, in 1826, and was one of the first institutions of higher education in the United States to enroll both men and women; Miss Ann Harpending was enrolled in the first class; and

WHEREAS, the first General Assembly of the Cumberland Presbyterian Denomination was held in 1829 in Princeton, Kentucky; and

WHEREAS, Bethel College (now Bethel University) was established in 1842 in McMoresville; and

WHEREAS, slavery, although fiercely debated, was decried as an institution by the Cumberland Presbyterian General Assembly, the Cumberland Presbyterian Church was one of the few national denominations that did not divide along political lines; and

WHEREAS, in 1889, Ms. Louisa Woosley, a Cumberland Presbyterian, became the first woman ordained in the Presbyterian and Reformed tradition; and

WHEREAS, the first Cumberland Presbyterian Center opened in Memphis in 1951 to house the various agencies of the denomination; and

WHEREAS, the 1984 revision of the Cumberland Presbyterian Confession of Faith was one of the first inclusive confessional documents in the Reformed tradition; and

WHEREAS, the new Cumberland Presbyterian Center moved to the Memphis suburb of Cordova in 2008; and

WHEREAS, the Cumberland Presbyterian Denomination has over 78,000 members in over 700 churches located in many states throughout the United States, as well as Colombia, South America, Hong Kong, and Japan; and

WHEREAS, the Cumberland Presbyterian Church currently has twenty-three missionaries in seventeen countries; and

WHEREAS, the Cumberland Presbyterian Church is one of the truly home-grown institutions of the great State of Tennessee, and it is most appropriate that the members of this legislative body should honor this historic religious institution and its members as they commemorate this significant milestone in their historic existence; now, therefore,

BE IT RESOLVED BY THE SENATE OF THE ONE HUNDRED SIXTH GENERAL ASSEMBLY OF THE STATE OF TENNESSEE, THE HOUSE OF REPRESENTATIVES CONCURRING, that we hereby honor and congratulate the members of the Cumberland Presbyterian Church upon the denomination’s celebration of the Church’s bicentennial and extend to them our best wishes for continued success, growth and prosperity in their outstanding services to our fellow Tennesseans and the entire world.

Signed by Mark Norris, Senate Majority Leader, Ron Ramsay, Speaker of the Senate; Kent Williams, Speaker of the House of Representatives and Governor Phil Bredesen.

#### IV. ECUMENICAL RELATIOSHIPS

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

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

The World Alliance of Reformed Churches and the Reformed Ecumenical Council will be merged into the World Communion of Reformed Churches, June 18-28. The World Communion of Reformed Churches will represent approximately eighty million members of two hundred thirty Denominations from one hundred seven countries, including Reformed, Congregationalists, Presbyterian and United Churches. Ms. Laurie Sharpe and Dr. Robert D. Rush will represent the denomination at the uniting council. Ms. Katie Sharpe will attend the Reformed Youth Forum preceding the Uniting Council.

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

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#### V. DECISION OF THE 177TH GENERAL ASSEMBLY

The 177th General Assembly adopted a no nepotism policy in regard to future hiring practices in the Denominational Center. Nepotism is defined as "Nuclear family members of existing Denominational employees." This policy can be over ridden by three fourths vote of the Ministry Council and no current staff will be terminated for this reason. (Minutes, page 415) Although the Ministry Council can make decisions for its own staff, it cannot make choices for other agencies housed at the Center. A "no nepotism policy" is not effective if it can be over ridden by any agency.

**RECOMMENDATION 1: That the 180th General Assembly rescind the action of the 177th General Assembly which allows the Ministry Council to over ride the "No nepotism policy" by a three fourths vote.**

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#### VI. AMENDMENT ON PROPERTY

In 2009 the Cumberland Presbyterian Church in America amended the Constitution to adopt the same statements on property used by the Cumberland Presbyterian Church. Prior to 2009, the two denominations had different statements on property. The Joint Committee on Amendments prepared the amendment for the Cumberland Presbyterian Church in America. Section 3.30 reads, "This section is declaratory of principles to which the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America and their antecedent church bodies have adhered from the inception of the Presbyterian form of church government. Sections 3.32, 3.33 and 3.34 need to be amended to add Cumberland Presbyterian Church in America in several portions.

**RECOMMENDATION 2: That this item be referred to the Permanent Committee on Judiciary and the Joint Committee on Amendments to prepare the proper Constitutional Amendments to present to the 181st General Assembly of the Cumberland Presbyterian Church.**

#### VII. THE CORPORATE BOARD

The 177th General Assembly directed that the agencies at the Cumberland Presbyterian Center upgrade the computer system. In order to fulfill this directive the Corporate Board approved borrowing up to \$150,000 from the Board of Stewardship, Foundation and Benefits to pay for the new system. In the budget for the operation of the Center, \$50,000 is included for technology upgrades and a company to maintain the system. \$18,000 will pay for the services of the maintenance company, thus leaving \$32,000 to pay for the note on the computer system.

The Board approved a quit claim deed to the Trustees of West Tennessee Presbytery for the Cumberland Presbyterian Church in Trimble, Tennessee. In 1890 the Trimble Church was deeded to the Board of Directors of the General Assembly. Although the General Assembly has not had a Board of Directors for a long period of time, the corporate board is the successor. The city of Trimble was replacing all sidewalks, and needed an easement from the Cumberland Presbyterian Church to complete the project. Constitutionally a particular church belongs to the presbytery, thus a quit claim deed had to be prepared to deed the property to West Tennessee Presbytery. When the Trustees of West Tennessee Presbytery owned the property, they could grant the easement to the city of Trimble.

The Board established travel reimbursement policies for the board, and all committees, commissions, task forces under the Office of the General Assembly. For many years, entities housed at the Center reimbursed board/entity members on the basis of the annual business mileage rate established annually by the Internal Revenue Service. In 2010 the Internal Revenue Service mileage rate is fifty (50) cents per mile. Persons serving on board/entities should be reimbursed for travel, however, a reduction in the rate could save the Church a large amount of money. The Board determined to pay thirty-five (35) cents per mile which is the rate paid by the Ministry Council and the Historical Foundation. If gas prices escalate, the Board will revisit the reimbursement rate on mileage. The Board concurs with a recommendation from the Center Interagency Team, which consists of the four executives housed at the center, "that when it is possible persons traveling for the Church are encouraged to rent a vehicle. If a person opts to drive his/her personal car, he/she will be reimbursed at the rental rate of a car plus gas. Persons who must fly to meetings will be reimbursed for coach fare, and parking tolls. While attending meetings, motels and meals are furnished. Each entity will continue to reimburse its members for motels/meals enroute.

In the event that the search committee for a new Stated Clerk does not have a nominee to present to the General Assembly, the Board will name an interim Stated Clerk effective the date the current Stated Clerk retires. The current Stated Clerk will stay in office through December 31, in the event that a Stated Clerk is not elected in June or one has been elected, but cannot assume the office until January. If the General Assembly passes a proposed amendment to the Bylaws, and a Stated Clerk is not elected in June, the Corporate Board will assume the responsibility of seeking a potential nominee to present to the 181st General Assembly.

To conform to the Internal Revenue Service regulations, the Board approved changing the housing allowance for the Stated Clerk.

The State of Tennessee granted a tax exemption for the Center property retroactive to July of 2008. The city of Memphis and Shelby County have refunded the majority of the taxes paid in 2008 and 2009.

The Board has the responsibility of reviewing the budget for the Office of the General Assembly, thus the proposed budgets for 2010 and 2011 were approved.

As of April 30, the indebtedness is:

- New Buildings
- Maintenance debt on Union Avenue
- Touch the Future
- Organizational Task Force

The budget for the operation of the Center includes \$54,000 to pay on the maintenance debt for the Union Avenue Property. \$168,493 per year is being paid on the Touch the Future Debt, which will be paid at the end of 2011. Various individuals, congregations, and presbyteries continue to make contributions on the building debt enabling the Office of the General Assembly to make monthly payments, although a definite amount is not currently designated for note payment. The Church is to be commended for the response in giving to the new buildings, and is encouraged to continue to give liberally to pay off the buildings this year. No payments have been made on the Organizational Task Force Debt, however, regular payments will be made beginning in 2012. All monies are borrowed from the Board of Stewardship, Foundation and Benefits instead of commercial lenders.

## VIII. MINUTES OF THE GENERAL ASSEMBLY

The 179th General Assembly voted to make the minutes available on a CD, which resulted in a cost saving of over \$6,000 over printing minutes and mailing them to persons requesting them. The Stated Clerk is aware that not all persons desiring minutes may have access to a computer and that it will take longer to find information on a disc than in a printed copy. It is permissible to download and print a copy from the website. The resource center printed a few copies of the 2009 minutes. The resource center would be willing to continue this practice. For information contact Matt Gore, [mhg@cumberland.org](mailto:mhg@cumberland.org).

## J

## IX. COMMITTEES AT GENERAL ASSEMBLY

The General Assembly has renamed committees many different times. In spite of the titles, it is often difficult to determine where to refer some reports. With the reorganization, it was envisioned that the Program Planning Committee would receive only the Ministry Council report which would include the reports of all the ministry teams. The Bylaw 11.01 states that the General Assembly will have the following committees: Children's Home/Historical Foundation, Higher Education, Judiciary, Program Planning, Stewardship/Elected Officers, and Theology/Social Concerns. However, it is always the prerogative of the General Assembly to amend the Bylaws and create new committees. In creating new committees, it is important that a committee have enough to do to justify its existence. It is equally important to be aware of the logistical problems in that the General Assembly and Convention of Cumberland Presbyterian Women's Ministry will use every available space in the majority of hotels. If the General Assembly could afford to meet in a convention center, space would not be a consideration.

This year the program planning committee will be divided with one half of the committee considering the sections of the Ministry Council Report containing the reports of the Missions and Pastoral Leadership Development Ministry teams, and the Report of the Commission on Chaplains. One half of the Program Planning Committee will consider the balance of the Ministry Council Report which will include the reports of the Ministry Council, the Communication and Discipleship Ministry Teams. The committee may opt to present one report or two reports to the General Assembly. Although there is only one program board, perhaps a permanent division of the workload for committees might prove to be a better division of labor. The term Program Planning Committee could be deleted, and rename the committees according to the division this year.

**RECOMMENDATION 3: That Bylaw 11.01 be amended by deleting the words Program Planning Committee and inserting Chaplains/Missions/Pastoral Development Committee and Ministry Council/Communication/Discipleship Committee.**

## X. 2010 PLANNING COMMITTEE

The 176th General Assembly named the following persons to be the planning committee for the 180th General Assembly: Edna Barnett, Army Daniel, Jr., Walter Smith, Theodore Wallace, and Pat Ward from the Cumberland Presbyterian Church in America, and Sandra Boaz, Eugene Leslie, Rosemary Magrill, Lita Swindle, and Dwayne Tyus, from the Cumberland Presbyterian Church, and the stated clerks of the assemblies as co-chairs. The Archivist of the Historical Foundation was named to be a resource person. Pat Ward resigned for health reasons and was replaced by Vanessa Edmonds. Rosemary Magrill and Dwayne Tyus resigned; Tommy Jobe was added to the committee. Nashville Presbytery added Don Tabor, chair of the host committee, Robert Truitt, Pastor Host, Lewis Wynn, and Chris Warren, director of music for the 180th General Assembly. Although the committee had only two meetings per year, the various members had many tasks to complete between meetings. The General Assembly is indebted to these persons, as well as several unnamed people who have spent many hours, for planning the 200th anniversary of the Denomination.

## XI. STATISTICAL INFORMATION

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

In 2010 sixty-five (65) congregations failed to report, thus statistics are inaccurate. The statistics for



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

## XII. CONTINGENCY FUND

### Summary of 2009 Activity

**Balance Forward 1/1/09** **\$ 16,612.28**

Income:

Our United Outreach	\$11,737.31	
Interest	<u>887.11</u>	
		<u>12,624.42</u>
		\$29,236.70

Expenditures:

General Assembly Office - 2010 Planning Committee	\$ 199.50
General Assembly Office - 2010 Planning Committee	1,389.79
General Assembly Office - Catechism	400.00
General Assembly Office - 2010 Planning Committee	175.49
General Assembly Office - 2010 Planning Committee	<u>2,986.12</u>
	\$ 24,085.80

**Balance 12/31/09** **\*\*\$ 24,085.80**

<u>**Restricted</u>	\$ 4,281.16	In Priority Goals Programming \$9,000 was designated for the Pastoral Development Ministry Team. (Beg. Bal. \$9,000 less \$4,718.84 spent to do workshops for presbyterial committees on ministry.)
	4,455.44	Catechism Revision Committee (Approved 6/99 - \$4,500 less \$882.93 spent in 2000, and \$699.90 spent in 2002, and \$691.18 spent in 2003, and \$370.55 spent in 2004. An additional \$7,500 was approved in 2003. In 2007, \$4,500 was put back in the general fund. The current balance was designated by the 178th General Assembly to print the Catechism in the various languages represented in the church. Less \$400 spent in 2009.)
	1,000.00	Pastoral Development Ministry Team (Approved 1/03 - Beg. Bal. \$15,000 less \$9,866.53 used for Ordination Task Force. The Commission requests that only \$1,000 be kept in reserve.)
	<u>2,792.45</u>	2010 Program Planning Committee (Approved 6/06 - Beg. Bal. \$20,000 less \$1,638.79, \$714.14 spent in 2006, \$6,323.12 spent in 2007, \$3,780.60 spent in 2008 and \$4,750.90 spent in 2009.)
	<b>\$12,529.05</b>	

**\*\*Unrestricted: 11,556.75 12/31/09**

**\$24,085.80**

The Our United Outreach Committee failed to designate an amount for the contingency fund in 2011. The Stated Clerk designated \$2,316 from the apportionment for the committees/commissions under the Office of the Stated Clerk. In previous years a much larger amount was allocated to the contingency fund. Amounts actually received by any entity or fund depends upon the amount of Our United Outreach received each year.

**RECOMMENDATION 3: That the United Outreach Committee seek to allocate annually to the Contingency Fund a minimum of one half of one percent (.5) of the total Our United Outreach allocation.**

Respectfully submitted,  
Robert D. Rush, Stated Clerk

## THE REPORT NUMBER ONE OF THE MINISTRY COUNCIL

To the 180th General Assembly of the Cumberland Presbyterian Church in session in Dickson, Tennessee, June 13-18, 2010.

In February, Stated Clerk Robert Rush shared his plans to retire by the end of 2010. It is the responsibility of the Ministry Council to present the nominee for Stated Clerk to General Assembly in June, 2010. Chair Gwen Roddye named a Search Committee consisting of one Council member from each synod: Richard Hughes, convener, Toni Prosser, Roy Shanks, Elizabeth Horsley, and Rickey Page.

The Ministry Council voted to submit the name of Reverend Michael G. Sharpe in nomination for the position of Stated Clerk of the General Assembly following the retirement of Stated Clerk Robert D. Rush.

As you will learn from the biographical information included in the Commissioner's Packet and previously distributed to the Church via technology, Reverend Michael G. Sharpe has a wealth of strong leadership and denominational, global, and ecumenical experience. The Ministry Council is unanimous in our support of Reverend Michael G. Sharpe for the position of Stated Clerk of the General Assembly.

Respectfully Submitted,  
Gwen Roddye, Chairperson  
Jill Carr, First Vice-Chairperson  
Carlton Harper, Second Vice-Chairperson  
Elizabeth G. Horsley, Secretary  
Edith M. Gholson, Director of Ministries/Treasurer

## THE REPORT NUMBER TWO OF THE MINISTRY COUNCIL

To the 180<sup>th</sup> General Assembly of the Cumberland Presbyterian Church in session in Dickson, TN, June 13-18, 2010.

PP -  
B

### I. MINISTRY COUNCIL

Edith M. Gholson, Director of Ministries

#### A. INTRODUCTION

Since reporting to the 179<sup>th</sup> General Assembly, the Ministry Council has been actively engaged in further developing a “one team approach” to programming within the areas of ministry. Collaborations between and among Ministry Teams, leadership development for non-staff members and the first retreat to include the Ministry Council and all four teams have advanced the effectiveness of the “one team approach.” Recognizing the need for improved communications with the larger Church, the Ministry Council has taken steps toward that goal; these include a broader scope of responsibilities for the Communications Team and Pastoral Development Ministry Team to include more robust electronic media and new opportunities for two-way communication. The Ministry Council opted to use conference call technology as a means of cost saving for its August 2009 meeting. The Ministry Council adopted a unified image to reflect the work of the Council and Teams that will identify resources and communications provided by the Ministry Council; this unified image replaces the four different images used by the four former boards.

The Director of Ministries traveled at the invitation of a number of presbyteries and denominational groups to Alabama, Arkansas, Florida, Kentucky, Missouri, Texas, and Colombia, South America. The Director of Ministries is on staff for Presbyterian Youth Triennium 2010. We continue to feel encouraged about the progress we have made this year, the many affirmations and voices of enthusiastic support that have been shared in person and “online.” We are grateful for the continued prayers and support of the church as we seek to serve God through the ministries of our denomination.

Each Ministry Team submitted a report to the Ministry Council with information to be included in this report to General Assembly. The Ministry Teams’ information and appropriate Recommendations from the Ministry Council are included in this report in the following order: II. Communications Ministry Team, III. Discipleship Ministry Team, IV. The United Board for Christian Discipleship Cumberland Presbyterian Church and Cumberland Presbyterian Church in America, V. Missions Ministry Team, and VI. Pastoral Development Ministry Team.

#### B. GENERAL INFORMATION

##### 1. MEETINGS AND ORGANIZATION

The Ministry Council under the direction of its officers, Chairperson Gwen Roddy, First Vice-Chairperson Jill Carr, Second Vice-Chairperson Reverend Carlton Harper, and Secretary Elizabeth Horsley, met four times in regular session since the 179<sup>th</sup> General Assembly. Meetings included a regular Ministry Council meeting via conference call, a retreat at St. Columba in Bartlett including staff and Elected Team Members of all Ministry Teams, a regular meeting in Bartlett including concurrent/joint sessions with the Ministry Teams, and a regular session at the Center.

##### 2. MINISTRY COUNCIL MEMBERS WHOSE TERMS EXPIRE

The terms of Jill Carr, Elizabeth Horsley, Gwen Roddy, and Reverend Sam Romines expire in 2010; and all are eligible for re-election. The term of Reverend Richard Hughes expires in 2010; but since he moved to a different synod, he is not eligible for re-election. The Youth Advisory Member terms of Billy Black and Corey Faulkner expire in 2010, and they are not eligible for re-election. Reverend Hillman Moore, Mr. Leo Whinery, and Reverend Wayne Wood have resigned.

The Council expresses appreciation to Reverend Richard Hughes, Reverend Hillman Moore, Mr. Leo Whinery, Reverend Wayne Wood, Billy Black, and Corey Faulkner for their contributions to the work of the Ministry Council. The Council expresses sincere appreciation to Reverend Jonathan Clark for his leadership and participation as a Ministry Council Advisory Member during his two years as Moderator and Past-Moderator of the General Assembly.



### **3. MINISTRY TEAM ELECTED TEAM MEMBERS**

The Ministry Council, not the General Assembly, is responsible for electing the Team Members for each Ministry Team. Current guidelines for electing Team Members were followed for 2010, but the guidelines will be reviewed and possibly changed in the future.

The following were elected to terms beginning after General Assembly:

#### **Communications Ministry Team**

Reverend James M. Cantey, Trinity Presbytery, Mission Synod, to a three-year term.

Paul Earheart-Brown, Faith Congregation, West Tennessee Presbytery, Synod of Great Rivers, to a three--year term.

Denise Adams, Rose Hill Congregation, Arkansas Presbytery, Synod of Great Rivers, to fill the one-year unexpired term of Joseph Malloy.

#### **Discipleship Ministry Team**

Reverend Mindy Acton, Grace Presbytery, Synod of the Southeast, to succeed herself for a three-year term.

Reverend Tom Martin, Presbytery del Cristo, Mission Synod, to succeed himself for a three-year term.

Reverend Vernon Sansom, Red River Presbytery, Mission Synod, to succeed himself for a three-year term.

#### **Missions Ministry Team**

Reverend Makihiko Arase, Japan Presbytery, Mission Synod, to succeed himself for a three-year term.

Mr. Mikel Davis, Shiloh Congregation, Red River Presbytery, Mission Synod, to succeed himself for a three-year term.

Reverend Ricardo Franco, East Tennessee Presbytery, Synod of the Southeast, to fill the one-year unexpired term of Milton Ortiz.

Reverend Victor Hassell, Covenant Presbytery, Synod of the Midwest, to a three-year term.

Ms. Sherry Poteet, Elmira Chapel Congregation, Trinity Presbytery, Mission Synod, to fill the two-year unexpired term of Gaye Wood.

Ms. Jo Ann Shugert, Trilla Congregation, North Central Presbytery, Synod of the Midwest, to succeed herself for a three-year term.

Mr. Sam Suddarth, Jenkins Congregation, Columbia Presbytery, Tennessee Synod, to succeed himself for a three-year term.

#### **Pastoral Development Ministry Team**

Mrs. Pat Owen, Covenant Presbytery, Synod of the Midwest, to succeed herself for a three-year term.

Ms. Micaiah Thomas, Rocky Ridge Congregation, Grace Presbytery, Synod of the Southeast, to a three-year term.

Reverend Tommy Thompson, West Tennessee Presbytery, Synod of Great Rivers, to succeed himself for a three-year term.

### **4. COUNCIL REPRESENTATIVES TO 180<sup>th</sup> GENERAL ASSEMBLY**

Reverend Rickey Page is the Council's representative to the 180<sup>th</sup> General Assembly and Rev. Sam Romines is the alternate. The Council decided that the representative needs another member present to assist with questions and information and elected Mrs. Elizabeth Horsley to fill that position. Director of Ministries, Ms. Edith M. Gholson, will also attend General Assembly.

### **5. OTHER REPRESENTATION**

Reverend Carlton Harper will be our new Representative to the Our United Outreach Committee, replacing Billy Black.

Mrs. Toni Prosser will be our Representative on the Center Personnel Committee.

### **6. MINISTRY COUNCIL STAFF**

Following the 179<sup>th</sup> General Assembly, two new ministry Team Leaders joined the staff: Mark Davis, Communications Team Leader; and Reverend Milton Ortiz, Pastoral Development Team Leader.

The Council expresses appreciation to Reverend Stephanie Scrudder Brown for her work as Pastoral Development Team Leader through October 2009.

### **7. GLOBAL MINISTRIES LEADERSHIP TEAM (GMLT)**

The Global Ministries Leadership Team (GMLT) comprised of the Director of Ministries and the

four Team Leaders meets regularly to provide opportunity for collaboration and to improve efficiencies among the Ministry Teams. Minutes from these meetings are disseminated to the Ministry Council, staff and all elected team members.

#### **8. CENTER INTER-AGENCY TEAM (CIT)**

The CIT is meeting regularly and working well. The CIT handles issues relating to running the Center. Current CIT members include Robert Rush (General Assembly Office), Robert Heflin (Board of Stewardship), Susan Gore (Historical Foundation/Archives), and Edith Gholson (Ministry Council) as Chairperson. Decisions and actions of the CIT include:

##### **a. Shared Expenses**

The CIT enthusiastically agreed to adopt a budget of shared expenses, those common to all agencies at the Center. This action simplifies the accounting process used in the past whereby each agency was “billed” for items such as utilities, “rent”, etc. The new process has these common costs, necessary to maintaining the denominational headquarters, as a separate recipient of Our United Outreach revenue. This allows enhanced transparency as to “real cost” of daily operations. Among the items within Shared Services is a new full-time staff position, Accounting Supervisor.

##### **b. Personnel Manual**

The CIT endorsed and facilitated revision of personnel policies for staff of the four agencies at the Center, resulting in a new personnel manual that was approved and adopted by the Ministry Council effective January 1, 2010.

##### **c. Information Technology**

CIT in cooperation with the Global Ministries Leadership Team (Director of Ministries and the four team leaders) and a number of subcommittees that included elected Ministry Council member, Jill Carr, performed due diligence efforts to research and contract with a software provider with the dual goal of radically improving database management and financial information management. Internationally recognized provider Blackbaud was selected along with local tech support vendor Engineered Management Solutions to provide a much needed overhaul and update to the systems so heavily used by all four agencies as well as providing resource information to other denominational entities including Bethel University, the Cumberland Presbyterian Children’s Home, and Memphis Theological Seminary. As with any major launch of software, there have been challenges; but positive results are already visible: the Accounting Coordinator reports financial information is more accurate and more timely. One aspect that while time-consuming has already enabled staff to better manage accounts, was the creation of one common chart of accounts. The existence of autonomous boards and unique management perspectives had resulted in subjective assigning of accounts. Great effort was invested in standardizing one chart of accounts. Decades old databases that had been individually managed by four agencies have been “cleaned up” and are being compiled into one repository of constituents to alleviate duplicate mailings, saving resources both human and material, and to help ensure data is current and accurate.

##### **d. Wish List**

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

##### **f. Our United Outreach**

The CIT considered and approved action to task the Accounting Supervisor to make OUO distributions on the basis of \$50,000 received rather than \$100,000. Implementation of Financial Edge software makes this possible as we can set this up as an automated routine. This action is intended to assist agencies outside the Center (MTS, CPCH and Bethel U) with cash flow and to enhance service to agencies within the Center as well.

##### **g. Cost Savings**

The CIT considered various methods to reduce expenses and took action on several: services for janitorial services, waste management and lawn care were all reduced to save money, yet not adversely impact Center staff or visitors; standards for travel reimbursement were discussed and have been adopted

by agencies; implement a per diem when expenses are not paid directly by an agency, encourage carpooling and, as appropriate, shared lodging.

### C. MINISTRY COUNCIL LOGO

The new logo to be used by the Ministry Council and all of the Ministry Teams is similar to the denominational logo but contains a colorful graphic design reminiscent of a church stained glass window and reflects the enumerable color combinations from the collaborative efforts of Ministry Teams. The purpose of this logo is to present one unified Ministry Council instead of four different ministries.



### D. ELECTED TEAM MEMBER RESPONSIBILITIES

Following the November Retreat, the Council continued to clarify the responsibilities of Elected Team Members. The following is the most recent updated list:

#### Ministry Team Elected Team Member Responsibilities:

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

### E. PER DIEM POLICY

The Ministry Council adopted and implemented the following policy for non-staff travel expenses for Council and Ministry Teams effective May 1, 2010.

#### Transportation:

**Car Rental** - Any time the choice is between renting a car and using a personal vehicle and the total cost of rental plus estimated fuel is less than the cost of driving a personal vehicle. Ministry Council/Team members should use a rental car, and:

- a.) Choose a rental agency with the lowest fare and with unlimited mileage allowance.
- b.) Decline purchase of any of their "extras" or insurance.

**Personal vehicle** - When travel is by personal vehicle, reimbursement will be at a rate of .35/mile. If the total mileage (round trip) is 225 miles or more and the trip involves two days or less, then comparison with cost of a mid-size rental car with unlimited miles should be made.

**Air travel** - When it is more economical to travel by air, yet persons choose to travel by private vehicle, reimbursement will be made in the amount that would equal the lowest available coach fare and related expenses. Reimbursement for lodging and food expenses will be made only for the period of time that they would have been needed if traveling by air. Exceptions will be made, when necessary, to carry equipment, meet schedules, make contacts along the travel route, have an automobile at the place of destination, have two or more traveling together, or if one has a phobia about air travel.

When in doubt or exceptions are needed, Ministry Council elected members will consult the Ministry Council Executive Committee; Team members and staff will consult the Director of Ministries.

**Lodging:** The Ministry Council will pay by direct bill for lodging; typically MC/Team members will not have to pay out of pocket for lodging. In the event a member must stay overnight en route to/from a required Ministry Council/Team event, reimbursement will follow the government per diem rate (GSA) for that geographic area. GSA rates are updated annually and may be viewed at:

[http://www.gsa.gov/Portal/gsa/ep/contentView.do?contentType=GSA\\_BASIC&contentId=17943](http://www.gsa.gov/Portal/gsa/ep/contentView.do?contentType=GSA_BASIC&contentId=17943)

**Meals/Incidental Expenses:** The Ministry Council will pay by direct bill for most meals. When meals are provided, MC/Team members are asked to participate, i.e., "free" breakfast at the hotel. When MC does not pay directly for a meal, reimbursement will not exceed \$50/day based on receipts for actual expenses

incurred. An example:

Breakfast: \$7.00 (includes tip)

Lunch: \$14.00 (includes tip)

Supper: \$23.00 (includes tip)

Incidental Expenses: \$6.00 (examples include meeting supplies, first aid supplies, batteries, etc.)

Members must turn in a completed expense claim form along with all receipts in order to be reimbursed.

Members may choose to be reimbursed then donate the sum back to the Ministry Council as a gift and/or to be eligible for tax credit. Please consult your accountant for specific details.

## F. BYLAWS AMENDMENT

J

With the Our United Outreach Committee in place, the Ministry Council is no longer responsible for planning and recommending Our United Outreach apportionments. The Ministry Council will work with the Our United Outreach Committee in promotion of Our United Outreach, thus that portion of the Bylaws of the Ministry Council is applicable. Central Accounting receives, receipts, and distributes Our United Outreach in keeping with the apportionments adopted by the General Assembly. Elinor Brown of the Discipleship Ministry Team sends thank you notes to congregations for their gifts.

The original ARTICLE 1.B.7.a. of the Bylaws of the Ministry Council read **To be responsible for Our United Outreach by planning, recommending and promoting Our United Outreach income and expense budgets to the General Assembly, receiving and receipting Our United Outreach income, and distributing Our United Outreach in accordance with actions and budgets of the General Assembly;**

The new replacement to ARTICLE 1.B.7.a. reads: **To be responsible for promoting Our United Outreach in cooperation with the Our United Outreach Committee.**

Notification of this proposed amendment was sent out 10 days prior to the vote and was passed by unanimous vote of the Ministry Council.

## G. OUR UNITED OUTREACH

Elinor Swindle Brown, Discipleship Ministry Team staff member, is responsible for Stewardship Education. In addition to providing resources to the Our United Outreach Committee, she serves with other Ministry Council staff on the Planning Calendar Committee. This committee selected a theme highlighting Our United Outreach for 2011 and featuring a number of “OUO Advocates.” Groundwork has been done in 2010 to gather photographs and information to educate and invigorate interest in supporting Our United Outreach. The 2011 Planning Calendar will highlight congregations who have given regularly and sacrificially to Our United Outreach over the last ten years. Nine churches have been asked to answer the question “Why has it been important for your church to give to Our United Outreach so consistently and generously?” Those presbyteries who are overseas and Choctaw will be grouped together to fill the remaining pages talking about what Our United Outreach giving has meant to them. The calendar will also highlight some charts that will raise up specific data that might be interesting in regards to Our United Outreach giving for the last ten years.

Billy Black, Youth Advisory member to the Ministry Council, Elinor Brown, and Edith Gholson, all serve on the Our United Outreach Committee established by General Assembly. As did representatives from other recipient agencies, Black and Gholson presented a request for funding to the Committee. Details of that Committee’s work can be found in a separate report.

## H. DIRECTIVES FROM GENERAL ASSEMBLY

### 1. DIRECTIVES FROM GENERAL ASSEMBLY

a. The 179<sup>th</sup> General Assembly directed the Ministry Council “That the four representatives designated by the Ministry Council to serve on the Program Committee be Elected Team Members.” The Elected Team Members chosen to attend the August Program Committee meeting were: Reverend Kip Rush, Discipleship Ministry Team; Jo Ann Shugert, Missions Ministry Team, and Tommy Thompson, Pastoral Development Ministry Team. A Communications Ministry Team Elected Team Member still needs to be selected.

b. The 179<sup>th</sup> General Assembly directed “That the entire denomination (with the exception of Memphis Theological Seminary, Bethel University, Cumberland Presbyterian Children’s Home and the Historical

Foundation) adopt the branding standards to be developed and maintained by the Communications Team Leader and to be approved by the Center Inter-Agency Team.” The Communications Ministry Team section of this report defines “branding,” and the Team continues to develop the branding standards for future adoption.

c. The 179<sup>th</sup> General Assembly directed “That *The Cumberland Presbyterian* magazine continue to be published in its traditional media in addition to expanding into new means or media of distribution.” See the Communications Ministry Team section of this report for details on *The Cumberland Presbyterian* magazine.

## I. CHURCH CALENDAR 2010-2011

**RECOMMENDATION 1: That the 180<sup>th</sup> General Assembly approve the following dates for the church calendar.**

### June 2010

- 7 Bethel University - First session, registration and classes begin
- 13 Children’s Sunday
- 13-18 General Assembly CPC - Dickson, Tennessee
- 13-18 General Assembly CPCA - Franklin, Tennessee
- 15 CP Women’s Ministry Regional Report forms due to Missions Ministry Team
- 16-17 Women’s Ministry Convention - Dickson, Tennessee
- 17 CPYC Registration Cut-Off
- 20 Father’s Day (USA)
- 25 Bethel University - First session ends
- 30 Our United Outreach quarterly report

### July 2010

- 4 Independence Day (USA)
- 4-9 Cumberland Presbyterian Youth Conference
- 5 Denomination Center Closed
- 6 Bethel University - Second session begins, registration and classes begin
- 6-16 Doctor of Ministry Residency - Memphis Theological Seminary
- 10 Program of Alternate Studies graduation
- 10-24 Program of Alternate Studies - Summer extension school
- 19 Sea Day (Japan)
- 20 Independence Day (Colombia)
- 20-24 Presbyterian Youth Triennium - Purdue University
- 22-24 Women’s Spirituality Conference - Dyersburg, Tennessee

### August 2010

- 1-31 Church Paper Month
- 6 Bethel University - Second session ends
- 6-7 Ministry Council Meeting
- 7 Bethel University - commencement
- 7 Battle of Boyaco (Colombia - decisive battle for independence)
- 15 Bethel University - Halls open
- 16 Bethel University - Fall classes begin
- 20 Memphis Theological Seminary - New student orientation
- 20 Bethel University - Last day to register/add classes
- 22 Quarterly Missions Emphasis
- 24 Bethel University - convocation
- 29 Christian Education Season (through Sept. 26)

### September 2010

- 1-26 Christian Education Season (cont. from Aug.)
- 6 Labor Day (USA)
- Denomination Center, Bethel University and Memphis Theological Seminary - closed
- 10-11 Board of Stewardship meeting



- 10-11 Memphis Theological Seminary board meeting
- 12 Senior Adult Sunday
- 17-18 Historical Foundation board meeting
- 17-18 Cumberland Presbyterian Children's Home board meeting
- 17-18 Unified Committee on Theology and Social Concerns meeting
- 19 Christian Service Recognition Sunday
- 19 International Day of Prayer and Action for Human Habitat
- 20 Respect for the Aged Day (Japan)
- 23 Autumnal Equinox Day (Japan)
- 30 Our United Outreach quarterly report

### **October 2010**

- 1-31 Clergy Appreciation Month
- 3 World Wide Communion Sunday
- 7-10 Bethel University - Fall break
- 10 Clergy Appreciation Sunday
- 11 Columbus Day (USA)
- 11 Sports Day (Japan)
- 12-14 Minister's Conference
- 24 Native American Sunday
- 30-31 Ministry Council and Teams meet in concurrent sessions

### **November 2010**

Any Sunday Love Loaf Program

- 1 All Saints Day
- 3 Culture Day (Japan)
- 5 World Community Day (Church Women United)
- 5 Memphis Theological Seminary Inquirer's Day
- 5-7 Consultant Training Event
- 7 Commitment Sunday
- 11 Veteran's Day (USA)
- 13-16 Youth Ministry Planning Council (YMPC)
- 14 Day of Prayer for People with Aids and Other Life Threatening Illnesses
- 17-19 Presbyterian Council for Chaplains and Military Personnel meeting
- 20-26 Memphis Theological Seminary - Fall break
- 21 Bible Sunday
- 23 Labor/Thanksgiving Day (Japan)
- 25 Thanksgiving Day (USA)
- 25-26 Denomination Center, Bethel University, Memphis Theological Seminary - closed
- 28 Quarterly Missions Emphasis
- 28 1st in Advent
- 28-Dec. 25 Advent in Home and Church

### **December 2010**

Any Sunday Gift to the King Offering

- 1 Annual Reports mailed to congregations
- 1-4 Youth Worker Summit at Disney World
- 5 Bethel University - commencement
- 9-11 Youth Ministry Planning Council meeting
- 23-31 Memphis Theological Seminary - Christmas break
- 24 Christmas Eve
- 24-27 Denomination Center closed
- 25 Christmas Day
- 31 New Year's Eve

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### **January 2011**

- 1 New Year's Day (USA, Colombia, Japan)

3	Denomination Center closed
3-15	Memphis Theological Seminary - January term classes begin
6	Epiphany
9	Bethel University - Residence halls open
10	Bethel University - Classes begin
10-11	Stated Clerk's conference
14	Close center books - cut off date for Our United Outreach for previous year
17	Martin Luther King Day
	Denomination Center, Bethel University and Memphis Theological Seminary - closed
21	Memphis Theological Seminary - New student orientation
22	Memphis Theological Seminary - Classes begin
28-29	Ministry Council and Teams meet in joint sessions

**February 2011**

1-28	Black History Month
1	Annual congregational reports due to presbyterial clerks
3	Memphis Theological Seminary - Opening convocation
4	Denominational birthday
4-5	Judiciary Committee meeting
4-5	Snow date for Ministry Council
6	Souper Bowl Sunday
6	Historical Foundation offering
10	Annual congregational reports due in the Office of the General Assembly
18-19	Cumberland Presbyterian Children's Home board meeting
18-19	Memphis Theological Seminary board meeting
20	Youth Sunday
24	Memphis Theological Seminary - Henry Logan Starks Scholarship dinner
25-26	Historical Foundation board meeting
25-26	Unified Committee on Theology and Social Concerns meeting
27	Quarterly Missions Emphasis

**March 2011**

1-31	Women's History Month
4	World Day of Prayer (Church Women United)
4	Memphis Theological Seminary - Inquirer's Day
6	Seminary Sunday
9	Ash Wednesday, the Beginning of Lent
9 - April 24	Lent to Easter
11-12	Board of Stewardship meeting
13	First Sunday in Lent
20	Spring Equinox (Japan)

**April 2011**

15-16	Ministry Council Meeting
17	One Great Hour of Sharing
17	Palm Sunday
18-22	Memphis Theological Seminary - closed for spring break
21	Maundy Thursday
22	Good Friday
	Denomination Center closed
24	Easter Sunday
24	March of Missions, Easter to Pentecost (through June 12)
25-29	National Farm Worker Week

**May 2011**

1-8	Family Week
2	Labor Day (Colombia)
3	Constitution Memorial Day (Japan)

5	Children's Day (Japan)
6	May Friendship Day (Church Women United)
8	Bethel University - commencement
8	Mother's Day (USA)
13-14	Memphis Theological Seminary board meeting
14	Memphis Theological Seminary graduation
15	Children's Home Sunday
15	CP Women's Ministry Local Officer's Report forms due to Missions Ministry Team
22	Quarterly Mission Emphasis
29	Memorial Day Offering for the Presbyterian Council on Chaplains and Military Personnel
30	Memorial Day
	Denomination Center closed

### **June 2011**

12	Pentecost Sunday
12	World Mission Day
12	Children's Sunday
15	CP Women's Ministry Regional Report forms due to Missions Ministry Team
19	Trinity Sunday
19	Father's Day (USA)
20-24	General Assembly, Springfield, Missouri
21-23	CP Women's Ministry Convention, Springfield, Missouri
30	CPYC Registration Cut-Off

## **J. FUTURE MEETING DATES**

### **1. FORMULA FOR SETTING MEETING DATES**

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

First weekend of August (Friday/Saturday)

Last weekend of October (Saturday/Sunday)—Ministry Council and Teams meet in concurrent sessions

Last weekend of January (Friday and Saturday)—Ministry Council and Teams meet in joint sessions

Snow date: First weekend of February (Friday/Saturday)

Third weekend of April (Friday/Saturday)

### **2. MINISTRY COUNCIL MEETING DATES FOR 2010-2011**

August 6-7, 2010 (Friday/Saturday)

October 30-31, 2010 (Saturday/Sunday)—Ministry Council and Teams meet in concurrent sessions

January 28-29, 2011 (Friday/Saturday) —Ministry Council and Teams meet in joint sessions

Snow date: February 4-5 (Friday/Saturday)

April 15-16, 2011 (Friday/Saturday)

## **II. COMMUNICATIONS MINISTRY TEAM**

Mark J. Davis, Team Leader

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### **A. INTRODUCTION**

#### **WHY A COMMUNICATIONS MINISTRY?**

Even as we celebrate longevity in this bicentennial year, the Cumberland Presbyterian Church faces what may be some of the most significant challenges to that longevity we have ever encountered. In the United States, our membership metrics have mimicked those of the mainline Protestant denominations

for the last several decades, and a decline in financial support for the ministries of the denomination has followed that downward trend. We minister on a frontier of significant shifts in the religious landscape in both the U.S. and the world, and the ways we adapt and respond to these shifts may well determine our viability as a 21<sup>st</sup> century global denomination.

To be sure, these trends and their resultant challenges are not peculiar to the Cumberland Presbyterian Church, but as a small denomination, we are more susceptible to even slight deviations—for good or ill—in the trajectory of those trends. While we are certainly not “numbers-driven” in our intent to share the good news, membership is nevertheless one useful indicator of the effectiveness of our ministries. The ability to state clearly who we are and what we believe, to embrace inclusiveness through open and honest discussion of the issues of concern to those currently fleeing mainline Christianity and to support the connectional nature of the Cumberland Presbyterian Church will become increasingly important as we seek to reverse any negative trends.

The Communications Ministry Team understands its role in general to be one of facilitation as the church seeks to focus and strengthen its abilities in these areas. We understand the importance of articulating clearly who we are as Cumberland Presbyterians—what it means to be a Cumberland Presbyterian—and why we choose to be Cumberland Presbyterians. We understand the importance of well-defined communication strategies in strengthening our connectional nature. We recognize that the world into which the Church is being called to minister is clearly and profoundly changing—to extents not seen for several centuries.

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

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

- **Identity:** One of the signature organizational trends of the decade is “branding”. Branding is not the same as “marketing”, and need not carry the negative associations that word often carries. Work around developing a Cumberland Presbyterian “brand” will be work that aims to:
  - a. improve clarity around and understanding of our mission,
  - b. promote a disciplined approach to ensuring that the myriad activities of the Ministry Council *align with* that mission, and
  - c. establish a clear rallying point and a source of inspiration and information for Cumberland Presbyterians around the globe.

It is an established principle of organizational dynamics that a clear vision can help motivate members of the organization to action. If Christianity is a verb, then having “motivation to action” as a goal of the Communications Ministry will be a good thing.
- **Consistency:** Now that the internet—and specifically, the worldwide web—has become a ubiquitous and primary source of information, uniformity, or consistency in “look and feel”, has become one of the most important principles in effective communications. A sad but inescapable by-product of the digital age has been a shortened attention span in human beings. It is important that we work to condense and “standardize” our communications—in all their various forms—to the greatest extent possible and practical, to insure that we are delivering our message in ways that either satisfy needs quickly, or encourage “persistence” in further study, thought or action.
- **Stewardship:** The call to be good stewards of the gifts we’ve been given is neither new nor old-fashioned. In fact, perhaps more than ever before, effective stewardship of our resources emerges not only as a Christian imperative, but as an absolute economic necessity as well. The Cumberland Presbyterian Church has become a denomination of many faces. To many, we are *The Cumberland Presbyterian* magazine. To others, we are the *Missionary Messenger*. And to still others, the CP “face” may comprise our presence on Facebook, MySpace, the denominational web site, cumberlandlist, CP UPDATES, or any of several other electronic or print media. To be good stewards, we must find ways of avoiding redundancies and taking advantage of opportunities for consolidation.

**B. GENERAL INFORMATION****1. ELECTED TEAM MEMBERSHIP AND TERMS****(Members whose terms expire in 2010)**

Ms. Dana Brantley, Cumberland Presbytery

Ms. Jean Garrett, West Tennessee Presbytery

**(Members whose terms expire in 2011)**

Mr. Joseph Malloy, Presbytery of East Tennessee (resigned)

**(Members whose terms expire in 2012)**

Reverend James D. McGuire, Presbytery of East Tennessee

Dr. Jennifer Williams, Covenant Presbytery

**2. STRUCTURE AND STAFF**

The Communications Ministry Team is led by Mark J. Davis, who is the sole paid staff member. Joseph Malloy resigned his position. Dana Brantley and Jean Garrett have asked that they not be nominated to succeed themselves. The team meets a minimum of twice annually during regularly-scheduled Ministry Council meetings. Any other business is conducted electronically.

**3. OFFICE LOCATION**

Per the wishes of General Assembly, the Communications Ministry Team office is co-located with the other Ministry Council offices at 8207 Traditional Place, Cordova, Tennessee 38016-7414.

**4. FINANCES**

The annual financial report of the Communication Ministry Team is included in the report of the Ministry Council.

**5. ENDOWMENTS**

Current endowments are as follows:

**a. Masaharu Asayama/CPWM Endowment**

To provide The Cumberland Presbyterian magazine to churches overseas that have an English-speaking member who can share news with their membership

**b. Ky Currie Publishing Endowment**

To honor long-time editor Ky Currie and to sustain *The Cumberland Presbyterian*

**c. C. Ray Dobbins Endowment**

To honor long-time editor C. Ray Dobbins and to provide funding for *The Cumberland Presbyterian*

**d. Dennis W. Kiefer Endowment**

To provide funds for writers for *The Cumberland Presbyterian*

**e. Marguerite D. Richards Endowment**

To provide funding for *The Cumberland Presbyterian*

**f. Pat White Endowment**

To provide funds for writing conferences

**C. CURRENT COMMUNICATIONS MINISTRY TEAM PROJECTS****1. *The Cumberland Presbyterian* MAGAZINE****a. Mission**

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

**b. Editorial policy**

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



**c. Circulation**

As of the April 2010 issue, paid circulation averaged around 2,900 per month. We anticipate that the subscriber database will be imported into the new corporate software (BlackBaud/Raiser's Edge) by the time of General Assembly. This will not only facilitate significantly better management of the current subscriber base, but will allow for the development of innovative promotion programs that are not possible with the previous software.

**d. Subscriptions**

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

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

**e. Advertising**

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

**f. Current status**

By the time of the 2010 General Assembly, the editor will have been in his position approximately nine months. The editor reports it has been a time of learning, mistakes, joys and frustrations—but never a regret about having answered the call. For the first several months, the magazine struggled to return to its normal production schedule. The editor states the reasons for being off-schedule were various, but the two most significant reasons were:

- i. lack of experience on the part of the new editor
- ii. issues with the U.S. Postal Service

While time is helping to address the issue of experience (or lack thereof), it has unfortunately not been particularly helpful in dealing with the Post Office. In spite of numerous meetings with local postal authorities, we are still seeing periods of up to three weeks between the time an issue is delivered to the Bulk Mail Center at Memphis and the time it reaches its destination. Geography does not seem to be a factor, as some subscribers several hundred miles from Memphis receive their magazine within three to four days, while others—even some who live within the Memphis metropolitan area—do not receive theirs until two and a half weeks after mailing. We continue to work with the Post Office to identify ways to improve service in hope that there will soon be a breakthrough. Additionally, we have written to our Congressman seeking help.

On a more positive note, the editor expressed joy in working with so many talented writers and thinkers in the production of the magazine. There is obviously an extraordinarily deep love of and concern for the Cumberland Presbyterian Church among our membership. As we turn to face the challenges before us (see Introduction), it seems clear that *The Cumberland Presbyterian* is in a unique position to facilitate and inspire discussion about how God would have us face those challenges. To the extent that the magazine can be a catalyst for growth—a medium through which we can explore who we are meant to be and how we can most effectively minister in the 21<sup>st</sup> century—it will more than justify its existence.

**2. DENOMINATIONAL WEB SITE ([www.cumberland.org](http://www.cumberland.org))**

The web site is now approximately 15 years old. Until the recent assignment of specific responsibility for the maintenance/upkeep of the site to the Communications Ministry Team, these activities have been conducted on a voluntary basis by multiple resources, and typically, only in response to immediate needs. While this approach has kept cost to an absolute minimum, it has also resulted in a site that has become increasingly difficult to maintain, not intuitively navigable, and lacking in a consistent “look and feel”. Each of these qualities—i.e., ease of maintenance, intuitive navigability, and a consistent look and feel—are hallmarks of a well-designed site, and a well-designed site is not only useful to its visitors, but speaks volumes about the organization it represents.

Accordingly, we have undertaken a project the goal of which is a complete redesign of the denominational web site. Because the content of the entire site comprises several thousand pages of information only a small percentage of which have been developed in any consistent style, the project

entails a *significant* effort.

Phase One is currently underway. This phase involves a “clean-up” of the HTML (Hyper-Text Markup Language) code underlying the site by moving to a more current coding technology which separates content from strictly presentational code. By first recoding current pages using CSS (Cascading Style Sheets), subsequent phases of the project will be simplified, and ultimately, page maintenance and updating will be greatly simplified. The basic layout and visual appearance of the site pages will not change significantly during this phase.

Phase Two of the project will involve a site audit to identify and address broken links and out-of-date content. When such issues are identified, we will be working with page owners to make any changes as appropriate.

Phase Three, the final phase, will effect an actual redesign of the overall visual and navigational aspects of the site. The redesign will require input from and collaboration with all page owners. It is likely that we will be working with an outside designer, and are seeking a firm who might be willing to do this work pro bono (i.e., for a “charitable” organization). In any event, one requirement of the redesigned site is that it be constructed in such a way as to allow for the continued maintenance/updating of each page by its respective owner. Numerous technologies that specifically enable this capability are available, several of which are open source (i.e., “free”).

The result of the project will be a denominational web site that is easier to navigate (making it easier and quicker for visitors to locate the content they need), easier to maintain and keep updated, and more consistent in look and feel throughout, which supports the goal of “branding” the denomination in the experience of site visitors.

### **3. DENOMINATIONAL NEWS MEDIA**

One of the more important ways for a connectional church to maintain and grow its sense of community is through the sharing of news of relevance to the various levels of the denomination. For much of its history, *The Cumberland Presbyterian* was the best, and often the only medium available for this purpose. While sharing news of births, deaths, baptisms, pastoral relocations, and other events in the lives of congregations is obviously an important part of ministry in the connectional church, a monthly magazine is unfortunately not well-suited to reporting such events. When the magazine is on-schedule in terms of production activities and given the issues we’ve experienced with the U.S. Postal Service, for example, an infant could be almost three months old before an announcement of her birth appears.

Apart from the issue of timeliness, we must also deal with the issues of space constraints and fairness. Even in a denomination as small as the Cumberland Presbyterian church, noteworthy events in the lives of our congregations are so numerous that space constraints make it difficult, if not impossible to report every single item. In fairness to all, the magazine cannot be put into a position of deciding which events are “worthy” of inclusion and which are not. As a matter of policy, and because they are “denominational” in nature, the Communications Ministry Team has decided that the magazine will report the following events when we are made aware of them:

- a. Deaths: ministers, elders, leaders of the church (Presbyterial Clerks, Ministry Team members, denominational agency employees, etc.)
- b. Ordinations: ministers
- c. Relocations: ministers
- d. Retirements: ministers, leaders of the church

Obviously, however, this leaves many other events in the life of the church unaddressed.

To address this situation, we are working to develop a better method for delivering time-sensitive congregational and denominational news to our membership. While “CP UPDATES” and “cumberlist” are currently used for this purpose, we would like to consolidate the news-delivery function into an instrument specifically developed for that purpose. We have established a relationship with an e-mail marketing firm which will eventually enable us not only to originate e-mailed news bulletins to the entire denomination (i.e., to all for whom we have an e-mail address), but to offer more targeted e-mailing capabilities at the congregational level for those who are interested. We have spent the last few months building a database of email addresses, and as of this writing have compiled a list of approximately 500 addresses comprising those from “cumberlist”, those from “CP UPDATES”, and around 100 more through voluntary opt-ins. Recognizing that a small number of Cumberland Presbyterians do not have access to e-mail, we are also working to devise ways of delivering news in a timely fashion to them as well.

### **4. COORDINATION OF DENOMINATIONAL CENTER COMMUNICATIONS**

One responsibility of the Communications Ministry Team is to seek ways of maximizing the good

stewardship of our communications resources. As of this writing, we are working with the Our United Outreach committee to develop educational brochures and videos for use in talking to congregations and presbyteries about the importance tithing to the church's ministry in this way. We are also seeking ways to insure we maximize mailings through collaboration—i.e., “piggy-backing” and consolidating mailings from different Ministry Teams in order to reduce postage costs.

At the direction of the Ministry Council, we have also begun conversations around how the church might be better served by its two primary publications, *The Missionary Messenger* and *The Cumberland Presbyterian*. Production costs for these two publications are in excess of \$100,000 per year, so we must ask how the two might work together to maximize their effectiveness and their return, eliminating any redundancies and strengthening the contributions of both to the life of the church.

### III. DISCIPLESHIP MINISTRY TEAM

Frank Ward, Team Leader

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#### I. INTRODUCTION

*A disciple is one who undertakes the discipline of his/her teacher. It is about learning what that discipline is, learning how to follow, to listen to the Story. Discipleship is part education, part mentoring, part apprenticeship, but it goes a step beyond all those. Disciples not only take in what they are taught and what they learn from being with the teacher, they take it into their core identity, so it defines who they are. Evangelism is the beckoning, the calling in, and the opened door. Discipleship is the hallways inside.* (Robert Longman, Jr, [www.spirithome.com](http://www.spirithome.com))

The Discipleship Ministry Team is the organ of the Ministry Council that seeks to assist congregations in their ministry of creating “hallways” for growing and making disciples of Jesus Christ. The great commission Jesus gave in Matthew 28:18-20 (CEV) is the undergirding foundation.

<sup>18</sup>Jesus came to them and said: I have been given all authority in heaven and on earth! <sup>19</sup>Go to the people of all nations and make them my disciples. Baptize them in the name of the Father, the Son, and the Holy Spirit, <sup>20</sup>and teach them to do everything I have told you. I will be with you always, even until the end of the world.”

In partnership with congregations we affirm the following belief statements in relation to our call:

- Disciple making and becoming is a dynamic, continuous, holistic process for persons of all ages, both individually and corporately.
- Disciple making and becoming involves struggles with issues of life and leads toward deepened faith, maturity, personal growth and lifestyles consistent with Christian faith.
- Disciple making and becoming requires skilled, motivated, committed leaders; every congregation has the God-given human resources it needs to fulfill its mission.
- Disciple making and becoming must provide and/or make accessible appropriate materials of highest quality that are consistent with Cumberland Presbyterian theology and utilize methodologies that enhance spiritual growth and employ cutting edge technology to enrich learning and living.
- Disciple making and becoming is done in a variety of settings and invites all persons to develop a life-enhancing knowledge and relationship with God, Jesus Christ, the Holy Spirit, church, and all God's creation.

As we seek to fulfill God's call through the Cumberland Presbyterian Church, we move to the future in hope and with assurance that God is with us always!

#### B. GENERAL INFORMATION

##### 1. TEAM MEMBER TERMS

The terms of Mindy Acton, Tom Martin and Vernon Sansom will expire at the 2010 General Assembly. Mindy is completing her first term and Tom and Vernon their second term. All are eligible to continue serving on the Discipleship Ministry Team.

##### 2. STRUCTURE AND STAFF

The Discipleship Ministry Team is responsible for the planning and implementation of ministries that will assist congregations in helping persons learn, live, and give as disciples of Jesus Christ. The team, including staff, meets twice annually.

Present staff members are: Elinor Brown with responsibilities for promotion and advocacy for Our United Outreach and stewardship education; Matthew Gore (who works half time) with responsibilities for management, promotion, and distribution of *Encounter* and other Cumberland Presbyterian resources and design and management of the Ministry Team's website; Susan Groce with responsibilities for youth, young adult and outdoor ministries; Cindy Martin with primary responsibility for children's and family ministries, editing and production of resources, and the consultant program; Frank Ward with primary responsibility for administration, liaison with middle judicatories, coordination of field services, and interdenominational relationships. All staff members have leader development responsibilities. Frank Ward serves as Team Leader. Christine D. Tyler is administrative assistant.

The 179<sup>th</sup> meeting of the General Assembly in 2009 adopted a recommendation "That evaluations for the Ministry Council staff be conducted on an annual basis" (Minutes, page 377). By the meeting of the 180<sup>th</sup> General Assembly, all members of the Discipleship Ministry Team staff will have been evaluated. The evaluation included a self-evaluation and an evaluation by the "supervisor" related to goals and competences. A follow-up meeting provided opportunity for reflection, discussion and exploration of areas that need attention and areas of strength. In some cases, job descriptions were reviewed and revised. A copy of the evaluations is placed in the permanent files of the respective staff member.

### 3. PURPOSE

As we seek to fulfill God's call through the Cumberland Presbyterian Church, the Discipleship Ministry Team looks to 2010 and 2011 with the following hopes to:

- Encourage and resource congregations who have not done so to enter into a discernment process to grasp a vision of ministry;
- Work with the newly established Our United Outreach Committee to implement new and creative ways to promote Our United Outreach (celebrating 25+ years of a 10% tithe of congregational ministry budgets);
- Provide consultant services to congregations to interpret Our United Outreach and the ministries enabled by gifts and contributions;
- Create new web pages to share stories about Our United Outreach and the various ministries of the church;
- Create an Our United Outreach "infomercial" for General Assembly;
- Provide stewardship resources to congregations and work with ecumenical partners to develop new resources;
- Educate congregations on ways to be more effective stewards of God's creation and create a greening of the church mentality;
- Assist in raising funds for current endowments and for establishing new ones;
- Initiate a daily devotional online for prayer and meditation at a specified time;
- Join with the Youth Ministry Planning Council in evaluating and planning youth ministry programs;
- Plan and implement the Cumberland Presbyterian Youth Conference for July 2-9, 2010;
- Plan and implement the Presbyterian Youth Triennium for July 20-24, 2010;
- Partner with the Missions Ministry Team to implement future Youth Evangelism Conferences;
- Serve as a contributing member of ecumenical partnerships like the Ecumenical Youth Ministry Staff Team and the Ecumenical Young Adult Ministry Team;
- Provide consultants for leader development events for camp workers, teachers, youth ministry leader, etc.;
- Partner with the ecumenical community in planning and implementing the Youth Worker Summit at Disney World, December 1-4, 2010;
- Provide consultant services and resourcing to congregations and leaders in disciple-making;
- Further develop and refine the Consultant Program to equip persons to serve as leaders of leaders;
- Plan and implement the Consultant Training Event for November 5-7, 2010;
- Publish and distribute the long-standing adult quarterly, *Encounter*;
- Provide for every congregation the publication *Bridges*— a newsletter-type resource for discipleship ministry planners and leaders that is distributed 3 times annually;



- Provide a Sunday School Packet for congregations to assist in planning for their new Christian education year;
- Make available an annotated listing of resources online for children's ministry, youth ministry, family ministry and adult ministry;
- Publish a children's book about the beginning of the Cumberland Presbyterian Church;
- Assist in the development of new CP publications/products;
- Increase marketing web presence;
- Increase awareness of goods/services by cross-promoting with The Cumberland Presbyterian Magazine and potentially other venues;
- Plan and implement miniversities for 2011 with the training of leaders in the 2010 Consultant Training Event;
- Plan and distribute a packet of resources for presbytery Christian education and disciple-making agencies;
- Work cooperatively with the Cumberland Presbyterian Church in America to plan and implement programs through the United Board for Christian Discipleship.

#### Human Resources:

- |                    |                   |
|--------------------|-------------------|
| • Mindy Acton      | • Cindy Martin    |
| • Reese Baker      | • Tom Martin      |
| • Elinor Brown     | • Kip Rush        |
| • Joanna Bellis    | • Vernon Sansom   |
| • Jeff Gehle       | • Sandra Shepherd |
| • Matt Gore        | • Christine Tyler |
| • Susan Groce      | • Frank Ward      |
| • Samantha Hassell |                   |

#### 4. RELATIONSHIPS

Where possible, we work in partnership with other denominations through a number of interdenominational and ecumenical agencies. Participation in these partnerships is an expression of our understanding of the nature and mission of the church. These partnerships permit us to practice good stewardship of people resources, to participate in the development of high quality programs and resources and to realize significant economies.

#### Ecumenical Stewardship Center (ESC)

The Cumberland Presbyterian Church has been a member of the Ecumenical Stewardship Center since its formation. The ESC educates, inspires, and equips stewardship leaders for the ministry of transforming church communities. Foundational to the Center is the belief that Christian stewardship is grateful and responsible use of God's universe in the light of God's purpose as revealed in Jesus Christ. Christian stewards, empowered by the Holy Spirit, commit themselves to conscious, purposeful decisions. Stewardship is faithfully living out and telling the Good News and includes: sharing with God in seeking justice, peace, and the integrity of creation in an interdependent universe; wisely employing God-given human resources, abilities, and relationships; sharing the material resources with which we are entrusted and giving them in service, justice, and compassion; providing for future generations; sharing in the life, worship, and responsible stewardship of the Church and its mission. Both for the individual and for the community, stewardship is a joyful act for the sake of God's world.

#### Ministries in Christian Education, National Council of Churches

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

Susan Groce serves as a member of the Ecumenical Youth Ministries Staff Team and the Ecumenical



Young Adult Ministry Team.

### **Office of Education, World Council of Churches**

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

### **Institute for Peace and Justice**

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

### ***These Days* Partnership**

*These Days*, a devotion resource, is published for the Presbyterian Church in Canada, Presbyterian Church (U.S.A.), United Church of Canada, United Church of Christ, and Cumberland Presbyterian Church. 2010 marks the 40<sup>th</sup> anniversary of this devotional resource. Frank Ward is staff liaison. Cumberland Presbyterian writers are featured in most all issues.

### **United Board for Christian Discipleship (UBCD)**

UBCD is a partnership between the Discipleship Ministry Team of the Cumberland Presbyterian Church and the General Assembly Mission Board of the Cumberland Presbyterian Church in America. The United Board is making a transition to become a planning and implementation agency of the two denominations. At present six major programs are jointly planned and implemented: Christian Education Conference, Consultant Training Event, Cumberland Presbyterian Youth Conference, Youth Ministry Planning Council, Presbyterian Youth Triennium, and the Young Adult Ministry Council (added in 2010).

### **Protestant Church-Owned Publishers Association (PCPA)**

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

### **Presbyterian and Reformed Educational Partnership (PREP)**

PREP is an organization that succeeded the Presbyterian and Reformed Educational Ministries and provides a partnership for joint educational and discipleship ministries for five denominations: Cumberland Presbyterian Church, Moravian Church in America, Reformed Church in America, Presbyterian Church in Canada and Presbyterian Church (U.S.A.). The major ministry in leader development of PREP is Opening Doors to Discipleship. In addition, new DVDs on baptism and Holy Communion will be made available in 2010.

## **5. RECOGNITIONS AVAILABLE**

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

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

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

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

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

These recognitions are means of expressing appreciation to and providing support for persons who serve in the educational work of the church.

**6. ENDOWMENT FUNDS**

A listing of the endowment funds for the Discipleship Ministry Team follows:

Paul W. Allen Endowment for Christian Education  
Grace Johnson Beasley Memorial Endowment  
Bennet and Mildred Brown Endowment  
Jill Davis Carr Endowment for Leadership Development  
Christian Education Mid-Century Fund  
Christian Education Season Endowment  
Lavenia Campbell Cole Annuity Endowment  
Carl Cook Outdoor Ministry Endowment  
Consultant Training Fund Endowment  
Cumberland Presbyterian Youth Conference Endowment  
H. Harold Davis Endowment for Christian Education  
Jack W. Ferguson, Jr. Endowment for Christian Education  
Ira and Rae Galloway Endowment for Christian Education  
Jean Garrett Endowment for Christian Education  
Louise Adams Heathcock Memorial Fund Endowment  
John Gilbert Horsley Endowment for Denominational Leadership by Youth  
Donald and Jane Hubbard Endowment for Christian Education  
Into the Nineties for Christian Education Endowment  
Reverend Gale J. Keown Endowment for Christian Education  
Earl King Memorial Fund Endowment  
Virginia Malcom Christian Education Endowment  
Wesley and Jackie Mattonen Endowment for Christian Education  
David and Mary McGregor Christian Education Endowment  
James D. McGuire Endowment for Christian Education  
Howell G. and Martha Jo Mims CPYC Endowment  
Morris and Ruth Pepper Endowment for Christian Education  
Bill and Hazel Phalan Endowment for Christian Education  
Claudette Hamby Pickle Endowment for Christian Education  
Publishing House Endowment  
Dr. and Mrs. E. K. Reagin Endowment for Christian Education  
Jodi Hearn Rush Endowment for Christian Education  
William "Rusty" Rustenhaven III Christian Education Endowment for Youth Ministry  
Jeff and Angie Sledge Endowment for Christian Education  
John W. Speer Endowment for Christian Education  
Cornelia Swain Endowment for Christian Education  
Irvin and Annie Mary Swain Endowment for Christian Education  
Jake Tyler Endowment for Children's Ministry  
Frank and Linda Ward Endowment for Christian Education  
William Warren Endowment for Christian Education  
Clark Williamson Memorial Fund Endowment  
Helen Wiman Memorial Fund Endowment  
Young Adult Ministry Endowment

New endowments may be established at any time by individuals or congregations wishing to honor or memorialize persons who have lived exemplary lives and rendered significant service.

**7. CHRISTIAN EDUCATION SEASON OFFERING**

The 151st General Assembly (1981) authorized the Board of Christian Education (now Discipleship Ministry Team) to receive an offering annually during Christian Education Season. This offering has established the Christian Education Season Endowment. The Discipleship Ministry Team has made bulletin inserts available electronically to congregations requesting them. Congregations are encouraged to print the bulletin inserts and to provide an opportunity for members, not only to be educated about the ministry of Christian education in the denomination, but to give an offering if they desire.

**8. ASSOCIATION OF CUMBERLAND PRESBYTERIAN CHURCH EDUCATORS**

The association was established in 1984 with membership open to both volunteer and professional church educators. The primary purpose of the association is for members to covenant to offer prayer, support, and advocacy for the Christian education ministries of the denomination. Membership fees are \$25 per year. These dues are deposited in one of the Discipleship Ministry Team's endowment funds.

### C. THE DISCIPLESHIP MINISTRY OF THE CHURCH

The primary mission unit of the church is the congregation. The Discipleship Ministry Team is committed to work with the Ministry Council to enhance, support, and resource the various ministries of Cumberland Presbyterian congregations. The following programs and resources reflect that commitment.

#### 1. CURRICULUM DEVELOPMENT/INTERPRETATION/PROMOTION

##### a. Church School Curriculum

While the Cumberland Presbyterian Church is limited in the extent to which it can develop curriculum materials for all age groups, the Discipleship Ministry Team does review, critique, and recommend resources for consideration by congregations in the implementation of their curriculum plans. These are included below.

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

*Gather 'Round* resources are published by Brethren Press and Mennonite Publishing Network. This curriculum is recommended for Cumberland Presbyterian congregations that want Bible-story-centered resources that seek to: nurture children in their faith formation process; strengthen the connection between home and congregation; explore what it means to follow in the footsteps of Jesus in Christian community; and increase the ease of use and versatility of the curriculum.

Resources are available for preschool (ages 3-4, with tips for 2s), primary (grades K-2), middler (grades 3-5), multi-age (grades K-6, with tips for older students), junior youth (grades 6-8), youth (grades 9-12), and parent/caregiver. *Talkabout*—a resource for parents and children—will be updated to a CD format beginning in the fall of 2010. Only one CD will be needed per congregation. Permission is given to print resources from the CD for use with members/families. Resources may be ordered from: Brethren Press, 1451 Dundee, Elgin, IL 60120, Web: [www.gatherround.org](http://www.gatherround.org), Phone: 1-800/-41-3712, Fax: 1-800-667-8188, E-mail: [customerservice@gatherroundstore.org](mailto:customerservice@gatherroundstore.org).

*The Present Word* is an adult quarterly based on the International Bible Lessons for Christian Teaching, better known as the Uniform Series. *The Present Word* may be ordered from Presbyterian Distribution Services (PDS) by calling 1-800-524-2612; faxing 1-502-569-8030; ordering from the web at WebMarketplace: [www.pcusa.org/marketplace/index.jsp](http://www.pcusa.org/marketplace/index.jsp); or mailing Presbyterian Church (U.S.A.), PDS Prepaid Processing, P.O. Box 643674, Pittsburgh, PA 15264-3674.

*Encounter* is an adult Cumberland Presbyterian quarterly, which is based on the Uniform Series. It remains a strong option for adult Sunday school classes throughout the Cumberland Presbyterian Church with a circulation of around 7,000 copies quarterly. The following people have or are in the process of writing for *Encounter*: Norlan Scrudder (Spring 2010), Pat Pickett, (Summer 2010), Andy McClung (Fall 2010), Don F. Thomas (Winter, 2010-11), Dwayne Cole (Spring 2011), and Cardelia Howell-Diamond (Summer 2011). A Leader's Guide written by Randall McGee is also available. *Encounter* may be ordered from Cumberland Presbyterian Resource Distribution at 1-901-276-4572, ext. 252, or online at [www.cumberland.org/cprc/cpbooks](http://www.cumberland.org/cprc/cpbooks).

##### b. Vacation Bible School Resources

Ministry Team staff provides a listing of VBS materials that are available and from which congregations may select for use. A Cokesbury catalog with a listing of resources will be sent to each congregation. The catalog includes a chart to help users understand the uniqueness of each publisher's resources.

##### c. New Earth: Christian Resources for the Outdoors Series

*New Earth: Christian Resources for the Outdoors* will focus on the theme *Be A Hero: Living Like Jesus* for the 2010 camping season. This curriculum is developed by New Earth Publishers, an ecumenical publishing partnership, in cooperation with the Committee on Outdoor Ministry of the National Council of the Churches of Christ. The focus of this year's resource is on persons in the scriptures who followed

Jesus in heroic and amazing ways. Cumberland Presbyterians may order these materials from the Christian Board of Publication at 1-800-366-3383 or [www.chalicepress.com](http://www.chalicepress.com).

**d. *These Days***

*These Days* is a daily devotional published four times a year. Each issue includes a scripture for the day, daily Bible verse, written message, and prayer. Recent Cumberland Presbyterian writers are: Sally Garrett Allen, Jill Carr, Michael Clark, and Sandra Shepherd.

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

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

**e. Church Membership Resources**

*The Making of Disciples Called Cumberland Presbyterian* by Bob Phelps is designed for those leaders who do membership education in the congregational setting. It is in a loose-leaf notebook format; a CD accompanies the notebook and permission is granted for congregations to customize, duplicate, or adapt the activities. The primary audience is older elementary children and youth who are making preparation for church membership; adults who are newcomers to a new church development or to a congregation; and, others who wish to learn more about the meaning of discipleship as Cumberland Presbyterians. It is available from the CP Resource Distribution for \$19.95.

*About Being Cumberland Presbyterian*, a 15-page booklet, is a brief, user-friendly resource to help persons know about Cumberland Presbyterianism. It includes numerous simple graphics with formatting that readily engages the reader with pertinent information about the denomination. This resource is for persons who want basic information about the Cumberland Presbyterian Church without doing an in-depth study. It will also be a handy piece for congregations (especially new church developments) to purchase in quantity and provide for persons who are unfamiliar with the Cumberland Presbyterian Church. Available from the CP Resource Distribution, this resource is \$1.50. For Japanese, Hispanic, and Korean editions, contact the Missions Ministry Team at 901-276-4572.

**f. *The Family Gathers for Worship***

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

**g. *Planning Guide for the Christian Year***

Written by Marty Aden and edited by Bob Phelps, this guide includes planning tips, a detailed discussion of each season, and suggested activities for each season. It is available through the CP Resource Distribution for \$5.95.

**h. *Planning Guide for the Worship Committee***

This resource was planned and written by Henry Bradford, Roy Hall, Fran Vickers, and Robert S. Wood. It is available through the CP Resource Distribution for \$3.95.

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

*One Family Under God* was written by Thomas D. Campbell; a study guide was written by Jack W. Ferguson and Otis Johnson. This resource tells the story of the two denominations up to the early 1980s. Both resources are available from the CP Resource Distribution. The book is \$3.95 and the study guide, \$2.95.

**j. *God So Loves***

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

**k. *Planning Guide for Family Ministry***

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

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

These fifty-three devotions were written by Morris Pepper. They can be used for individual reflections and as devotions in senior citizen groups. It is available from the CP Resource Distribution for



\$8.95.

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

This 13-chapter commentary on the 1984 Confession of Faith was written by Dr. Hubert Morrow. It sells for \$8.95 from the CP Resource Distribution.

**n. *Children in the Sanctuary***

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

**o. *Study Guide for the Confession of Faith***

Thomas D. Campbell and Anna Bolling wrote this study guide for use with the 1984 Confession of Faith. It is designed in workbook style for individual or group study. Each participant in a study will need his or her own copy. The cost is \$ 2.95 from the CP Resource Distribution.

**p. *Study Guide for the Proposed Catechism***

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

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

**q. *Seeing the Face of God***

This book includes 41 sermons by H. Harold Davis, long time leader in the Cumberland Presbyterian Church. It is available from the CP Resource Distribution for \$15.95.

**r. *The Thoughtful Christian***

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

The Discipleship Ministry team is a partner with The Presbyterian Publishing Corporation in *The Thoughtful Christian* and receives a percentage of the subscriptions or purchases made by Cumberland Presbyterians. The partnership also applies to the new *The Thoughtful Christian for Teens*. Cumberland Presbyterian writers have been invited to contribute to these electronic resources.

**s. *The Cumberland Presbyterian Handbook***

*The Cumberland Presbyterian Handbook* is the newest publication by the Discipleship Ministry Team. This resource was made possible through a partnership with Augsburg/Fortress Press and the Presbyterian Publishing Corporation. These publishers granted permission for Cumberland Presbyterians to reproduce the elements of the handbook that are common to Christendom and to the Presbyterian and Reformed traditions. The parts of the resource that are uniquely Cumberland Presbyterian were written by Mark Brown. Not only is this resource immensely informative but it is also humorous and entertaining. The cost is \$22.95.

## **2. LEADER DEVELOPMENT AND SUPPORT**

### **a. Evangelism**

The 2007 General Assembly established evangelism as a 5-year priority of the denomination. This commitment was reaffirmed and expanded by the 2008 General Assembly. In response to this action the Discipleship Ministry Team implemented the following: theme focus of evangelism in *Bridges*;



resource bibliography distributed in the Sunday School Packet and made accessible on the website; special emphasis in events like the Cumberland Presbyterian Youth Conference; resources and activities on growing as disciples in the planning packets; partnership with the Missions Ministry Team in planning and implementing the Youth Evangelism Conference, December 27-30, 2009. In addition, we are joining with ecumenical partners through *Opening Doors to Discipleship* to launch an online course with 12 sessions on Discipleship.

*Opening Doors to Discipleship.* *Opening Doors to Discipleship* is a series of leadership training courses for teachers and leaders at the congregational level. The Cumberland Presbyterian Church has joined with the Moravian Church in America, the Presbyterian Church in Canada, the Presbyterian Church (U.S.A.) and the Reformed Church in America to produce these online courses that can be used for teacher training. The three courses online are Basic Teaching Skills, Basic Bible Knowledge, and Basic Tenets of the Reformed/Presbyterian Faith. Each course includes 12 sessions and can be used individually or in groups. Leaders who complete the entire 3 courses will have a well-rounded foundation for the teaching ministry of the church. The Bible and the Reformed/Presbyterian Faith can also be used as general studies for older youth and adults in the church. *Opening Doors to Discipleship* is placed under Evangelism because of the new fourth course presently under development. At the initiative of the Cumberland Presbyterian Church, the partnership has commissioned the development of a course on “Discipleship.” The primary focus will be on the church’s mission in calling and growing disciples of Jesus Christ. This 12 session course will be available for use not just with teachers but other church members and groups as well. The projected launch date is July 1, 2010.

**RECOMMENDATION 2: That the General Assembly encourage congregations to take advantage of this Cumberland Presbyterian resource for leadership development.**

*Youth Evangelism Conference.* “WAKE UP!!!!” was the theme of the 2009 Youth Evangelism Conference that was held December 27-30, 2009 in Nashville, Tennessee. This was the second YEC; the first was planned and implemented by the Board of Missions. This 2009 event was planned by a design team working with staff of the Missions and Discipleship Ministry Teams. The YEC was for young people from grades 7 through first year college. Two hundred and thirty-six persons participated in this event. The Report of the Missions Ministry Team will provide additional information.

*Miniversities.* “Keep the Flame Burning— Share the Story” was the theme for the 2009 Evangelism Miniversities. The Missions and Discipleship Ministry Teams joined together to plan and implement 20 miniversities in various geographical areas of the denomination. Track I of these 3 ½ hour events was for elders, pastors and outreach ministry members. The focus was on understanding the meaning of evangelism and experiencing ways to reach out and share the Good News with others in the community. Track II was for teachers and other Christian education leaders and the focus was on the role of the teacher in evangelism and the calling and growing of disciples. Consultants trained by the Missions and Discipleship Ministry Teams provided leadership for the miniversities. Over 500 persons participated in the 20 miniversities and overwhelmingly rated the events as extremely helpful. The design for Track II will be available at the Discipleship Ministry Team website in the near future.

**b. 1<sup>st</sup> Things First: Come...Live Faithfully — Miniversities 2011.**

The miniversities will be held in March and April of 2011 in approximately 20 locations in the church. Each event will be 4 ½ hours in length, including 1 hour for lunch and fellowship. The theme is *1<sup>st</sup> Things First: Come...Live Faithfully* and the supporting scripture is Matthew 14:13-21 (feeding of the 5,000). The goal is that participants will:

- Explore the meaning of holistic stewardship from a biblical perspective that everything is a gift from God;
- Identify current practices of stewardship in their lives now and explore Christ’s call to faithful living; and,
- Discover creative, practical, concrete tools and ideas for giving to God through congregational ministries (understanding a budget, budget planning and raising, other giving opportunities, spiritual gifts inventory, time budgeting, using non-paid staff, vision implementation, ministry-focused budget, worship and mission resources, non “plate” giving, church inventory).

The miniversities will be especially helpful to pastors, elders, and stewardship “campaign” planners.

**RECOMMENDATION 3: That the General Assembly encourage congregations to participate in the miniversity program as an important source for leadership development in the area of stewardship ministry.**

**c. Bridges**

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

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

**d. Leadership Resources available from CP Resource Distribution.**

*A Manual for Church Libraries*, \$2.95.

*Christian Education Plan Book*, \$ 2.95.

*Development of Church Officers in the Cumberland Presbyterian Church* by Chris Joiner, \$19.95.

*Designs for Church Officer Training* by Paul and Hester Allen, \$12.95.

*A Climate for Learning: Educational Planning for Your Congregation*, \$4.95.

*Plan Book for the Board of Christian Education: Presbytery and Synod*, free.

**e. Staff Consulting**

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

**f. Discipleship Team Website**

The Staff encourages people to check the Discipleship Ministry Team web page, which may be accessed at [www.cumberland.org/bce](http://www.cumberland.org/bce). It contains important information about resources and upcoming events. We are especially proud of the new *Youth Ministry* website that is a one-stop “shopping” site for youth ministry. The internet address is [www.cumberland.org/cpyouth](http://www.cumberland.org/cpyouth).

**g. Sunday School Packet**

A packet was mailed to all congregations in late May. This packet contained materials helpful to congregations as they plan for the new church school year.

**h. Cumberland Presbyterian Resources (CPR)**

Cumberland Presbyterian Resources is the resource distribution agency for the Cumberland Presbyterian Church. It is lodged under the Ministry Council and functions as a part of the ongoing ministry of the Discipleship Ministry Team. CPR makes available to individual Cumberland Presbyterians, judicatories, and other interested parties uniquely Cumberland Presbyterian materials. An active customer base of over 2,000 clients mostly from the Cumberland Presbyterian family but also representing a variety of other churches and individuals is maintained. The resources distributed include books and other publications by, for, or about Cumberland Presbyterians. In addition, CPR sells a variety of church record keeping supplies that are unique to the Cumberland Presbyterian Church or that would be difficult for Cumberland Presbyterians to otherwise acquire. Consultant services are also provided to help congregations and individuals with acquisition of resources not available through CPR. Assistance is also available to help potential Cumberland Presbyterian authors to explore publication possibilities. Matthew Gore serves as the manager of Cumberland Presbyterian Resources.

**3. YOUTH MINISTRY****a. Youth Advisory Delegates**

Susan Groce, the Coordinator of Ministries with Youth and Young Adults, provides leadership for an orientation session for youth advisory delegates; this session is scheduled immediately prior to the opening of each General Assembly. In addition, she serves as an advocate and a support person for these delegates.

**b. Souper Bowl of Caring**

The 2010 Souper Bowl of Caring was February 7th. On that Sunday, youth groups all over North America gathered money at the close of worship to be used for a service ministry in their respective communities. Promotional materials for the 2010 event were included in *Bridges* and on the Discipleship Ministry Team website. In addition, a special youth ministry mailing went to congregations; it included promotional materials for Souper Bowl Sunday. This special program will be celebrated again on February 6, 2011.

**c. Youth Sunday**

Youth Sunday was February 21, 2010. Staff promoted this in *Bridges*, on the Discipleship Ministry Team website, and in the special youth ministry mailing. Youth Sunday will be February 20, 2011.

**d. 30-Hour Famine**

This program of World Vision was scheduled for February 27-28, 2010 or April 24-25, 2010. It was designed as an educational opportunity on hunger, poverty, and Christian action as well as a fund-raising event to support people who live in poverty and hunger. The Staff promoted participation in the 30-Hour Famine in *Bridges*, in a special youth ministry packet, and on the DMT website.

**e. Youth Packet**

A packet of materials was mailed in October 2009 to all Cumberland Presbyterian churches. The packet included promotion of CPYC, Souper Bowl Sunday, 30-Hour Famine, Youth Sunday, Presbyterian Youth Triennium, Youth Worker Summit, and an annotated listing of youth ministry resources.

**4. CHILDREN'S MINISTRY/FAMILY MINISTRY****a. *I Have Been Baptized***

This resource, written by James D. McGuire and DeVere Ramsay, includes a booklet, a single sheet for the pastor/session and a single sheet for parents/caregivers. It is designed to be given to the parents at the time of the child's baptism and can be used in later years to recall the baptism and to better understand the importance of this sacrament. It may be purchased from CP Resource Distribution for \$4.95.

**b. *Welcome to the Lord's Table***

*Welcome to the Lord's Table* is companion resource to *I Have Been Baptized*. It too was written by James D. McGuire and DeVere Ramsay. It helps children to understand the sacrament of communion and has a message to the pastor and session as well as a message to care givers. It may be purchased from CP Resource Distribution for \$4.95.

**c. Children's Sunday**

Children's Sunday is June 13, 2010. The spring issue of *Bridges* offered suggestions for observing Children's Sunday.

**d. Children's Ministry Resources**

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

**5. ADULT****a. Young Adult Ministry**

A new approach to young adult ministry is underway. A 12-member Young Adult Ministry Planning Council is being established for the purpose of evaluating and planning ministry with young adults. The age-group focus will be on post high-school (age 18 or 19) through age 30. The Council will meet later this year to begin initial planning and programming.

**b. Institute for Peace and Justice**

The Discipleship Ministry Team maintains a relationship with the Institute for Peace and Justice. The Institute focuses on peace education in the home and family and draws upon the scriptures and the teachings of Jesus to affirm and advocate for living in relationships where non-violence prevails. The address for the Institute for Peace and Justice is 475 East Lockwood Avenue, St. Louis, MO 63119. Their web address is [www.ipj-ppj.org](http://www.ipj-ppj.org). The phone number is 1-314-918-2630. Peace-making resources are available for all age groups.

**c. Divorce Recovery**

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

**d. Adult Ministry Resources**

An annotated listing of resources for ministry with adults is made available through the Sunday School Packet that is mailed to congregations in May of each year. This listing is also available on the website. *The Thoughtful Christian* courses mentioned above are also made available to congregations who wish to do adult education focused on particular current issues or other topics.

**6. STEWARDSHIP EDUCATION**

Stewardship Education in the Cumberland Presbyterian Church includes the areas of discernment as structured by the Touch the Future program, promotion of and education about Our United Outreach, and general stewardship education.

The Touch the Future program, developed in 2000, was originally scheduled to be emphasized through the year 2010. Congregations in all presbyteries have, in the past, been invited to begin and complete a discernment process. With most of the churches who have completed the process, it has met

with success. A new design for a weekend discernment process has been tested and is available for churches at this time. It can be done by a session or small group that will intensely call the group into action after the weekend is over.

The Coordinator of Stewardship Education has been working closely with the newly established Our United Outreach Committee. Letters were sent to congregations that did not give to Our United Outreach in 2009, encouraging them to give in 2010. The year 2010 has been dubbed “The Mitey Year” to encourage every congregation to participate in giving to Our United Outreach, offering a gift as the widow in the temple did. Jesus declared that her gift was extremely important because she gave what she had back to God. Congregations are also encouraged to contact the committee, inviting a member of the committee to come and make a presentation about Our United Outreach to sessions, small groups, and the entire congregation. Creative plans continue to come out of this committee.

Congregations are reminded that their giving percentage to Our United Outreach is based on their total income as they report it to the Office of the General Assembly in their annual report. As the General Assembly stated in its meeting of 1985 when they accepted 10% as the biblical standard for giving to Our United Outreach “Because stewardship is not a tax or assessment, no exclusions should be made. Exclusions are not made for the tithe biblically. God’s plan is a simple plan.”

A stewardship resource packet was sent out in the fall with new resources for congregations. The following resources were included:

#### **2010 Theme Bulletin Insert**

The 2010 Stewardship Theme is “Leaving Better than When You Came” and the scripture emphasis is James 1:17-18, 21. This resource is for your congregation to copy and use as bulletin inserts or handouts at various settings. The sheet can be reproduced and cut in half for two inserts per page.

#### **2010 Theme Pledge Card**

This resource can be reproduced on card stock to make three pledge cards per sheet. The card uses the 2010 Stewardship Theme and allows for the end to be clipped and used as a stub.

#### **New Stewardship Resources on your Computer**

Are you looking for stewardship resources on line that will help you with your worship service? Check out the web site for all these resources and more!

#### **How Old am I in Stewardship Years?**

This chart will help your members and church attenders gauge where they are in their journey to stewardship maturity.

#### **Green Chart for Your Sunday School Class**

You will want to have this chart in every Sunday school classroom so that classes can begin the process of making themselves more green.

#### **Green Steps for Your Church**

It’s easier than you think for your church to become “green.” Take a look at these steps and begin implementing them today.

#### **Endowment Brochure**

This brochure highlights the giving opportunities that you and your congregation have in the area of Christian education. Consider a gift to one of these endowments as a way to broaden your ministry into the realm of Christian education.

#### **Giving: Growing Joyful Stewards in Your Congregation**

*Giving* magazine is a resource full of stewardship articles and ideas for your congregation. Between its covers you will find articles about children and stewardship, book reviews, a stewardship emphasis for your annual campaign and much more. The Discipleship Ministry Team is a partner in the Ecumenical Stewardship Center, which produces *Giving* magazine.

Most of these resources are now online and can be reached from the main Cumberland Presbyterian web page. Staff is available to consult with congregations about their stewardship education program.

Be aware that a new online daily devotion called *eVotions* will be available from the Cumberland Presbyterian main web page beginning in September 2010. The daily devotions will be written by Ministry Council and ministry team members and staff, and staff and board members from the Historical Foundation and the Board of Stewardship.

As the 2011 miniversities will focus on stewardship, there will also be stewardship resources coming out of those events.

### **D. WORSHIP RESOURCES**



### 1. BOOK OF COMMON WORSHIP

*The Book of Common Worship* is provided for development and enrichment of worship. This collection of liturgical resources in the Reformed tradition contains the best material from the Supplemental Liturgical Resources, which have been used in the church for several years. *The Book of Common Worship*, recommended for use by the 163rd General Assembly, also includes lectionaries, a psalter, and other important liturgical resources. In addition, there is a *Book of Common Worship Pastoral Edition* and a *Book of Common Worship Daily Prayer*. We also provide the series of seven *Supplemental Liturgical Resources: Service for the Lord's Day, Holy Baptism and Services for the Renewal of Baptism, Christian Marriage, The Funeral: A Service of Witness to the Resurrection, Daily Prayer, Services for Occasions of Pastoral Care, and Liturgical Year*. Resources may be ordered from Cokesbury at 1-800-672-1789 or at [www.cokesbury.com](http://www.cokesbury.com).

### 2. HYMNALS

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

### 3. RESOURCES

*The Planning Guide for the Worship Committee* and the *Children in the Sanctuary* video/DVD were described under curriculum resources. Articles, Bible studies, copyright information, an annotated listing of worship resources, a workshop design, an annotated listing of hymnals, and a sharing of worship ideas are available on the Discipleship Ministry Team website at [www.cumberland.org/bce](http://www.cumberland.org/bce).

### 4. WORSHIP BULLETINS

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

## E. FINANCIAL REPORT

### 1. AUDIT REPORT

A certified copy of our 2009 audit report that includes the Discipleship Ministry Team as part of the Ministry Council budget is not available at the time this report is being written. When the audit is completed, two copies will be delivered to the Office of the General Assembly in compliance with Bylaws 15.04. Relevant portions of the audit report appear in the report of the General Assembly Ministry Council.

### 2. ANALYSIS OF FUND BALANCES

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

During 2009 the endowment corpus increased \$106,263.45 by contributions to existing endowments, establishment of new ones, and realized and unrealized capital gains. On December 31, 2009, the market value of all endowments was \$1,647,004.55.

Following is the analysis of the Discipleship Ministry Team program fund balances as required by General Assembly.

#### Discipleship Ministry Team (Program Operation) Fund Balance December 31, 2009

1. Investment Loan Program (on deposit with Board of Stewardship)	
DMT Office Equipment/Furniture Fund (designated)	\$42,353
Adventures in Family Living (restricted)	\$4,512
DMT Contingency Fund (designated)	\$146,987
Revolving Publication Fund (restricted)	\$31,329
Leader Development Fund (restricted)	\$74,526



Young Adult Conference (restricted)	\$4,789
God So Loves Video Fund (restricted)	\$5,730
Curriculum Fund (designated)	\$14,347
Transportation (designated)	\$28,548
TOTAL ILP	\$353,121
2. Accounts Receivable	\$6,573
3. Bank Balance (12/31/09)	\$37,165
TOTAL Assets	\$ 396,857

## F. LOOKING TO THE FUTURE

A recent article by Tim Gossett (*Copyright © 2010 Different Voice*) identified 10 trends in Christian education worthy of consideration. It is shared here as information from one perspective on what might be happening as we move into the future.

1. Digital downloads will become expected from curriculum publishers—both printable handouts/lesson plans as well as associated videos. Many publishers are already providing extra content online, but I believe consumers will increasingly expect to print only the pages they want to print to save money, and they'll prefer curriculum with downloadable content.
2. Book Clubs are growing in popularity, and more small groups will focus around fiction/nonfiction books rather than small group studies. Two of the many pieces of evidence: Abingdon Press now offers a series of fiction books, and major publishers (e.g. Harper Collins) are frequently offering discussion guides online or in the back of religion books by major authors.
3. Congregation members are increasingly participating in more than one congregation, which has all sorts of implications for the way a church does Christian education. A recent Pew Forum study found that a whopping 35% of us now claim to attend more than one congregation, with about a quarter of those folks reporting they participate in multiple faiths.
4. Relevance will only continue to grow in importance. People do not have a lot of extra time, and if something does not appear to be relevant to their lives, out it goes. A Sunday school class that doesn't get to the point is, these days, missing the point for many people.
5. A theological shift to the margins is underway. The decline in the number and scope of denominational publishers is likely to increase, so independent publishers are going to pick up new customers looking for options.
6. Christian educators will FINALLY start to embrace technology in a big way. I foresee a growing, and even urgent, interest in faith formation-related blogging, the development of secondary church websites devoted to formation, increased Usage of sites like YouTube in the classroom, ways to use Facebook or email to extend the classroom experience, and so on.
7. Parishioners will have a greater expectation of choice within the church. The church that appears to offer the greatest number of niche opportunities for faith development will thrive; the church that continues to offer just one option (e.g. a single adult Sunday school class) will not.
8. I suspect we'll start to see churches advertising more "hybridized" staff positions and fewer "traditional" ones. Churches will seek out people with a broad array of gifts in faith formation, technology, music, etc. who can be involved in a variety of positions rather than individuals who specialize in children's ministry or Christian education in general.
9. We'll soon see enormous growth in resources, classes, and training for older adult ministry, as churches seek to find new ways to reach out to and engage an aging but still very active population.
10. As denominational staff at local and national levels shrink, and as churches who are "on the bubble" financially look to cut staff, an opportunity will grow for persons interested in being freelance Christian educators – i.e. consultants, teacher trainers, curriculum developers, retreat leaders, website consultants, etc., who will work with a variety of churches in their state or around the country. I've personally connected with several of these folks in the past year through Facebook, and most of them left full-time ministry within a church in the past two years.

In its February meeting, the Discipleship Ministry Team engaged in Bible study and prayer to discern God's call for the church in the area of discipleship ministry. The following goals emerged:

1. Evaluate and rejuvenate the ministries provided. Evaluate each program and service, weighing its relative cost – personnel, monetary value, effort, etc. vs. effectiveness (perceived) and need.

Prioritize ministries and be open to God's leading into new ventures in order to serve congregations more effectively.

2. Initiate collaboration and partnerships in ministry, remembering that God's call is for all disciples to be doers of the Word in the world, working together to educate and train each child of God. This emphasis will focus on all judicatories of the church, within the Ministry Council, with other ministry teams, and within the broader ecumenical community, especially those of the Presbyterian and Reformed Tradition. An intentional effort will be made to be more global and inclusive of the various cultures and languages represented in the Cumberland Presbyterian Church.
3. Cast a vision of what it means to be a mature disciple by: developing a statement on discipleship for consideration by the General Assembly; providing tools and resources through which disciple growing can occur; developing a discipleship 101 course; encouraging congregations to use Opening Doors to Discipleship, Course D as a personal and communal resource for learning, living, and giving as disciples of Jesus Christ.

## **IV. REPORT OF THE UNITED BOARD FOR CHRISTIAN DISCIPLESHIP CUMBERLAND PRESBYTERIAN CHURCH CUMBERLAND PRESBYTERIAN CHURCH IN AMERICA**

### **A. INTRODUCTION**

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

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

At the 1991 meeting the Federated Board of Christian Education redefined its identity and mission. From this effort emerged a new name, the United Board for Christian Discipleship, a cooperative ministry, which in 2010 spans thirty-eight years.

With the restructure of the Cumberland Presbyterian General Assembly program agencies in 2008, the United Board continues the process of redefining its organization and program functions. Structure, however, has never disrupted the strong commitment of both denominations to join in partnership to plan and implement programs of discipleship that by their nature should be done together rather than separately.

### **B. GENERAL INFORMATION**

#### **1. MEMBERS, STAFF**

Members of the United Board for Christian Discipleship are Mindy Acton, Reese Baker, Joanna Bellis, Margaret Bennett, Gladys Canty, Jeff Gehle, Gladys Graham, Mamie Hall, Samantha Hassell, Tom Martin, Nina Phipps, Mary Powell, Kip Rush, Vernon Sansom, Sandra Shepherd, Rhonda Westfield and Michael Wilson. Program staff members are Elinor Brown, Matthew Gore, Susan Groce, Lynne Herring, Cindy Martin, and Frank Ward.

#### **2. BOARD MEETING**

The United Board for Christian Discipleship meets once each year. The 2010 meeting was held in Memphis on February 5. The focus of the meeting was on program planning and leadership assignments.

### **C. JOINT PROGRAMS**

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

#### **1. YOUTH MINISTRY PLANNING COUNCIL (YMPC)**

The Youth Ministry Planning Council is the youth ministry planning agency for the United Board for Christian Discipleship. The following youth, along with adult members Jill Carr and Nina Phipps and staff

member Susan Groce, currently serve on the Council. Membership and terms are:

**Terms to Expire 2010:** Morgan Boyd, Nicki Naron, C.J. Cassell, A'Yonnika Rodgers, Christopher Jerrolds

**Terms to Expire 2011:** Katie Klein, Ben Sweet, Alan Butler, Rachel Johnson, Andre Harris

**Terms to Expire 2012:** Natalie Meinzer, Sebastian Phillips, Katie Garrett, Hailey Sutton

The council met December 5-7, 2009, to evaluate existing youth ministry programs, plan the Cumberland Presbyterian Youth Conference (CPYC), and brainstorm ways to reach our youth with information about CPYC and the Presbyterian Youth Triennium through presbyterial and congregational events. The council meeting for 2010 will be November 13-16.

## **2. CUMBERLAND PRESBYTERIAN YOUTH CONFERENCE (CPYC)**

*"Let ME do the talking..."* was the theme of the 2009 Cumberland Presbyterian Youth Conference held at the NaCoMe Conference Center in Pleasantville, Tennessee, July 12-17. The theme came from Job 42:4 with a focus on listening more intently to God rather than our own voices. In collation with this theme and the story of Job participants explored venturing through tough times in their lives with a clear mind set to discern God's will be listening for God's voice.

The Cumberland Presbyterian Youth Conference is an opportunity for youth from the Cumberland Presbyterian Church and Cumberland Presbyterian Church in America to interact and learn together. There were 190 youth and adults in attendance at the 2009 conference.

The 2010 CPYC will be held July 4-9, at NaCoMe Conference Center, Pleasantville, Tennessee. The theme, *"More Than Meets The Eye,"* is from 2 Corinthians 4:18. Daily sub-themes include: *Seeing God in Creation, Seeing God in Others, Seeing God in Ourselves, Seeing God in the Unexpected, Seeing God in Jesus is Rejoicing in the Eternal.* The registration fee is \$325 per person. Special efforts are being made to raise money to provide scholarships for Cumberland Presbyterian youth who live outside the United States to attend.

## **3. PRESBYTERIAN YOUTH TRIENNIUM**

The 2010 Presbyterian Youth Triennium is July 20-24 at Purdue University, W. Lafayette, Indiana. This event is for young people (ages 15-19) and adults who work with youth. It is a unique opportunity to experience the church in the context of the larger Presbyterian family and to develop friendships with persons from all over the world. Participants in past events have affirmed it as a life-changing experience in terms of their own sense of calling and spiritual development.

Members of the Design Team from the CPC are: Evan Butler, Whitney Cosby, Rick Gamble, John Horsley, Ricky Kirby and Morgan Williams. Members from CPCA are: Wanda Love, Jazzmine Lynk, and Desean Robinson. Mark Brown serves as contract staff for community life. Susan Groce and Nina Phipps serve as staff for the United Board for Christian Discipleship, representing the CPC and CPCA denominations.

Registrars for each presbytery assisted in the registration process. The registration fee is \$409.00 per person.

## **4. CONSULTANT PROGRAM**

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

In 1974, the first such event was held on the campus at Bethel College. With few exceptions, consultants have gathered annually for the Consultant Training Event. From these events has come an experience of community that has fostered a network for the sharing of concerns, ideas, and resources.

In lieu of an event in 2009, consultants were offered grants to attend approved training opportunities and/or to do a leadership training course in their respective congregations. The 2010 event will be November 5-7. One major element of this event will be training consultants to lead the 2011 miniversities.

Cindy Martin is the coordinator of the Consultant Program.

## **5. YOUTH WORKER SUMMIT**

*Sacred Space for Youth Workers: Gathering in Hope, Rekindling the Light* is the theme for the Youth

Worker Summit being held December 1-4, 2010, at Disney World, Orlando, Florida. This event will bring together youth ministry leaders from judicatories and congregations across the country in an ecumenical setting to find Sacred Space. The Summit will include dialogue with youth ministry professionals and visionaries, worship, skill and awareness development workshops, resource sharing and networking with other leaders. Something that sets this Summit apart from others is the professional leadership development seminar led by staff of the Disney Institute. The seminar will focus on leadership development.

Leadership for this continued education event for youth workers includes: Rodger Nishioka, Phyllis Tickle, Mark DeVries, Michael Clark, Michelle Thomas-Bush, Andrew Zirschky, Willa Ross, and Hank Hilliard. Susan Groce serves as the United Board for Christian Education staff on the design team.

The Summit is sponsored by the Ecumenical Youth Ministries Staff Team, which is a partnership of youth ministries national staff representing 11 communions: African Methodist Episcopal Church, Christian Church (Disciples of Christ), Christian Methodist Episcopal Church, Church of the Brethren General Board, Cooperative Baptist Fellowship, Cumberland Presbyterian Church, Episcopal Church, Evangelical Lutheran Church in America, Presbyterian Church (U.S.A.), United Church of Christ, United Methodist Church.

The cost of the conference is \$275 for registration plus the cost of housing at Disney Coronado Springs Resort. Housing for three nights is \$440 when reserving one to a room, and \$220 when reserving two to a room. A limited number of scholarships providing up to ½ the registration fee is available for youth ministry leaders/workers in the Cumberland Presbyterian Church and Cumberland Presbyterian Church in America. Persons may contact Susan Groce (scg@cumberland.org) for additional information.

**RECOMMENDATION 4: That congregations and presbyteries be invited to promote the Youth Worker Summit and seek to enable leaders who work in ministry with young people to attend.**

## **6. YOUNG ADULT MINISTRY PLANNING COUNCIL**

In an intentional effort to address young adult ministry, the UBCD has established the Young Adult Ministry Planning Council. This council will be composed of 12 young adults who will evaluate, plan, and develop program for young adult ministry with a focus on immediate post-high school through 30 years-old young adults. The council is in the process of being formed and will hold its first meeting in November 2010. Young adults form the millennial generation and seem to find little to no meaning in the institutional church. Yet, there is an evident spirituality in many young adults. How can the church join in ministry with millennials? In what ways may congregations reach out and touch the needs and joys of this age group? The council will explore answers to these and other related questions in this new program of the UBCD.

## **V. MISSIONS MINISTRY TEAM**

Michael Sharpe, Team Leader

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### **A. ADMINISTRATION**

#### **1. MISSIONS MINISTRY TEAM**

##### **a. Meetings and Organization**

The Missions Ministry Team has met twice since the 180<sup>th</sup> meeting of the General Assembly. Meetings of the elected Ministry Team, along with staff were held November 6-8, 2009 and February 5-6, 2010.

##### **b. Elected Team Membership**

Elected Team Members whose terms expire at the 2010 General Assembly, with number of terms served in parentheses, are: Carolyn Medley (3), Sam Suddarth (2), Mack Arase (1). Carolyn Medley is the only member not eligible for reelection. Gaye Wood has resigned due to health reasons and Milton Ortiz has resigned due to his employment as Team Leader for the Pastoral Development Ministry Team. These resignations have created two additional vacancies that need to be filled.

##### **c. Mission Ministry Staff**

The following people served as staff members in 2009: Administrative- Michael Sharpe, team leader; Marjorie Shannon, Administration and Finance; George Estes, Evangelism and Church Development; Michael Sharpe and Pam Phillips-Burk, Congregational Ministries; Robert Watkins, Global Missions; and Sowgand Sheikholeslami, Communication and Publications; Melody Collins, office assistant; and Joyce Reeves, secretary. Field- Boyce Wallace, missionary, Colombia, SA; Lynn Thomas, Cross-Culture Mission Developer (USA); Part-time consultants – Reverend Yoong Kim, Korean Consultant; Reverend Norlan



Scrudder, Leadership Referral Services; Jo Ann Shugert, Convention Coordinator; Alfonso Marquez, Hispanic Ministry Coordinator.

## 2. FINANCIAL REPORTS

Income streams that provide funding for mission ministries and programs include Our United Outreach, second mile gifts and earnings and contributions to endowments.

Current economic conditions, increased costs for a new structure and facility, increased health insurance costs and a drop in OUO have decreased funds available for ministry.

	<u>2007</u>	<u>2008</u>	<u>2009</u>
OUO	\$711,276.79	\$717,467.89	\$602,615.54
2nd Mile Gifts	\$618,243.40	\$630,672.50	\$450,691.76
Endowment Earnings	\$414,368.76	\$390,731.33	\$328,064.09

### a. Endowments

During 2009 the endowment corpus increased \$541,582.49 by contributions to existing endowments, establishment of new ones, and realized and unrealized capital gains. On December 31, 2009, the market value of all endowments was \$9,979,810.49.

### b. Special Benevolent Funds and Giving Opportunities

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

Through the Missions Ministry Team in 2009, Cumberland Presbyterians forwarded emergency and hunger funds to the following areas through Church World Service: Pakistan Earthquake, Indonesia Earthquake, US Hurricanes, Zimbabwe, Congo Conflict, Beth-El Mission in Florida, Project Vida in Texas, Choctaw Presbytery in Oklahoma, Lakota Indians, and the Presbytery of Liberia for the Todee Clinic.

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

The Loaves and Fishes offering received in 2009 was designated to provide seed money for the Nehemiah Foundation in Columbia, South America. The foundation will seek international grants for ministries to combat global problems such as hunger, lack of education, displaced people, and inadequate health care.

The formula for dividing the Loaves and Fishes offerings is 25 percent held by local church for community needs, 25 percent retained by the team for emergency hunger needs, and 50 percent sent to a specific project through World Vision.

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

### c. Gift to the King

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

The project for 2009 was to assist with a New Church Development project in Nuevo Laredo, Mexico.

### d. Second Mile Giving

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

The total of all 2009 Second Mile Giving through the Missions Ministry Team was \$450,691. This total includes but is not limited to the following gifts to specific projects received during the calendar/fiscal year: *Loaves and Fishes Program*, \$57,145; *OGHS*, \$26,098; *Gift to the King*, \$30,723; *Colombia Hot Lunch*, \$27,678; *Colombia Nursing Home*, \$41,059; *Other Colombian projects*, \$69,148; *Choctaw Presbytery projects*, \$2,000; *Partnerships In Mission*, \$130,684; *Convention Offering (Laos Vision School)*, \$12,298; *Women’s Ministry Projects/other Second Mile Gifts*, \$53,858; *Builders Fellowship Calls*, \$41,675.



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

### **3. NEW DATABASE SOFTWARE**

During 2009 the Center began an extensive transition in computer software which included new database and accounting programs (Raisers Edge and Financial Edge). This involved importing data from all areas into one database which now includes more than 30,000 records. MMT staff, as well as staff in all other areas, continues the cleanup of records, merging duplicates and entering codes to help assure that the data can be retrieved in the many different ways needed. We are also continuing to modify the set-up and documenting the how-to's in a policies and procedures manual. We are appreciative of the church at large understanding during this time and helping us to update names and addresses in the new system. We feel that the new software will be very effective and more stable in maintaining the information that is entered.

In addition, Raisers Edge generates acknowledgment letters/receipts for all contributions entered through the program. MMT staff now sends acknowledgment letters/receipts instead of receipts coming from Central Accounting. Every effort is being made to see that receipts are correct. Reports that we drew from the old accounting system are in the process of being rewritten in order to produce the same information. Thank you for your patience during this transition.

## **B. CONGREGATIONAL MINISTRIES**

Pam Phillips-Burk and Michael Sharpe, Unit Leaders

### **1. ECUMENICAL MINISTRIES**

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

#### **a. Partnership Ministries in the Appalachian Region of the USA**

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

##### **(1) Coalition for Appalachian Ministry (CAM)**

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

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

Interpretive materials, resources, and portable displays are available from the CAM office at 1329 Wears Valley Road, Townsend, TN 37882 or on the web at: [www.appalachianministry.org](http://www.appalachianministry.org).

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

##### **(2) Appalachian Ministries Educational Resource Center (AMERC)**

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

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

Information about upcoming seminars and events is available at: [www.amerc.org](http://www.amerc.org).

#### **b. Partnership Ministries to and Among Seasonal Farm Workers**

##### **(1) National Farm Worker Ministry (NFWM)**

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

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

Materials for Farm Worker Week and related resources may be obtained through the website at: [www.nfwm.org](http://www.nfwm.org).

### **(2) Beth-El Farm Worker Ministry, Inc., Wimauma, FL**

The Beth-El Farmworker Ministry (Wimauma, FL) continues to make progress in the expansion of Beth-El's ministry with migrant farm-workers in Immakolee and in Arcadia, Florida.

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

Dave Moore serves as executive director and Reverend Ramior Ros serves as pastor. Additional information about the ministries available at Beth-El may be obtained at: [www.beth-el.info](http://www.beth-el.info).

### **c. Border Ministry**

Project Vida, El Paso, TX

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

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

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

### **d. Ministry in Israel**

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

## **2. CUMBERLAND PRESBYTERIAN WOMEN'S MINISTRY**

### **a. Women's Ministry Convention in June 2009**

*Gifted to Serve* - Women gathered in Memphis, Tennessee to celebrate the variety of gifts that each one had been given by God to serve both God and others. New Women's Ministry officers were installed at the beginning of Convention rather than during the luncheon on Thursday. The officers – President Mary Lyn Childs; President-elect Martha Chambers; Past President Patricia Long; Secretary Suzi Middleton; and President-elect Peggy West took office immediately upon election and installation providing inspiring leadership throughout Convention. Women were given the opportunity to explore their gifts using a Spiritual Gifts Inventory utilized during the Bible study led by the Reverend Annetta Camp. A highlight of the Convention was a panel of missionaries from around the world talking about their gifts and their experiences in ministry using the gifts they had been given by God. Panel members were Peggy Jean Craig (Southeast Asia), Kenneth and Delight Hopson (Uganda), Anay Ortega (Colombia and Guatemala), and Glenn Watts (Japan and Hong Kong). Peggy Jean Craig spoke again during the concluding worship service about the Vision School in Southeast Asia, which was the Convention offering. St. Jude Children's Hospital was very visible throughout Convention in many different ways. Hospital Chaplain, the Reverend Lisa Anderson, spoke about her work at the hospital. The hospital was the recipient of the "loose change" offering during the luncheon, and a group of about 70 women took advantage of a tour of St. Jude Hospital. One of the highlights of Convention was the opportunity for those who wanted to reach out beyond the walls of Convention and use their God-given gifts to serve others. On Thursday morning women participated in three different off-site work groups: Memphis Theological Seminary; Dress for Success; and St. Jude Hospital. There were also three focus groups offered at the hotel on Thursday morning – Gift of Administration, Gift of Servanthood, Gift of Thrift. The Convention luncheon on Thursday was the concluding highlight of a very meaningful Convention.

### **b. Women's Spirituality Conference**

*Taste and See...* is the theme and focus for the second women's conference scheduled for July 22-24, 2010 in Dyersburg, Tennessee. Through worship, workshops and study women will taste and see that the Lord is good. (Psalm 34:8) The conference is another way to engage women on a denominational level in venues other than Convention and work trips. It is geared for women of all ages and is very appropriate

for teen girls. Workshops are active and hands-on and include Arts and Spirituality, Yoga, Organization and Spirituality, the Labyrinth, and Prayer Walking. Registration fee is \$90 until July 1, after which it will be \$100. There is a \$10 discount for any church registering 8 or more.

#### **c. Women Work Trips**

In July 2009, there were two work trips for women, which ran concurrently. One work trip was in Mt. Vernon, Kentucky at Christ's Outreach to the Blind. Fourteen women (which included two teen girls) participated in this ministry. This was the fifth year that a work trip was organized. Bobbi Logan, as trip coordinator, provided strong and capable leadership for the 2009 work trip. The Women's Ministry of Holly Grove CP Church (Brighton, Tennessee) will provide leadership for this work trip in the future. It will remain a work trip for women and will return to Christ's Outreach in Kentucky.

The first-ever international work trip for woman included 14 women (which included one high school teen and two college-age young women). Team makeup included – Texas (2), Tennessee (6), Florida (2), Alabama (2), and Hong Kong (2). This group visited 14 CP churches in both Cauca Valley and Andes Presbyteries, spent one day working and interacting with the residents at Hogar Samaria, visited the Colegio Americano in Cali as well as other colegios in Andes Presbytery, met and interacted with leaders and participants in the Heads of Families program of both presbyteries, ate countless empanadas and built lasting relationships with Colombian sisters and brothers in Christ. While this was not a typical "work trip," one trip member put into words the feelings of the whole team when she said on the last night in Colombia – "the work part of our trip begins when we return home." Plans are being developed for another Women's Work Trip in 2011, possibly to mission points in either Brazil or the Philippines.

#### **d. Women Clergy**

At General Assembly in June 2009, we celebrated the 120<sup>th</sup> ordination of Louisa Woosley, the first woman to be ordained to the Ministry of Word and Sacrament in the Cumberland Presbyterian Church. The Reverend Tiffany McClung led a special service of recognition, which included a PowerPoint presentation and a special blessing on all the clergy women present on Tuesday evening of General Assembly at Faith CP Church. This annual time of support, encouragement and fellowship is a collaborative effort by the Missions Ministry Team, Pastoral Development Ministry Team, and Memphis Theological Seminary.

Important ordination dates for 2010 are:

Five Years – Sharon Huey, Sherry Ladd, Brenda Laurence, Janeth Yarce  
Ten Years – Angela Halford, Tiffany McClung, Linda Snelling  
Fifteen Years – Virginia Espinoza, Karen Mosley, Lisa Oliver, Carol Scrivener, Grace Yu  
Twenty Years – Sarah Ann Jeffrey  
Twenty-Five Years – Linda Glenn, Ann Holley  
Thirty Years – Laura Lewis  
Sixty Years – Betty Shirley

### **3. WEBSITE AND ELECTRONIC COMMUNICATIONS**

The Missions Ministry Team website encompasses almost 900 pages (includes html pages, pdfs, word documents). Many of the pages must be updated on a regular basis (monthly, quarterly, and even daily) with new resources and publications like the *Missionary Messenger*, QMEs, Women's Ministry resources, Evangelism Focus resources, Special Observances resources, Opportunity List for Leadership Referral, etc.) The website is updated using Dreamweaver software.

In addition to the website, the Missions Ministry Team uses a service called Constant Contact as another effective means of communication. The electronic newsletter is published once a month to a subscriber list of 915. During Advent 2009 and Lent 2010, Missions Ministry Team sent out a daily devotion with an evangelism focus. George Estes and other staff members contributed to the daily Advent devotions. Elected team members participated in the Lenten series by providing many of the devotionals, which received high praise. Our subscriber list grew by 19.5% last year.

### **4. INDIAN MINISTRIES**

#### **Choctaw Presbytery**

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

The primary focus of the council is congregational development and continued development of

strong, indigenous leadership. The council is in the process of studying potential sites for a New Church Development project for the presbytery. A mission probe in Durant, Oklahoma began last fall. Reverend Virginia Espinoza was providing primary leadership.

The Missions Ministry Team provides financial support, guidance and consultation to the presbytery primarily through the work of the Choctaw Presbytery Council.

## **C. SPECIAL SERVICES**

### **1. LEADERSHIP REFERRAL SERVICES**

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

Norlan Scrudder continues to serve as the coordinator for LRS.

### **2. SPECIAL EDUCATION/TRAINING IN SPECIFIC AREAS OF CONCERN/NEED**

#### **a. Small Church and Rural Church Leadership Events**

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

#### **b. Alternate Pastoral Leadership Models**

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

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

### **3. PARK CHAPLAINCY**

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

Reverend Dana Jett-Rand from West Tennessee Presbytery, served as chaplain during the summer of 2009.

## **D. EVANGELISM AND CHURCH DEVELOPMENT**

George R. Estes, Unit Leader

### **1. EVANGELISM FOCUS PLAN**

The Evangelism Focus Priority, proposed and affirmed by General Assemblies since 2007, arose from two primary concerns: first, the concern to be more faithful as a denomination to the mandate of the Great Commission to make disciples; and second, a concern that the denomination has experienced a decline in membership and congregations over the last several years.

The Evangelism Focus Priority occurred at a time when the General Assembly was considering other far-reaching matters as well. The denominational headquarters were being relocated, and a re-structure of the denomination's program agencies was underway. It was also recognized that the Evangelism Focus Priority was, in effect, an extension of three decadal priority goals for the years 2000-2010 adopted by the General Assembly in the late 90s. In summary, these three goals were: revitalization of congregations and



presbyteries, recruitment and training of clergy and lay leaders, and New Church Development. Clearly the evangelism emphasis fit well with these three goals as the decade neared an end. The General Assembly in 2008 felt that the five-year time frame of the Evangelism Focus was really just the beginning of an emphasis that should characterize the denomination's ministry in the rapidly changing world of the 21<sup>st</sup> century. With that in view, there is a recommendation at the conclusion of this section of the Missions Ministry Team report proposing a ten-year strategy for evangelism, mission field expansion, and New Church Development.

Elements of an evangelism plan could include a theme, Bible text(s), biblical and theological foundations, a working definition of evangelism, and goals/objectives to be addressed by local churches, presbyteries, and the General Assembly, together with recommended resources, time-lines for activities, and a procedure of accountability.

## **2. PROGRAM OF ALTERNATE STUDIES AND LEADER DEVELOPMENT**

The Missions Ministry Team assisted the Program of Alternate Studies in conducting a Spanish speaking block for Spanish speakers in June 2009. There was also a Korean language block at PAS in 2009. A Hispanic family retreat was held at Montgomery Bell State Park in Tennessee in May 2009, and a Korean Leaders Conference was held in conjunction with the 2009 General Assembly in Memphis, Tennessee.

## **3. GENERAL ASSEMBLY GROWTH TRENDS**

A statistical summary of the denomination's membership and related information, tracked over the present decade and compared with previous ones, will be made available by the Missions Ministry Team at the General Assembly and on the Missions Ministry Team website: [www.cumberland.org/bom/churchgrowth/EvangChDev.htm](http://www.cumberland.org/bom/churchgrowth/EvangChDev.htm).

## **4. EVANGELISM MINIVERSITY AND YOUTH EVANGELISM CONFERENCE**

As part of the Evangelism Focus priority, the Missions Ministry Team and Discipleship Ministry Team worked together to provide two outstanding programs in 2009.

The Evangelism Miniversities, "*Keep the Flame Burning – Share the Story*," were conducted in several regions around the USA in February and March 2009. These events featured two tracks, Discipleship and Missions. Participants, which totaled over 400, chose between the tracks. Evaluations from these events were very positive. Using DVD film clips, PowerPoint presentations, small group interaction, and hands-on Servant Evangelism activities, the emphasis of the programs was to enable church leaders to share their faith with greater commitment and confidence.

The second denominational Youth Evangelism Conference took place December 27-30, 2009, at Nashville, Tennessee. The 250 conference participants from 35 churches and 8 states resonated to the theme "*Wake Up!*" based on Romans 13:11. The keynote speaker for the event was youth-oriented "cultural evangelist" Gabe Lyon, co-author of *UnChristian* and founder of the Q Project, a national forum that brings together leaders from church and society to make a positive impact on today's society. Reverend Nathan Wheeler, young adult minister at Tusculum CPC in Nashville, was the conference preacher. The West Nashville Church served as the host facility for the gathering, providing space for worship, small group Bible study, meals and recreation. Conference activities also featured Servant Evangelism ministries in downtown Nashville, and a Christian rock concert at the well-known Rocketown youth event center. Evaluations from this event were very positive as well.

## **5. NEW CHURCH DEVELOPMENT (USA)**

The decade plan for New Church Development (NCD) initiated in 2000 has concluded. With the conviction that church planting remains an essential part of our evangelism effort as a denomination, this summary of the decade's activities is offered. One of the three priority goals for the decade beginning in 2000 was to establish 75 new churches, including 50 congregations in the USA – both traditional and Cross-Cultural -- and 25 congregations in other nations. During the decade more than 70 new church starts have been attempted in the USA, including traditional, cross-culture and provisional congregations. Twenty-two were formally organized by their presbyteries as Cumberland Presbyterian churches: 9 English-speaking congregations, 8 Hispanic churches, 4 Korean congregations, 1 Sudanese African church. Another twenty-eight fellowships continued at some level of development into 2010. In these new congregations there are approximately 3,265 members/participants, most of whom are new to the Cumberland Presbyterian Church. It is also the case that several new fellowships have been discontinued during the decade, which is disheartening to the congregations, church planters, presbyteries and the Missions Ministry Team. But without exception, significant ministry for Christ has been undertaken, lives have been touched with the



gospel and disciples have been made for the Kingdom.

As envisioned by the decade NCD plan, several different new church “models” have been attempted. Among these have been: the traditional solo full-time pastor working to develop an initial nucleus; tent-maker or bi-vocational pastor; catalyst church planter seeking to initiate multi-site ministries and provide oversight; specialized NCD serving, for instance, the spiritual needs of disabled persons and their caregivers; mother-daughter (sponsoring church); mission probe; cross-culture ministry working among recent immigrants whose primary language is not English; provisional status for non-Anglo pastors and congregations coming to the denomination from other traditions. The “attractional model” of reaching the community through direct mail, telephoning, flyers, websites and other kinds of publicity -- a model that had been very effective in the ‘90s -- seemed less effective in the decade of 2000. In its place the “relational model” emphasized mobilizing pastor and people to share faith with friends, neighbors and co-workers, building the congregational nucleus in that manner. The “organic model” of “small group model” was a variation of this approach. A third emphasis was identified as the “missional model,” which is the affirmation that the church is sent into the world on God’s redemptive mission of sharing Good News, making disciples, obeying the Lord and living out Christ’s teachings. This last is less a “model” of NCD and more a commitment to ministry priorities which is applicable to established as well as new churches.

Sixteen of the nineteen USA presbyteries were involved in New Church Development during the decade. A word of commendation is extended to the presbyterial boards and task forces that have labored so diligently in behalf of the developing congregations. Further, without the contributions of the 630 members of Builders Fellowship throughout the denomination, the building programs of almost 30 new churches would have been even more challenging than they were. The church planters and their families are deeply appreciated for their service.

## **6. CROSS-CULTURE DEVELOPMENT (USA)**

Presently there are 14 Hispanic congregations affiliated with the Cumberland Presbyterian Church in the USA. Last year, two more Hispanic missions were organized into Cumberland Presbyterian Churches; Misericordia CP Church in Lenoir City, Tennessee and Nueva Vida CP Church in Houston, Texas. It should be noted that in March 2010 El Redil CP Hispanic mission in Lawrenceville, Georgia will also be organized as a new Cumberland Presbyterian Church.

Many Hispanic New Church Developments were started in the late 1990’s and early 2000’s, the last of these are now being organized into Cumberland Presbyterian Churches. It appears, based on our experience starting Hispanic new churches that from the start of the New Church Development (NCD) until its organization, it takes from 6 to 10 years. In most cases this does not include the construction of a building. The Hispanic congregations range in size from 250 in attendance to 40. The average Hispanic congregation has approximately 60 in attendance in worship. Most of our Hispanic churches are in shared facility arrangements with English speaking churches. The purchase or construction of worship centers for our Hispanic congregations will be an on-going challenge.

The 2000 decade emphasis in church planting was helpful in that it established goals and at the same time staffed the task of establishing new cross-culture congregations in the USA. The number of Hispanic New Church Developments initiated that failed to become organized churches should also be taken into account. Although churches did not materialize from these efforts, many people came to faith in Jesus Christ and were discipled. As well, many staff hours and resources were used in these outreach efforts. During the past 10 years there were six Hispanic NCD attempts that were closed that did not result in organizing a church. In the majority of these cases it was either the NCD pastor left the field or in one case was removed from the NCD position by the presbytery for ethical reasons. The early church planting plan discussed late in the 1990’s for the 2000 decade contemplated a capital funds drive to give strong support for the NCD efforts over the 10 year period. The capital fund campaign did not materialize as planned. The new churches planted were the result of Hispanic pastors sacrificially working to establish these churches. In many cases they were tent-makers, in other cases they labored with salaries that were very modest compared to other pastor salaries of full-time pastorates.

During the same decade the Cumberland Presbyterian Korean work came roaring into existence. The Korean speaking churches went from 1 to over 25 churches in the USA in just a decade. By mid 2000 it became necessary to secure a Korean consultant to help with this growing aspect of the Cumberland Presbyterian Church. Reverend Yoong Kim, our consultant, has been working closely with Reverend George Estes of the Missions Ministry Team and Reverend Forest Prosser of Tennessee-Georgia Presbytery with respect to our Korean work. As well our Korean work has spread outside the USA to South Korea, Laos, Cambodia, Philippines, Japan and Canada.

In addition to the Hispanic and Korean work, a Sudanese congregation was started and organized

in Gallatin, Tennessee. They meet in a shared facility arrangement in a Methodist Church. Two Sudanese pastors were trained using PAS; unfortunately two years ago one of them died while visiting family in the Sudan. The financial challenges of the Sudanese congregation are rigorous, congregational giving is very low and creates some real challenges. The MMT continues to provide subsidy for the Sudanese Cumberland Presbyterian Church.

The newest non-English speaking NCD is a Japanese speaking NCD in Cumberland Presbytery. This is a joint effort by Japan Presbytery, Cumberland Presbytery and the Missions Ministry Team. Reverend Iwao Satoh was selected by Japan Presbytery to be the NCD pastor in Kentucky. He and his family will move to Louisville, Kentucky as soon as the US government grants them a visa.

An important and complementary part of our cross-culture New Church Development has been pastor training. The Program of Alternate Studies has provided us with a great tool to prepare non-English speaking pastors in the USA. The Cross-Cultural Track of PAS has been adapting over the years to accommodate our reality. Presently, the Cross-Cultural Track provides pastor training in the first language of the student. We are conducting PAS classes in Spanish and Korean, using Spanish and Korean instructors. We do have seminary trained instructors that are able to provide competent training. Reverend Alfonso Marquez works with PAS to coordinate the participation of the Hispanic participants, Reverend Yoong Kim is the Korean coordinator for the Korean speaking participants.

Now that the reorganization efforts of the Cumberland Presbyterian Church have become realized, this is a good time to consider long range New Church Development, evangelism and mission goals. It has been proven that concrete goals, staffing to accomplish those goals and funding can result in successful endeavors.

**RECOMMENDATION 5: That General Assembly will move forward with an evangelism and church planting, and mission field expansion initiative by charging the Ministry Council to name a task force consisting of Ministry Team members experienced in evangelism and church planting to develop a ten-year global evangelism, missions and church planting plan, providing goals, staffing expectations and funding estimates to accomplish the initiative. The Ministry Council will present the completed proposal at the 2011 General Assembly as the decadal evangelism and church planting initiative.**

## **E. COMMUNICATION AND PUBLICATION**

Sowgand Sheikholeslami, Unit Leader

### **1. INTRODUCTION**

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

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

### **2. MISSIONS MINISTRY TEAM PUBLICATIONS RESOURCES**

#### **a. *The Missionary Messenger***

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

The publication is an eight-page newspaper, published bimonthly in even months and distributed without charge to every active household in the denomination. The only responsibility of congregations that desire the publication without cost to their members is to furnish the Missions Ministry Team with a

mailing list of all active households and to keep it updated. Currently, *The Messenger* is mailed to about 20,000 households.

**b. Quarterly MEMO (Mission Engagement Ministry Outreach) Packet**

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

**c. Quarterly Missions Emphasis Bulletin (QME)**

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

**d. The March of Missions**

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

The general theme for the 2010 observance was "*Celebrating 200 years of Mission: Past, Present and Future*," with the hope that by sharing stories from the past and present, and ideas for the future, congregations might be inspired and challenged anew to mission, concentrating our prayerful consideration on ministry at the margins of human society. Resource materials mailed to each congregation included a bulletin insert with a variety of ideas for church members to try during the March of Missions season. Materials were also available online at: [www.cumberland.org/bom](http://www.cumberland.org/bom).

**F. GLOBAL MISSIONS**

Robert Watkins, Unit Leader

**1. CUMBERLAND PRESBYTERIAN PROJECTS AND PERSONNEL**

The Cumberland Presbyterian Church is now working in the USA, Mexico, Guatemala, Colombia, Brazil, Uganda, Zambia, Cambodia, Laos, Myanmar, Japan, China, South Korea, Philippines, and Nepal with more than 25 missionaries deployed.

**2. A FOUR-YEAR PRIORITY PLAN INITIATED SUCCESSFULLY IN CAUCA VALLEY AND ANDES PRESBYTERIES**

Robert Watkins submitted a consultant's paper to Cauca Valley and Andes Presbyteries in 2009 for their consideration and action. The report established priorities for 2009-2012. The goals for 2009 were the deployment of a Colombian missionary to Guatemala and the employment of a half-time employee to serve as an assessor of church development in the two Colombian presbyteries. These two goals were successfully initiated. Reverend David Montoya was employed as Assessor of Church Development, and Anay Ortega was commissioned as a missionary for Guatemala. The goals for 2010 are the intensification of a holistic understanding of stewardship and the clarification of the identity and theology of the Cumberland Presbyterian Church.

Edith Gholson, Lynn Thomas, and Bob Watkins were in Andes and Cauca Valley Presbyteries from January 7 to January 21, 2010 to assess ways the denomination can partner creatively to impact the growth of the work in Colombia. The group visited thirty churches, two presbyterial camps, seven schools, one seminary, Hogar Samaria, and representative hot lunch programs.

The team held training events on stewardship and Cumberland Presbyterian theology and identity in Medellin, Pereira, and Cali. Invigorating conversations were held with Colombian leaders. Many topics were discussed that will lead to further programming such as the impact of Pentecostalism in Colombia, the need for more Cumberland Presbyterian theology in Spanish, the continued opportunity for additional work groups, the establishment of crisis management teams for both presbyteries, and the need for intensive English language training.

**3. THE SECOND ANNIVERSARY OF THE FIRST CUMBERLAND PRESBYTERIAN CHURCH OF THE PHILIPPINES**

The First Cumberland Presbyterian Church of the Philippines celebrated their second anniversary

on January 11, 2010. Attendance now runs between 80 and 90. Missionaries Daniel and Kay Jang report a high level of growth. They have already outgrown their rental space and are investing in the purchase of a lot. A work group from Louisville, Kentucky visited the ministry in 2009.

#### **4. CHURCH PLANT IN CAMBODIA CONTINUES TO GROW**

A young missionary has been sent to Cambodia. The new mission has successfully reached new believers. A new mission church, the Cambodian Samaki Church, has been planted.

#### **5. GUATEMALA MISSION**

The Cumberland Presbyterian Guatemala Mission consists of a medical clinic that was constructed by Cumberland Presbyterian work teams and donations. The clinic is located on the property of the Casa Shalom Orphanage owned and operated by the Church of God of Guatemala. A shipment container of medical equipment was donated from the USA and placed in the clinic. In October 2009 the Missions Ministry Team deployed Anay Ortega as our missionary to Guatemala. She is a Cumberland Presbyterian missionary supported by Cumberland Presbyterian Churches and individuals. Miss Ortega is from the Andes Presbytery, an elder for more than 17 years, chair of many presbytery committees and moderator of the Andes Presbytery for two consecutive years. Her education, experience and training make her ideal for the clinic administration position. She is the first missionary ever sent from the Colombian Cumberland Presbyterian Church.

She has been working diligently attempting to get the medical clinic up and running. She has had many meetings with the leadership of the orphanage and Church of God, civil leaders in the area, pastors and churches. The goal is to serve the 60 children in the orphanage free of charge, not be a financial burden to the orphanage and at the same time be a self-sufficient/sustaining clinic that is not an ongoing expense to the Cumberland Presbyterian Church. Her work has resulted in some promising possibilities that will satisfy these ambitious goals. It is the hope that the medical clinic will be functioning by March 2010.

In addition to her work as clinic administrator, she has been charged to explore where and how to initiate future church planting in Guatemala.

#### **6. MEXICO NEW CHURCH DEVELOPMENT**

The Missions Ministry team has been exploring church planting opportunities over the past 3 years in Nuevo Laredo, Mexico. This exploration process resulted in the purchase of land in Nuevo Laredo, Mexico. In addition to the purchase of land, legal status as the Cumberland Presbyterian Church of Mexico has been in process for two years. Legal status has been approved by the Mexican federal government. Reverend Alfonso Marquez has been used as a consultant and contact person. He was once a resident of Nuevo Laredo and has also taken several work teams there over the years.

The Missions Ministry Team will employ a Mexican church planter that presently is a candidate for the ministry and lives in the USA. Mr. Antonio Mena is an elder, assistant pastor and under the care of Cullman Presbytery. He and his family will move back to Mexico and early in 2010 initiate a New Church Development in Nuevo Laredo, Mexico. The Missions Ministry Team has solicited funds from the Gift to the King offering and plans to use those funds to start construction on the first phase of our worship center once the church planter is on the field. After the first phase is completed, the goal is to use work teams to continue the construction of the worship center in Nuevo Laredo.

#### **7. GIFT TO THE KING FOR 2008**

The 2008 Gift to the King offering was distributed to the King of Kings Church in Cauca Valley Presbytery. Construction is nearly complete. Veteran church planter, Reverend Phanor Pejendino, is supervising the project.

#### **8. GIFT TO THE KING 2009**

In 1887 the Cumberland Presbyterian Church opened a new mission field and commissioned A.H. Whatley to Mexico as missionary. More missionaries were deployed and the efforts expanded into several churches and schools. In 1906 all Cumberland Presbyterian mission work in Mexico was absorbed by the Presbyterian Church.

After 100 years the Cumberland Presbyterian Church has returned to Mexico. The Cumberland Presbyterian Church has been planting seeds of opportunity for years through work teams to Mexico and cross-culture ministry in the USA to Mexican Hispanics. In 2009 the Missions Ministry Team purchased property in Nuevo Laredo, Mexico for the purpose of establishing a church. In 2010 work teams from the USA will start building our first church. We will also secure a church planter to begin evangelism



and church planting. The Gift to the King Offering will be used to help with the expenses of New Church Development in Mexico. Nuevo Laredo will provide ample opportunities for Cumberland Presbyterians in the USA to share their faith, both in proclaiming God's word and in service to others. The time of harvest has come, and we are asking churches to give generously to the Gift to the King offering to help us gather the harvest.

#### **9. SUMMER MISSIONARY SERVES IN COLOMBIA**

A priority of Cauca Valley and Andes Presbyteries is to elevate the level of English usage among its membership. This requires a long-term commitment from individuals willing to live and teach English in Colombia. Retired persons and English teachers that are free in the summer are encouraged to consider this mission opportunity. During the summer of 2009, Emily Pierce from Red Bank Cumberland Presbyterian Church served in Cauca Valley as a media and English facilitator.

#### **10. MISSIONARY UPDATES:**

- **Glenn Watts**—Glenn spent 2009 in the USA raising support and attempting to secure a visa for service in Hong Kong.
- **Kenneth and Delight Hopson**—The Hopsons were in the USA during part of 2009 for deputation. They are scheduled to return to Uganda in March 2010.
- **RheAnn White**—RheAnn White was recruited in 2010 to serve as a Fraternal Missionary to teach English in selected churches of Japan Presbytery. She was commissioned on March 21, 2010 at the Brethren Cumberland Presbyterian Church in Nashville and will arrive in Japan in April, 2010.
- **Lawrence and Loretta Fung**—Lawrence continues to serve in a partnership with Go International coordinating mission outreach in a variety of countries in Southeast Asia.
- **Keishi and Kazuko Ishitsuka** serve in Brazil.
- **Daniel and Kay Jang** serve in the Philippines.
- **Boyce and Beth Wallace** serve in Colombia.
- **Anay Ortega** serves in Guatemala.
- **Po Kau Tang** serves in Nepal.
- **Peter and Debbie Drypolcher** serve in Zambia.
- **Scott and Michal Sullivan** serve in the USA as recruiters and short-term team leaders.
- **John and Young Sweigart** have served as tent-makers in South Korea. Their pulpit supply to the First Cumberland Presbyterian Church has been invaluable.

Four additional families serve in humanitarian ministries in difficult access countries.

#### **11. HOGAR SAMARIA IS DEDICATED**

Cauca Valley churches in partnership with Grace Team and many other workers/donors have completed the first phase of the Hogar Samaria Nursing Home. It will accommodate 40 senior adults. The dedication was scheduled for February 14, 2010.

#### **12. PREACHING ENCOUNTERS IN COLOMBIA**

Grace Fellowship Church in San Francisco has worked with Reverend David Montoya to scholarship a number of lay leaders and pastors for continuing education opportunities in exegetical preaching. The program has reached approximately 30 people in the Colombian presbyteries and has greatly strengthened the presbytery's preaching leadership.

#### **13. VISION SCHOOL IN SOUTHEAST ASIA**

Lao Vision School reached its maximum capacity of 260 with amount of classroom space available. Its name reveals its beginnings and its future. The school was a dream, a vision, of missionaries serving in Southeast Asia. In May, 2008, the missionaries opened up their own home as a place where Lao children could come and study English. Now, every weekday children between the ages of 7 and 15 come to learn English. The vision is to teach English to these children so that they may have new opportunities, hear the Gospel, and receive the vision that God has for their lives.

#### **14. TESL MISSIONARIES NEEDED AROUND THE WORLD**

There is a growing need in countries where the Cumberland Presbyterian Church works for people qualified and willing to serve as English teachers. A number of universities around the USA provide training



for people interested in TESL. The Colegio Americano in Colombia is not only able to receive TESL teachers; they also provide stipends for those that can spend a year teaching in Cali, Colegio. Interested teachers should contact Bob Watkins at [watkr@mac.com](mailto:watkr@mac.com).

#### 15. MISSION VIDEOS AVAILABLE

New mission education videos are available for purchase from the denominational center. They include: Global Video 2009, Colombia 2009, Interview with Boyce and Beth Wallace 2009, Brazil 2009, First Year Anniversary Video of the Philippine Mission.

## VI. PASTORAL DEVELOPMENT MINISTRY TEAM

Reverend Milton L. Ortiz, Ministry Team Leader

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### A. INTRODUCTION

*“The office of minister of word and sacrament is unique in the life of the church as to responsibility and usefulness. God calls persons and sets them apart for this ministry. The persons who fill this office should be sound in the faith, exemplary in conduct, and competent to perform the duties of the ministry. Persons who become ministers of the word and sacrament are due such respect as belongs to their office, but are not by virtue of their office more holy or righteous than other Christians. They share in the same vocation that belongs to all Christians to be witnesses to the gospel in word and deed. They differ from other Christians only with regard to the office to which they are called, which is their station in life.”* (Constitution 2.61)

#### 1. PURPOSE OF PASTORAL DEVELOPMENT MINISTRY

The purpose of the Pastoral Development Ministry is: to provide and promote a deeper biblical and theological understanding of ministry in the church, to nurture and care for ordained ministers and probationers, to provide resources and events to improve pastoral ministry, to keep God’s call before the church as a whole.

#### 2. HISTORY

The original name of the Pastoral Development Ministry Team was the Committee on Literature and Theology. In 1962, it was changed to Committee on the Ministry, and in 2007 the General Assembly voted to restructure the many program boards into one Ministry Council, and the Committee on the Ministry became the Pastoral Development Ministry Team (PDMT).

From the beginning it was the task of the PDMT to produce, review and reprint a handbook for the presbyterial committees. The first handbook was completed in 1964. The handbook was revised in 1984, and in 2010 a new handbook is being presented to the General Assembly for its approval.

Also since 1940, the PDMT has held an annual Minister’s Conference. The purpose of the Minister’s Conference is multifold: to provide a source of continuing education for Cumberland Presbyterian ministers; to make it possible for Cumberland Presbyterian ministers to hear and dialogue with eminent preachers and notable scholars; to provide an opportunity for the ministers of the Cumberland Presbyterian Church to bond; and to provide an opportunity for ministers to have a few days away from the pressures of their places of ministry.

Since 1992, the Commission has employed an Executive Director to administrate its work. These have been: James Knight (1992-2000), James Searcy (2001-2003), Chris Joiner (2003-2004), Stephanie Brown (March 7, 2005 - October 30, 2009), Milton L. Ortiz (December 1, 2009 to Present). With the new restructure under the Ministry Council the new title of the Executive Director is Ministry Team Leader.

### B. GENERAL INFORMATION

#### 1. PASTORAL DEVELOPMENT MINISTRY TEAM

The members of the PDMT are the Reverend James Lively, Mrs. Pat Owen, Reverend Tommy Thompson, Reverend David Lancaster, Reverend Glenda Melson, Mrs. Mary Jo Turner, Reverend Mark Davenport, Reverend Linda Snelling, and Reverend Bob Shelton.

The PDMT would like to thank the Reverend James Lively for nine years of service and Mrs. Mary Jo Turner for eight years of service on the Pastoral Development Ministry Team. Pastoral Development has experienced a great deal of change over the past nine years, and we are grateful to James and Mary Jo for

their faithful service during this time.

The Ministry Council replaced Jamie by electing Micaiah Thomas to a three-year term.

The PDMT had a phone conference call on July 8, 2009 and met on November 6-8, 2009 at St. Columba Conference Center, Bartlett, Tennessee and on February 5-6, 2010 at Faith CP Church in Bartlett, Tennessee.

## 2. ENDOWMENTS

Pastoral Development Ministry Team Endowments are:

PDMT General Expenses	
James & Geneva Searcy	\$24,082.86
James & Helen Knight	\$19,016.77
Awards & Encouragement	
Awards for CP Ministers & Spouses	\$18,447.74
Scholarships & Counseling For CP Ministers, Spouses And Families	
E. G. & Joy Sims	\$16,688.52
Norlan & Ellie Scrudder	\$15,810.30
Melvin & Naomi Orr	\$15,410.31
Minister's Conference	\$13,877.96
Lyon Walkup	\$10,450.79
Leonard & Mary Jo Turner	\$10,229.79
Ministerial	\$ 9,926.91
James Lee Ratliff	\$ 4,846.68
Roosevelt & Ruth Baugh	\$ 2,240.84
LaRoyce Brown (Beth Brown)	\$ 1,027.48

## 3. RECOGNITIONS

A monetary gift to Pastoral Development is an important way to honor clergy and laity for their work in ministry. There are different levels of recognition:

\$10 - \$100	Clergy Supporter
\$101 - \$500	Ministry Patron
\$501 - \$1,000	Barnabas Fellowship
\$1,001 - \$5,000	Ministry Foundation
\$5,000 or more	Logos Club

## C. WORK OF THE PASTORAL DEVELOPMENT MINISTRY TEAM

### 1. PASTOR'S RECOGNITION MONTH

Clergy Appreciation Month is a special celebration for Pastoral Development and for clergy. The month of October is Clergy Appreciation Month and the second Sunday, October 10, is Clergy Appreciation Sunday. We would like to encourage and remind all congregations of the opportunity to honor their clergy. There are many ways that we can offer to help honor clergy during this month:

- One way would be for congregations to pay the way for their pastor and spouse to attend the Minister's Conference, October 12-14, 2010.
- Other options would be with gifts to Pastoral Development during Clergy Appreciation Month. A popular gift for Clergy Appreciation is a Clergy Ministry Patron award for a gift of \$101-500.
- Another appropriate gift would be a donation to one of the existing endowments of Pastoral Development, or to set up an endowment in the name of a mentor or friend to the congregation's pastor. There have been churches that have established endowments in honor of their pastor for clergy appreciation; an endowment can be established with an initial investment of \$500.
- Pastoral Development does provide other ideas for different ways to honor your clergy person.

### 2. MINISTER'S CONFERENCES

**2009**—The conference was held at the Brenthaven CPC, in Brentwood, Tennessee, January 20-22. The theme of the conference was *Ethics*. The lecturer was Dr. Ron Cole-Turner and conference preacher was Dr. Barbara A. Holmes.

**2010**—This conference will be held at the First CP Church of Russellville, Arkansas, October 12-

14. The emphasis of this conference will be Evangelism and the plenary speaker will be Tony Campolo.  
**2011**—The conference will be held October 11-13, at the Union CP Church, Knoxville, Tennessee.  
**2012**—The conference will be held October 9-11, at Bethel University, McKenzie, Tennessee

### **3. CLERGY RETREAT**

The first Clergy Retreat took place October 20-22, 2009, at Camp Garner Creek Retreat and Conference Center near Dickson, Tennessee. Judith Black, a professional storyteller was the speaker. We had about 25 in attendance. The PDMT has not planned other Clergy retreats.

### **4. WORK WITH COMMITTEES ON MINISTRY AND CLERGY CARE**

It is always our desire to work closely with the committees who help to prepare candidates for ministry and those who nurture the ordained clergy.

The Ministry Team Leader, Milton L. Ortiz, will be meeting with presbyterial committees on the Ministry to introduce himself and to introduce the new 2010 Handbook.

The Committees on Clergy Care will be invited to a training planned by the PDMT and the Missions Ministry, on Healthy Congregations Initiative: The Pastor/Parish Relations Committee. The workshop led by Reverend Dr. Jerry L. Harber, will be in August 2010.

The Pastoral Development Ministry Team continues to give Communion sets to those who are newly ordained in the Cumberland Presbyterian Church. Also, as individuals come under the care of presbytery and become Candidates, the Pastoral Development Ministry Team gives three books to each new Candidate; Introduction to Christian Ministry, by Morris Pepper, The Bible and the Calendar Year, by Thomas D. Campbell and What Cumberland Presbyterian's Believe, by E. K. Reagin. Licentiates also will receive a book as a way to congratulate them in their journey.

The PDMT encourages Committees on Ministry to inform the Ministry Team Leader about new candidates, licentiates and ordained ministers. Also, the PDMT encourages Committees on Clergy Care to inform the Ministry Team Leader about ordained ministers retiring.

### **5. HANDBOOK**

In September of 2003, the PDMT (known at that time as the Committee on the Ministry) began work on a revision of *The Handbook for the Committee on Ministry*, a publication to aid the work of presbyterial committees on ministry/preparation. It was the attempt to continue the positive work of past Commissions in offering direction to presbyterial committees on ministry.

The original Committee that produced the 1964 handbook consisted of John E. Gardner, Carl Ramsey, Raymon Burroughs, George Sparks, Colvin Baird, Warren Mounts, and Morris Pepper. Their work has proven a solid foundation for any subsequent work. A revised Handbook was reported to the 1984 General Assembly. Members of the Committee were Raymon Burroughs, Thomas D. Campbell, Franklin Chestnut, Daniel Freeman, and Tommy Thompson.

So, we do not break new ground. Rather, we build on a strong theological foundation that recognizes the church and the church's institutions. And also that the church's people are dynamic in nature, and the church must respond by keeping up with the new ways that people work and interact in the 21<sup>st</sup> century.

In February of 2010, the team approved that instead of one, two handbooks will be beneficial to the different committees: A handbook for Committees on the Ministry or Preparation for the Ministry, and another for Committees on Clergy Care.

A Handbook for Committees on the Ministry/Preparation is presented to the 180<sup>th</sup> General Assembly for its approval. Our work is done with the hope that what we do witnesses to the good work done before us and will enable greater work to be done. We have developed a Handbook that is modern in its use of language and practice; one that is user friendly and inviting to presbyterial committees on ministry/preparation as they perform the necessary and important tasks of care, guidance, support, and counseling for probationers during their journey toward ordination.

The PDMT sends out this new version of the Handbook in hopes that our work will enable presbyterial committees on the ministry/preparation and their probationers to better manage the process of preparation for the office of minister of word and sacrament, which is the unique work of the ordained ministry.

A second handbook for Committees on Clergy Care is in process and will be presented to the 181<sup>st</sup> General Assembly in 2011.

May God's blessings continue to go before our endeavors and prepare the way for us to serve in the Cumberland Presbyterian Church for the glory of God who continues to call and set apart people for service in ordained ministry.

**RECOMMENDATION 6: That the General Assembly approve the 2010 Handbook for**

UNDERSTANDING THE PROCESS FOR  
ORDINATION

In the Cumberland Presbyterian Church



HANDBOOK

FOR PRESBYTERIAL  
COMMITTEES ON THE MINISTRY OR  
PREPARATION FOR THE MINISTRY

2010

Understanding the Process for Ordination in the Cumberland Presbyterian Church: Handbook for Presbyterial Committees on the Ministry or Preparation for the Ministry. Entire contents ©2010 by the Pastoral Development Ministry Team of the Ministry Council of the General Assembly of the Cumberland Presbyterian Church.



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

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

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## PREFACE

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

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

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

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

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

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

The Pastoral Development Ministry Team serves the Cumberland Presbyterian Church by

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

Please feel free to contact me.

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

### INTRODUCTION

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

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

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

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

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

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

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

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

*(Constitution 2.61)*

## DEFINITION OF TERMS

**Approved graduate school of theology:** A seminary authorized by a presbytery to provide for the education of that presbytery's ministerial probationers. Courses and credit hours from non-approved seminaries may not be recognized by the presbytery.

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

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

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

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

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

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

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

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

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

preach under the supervision of the presbytery.

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

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

**Ordained:** A person who has been recommended for ordination as a Minister of Word and Sacrament.

**Ordinand:** A person who has been approved by presbytery for ordination.

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

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

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

**Probationer:** A person preparing for the ministry under the care of a presbytery. Probationers may be candidates or licentiates.

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

**Reformed/Presbyterian tradition:** refers to those churches that trace their roots to John Calvin, a key player in the Protestant Reformation. Theologically, these churches emphasize the sovereignty of God, the authority of scripture and salvation by grace through faith. They follow a representative form of government led by elders or "presbyters".

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

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

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

**"Under care":** The description of the status of a ministerial probationer under the supervision of a presbytery.



## I. DUTIES & RESPONSIBILITIES OF THE MEMBERS

### A. DUTIES AND RESPONSIBILITIES OF THE COMMITTEE MEMBERS

---

The following is intended to help committee members recall the range of their responsibilities. It would be helpful if, before each meeting, a member reviewed the committee's activities against the list and reported on responsibilities receiving little or no attention. These duties and responsibilities may need to be emphasized, and programs developed accordingly. Also, remember that some presbyteries may from time to time assign other responsibilities to the committee.<sup>1</sup>

- To keep before the congregations the importance of the call to Christian ministry in the church.
- To provide appropriate materials and resources to guide those considering vocations in the church.
- To serve as the presbytery's standing committee for supervising and supporting probationers for the ministry.

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<sup>1</sup> Please feel free to contact Pastoral Development Ministry Team Leader Milton L. Ortiz, , for resources and/or assistance. (See the Preface to this Handbook for contact information)

- To guide probationers in their exploration of Christian ministry and/or vocations in the church.
- To help those experiencing a call to Christian service, but not ordination, to affirm their calling as followers of Jesus Christ and members of the covenant community.
- To recommend to presbytery appropriate actions in the supervision of probationers.
- To examine members of congregations seeking to be received as candidates.
- To examine candidates and licentiates as they move through the process toward ordination.
- To stay in close contact with probationers throughout their journey – encouraging, uplifting and guiding them.
- To encourage and require probationers to complete educational requirements in approved colleges and graduate schools of theology.
- To recommend to presbytery that a student be enrolled in the Program of Alternate Studies if attendance in an

approved graduate school of theology is not a valid possibility.

- To meet, when directed by presbytery, with ordained clergy of other ecclesiastical bodies and recommend actions concerning their status in the Cumberland Presbyterian Church. The procedure for a presbytery's receiving an

ordained minister from another denomination is set forth in detail in the *Constitution*, Sections 6.41-6.43

- To work with the Committee on Clergy Care to ensure that the newly ordained ministers have designated mentors for three years after ordination.

## B. THE MINISTRY OF MENTORING

Mentor: a trusted counselor  
teacher  
guide  
coach  
shepherd

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

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

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

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

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

- **KNOW** Know the other person's story and thinking patterns; take the time to learn him/her. Know your own strengths, weaknesses and limits of expertise. And know community resources if referrals are appropriate.
- **ASK** Ask questions to understand the other person's situation or concern.
- **LISTEN** Listen carefully to the other person's thoughts and plans for a successful solution.
- **SHARE** Share out of your life experiences if pertinent.

- **ALLOW** Allow the other person to craft his/her own method or response.
- **FOLLOW UP** Follow up with a conversation or de-briefing about the learner's experiences.

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

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

Presbytery may authorize ministers to exercise their gifts not only as

- pastors of particular churches but as
- teachers of religion in various kinds of schools,
- editors of religious publications,
- chaplains to the military forces and to various types of institutions,
- missionaries,
- evangelists,
- counselors,
- administrators of church programs and institutions,
- directors of Christian education in particular churches, and as
- leaders in other fields of service directly related to the church.

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

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

*(Constitution 2.64)*

## II. OVERVIEW OF THE PROCESS

### A. NURTURING THOSE GOD HAS CALLED:

#### A guide for those serving on presbyterial committees

Every presbytery has a committee that oversees the growth of ministerial probationers. The committee may go by various names, but the function is the same: to walk with probationers through the process of ordination, and to ensure that those called are mentally, emotionally and spiritually prepared to serve as ministers. Neither the presbytery nor the committee calls persons to ordained ministry. God does. But the committee and the presbytery are the vehicles by which God's call is confirmed.

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

Inevitably, probationers face difficulties as they pursue ordination. Some won't receive support from family and friends. Others will struggle with education requirements. Many will have periods of doubt about their call. Still more will

worry about their finances. Your committee cannot solve all the problems a probationer will face. But your presbytery will be able to help in some concrete ways (such as providing grants for education). And your committee can provide what those seeking ordination often need the most: caring, listening ears.

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

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

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

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

#### **Step 1: The first meeting with the potential candidate**

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

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

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

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

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

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

Your committee should weigh carefully whether to recommend a candidate for



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

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

### Step 2: The meeting of presbytery

Not all committee members are required to attend presbytery. Most likely, the chair will attend to present the report. (A sample report can be found in the Appendix.) If you have been assigned as the candidate's mentor, your presence at presbytery can strengthen the relationship. A phone call following the meeting from any committee member would help the candidate feel supported. While the committee has examined the candidate already, the presbytery is afforded that opportunity, also. After the candidate shares her sense of call, the floor will be open for questions from the presbytery. This doesn't mean your committee's work is inadequate, but shows that the presbytery has final authority for those preparing for ordination.

If your committee decided that a particular candidate is eligible for PAS, make the recommendation as part of your report to this meeting of presbytery. Remind the clerk of the presbytery that a request for PAS approval must be sent to

the Pastoral Development Ministry Team. (See Appendix for the form.)

Also, if appropriate, report that psychological inventories have been administered and reviewed by a trained psychologist. ***By no means should the results of the inventories be shared with the presbytery.*** Those matters are confidential. The inventories are a means of helping candidates understand themselves, an essential part of being a faithful, effective minister.

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

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

### Step 3: Subsequent meetings with the candidate

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

Check for progress in the candidate's growth through very simple, open-ended questions: How is the candidate doing in school? How has the candidate's sense of

call clarified or changed? Has the candidate had opportunity to preach, teach or otherwise lead in the church and what has that experience been like? What does the candidate understand about his or her responsibility to session and presbytery?

Committees are beginning to rediscover the importance of the candidate's spiritual formation. Some candidates won't have experience with daily prayer, self-examination or devotional reading. Encourage candidates to embrace a discipline, and be willing to ask about their experiences when you meet. The goal of such disciplines is the growth of the candidate, not the satisfaction of rules laid down by the committee. Candidates most need encouragement from the committee to develop and maintain spiritual disciplines.

Of course, keeping your own spiritual disciplines will put you in a better position to speak about spiritual formation with the candidate.

#### **Step 4: Licensure**

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

Licensure is a mile marker on the way to ordination. Licentiates currently cannot

perform more ministerial duties than candidates, but the title communicates progress and a new level of respect due the person. You should use licensure as an opportunity to affirm the candidate's hard work, faithfulness to the task and growth.

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

Inform the Pastoral Development Ministry Team when a candidate has been licensed by the presbytery. (See Appendix for form.) The team sends each new licentiate a book as a way to congratulate him/her in his/her journey.

#### **Step 5: Ordination**

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

A particular call may include a call to serve as pastor, associate pastor or some other position in a local congregation. It may also include a call to serve as a teacher in a college or university, as a

chaplain or in a denominational office. Your committee will have to decide if a call meets the requirements for ordination. Since ordination is reserved for those called to a ministry of word and sacrament, not all job offers will necessarily fit the criteria.

Examine the licentiate prior to presbytery. It's appropriate for a committee to require an ordination examination. Sample questions are included in the Appendix. Along with a written examination, the committee should question the candidate verbally, ascertaining her readiness for ministry.

Assuming the committee is satisfied with the particular call and the examinations, it will recommend to presbytery that the licentiate be ordained. Again, presbytery will have the opportunity to examine from the floor.

Often licentiates wish to be ordained in their home church rather than at a meeting of presbytery. If so, include in your report a recommendation that a commission be elected for that purpose. Include names, as well as the date and time of the ordination, if known. The commission must include at least four members, at least two of which must be ordained ministers and at least one of which must be an elder active on the session. As a committee member, you are not required to attend ordinations, but attendance would encourage the newly ordained.

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

## B. HELPING POTENTIAL CANDIDATES TO UNDERSTAND THEMSELVES

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Before the committee recommends that a person be received as a candidate for ministry, the committee should make provision for the administration of personality/psychological testing and a clinical interview by the tester. The tester should be a member of the American Psychology Association.

Instruments used in testing should be chosen from among the following categories:

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

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

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

Members of the supervising committee should:

- Treat psychological reports with the strictest confidence
- Use the reports only to help guide probationers

- Relinquish copies of reports to the committee chair for disposal when probationers are no longer under care, EXCEPT
- One sealed copy should be given to the presbyterial clerk for safekeeping

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

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore **go and make disciples of all nations**, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

Matthew 28:18-20 (NIV)

## C. PROCESS FOR ORDINATION

This section of the handbook is primarily for candidates to help them to understand the process for ordination in the Cumberland Presbyterian Church. Although all committee members should be familiar with it, it will help you to understand the process through the candidate's eyes. You may make copies of

*So, You're Sensing a Call* (pages 17-20) and distribute them to those who are just beginning the process. You may also let the pastors in your presbytery know this document exists so they can give it to anyone who comes to them sensing a call.

## SO YOU'RE SENSING A CALL:

### Mapping the Journey to Ordination in the Cumberland Presbyterian Church

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

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

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

#### First, talk with your pastor.

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

her or him to support you confidently before the body. If your church does not have a pastor, you should speak with the minister appointed by the presbytery to moderate your session. One of the elders can help you know who this person is.

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

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

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

Each committee handles its interviews in its own way. But certainly the members will want to hear your experience of the call. Your work with your pastor and



session should prepare you well for this meeting. Be honest with the committee. Share with them your fears as well as your joys as you consider your call. The more they know you, the better they can help you. The more real you are, the more they will want to help you.

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

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

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

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

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

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

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

totaling 60 hours. With the plethora of community colleges now available, those courses are very much within reach.

Preparation for ministry includes more than formal education. Committees oversee the development of the whole person toward ministry. So it is within their purview to explore a candidate's spiritual life, emotional health and giftedness. Candidates may be asked to submit to psychological examination from a trained professional. They may also be asked to complete spiritual gifts inventories. Such instruments shall not be used to decide if a person is called or not, but will serve to increase a candidate's knowledge of self (strengths as well as weaknesses) and to help identify goals for growth.

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

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

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

Does being licensed mean you are given responsibilities you did not have as a candidate? No, but licensure is a sign that you are making progress and that the church recognizes your growth. It's a significant mile marker toward the full

embrace of your calling. The questions asked to licentiates are listed below:

- I. Do you believe the scriptures of the Old and New Testaments to be the inspired word of God, the authority for faith and practice?*
- II. Do you sincerely receive and adopt the Confession of Faith of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America as containing the essential doctrines taught in the Holy Scriptures?*
- III. Do you promise to promote the peace, unity, and purity of the church?*
- IV. Do you promise continued cooperation with the presbytery through its committee on the ministry as you continue preparation for ordination, and as you perform those functions of ministry which pertain to a licentiate, as set forth in the Constitution?*

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

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

To be ordained, you must receive a formal call to ministry from a

congregation, hospital, hospice program, university, etc., and must sustain examination by presbytery.

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

- I. *Do you believe the scriptures of the Old and New Testaments to be the inspired word of God, the authority for faith and practice?*
- II. *Do you sincerely receive and adopt the Confession of Faith of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America as containing the essential doctrines taught in the Holy Scriptures?*
- III. *Do you approve of and promise to uphold the government of the Cumberland Presbyterian Church/Cumberland Presbyterian Church in America?*
- IV. *In participating as a minister in the judicatories of the church, do you promise to share in a responsible way in the decisions that are made, to abide by those decisions, and to promote the welfare of the church?*
- V. *As far as you know your heart, have you been induced by the Holy Spirit to answer the call to the ministry from love of God and neighbor and a sincere desire to glorify God and advance his Kingdom in the world?*
- VI. *As God may enable you, do you promise to be zealous and faithful in maintaining the truths of the gospel and the purity and peace of the*

*church, irrespective of any opposition that may arise to you on that account?*

- VII. *Do you promise to be faithful and diligent in the exercise of all your duties as a Christian and a minister of the gospel, and endeavor to so conduct yourself both privately and publicly as not to give offense to Christ and his church?*

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

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

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

## D. CROSS CULTURE PROBATIONERS

The 169<sup>th</sup> General Assembly (1999) approved an innovative opportunity to widen the Church's ministry, particularly among non-Anglos in the USA. Non-Anglo ordained ministers from other communions desiring to join our Church may not have had the same opportunity to acquire the typical educational credentials called for in our *Constitution*. Some may come from nations where economic or political conditions greatly limited their capacity for formal training. Yet they have both expertise and experience in developing and serving congregations of their own ethnic background.

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

Evaluations of the minister's progress in what is termed the "assimilation process" are an important part of the provisional period. When the goals of the provisional period have been reached, and both the minister and presbytery desire to finalize the covenant between them, the minister's ordination is fully recognized by presbytery and the provisional status concluded.

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

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

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

No. The provisional period is designed to allow ethnic pastors the freedom to continue ministry in which they are already involved. However, if the presbytery plans to develop a ministry to a particular ethnic group, and use the ordained ethnic pastor in this ministry, then the pastor could be accepted into the presbytery under provisional status.

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

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

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

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

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

Yes. Presbyteries should involve ethnic pastors and lay leaders who are under provisional status in the boards and committees of the presbytery. Not only does this provide a fast way to learn about the church, it also brings new perspectives, idea and ethnic sensitivity to the presbytery.

**Can a cross-culture pastor continue in the provisional period for an indefinite amount of time?** No. At some point the presbytery and/or ethnic pastor have to make a decision. After a fair amount of time getting to know each other (the purpose of the provisional status), both parties must commit one way or the other.

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

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

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

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

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

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

*(Constitution 2.62)*



### III. GOVERNMENT & THEOLOGICAL BACKGROUND

#### A. HOW THE CHURCH IS GOVERNED

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

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

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

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

<sup>2</sup> Preamble to the Constitution, *Confession of Faith*, 1984

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

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

doctrine, polity, discipline, property and judicatories. It also hears appeals. (For a list of General Assembly responsibilities, see the *Constitution* 9.4.)

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

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

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

Because presbyteries, meeting at stated intervals, do not have the time or expertise to conduct programs and

exercise oversight, they assign these responsibilities to *ad hoc* or standing committees and/or commissions (See the *Constitution* 3.10.) These agencies focus upon their assigned spheres of ministry and make recommendations to their presbyteries.

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

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

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

## B. MINISTRY IN A LITIGIOUS SOCIETY

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

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

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

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

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

- Complicity (cover up)
- Disclosure of confidential information

- Defamation of character (libel and slander)

### WHAT TO DO IF THREATENED WITH SUIT

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

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

## C. "THE CALL" IN HISTORICAL AND THEOLOGICAL PERSPECTIVE

A study paper prepared for the Permanent Committee on  
Theology and Social Concerns by Jay Earheart-Brown, September 9, 1999

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### The Call of God

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

The history of Israel as God's chosen people was grounded in God's call to Abraham and Sarah to leave their homeland to follow God's directing.

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

<sup>4</sup> *COF*, sec. 1.03, p. 1.

God's intent for the people was further intensified in God's calling of the descendants of Abraham and Sarah out of Egypt in the Exodus. Israel is chosen, called, elected by God not because of the people's righteousness, our power, or any other intrinsic quality. The nation is called not to special privilege, but to be a "light to the nations." God's call to Israel, then, is a part of God's larger intention to reclaim all God's wayward children.

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

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

also refers to it as “the call and work of the Holy Spirit:”

The call and work of the Holy Spirit is solely of God’s grace and is not a response to human merit. The call precedes all desire, purpose, and intention of the sinner to come to Christ. While it is possible for all to be saved with it, none can be saved without it. Whoever will, therefore, may be saved, but not apart from the illuminating influence of the Holy Spirit. (1984 COF, section 4.03)

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

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

### **The Call and Christian Ethics**

This invitation, this call, while fundamentally a call to covenant relationship with God, is at the same time all call to a particular way of life. Like God’s call to Israel, it is not a call to special favor. It is a call to righteousness, love and service. The ethical dimensions of God’s call are raised through

considering the question, “What does it mean, in practical terms, to live in covenant relationship with God?” Paul’s ethical instructions to the early churches can be summarized in the counsel to “lead a life worthy of the calling to which you have been called” (Eph. 4:1). God’s call is a call to a specific way of life patterned after the life and ministry of Jesus. The ethical dimensions of God’s call flow from God’s grace in Jesus Christ, and are incumbent on all who would live as God’s people in the world.

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

A second type of difficulty arises through competing claims on one’s attention and energy. How does one manage the competing callings to be a faithful and loving husband or wife, son or daughter, father or mother, with the calling to be a responsible employee or employer, and the calling to responsible membership in the community of faith? Sometimes the deepest ethical conflicts arise over how we are to relate the overlapping callings and commitments that make up our lives.



The call to covenant relationship with God, then, is at the same time a call to covenant relationship with the people of God, in service to the world. It is not a call to privilege or status; it is not a call to individual salvation apart from the community of faith and the life of sacrificial service. The one call of God in Jesus Christ is a call to love God with our heart and soul and strength and our neighbors as ourselves.

### **Particular Callings and the Idea of Vocation**

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

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

churches about those who seek membership:

Inquiry shall be made about the crafts and professions of those who are brought for instruction. If a man is a brothel-keeper, let him cease or be rejected. If anyone is a sculptor or a painter, let them be instructed not to make idols; let them cease or be rejected. If anyone is an actor or gives theatrical performances, let him cease or be rejected. He who teaches children had best cease, but if he has no craft, let him have permission. Similarly, a charioteer who competes in the games, or goes to them, let him cease or be rejected. One who is a gladiator or teaches gladiators to fight, or one who fights with beasts in the games, or a public official employed on gladiatorial business, let him cease or be rejected. If anyone is a priest, or keeper of idols, let him cease or be rejected. A soldier under authority shall not kill a man. If he is ordered to, he shall not carry out the order; nor shall he take the oath. If he is unwilling, let him be rejected. He who has the power of the sword, or is a magistrate of a city who wears the purple, let him cease or be rejected. Catechumen or believers who want to become soldiers should be rejected, because they have despised God.<sup>5</sup>

<sup>5</sup> Hippolytus, *The Apostolic Tradition*, trans. Geoffrey J. Cuming, as quoted in James F. White, *Documents of Christian*

For the early church, the general call had specific consequences for the ways converts earned a living. Some "crafts and professions" were considered appropriate for Christians; others were not.

With the toleration of Christianity under Constantine, and later the recognition of Christianity as the official religion of the Roman Empire, the list of approved professions changed decisively. For instance, service as a magistrate or soldier was no longer prohibited when the Empire was considered Christian. Still, all Christians were considered called to the life of faith and service. The specifics of what forms of earning one's living could and could not be allowed as consistent with the call of God changed depending on the social context. Another consequence of Christianity's adoption as the official religion of the empire was the rise of monasticism. With the end of persecution, many Christians felt called by God to demonstrate their faith in a manner that would set them apart from the "ordinary" Christian. One of the more popular ways of doing so in the fourth and fifth centuries was for devout men and women to renounce family and goods for a life of perpetual prayer. This monastic movement in the church led to a limiting of the idea of vocation (calling) to those who entered these intentional communities of men and women devoted to the life of prayer. By the time of the sixteenth century Reformation, Christians were commonly divided into "the religious" (those who followed the monastic way, who had a

call to a religious vocation) and "secular" Christians. Secular Christians could participate in and benefit from the devotion of the religious by endowing monasteries. But secular Christians (and even "secular" priests) were often considered inferior to the "religious" Christians who truly lived out their faith.

### Vocation in Luther and Calvin

At the time of the Protestant Reformation in the sixteenth century, Martin Luther rejected the restriction of the idea of vocation or calling to monastic life. Such division of Christians into "secular" and "religious" Luther found flawed on several counts. First, he had found from personal experience that the life of monastic rigor could not bring him to peace with God. The attempt to earn God's favor through renunciation of the world Luther found to be seriously at odds with the doctrine of God's free grace in Jesus Christ.

Instead, Luther committed himself to a recovery of the idea of the "priesthood of believers." The general call to discipleship was elevated to a place of priority over the specific calling of God. What distinguishes ordained ministers from other disciples, according to Luther, is not that they are called, and lay Christians are not. Ordained ministers, as a part of their calling, are set apart for a specific function within the life of the community. The distinction is not hierarchical. Nor is it a distinction of piety, as if clergy are more religious than lay Christians. The distinction is one of function. God's gift of leadership in the church is "to equip the saints for the work of ministry" (Eph.

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*Worship* (Louisville: Westminster/John Knox Press, 1992), p. 151-52.

4:11-13). All Christians are ministers of the gospel. Within that one ministry, we have a variety of gifts for many different types of service.

While calling into question the two-tiered piety of medieval Catholicism and the clericalism of the church, Luther did not completely do away with the distinction between clergy and laity, as some of the more radical reformers did. In this, Calvin and the Reformed tradition followed Luther. Ordination to a specialized ministry of preaching and administering sacraments was retained by Lutherans and the Reformed. But that ordination was seen as a functional distinction given by God for the purpose of serving the general calling to ministry of all disciples of Jesus Christ.

In developing his idea of vocation, Luther urged all Christians to see themselves as called, not only to be disciples of Jesus Christ, but to their particular station in life. Farmers, merchants, and nurses were encouraged to see their work as a part of their calling to serve God. The "lowest" domestic servant had a God-given purpose every bit as important as that of the pastor or teacher or magistrate. A Christian's calling includes doing his or her duty, in family, society, and church, as a sacred calling.<sup>6</sup>

Luther's concept of vocation was revolutionary in its day. It gave new value to work, challenging the medieval division of the world into sacred and secular. All work could be done as religious work, if done in God's service and for the sake of

<sup>6</sup> See Gustaf Wingren, *Luther on Vocation* (Philadelphia: Muhlenberg Press, 1957).

loving one's neighbor. But Luther's idea of vocation was also deeply conservative in many senses. One should not question one's given place in society, but see it as a part of God's purpose. There was no sense that a person should seek God's purpose apart from one's given station in life. The cobbler's son should be content in the knowledge that by his birth, God had called him to continue his father's work, even if that work was infused with new religious vitality.

At this point, Calvin's doctrine of vocation presented an advance beyond Luther. Calvin did not believe that one should simply accept one's given station in life. A Christian must actively seek his or her calling. Calvin agreed with Luther that God calls persons to many different occupations, but he refused to limit the concept of vocation to the occupation dictated by one's birth. God's calling may lead some Christians to change occupations or professions. "It would be asking far too much," Calvin wrote, "if a tailor were not permitted to learn another trade, or a merchant to change to farming."<sup>7</sup> A person may feel called by God to different occupations at different times in her life. Thus the Reformed tradition, while agreeing with Luther's

<sup>7</sup> John Calvin, *The First Epistle of Paul the Apostle to the Corinthians*, Calvin's New Testament Commentaries, ed. David W. and Thomas F. Torrance, trans. John W. Fraser (Grand Rapids: Eerdmans, 1960), p. 153. Quoted in Donald K. McKim, "The 'Call' in the Reformed Tradition," in *Major Themes in the Reformed Tradition*, ed. McKim (Grand Rapids: Eerdmans, 1992), p. 340.

emphasis on the vocation of all Christians, developed a more dynamic approach to discerning the call of God on one's life.<sup>8</sup>

### Recovering Vocation

The Puritans who settled New England carried the Reformed tradition's emphasis on vocation with them across the Atlantic. The Puritan work ethic has been the subject of much debate, but whatever its limitations or corruptions, it certainly led Puritan Christians to understand their work, in whatever form, as a part of their religious calling. John Wesley, who had been deeply influenced by English Puritanism, counseled his followers to "Earn all you can; save all you can; give all you can." Thus every form of earning a living could be turned to the service of God's purpose in the world.

In our time, when the concept of vocation has been divorced from its Christian roots and secularized, many Reformed Christians are arguing for a renewal of the concept of vocation. The word "vocation" has come in popular usage to be a synonym for "profession" or "job." There is little sense among many Christians of any connection between the work they do to make a living and their calling to be disciples of Jesus Christ. Work and faith are too often compartmentalized into different and unrelated arenas of life.

<sup>8</sup> See also John H. Leith, *John Calvin's Doctrine of the Christian Life* (Louisville: Westminster/John Knox Press, 1989); and Ronald S. Wallace, *Calvin's Doctrine of the Christian Life* (Edinburgh: Oliver & Boyd, 1959).

Ironically, among Protestants today the idea is prevalent that ordained clergy are the ones who have been called; other Christians work "secular jobs" to support the "religious" work of clergy and missionaries. The medieval division of work into secular and sacred has reappeared as strong as ever.

As Wendell Berry notes, preachers are the ones we speak of as being in "full-time Christian service." In his experience, Berry notes that this term is used

exclusively to refer to the ministry, thereby at once making of the devoted life a religious specialty or career and removing the possibility of devotion from other callings. Thus the \$50,000-a-year preacher is a "full-time Christian servant," whereas a \$20,000- or a \$10,000-a-year farmer, or a farmer going broke, so far as the religious specialists are concerned must serve "the economy" in his work or in his failure and serve God in his spare time. The professional class is likewise free to serve itself in its work and to serve God by giving the church its ten percent.<sup>9</sup>

For Berry, the consequence of our modern clericalism is not only the separation it creates between clergy and laity, but more importantly the loss of a

<sup>9</sup> Wendell Berry, from *What Are People For?* (New York: North Point Press, 1990), as quoted in *From Christ to the World: Introductory Readings in Christian Ethics*, ed. Wayne G. Boulton, Thomas D. Kennedy, and Allen Verhey (Grand Rapids: Eerdmans, 1996), p. 525.

sense of calling about our work, whether we farm or engage in professional work or any other type of employment. The economy, business, and professional work are seen as realms outside our Christian faith and commitment, rather than areas in which we are to live out our calling as disciples of Jesus Christ.

Not all Christians have a deep internal sense of call about their employment. But some do have as strong a sense of God's having called them to teach children or practice medicine or farm or any number of different means of working as any ordained minister. Though it may sometimes be the case that what distinguishes the call to service experienced by clergy and laity is the intensity of the sense of call, this is certainly not always true. Those Christians who feel deeply a call to some other ministry besides that of ordination to pastoral ministry should know that their call is honored by the church, not discounted as in any way less important than a call to ordained ministry of word and sacrament. Those whose employment is not undertaken out of a strong sense of God's call, should be encouraged to find creative ways to live out their general calling as Christians within the context of their work.

#### **Particular Callings within the life of the Covenant Community**

In the epistles of the New Testament, there is a clear understanding that God calls members of the community of faith to particular tasks within the church. These particular callings are closely related to what Paul identifies as spiritual

gifts. Within the household of faith there is a great diversity of gifts given so that together, the church may grow in grace and faith. "The gifts Christ gave are that some should be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ . . ." (Eph. 4:11-12; see also 1 Corinthians 12:1-31; Romans 12:3-8). Every gift is given for the sake of building up the church for its ministry in the world.

In recent years, many churches have conducted workshops and conferences on spiritual gifts, in which members are encouraged to identify their own gifts for the work of ministry. Once the gifts are identified, members are encouraged to find ways to exercise those gifts within the life of their particular congregation and its ministry. Such spiritual gifts workshops are one example of an attempt to recover a focus on the particular call of God to every Christian within the general call to faith and service. Theologically, this is an emphasis that lies at the heart of our own tradition as Reformed Christians.

Those who are gifted by the Spirit for teaching should be encouraged to put their gift to work for the church and its ministry. Those who have the gift of hospitality need to be identified and enlisted in the church's work of welcoming strangers into the life of the church. Some members have the ability to oversee the property of the church, and others have gifts for planning, or generosity, or ministries with the poor or homeless, or caring for the sick and dying. The list could go on and on. Within the



one call of God to faith and service, there are also particular callings to specific tasks within the household of faith. It is the church's task to assist all its people to discern their particular calling and how it can serve God's larger purpose in the world.

Within the Reformed tradition there has been special emphasis on God's call to three particular offices within the church: that of deacon, elder, and minister of word and sacrament. Those who enter one of these offices are called by God, through the voice of the church, to exercise leadership within the community of faith for the sake of the ministry of the whole church. While there is much greater attention given to the call to the ministry of word and sacrament, the church should emphasize that every call to one of these offices should be seen as a call from God. The first question to prospective elders and deacons should be, "You have been called by the church to lead us in our ministry. Do you feel yourself called by God to this office in the church?"

Some particular churches have found that the most effective way to recruit members for various tasks within the life of the church is to do so by issuing a "call." Instead of asking for volunteers, committees responsible for securing teachers for the church school, for instance, consider who in the church has the gifts necessary to do the work. Then those persons are issued a "call" to serve. Those issuing the call are prepared to say why they think the person's gifts and talents are suited to the particular task. The person is free to accept or reject the call, of course, but such a call often

prompts persons to serious reflection about whether or not God is truly calling them to this ministry within the church. Such a "call system" is fully consistent with our theological commitment as Cumberland Presbyterians to the idea that all Christians have particular gifts and callings within the community of faith.

### **The Particular Call to the Ministry of Word and Sacrament**

Over forty years ago, H. Richard Niebuhr proposed that the call to ordained ministry of word and sacrament includes in addition to the general call to discipleship at least three elements:

[1] *the secret call*, namely, that inner persuasion or experience whereby a person feels himself [or herself] directly summoned or invited by God to take up the work of the [ordained] ministry; [2] *the providential call*, which is that invitation and command to assume the work of the [ordained] ministry which comes through the equipment of a person with the talents necessary for the exercise of the office and through the divine guidance of his [or her] life by all its circumstances; [3] *the ecclesiastical call*, that is, the summons and invitation extended to a [person] by some community or institution of the Church to engage in the work of the ministry [of word and sacrament].<sup>10</sup>

<sup>10</sup> H. Richard Niebuhr, *The Purpose of the Church and Its Ministry* (New York: Harper & Row, 1956), p. 64.

What Niebuhr said about the call to ordained ministry of word and sacrament could easily be said of the call for all Christians. In other words, all Christians should work to discern their secret call. Each should be challenged to assess their gifts and the circumstances of life for what they may contribute to their understanding of God's call. Finally, every Christian should listen to the voice of the church and its invitation to specific ministries of service. Thus, all of what will be said about call in this section can be applies to the particular call of all Christians. But for now, we turn our attention to the call to ordained ministry of word and sacrament.

At various times in history, more or less emphasis has been given to one or another of Niebuhr's three elements of the call to ordained ministry of word and sacrament. In the early church, there was relatively little emphasis on the internal call. For instance, Augustine, Bishop of Hippo, intended after his conversion to Christianity to spend his life in a lay monastic community, in a life of study and writing. However, while he was attending a service in the nearby city of Hippo, on the North African coast, the local bishop and people recognized him. He had already made something of a name for himself through his writings in defense of the Christian faith. On the spot, the people of Hippo called Augustine to be a priest in their city, refusing his protests, unwilling to take "no" for an answer. As Augustine later recounted, "I came to this city to see a friend, whom I thought I might gain for God, that he might live with us in the monastery. I felt secure, for the place already had a bishop. I was grabbed. I

was made a priest . . . and from there, I became your bishop."<sup>11</sup> Against his own wishes, Augustine agreed to accept the people's call as the call of God on his life, and he settled in Hippo for the duration of his long and distinguished career, devoting himself to the task of serving as priest, then assistant bishop, and finally as bishop. Had he followed his own desires, Augustine would have preferred the secluded life of a scholar, but the ecclesiastical call overpowered his own sense of God's call in his life.

Similarly, John Calvin, the great sixteenth century Reformer of Geneva, did not set out to be a public leader of the Reform movement in Switzerland. He detoured through Geneva on his way to Strasbourg because the more direct route from his native city was blocked by war. In Strasbourg, he intended to take up a life similar to what Augustine had envisioned for himself. Calvin thought his gifts could best be used as a scholar and writer for the Reformed cause. But upon hearing that Calvin was in Geneva, the fiery leader of the Reform in Geneva, William Farel, went to the inn where Calvin was staying and urged him to settle in the city. When Calvin refused, Farel threatened him with the wrath of God. "You are simply following your own desires. And I tell you in the name of Almighty God, that if you refuse to take part in the Lord's work in this church, God will curse the

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<sup>11</sup> Augustine, Sermon 355, 2, as quoted in Peter Brown, *Augustine of Hippo* (Berkeley: University of California Press, 1967), p. 138. The full account of Augustine's call to be priest and bishop in Hippo is recounted in Brown, pp. 138-145.

quiet life that you want for your studies."<sup>12</sup> Calvin, unable to convince himself that it was *not* God's will that he stay, agreed to help Farel with the reform of the Genevan Church. With the exception of a three-year exile in Strasbourg, Calvin would spend the rest of his life as a pastor and leader of the Genevan Church. For Calvin, as for Augustine, the ecclesiastical call preceded any sense of internal call to ordained ministry.

By contrast, most Protestant churches in the United States, at least since the Great Awakening of the 1740s, have placed a much larger emphasis on what Niebuhr calls the "secret call," or, as it is more commonly designated in the Cumberland Presbyterian tradition, the "internal call." Gilbert Tennent's 1741 sermon, "The Danger of an Unconverted Ministry," was one of the more incendiary tracts of the Awakening period. In it, Tennent accused the majority of Presbyterian ministers not only of *not* having an internal call to ordained ministry, but of being bereft any true piety. For leaders of the Awakening, it was essential that one be able to narrate one's experience of conversion and call. The Cumberland Presbyterian Church, as a product of what has been called the second Great Awakening, clearly stands in this tradition of elevating the importance of the internal call.

<sup>12</sup> This incident is recounted in Dawn DeVries, "'The Meaning of Call and Ordination' A Theological Perspective," [http://www.utsva.edu/copy/newspubs/Publications/focus-devries\\_themmeaning.html](http://www.utsva.edu/copy/newspubs/Publications/focus-devries_themmeaning.html).

As Joe Ben Irby notes, the *Westminster Confession* makes no reference to the internal call. But the *Constitution* of the Cumberland Presbyterian Church has since 1814 instructed its presbyteries to test the "real piety" of candidates for ordained ministry and "to examine them respecting their experimental acquaintance with religion, and the motives which influence them to desire the sacred office. *And their internal call to this important work.*"<sup>13</sup> Irby concludes that "Cumberland Presbyterians have from the beginning emphasized the necessity and importance of an 'internal call' to the ministry. Such a call takes precedence over an 'ecclesiastical call' . . ."<sup>14</sup>

Both the *Confession of 1883* and the *Confession of 1984* continue the emphasis on the internal call.<sup>15</sup> However, the *Confession of 1984* seems to move away from Irby's contention that the internal call takes precedence over the ecclesiastical in the provision that a "licentiate shall be ordained only if he or she has a call to a church or to a ministry approved by the presbytery."<sup>16</sup> While this constitutional provision has long been a

<sup>13</sup> *Confession of 1814*, Form of Government XII, 2; as quoted in Irby, *This They Believed: A Brief History of Doctrine in the Cumberland Presbyterian Church* (Chelsea, MI: Joe Ben Irby, 1997), p. 546. Italics added by Irby.

<sup>14</sup> Irby, p. 546.

<sup>15</sup> References to the internal call can also be found in the *1883 Constitution*, paragraphs 51 and 56; and in the *1984 Constitution*, sections 6.14, 6.15, 6.32, and 6.36.

<sup>16</sup> *Constitution 1984*, 6.31, p. 48.

part of the practice of other Presbyterian bodies, it was new to Cumberland Presbyterian practice with the *Confession of 1984*. It represents a renewed insistence that the ecclesiastical call be taken into consideration before a licentiate is ordained to the ministry of word and sacrament.<sup>17</sup>

Still, Irby's contention that the internal call takes priority over all other aspects of the call probably continues to reflect the practice of many Cumberland Presbyterians and the presbyteries' committees on ministry. Where that is the case, committees find it difficult to question a candidate's call, and to help the candidate examine his or her call, to test whether he or she has heard God's call rightly. A common attitude seems to be, "If a person claims to be called to the ministry of word and sacrament, who are we to question that call?" Ultimately, such an attitude on the part of committees does no service to those who, sincerely believing themselves to be called, do not exhibit the gifts and graces necessary to the fulfilling of the office of ordained minister of word and sacrament in the church. Such persons, sometimes after years of preparation for ordained ministry, may find themselves unable to

<sup>17</sup> Recent Cumberland Presbyterian authors who have emphasized the ecclesiastical call include Morris Pepper, *An Introduction to Christian Ministry for Lay and Clergy Persons in the Cumberland Presbyterian Church*, ed. Mark Brown and James Knight (1992), pp. 21-22; and John Ed Gardner, "The Biblical Basis of Call," unpublished paper presented at the Cumberland Presbyterian Christian Education Conference (date unavailable).

secure a call to exercise their ministry. They may rightly wonder why no church will call them as pastor. They have, after all, satisfied their committee on ministry. When a committee finds itself unable to question seriously a person's providential call, that is, a person's abilities to do the work of ordained ministry, it can unwittingly set up a candidate for a lifetime of frustration. The providential call and the ecclesiastical call need to be considered as important to the long term viability of church leaders as the internal call.

That does not mean that the internal call is unimportant. It is essential if a person is to have the spiritual resources for the demanding work of pastoral leadership. But the Cumberland Presbyterian Church has always affirmed that zeal alone, without education, and without gifts for leadership, will not serve effectively the larger ministry of the people of God. The ideal call is one in which the internal sense of call, the gifts for ministry given by the Spirit, and the church's confirmation of the call come together to empower ordained ministers for the work of leading the covenant community in its response to God's call to discipleship.

Our near exclusive focus on the internal call can also lead the church to take a passive approach to identifying potential leaders for the church. Unlike the church of Augustine's and Calvin's time, we often wait patiently for persons to hear the internal voice of God, rather than identifying those with gifts for leadership in the church and challenging them to discern whether or not they should interpret those gifts and graces, and the church's need of their leadership, as a

part of God's providential and ecclesiastical call on their life. Again, this is not to say that the internal call is unimportant; only that a person's serious consideration of the internal call may at times be prompted by the external call and challenge of the church.

The variety of experience among those who hear and respond to God's particular call to ordained leadership in the church is such that no one pattern can cover all cases. Morris Pepper has identified nine different means through which God may call persons.

The call may come through:

1. *The life and fellowship of the church and the influence of the gospel in our lives.* In other words, it arises out of our own Christian experience which kindles an interest and a desire to do more.
2. *The suggestions of well meaning people.* They may ask at some time and place, "Have you ever considered the ministry?" Thus the idea is dropped into our minds. They may have observed something about us which indicated that we had the ability to become a minister.
3. *The spiritual atmosphere* of the congregation, a conference, a church camp, or some other group may have moved us and brought the call into focus.
4. *God may speak to us through a time of worship and/or a sermon* in which the idea was born in our minds or the impression made upon us.

5. *The influence of ministers.* We may see something in them which appeals to us and makes us want to be like them. They become good models. They may be pastors or parents whose children follow in their footsteps.
6. *A direct confrontation by some person:* "Have you ever considered the ministry? Can you say you have not been called?" In the early years of our denomination such recruitment was done more than it is today.
7. *A recognition on our part* of having some ability for ministry.
8. *A challenge of need and opportunity.* Upon hearing about or observing the need for ministers, we may be challenged to consider it.
9. Or, through other means, such as *a crowing conviction* over a period of time that the ministry is God's will for us. Interviews with a number of people in recent years indicate that this is the kind of experience many have had.<sup>18</sup>

Whatever the internal experience, God is the one who calls, and the church must test and validate that call.

### Discerning the Call of God

It is seldom an easy task to discern God's particular call on our lives. One recent

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<sup>18</sup> Morris Pepper, *An Introduction to Christian Ministry for Lay and Clergy Persons in the Cumberland Presbyterian Church*, ed. Mark Brown and James Knight (1992), p. 21.

writer has noted that God's call comes to us in the place where our deep joys and longings meet the world's great need. For some, finding that place is like stumbling across a pearl of great value, with little or no effort. For others, a clear call from God is more elusive. There is always something of a mystery to the call of God. Still, there are guideposts to help us in the work of discernment.

First, discovering God's call is a task of spiritual discernment. It requires prayer, study, and deep self awareness. We must constantly ask whether we are hearing God's call or our own desires. This task of discernment is not one to be undertaken alone. It requires the support and counsel of our brothers and sisters in the community of faith. Selfish motives can cloud our judgment. Trusted guides are needed to help us listen attentively for God's direction. The work of Committees on Ministry is best seen as one of spiritual direction for those who are testing their sense of call to the ordained ministry of word and sacrament.

Second, it must always be remembered that the particular call to such a ministry is God's call for the sake of the church. Ordained ministry exists for the church; the church does not exist for its ordained ministers. The particular call, if it is authentic, always serves the general call of God to the life of faith and service. Some speak of the call to ordained ministry of word and sacrament as the "highest calling in the church." However, it is easy for such an idea to lead to the kind of hierarchy of callings the Reformed tradition at its best has always resisted. There may be no higher calling in the church, but this is not the same as calling

ordained ministry the highest calling. Among Christians, there is no place for speaking of "higher" or "lower;" all are in Christ Jesus. The *1984 Constitution* rejects "grades of office" in the church in its description of this ministry:

The office of minister of word and sacrament is unique in the life of the church as to responsibility and usefulness. God calls persons and sets them apart for this ministry. The persons who fill this office should be sound in the faith, exemplary in conduct, and competent to perform the duties of the ministry. Persons who become ministers of the word and sacrament are due such respect as belongs to their office, but are not by virtue of their office more holy or righteous than other Christians. They share in the same vocation that belongs to all Christians to be witnesses to the gospel in word and deed. They differ from other Christians only with regard to the office to which they are called, which is their station in life. (1984 *Constitution*, section 2.61)

The distinction is one of responsibility, not of status. Those who seek leadership in the church out of a desire for status or prestige have not heard the call of God rightly. The call to ordained ministry is a call to live as a servant of the servants of God.

Often, those who present themselves to the church as candidates for ordained ministry have different levels of certainty about their call. This is to be expected. The probationary period is a time for testing the call. As educational and



spiritual preparation for ordained ministry progresses, persons will often have their sense of call confirmed. Of course, others may decide that their original sense of call was mistaken.

The experience of Louisa Woosley, the first woman ordained to the ministry of word and sacrament in the Cumberland Presbyterian Church provides an interesting study of how one person's call was confirmed through her study and practice of ministry. Woosley recounts an internal call to ministry that she experienced soon after her conversion. But she knew of no women ministers in her time, so over time she decided that she must be mistaken about her sense of call. As a young woman, she resolved to get her husband to respond on her behalf, but he resisted. She resolved to study the Bible from beginning to end, hoping to find there an answer to her questions. At the end of almost a year of study, she became convinced that the scriptures did not prohibit women preachers. Still, she hesitated, knowing she would encounter opposition in the church. She literally became sick with her struggle, and finally resolved to respond to God's call. Again, something held her back, but when her daughter was stricken with an illness and expected to die, she promised God that she would preach if God would spare her daughter. The daughter recovered, and Woosley knew what she had to do. Still, she did not tell anyone of her sense of call, resolving to wait for an opportunity to speak in public.

Soon the session of her church called on her to lead the evening service when the pastor was absent. In the experience of standing before the church, she felt the

first confirmation of her call, despite the opposition of many of her friends and family members. Later that year she presented herself for candidacy in Nolin Presbytery, and was ordained in November 1889. At first, she rarely was called to preach, but soon her services as an evangelist and preacher were in great demand. In that, again, she found confirmation of God's call, despite the fact that the General Assembly refused to seat her and instructed her presbytery to drop her name from the roll of ordained ministers.<sup>19</sup>

Louisa Woosley's call had all three of Niebuhr's elements. She had a strong and persistent internal call. By God's providence, she was called upon to speak at her home church, and she obviously demonstrated gifts for leadership such that her own presbytery was willing to break the unwritten tradition that women could not be ordained to the ministry of word and sacrament. Finally, the churches of her home area called her to serve them as an evangelist, providing the ecclesiastical call without which she could not have served.

The church should be willing to help those who do not find their sense of call confirmed to find their call in some other ministry of the church. Jesus' saying about "those who, having put their hand

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<sup>19</sup> Louisa Woosley's eloquent account of her call is recounted in the last chapter of her book, *Shall Woman Preach, Or the Question Answered* (Caneyville, KY, 1891); reprinted by the Cumberland Presbyterian Board of Christian Education (Memphis: Frontier Press, 1989), pp. 96-101.

to the plow, turn back” is not directed to ministers of the word and sacrament. It is directed to those who turn back from the call to discipleship.

It is to them that Jesus directs the warning about not being fit for God’s kingdom. A minister of the word and sacrament who feels called to give up his or her office in the church should not be shamed. On the other hand, the church must always take care to see that those who have responded to this particular call are encouraged and supported in their ministry as long as that ministry promises useful for the life of the church.

#### **The Call to Particular Persons as Pastors**

Any discussion of the call would be incomplete without a brief discussion of our call system for matching ordained ministers with particular churches. Churches with Presbyterian government have long cherished the call system. Churches, through their sessions, call whom they will to serve as their pastor. Pastors are free to accept or decline calls from particular churches. At its best, our system values the desires and needs of both pastors and people, rather than depending on a system of appointment for assigning pastoral leadership to churches.

One of the liabilities of the call system, however, is that it often fails to serve the needs of both pastors and churches. Rural churches often find it difficult to attract candidates for pastor. Many pastors, especially women and older men, find it difficult to get churches to

consider them for a call. What many have spoken of recently as a “crisis in pastoral leadership” in our church is not due to a lack of ordained pastors. We have many pastors who are under-employed because they do not fit the profile of what churches are looking for in their “ideal” pastor. While there are no easy answers to the difficulty we are experiencing in this matter, churches and pastors should be challenged to examine whether their idea of call is grounded in God’s will. The task of spiritual discernment in this area of the call is as critical as in any other.

Some churches need to be educated to understand the difference between calling a pastor and hiring a chief executive officer. The call to a person to be pastor of a particular congregation must be undertaken in the spirit of God’s general call to the church to be a faithful witness to the gospel of Jesus Christ. At the same time, pastors should have a clear sense of the difference between entertaining a call and climbing a career ladder.

God’s call to us as Cumberland Presbyterians in the 21<sup>st</sup> century demands that we look and pray for the leaders God is calling us to recognize. Sometimes those leaders will not be the ones we had previously envisioned. Like David’s father Jesse, we should be prepared that we may often be surprised at who God calls. May God help us to look beyond the appearances, to the heart, both our own, and that of the leaders God graciously continues to send us, and calls us to recognize, equip, and support in our service of the one call of God in Jesus Christ.

## IV. APPENDIX

### A. QUESTIONS FOR ORDINATION EXAMINATION

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#### PERSONAL FAITH AND GROWTH

1. Describe your faith pilgrimage in terms of your relationship to Christ and the church.
2. What is your understanding of the place of prayer in one's relationship with God?
3. Have you grown in your faith since you have been under the care of presbytery? In what ways?

#### CALL TO MINISTRY

4. Describe your sense of call. Has it changed since you responded to it? In what ways?
5. How do you interpret your calling in light of what Cumberland Presbyterians believe that all Christians are a "called" people? How is your calling different? How is it the same?

#### HOLY SCRIPTURES

6. What do you understand by the phrase: "...the inspiration of the scriptures?"
7. What do you understand by the phrase: "...the infallible rule of faith and practice?"

8. Why is it important to know the time frame and authorship of the books of the Bible?
9. What do you understand by the term "biblical criticism?"
10. In what ways do the synoptic gospels differ from each other? From the fourth gospel?
11. What is meant by the phrase "comparing scripture with scripture?" Why is it important? Or, what's wrong with proof texting, anyway?
12. Briefly describe the picture of Jesus presented in the Gospel of Mark.
13. Briefly describe the unity and diversity of the Bible.
14. Briefly comment on Christianity's indebtedness to Judaism in the following areas: understanding the nature of God, the covenant, law and grace.
15. What do Cumberland Presbyterians mean by the "authority of scripture?"

**THEOLOGY**

16. Describe your thoughts about Cumberland Presbyterian theology. Describe your feelings.
17. What are some of the principal elements of Cumberland Presbyterian theology?
18. Discuss some of the different "theories" of the atonement.
19. What is your definition of the following: sin, repentance, forgiveness, reconciliation, covenant, grace, faith, and works?
20. What does Cumberland Presbyterian theology say about the preservation of believers?
21. What does Cumberland Presbyterian theology say about the Holy Spirit?
22. Discuss the Cumberland Presbyterian theology of both sacraments: the Lord's Supper and baptism.
23. What is the importance of the resurrection for the Christian's life and the Christian faith?
24. Why are the following important to the development of Christian theology (selectively chosen): Augustine, Martin Luther, John Calvin, John Knox, Huldrych Zwingli and John Wesley.

**CHURCH HISTORY**

25. Discuss the growth of the early church as related in scripture.
26. What issues led to the Protestant Reformation?
27. Discuss the development of the Presbyterian/Reformed churches and the place of the Cumberland

Presbyterian Church within the Reformed family of churches.

28. Briefly describe the social, political and religious conditions just prior to (1) the Great Awakening and (2) the Second Great Awakening.
29. Name some of the contributions of the Cumberland Presbyterian Church to Christianity, both nationally and internationally.
30. Briefly discuss the development of major theological movements in the 20<sup>th</sup> and 21<sup>st</sup> centuries.

**PASTORAL CARE**

31. Describe the pastor's role as "shepherd" to the congregation.
32. Why is confidentiality important in the pastoral role?
33. Discuss the pastor's role in counseling as related to advantages, limitations, referrals and balance with other pastoral responsibilities.
34. What are your personal guidelines for conduct when visiting in a hospital?

**PREACHING AND WORSHIP**

35. Is the sermon important? Why or why not?
36. What goes into making a sermon? What are its goals? What is the place of the Bible in preaching? What makes a sermon prophetic?
37. Describe your method of preparation and approach to sermon planning, preparation and preaching.
38. Name of the most commonly used lectionary. Do you use a lectionary? Why or why not?

- 39. What is your opinion of traditional worship, blended worship and contemporary worship?
- 40. How do you plan for worship? What resources do you use, if any?

#### **NURTURE AND ADMINISTRATION**

- 41. Among other roles, a minister is a teacher. Briefly describe your feelings about this role.
- 42. What are the attitudes and aptitudes needed to be an effective administrator of church programs and ministries?

#### **THE CHURCH IN MISSION**

- 43. What does the *Confession of Faith* say about the church in mission?
- 44. What is a “healthy” congregation? Describe some characteristics.
- 45. Describe the unity and diversity of the church.
- 46. What have your experiences been with connectional and independent congregations? Why have you chosen to do ministry in a connectional church?

#### **THE CUMBERLAND PRESBYTERIAN CHURCH**

- 47. What are the responsibilities of the session, as outlined in the *Constitution*?
- 48. What are the responsibilities of the presbytery, as outlined in the *Constitution*?
- 49. What are the responsibilities of the General Assembly, as outlined in the *Constitution*?

- 50. Discuss the accountability of ministers and probationers to the presbytery.
- 51. Discuss the accountability of sessions to the presbytery.
- 52. Discuss the *Constitution's* statements relating to congregational property.
- 53. What is the purpose of discipline, as defined in the *Rules of Discipline*?

## B. SAMPLE REPORT TO THE PRESBYTERY

### COMMITTEE ON PREPARATION FOR THE MINISTRY

To the Presbytery of Catawba

Date)

Presbyters:

The committee has met twice since the last stated meeting of presbytery. A quorum was present at both meetings.

**PROBATIONERS:** The committee interviews probationers annually in person or by conference call. In addition, committee members serve as liaisons to assigned probationers and are in contact with them at least once more annually. All probationers have been interviewed in the last six months, except one.

The following is a list of probationers (candidates and licentiates), with notations of their current status and pertinent personal information:

**INCOMING CANDIDATE MARY MARGARET MATURE**, a member of the Sacred Harp congregation, has been endorsed by her session. She has been interviewed by the committee. Psychological testing and an interview and a criminal background check have been conducted.

Ms Faithfull holds the MBA degree and has her own market consulting firm. She plans to enroll in Memphis Theological Seminary in the fall and to continue a limited consulting schedule.

**Recommendation 1:** that she be received as a candidate for licensure and ordination after she has shared her faith journey, received testimonials upon her behalf and successfully sustained the presbytery's examination.

**LICENTiate CARL ZUCK** has graduated from Memphis Theological Seminary with a Master of Divinity degree. He has been called as Associate Pastor of the Sinking Springs congregation, Seminole Presbytery. The committee recommends:

**Recommendation 2:** that, upon his successfully sustaining the presbytery's examination, Mr. Zuck be approved for ordination, to take place at the Sinking Springs congregation; and

**Recommendation 3:** that a commission be appointed for the purpose of ordaining Mr. Zuck.

Respectfully submitted,  
Wesley Leatherhead, Chair



Pastoral Development Ministry Team  
CUMBERLAND PRESBYTERIAN CHURCH

New Candidate Information Form

Presbytery: \_\_\_\_\_

Name of New Candidate: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Day of candidacy: \_\_\_\_\_

Send completed form to:

Cumberland Presbyterian Center  
Pastoral Development Ministry Team  
8207 Traditional Place  
Cordova, TN 38016

Upon receiving this form, the PDMT will send the new Candidate for the Ministry a copy of Dr. Morris Pepper's book, *An Introduction to Christian Ministry* and Dr. Tom Campbell's book, *The Bible and the Calendar*.

Pastoral Development Ministry Team  
CUMBERLAND PRESBYTERIAN CHURCH

REQUEST FOR PAS APPROVAL FORM

Presbytery: \_\_\_\_\_

Day of presbyterial meeting: \_\_\_\_\_

Name of Candidate: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Circumstances that make it nearly impossible for this candidate to take the standard route:

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Send completed form to:

Cumberland Presbyterian Center  
Pastoral Development Ministry Team  
8207 Traditional Place  
Cordova, TN 38016

Upon receiving this request, the PDMT will send a letter of approval to the presbytery, the candidate and to PAS.

Pastoral Development Ministry Team  
CUMBERLAND PRESBYTERIAN CHURCH

New Licentiate Information Form

Presbytery: \_\_\_\_\_

Name of New Licentiate: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Day of Licensure: \_\_\_\_\_

Send completed form to:

Cumberland Presbyterian Center  
Pastoral Development Ministry Team  
8207 Traditional Place  
Cordova, TN 38016

Upon receiving this form, the PDMT will send the new Licentiate for the Ministry a book as a way to congratulate him/her in his/her journey.

Pastoral Development Ministry Team  
CUMBERLAND PRESBYTERIAN CHURCH

Ordinand Information Form

Presbytery: \_\_\_\_\_

Name of Person to be Ordained: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_ Zip: \_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Day of Ordination: \_\_\_\_\_

Ordination Service to be Held at:

Name of Congregation: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_ Zip: \_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

If a member of the PDMT cannot be present for the ordination service to present the portable communion set, we will send it to a person in the presbytery who we will ask to be responsible for making the presentation on behalf of the PDMT. Please list the name of a designated person below.

Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_ Zip: \_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Send completed form to:

Cumberland Presbyterian Center  
Pastoral Development Ministry Team  
8207 Traditional Place  
Cordova, TN 38016

**Presbyterial Committees on the Ministry or Preparation for the Ministry as the official CP manual for presbyterial committees on the ministry or its equivalent.**

**D. CONCLUSION (PDMT)**

The Pastoral Development Ministry Team is committed to the vision of ministry and programs articulated above. We covet the prayers of the assembly as we work together to strengthen the ministry of the Cumberland Presbyterian Church.

Reverend Stephanie Scrudder Brown resigned as team leader in 2009. The team appreciates her years of dedicated service. Reverend Brown brought stability to the office, the previous leaders having short tenures for different reasons. Reverend Brown kept before the team and the denomination the need for clergy care and worked to provide structures to that end. She led the commission to consider different venues and dates for annual conferences so that ministers in various regions of the church would have better opportunity to participate. She worked hard to build collegial relationships with presbyteries and committees on the ministry charged with the oversight of probationers. She was instrumental in starting the new handbook for those who serve on presbyterial committees on the ministry. Reverend Brown also embraced our new denominational structure and helped the team move toward participating in the new design. With regret, her resignation was received. The current team and its leader, Reverend Milton L. Ortiz, pray God's blessings on her new ministry with the Cumberland Presbyterian Children's Home.

**VII. MINISTRY COUNCIL CONCLUSION**

We wish to express our gratitude to the Ministry Teams and Team Leaders who have worked so faithfully together in this time of transition. We are pleased with the cooperation and collaboration that is taking place. The benefits of having unified ministries are becoming more evident as we develop programs and standardize budget and planning processes. We remain committed to serving God through the Cumberland Presbyterian Church, and we ask that the church remain in prayer for our work.

Respectfully Submitted,  
Gwen Roddye, Chairperson  
Jill Carr, First Vice-Chairperson  
Carlton Harper, Second Vice-Chairperson  
Elizabeth G. Horsley, Secretary  
Edith M. Gholson, Director of Ministries/Treasurer

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

S/E

### **I. GENERAL INFORMATION**

#### **A. BOARD MEETINGS AND ORGANIZATION**

The Board of Stewardship, Foundation and Benefits under the direction of its officers, President Charlie Floyd, Vice-president Rob Latimer, Secretary Debbie Shanks, and Treasurer Robert Heflin, met two times in regular session.

#### **B. BOARD MEMBERS WHOSE TERMS EXPIRE**

Members whose terms expire at the 2010 General Assembly, with their years of service, are as follows: Al Davis, nine years; Charlie Floyd, three years and Theresa Martin, three years. Al Davis is not eligible to be reelected. We are grateful for his time on the Board. Charlie Floyd and Theresa Martin are eligible for reelection, however, Theresa Martin chose not to be reelected.

#### **C. BOARD REPRESENTATIVE TO THE 180TH GENERAL ASSEMBLY**

The board's representative to the 180th General Assembly is Charlie Floyd.

#### **D. STAFF**

Kathryn Gilbert Craig serves as Administrative Assistant, Mark Duck serves as Coordinator of Benefits and Robert Heflin serves as Executive Secretary. In addition, there were three Planned Giving Coordinators. Carolyn Harmon served the Presbytery of East Tennessee. Dara Jones served Tennessee Synod (the presbyteries of Columbia, Murfreesboro, and Nashville). Gaye Wood served the presbyteries of Arkansas, Missouri, Red River and Trinity Presbytery. In June 2009, Gaye Wood suffered a stroke while at the General Assembly meeting in Memphis, Tennessee. While she continues to recover from the stroke she believed it best to resign from her position. Dara Jones was employed by Tennessee Synod. Having served several years, visiting many of the churches of Tennessee Synod, her contract was not renewed in May 2010. The Board appreciates the work of the planned giving coordinators in educating numerous congregations of the legacy ministry that can be accomplished as individuals make planned gifts to their local congregations.

#### **E. 2011 BUDGET**

The 2011 line-item budget has been filed with the Office of the General Assembly.

#### **F. 2009 AUDIT**

Certified copies of the 2009 audit reports from Fouts and Morgan will be filed with the Office of the General Assembly in compliance with Bylaws 15.04. The 2009 audit will be printed in the audit section of the 2010 minutes.

### **II. FINANCIAL FOUNDATION DEVELOPMENT AND MANAGEMENT**

#### **A. PURPOSE**

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

To secure a firm financial undergirding for the ongoing ministry of congregations and the agencies



of presbyteries, synods, and the General Assembly as they bear witness to the saving love of God, the grace of our Lord Jesus Christ, and the fellowship and communion of the Holy Spirit.

The Financial Foundation Program is reported in this section in general terms and more specifically under the headings III. Endowment Program, IV. Cash Funds Management Program, and V. Property and Casualty Insurance.

## **B. THE YEAR 2009**

While in financial terms the year 2009 was better than 2008 there remained uncertainty in the market. While we have seen some improvement in the world economies and market conditions there remains anxiety among investors. Both domestic and international real estate markets continue to lag. Though consumer confidence and some areas of the economy have improved, we are hopeful that 2010 will be an improvement upon 2009. The Endowment Program's Growth Income Fund received contributions of \$410,021 and provided interest and dividend income of \$1,315,214. The Growth Income Fund also experienced \$411,304 in realized gains and \$1,606,377 in unrealized gains. The Endowment Program's Total Return Fund received contributions of \$109,086 and \$271,628 in income. The Total Return Fund recognized \$73,978 in realized gains and \$1,356,473 in unrealized gains. The CPC Investment Loan Program, Inc. paid out \$503,797 to the churches and agencies having funds in the program. Throughout 2009 the interest paid to account holders was consistently higher than the rates received from most "on demand" money market accounts for the year. The interest rate paid to account holders varied from 4% to 5%.

## **C. BOARD OF STEWARDSHIP**

The Board of Stewardship ended 2009 with an unrestricted deficit of \$40,034. The Board of Stewardship incurred additional expenses while receiving less income from Our United Outreach.

## **D. MANAGEMENT OF FUNDS**

During 2009 Endowment Program Growth/Income Fund portfolio was under the co-management of Wedge Capital Management, Victory Capital Management, Metropolitan West Asset Management, RREEF America II and Templeton Institutional Foreign Equity Fund. The portfolio for the Endowment Program Total Return Fund was under the co-management of Wedge Capital Management, NewSouth Capital Management, Victory Capital Management, RREEF America II, Templeton Institutional Foreign Equity Fund and Pacific Investment Management. The funds of the Retirement Program were co-managed by Wedge Capital Management, NewSouth Capital Management, Victory Capital Management, Metropolitan West Asset Management, Pacific Investment Management, RREEF America II and Templeton Institutional Foreign Equity Fund.

The church loan portion of the endowment portion of the endowment portfolio and the investments of the Cumberland Presbyterian Church Investment Loan Program, Inc. were under the management of board staff. Gerber/Taylor Associates continues to provide independent analysis and evaluation of the performance of Victory, MetWest, PIMCO, RREEF America II, NewSouth, Templeton and Wedge Capital.

# **III. ENDOWMENT PROGRAM**

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

## **A. COMMUNICATION**

The Endowment Program report for 2010 will be distributed to all endowment program participants, general assembly board members, churches, and individual contributors.

Agencies, other participants, and interested parties received quarterly detailed reports on the

postings to all their endowments. With the addition of names supplied by the agencies during the year, the number of persons receiving these reports continued to expand. In addition, special reports were made as requested.

## B. ASSETS, INVESTMENT MIX, AND PERFORMANCE

### 1. Assets and Investment Mix — Growth/Income Fund

The assets of the Endowment Program's Growth/Income Fund totaled \$33,013,770 for 2009 at market value. The following table provides a breakdown of the investment mix:

Growth/Income Investment Mix		
Securities & Investments		
1.3%	Cash/Cash Equivalents	\$ 434,151
24.1%	US Equities	\$ 7,954,810
11.1%	Real Estate Investment Trusts	\$ 3,649,643
57.2%	Fixed Income	\$18,868,309
6.3%	International Stocks	\$ 2,106,857
100.0%	Total	\$33,013,770

### 2. Assets and Investment Mix — Total Return Fund

On October 1, 2004, the Endowment Program initiated a new Total Return Fund to provide an option for certain endowments that are not restricted to expenditures of realized interest and dividend income. The assets of the Endowment Program's Total Return Fund totaled \$8,978,623 for 2009 at market value.

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

Total Return Investment Mix		
Securities & Investments		
2.1%	Cash/Cash Equivalents	\$ 187,297
46.5%	US Equities	\$4,173,532
7.9%	Real Estate Investment Trusts	\$ 710,795
23.6%	Fixed Income	\$2,117,706
19.9%	International Stocks	\$1,789,293
100.0%	Total	\$8,978,623

### 3. Performance of Growth/Income Fund

The Endowment Program Growth/Income Fund generated \$1,546,259 in income during 2009. Contributions were 410,021. Net realized gain was \$411,304 and net unrealized gain was \$1,606,377.

Growth/Income Fund investment management fees totaled \$156,469 for 2009. Other expenses were \$13,531 for a total of \$170,000.

Growth/Income earnings paid and payable to agencies totaled \$1,136,256 for 2009. When comparing the performance of the Endowment Program with other funds it is important to keep in mind the various components included in the reported rates: interest and dividend income, realized capital gains/losses, and unrealized capital gains/losses due to the difference between the current market value of investments and their original cost or market value in previous reports.

Investment funds typically report their total rates of return. A total rate of return includes the effect of the fluctuation in market value of the various investments together with all realized/accrued income and capital gains/losses generated as investments are sold for more/less than their original cost. Because of the impact of fluctuation in market value, the total rate of return for any given year may be positive or negative. Such total rates of return are important indicators of a fund's overall performance. However, the rate of crucial importance for the Growth/Income Fund relates to the amount of income (interest and dividends) which it generates since for the endowments in this fund only income is available for support of the various ministries for which these endowments are established. This Rate of Income Paid Out is distinct from Total Rate of Return.

### 4. Rate of Income Paid Out by Growth/Income Fund

The rate at which income was paid out to participants in the Growth/Income Fund for 2009 was 3.79% compared to 4.03% for 2008, 4.19% for 2007, 4.05% for 2006, 4.20% for 2005, 4.01% for 2004,

4.40% for 2003, 4.45% for 2002, 4.60% for 2001, 4.82% for 2000, 4.67% for 1999, 4.77% for 1998, 5.07% for 1997, 4.81% for 1996, 5.44% for 1995, 5.22% for 1994, 5.53% for 1993, 6.09% for 1992, 6.38% for 1991 and 7.78% for 1990.

#### 5. Total Rate of Return for the Growth/Income Fund

The following table gives the annualized rates of return as contained in the report from Gerber/Taylor Associates for year end 2009:

	<b>One Year Period 01/01/09 12/31/09</b>	<b>Five Year Period 01/01/04 12/31/09</b>	<b>Since Inception 09/00/81 12/31/09</b>
Growth/Income Portfolio	12.0%	4.0%	10.4%

#### 6. Performance of Total Return Fund

The Endowment Program Total Return Fund generated a gain of \$1,811,164 in total return consisting of \$271,628 in interest/dividends, \$1,356,473 in unrealized gain on investments, \$73,977 in realized gain on investments and \$109,086 in contributions.

Total Return Fund expenses including fees paid to the investment managers totaled \$65,108 for 2009. Total Return Fund payments made and payable to agencies totaled \$339,251 for 2009. (An additional \$453,427 was withdrawn from the various endowments in accordance with the trust agreements.)

The total rate of return on this fund includes the effect of the fluctuation in market value of the various investments together with all realized/accrued income and capital gains/losses generated as investments are sold for more/less than their original cost. Because of the impact of fluctuation in market value, the total rate of return for any given year may be positive or negative. Such total rates of return are important indicators of a fund's overall performance.

#### 7. Total Rate of Return for Total Return Fund

Gerber/Taylor provides the report on the total return of the Endowment Program Total Return Fund. The following table gives the annualized rates of return as contained in their report for year end 2009. (Note: the numbers for the five-year and ten-year periods will be provided as the fund reaches these periods in its existence):

	<b>One Year Period 01/01/09 12/31/09</b>	<b>Five Year Period 01/01/04 12/31/09</b>	<b>Since Inception 09/01/04 12/31/09</b>
Investment Managers	22.30%	N/A	6.00%

### C. ENDOWMENT PROGRAM LOANS

#### Historical Review

Through investing up to 40% of the assets of the Endowment Program in the witness of the Church, the message of good news concerning Christ is strengthened both in the United States and overseas. A recent survey of old files in the Historical Foundation and in the vault of the Board of Stewardship reveals the important role played by this aspect of the investment policy. Over the past fifty-six years from 1944 to 2000, 783 loans were made to congregations, presbyteries, and synods. Through these loans, \$27,270,128 has been provided in financing for expansion of facilities and extension of witness.

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

<b>PERIOD</b>	<b>LOANS</b>	<b>TOTAL LOANED</b>	<b>AVERAGE</b>
1944-49	35	\$ 145,755	\$ 4,164
1950-59	171	1,360,441	7,955
1960-69	208	3,056,891	14,697
1970-79	166	3,609,084	21,741
1980-89	101	4,349,120	43,061
1990-00	102	14,440,837	141,577

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

#### **D. OTHER CHURCH LOANS**

Although not a part of the Endowment Program, there are two other sources available to the board for investment in loans to churches.

##### **1. Revolving Church Loan Fund**

This fund was established through gifts to the "Into the Nineties" Capital Gifts Campaign and all interest earned by the loans is added to the fund to increase the amount available for loans. There were sixteen loans from the Revolving Church Loan Program at the end of 2009 totaling \$135,998. In the revolving church loan account, there was also cash in the amount of \$216,639, bringing the total of the fund to \$352,637.

The rate of interest for revolving loans made during 2009 was based on the loan rate established by the Cumberland Presbyterian Church Investment Loan Program at the beginning of each quarter. The maximum available for a single loan is \$35,000, amortized over five years.

##### **2. Cole Church Loan Fund**

This fund was established through the generosity of Lavenia Campbell Cole, a member of the Trinity Cumberland Presbyterian Church of Fort Worth, Texas. The purpose of the fund is to provide loans at low interest rates to Cumberland Presbyterian churches "that have the potential for growth and development by increasing their ministry to the community in which they reside through the availability of additional money." Applications are available upon request.

Loans from the fund must have the approval of both the Board of Stewardship and the Board of Missions. There is no established limit for the amount that may be loaned. Loans must, however, be repaid within five years. Currently there is no Cole loan in effect as of year end 2009. There is \$299,627 in cash in the fund.

#### **E. REGIONAL PLANNED GIVING COORDINATORS**

##### **1. History**

In 1993, the 163rd General Assembly commended the Board of Stewardship for "its vision in developing a program of planned giving in local congregations" and urged congregations "to be open to this new program and to take advantage of the assistance being offered" by the Board.

Further, it adopted recommendations to:

Approve a church-wide annual emphasis on planned gifts as a complementary part of the observation of the Family Week focus provided by the Board of Christian Education during May of each year; and

Urge each congregation to recognize the importance of promoting planned gifts as a part of its overall nurture of Christian stewardship among its members.

In response to the 1993 action, staff of the Board of Stewardship have made presentations to more than 130 congregations on the need to develop congregational endowments and encourage planned giving by church members.

In 1997, the 167th General Assembly approved the recommendations of the General Assembly Council to designate \$30,000 in Our United Outreach funds to aid the Board of Stewardship in partnering with the presbyteries of the Cumberland Presbyterian Church to implement Regional Planned Giving Coordinators.

At year end 2009, there were two Regional Planned Giving Coordinators: Carolyn Harmon, an elder in the Cedar Hill Church, Greeneville, Tennessee, serving the Presbytery of East Tennessee and Dara Jones, an elder in the Hillsboro Church, Hillsboro, Tennessee, serving the Tennessee Synod (presbyteries of Columbia, Murfreesboro, and Nashville). Gaye Wood, a member of the Calico Rock Church, Calico Rock, Arkansas, was serving the Presbyteries of Arkansas, Missouri, Red River and Trinity. In June 2009, Gaye Wood suffered a stroke. Her recovery continues, however, she felt it best to resign her position as a result of her stroke.

Through these regional coordinators education concerning the stewardship opportunities in planned giving has been made readily accessible to many churches. Often times the results of their work is not

easily measured. It may be several years before their work bears fruit. The regional coordinators use their presentations to plant the seeds which may bear fruit immediately or years down the road. What is of utmost importance is that the seeds are being planted.

Regional coordinators are employed and their salaries paid by their respective presbyteries or by the Board of Stewardship. They are the living links of a partnership between the General Assembly and their presbyteries and they join in the semi-annual meetings of the Board of Stewardship and the biennial meetings of the North American Conference on Christian Philanthropy. In this partnership, the cost of their materials, travel, and continuing education opportunities are paid by the Board from Our United Outreach funds specifically designated for the purpose.

Beginning with the 2000 budget year, the Board of Stewardship allocated an additional \$15,000 for planned giving. This budget allocation was made on the strength of a new endowment received as a result of a bequest from Lavenia Campbell Cole, an elder in the Trinity Church, Fort Worth, Texas. Lavenia was a firm believer that church members should be encouraged to give generously of all their resources so that the Cumberland Presbyterian Church might grow in its ministry of love and service to all the world.

These additional funds are being used in a variety of ways. One specific use is to bring pastors of newly formed churches to the North American Conference on Christian Philanthropy in order to further the General Assembly's priority goal of developing new congregations.

It is our prayer that God will bless the work of encouraging Cumberland Presbyterians to give generously to enhance the future ministry of all our churches.

## **2. Planned Giving Restricted Funds**

The activity in the Planned Giving Restricted Fund for the year 2009 was as follows:

Beginning Balance	\$183,732
<i>Our United Outreach</i>	\$ 13,959
Expenses	<u>\$(13,680)</u>
Ending Balance	\$184,011

## **VII. CUMBERLAND PRESBYTERIAN CHURCH INVESTMENT LOAN PROGRAM, INC.**

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

At year end 2009, the assets for the Investment Loan Program were \$13,876,825. There were approximately 250 individual, congregation and agency accounts. Deposits on account totaled \$12,837,269.

For 2009, the corporation complied with the regulatory requirements in the states of Tennessee and Kentucky and was able to offer investment opportunities to individual Cumberland Presbyterians in the states of Tennessee, Kentucky, Texas, and New Mexico.

The board of directors is composed of the following: Rob Latimer, president; Charlie Floyd, vice-president and Debbie Shanks, secretary. Robert Heflin serves as Treasurer and Executive Secretary. During the past year, the board met twice in regular session.

During 2009, the corporation closed one loan: \$148,000 to Red Bank Cumberland Presbyterian Church, Chattanooga, Tennessee.

In order to simplify administration and focus on the strengths of the Investment Loan Program, the board took action to limit the offering of notes and depository accounts to "ready access accounts." All note holders (individuals) and depository account holders (churches and church agencies) with funds invested in these "on demand" accounts participated in the \$457,911 which the program paid in interest. For 2009 the interest rate was between 4% and 5%. As a result there has been renewed interest for congregations to open new accounts because the interest paid out is higher than current CD rates. The interest rate paid on accounts can change quarterly, depending on the amount of income received from the investment income.

The table below provides a breakdown of the investment mix.



**Investment Loan Program**

	Securities & Investments	
1.54%	Mutual Funds	\$ 108,125.16
28.99%	Cash Equivalents	\$2,032,702.69
<u>69.47%</u>	Taxable Fixed Income	<u>\$4,871,523.49</u>
100.00%		\$7,012,351.34

At the end of 2009 there were 17 loans to congregations made through the Investment Loan Program. The total loans were \$8,067,805. Since January 1, 2010 there have been an additional 5 loans made which totaled \$2,579,000.

**VIII. EMPLOYEE BENEFITS ADMINISTRATION AND RESEARCH****A. PURPOSE**

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

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

Employee benefits are reported in detail under headings IX. Retirement Program, X. Ministerial Aid Program, and XI. Insurance Program.

**B. VISION**

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

**IX. RETIREMENT PROGRAM**

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

**A. PLAN AMENDMENTS**

As new needs arise or deficiencies in the original plan document for Cumberland Presbyterian Retirement Plan No. 2 become apparent, the General Assembly has the authority under Article IX Section 9.01 of the Plan to amend the same. Amendments were last made to the Plan by the 1999 General Assembly. Since that time the need for no additional changes has surfaced.

**B. YEAR END REPORT**

On December 31, 2009, there were 441 participants in the Retirement Plan. Of these, 379 were contributing to their accounts and 11 were receiving direct monthly payments as a result of their elections under Plan 1. In addition to these 467 participants, there were 16 persons who were receiving annuity payments purchased through the Plan and for whom the Plan issues 1099-R's.

During 2009, \$2,661,506 was dispersed to or for participants, an increase of 4% over 2008s



\$2,553,165. Contributions totaled \$865,861 and were up 5.6% over 2008s \$820,016. Investment expenses totaled \$121,997 a decrease of 10% over 2008s \$135,281. Realized and unrealized gain on investments totaled \$2,929,958 an increase over 2008s loss of \$6,448,789. The rate of return credited to the accounts for the year was 20.5% compared to a loss of 22.8% for 2008. (Comparative annual rates of return for: previous three years—+4%, previous five years—+4.6%, and from the beginning of professional management in March, 1982—+9.9%.)

The professionals managing the retirement fund were: Victory Capital Management, an equity manager with a growth stock emphasis; Metropolitan West Asset Management, a bond manager; PIMCO, a bond manager; Wedge Capital, a manager of large capitalization equities; NewSouth Capital Management, a manager of small capitalization equities; RREEF America II, a private real estate investment trust (REIT) manager; and the Templeton Institutional Foreign Equity Fund.

## **X. MINISTERIAL AID PROGRAM**

### **A. MINISTERIAL AID**

#### **1. Full Benefit Recipients**

As of March 2010 there are an equivalent of 5 Cumberland Presbyterian Church recipients of the full benefit of \$300 per month (increased from \$260 on April 1, 2008). The monthly total of these payments is \$1,500.00; annually, \$18,000.00 is paid. The equivalent of benefits for four participants at \$260, or \$1040 per month, \$12,480 annually, is sent to Cauca Valley Presbytery in Columbia. The payments are designated for specific individuals but are distributed by the presbytery as it sees fit. Each recipient also receives *The Cumberland Presbyterian* and *Missionary Messenger*.

In October 2005, the board decided to distribute 75% of the previous year's surplus to the remaining recipients. This distribution was made in December 2009 with the 4 state side recipients receiving \$5,860.54 for a total of \$23,442.15.

#### **2. Basic Requirements.**

The General Assembly of the Cumberland Presbyterian Church has set the following basic requirements for receiving aid from the Ministerial Aid Program.

- a. Minimum age 65.
  - b. Minimum years of service to the church - 15.
  - c. Cannot be a participant in the Cumberland Presbyterian Retirement Plan.
  - d. Physical and/or mental disability (doctor's statement required) at any age, however, a minimum of ten years service is required if less than 60 years of age.
  - e. Individuals income cannot exceed \$600 monthly (effective 01-01-2003).
  - f. Couples income cannot exceed \$750 monthly (effective 01-01-2003).
- (The GA Board of Stewardship is authorized to look at each case in light of unusual financial hardship; thus, application may be made even if income levels exceed the ceiling.)
- g. Presbytery obtains information and approves (approval can be given by the committee or board charged by presbytery with this responsibility); certification of approval is sent to the General Assembly Board of Stewardship.
  - h. Surviving spouse is eligible if above items 2, 3 and 4 have been met.

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.

A committee was formed in March 2009 and has reported back to the board in March 2010 as to recommended changes to the basic requirements for receiving Ministerial Aid. Below are the recommended changes the committee has submitted for approval.

#### **Revised Basic Requirements.**

Full Benefit revised to \$500 a month for State Side Recipients

1. Minimum age is full retirement age set forth by the Social Security Administration.

2. Minimum years of service to the church - 15.
3. Can qualify for aid if a participant in the Cumberland Presbyterian Retirement Plan if income is below poverty level as established by the US Census Bureau.
4. Physical and/or mental disability (doctor's statement required) at any age, however, a minimum of ten years service is required if less than 60 years of age.
5. Individuals income can not exceed federal poverty guidelines set forth for the year by the US Census Bureau. Poverty level is \$10,830 a year or \$902.50 a month for 2009.
6. Couples income can not exceed federal poverty guidelines set forth for the year by the US Census Bureau. Poverty level is \$14,570 a year or \$1214.17 a month for 2009.  
(The GA Board of Stewardship is authorized to look at each case in light of unusual financial hardship; thus, application may be made even if income levels exceed the ceiling.)
7. Presbytery obtains information and approves (approval can be given by the committee or board charged by presbytery with this responsibility); certification of approval is sent to the General Assembly Board of Stewardship.
8. Surviving spouse is eligible if above items 2, 3 and 4 have been met.

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

**RECOMMENDATION 1: That the Revised Basic Requirements to receive Ministerial Aid be adopted.**

### **3. Supplemental Retirement Benefits.**

There is now only one Cumberland Presbyterian Church individual receiving supplements to their retirement benefits from the Ministerial Aid Program as a result of a one time action of the Board on August 30, 1987. The monthly payment is the amount needed to bring their retirement income up to \$60. The monthly total of this payment is \$13.96; or \$167.52 annually.

### **4. Cumberland Presbyterian Church in America.**

The CPCA now has 3 participants who receive monthly payments at the originally agreed upon amount of \$109 per month. Benefits for these recipients total \$327.00 per month and \$3,924.00 annually. The CPCA normally pays its share in June or July following their General Assembly.

### **5. Ministers in Overseas Presbyteries.**

Payments for ministers serving in overseas presbyteries (presently, a total of \$12,480 annually) are being made to Cauca Valley Presbytery and administered through its budget.

## **B. RETIREMENT RESERVE**

Under Retirement Plan No. 1, retirees whose benefits fell below \$150 per month could receive a supplement from the Special Reserve Retirement Fund Endowment to bring their benefits up to this level. Spouse's of retirees are eligible to continue receiving this benefit after the retiree's death. These payments will eventually cease because no new persons are being added. One individual now receive \$150 a month from this fund. Annually, \$1,800.00 is paid to the recipient. This endowment had a balance of \$1,018,338 at December 31, 2009, an increase of \$50,141 over the previous twelve months. The 1996 General Assembly approved the Board's recommendation to use the excess income from this endowment for Ministerial Aid payments. This has freed the Lowrie endowment to be used to meet other ministerial needs.

## **XI. INSURANCE PROGRAMS**

The insurance programs of the board have been assigned by the General Assembly beginning in the middle of the previous century. Long term disability is the newest, begun in 1988. Property and casualty insurance is the oldest, begun in 1951. While all of the insurance programs are important, group life and health insurance, begun in 1961, touches many lives in a personal way and often at times of deep anxiety. In all, about 407 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.

Effective January 1, 2004, the property and casualty insurance for the Center and Memphis Theological Seminary was secured through General Insurance Underwriters, representing Church Mutual Insurance Company. This change resulted in a premium savings of nearly 38%.

The various agencies enjoyed a very good relationship with Church Mutual Insurance Company. However, with the changing insurance industry our agent, General Insurance Underwriters, was approached by Philadelphia Insurance Company, Inc. They expressed an interest in providing our property and casualty insurance. Our agent contacted the staff and the staff gave permission to pursue the opportunity.

After some negotiations, Philadelphia was able to increase our policy limits while passing on a 22.5% savings in the premium. The Executive Committee of the Board agreed to change insurance companies from Church Mutual to Philadelphia Insurance Co and also the broker was changed to Lipscomb and Pitts of Memphis, Tennessee. The change was effective January 1, 2008.

## **B. GROUP LONG TERM DISABILITY INSURANCE**

The presbyteries of Arkansas, Columbia, Covenant, Cumberland, del Cristo, East Tennessee, Missouri, Murfreesboro, Nashville, North Central, Red River, Robert Donnell, Trinity, West Tennessee and The Center have now established non-contributory long term disability programs insured by UNUMPROVIDENT. This leaves only five stateside presbyteries (Choctaw, Cullman, Hope, Grace and Tennessee Georgia) without a program. The quarterly rate applied to participant's salaries is 1.50 per \$100 of salary.

There are three primary reasons for ministers to want the coverage and for presbyteries to want to provide the protection. The group rate is significantly lower than individual policy rates (especially after the January 1, 1997, rate reduction) and does not require a large cash outlay to cover all full-time ministers in a presbytery; housing allowance and/or the fair rental value of a manse is included in the definition of salary for ministers; and, there is no medical qualification requirement in order to enroll. These advantages over individual policies make this coverage very attractive, especially to those who have previously purchased their own policies. In addition, a provision was negotiated with UNUM by the Board's consultant, whereby ministers, upon leaving a participating presbytery to serve in a non-participating presbytery, may continue the coverage if he or she so desires. The new employing church is then billed for the quarterly premium. There are now five ministers and one employee who have taken advantage of this provision. There are approximately 222 participants.

## **C. GROUP ACCIDENT INSURANCE**

This policy provides twenty-four hour coverage on "named employees" for accidental death, dismemberment, or loss of sight. The maximum benefit is \$50,000 and there is also a \$1,000 medical benefit. The annual premium is \$60 per covered employee. All GA level boards, institutions, and agencies participate in this program. This policy is purchased through the Sinclair-Whitely Company.

## **D. FIDELITY BOND**

As of October 1, 2009, the fidelity bond is no longer available through the Board of Stewardship, Foundation and Benefits. Those needing coverage should contact their local agent for this coverage.

## **E. GROUP HEALTH & LIFE INSURANCE**

The board has used a fully-insured, managed care approach to provide group health insurance for Cumberland Presbyterian clergy and lay employees since March 1, 1999. As of January 1, 2010 our insurance provider is Blue Cross Blue Shield of Tennessee. Blue Cross of Tennessee is an independent, not-for-profit, locally governed health plan company that insures more than 5 million people nationwide. With an extensive network, Blue Cross is able to effectively service the employees of the Cumberland Presbyterian Church. In 2010 two plans were offered, a \$1,000 deductible and a \$3,000 deductible for the employee. Spouse and Family deductibles are twice the amount of the employee only product. We have

also acquired the services of Lipscomb & Pitts, a Memphis based insurance company, as our insurance broker.

### 1. Loss Ratio.

A comparison of paid medical premiums and claims is made in order to calculate a loss ratio. The table below contains monthly and cumulative figures for the calendar year of 2009. For 2009, 105% of the medical premiums paid to UniCare were used by UniCare to pay claims and stop-loss premiums. This compares to a loss ratio of 98% for the same period in 2008, 112% for 2007 and 84% for 2006. This calculation does not include UniCare's retainage nor any increase in the medical reserves it is holding. Under the contractual agreement with UniCare, annual deficits or surpluses are retained by them and won't affect subsequent years.

	MONTHLY			CUMULATIVE		
	<u>MEDICAL</u> <u>PREMIUM</u>	<u>PAID</u> <u>CLAIMS</u>	<u>LOSS</u> <u>RATIO</u>	<u>MEDICAL</u> <u>PREMIUM</u>	<u>PAID</u> <u>CLAIMS</u>	<u>LOSS</u> <u>RATIO</u>
<u>MONTH</u>						
Jan, 2009	215,771	317,329	147%	215,771	317,329	147%
Feb, 2009	225,077	113,512	50%	440,848	430,841	98%
Mar, 2009	179,798	184,501	103%	620,646	615,342	99%
Apr, 2009	181,840	125,980	69%	802,486	741,322	92%
May, 2009	167,836	94,509	56%	970,322	835,831	86%
Jun, 2009	168,137	145,634	87%	1,138,459	981,465	86%
Jul, 2009	171,520	158,774	93%	1,309,979	1,140,239	87%
Aug, 2009	162,927	181,181	111%	1,472,906	1,321,420	90%
Sept, 2009	162,187	236,210	146%	1,635,093	1,557,630	95%
Oct, 2009	175,610	221,672	126%	1,810,703	1,779,302	98%
Nov, 2009	166,083	177,432	107%	1,976,786	1,956,734	99%
Dec, 2009	168,007	304,519	181%	2,144,793	2,261,253	105%

The previous table shows that we did not have a good year when you compare the claims paid by UniCare with the premiums they received. The table below shows that for the months of March 2009 through December 2009, 13 claims amounted to 60% of the claims paid by UniCare. For the time period March through December in 2008 we also had thirteen high cost medical claims that resulted in 61% of claims paid.

Total Group Medical Claims				
Number of Claims	Percentage of Total Claims		Amount Paid	Percentage of Total
13	3%	High cost claims	\$ 932,122	60%
<u>399</u>	<u>97%</u>	All other claims	<u>\$ 611,448</u>	<u>40%</u>
412	100%	Total Claims	\$1,543,570	100%

### 2. Premiums.

In 2009, Brian Sinclair-Whitely of Sinclair-Whitely Associates was the health insurance broker for the Cumberland Presbyterian Health Insurance Program. Throughout the year, Brian Sinclair-Whitely kept the staff informed of the medical claims experience.

In 2009, the health insurance program participated in a HRA, health reimbursement agreement, where we were able to reduce premiums thus saving participants and presbyteries \$420,641 in premiums compared to same time period under the traditional health plan. While participants recognized a lower premium, the health insurance program was also funded by the PSR (Premium Stabilization Reserve). Our expenses funded by the PSR, which were \$392,121, exceeded Unicare's estimates and thus during the September 2009 meeting, the Board of Stewardship formed a committee to examine the change back to a traditional style plan that was affordable, and offered comprehensive coverage as well as hire a broker that could service our needs as it relates to billing issues and participant concerns. In addition to the Board of Stewardship health insurance committee, representatives from Trinity, Red River, West Tennessee, Memphis Theological Seminary as well as Cumberland Presbyterian Center agencies were invited to participate with the Board of Stewardship insurance committee and staff to help evaluate the choices that were presented. Wells Fargo, Sinclair-Whitely, and Lipscomb & Pitts were invited to present their recommendation of insurance providers as well as to present services provided by their firms. Wells Fargo choose not to

present any quotes from providers but offered their services to help evaluate plans. Quotes were received from Sinclair-Whitely and Lipscomb & Pitts from various insurers, which included Aetna, Cigna, Coventry Health Care, Humana, Principal Life, Trustmark Insurance, United HealthCare, Unicare and Blue Cross of Tennessee. Aetna, Humana, Principal Life were not competitive, Trustmark did not respond and Coventry Health could not provide adequate coverage for the large area our group covered. In December 2009, with the approval of the Board of Stewardship, Blue Cross of Tennessee was chosen to provide health care services and Lipscomb & Pitts is now our broker for the health insurance program.

With the advent of offering two plans, premiums for Option 1, \$1000 deductible for an employee, increased a modest 2.5% and decreased 16% for the Option 2, \$3,000 deductible over 2009s HRA premiums. Families saw a 45% increase in premiums for Option 1, \$2,000 deductible and a 19% increase for Option 2 \$6,000 deductible. As of 3/1/2010 there were 58 participants who had chosen option 2 and 154 participants who had chosen option 1.

In the summer of 2010, for the 2011 renewal of the Denominational health plan, the staff of the Board of Stewardship will again invite members from the largest presbyteries and agencies to meet and discuss options and alternatives for the program. This group will also discuss timing issues as it relates to how changes are made within the health plan as well as the dissemination of information to the presbyteries in a timely fashion, allowing presbyteries and its members to properly budget for any changes in the cost of the health plan.

### 3. Participation.

In October 1998 employee participation reached a high of 333. Over the next two years, enrollment continued to hover around the 325 level. As of February 1, 2010, 407 people depend on the Cumberland Presbyterian Church Health Insurance Program. A breakdown of family units by size at February 1, 2010 is listed below.

#### FAMILY UNITS BY SIZE

	Number of <u>Units</u>	<u>Total</u>
Emp. only	115	115
Spouse only	1	1
E & 1	6	12
E & 2	1	3
E & 3	2	8
E & S	42	84
Families of 3	10	30
Families of 4	25	100
Families of 5	7	35
Families of 6	2	12
Families of 7	<u>1</u>	<u>7</u>
Total	212	407

The following table shows the enrollment figures from March 2009 to January 2010. As one can see the numbers do fluctuate from month to month. From March 2009 to January 2010 there was a reduction of 14 participants.

#### MONTHLY GROUP INSURANCE ENROLLMENT

	<u>EMPLOYEE COVERAGE</u>	<u>DEPENDENT COVERAGE</u>	<u>TOTAL</u>
09-Mar	129	111	240
09-Apr	114	109	223
09-May	115	107	222
09-Jun	112	106	218
09-Jul	117	102	219
09-Aug	112	104	216
09-Sep	112	106	218
09-Oct	112	106	218
09-Nov	111	106	217
09-Dec	111	107	218
10-Jan	115	102	217



**4. Premium Stabilization Reserve (Formerly Emergency Reserve)**

The reserve is invested in Endowment Program Total Return Fund account which had a balance of \$846,599 on December 31, 2009. The Emergency Health Insurance Reserve was established in compliance with the 1992 General Assembly directive to be used in "emergency" situations to match presbyterial emergency fund disbursements. The 1998 General Assembly approved the Board's recommendation to allow the Board to use the Emergency Reserve to maintain the stability of the group health and life insurance plan. This allows these funds to be used for purposes outside of the original scope of the reserve.

**5. Dental and Vision Insurance**

On December 1st 2008, we began offering Dental and Vision insurance for anyone working at least 30 hours or more for any Cumberland Presbyterian Church, its agencies, boards, and institutions on a voluntary basis. Brain Sinclair-Whitely brokered the insurance through Guardian Life Insurance Company and as of January 2010, Peter Whitely is the agent of record. At present there are 78 participant employees, an increase of 14 over 2008-2009 totals.

**6. Jessie W. Hipsher Health Insurance Endowment**

The Jesse W. Hipsher Health Insurance Endowment was created as the first step in the board's goal to raise \$10,000,000 in endowments for the support of the Cumberland Presbyterian Health and Life Insurance Program. The endowment was established on March 6, 2004. At its establishment \$11,450 had been raised. The balance of the endowment as of December 31, 2009 was \$27,666.

**7. Health Education/E-Mail Newsletter**

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

**8. Wellness Program**

In an effort to improve the health of all participants in the Cumberland Presbyterian Church Health Insurance Program, in the Spring of 2006 meeting, the Board approved a wellness program that helps participants to take a more active role in healthy living. The Board has approved an incentive program that encourages participants to exercise, stop smoking and improve their lifestyle.

With their Well+Wise program, Blue Cross offers health coaching to help make positive lifestyle changes to improve health and wellness, provide support and answer any questions about medical conditions or surgical procedures and treatment decisions. A preventive health guide is also available and has been sent to all participants in the CP health program.

Respectfully submitted,  
Charlie Floyd, President  
Robert Heflin, Executive Secretary





# THE REPORT OF THE BOARD OF TRUSTEES OF THE CUMBERLAND PRESBYTERIAN CHILDREN'S HOME

## I. OVERVIEW

Cumberland Presbyterian Children's Home (CPCH) directly served over 900 children, teens, parents and families in 2009. CPCH helps children and families in residential and non-residential programs. In its residential programs, CPCH served 40 children and 11 single parents. More than 850 additional children and families were served through over 450 counseling sessions or classes in our non-residential programs. In addition to that, CPCH fielded almost 600 calls for service, which were either handled internally or referred to other agencies.

CPCH is *one* ministry with *three* programs:

- Residential Care *protects* children and teens who need a safe place to live.
- Single Parent Family *sustains* families working toward self-sufficiency.
- Family Outfitters *equips* communities for success through educational programming and sliding fee scale counseling.

CPCH's 17-acre campus in Denton includes three residential cottages for children and teens and seven apartments for single parents. Other features include the Parr Family Resource Building, which houses the Library and Technology Center, therapy rooms, meeting facilities and staff offices and the Gilbert-Parr Activities Building, which houses CPCH's recreational facilities.

### A. MISSION.

*As an ecumenical ministry of the Cumberland Presbyterian Church in response to Christ's love and example, the Cumberland Presbyterian Children's Home exists to provide a safe and wholesome environment for the development of children and to bring healing and hope to children and their families.*

Hope and healing looks different in different people's lives; however, regardless of the shape it takes the goal is for children and families to learn to live in a healthy way that allows them to deal creatively, by the grace of God, with the challenges of their lives.

### B. MESSAGE.

CPCH has adopted 2 Corinthians 5:17 as our theme verse.

*"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!"*

Once a young person or family comes to CPCH, we want them to see that a new, healthy way of living is possible. Hope for the future is unique, as is each individual and family we serve.

CPCH is a strength-focused agency, meaning that we help our clients identify their strengths and build on them to successfully face the challenges in their lives.

### C. PRAYER.

When you think of CPCH throughout the year, please pray with us:

*"Almighty God, you call us your children. Jesus calls us his sisters and brothers. Through your love and grace, we are all grafted into your family. In the same way, make CPCH a place of family for all who live there, for all who work there, and for all who need help. Teach us to look for the gifts of strength within each other and ourselves, and give us the grace and courage to serve you by serving others. Amen."*

### D. GUIDING VALUES.

We categorize our guiding values under the headings of *faith*, *agency*, *care*, and *excellence*.

**Faith:** *In response to the gift of life given to us by Jesus Christ and the ministry entrusted to us, we serve God by serving others.*

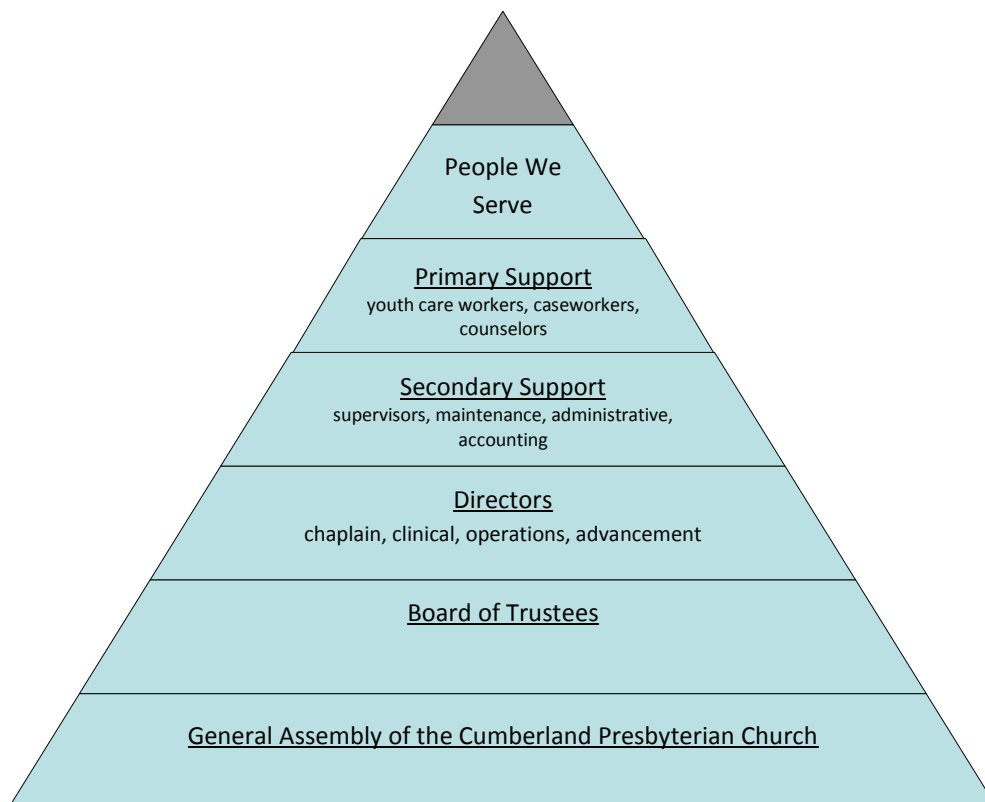
**Agency:** *Agency is the active force by which change happens; we serve others by helping them develop the agency for change in their own lives.*

**Care:** *Our service to others is framed by a positive, strength-focused approach to all our relationships.*

***Excellence:*** *In our service to others, we strive for excellence, efficiency and professionalism in all that we do.*

#### E. ORGANIZATIONAL STRUCTURE.

Because our mission calls us to a ministry of service, we have adopted the following “Pyramid of Support” as an organizational structure. Rather than organizing from the top down, we wish to follow in Christ’s example of servant leadership. We place the people we serve, both in residential care and in non-residential care, at the top of the pyramid.



#### F. CORPORATE ENTITY AND GOVERNANCE.

CPCH is a non-profit corporation incorporated under the laws of the state of Texas. CPCH is tax-exempt under IRS Code section 501(c)(3). The General Assembly of the Cumberland Presbyterian Church is the only member of the corporation and has the power to appoint and remove all Trustees of the corporation. CPCH is governed by a board of 15 Trustees. The CPCH Board of Trustees hires an Executive Director to manage the agency.

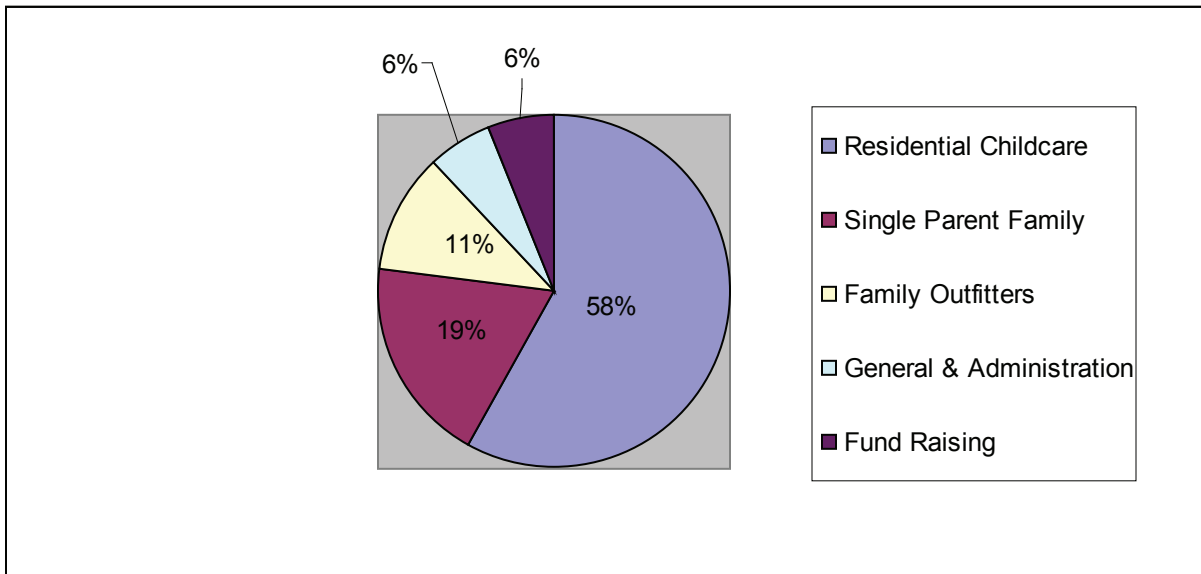
#### G. FINANCIAL INFORMATION.

All of the financial reporting for 2009 is taken from our unaudited financials. Our audited financials will not be ready until after we receive our year end statements from the Board of Stewardship.

CPCH spent approximately \$1.4 million bringing healing and hope to children and families.

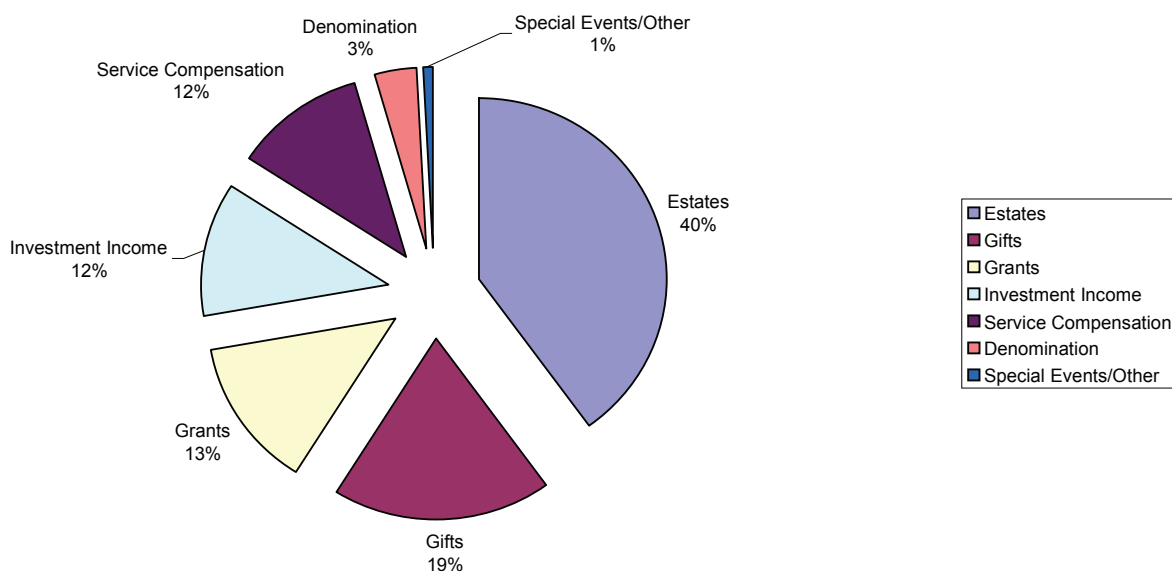
##### ***Expenses.***

Residential Childcare	58%
Single Parent Family	19%
Family Outfitters	11%
Administrative	6%
Fund Raising	6%



**Income.** In 2009 CPCH was blessed by several estate gifts that helped strengthen our long-term viability. Without these estate gifts, for which we cannot plan, CPCH would have ended the year with \$80,000 in deficit spending. Because of these estate gifts, we now have a healthy Operating Reserve which we did not have before. Our income came from the following sources:

Estates	40.05%
Gifts	18.94%
Grants	13.20%
Investment Income	11.85%
Service Compensation	11.58%
Denomination	3.49%
Special Events/Other	0.89%



## II. PLANNED GIVING

Cumberland Presbyterian Children's Home exists today because of planned giving. In her will, Miss Victoria Jackson of Bowling Green, Kentucky, left her home to the Cumberland Presbyterian Church for the creation of a home for widows and orphans. Her final act of generosity has allowed thousands of lives to be touched by this ministry for the past 105 years.

Throughout CPCH's history, many faithful people have blessed CPCH with their estate gifts. It is a fact that some of these gifts kept the ministry going through lean economic times, such as the one we are experiencing now.

Planned giving is an important part of CPCH's operating budget. We are grateful this year for the planned gifts from the following estates and trusts:

**A.L. "Pete" Bates**

**Dorothy Britt**

**Anne Burtis**

**James Willard Mayes Estate in memory of Nancy Carolyn Mayes**

**Virginia Ekiss**

**Mary Harting**

**Virginia and Stokes Long**

**Gladys Nichols**

**Irene P. Schieszer**

**Lela Stricklen**

**Mary M. Wright**

## III. THE ENVIRONMENT

### A. NATIONAL SITUATION AND TRENDS

Children and families in the United States need help. Our federal, state and local governments offer some help to families, but it is not enough. In this decade, there have been almost 20 million reported cases of child abuse in the U.S. In 2007, there were 721,646 confirmed cases of child abuse in the U.S. Sixty percent (60%) of these children did not receive proper food, clothing, shelter, hygiene, education, medical care or protection. Over half of all abuse cases were related to the alcohol or drug abuse by the child's parent. Of these confirmed cases of abuse in 2007, 1,760 of them resulted in the death of the child. That is an increase of about 35% more deaths than 2001. Ministries that care for those who have been injured by abuse and ministries that work to prevent abuse and neglect are part of the church's responsibility to our communities.

In addition to the physical and emotional costs of child abuse, the direct financial costs are astronomical. Researchers estimate that the hospitalization, mental health care, child welfare, and law enforcement costs of child abuse are \$90,688,498 per day. The indirect financial costs of special education, juvenile delinquency, adult criminal justice, and loss of productivity to society could be as high as \$190 million per day, and it continues to grow. As people of faith, we must help children and families.

### B. LOCAL SITUATION AND TRENDS

Texas spends only \$37.26 per capita on our child welfare support system. That amount puts Texas 43rd out of 50 states. The top states average almost 5 times that amount. To put it another

way, for every dollar the top states spend on child welfare, Texas spends 20 cents. The children and families of Texas, like many other states, need support and protection from somewhere other than the government.

### C. REAL PEOPLE AT CPCH

#### 1. A story from the children's residential program

Shortly after J.D. moved into Currie-Long Cottage, we asked all of the young men there to express something about themselves on paper. They could tell us about their favorite book or movie, or they could draw a picture. J.D. chose to write a poem. J.D. was 15 when he wrote this. The spelling and syntax are exactly how he wrote it. J.D.'s vivid picture of his life is a reflection of the national and local statistics above.

##### My Life

My moma left me when I was 2 years old  
It didn't kill my body but it killed my soul.  
My dad, sister and me lived all alone  
For 4 long years we all lived in a broken home  
Then my dad met a mean old girl  
He thought he loved her and it tore my world  
Next 2 years later it all went wrong  
He went to jail and our family was like a broken song  
That's when she beat me with a paddle and a broom  
Then she started locking me in my room  
I ran away a million times  
But when I came back she'd beat me another time  
Finnaly she gave me away  
To CPS and my life went another way  
Now I'm here and I have no friends  
I have to start my life over again.

#### 2. A story from the single parent program

L's car had been sick for a quite a while, but it finally died right after she was accepted into our Single Parent Family program with her two beautiful twin daughters. That car, however, had limped along just long enough to carry her and the twins safely away from a very bad marriage. With very limited help from anyone, L's cross-country trip demonstrated her courage and determination to build a new life for her family.

That same courage and determination are the characteristics that empower her to continue her journey toward a new life. Unlike the trip that brought her to Denton -- on this part of the journey -- she has help. At CPCH, L gets counseling, parenting classes, budgeting workshops, and mentoring help from our staff. She and her girls get to live in a safe place and grow as a family. Now, as L journeys toward her dream of becoming a school teacher and a great mom, she is not alone.

L is grateful for the old car that got her to CPCH, but she doesn't think about it much anymore. In the same way, we don't want her to dwell on how she got to CPCH. Instead, at CPCH we want her to concentrate on her strengths that will continue to open up unlimited possibilities for

her future. As the apostle Paul says, *“in Christ . . . old things pass away, and everything becomes new”*.

PP - B
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**RECOMMENDATION 1:** That May 15, 2011, be designated as Cumberland Presbyterian Children’s Home (CPCH) Sunday and that General Assembly encourage congregations to emphasize the importance of this offering as a significant source of funding for CPCH.

**RECOMMENDATION 2:** That General Assembly encourage each congregation to set aside one Sunday each month to pray for children and families, especially remembering the children and families served by CPCH.

Respectfully submitted,  
Richard A. Brown, J.D., President of the Board of Trustees  
Reverend Dr. Kevin R. Henson, Executive Director



HE

## THE REPORT OF THE BOARD OF TRUSTEES OF MEMPHIS THEOLOGICAL SEMINARY

### Introduction

Memphis Theological Seminary of the Cumberland Presbyterian Church is the only seminary of the Cumberland Presbyterian Church. Our history is traced back through the Cumberland Presbyterian Theological Seminary in McKenzie to the organization of two graduate schools of theology, one at Cumberland University and the other at Bethel College, in 1852. Those two graduate schools of theology continued the legacy begun in the work of founder Finis Ewing, who educated candidates for the ministry in his home, and many other ministers, who trained young candidates in homes, churches, and on the trail. For one hundred fifty-seven years, Cumberland Presbyterians have been providing formal theological education for the church's ministers. For almost two hundred years, the Cumberland Presbyterian Church has valued the importance of an educated ministry.

With the denomination's decision to move its seminary to Memphis in 1964, Memphis Theological Seminary began to serve a larger student body. Though students from other denominations were admitted during the McKenzie years, the move to a major metropolitan area opened the opportunity to attract more students from more denominations. Today, Memphis Theological Seminary has one of the most diverse student populations, in terms of denomination and race, of any seminary in the United States. This theological and denominational diversity provides a rich environment for educating pastors, chaplains, Christian educators, and other leaders for the church of Jesus Christ. The sign on our campus that faces Union Avenue reads: "Memphis Theological Seminary: an Ecumenical Mission of the Cumberland Presbyterian Church." Every Cumberland Presbyterian can be proud of the mission our seminary fulfills of educating our own church leaders, and leaders from more than 25 other denominations.

We, the trustees and administration of Memphis Theological Seminary are privileged to be a part of this legacy, born out of and guided by the ecumenical and evangelical spirit of the Cumberland Presbyterian Church. We look forward to what God has in store for our ministry in the future. With gratitude for God's grace, guidance and provision in the past year, we make the following report to the 180th General Assembly of the Cumberland Presbyterian Church, meeting in Dickson, Tennessee. We warmly invite all commissioners and visitors to the Assembly to attend the **MTS Luncheon** scheduled for Wednesday, June 16th, at the Renaissance Center located on Highway 46 South of Exit #172 off Interstate 40.

## I. BOARD OF TRUSTEES

### A. OFFICERS

The following officers were elected by the Board of Trustees to serve during the past academic year: Moderator – Mr. Chester Dickson (Cumberland Presbyterian elder, Houston, Texas); Vice-moderator – Reverend Emily Matheny (United Methodist minister, Memphis, Tennessee); Secretary – Mr. William Nelms (Cumberland Presbyterian elder, Murfreesboro, Tennessee); Treasurer – David Canon (Vice President of Operations and CFO, MTS).

### B. BOARD REPRESENTATIVE

Mr. Chester Dickson, elder of First CPC of Houston, Texas, was elected to serve as the Board's representative to this meeting of the General Assembly.

### C. MEETINGS

The Board has met twice since the last meeting of General Assembly: September 11-12, 2009, and February 26-27, 2010. It is scheduled to meet one more time before the meeting of General Assembly, on May 14-15, 2010. In addition to full Board meetings, standing committees meet on a regular schedule between Board meetings, usually by conference call.

Members of our Board of Trustees devote significant time and resources to their work on behalf of the seminary. By rule of the General Assembly, thirteen of the twenty-four members are Cumberland Presbyterians. The other eleven members of the Board represent six different denominations.

#### D. EXPIRATION OF TERMS

The terms of eight of twenty-four members of the Board of Trustees expire each year. Six of the eight whose terms expire this year are eligible to succeed themselves and have agreed to serve another three year term: Dr. Carmichael Crutchfield (Christian Methodist Episcopal, Jackson, Tennessee); Mr. Harvey G. Ferguson (United Methodist, Hernando, Mississippi); Mr. Dan Hatzenbuehler (Episcopal, Memphis, Tennessee); Reverend Emily Matheny (United Methodist, Memphis, Tennessee); Mr. Tim Orr (Cumberland Presbyterian, Dyersburg, Tennessee); and Mrs. K. C. Warren (Presbyterian U.S.A., Memphis, Tennessee). All six have served faithfully and contributed greatly to the life of the seminary. We are grateful for their willingness to continue serving if re-elected.

Two trustees have completed three terms and are not eligible to succeed themselves: Mr. Chester Dickson (Cumberland Presbyterian, Houston, Texas), and Dr. Rebecca Salisbury (Cumberland Presbyterian, Murfreesboro, Tennessee). Mrs. Meredith Schroeder (Cumberland Presbyterian, Paducah, Kentucky) had to resign for personal reasons before attending her first meeting. Mr. William Nelms (Cumberland Presbyterian, Murfreesboro, Tennessee), has submitted his resignation because of illness. Mr. Mark Davis resigned due to becoming team leader of the Communication Team. Each of these trustees have served faithfully and well. We give thanks to God for the service these five trustees have given to Memphis Theological Seminary.

**RECOMMENDATION 1: That the General Assembly express its gratitude to Mr. Chester Dickson, Dr. Rebecca Salisbury, Mr. Mark Davis and Mr. William Nelms for their faithful service to Memphis Theological Seminary and the Cumberland Presbyterian Church.**

#### E. WORK OF THE BOARD

The trustees continue to develop their administrative procedures and practices to provide the best possible governance to the life of the seminary. For the past three years, we have had 100% participation by trustees in giving to the Annual Fund, and in participating actively in the work of MTS.

The Board takes its governance role seriously, and is focusing its attention in the year ahead on issues of strategic long range planning and fiscal health. In the past year, the Board conducted a self-assessment which was useful in planning for the work of the Board.

#### F. PRIORITY FOCUS ON EVANGELISM

The 177th General Assembly approved a resolution establishing a priority focus for the denomination for the next five years. That priority focus is “to be evangelism, with an emphasis on leading congregations in how to do and to do personal evangelism that is appropriate to the congregation’s cultural context.” In addition the GA recommended that “every agency and institution of the church adjust its overall mission to support this five year priority focus by identifying how it can help the church accomplish this and report to GA each year of its activities in support of” this focus (page 426, Minutes of the General Assembly, 2007).

Every Master of Divinity student at MTS is required to take a core course in Evangelism and Mission. As a part of that course, students learn how to share their faith and engage in the work of evangelism personally, and as the leader of a congregation. In addition, courses have been taught in the past year on New Church Development and Revitalizing the Local Church, both of which have important elements of evangelism as a part of the course. Dr. Angel Santiago-Vendrell, Assistant Professor of Mission and Evangelism, began his work at MTS in the fall of 2008. He has developed and taught several courses on the mission of the church that address the importance of mission to and with persons of a variety of cultures.

In the January 2009 term we focused our course offerings around the theme of “Evangelism and Mission,” offering several new courses in this field. Two of those courses were taught by Cumberland Presbyterian adjunct professors. Dr. Michael Qualls (Pastor of Faith CPC, Bartlett, Tennessee and D.Min. in Evangelism from Columbia Theological Seminary) taught “REvangelism: Retooling, Refueling, Reconsidering, and Reclaiming the Church’s Disciple-making Directive.” Dr. Charles McCaskey (Pastor of Cookeville First CPC, Murfreesboro, Tennessee and D.Min. in New Testament, Louisville Presbyterian Theological Seminary) taught “Evangelism and The Short-Term Mission Imperative” to teach students how to plan and lead short-term mission trips for the local church. We continue to seek new opportunities to teach our students the evangelistic imperative of Christ: that we make disciples of all nations. The Spring

2009 edition of *The Lamp* focused on evangelism and mission and its central role in the life of the church.

Early in 2009, the President met with members of the Foundation for Evangelism board to begin discussions about funding for an additional faculty position in Evangelism for MTS. We are in the initial stages of developing a proposal for the Foundation that we believe holds promise for this new venture.

In fall 2010, MTS is planning a major lecture series and conference around the theme of Evangelism. We have been working with George Estes of the Missions Ministry Team to plan this event. The lecturer will be Dr. H. Stanley Wood, Ford Chair Associate Professor of Congregational Leadership and Evangelism at San Francisco Theological Seminary, one of the leading voices in Evangelism among Presbyterians. He is the editor of *Extraordinary Leaders in Extraordinary Times* (Eerdmans, 2006), a major study of pastors who have established or led churches that are successful at reaching unchurched people. Along with the lectures, there will be workshops geared toward local and presbyterial leaders who are interested in revitalizing evangelism in the church.

## II. ADMINISTRATION

### A. PRESIDENT

Daniel J. (Jay) Earheart Brown, Ph.D., became the seventh President of Memphis Theological Seminary August 1, 2005. Jay had served on the faculty of MTS since August, 1997, having previously served as a pastor in Nashville, Tennessee, and Lexington, Kentucky. He is a life-long Cumberland Presbyterian and son of a Cumberland Presbyterian minister. He is a graduate of Bethel College (B.A.), Memphis Theological Seminary (M.Div.), and Union Theological Seminary in Richmond, VA (Ph.D.). He will complete his fifth year in this position at the end of the current academic year.

### B. ANNUAL REVIEW OF THE PRESIDENT

The Board of Trustees conducted its annual evaluation of the President at the February 2010 meeting. Members of the evaluation task force sought input from faculty, administration and staff, students, and all Board members, as well as the President. The review resulted in an action plan for the President's ongoing professional and personal development in the office.

### C. VICE PRESIDENT OF ACADEMIC AFFAIRS/DEAN

Barbara A. Holmes, Ph.D., was elected to serve as Vice President of Academic Affairs and Dean in May, 2005, following a national search. Dr. Holmes had previously served MTS as Professor of Ethics and African American Studies, having joined the faculty in 1998. She was ordained to the ministry in the Latter Rain Apostolic Holiness Church, and has privilege of call (her ordination is recognized) in the Christian Church (Disciples of Christ). She is a regular participant at Mississippi Boulevard Christian Church in Memphis.

At the February 2010 Board meeting, Dr. Holmes submitted her resignation from the Dean's office. The Board approved a sabbatical year for Dr. Holmes, after which she intends to return to MTS in a teaching role with At the River: Theology and Arts Institute.

**RECOMMENDATION 2: That the General Assembly express its appreciation to Dr. Barbara A. Holmes for her five years' service to Memphis Theological Seminary as Vice President of Academic Affairs and Dean.**

The Board of Trustees appointed a search committee in its February meeting and intends to present a candidate for the VPAA/Dean position to the Board in its May, 2010 meeting.

### D. VICE PRESIDENT OF ADVANCEMENT

In January 2007, Mrs. Cathi Johnson began work as Vice President of Advancement, coming to MTS after over six years as Development Director for The Baddour Center, a residential home for adults with mental disabilities.

Cathi brings to her work at MTS a proven track record of non-profit fundraising, a commitment

to the mission of MTS, and the ability to manage and build on the efforts of those who have gone before her. She is a United Methodist laywoman, active in her local church in Collierville, Tennessee, a Memphis suburb. There she sings in the choir and takes an active part in all the programs of the church. Cathi's skills and experience have been a great asset to the seminary over the last two years.

#### **E. VICE PRESIDENT OF OPERATIONS/CFO**

Mr. David Canon began work with MTS in July 2007 as interim Chief Financial Officer, following the resignation of our previous CFO. David is a certified public accountant and active layman in the Evergreen Presbyterian Church in midtown Memphis. In January 2008 the "interim" was removed, and David was named Vice President of Operations/CFO. Under Mr. Canon's leadership MTS has received unqualified audits from our independent auditors the past three years.

### **III. INSTRUCTION**

#### **A. DEGREE PROGRAMS**

Memphis Theological Seminary continues to offer three degree programs and one certificate program through the Program of Alternate Studies. The Master of Divinity is the basic degree program for persons preparing for ordained ministry in many denominations. It continues to be our largest degree program, with over 70% of students enrolled. The M.Div. requires 87 semester hours and takes three years of full-time study to complete.

The Master of Arts in Religion degree has three tracks: a lay professional track for persons seeking to increase their knowledge and skills for lay leadership or Christian Education ministry in the church, an academic track for persons who want to teach but do not seek ordination, and a deacon's track designed for United Methodist students preparing for diaconal ministries in that denomination. The M.A.R. requires 48 semester hours and takes two years of full-time study to complete.

The Doctor of Ministry degree is a professional degree designed for pastors and other ministers who have at least three years of full-time work in ministry after their M.Div. and who want to engage in further theological reflection on the practice of ministry. The D.Min. is designed around five two-week residencies, in January and July, and the implementation of and report on a major project in ministry.

At Commencement in May of 2009, Memphis Theological Seminary awarded the M.A.R. degree to nine persons. Forty-three persons were awarded the M.Div. degree, and five were awarded the D.Min. degree. Of these fifty-seven graduates, nine were Cumberland Presbyterians.

#### **Cumberland Presbyterian Master of Divinity Graduates were:**

Chris Fleming, Nashville Presbytery  
Sam Magliolo, Jr., W. Tennessee Presbytery  
Joshua Murray, Arkansas Presbytery  
Wonder Ngoro, W. Tennessee Presbytery  
Gregory Stefan, W. Tennessee Presbytery  
Cory Williams, W. Tennessee Presbytery  
Brent Wills, Murfreesboro Presbytery

#### **Cumberland Presbyterian Master of Arts in Religion Graduate was:**

Sherry Henson, W. Tennessee Presbytery

#### **Cumberland Presbyterian Doctor of Ministry Graduate was:**

Michael Clark, Red River Presbytery

#### **B. FACULTY**

For the current academic year, Memphis Theological Seminary has thirteen full-time teaching faculty and four administrative faculty members who teach part-time. In addition, the seminary curriculum is greatly enhanced by the work of twenty-five to thirty adjunct professors, most of whom are active in pastoral or other ministries. As finances allow, the Board and Administration are committed to increasing the size of the faculty to meet the demands of our growing student body.

Due to budget constraints, we have put the search for a faculty member in the field of Church History on hold. Courses in this area are being taught by adjunct professors.

Members of the MTS faculty continue to publish books and articles both for the academy and the church. Many faculty members preach in area churches on a regular basis, deliver lectures for local churches and judicatories, deliver papers at academic conferences, and write articles for a wide range of readers.

Under the leadership of VP/Dean Holmes, the faculty is currently engaged in a major curriculum review and revisioning process.

### C. ENROLLMENT

Total enrollment in Memphis Theological Seminary for the fall term was 352. January and summer term enrollment continues strong as more courses have been offered during those shorter terms over the past three years. The largest number of students comes from the United Methodist Church, with about 30% of total enrollment. Cumberland Presbyterians are the second largest denomination in the student body this with about 13% of all students (46 out of 352).

The following table presents a picture of the growth in the student body at MTS since 1990. The figures are based on fall semester enrollment. Figures included are for total enrollment, enrollment in each of our three degree programs, and enrollment of Cumberland Presbyterian Students.

	<b>Total enroll</b>	<b>M.Div.</b>	<b>M.A.R.</b>	<b>D.Min.</b>	<b>CPC</b>
1990	140	114	12	-	37
1991	189	126	22	14	40
1992	198	130	23	21	37
1993	227	155	23	24	37
1994	238	175	27	18	37
1995	268	181	29	24	40
1996	287	184	37	29	42
1997	282	191	32	34	47
1998	266	177	34	28	40
1999	286	197	26	26	34
2000	282	201	31	25	37
2001	323	212	45	32	39
2002	326	211	50	34	39
2003	349	230	58	30	38
2004	351	240	51	27	42
2005	346	236	57	24	37
2006	332	236	44	26	42
2007	305	218	38	26	39
2008	313	206	41	34	43
2009	352	234	40	35	46

In the twenty years represented on this table, total enrollment has grown by 212 (151%). At the same time, there has been smaller growth in the number of Cumberland Presbyterian students (24%). The growth among students from other denominations has meant that Cumberland Presbyterian enrollment has fallen from 26.4% of total enrollment to 13.1%. We are working to recruit more Cumberland Presbyterian students from across the denomination, and ask all Cumberland Presbyterians to encourage their probationers to give serious consideration to MTS for their theological education.

Noting the decrease in overall enrollment from 2004-2007, the administration acted in August 2007 to employ a new admissions associate, Reverend Debra Matthews. Reverend Matthews is an ordained minister in the Cumberland Presbyterian Church in America. Since she began her work with Dr. Barry Anderson and Mrs. Janet Cupo in the Admissions office at MTS, enrollment, inquiries, and applications have all seen a significant increase.

### D. PROGRAM OF ALTERNATE STUDIES

The Program of Alternate Studies (PAS) continues to serve the Cumberland Presbyterian Church, following in the footsteps of earlier programs that have provided alternative approaches to ministerial education in the church since at least 1896. The present program was created in 1984 and succeeded the Home Study Course/Ministers In-Service Training School that went from the 1940s through the early



1980s.

Dr. Thomas D. Campbell has been Director of PAS since August 1, 1994. Earlier directors were Dr. William Rustenhaven, who served from 1984 to 1990, and Reverend Norlan Scrudder, who was director from 1990 to 1994. Karen Wilson has been Assistant to the Director since January 2, 1996.

In December 2009, Dr. Campbell announced his intention to retire from his position at the end of 2010. The Board of Trustees has appointed a search committee that has begun its work to select and call the next Director of the Program of Alternate Studies. The Seminary/PAS Luncheon event at this meeting of General Assembly will honor Dr. Campbell for his years of faithful service to the church and the seminary.

**RECOMMENDATION 3: That the General Assembly express appreciation to Dr. Thomas D. Campbell for the faithful service he has given to the preparation of ministers in the Cumberland Presbyterian Church through the Program of Alternate Studies.**

The 2009 PAS Summer Extension School (SES) will be held July 10-24 on the campus of Bethel College in McKenzie, Tennessee, with three five-day schools (Blocks): July 11-15; July 16-20; and July 21-25. In addition to our “regular” courses in Block I, we will again have a “Hispanic Block” as well as a “Korean Block.” Classes will be held in the Spanish and Korean languages. Translators will enable us to enjoy morning devotionals and morning worship together. The partnership of PAS/MTS with the Missions Ministry Team of the denomination regarding cross-cultural ministries continues as we work to provide part of the education and nurture for cross-cultural students.

Other students attending Block I in order to take Cumberland Presbyterian-related courses in History, Polity, and Theology, will include several seminary graduates coming into the denomination who need those courses, as well as some current seminary students.

Fees are \$250 per course. Room and board at Bethel costs \$21 a day (\$9 for the room; \$3 for breakfast; \$4 for lunch; \$5 for dinner). The PAS office bills the presbyteries of candidates and licentiates. Lay persons are not financially supported by presbyteries, but there are scholarships available.

The PAS Summer Extension School welcomes lay people, Seminary graduates, PAS graduates, and others to the July sessions to audit classes, for \$100 a course. Ordained ministers can check with their respective presbyteries regarding Continuing Education Units earned from auditing one, two, or three courses. Persons are invited to call the PAS office (901) 334-5853; e-mail the office [tcampbell@memphisseminary.edu](mailto:tcampbell@memphisseminary.edu); or write to us at 168 East Parkway South, Memphis, Tennessee 38104.

Graduation exercises will be held on Day One of Block I, Saturday, July 10 at 10:45 A.M. in Bouldin Auditorium within the Dickey Fine-Arts Building on the campus.

Enrollment in PAS continues to be around 45-50 regular students at any given time. In order for a Presbytery to direct a candidate or licentiate to PAS, a two-thirds vote of the Presbytery is required.

The PAS Advisory Council meets with the Director once a year to provide advice and counsel on the program and its implementation. Members of the Advisory Council include three administrators of Memphis Theological Seminary: Jay Earheart-Brown, Barbara Holmes, and Stan Wood. It also includes the Director of the Pastoral Development Team, Milton Ortiz. At-large members, who can serve as many as two three-year terms, are: Cliff Hudson, Cleveland, Tennessee (Chair); Linda Glenn, Humboldt, Tennessee (Secretary); Amy Blake Hearn, Milan, Tennessee; Geoff Knight, Houston, Texas; Yoong S. Kim, Germantown, Tennessee; and Mindy Acton, Birmingham, Alabama.

The PAS Director reports to the Board of Trustees through the President and the Vice President of Academic Affairs/Dean of the Seminary.

## **E. NEW ACADEMIC INITIATIVES**

In February 2009, the Board approved a partnership between MTS and the Center for Youth Ministry Training of Brentwood, and agreed to work toward a MA in Youth Ministry degree at MTS. Beginning in the fall of 2009, students admitted to CYMT and MTS in the Youth Ministry certificate program will earn seminary level credit for their course work. We are enthusiastic about the prospects for this new partnership to create a certificate, and future degree program focused on Youth Ministry.

In Fall 2010, we will begin offering courses toward a certificate in drug and alcohol addiction counseling. This new program, led by Cumberland Presbyterian minister and counselor Dr. Johnie Welch, promises to meet an important need in our society and in our region.

We are recruiting students for a new D.Min. track in Korean for Korean and Korean-American pastors. This track will be added to our existing programs in Leadership in Ministry, and Faith and Health.



The administration and faculty continue to explore the possibility of distance education through on-line delivery of courses. Our first on-line course was offered in the spring of 2010 with eighteen students enrolled. We continue to explore avenues for expanding our mission through this method.

## **F. ACCREDITATION**

Memphis Theological Seminary holds dual accreditation by the Association of Theological Schools in the United States and Canada (ATS), and the Southern Association of Colleges and Schools (SACS). Every ten years, member schools go through an extensive process of re-accreditation review.

Our last accreditation visit occurred in 2008, at which time we were fully affirmed for the next ten years by both accrediting bodies.

# **IV. FACILITIES**

## **A. LEADERSHIP**

Since the fall of 2006, our facilities and safety department has been ably led by Mr. John Vaughn and a dedicated staff of facilities technicians. Mr. Vaughn is a member of the Faith Cumberland Presbyterian Church in Bartlett, Tennessee, and has more than twenty years experience in the construction industry, many of those years in management.

## **B. PURCHASE OF PROPERTY**

Thanks to the support of the 177th General Assembly, we have been given approval to purchase additional properties within the bounds of our long range campus plan. Because of the recession we have not purchased any properties in the past 18 months, and do not intend to borrow any more money for this purpose.

In April of this year we announced a \$4.2 million capital campaign to improve our property, complete our expansion into Hilliard Hall and construct a new chapel on campus. We expect to complete this campaign over the next 18 months as the economy recovers.

## **C. COMMUTER HOUSING**

MTS began to convert its student housing from individual rentals to commuter housing in the 1998. Currently, MTS provides commuter housing, with very reasonable nightly rates, for almost 100 students each week of the regular term. The need for such commuter housing has continued to grow, as has income from such rentals. Our ability to serve students from about a 250 mile radius around Memphis, through block scheduling of classes and provision of affordable commuter housing, has had a significant impact on the growth of the student body over the past ten years.

## **D. CAMPUS WORK GROUPS**

We have been blessed in recent years by adult and youth work groups who have come to MTS during the summer months to help repair and maintain our campus housing. Groups have come from Trilla, Illinois; Greeneville, Tennessee; Florence, Alabama; Bowling Green, Kentucky; and Collierville, Tennessee to volunteer their time in a variety of areas. We encourage work groups who would be willing to help the seminary in this way to contact Mr. John Vaughn in the Facilities Office, or Mrs. Cathi Johnson in the Advancement Office of the seminary.

## **E. SAFETY**

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

In the past two years, MTS has contracted with a local security company to provide regular patrols

around our neighborhood. This additional safety measure has been well received by our students and by our neighbors. We continue to seek ways to provide a safe environment for our campus community.

In the wake of Hurricane Katrina, many schools have begun to review their emergency preparedness plans. We are in the process of reviewing our procedures and enhancing our plans to continue operations of MTS in the wake of a natural or man made disaster. This process includes stockpiling emergency supplies, backing up computer records and other vital data, and having communication plans clearly articulated in the event of a disaster.

## **V. ADVANCEMENT AND FINANCE**

### **A. BUDGET**

Our Board of Trustees will approve a budget for the 2010-2011 academic year at its May meeting. Copies of that budget will be provided at the meeting of General Assembly.

The budget for the current year represents a five percent decrease in expenditures, to \$4.58 million. In order to accomplish this decrease, salaries and benefits have been reduced, travel expenses curtailed, and other expenses cut to the bone. In the current economic climate, we have taken measures to be as conservative as we can with next years' budget in order to be good stewards of the resources entrusted to us. Next year's budget will be in the range of \$4.2 million, another 8.3% reduction from the current year.

### **B. ATS FINANCIALLY STRESSED SCHOOLS PROJECT**

In the fall of 2009, MTS was one of fifteen theological schools in the United States and Canada selected to participate in a grant program announced by the Association of Theological Schools. The project provides two years of consulting to schools that are under financial stress to develop a sustainable model for fiscal viability. As a part of our participation in that project, MTS is working with a consultant to assess our current financial position and make any necessary changes to strengthen us for the future. A copy of the initial report prepared for the project is appended to this report.

### **C. SCHOLARSHIPS AND GRANTS**

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

#### 1. The Henry Luce Foundation (2009-2011)

To support At the River: Theology & Arts Program at MTS. The Henry Luce Foundation has granted \$75,000 payable over 3 years. The Luce Foundation is located in New York City and funds programs like these on a large scale across the country. It is a sign of the value of this emerging work that a foundation of this caliber is willing to provide financial support.

#### 2. The Varnell Artist-in-Residence

For two years, Mr. and Mrs. Henry and Jeanne Varnell, long-time friends of MTS, have provided financial and practical support for the Artist-in-Residence of At the River: Theology & Arts program. In January 2010, they hosted an event at their penthouse home overlooking the Mississippi River in Memphis.

#### 3. The Wilson Family Foundation

The Wilson family, founders of the Holiday Inn hotel chain and great philanthropists in Memphis, has renewed their funding of the Wilson Scholarships at \$15,000 x 3 years, which provides scholarship support for 3 Wilson Scholars each year.

#### 4. The H.W. Durham Foundation

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

#### 5. The McCloy Faith & Health Faculty Series

Dr. and Mrs. Randy and Linda Kay McCloy have funded the faculty series for the Faith & Health Doctor of Ministry (D.Min.) program at MTS for three years. Their generous gift has enabled us to bring

in quality instructors for this specialized program, enhancing the overall value of the degree.

6. The Thomas W. Briggs Foundation

In honor of the Director of the Thomas W. Briggs Foundation, Dr. Kenneth Robinson, a gift of \$10,000 has been given to MTS for tuition support for one deserving individual in the 2009-2010 academic year.

The Briggs Scholar is Lula Marie Martin, a first-year student out of the African Methodist Episcopal (AME) Church. Martin writes in her application essay, "I believe I am worthy of the Thomas W. Briggs Scholarship because I possess the intelligence, perseverance, spiritual commitment and charisma to pursue the Master of Divinity Degree at MTS. In addition, my life experiences have instilled in me the qualities that make me a more compassionate minister and counselor." She believes that "the study of ministry is designed to help pastors and spiritual leaders serve God's people in this present age."

7. The Chatlos Foundation

The Chatlos Foundation has provided a generous gift of \$15,000 to support the Formation for Ministry (FFM) program at MTS.

8. Charles Hubbard Honorarium

In specific recognition of Dr. Aliou Niang, Assistant Professor of New Testament at Memphis Theological Seminary, for his outstanding scholarship and teaching, and as encouragement for all MTS faculty to continue toward teaching excellence, Dr. Charles H. Hubbert has given a gift of \$10,000 to support the Professional Development for MTS faculty members.

## C. ENDOWMENTS

1. The Baird-Buck Chair of Cumberland Presbyterian Studies

Dr. Clinton Buck, Professor Emeritus of Christian Education at MTS, knowing the need for more focused teaching in CP heritage, has converted an existing endowment that was originally begun with the hopes of endowing a chair in Christian Education. Subsequent to Dr. Buck's decision, Mrs. Thalia Baird, widow of former President and Professor Dr. Colvin Baird, also decided to convert an endowment they had designated for general operations. Together with The Reverend J.T. Buck Scholarship Endowment Fund established in 1979 to provide scholarship assistance for Cumberland Presbyterian students at Memphis Theological Seminary, also converted, the new endowment has been established with an initial principal balance of approximately \$112,000.

The purpose of this endowment is to strengthen the Cumberland Presbyterian Church by establishing an endowed professorship with a primary focus of teaching Cumberland Presbyterian history, theology, church administration and the practice of ministry that is particular to the Cumberland Presbyterian Church. The goal is \$1.2 million, and over the next 12 months, CP Heritage Meetings will be held in CP communities, as well as personal visits with those who understand the value of this new Chair and wish to support it. Over the past year, several Cumberland Presbyterian trustees of the seminary and other individuals and churches have made generous contributions to this endowment.

2. The Matt Miller Endowment

Matthew T. Miller, age 25, student at MTS and United Methodist minister serving at Propst Memorial United Methodist Church in Millport, Alabama, died on January 16, 2010, in a boating accident while on a duck hunting trip in Arkansas with his father. Matt was a graduate of both Hoover High School and the University of Alabama, and expected to graduate from Memphis Theological Seminary in May 2010. Friends of Matt established this endowment to provide scholarship support to a United Methodist Student from North Alabama.

3. The Charles H. Hall Endowment

The Reverend Charles W. Hall was an excellent pastor in every sense of the term. Ordained by Birmingham Presbytery of the Cumberland Presbyterian Church on April 13, 1969, he served the Church faithfully for 38 years.

Reverend Hall answered his call to ordained ministry on March 28, 1965, Easter Sunday, at Hopewell Cumberland Presbyterian Church in Bessemer, Alabama. Prior to ordination, he served the Spring Creek CPC ('65-'68) and Union CPC ('68-'71). Most of his ordained ministry was spent at two churches: West End CPC ('71-'73) which would later become Hueytown CPC ('75-'00), and Mt. Vernon CPC ('73-'75)

which was later yoked with New Bethel CPC ('00-'07). As a testimony to his being an excellent pastor, both the West End and Mt. Vernon churches called him to return for a second pastorate.

Reverend Hall was known to pick up strangers, visit prisoners, provide groceries for families in need, and, more than anything else, sit at the bedside of the sick and dying. He loved the members of his congregations as family and they loved him. He balanced scholarship, piety, and justice and was an example to many others of how to be the best pastor a person can be. He died on August 18, 2007.

In memory of Charles W. Hall, beloved husband, father and grandfather, the Hall Family has established an endowment to enable Memphis Theological Seminary to continue to sustain excellence among pastors. It is a testament to his legacy as a pastor and to their desire to help MTS help others be excellent pastors as well.

#### 4. The Randy Leslie Endowment

An existing endowment named in honor of Reverend Randy Leslie has been transformed to focus on student needs. The original endowment was established in 2006 to fund the purchase of trees for the MTS campus. But after Randy passed away unexpectedly on Sunday, April 5, 2009, at age 48, his wife of 30 years, Cheryl King Leslie, modified the original endowment to have a different focus – one which helps Cumberland Presbyterian students at Memphis Theological Seminary with incidentals such as books, lunch, travel, etc., based on selected guidelines. Gifts to this endowment in memory of Randy Leslie are welcome. The family is always notified of memorial gifts

### **D. NAMED LECTURE SERIES AND FACULTY CHAIRS**

#### 1. The Dr. Barbara A. Holmes Lectures in African American Studies

With a desire to strengthen the future of the church by helping to prepare theologically educated clergy, MTS alumnus Reverend Sam Mickens established an endowment to fund the annual lecture series at MTS during Black History Month (February), and renamed the lectures in honor of the seminary's current and first African American dean, Dr. Barbara A. Holmes. The inaugural lecture held in February 2009 featured Dr. Cornel West. The 2010 lecturer was noted poet Dr. Nikki Giovanni.

#### 2. The Edward G. Humphreys Professor of Theology (2008-2010)

Mr. Jimmy Humphreys established this three-year named professorship to help strengthen the ties between MTS and the Presbyterian Church (USA), and to encourage ministerial candidates to attend seminary in the Mid-South. He named it in honor of his father, Edward G. Humphreys. Tenured Associate Professor of Theology, Dr. Matthew T. Mathews, B.A. M.Div., Ph.D., is serving as the Edward G. Humphreys Associate Professor of Theology.

#### 3. The Rev. Marlon and Sheila Foster Professor of Pastoral Theology and Homiletics (2008-2010)

An anonymous donor established this three-year named professorship to encourage ministerial candidates to attend Memphis Theological Seminary, in support of the great need for training in pastoral care, and in honor of the designees. Reverend Marlon Foster is a recent graduate of MTS. Tenured Professor of Pastoral Theology and Homiletics, Dr. G. Lee Ramsey Jr., B.A., M.Div., Ph.D., is filling this role.

#### 4. The Dr. James L. Netters Chair in New Testament Studies (2009-2011)

Memphis Theological Seminary is dedicated to becoming the premier seminary in the country for those who are devoted to racial reconciliation under the banner of the gospel. Working together with a group of pastors and lay leaders, the Elders for Education have established a named professorship that will signal to the local and global community that we at MTS are serious about working toward the fulfillment of peace and justice. It is named in honor of beloved pastor of Mt. Vernon Baptist Church – Westwood in Memphis, Dr. James L. Netters. Dr. Aliou Niang, B.R.S., M.A., Ph.D. is filling this role.

### **F. ESTATE GIFTS**

MTS has received word of two estate gifts during the current year. We don't yet know the amount of these gifts, but are deeply grateful for the generosity of Mrs. Anna Belle Harris of Charlotte, Tennessee and Mrs. Elizabeth Dannelly of Jefferson, Texas who remembered the seminary in their wills. We give thanks for the life and witness of these women, and encourage others to remember the ministry of MTS in their estate planning.

## G. SEMINARY SUNDAY

In this current fiscal year, the following churches have already held a Seminary Sunday and sent gifts to support the mission of MTS:

Cumberland Presbyterian – 34 churches, \$9,181

Other denominations – 7 churches, \$3,104

Individual gifts – 6, \$825

We know that other churches are planning to hold a Seminary Sunday throughout the year.

## H. ANNUAL FUND

Memphis Theological Seminary could not operate without the faithful contribution of its alumni and friends. Annual Fund contributions help us keep the cost of tuition down, so that students do not leave seminary with a large burden of debt to have to pay during their early years in ministry. Annual Fund contributions have grown steadily over the past fifteen years, as income from Our United Outreach has remained relatively steady.

In some respects, the income we receive from OUO puts us in a better position than many theological seminaries, whose income from denominational sources has declined significantly over the past twenty years. Our income from OUO has remained relatively steady and over that time period. However, as a percentage of our total income, OUO has fallen from almost 20% to about 4% of our operating budget. We are grateful for the commitment of Cumberland Presbyterians to the ministry of MTS, and all our common ministries, expressed so tangibly through giving to Our United Outreach.

At the same time, we do not expect income from denominational contributions to increase significantly in the future. This means that we are required to put more time and energy into fund raising than ever before. We are grateful for the many alumni who have made a financial contribution to our ministry this year. We are also grateful for all the faithful laypersons who have given to the Annual Fund because they know the importance of an educated ministry to the life and health of our denomination.

## I. AUDIT REPORT

The auditing firm of Zoccola Kaplan, P.C. is auditing the books of Memphis Theological Seminary for the 2008-2009 fiscal year and will be issuing its report before the meeting of General Assembly. Copies of that report will be filed with the office of the Stated Clerk as soon as they are available.

# VI. SUSTAINING PASTORAL EXCELLENCE PROGRAM

Memphis Theological Seminary was the recipient of a \$1.9 million grant from the Lilly Endowment, Inc. in 2003 to implement a program called Sustaining Pastoral Excellence through Scholarship, Piety, and Justice. The SPE program is designed to support excellence in ministry through education, prayer, mutual support and accountability. Sixty-eight pastors from ten different denominations began the program in August 2004. They were organized into six colleague groups who met monthly except in the summer and in December. One of the original participants had to drop out of the three-year program this year, but the remaining sixty-seven participants continued to meet regularly for study, prayer, and service. Nine of the participants were Cumberland Presbyterians.

SPE encourages the development of a balanced life among clergy participants. Each of the colleague groups develops a covenant through which clergy commit themselves to taking care of their mind, body, and spirit. Colleague groups provide accountability as pastors seek to develop healthy life practices and healthy relationships with parishioners and family members. In addition, the program provides resources and education for spouses and children of clergy, and retreats for lay leaders of congregations served by participating pastors.

The SPE program has had a significant impact on the pastors who participated, generating a renewed commitment to ministry and a deepening of spiritual resources for ministry. In the last year of the program, each participant was given a sabbatical leave from their place of ministry.

We were informed by the Lilly Endowment that a smaller amount of funding would be made available for continuation grants. MTS was invited to apply for one of those continuation grants in order to expand the program beyond the initial participants. We applied in November 2006 for an additional



\$960,000 to continue our program.

In March of 2007 Lily informed us that our proposal was awarded the full \$960,000 to begin the second round of SPE programming. The grant will run for three years, from 2007-2010. Forty participants are engaged in the second SPE program, including six Cumberland Presbyterians. While we had planned to have funding in place to continue this program indefinitely beyond this grant period, the current economic climate makes that dream unattainable.

We are working to develop a Center for Lifelong Learning and Leadership at MTS using what we have learned from the SPE program. More details about the new program will be available by next year's General Assembly.

Respectfully submitted,

Chester Dickson, Moderator of the Board of Trustees  
Daniel J. Earheart-Brown, President  
Memphis Theological Seminary

Report on the Financial Condition of Memphis Theological Seminary  
For the Institutional Viability Program Association of Theological Schools  
Edited February 3, 2010

### Overview of MTS

Memphis Theological Seminary is the only seminary of the Cumberland Presbyterian Church (CPC), a small denomination (80,000 members) born out of the great revival on the frontier in 1810. Leaders of the new denomination were supportive of the revival movement, dissented from the Westminster Confession's implied "fatalism," and sought to adapt theological education to the needs of the frontier.

MTS is the continuation of two predecessor schools, both founded in 1852 – the School of Theology at Cumberland University in Lebanon, Tennessee, and the Department of Theology at Bethel College in McKenzie, Tennessee. After 1906, assets from both schools were consolidated in McKenzie under the name Cumberland Presbyterian Theological Seminary. In 1964 the denomination relocated the seminary to Memphis, Tennessee, to take advantage of a larger population center. With the move, leaders of the seminary intentionally sought to recruit a more ecumenical and diverse student body. The General Assembly approved a recommendation from the Board of Trustees that the school be renamed Memphis Theological Seminary of the Cumberland Presbyterian Church.

After the move to Memphis, enrollment at MTS grew steadily, incorporating students from a broad spectrum of Protestant Christianity. The commitment of seminary leaders and the church to civil rights in the 1960s led to increasing enrollment from African American students from Baptist, Methodist, and other traditions.

MTS became an unaccredited member of the American Association of Theological Schools in 1942, and was accredited by ATS in 1973. In 1987 the seminary received formal approval from the University Senate of the United Methodist Church to educate UM clergy, and in 1988 the school was awarded full accreditation by the Southern Association of College and Schools.

MTS awards three degrees: the Master of Divinity, the Master of Arts (Religion), and the Doctor of Ministry. It is governed by a twenty-four member Board of Trustees. Members are elected by the General Assembly of the Cumberland Presbyterian Church. Thirteen members must be members of the CPC, and eleven are members of other constituent churches.

Today MTS enrolls approximately 350 students from approximately 30 different denominations. The largest single denomination represented in the student body is the United Methodist Church. At any given time 35-40% of students are United Methodist. About 15% of the students come from the CPC, our parent denomination. In the fall of 2009, 46% of students were African American.

In the early 1990s, MTS shifted to a block schedule, where classes are taught once a week in three-hour blocks. This move has made attendance at MTS easier for commuters and part-time working students, which make up a significant percentage of the student body. Currently, students commute weekly to campus from about a 250 mile radius around Memphis.

### The Environment

Memphis, Tennessee, is the nineteenth largest city in the United States by population (669,651 by US Census Bureau 2008 estimate), and the 41st largest metropolitan area (just under 1.3 million, USCB). The Memphis Metropolitan Statistical Area is poised to become the first major metropolitan area in the



nation with a majority African American population in the 2010 census or soon thereafter.

Three accredited theological seminaries are located in the Memphis area. In addition to MTS, Mid-America Theological Seminary is affiliated with the Southern Baptist Church, and Harding Graduate School of Religion is affiliated with the Churches of Christ (conservative wing of the Stone-Campbell movement). Reformed Theological Seminary in Jackson, Mississippi, offers a few courses in Memphis through a partnership with the Memphis Center for Urban Theological Studies. We rarely compete directly for students with the other seminaries in our city because of the theological differences in outlook between MTS and these other schools.

MTS has been able to provide quality, affordable theological education to students from Arkansas, Alabama, Mississippi, Tennessee, Kentucky, and Missouri because of its location in the heart of the Mid-South. The commitment of MTS to provide theological education to men and women of all races and cultures has helped make us the primary choice for many mainline Protestants and some Evangelicals who do not want to relocate to attend a seminary of their denominational tradition.

In recent years, we have seen an increase in the number of non-denominational students and students who are preparing for non-traditional ministries. We have been working to identify potential students for certificate and degree programs who may not be interested in our traditional Master of Divinity degree.

### Sources of Funding

MTS' primary funding sources are 1) tuition and fees, 2) gifts and grants, 3) investment income, and 4) auxiliary enterprises. For the past ten years, income from tuition and fees, net of scholarships, has grown steadily, from just over \$1 million, to \$1.76 million in the most recently completed fiscal year, which ended on July 31, 2009.

Income from gifts and grants has grown, but at a more irregular rate. The numbers fluctuated over the past ten years in part because of estate gifts, and in part due to two large grants received in the past ten years from the Lilly Endowment (\$1.9 million received in 2003, and \$950,000 in 2008). The expenses related to those grants have been paid out over intervening years, even though the income was received at the beginning of the time for which expenses were incurred.

One of our largest gifts each year comes from the Cumberland Presbyterian General Assembly through its unified giving program for congregations, called Our United Outreach (OUO). The contribution from this source is approximately \$235,000 per year, an amount that has remained fairly static for the past 20 years. In 1990, income from OUO was 19% of the operating budget. In the most recently completed fiscal year, that gift amounted to about 5% of the operating budget. Anticipating that such gifts will continue to be static, MTS has put most of its efforts into cultivating gifts from individual major donors.

Investment income is received from endowment funds established by donors and by the Board of Trustees over the history of MTS. The value of MTS's endowment has grown steadily over the past twenty years, until the severe market downturn of 2007-2009. The following list details the balance in the endowment fund as of the end of the fiscal year shown (our fiscal year runs August 1 – July 31).

1990	\$3.00 million
1995	\$3.75 million
2000	\$6.26 million
2001	\$6.57 million
2002	\$7.02 million
2003	\$7.49 million
2004	\$8.72 million
2005	\$10.00 million
2006	\$10.24 million
2007	\$10.98 million
2008	\$10.66 million
2009	\$9.16 million (projected)

In fiscal year 2008-2009, we budgeted for \$600,000 in income from investments, and instead realized a loss of approximately \$1.5 million on the value of our endowments. This situation led us to use a significant portion of our unrestricted endowment to fund current operations.

Income from auxiliary enterprises comes primarily from student and non-student rental properties. This income is limited by our lack of food service, bookstore, and other revenue-producing enterprises

on campus. In the past year, we have contracted with an online bookstore to provide textbooks for our students. MTS realizes a 3% return on all books sold through our online bookstore.

MTS currently holds a \$400,000 line of credit with a local bank that we have been unable to pay down for the past 18 months. The Board of Trustees has had some discussion about taking unrestricted investments to pay off the line of credit, but has not taken action to do so at this time.

Long-term debt currently stands at \$2.25 million dollars in notes payable to the Board of Stewardship of the Cumberland Presbyterian Church, all related to purchase of property within the bounds of our long-range campus development plan.

The following table lists total income for the ten year period, segmented by source.

<b>Income from all Sources 2000-2009</b>						
Year	Tuition & fees	Investment income	Gifts & grants	Auxiliary enterprises	Total	Total less SPE grants
2000	\$1,001,268	\$274,694	\$616,538	\$407,747	\$2,300,247	\$2,300,247
2001	\$1,026,833	\$676,035	\$1,467,519	\$80,212	\$3,250,599	\$3,250,599
2002	\$1,230,657	\$57,870	\$1,181,763	\$122,828	\$2,593,118	\$2,593,118
2003	\$1,281,134	\$677,994	\$3,277,745	\$95,513	\$5,332,386	\$3,432,386
2004	\$1,371,149	\$658,647	\$2,936,297	\$117,849	\$5,083,942	\$5,083,942
2005	\$1,503,241	\$564,538	\$1,454,110	\$205,328	\$3,727,217	\$3,727,217
2006	\$1,651,420	\$872,660	\$1,281,152	\$134,474	\$3,939,706	\$3,939,706
2007	\$1,646,248	\$1,809,697	\$2,124,715	\$265,358	\$5,846,018	\$5,846,018
2008	\$1,629,682	\$-160,056	\$3,734,533	\$361,800	\$5,565,959	\$4,615,959
2009	\$1,762,131	\$-1,500,000	\$1,335,372	\$282,789	\$1,880,292	\$1,880,292
					\$39,519,484	\$36,669,484

## Expenses

For the past ten years, expenses have increased significantly, from \$2.34 million a year to a high of \$4.57 million in fiscal year 2007 (excepting SPE grant-funded expenses), and were \$4.27 million in 2009 (excepting SPE).

The table that follows identifies expenses by year. The final column lists expenses with the Sustaining Pastoral Excellence expenses, funded by two major grants, removed. There were significant increases in 2005 and 2007, in part due to increasing staff and faculty levels to meet past growth; in part due to administrative reorganization to provide a higher level of service to students. Clearly, the growth in expenses was larger than revenue sources could sustain through difficult economic times.

<b>Expenses 2000-2009</b>						
Year	Educational Program Serv.	Admin. Support	Develop- ment	Facilities operation	Total	Total minus SPE
2000	\$1,370,651	\$347,731	\$249,696	\$368,041	\$2,336,119	\$2,336,119
2001	\$1,450,107	\$349,464	\$258,205	\$426,673	\$2,484,449	\$2,484,449
2002	\$1,526,410	\$346,310	\$215,258	\$439,953	\$2,527,931	\$2,527,931
2003	\$1,410,548	\$408,394	\$188,039	\$559,206	\$2,566,187	\$2,550,782
2004	\$1,785,122	\$494,880	\$227,900	\$665,040	\$3,172,942	\$3,018,988
2005	\$2,206,778	\$721,283	\$233,242	\$704,583	\$3,865,886	\$3,511,804
2006	\$2,295,994	\$672,005	\$248,470	\$796,388	\$4,012,857	\$3,674,101
2007	\$3,058,964	\$1,041,703	\$335,467	\$904,371	\$5,340,505	\$4,567,386
2008	\$2,576,706	\$1,017,788	\$404,581	\$1,093,424	\$5,092,499	\$4,777,254
2009	\$2,666,627	\$673,194	\$403,296	\$828,613	\$4,571,730	\$4,266,045
					\$35,971,105	\$33,714,859

For the current fiscal year, most employees took a reduction in salary (4% - President; 3% Vice Presidents; 2% Faculty and Director level administrators; 1% other salaried employees; no change - hourly employees). In addition, we took steps to cut other discretionary spending, reducing travel for many employees, and delaying non-necessary purchases. These steps, we project, will result in savings of approximately \$250,000 over last year's expenses.

We have not laid off any employees to-date, but we have delayed hiring one full-time faculty position, and have left other positions that have come open unfilled where possible.

**How did the current financial position develop?**

The current financial position has developed largely because of failure to plan for the recession. Though we believe we are in a position to be able to survive the effects of last year's huge deficit, we must take steps now to reduce expenses and increase income in the event that the weakness in the economy lasts for an extended period of time.

During the current year, the executive team is reviewing all programs for their fiscal contribution or drain on seminary operations so that if further cuts become necessary we will know which programs are cost effective and which are not.

In our budget planning for next year, we are examining every avenue to reduce expenses without compromising the quality of educational experience for students at MTS.

**What steps have been taken?**

1. Increased focus and attention on fundraising. The Advancement Department has been increased in size over the past four years, adding capabilities in donor research and grant writing. This has enabled us to receive grants from new local and national sources. In addition, recruitment for membership on the Board of Trustees has focused on identifying and cultivating persons with ability to contribute personally and help cultivate major donors for the seminary. The Advancement Department has also initiated a renewed focus on planned gifts. The President is committing more time to cultivation of major donors than in the recent past.

2. We identified a significant drain on institutional resources from a decision made three years ago to outsource our Information Technology services to a local contractor. That contract has been terminated, and a new Director of IT has been employed who is providing a higher level of service at a more reasonable cost to MTS.

3. Cost cutting measures. As mentioned earlier, employees received modest salary reductions. In addition, there has been a decrease in benefits offered, including the reduction of MTS matching contribution to 403-B plans from 5% to 2 1/2%. Employees were also asked to assume a larger percentage of health insurance premiums.

4. Serious investigation of alternate forms of delivery for educational content. A new partnership was developed in 2009 to provide education for youth ministers through the Center for Youth Ministry Training. This new certificate program will generate a positive cash flow of about \$30,000 – \$40,000 during the current fiscal year. We are also investigating off-site locations, additional certificate programs in drug and alcohol addiction counseling, and a Korean language Doctor of Ministry.

5. We have investigated the potential of renting space in our historic Founders Hall for events, but have been slowed in that process by requirements from the state Board of Equalization to avoid being assessed property taxes on the portion of the building used for such purposes.

**Other steps that may be necessary**

For next fiscal year, we are considering an increase in tuition and reduction of scholarships that are not funded. We know that some targeted reductions in work force may be necessary, since a significant portion of the budget goes to fund salaries and benefits. Though enrollment has remained stable, we have been working to identify more effective recruitment strategies, and have called on our base of alumni for greater support in gifts and referrals.

We have begun to ask questions about our current faculty teaching load (five courses per year) and fairly generous sabbatical policies.

**Areas in which we need additional insight**

We need guidance on the cost effectiveness of satellite sites for instruction, and in the area of on-line delivery of courses. We are fairly confident that there is a market for these innovations, but want to make sure that we are able to maintain quality of instruction in those programs. We are also exploring the possibility of offering more lay and certificate education programs.

We need guidance about the feasibility of other sources of income from enterprises like a campus bookstore, campus food service, and other potential revenue generators.

Submitted by Jay Earheart-Brown, Ph.D.  
President and Professor of Theology  
Memphis Theological Seminary

## THE REPORT OF THE HISTORICAL FOUNDATION

CPCH/ HF
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February 4, 2010, holds special significance for Cumberland Presbyterians. Indeed, the year 2010 itself is something of a milestone for our denomination. It is not that the date or the year are somehow in and of themselves more hallowed than any other year and date but, for Cumberland Presbyterians, with a sense of their heritage, they represent 200 years of collective witness to the resurrection of Jesus Christ by the People called Cumberland Presbyterian. More than that, however, they represent the drive and stamina of those generations of unnamed Cumberland Presbyterians. Our own significance is meager compared to their collected witness. It is not for ourselves that we celebrate but for all those who went before us to prepare our way.

### I. GENERAL INFORMATION

#### A. OFFICERS OF THE BOARD

The officers of the board are as follows: Gwen McReynolds, president; Rick White, vice-president; Sidney Milton, secretary. Susan Knight Gore is the director of the Historical Library and Archives and treasurer.

#### B. BOARD REPRESENTATIVE TO THE 135TH CPCA GENERAL ASSEMBLY

The board's representative to the 135th General Assembly of the Cumberland Presbyterian Church in America (CPCA) is Rick White. The alternate is Edna Barnett.

#### C. BOARD REPRESENTATIVE TO THE 180TH CPC GENERAL ASSEMBLY

The board's representative to the 180th General Assembly of the Cumberland Presbyterian Church (CPC) is Gwen McReynolds. The alternate is Tommy Jobe.

#### D. MEMBERSHIP AND MEETINGS OF THE BOARD

The board is currently composed of the following members: from the Cumberland Presbyterian Church in America—Edna Barnett, Vanessa Barnhill, Naomi King, and Rick White, from the Cumberland Presbyterian Church—Pam Davis, Cliff Hudson, Tommy Jobe, Gwen McReynolds, Sidney Milton, and Sidney Swindle.

The Board of Trustees met, September 18-19, 2009, in Dickson, Tennessee and February 26, 2010, in Cordova, Tennessee.

#### E. MEMBERS WHOSE TERMS EXPIRE

The first terms of Pam Davis and Sidney Milton expire with the 2010 meeting of the Cumberland Presbyterian General Assembly, and they are eligible for reelection. The second term of Cliff Hudson expires with the 2010 meeting of the Cumberland Presbyterian General Assembly, and he is eligible for reelection. The first terms of Vanessa Barnhill and Naomi King expire with the 2010 meeting of the Cumberland Presbyterian Church in America General Assembly, and they are eligible for reelection.

#### F. STAFF

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

#### G. EVALUATION OF ARCHIVIST

At the direction of the General Assembly, the board conducted the annual evaluation of the archivist, Susan Knight Gore at its February 2010 meeting.

## J

## H. CHARTER

Under the counsel of attorney, Jamie Jordan, the Foundation requested that he restate our charter to incorporate several amendments. At its meeting in February 2010, the board of trustees approved the following restated charter:

Amended and Restated Charter of the Historical Foundation of the Cumberland Presbyterian Church  
and the Cumberland Presbyterian Church in America  
State of Tennessee Control Number 000152518

Pursuant to Sections 48-60-105 and 48-60-106 of the Tennessee Nonprofit Corporation Act, the corporation adopts the following amended and restated charter.

1. The name of the corporation is: **Historical Foundation of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America.**

2. The corporation is a nonprofit religious corporation and a public benefit corporation.

3. The corporation shall be authorized to engage in any lawful business and to exercise any power permitted by law. The corporation was formed to collect and preserve the materials of, and to promote the knowledge of the history of, the churches, institutions, and people of the Cumberland Presbyterian denomination; and to establish and maintain a library, archives, and museum for the acquisition and care of such material and records.

4. The corporation shall have one member, which shall be Cumberland Presbyterian Church General Assembly Corporation, a corporation organized and existing under the Tennessee Nonprofit Corporation Act.

5. The corporation shall have a board of directors consisting of not less than three (3) nor more than twelve (12) directors, each of whom shall be elected by the member or the Cumberland Presbyterian Church in America as provided below. The member of the corporation may elect up to six (6) of the directors serving on the board at any one time. The Cumberland Presbyterian Church in America may elect up to six (6) of the directors serving on the board at any one time. A normal term of office shall be three (3) years, but the terms may be staggered so that not all terms expire simultaneously. The duly elected directors at any given time shall constitute the board. The member may remove any director elected by it, with or without cause, by giving written notice of the removal to the director and to the president of the corporation. The Cumberland Presbyterian Church in America may remove any director elected by it, with or without cause, by giving written notice of the removal to the director and to the president of the corporation.

6. The corporation shall not, without the prior written consent of the member: (1) merge with another corporation; (2) dissolve; or (3) sell, lease, exchange, or otherwise dispose of all, or substantially all, of its property.

7. This charter shall not be amended without the prior consent of the member.

8. The registered office of the corporation shall be in Shelby County, Tennessee. The name and address of the registered agent is:

Susan Knight Gore  
8207 Traditional Place  
Cordova, Tennessee, 38016

9. The principal office of the corporation is:  
8207 Traditional Place  
Cordova, Tennessee, 38016

10. The corporation is a nonprofit corporation organized and operated exclusively for religious and charitable purposes. No part of the net earnings of the corporation shall inure to the benefit of any individual. No substantial part of the activities of the corporation shall be attempting to influence legislation through propaganda or otherwise. The corporation shall not participate in or intervene in any political campaign on behalf of any candidate for public office.

11. The assets of the corporation shall be dedicated to the religious purposes of the corporation. Upon the dissolution of the corporation, after paying or making provision for the payment of all liabilities, the assets of the corporation shall be distributed to Cumberland Presbyterian Church General Assembly Corporation if it shall then qualify as an exempt organization described in Section 501(c)(3) of the Internal Revenue Code of 1986 (or corresponding section of any future United States tax code), and if it does not so qualify, then to one or more organizations which do qualify as an exempt organization described in Section 501(c)(3).



12. The directors of the corporation shall not be personally liable to the corporation for monetary damages arising from any breach of the director's fiduciary duty as a director except with regard to:

- a. A breach of the director's duty of loyalty to the corporation;
- b. Acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law; or
- c. Unlawful distributions of the corporation's assets.

13. **Historical information.** The 150th General Assembly in 1980 changed the name of the Historical Committee to "Trustees of the Historical Foundation" and authorized its incorporation. A charter was filed with the State of Tennessee and corporate status granted on November 3, 1980. The first board of trustees consisted of John William Sparks, Alfred Bennett, Virginia Sue Morrow, Ruth Morgan Parham, and Bobbie E. Oliver. Richard Magrill was the first secretary/treasurer.

In September 1985, the Historical Foundation and its Library and Archives moved from the Memphis Theological Seminary to the Cumberland Presbyterian Church Center, 1978 Union Avenue, Memphis, Tennessee. In August 1994, with the approval of the general assemblies of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America, the name of the Cumberland Presbyterian Church in America was added to the name of the corporation. In September 2001, the Cumberland Presbyterian Church General Assembly Corporation became the sole member of the corporation. Each of these occasions required amendments to the original charter.

In 2010, the corporation approved this Amended and Restated Charter to update the charter, to bring it into compliance with all requirements of state law, and to gather the applicable provisions of the original charter and all amendments into a single document.

This Amended and Restated Charter was approved by the board of directors and dated this 26th day of February, 2010, to become effective as provided in the attached Certificate and the laws of the State of Tennessee.

**RECOMMENDATION 1: That the General Assembly approve the above Charter of the Historical Foundation of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America.**

## II. ASSEMBLY REPORTING

As a matter of official structure, relative to the CPC, there is a Board of Trustees composed of eleven members from both the CPC and CPCA, and relative to the CPCA, there is a committee composed of members from the CPCA. Continuing previously established practice, we respectfully request the General Assembly of the CPCA to receive this report as that of its Historical Committee.

## III. PROGRAMS AND ACTIVITIES

### A. HISTORY INTERPRETATION AND PROMOTIONAL ACTIVITIES

#### 1. The 1810 Circle

In order to enlist the financial support of interested members of our churches in the work of the Foundation, the 1810 Circle was created. Membership is based on a financial contribution of \$25 or more per year. Income through such gifts enables the Foundation to meet expenditures and is vital to the continued work of the Foundation. Members making such gifts were: Juanita Butler Benson (Camden, Arkansas), C. G. Bridges (Clarksville, Tennessee), Clinton Buck (Memphis, Tennessee), Gordon & Forda Campbell (Springfield, Missouri), Michael & April Fare (Nixa, Missouri), Dr. & Mrs John Gam (Auburn, Alabama), James & Freda Gilbert (Fort Worth, Texas), Matthew & Susan Knight Gore (Bartlett, Tennessee), Jo Ann Hall (Bowling Green, Kentucky), J. David Hester (Knoxville, Tennessee), Tom Hunter (Hendersonville, Tennessee), Annelle Jones (Nashville, Tennessee), Helen Shelton Knight (Bartlett, Tennessee), Robert & Jane Little (Dyersburg, Tennessee), James & Louelle Lively (Benton, Kentucky), Rose Mary Magrill (Marshall, Texas), James & Maribeth Smith McGuire (Greeneville, Tennessee), Jimmie McKinley (Longview, Texas), Osborne McMillan (Warrensburg, Missouri), D. L. & Martha Moody (Russellville, Arkansas), Alvin Richards (White, Georgia), Jean & Regena Richardson (Powell, Tennessee), Robert & Olene Rush (Bartlett, Tennessee), Edward White (Tampa, Florida), Grace Whitfield (Gadsden, Alabama),



and Clare Wiseman (Winchester, Tennessee).

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

**RECOMMENDATION 2: That the General Assembly, through its minutes and summary of actions, make congregations and presbyteries aware of the 1810 Circle and encourage new members to support this endeavor annually.**

## **2. Patrons**

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

## **3. Heritage Churches**

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

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

Golden Heritage Church:

Longview, First Cumberland Presbyterian Church in Longview, Texas (Trinity Presbytery)

Silver Heritage Church:

Shiloh Cumberland Presbyterian Church in Midlothian, Texas (Red River Presbytery)

Heritage Churches:

Elmira Chapel Cumberland Presbyterian Church in Longview, Texas (Trinity Presbytery)

Hopewell Cumberland Presbyterian Church in Sharon, Tennessee (West Tennessee Presbytery)

Jerusalem Cumberland Presbyterian Church in Murfreesboro, Tennessee (Murfreesboro Presbytery)

## **4. Presbyterian Heritage Committees/Presbyterial Historians**

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

The foundation expresses gratitude to Covenant Presbytery, Presbytery del Cristo and West Tennessee Presbytery for completing the task of producing a Presbyterian Directory and depositing copies in the archives. They join the following presbyteries who have completed this important preservation project: Andes Presbytery, Cauca Valley Presbytery, Columbia Presbytery, Cumberland Presbytery, Japan Presbytery, Missouri Presbytery, Presbytery of East Tennessee, Red River Presbytery and Robert Donnell Presbytery.

## **5. Denomination Day Offering**

In January, congregations received bulletin inserts, for the project: 200th Anniversary of the Cumberland Presbyterian Church. This project helped provide funds to erect a bicentennial monument at the Birthplace Shrine located within Montgomery Bell State Park outside of Dickson, Tennessee.

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. In 2010, \$6,834.41 was generously donated by individuals, congregations, and presbyteries for this special project.

**RECOMMENDATION 3:** That congregations be encouraged to have a special offering on the Sunday designated as Denomination Day to help support the programs of the Historical Foundation.

## **B. PUBLICATIONS**

### **1. Pamphlets**

The Historical Foundation maintains a supply of promotional pamphlets which describe its purpose and work, the various means of financially supporting this work, and listings of available publications and prints for sale through the Foundation. There are two pamphlets in this series: *Historical Foundation Patrons* and *The 1810 Circle*.

These pamphlets may be ordered in bulk or singly from the Foundation office by indicating the title or titles of pamphlets needed, the number needed, and the mailing address for their delivery.

### **2. Publication Series**

The Foundation has a number of titles and prints available for purchase. Income from the sale of these items goes into the Historical Foundation Trust, a permanent endowment supporting the Foundation's work. In commemoration of the 200th anniversary of the founding of the Cumberland Presbyterian Church, Cumberland Presbytery has funded the reprinting of *History of the Cumberland Presbyterian Church*, by B. W. McDonnold, originally published in 1888. Additional titles available are the *1883 Confession of Faith (CPC)*, the *1895 Cumberland Cook Book*, *Cumberland Presbyterianism and Arminianism Compared/Contrasted on Selected Doctrines* by Joe Ben Irby, *Faith Once Delivered; Some Indispensable Doctrines of the Christian Faith*, by Joe Ben Irby, *Family of Faith: Cumberland Presbyterians in Harrison County [Texas], 1848-1998* by Rose Mary Magrill, *History of East Side Cumberland Presbyterian Church, Memphis, Tennessee*, *Life and Thought of Milton Bird* by Joe Ben Irby, *Life and Thought of Rev. Finis Ewing* by Joe Ben Irby, *Life and Thought of Reuben Burrow* by Joe Ben Irby, *Life and Thought of Robert Verrell Foster* by Joe Ben Irby, *Life and Thought of Stanford Guthrie Burney* by Joe Ben Irby, *Life and Times of Finis Ewing* by F. R. Cossitt, *Soundings* by Morris Pepper, *This They Believed* by Joe Ben Irby, *Theological Snippets* by Joe Ben Irby, *What Cumberland Presbyterians Believe* by E. K. Reagin, and prints of the *Samuel McAdow Home* and the *First Meeting of Cumberland Presbytery*. These items are available for sale from Cumberland Presbyterian Resources.

### **3. Denomination Day Resources**

*All the Past is but the Beginning of Beginning* (Denomination Day resource) is available on the Foundation's web site under the Resources section: <http://www.cumberland.org/hfcpc/resource/>. It includes eight dramas intended to present the birth of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America. A hard copy may be requested from the Foundation office.

## **C. HISTORICAL FOUNDATION AWARDS**

### **1. Award in Cumberland Presbyterian History**

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

The contest follows the calendar year, and entries for the 2010 competition are encouraged. All entries will be accepted through December 2010 for this year's contest. Any entries received following the deadline of December 31st will be automatically entered in the 2011 competition.

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

### **2. Awards of Recognition**

Awards of recognition are certificates given to organizations or individuals in recognition of historic events or contributions to the preservation of our heritage as Cumberland Presbyterians. Appropriate

applications for the award are: particular churches celebrating anniversaries of their organization; any judicatory or agency celebrating publication of a written history; celebrations of history or historic event in a creative or unusual manner; individuals who have provided continued service for 60 years or more as members of a local congregation or presbytery; individuals who have served for 40 years or more in a continuing leadership role (including pastors) within a local church. Individuals, churches, or presbyterial heritage committees may make application for the issuing of an award by contacting the Foundation office. Application forms are supplied by the Foundation office as well as the internet, <http://www.cumberland.org/hfcpc/Awards.htm>.

Recipients of Awards of Recognition:

Charleston Cumberland Presbyterian Church (Charleston, Tennessee) October 25, 2009, for its successful renovation of its original historical 1864 sanctuary.

Reverend Charles A. Hendershot, April 5, 2009, for 60th anniversary of ordination and 20 years service as pastor of Whitney Cumberland Presbyterian Church.

#### **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. In recognition of the 200th anniversary of the Cumberland Presbyterian Church the 32nd annual meeting was held March 5-6, 2010, in Memphis, Tennessee. Members of the Cumberland Presbyterian Church who serve on the board of this organization are Reverend Norlan Scrudder and Dr. 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, email, and telephone. As time permits, requests are researched. Responses are sent to the requestor, as well as pertinent information on ministers, congregations, presbyteries and synods being placed on our website for future researchers.

##### **2. Electronic Access**

The Foundation's website continues to expand in order to provide greater access to the materials in the Historical Library and Archives. As well as being a research tool, the internet provides an invaluable and inexpensive means of promotion for the physical collections of the Historical Library and Archives, the activities of the Historical Foundation, and for the greater community of faith called Cumberland Presbyterians. Information at the site includes: general information about the Foundation, entire texts of important historical documents, historical information on particular congregations, ministers, presbyteries, and synods. The gateway URL to the Foundation's website is <http://www.cumberland.org/hfcpc/>. Presently, the Historical Foundation maintains approximately 800 individual web pages. These pages are grouped into twenty-five main sections each containing multiple sub pages and numerous graphics. Many of these web pages are the equivalent of hundreds of "pages" of printed text. The main sections are: Home Page (1); Assembly Meetings & Officers (20); Awards (5); Birthplace Shrine (1); Books Online (21); Books Needed (1); Collection Development (1); Congregations (278); Cumberland Presbyterian Church in America (105); Curriculum (18); Endowments (1); Heritage Churches (1); Historical Library and Archives (4); Lay Leaders

(17); Ministers (806); Opportunities for Giving (2); Patron Memberships (1); Periodicals (8); Presbyteries (154); Publications and Prints for Sale (1); Resources for Denomination Day (1); Schools (34); Sermons (3); Stated Clerks (1); Synods (58); Union of 1906 (1).

## B. ACQUISITIONS

The Historical Library and Archives regularly receives items published by the two denominations, *Minutes of the General Assembly of the Cumberland Presbyterian Church*, *Preliminary Minutes of the General Assembly of the Cumberland Presbyterian Church*, *Yearbook of the General Assembly of the Cumberland Presbyterian Church*, *The Cumberland Presbyterian*, *Missionary Messenger*, *Minutes of the General Assembly of the Cumberland Presbyterian Church in America*, *Preliminary Minutes of the General Assembly of the Cumberland Presbyterian Church in America*, and *The Cumberland Flag*. Synods and presbyteries deposit four copies of their printed minutes in the Historical Library and Archives. In addition, books, pamphlets, theses, dissertations, records and publications of general assembly, boards, agencies, institutions, and task forces; records and publications of synods and presbyteries, session records and other materials of particular churches, biographical material of Cumberland Presbyterian and Cumberland Presbyterian Church in America ministers, photographs, audiovisual materials, and museum items were among the accessions received. The 2009 Accession List closed with 87 accession groups.

Some of the highlights added to the collection in 2009 include:

### Books

Bagby, Larry. *The Perils of the Parson and the Grieving Church*, 2009.

Guin, Larry Braxton. *Features From the Bible: Truth in Scripture-Old Testament*, 2009.

Merritt, Joyce. *Naked Before God: A Journey Into Light & Life*, 2008.

Munday, Lurania A. H. *Acacian Lyrics and Miscellaneous Poems*. St. Louis: Printed at the Office of the Cumberland Presbyterian, 1857.

Shupe, Bob G. *The Little Brown Church in the Vale...When Did the Lights Go Out? A Look at the Dying Twenty-first Century Denominational Movement and Maybe its Only Hope*, 2008.

Wilson, Joseph M. *The Presbyterian Historical Almanac, and Annual Remembrancer of the Church*. Volume seven, 1865.

### Museum Items

Bullet Pencil. Cumberland Presbyterian Publishing House, 117 Eighth Avenue, South Nashville, Tennessee Printers, Publishers C. C. Brock, Gen. Mgr.

Monogrammed Calling Card Case. Reverend Robert G. Forester.

Monogrammed Dishes. Petersburg Cumberland Presbyterian Church. Petersburg, Illinois.

Pin. 23rd Young People's General Assembly. Cumberland Presbyterian Church. Ovoca, Tullahoma, Tennessee. June 25-July 2, 1946.

Trivet. Colonial Cumberland Presbyterian Church. Memphis, Tennessee. 20th Anniversary, 1953-1973.

### Newspapers

*Banner of Peace*. Princeton, Kentucky. 1840-1841.

*Cumberland Presbyterian*. Uniontown. Pennsylvania. 1848-1849

### Other Church Records

Big Spring Cumberland Presbyterian Church. Izard County, Arkansas. Deeds.

Cleveland Cumberland Presbyterian Church. Cleveland, Tennessee. Church Directory. 1918.

Pine Grove Cumberland Presbyterian Church in America. Henderson, Texas. Orders of Worship. 2004-2006.

Pleasant Plain Cumberland Presbyterian Church in America. Troup, Texas. Orders of Worship. 2005-2008.

### Periodicals

*Our Church Helper*. Official Organ of Indiana Synod. 1905-1907.

*Sunday School Gem*. Nashville, Tennessee. 1881, 1884, 1893.

### Photographs

Reverend William Burgess Cunningham (1883-1943)

Reverend Robert Peel Keathley (1901-1943)

Reverend Young Whitfield (1876-1958)

Union City Cumberland Presbyterian Church (Union City, Tennessee)

### Postcards

Clinton Cumberland Presbyterian Church (Clinton, Missouri)

Lawrenceburg Cumberland Presbyterian Church (Lawrenceburg, Tennessee)

Oliver Springs Cumberland Presbyterian Church (Oliver Springs, Tennessee)



Paragould Cumberland Presbyterian Church (Paragould, Arkansas)

Sugar Creek Cumberland Presbyterian Church (Glenarm, Illinois)

### **Presbyterial Records**

Birmingham Presbytery. Cumberland Presbyterian Church. Minutes. 1905.

Madison Presbytery. Cumberland Presbyterian Church. Minutes. 1902.

New Hope Presbytery. Cumberland Presbyterian Church. Minutes. 1900-1901, 1905..

### **Sermons**

Reverend Walter L. Chesnut

Reverend Samuel Uriah Leinbach (1868-1936)

Reverend James Polasky Russell (1834-1915)

### **Session Records**

Special recognition is given to congregations who have deposited their session records in the Historical Library and Archives. They include:

Bethel Cumberland Presbyterian Church. DeKalb County, Alabama. 1868-1905.

Brentwood Cumberland Presbyterian Church. Brentwood, Tennessee. 1987-2003.

Clark's Grove Cumberland Presbyterian Church. Maryville, Tennessee. 1910-1955, 1967-1986

Clinch View Cumberland Presbyterian Church. Lenoir City, Tennessee. 1995-2008.

East Gadsden Cumberland Presbyterian Church (Milligan's Chapel). Gadsden, Alabama. 1912-1964.

Elkton Cumberland Presbyterian Church Elkton, Kentucky. 1868-1988

Hickory Cumberland Presbyterian Church. Beaver Dam, Kentucky. 1955-1986.

Lebanon/Kimlin Cumberland Presbyterian Church. Casey, Illinois. 1933-1975.

Lockesburg Cumberland Presbyterian Church. Lockesburg, Arkansas. 1961-1970.

Lytle's Creek /Mount Tabor Cumberland Presbyterian Church. Murfreesboro, Tennessee. 1868-1906, 1916-2008.

Mount Pleasant/Sand Spring Cumberland Presbyterian Church. Utica, Kentucky. 1844-1919, 1926-1973.

Pineville Cumberland Presbyterian Church. Pineville, Arkansas. 1913-1979, 1982-1988.

San Antonio, First Cumberland Presbyterian Church. San Antonio, Texas. 1922-1931, 1945-1958.

Spring Creek Cumberland Presbyterian Church. Dunnegan, Missouri. 1911-1964, 1971-2006.

Union City Cumberland Presbyterian Church. Union City, Tennessee. 1950-1957, 1971-2005.

### **Synodical Records**

Columbia Synod. Cumberland Presbyterian Church. Minutes. 1875-1876.

Mississippi Synod. Cumberland Presbyterian Church. Minutes. 1899, 1902-1905.

Texas Synod. Cumberland Presbyterian Church in America. Minutes. 2001, 2003

Texas Synod. Cumberland Presbyterian Church in America. Program. 1999-2000, 2004-2005.

## **V. BIRTHPLACE SHRINE**

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

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

## **VI. FINANCIAL STATEMENTS FOR 2009**

The financial statements for 2009 are in the process of being audited by Fouts and Morgan, Certified Public Accountants, and copies of these statements with the auditor's opinion will be deposited with the CPC Office of the General Assembly and the Stated Clerk of the CPCA.

## VII. FINANCIAL CONCERNS AND 2010 BUDGETS

### A. BUDGETS

The 2010 line-item budget of the Historical Foundation has been filed with the CPC General Assembly Office.

The 2010 line-item budget of the Historical Foundation Committee has been filed with the Executive Committee of the CPCA General Assembly.

### B. ENDOWMENTS

#### 1. Endowments Listing

Below is a list of the endowment funds for the Foundation with new funds in boldface type.

Anne Elizabeth Knight Adams Heritage Fund  
Rosie Magrill Alexander Trust  
Paul H. and Ann M. Allen Heritage Fund  
Grace Johnson Beasley Birthplace Shrine Fund  
Birthplace Shrine Fund  
James L. and Louise M. Bridges Heritage Fund  
Sydney and Elinor Brown Heritage Fund  
Centennial Heritage Endowment  
Walter Chesnut Heritage Fund  
Lavenia Campbell Cole Heritage Fund  
Cumberland Presbyterian Church in America Heritage Fund  
Cumberland Presbyterian Women Archival Supplies Endowment  
Samuel Russell & Mary Grace (Barefoot) Estes Endowment  
Family of Faith Endowment  
Gettis and Delia Snyder Gilbert Heritage Fund  
Henry Evan Harper Endowment for Cumberland Presbyterian History  
James C. and Freda M. Gilbert Heritage Fund  
James C. and Freda M. Gilbert Trust  
Mamie A. Gilbert Trust  
Ronald Wilson and Virginia Tosh Harper Endowment  
Historical Foundation Trust  
Donald and Jane Hubbard Heritage Fund  
Cliff and Jill Hudson Heritage Fund  
Robert and Kathy Hull Endowment  
Into the Nineties Endowment  
Joe Ben Irby Heritage Fund  
P.F. Johnson Memorial Endowment  
Irene A. Kiefer Endowment  
Chow King Leong Endowment  
Dennis Lawrence & Elmira Castleberry Magrill Trust  
J. Richard Magrill Heritage Fund  
Joe Richard and Mary Belle Magrill Trust  
Jimmie Joe McKinley Heritage Fund  
Edith Louise Mitchell Heritage Fund  
Lloyd Freeman Mitchell Heritage Fund  
Snowdy Clifton and Lillian Walkup Mitchell Heritage Fund  
Virginia Sue Williamson Morrow Heritage Fund  
Anne Elizabeth Swain Odom Heritage Fund  
Martha Sue Parr Heritage Fund  
Florence Pennewill Heritage Fund  
Morris and Ruth Pepper Endowment  
Publishing House Endowment  
Mable Magrill Rundell Trust  
Samuel Callaway Rundell Heritage Fund



Paul and Mary Jo Schnorbus Heritage Fund  
**Roy and Mary Seawright Shelton Heritage Fund**  
Shiloh CPC Ellis County Texas Endowment  
Hinkley and Vista Smartt Heritage Fund  
John William Sparks Heritage Fund  
Irvin Scott and Annie Mary Draper Swain Heritage Fund  
F. P. Waits Historical Trust

## **2. Endowment Donors**

Endowment income provides important support for the activities of the Historical Foundation. Establishing an endowment provides a permanent means to honor or memorialize a person or persons important to the heritage of any community of faith.

The Foundation expresses its thanks to the following for their gifts to endowments: Beverly Pepper Brown (Memphis, Tennessee), Mark & Elinor Swindle Brown (Memphis, Tennessee), Jeff & Kathleen McGuire Cheatham (Clermont, Florida), Walter Chesnut (Greeneville, Tennessee), James & Freda Gilbert (Fort Worth, Texas), Matthew & Susan Knight Gore (Bartlett, Tennessee), Don & Jane Hubbard (Knoxville, Tennessee), J. Michael Hull (Stamford, Connecticut), Helen Shelton Knight (Bartlett, Tennessee), Dewana Alexander Latimer (Humboldt, Tennessee), Rich & Tammy Shelton Mackesey (Dallas, Texas), Virginia Mauck (Clarksville, Indiana), James & Maribeth Smith McGuire (Greeneville, Tennessee), Anne Elizabeth Swain Odom (Smyrna, Tennessee), Rick & Shirley Pryor (Madisonville, Kentucky), Robert & Olene Rush (Bartlett, Tennessee), Cornelia Swain (Memphis, Tennessee), Sidney & Lita Swindle (Tampa, Florida), Cumberland Pioneers (Paducah, Kentucky), Covenant Presbytery Fellowship, Leitchfield Cumberland Presbyterian Church (Leitchfield, Kentucky), Longview Cumberland Presbyterian Church (Longview, Texas), Short Creek Cumberland Presbyterian Church (Falls of Rough, Kentucky)

## **C. GIFTS FROM CHURCHES, PRESBYTERIES & SYNODS**

El Paso Cumberland Presbyterian Church (El Paso, Texas), Holly Grove Cumberland Presbyterian Church (Brighton, Tennessee), Hopewell Cumberland Presbyterian Church in America (Dyersburg, Tennessee), Lubbock Cumberland Presbyterian Church (Lubbock, Texas), Milan Cumberland Presbyterian Church (Milan, Tennessee), Pleasant Mount Cumberland Presbyterian Church (Columbia, Tennessee), North Central Synod.

Respectfully submitted,  
Gwen McReynolds, President  
Susan Knight Gore, Archivist

## THE REPORT OF THE COMMISSION ON CHAPLAINS AND MILITARY PERSONNEL

The Commission on Military Chaplains and Personnel represent the Cumberland Presbyterian Church on the Presbyterian Council for Chaplains and Military Personnel. The Commission does its work through that Council which has its headquarters in Washington, DC and represents also the Cumberland Presbyterian Church in America, Presbyterian Church (USA) and the Associate Reformed Presbyterian Church. At this time, the Council is expanding to include the Korean Presbyterian Church in America. The Cumberland Presbyterians who are members of the Commission for the Cumberland Presbyterian Church and hence the broader group known as the PCCMP include Paul Collins, Lowell Roddy, Charles McCaskey, and Stated Clerk Robert Rush.

### I. REPRESENTATION

The term of the Reverend Paul Collins expires in 2010 and he is eligible for reelection. Paul Collins will represent the Commission at this meeting of the General Assembly.

The PCCMP staff director is Dr. Edward Brogan and Revrend Thomas Chadwick is the Associate Director serving part time.

### II. RESPONSIBILITY OF THE COMMISSION

1. To provide ecclesiastical endorsement for chaplains of the Armed Forces on active duty and in the Reserves/National Guard and for chaplains of Veterans Affairs Medical Centers.
2. To provide pastoral support for chaplains and their families.
3. To provide a unified and influential voice for the member denominations to the national government in matters relating to the ministry and welfare of Presbyterians serving in the Armed Forces and Veterans Affairs Medical Centers.
4. To provide representation to denominational agencies and ecumenical bodies in their concerns with matters pertaining to military personnel, veterans and their families.
5. To consider other duties as may be requested by the member denominations.
6. To promote closer communications between chaplains and their judicatories.

### III. DEPLOYMENT

Most of our chaplains are deployed to Southwest Asia for actions regarding Iraq and Afghanistan. Our chaplains suffer the same hardship as other military and their ministry is often in harm's way. The Council seeks to help them in their stressful time and upon their return and give them all the support we possibly can. Presbyterian Chaplains have been deployed to warzones up to 4 times. At least two have been wounded. Several have PTSD diagnoses. Chaplains and their families, and their congregations have served well and are strained and tired from this long war. Ever since 9-11, reserve and National Guard Chaplains have been mobilized in large numbers. That continues today with at least 41 Presbyterian Reserve and National Guard chaplains mobilized from 2008-2010. For the most part, their families do not live near military bases where they can receive much needed support and assistance. Cumberland Presbyterians who live near these husbands, wives, children, mothers and fathers are urged, where appropriate, to offer assistance and support. With many forces deployed to Afghanistan, Iraq, Kuwait, Djibouti, and the region, the tempo of reserve components utilization may remain high for years. Approximately 58 of our active duty chaplains were deployed into Southwest Asia for actions regarding Iraq and Afghanistan from 2008 – 2010.

The chaplain's ministry is well received and supported by each denomination. From each candidate, a collection of application, transcript, presbyterial approval, and letter of reference is required. After the documents are gathered, we interview the candidates to determine if they should be endorsed for Active Duty or service with the Reserve/National Guard.

The PCCMP maintains sound working relations with the Chief of Chaplains Offices for each of the branch of the military and the VA. Keeping this ministry vital with adequate funding has been difficult at times. The Council receives its financial support from the four (soon to be five) denominations, individuals, judicatories and churches.

#### **IV. MEMORIAL DAY OFFERING**

The Cumberland Presbyterian Church receives a special offering for the PCCMP on the Sunday nearest Memorial Day each year to remember all men and women who serve their country. The offerings are sent to the General Assembly Stated Clerk and are then forwarded to the Council for its work. The Commission would like to express its deepest appreciation to all churches that received the offering during 2009. All Cumberland Presbyterian Churches are urged to consider receiving this yearly offering.

#### **V. CUMBERLAND PRESBYTERIAN CHAPLAINS**

Currently the Cumberland Presbyterian has 12 chaplains on Active Duty, 3 chaplains in the Reserve and National Guard, 1 Part-time VA and 2 chaplains in the Civil Air Patrol. Please pray for members of the Reserve, National Guard and Active Duty troops serving, and their families. The names and addresses of these military chaplains are included in the 2009 Yearbook of the Cumberland Presbyterian Church. Presbyteries and churches are encouraged to keep in constant contact with these chaplains who represent the Cumberland Presbyterian Church in service to our country.

Anyone wishing more information can check our website: [www.pccmp.org](http://www.pccmp.org) or call our office in Washington DC – 202-244-4177.

Respectfully Submitted,  
Paul Collins  
Lowell Roddy  
Charles McCaskey  
Robert D. Rush

## THE REPORT OF THE JOINT COMMITTEE ON AMENDMENTS

J

### I. ELECTION OF COMMISSIONERS TO GENERAL ASSEMBLY

The 179th General Assembly requested that the Joint Committee on Amendments prepare a constitutional amendment to change the ratio by which the presbyteries elect Commissioners to the General Assembly. Currently a presbytery may elect one minister and one elder commissioner for each 1,250 active members or portion thereof. By lowering the number to one minister and one elder commissioner for each 1,000 active members or portion thereof, the membership of the General Assembly would increase by twenty-two commissioners. In order to accomplish this, the following Constitutional Amendments will be necessary.

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

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

**RECOMMENDATION 1: That the above Constitutional Amendments be approved and referred to the presbyteries.**

### I. RECIPROCAL AGREEMENT

The Judiciary Committees of the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church have been asked to develop a process by which ministers in the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church could have dual membership while temporarily serving in either denomination. The Constitution 5.3 provides for dual membership if a reciprocal agreement has been adopted by both denominations, therefore the Joint Committee on Amendments proposes that a reciprocal agreement be adopted by the General Assemblies in their respective meetings in 2010.

RECITALS: The Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America are governed by the same Constitution which provides for the reception of ministers of other ecclesiastical bodies on a reciprocal basis. The Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America desire to enter into a reciprocal agreement to provide for the reception of ministers of each ecclesiastical body by the other.

Now, therefore, in recognition of their respective interests, the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America enter into the following agreement:

**1. RECIPROCAL AGREEMENT.** In accordance with Sections 5.2 and 5.3 of the Constitution, each of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America (referred to as a “Receiving Body”) agree that duly ordained ministers of the other body (The “Ordaining Body”) (a) may be invited and approved for temporary service in the Receiving Body and (b) may be invited and installed for ministry in the Receiving Body, all on the terms and conditions of this Reciprocal Agreement and in accordance with the Constitution.

**2. TEMPORARY SERVICE.** A minister of the Ordaining Body may be invited and approved and installed for temporary service in a Church of the Receiving Body;

- a. An invitation for service is extended to a minister of the Ordaining Body by the supervising judicatory of a Church in the Receiving Body;
- b. Upon presentation of proper credentials from the Ordaining Body, the Receiving Body may approve temporary ministerial service in a

- Congregation of the Receiving Body;
- c. The Presbytery of the Receiving Body approves temporary ministerial Service by the minister in the Church of the Receiving Body and grants to the minister temporary membership or participation in the presbytery of the Receiving Body, along with any temporary rights and privileges of such membership; including the right to serve as a commissioner to the General Assembly of either body, serving on boards and agencies of various judicatories, however, the minister may not be elected to the position of Moderator or Stated Clerk of the General Assembly of the Receiving Body.
  - d. The minister accepts temporary membership or participation in the Presbytery of the Receiving Body for the duration of the service;
  - e. The minister remains a member of the Presbytery of the Ordaining Body, and is subject to the jurisdiction and discipline of the Ordaining Body, and willingly subjects him/herself to the disciplinary process of the Receiving Body; (e.g. The Receiving Body must approve and dissolve the service of a minister in a particular church, (7.06), however, only the Ordaining Body can remove the minister's credentials through the proper disciplinary process)
  - f. Although it has jurisdiction over the minister, the presbytery of the Ordaining Body does not have jurisdiction of the Church of the Receiving Body in which the temporary ministerial service is performed.
  - g. If the temporary ministerial service requires the minister to live outside the boundary of the presbytery of the Ordaining Body in which the minister is a member, in accordance with Section 6.4 of the Constitution, the minister must have the consent of the Synod in which such presbytery is located. (6.52)

**3. INTERPRETATION.** This Reciprocal Agreement shall be interpreted and implemented in a manner that is consistent with the Constitution.

**4. ADOPTION; EFFECTIVE DATE; TERMINATION.** This Reciprocal Agreement Shall be effective when approved and adopted by both the General Assembly of the Cumberland Presbyterian Church and the General Assembly of the Cumberland Presbyterian Church in America, as evidenced by the minutes of each such body, and upon receiving such approval and adoption. Each of the General Assemblies of the the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America shall have the unilateral right to terminate this Reciprocal Agreement by appropriate action by their General Assembly.

**RECOMMENDATION 2: That the 180th General Assembly approve this reciprocal agreement with the Cumberland Presbyterian Church in America.**

Respectfully submitted,  
James F. Byrd  
Dwayne Tyus

## THE REPORT OF THE PERMANENT JUDICIARY COMMITTEE

The Judiciary Committee met February 12, 2010 in Huntsville, Alabama. Present were James Byrd, Harry Chapman, Charles Dawson, Geoff Knight, Kimberly Silvus, Dwayne Tyus and Wendell Thomas. Also attending were legal counsel, James Jordan, and Robert D. Rush, Stated Clerk of the General Assembly. Sherry Ladd and Felicia Walkup were excused.

### I. ORGANIZATION OF THE COMMITTEE

James Byrd was elected the chairperson and Dwayne Tyus was elected the secretary.

### II. INTERPRETATIONS AND PROPOSED AMENDMENTS TO BYLAWS

The 179th General Assembly replaced the General Regulations with new Bylaws. The Stated Clerk requested the Judiciary Committee to determine if Bylaws can be set aside similar to General Regulations or Standing Rules. It is the opinion of the Committee that the Bylaws can be amended, but cannot be set aside. In Bylaw 14.02 the Standing Rules which deal with the time of meeting and the order of reports may be set aside by a two-thirds vote.

The Bylaw 10.02 states that “no person who is employed in an executive capacity in the Cumberland Presbyterian Church is eligible to serve on a denominational entity”. In response to the question “*Is a ministry team leader considered an executive?*”, the Committee is of the opinion that some of the responsibilities of a team leader are the same as “*executives*”, especially in planning and monitoring budgets. In order to provide clarification for the future, the committee is of the opinion that Bylaw 10.02 should be amended by adding (“*including Chief Executive, Vice President, Team Leader, Director, or equivalent*”) to the current wording.

**RECOMMENDATION 1: That the Bylaw 10.02 be amended by adding “including Chief Executive, Vice President, Team Leader, Director, or equivalent to the current wording, thus making 10.02 to read “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.”**

The 177th General Assembly approved merging the program boards into a ministry council with the members of these boards to be considered as advisory members. The 178th General Assembly renamed the advisory members to ministry teams. The General Regulations listed the numbers on each ministry team, as well as any special requirements for being elected to the teams. Although the General Assembly voted in 2007 to merge the program boards into the Ministry Council, the merger was not completed until 2009. The 179th General Assembly replaced the general regulations with Bylaws, which do not list the ministry teams. By action of the 177th General Assembly the Ministry Teams report to the Ministry Council, which is accountable to the General Assembly. The Stated Clerk requested an interpretation on the role of the Nominating Committee in regard to the selection of personnel for the ministry teams. Although the Judiciary Committee is aware that the 177th General Assembly had approved the ministry teams being elected, the same General Assembly approved the plan of reorganization which merged the program boards into a Ministry Council. It is the opinion of the committee that the ministry teams are now task forces or committees under the Ministry Council.

The Judiciary Committee is well aware that an incorporated board has the prerogative of determining its own structure. Although the members of the Ministry Council are elected by the General Assembly, it is the opinion of the Committee that the Ministry Team members are to be appointed by the Ministry Council.

The Ministry Council requested the Committee to determine if every position listed in the Bylaws must be filled annually or could positions be left vacant for a year in order to search for persons with particular skills to serve on a board or agency. The Bylaws 10.04-11.03 lists the boards/commissions/committees of the General Assembly and states the number of persons who shall be on each entity at the conclusion of each General Assembly. It is the opinion of the Committee that vacant positions must be



filled annually.

One of the tasks of the General Assembly Council was to determine Our United Allocations for boards and agencies. When the Ministry Council was established, the responsibility for allocating Our United Outreach was transferred to it. Upon recommendation of the Ministry Council, the 179th General Assembly approved the establishment of an Our United Outreach Committee, thus the Ministry Council no longer has the task of allocating Our United Outreach Funds. The Bylaws need to be changed to reflect this change.

**RECOMMENDATION 2: That Bylaw 15.03 be amended by deleting the words “Ministry Council” and inserting the words “Our United Outreach Committee, thus making the final sentence to read to read “Organizations requesting funds from Our United Outreach shall submit multi-year program budgets to the Our United Outreach Committee.”**

The Bylaw 8.02 states that the Nominating Committee may nominate the serving Stated Clerk for re-election. If the Nominating Committee declines to nominate the serving Stated Clerk for re-election, or if the Stated Clerk has vacated the office, resigned, or declined to be re-nominated, then the Ministry Council shall conduct a search for and nominate a candidate to the General Assembly. The 179th General Assembly designated the “*Board of Directors of the General Assembly Corporation as the agency to perform the oversight function of the Stated Clerk’s Office. This would include a performance evaluation in odd numbered years, establishment of the salary for the position, and review of the budget for the office.*” Although the Stated Clerk is employed by the General Assembly, and the Corporate Board has the responsibility of oversight of the office, it seems logical that the Corporate Board should be responsible for searching for a nominee to present to the General Assembly if the serving Stated Clerk is not going to be re-elected. If the Office of Stated Clerk is vacant for any reason, the Corporate Board has the responsibility of naming an interim Stated Clerk to serve until the General Assembly elects a new Stated Clerk. The Bylaw 8.02 needs to be amended by deleting the words “Ministry Council” and inserting the “Corporate Board”.

**RECOMMENDATION 3: That Bylaw 8.02 be amended by deleting the words “Ministry Council” and inserting the words “Corporate Board”, thus making the second sentence to read, “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.”**

### III. REFERRAL FROM THE 179TH GENERAL ASSEMBLY

The 179th General Assembly denied a memorial from Cullman Presbytery in regard to property and the nature of connectionalism, but referred the memorial to the Committee for study. The Committee affirms the connectional nature of the Church in regard to property (Constitution 3.30-3.35) In 1960 the General Assembly affirmed that “Church property should be deeded to the trustees of the local presbytery for the benefit and use of the local church, which local trustees will be in complete charge so long as the church remains organized.” In the Digest, page 38b, the General Assembly adopted a clause recommended for use in all deeds for local congregations, institutions, and boards acquiring property. The Committee reaffirms that all deeds should be written to reflect the property statements in the Constitution.

The Memorial from Cullman Presbytery also listed as a resolve, “that we even become open, accommodating and even intentional in the face of the rulings of the courts against connectional churches with respect to property ownership, so our connectional missions and vision will give us an advantage to receive other non Cumberland Presbyterian Churches, who share our vision as they now have rights in the ownership of their property.” Such an arrangement is not Constitutional under the property statements of the Cumberland Presbyterian Church.

### IV. MEMORIAL FROM WEST TENNESSEE PRESBYTERY

West Tennessee Presbytery is memorializing the General Assembly to create a “Clergy Crisis Fund.” The Committee has considered the memorial, affirm that it is constitutional and in order to be considered by the General Assembly.

## **V. REVIEW OF SYNODICAL MINUTES**

The synods of the Midwest and the Southeast met in 2009. The Committee found that the Minutes of the Synod of the Midwest were in good order. The Minutes of the Southeast was not available for review. The Synod of Great Rivers, Mission Synod and Tennessee Synod meet only in even numbered years.

## **VI. APPRECIATION**

Appreciation was expressed to Geoff Knight for his nine years of service on the Committee.

## **VII. REPRESENTATIVE TO GENERAL ASSEMBLY**

Dwayne Tyus was elected to serve as the representative to the 180th General Assembly. James F. Byrd was elected as the alternate representative.

Respectfully submitted,  
James F. Byrd  
Dwayne Tyus

## THE REPORT OF THE NOMINATING COMMITTEE

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

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

\*Ecumenical Representative

+Cumberland Presbyterian Church in America

The Committee submits the following list of nominees:

### I. BOARD OF DIRECTORS, GENERAL ASSEMBLY CORPORATION

Mr. James Frazier, Lawrenceburg Congregation, Columbia Presbytery, Tennessee Synod to succeed himself for a three year term.

Reverend Roy Hall, Robert Donnell Presbytery, Synod of the Southeast, to succeed himself for a three year term.

### II. MINISTRY COUNCIL

Ms. Jill Carr, White Oak Pond Congregation, Missouri Presbytery, Synod of Great Rivers to succeed herself for a three year term.

Reverend Michele Gentry de Correal, Andes Presbytery, Mission Synod, to fill the one year unexpired term of Mr. Leo Whinery.

Reverend Troy Green, Columbia Presbytery, Tennessee Synod, for a three year term.

Ms. Elizabeth Horsley, Denton Congregation, Red River Presbytery, Mission Synod, to succeed herself for a three year term.

Ms. Gwen Roddye, Beaver Creek Congregation, Presbytery of East Tennessee, Synod of the Southeast, to succeed herself for a three year term.

Reverend Sam Romines, Cumberland Presbytery, Midwest Synod, to succeed himself for a three year term.

Reverend Lisa Scott, Missouri Presbytery, Synod of Great Rivers, to fill the two year unexpired term of Reverend Wayne Wood.

Reverend John Shoulta, Covenant Presbytery, Midwest Synod, to fill the two year unexpired term of Reverend Hillman Moore.

Mr. Ricky Kirby, Youth Advisory Member, Dyersburg Congregation, West Tennessee Presbytery, Synod of Great Rivers, for a two year term.

Ms. Madison Rush, Youth Advisory Member, Brenthaven Congregation, Nashville Presbytery, Tennessee Synod, for a three year term.

### III. BOARD OF TRUSTEES OF CUMBERLAND PRESBYTERIAN CHILDREN'S HOME

\*Mr. Richard Brown, an ecumenical representative, to succeed himself for a three year term.

Reverend Alfonso Marquez, Presbytery of East Tennessee, Synod of the Southeast, to succeed himself for a three year term.

Dr. Robert McClure, Leitchfield Congregation, Cumberland Presbytery, Midwest Synod, for a three year term.

Mr. Mickey Shell, Shell Chapel Congregation, Arkansas Presbytery, Synod of Great Rivers to succeed himself for a three year term.

\*Mr. Barry Smith, an ecumenical representative, to fill the two year unexpired term of Mr. Darrell Thompson

+Ms. Joy Wallace, Cumberland Presbyterian Church in America, to succeed herself for a three year term.

#### **IV. TRUSTEES OF THE HISTORICAL FOUNDATION**

Ms. Pamela Davis, Lubbock Congregation, Presbytery del Cristo, Mission Synod to succeed herself for a three year term.

Ms. Mary Kathryn Kirkpatrick, Marshall Congregation, Trinity Presbytery, Mission Synod, for a three year term.

Ms. Sidney Milton, Woodlawn Congregation, Covenant Presbytery, Midwest Synod, to succeed herself for a three year term.

#### **V. TRUSTEES OF MEMPHIS THEOLOGICAL SEMINARY**

Mr. Michael Allen, Alabaster Congregation, Robert Donnell Presbytery, Synod of the Southeast, for a three year term.

Reverend Kevin Brantley, Cumberland Presbytery, Synod of the Midwest, to fill the two year unexpired term of Ms. Meredith Schroeder.

\*Dr. Carmichael Crutchfield, an ecumenical representative, to succeed himself for a three year term.

Reverend Doy Daniels, Jr., West Tennessee Presbytery, to fill the one year unexpired term of Mr. William Nelms

\*Mr. Harvey Ferguson, an ecumenical representative, to succeed himself for a three year term.

\*Mr. Dan Hatzenbuehler, an ecumenical representative, to succeed himself for a three year term.

\*Reverend Emily Matheny, an ecumenical representative, to succeed herself for a three year term.

Ms. Pat Meeks, Faith Congregation, West Tennessee Presbytery, Synod of Great Rivers, to fill the one year unexpired term of Mr. Mark Davis.

\*Ms. K.C. Warren, an ecumenical representative, to succeed herself for a three year term.

#### **VI. BOARD OF STEWARDSHIP, FOUNDATION AND BENEFITS**

Mr. Charles Floyd, Brenthaven Congregation, Nashville Presbytery, Tennessee Synod, to succeed himself for a three year term.

Ms. Sue Rice, Hope Congregation, Grace Presbytery, Synod of the Southeast, for a three year term.

Ms. Debbie Shelton, Manchester Congregation, Murfreesboro Presbytery, Tennessee Synod, for a three year term.

Reverend Michael Wilkinson, Grace Presbytery, Synod of the Southeast, to succeed himself for a three year term.

#### **VII. COMMISSION ON CHAPLAINS AND MILITARY PERSONNEL**

Reverend Paul Collins, Presbytery del Cristo, Mission Synod, to succeed himself for a three year term.

#### **VIII. COMMITTEE ON JUDICIARY**

Reverend Sherry Ladd, Columbia Presbytery, Tennessee Synod, to succeed herself for a three year term.

Reverend Andy McClung, West Tennessee Presbytery, Synod of Great Rivers, for a three year term.

Ms. Felicia Walkup, Bates Hill Congregation, Murfreesboro Presbytery, Tennessee Synod, to succeed herself for a three year term.

#### **IX. NOMINATING COMMITTEE**

Reverend J. Don Clark, Grace Presbytery, Synod of the Southeast, for a three year term.

Ms. Dewana Latimer, Jackson Congregation, West Tennessee Presbytery, Synod of Great Rivers, for a three year term.

Ms. Diann Phelps, Dukes Congregation, Cumberland Presbytery, Midwest Synod, for a three year term.

Reverend Lyon Walkup, Murfreesboro Presbytery, Tennessee Synod, for a three year term.

## **X. OUR UNITED OUTREACH COMMITTEE**

Mr. Ron Gardner, Faith Congregation, West Tennessee Presbytery, Synod of Great Rivers, to succeed himself for a three year term.

## **XI. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS**

Ms. Lezlie Daniel, Houston Congregation, Trinity Presbytery, Mission Synod, to succeed herself for a three year term.

Reverend Byron Forester, West Tennessee Presbytery, Synod of Great Rivers, for a three year term.

Reverend Jan Overton, Grace Presbytery, Synod of the Southeast, to succeed herself for a three year term.

Respectfully submitted,  
Nominating Committee

## 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 has met two times since the 2009 General Assembly.

Meeting in November, 2009, the Committee elected officers and defined its purpose and responsibilities. The first goal set by this Committee was that ALL churches participate in Our United Outreach 2010 – the 200th birthday of our denomination. To accomplish this, it was determined that a member of the Committee would speak at each of the 19 presbyteries and tell the story of Our United Outreach during the spring or fall, 2010.

The second goal of the Committee was to endorse the idea of 2010 as being a “mitye” year and this would help accomplish the Committee’s goal of all churches participating in Our United Outreach even if the participation was a “mite”.

The second meeting of the Our United Outreach Committee was March 19, 2010, and progress was evaluated. Presentations had already commenced at presbyteries; a script had been prepared; a letter sent to the 230 non-participating Our United Outreach churches with 15 financial responses. Brochures were presented to the Committee for approval; one emphasizing the “Mitey Year” giving and the other a general purpose of Our United Outreach participation. Plans were made for a display at General Assembly and a presence on the Cumberland Presbyterian website.

With 230 of our Cumberland Presbyterian Churches having zero giving to Our United Outreach and the majority of our other churches giving at a less than 10% level, the Committee decided to recognize those Churches who give at the 8% or above level. As the Committee members present information at presbyteries, representatives from churches giving at this 8% level or above level are asked to come forward and receive a certificate. Public recognition is given; churches that participate at a lower level are sent the certificates.

Another purpose of this second meeting was the allocation of Our United Outreach funds for the 2011 year. The Our United Outreach allocation basis for 2011 is \$2,600,000 which is reduced from the 2010 allocation basis of \$2,874,427. If more than \$2,600,000 is raised, each agency will receive the increased amount according to the percent of their apportionment. Although the \$168,493 Touch the Future Debt amount is included in the total of \$2,600,000, the percentage is not included as it will be taken out first leaving \$2,431,507 as the actual allocation basis.

**RECOMMENDATION 1: we ask that the following allocation for incoming 2011 Our United Outreach funds be adopted.**

Ministry Council Combined	\$1,215,754	(50%)
Bethel University	121,575	(5%)
Children’s Home	72,945	(3%)
Board of Stewardship	145,890	(6%)
Office of General Assembly	194,521	(8%)
Memphis Theological Seminary/ Program of Alternate Studies	170,205	(7%)
Historical Foundation	72,945	(3%)
Shared Services	413,356	(17%)
Commission on Chaplains	8,500	(.35%)
Judiciary Committee	8,000	(.33%)
Theology/Social Concerns Committee	3,000	(.123%)
Nominating Committee	2,500	(.103%)
Contingency Fund	2,316	(.095%)
*Touch the Future Debt	168,493	
	\$2,600,000	

The permanent committees plus Contingency Fund equal 1% of the \$2,431,507 or \$24,315; each



of those is a fractional percentage of that 1%.

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

The Our United Outreach Committee members are enthusiastic in their approach to the development of total participation in this program of the Church.

#### **A. REPRESENTATIVE TO THE 180TH GENERAL ASSEMBLY**

Mr. Ron Gardner will be the representative to the 180th General Assembly.

Respectfully submitted,  
Ron Gardner – Chairperson  
Sharon Resch – Secretary  
and the Our United Outreach Committee

## THE REPORT OF THE PLACE OF MEETING COMMITTEE

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The Place of Meeting Committee consists of the Moderator, a representative of the Cumberland Presbyterian Women's Ministry, and the Stated Clerk who serves as the chairperson. The representative of the Cumberland Presbyterian Women's Ministry is the Convention Coordinator.

The 165th General Assembly, "authorized the committee to select meeting places up to five years in the future and that preference be given that keeps, insofar as possible, the General Assembly and the Convention of Cumberland Presbyterian Women's Ministry, and guest rooms in one facility. It is recognized that these places are hard to find and may cost some additional monies. The place of meeting committee will use its best judgment." The 173rd General Assembly approved exploring the use of college campuses and very large conference centers in addition to hotels/convention centers. When the Office of the General Assembly receives an invitation from a congregation or a presbytery, the Stated Clerk makes a site visit. If adequate facilities are discovered, a follow up visit is made by the Stated Clerk, the Assistant to the Stated Clerk, and the Convention Coordinator of the Cumberland Presbyterian Women's Ministry.

Unless the General Assembly sets aside Bylaw 14.02 Standing Rules 1 to allow for a different meeting time, the annual meeting is the third or the fourth week of June.

Commissioners, delegates to Conventions, and visitors are encouraged to stay at the General Assembly/Convention hotel, to assure meeting the contracted room block. Hotel contracts also include a commitment on food and beverages, thus it is important for boards/agencies to continue to sponsor special meal functions. The luncheons/dinners provide opportunities for the sponsoring agencies/boards to keep the church informed about their respective programs, thus enhancing support.

### I. INFORMATION ABOUT FUTURE GENERAL ASSEMBLIES

The 176th General Assembly accepted the invitation of the Springfield, Missouri Congregation for the 181st General Assembly to meet in Springfield. The University Plaza Hotel/Convention Center will be the place of meeting. The rate is \$114. for single to quad occupancy; suites are \$139.

The 178th General Assembly accepted the invitation of Hope Presbytery for the 182nd General Assembly to meet in Florence, Alabama. Cullman and Robert Donnell will assist in hosting responsibilities.

Murfreesboro Presbytery has extended an invitation to host the 183rd General Assembly. Tennessee-Georgia Presbytery has issued an invitation to host the 184th General Assembly. The Convention Coordinator of the Cumberland Presbyterian Women's Ministry, the Moderator and the Stated Clerk have made site visits and have determined that there is adequate facilities in both Murfreesboro and Chattanooga.

**RECOMMENDATION 1: That the 180th General Assembly accept the invitation of Murfreesboro Presbytery to host the 183rd General Assembly June 17-21, 2013.**

**RECOMMENDATION 2: That the 180th General Assembly accept the invitation of Tennessee-Georgia Presbytery to host the 184th General Assembly June 16-20, 2014.**

### II. SCHEDULE OF FUTURE GENERAL ASSEMBLIES

181st	Springfield, Missouri	June 20-24, 2011
182nd	Florence, Alabama	June 17-22, 2012

### III. FUTURE INVITATIONS

There are no invitations on file for hosting the General Assembly/Convention after 2014. It is essential to continue scheduling a few years in advance of the meeting to assure that adequate hotel/convention space is available. If a congregation or a presbytery is interested in hosting the General Assembly/Convention, the Office of the General Assembly will provide information on hosting responsibilities. Hosting the General Assembly/Convention is a service to the Church, allowing the Church to celebrate the good ministries occurring within a particular presbytery, and provides persons within a presbytery the opportunity to participate more fully in the annual meeting. Sometime in the future Trinity University in San Antonio would be pleased to host a General Assembly/Convention as it is appreciative of its heritage on being founded as a Cumberland Presbyterian Institution.

In the event that no invitation is received in a particular year or a situation arises requiring a change of venue for a particular year, the Corporate Board will be responsible for selecting a place of meeting.

#### IV. SCHEDULE OF MEETINGS BY PRESBYTERIES

The following schedule shows the annual meetings and the year that the General Assembly last met in the bounds of a particular presbytery.

West Tennessee	2009	Cumberland	2000
Japan	2008	Tennessee-Georgia	1998
Arkansas	2007	Robert Donnell	1996
Grace	2006	Nashville	1995
Columbia	2005	North Central	1980
Red River	2004	Missouri	1972
East Tennessee	2003	Trinity	1969
Covenant	2002	Hope	1961
del Cristo	2001	Murfreesboro	1956

Respectfully submitted,  
Robert D. Rush  
Jo Ann Shugert  
Sam Suddarth, Jr.

## **THE REPORT OF THE UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS**

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### **I. MEETING AND OFFICERS**

The permanent committee met at the denominational center of the Cumberland Presbyterian Church in America on September 18, 2009 and March 12, 2010. Officers of the Permanent Committee for 2009-2010 have been Steve Mosley, Chair; Robert Greenwell, Vice Chair; and Jacqueline Lang, Secretary. Dr. Robert Rush, Stated Clerk of the General Assembly of the Cumberland Presbyterian Church, met with the committee at both of their meetings. Dr. Jay Earheart-Brown, President of Memphis Theological Seminary met with the committee in September. Also meeting with the committee in March was Debbie Marston of Bethany Christian Services and a member of the Cumberland Presbyterian Church.

### **II. EXPIRATION OF TERMS**

The Permanent committee notes that the term of the Reverend Lanny Johnson expires in 2010 and he will not be serving another term. Reverend Johnson has faithfully served the committee. The General Assembly owes a debt of gratitude for his work.

**RECOMMENDATION 1: That the Stated Clerk of the General Assembly be requested to write a letter of appreciation to the Reverend Lanny Johnson and his family for his time and commitment to the Unified Committee on Theology and Social Concerns.**

### **III. GENERAL ASSEMBLY REPRESENTATIVES**

The Committee will be represented by Steve Mosley at the General Assembly of the Cumberland Presbyterian Church. It should be noted that due to circumstances, the Cumberland Presbyterian Church in America could not participate at the committee's last meeting.

### **IV. ISSUES AND RECOMMENDATIONS**

#### **A. LET'S NOT WAIT FOR THE NEXT CATASTROPHE**

Mrs. Debbie Marston met with the committee to share the work she is involved with Bethany Christian Services. She reported on the plight of orphans globally. The committee presents the following report from Debby Marston:

According to UNICEF, an estimated 163 million children are orphans. Of that number, some 14 million under age 15 have been orphaned by AIDS alone, most of them in sub-Saharan Africa. Children are being armed for war and are forced into child prostitution. A common response of citizens of western and industrialized nations has been to step up intercounty adoptions and donate funding to establish residential care for orphaned children. However, building institutions to house orphans does not operate in children's best interests. The implications of raising children in institutions are troubling. Adoption professionals spend much of their training hours preparing prospective adoptive parents to deal with the difficult adjustment a child will have transitioning from institutional care to family life. The regimentation and strict routine necessary to provide care for large numbers of children are very different from the affectionate nurture families afford. Attachment issues abound, brought about by the inevitable neglect children suffer when there are too many children and too few caregivers.

According to The Orphan Foundation, fewer than half of the orphan population in Eastern Europe will survive to their 20th birthdays. Fifty percent of those that do live to age 20 will become involved in organized crime, prostitution and drugs. In the United States, many young adults continue to live in their parents' homes until age 24, while approximately 25,000 foster children age out of the system each year, with no permanent family to turn to in times of need. The orphan crisis is worldwide, impacting children in every country on the globe.

The United Nations' Convention on the Rights of the Child (CRC) was signed by participating nations on September 2, 1990. Previously, the Geneva Declaration of the Rights of the Child of 1924 indicated, "the child, by reason of his physical and mental immaturity, needs special safeguards and care, including appropriate legal protection, before as well as after birth." The CRC obligates us to assume the rights and duties of parents in order to protect and care for orphaned children. More significant to Christians is God's call to care for these vulnerable little ones.

Throughout Scripture, we are admonished to take care of the weak and helpless members of our society. In Zechariah 7:9-10, we find, "This is what the LORD Almighty says: 'Administer true justice; show mercy and compassion to one another. Do not oppress the widow or the fatherless, the alien or the poor. In your hearts do not think evil of each other.'" Isaiah 1:16 states, "Learn to do right! Seek justice, encourage the oppressed. Defend the cause of the fatherless, plead the case of the widow." In Psalm 82:3-4 we find, "Defend the cause of the weak and fatherless; maintain the rights of the poor and oppressed. Rescue the weak and needy; deliver them from the hand of the wicked."

Finally, in James 1:27 we read, "Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world." There is a clear call from God to care for the less fortunate, the most vulnerable of whom must be children.

Several Christian organizations are collaborating in order to mobilize churches in proactively reaching out to orphans. Focus on the Family, Hope for Orphans and Show Hope are partnering in an effort to recruit Christian families as adoptive parents for children without permanent families. Bethany Christian Services, the largest licensed child-placing agency in the United States is embarking on a campaign to develop a network of orphan advocates in churches throughout the U.S. Bethany also partners with the Christian Alliance for Children in Zambia. Through donations, CACZ provides infant formula, prescription drugs and social work support to children and families in need.

According to Bethany, "[CACZ's] Milk and Medicine program is a community-based, family-centered intervention designed to save children under the age of 2 who are at risk of abandonment, institutionalization, or death." With the HIV/AIDS pandemic infecting 14% of Zambia's population of 11.9 million, 800,000 children have lost one or both parents. The Milk and Medicine program helps care for these orphans and allows them to stay in the care of extended family members rather than in an institution.

It is possible to look at the statistics – the vast numbers of vulnerable children around the world – and wonder what can possibly be done to save them. Christian agencies such as Compassion International and Bethany Christian Services offer opportunities for caring individuals to sponsor specific orphans and vulnerable children through monthly donations. Intercountry and domestic adoption provides couples and individuals the chance to make a difference in a child's life. There are literally millions of children waiting to become part of permanent families. Additionally, governments and social service agencies are beginning to recognize that children have the right to grow up in their country and culture of origin, in intact families. Citizens of countries like China, Colombia, Russia and Korea, just to name a few, are being encouraged to adopt domestically. Family reunification efforts are growing. Programs like Zambia's Milk and Medicine allow children to stay with a single father after a mother's death, or with grandparents or aunts or uncles. There are many opportunities for one person to make a difference. Perhaps it is possible to save the world – one child at a time.

Eleven years ago, a newborn baby girl was abandoned on the streets of a city in China. She was found and taken to a nearby police station. Her parents could not be located, so she was taken to the local orphanage. She was found to be healthy. Although other girls in her orphanage were placed for adoption with Western families over the next two or three years, for some reason she was passed over, until she was considered to be too old to be adoptable. Bethany Christian Services, partnering with The China Centre for Adoption Affairs, held a Hope Camp for the children of the orphanage in which this little girl, now 11, resided. Each child was interviewed, with the help of an interpreter, and allowed to perform at a talent show. Each child was videotaped. The videotapes and medical information were made available to approved and waiting families. One family, formerly only interested in an infant or toddler, spoke with their social worker about what they could do to speed up their adoption process, as they had already been waiting over two years for a placement. The social worker shared information about this healthy 11 year old girl, and the family agreed to pray about and for her. They became convicted that she was their daughter and request matching with her. She arrived in the U.S. in early 2010 and is now living happily with her forever family. The fact that she had been taking English classes in her school in China has helped her transition tremendously.

A 3 year old boy, born with severe special medical needs, was adopted six years ago. He is profoundly deaf, has one kidney, has no speech, and had to have surgery on his hands, as he was born with some of his fingers fused together. He communicates with sign language. Despite his limitations, this child is described by his parents as one who "lights up a room." His joyful, mischievous nature wins the hearts of everyone he meets.

Another boy, now almost six years old, was born with multiple special needs, including serious heart problems. His prospective adoptive family learned of him from the family that adopted his best friend. Now these little friends will be able to be reunited, as the two families have become friends through their parallel adoption journeys.

“Ted” was 13 years old when he attended one of Bethany and CCAA’s Hope Camps. He was described as handsome, intelligent, healthy, athletic, and good natured. China will not allow children to be adopted once they reach age 14, so there was much urgency felt among the adoption social workers who were advocating for a family for Ted. Sadly, no family was found before time ran out, and Ted was removed from the list of waiting children.

Not all adoption stories have happy endings. Just as Jesus prophesied that the poor would always be with us, it seems that orphans will always wait, needing parents who never come to take them home. For this reason, Christians must answer God’s call to take care of the fatherless – those orphaned due to circumstances over which they have no control. We are called to make a difference by caring for orphans, whether through adoption, sponsorship programs, or support of organizations that help keep families intact in their own country and culture. We, who are called, must respond in faith, that even a small effort by one individual can make a difference in the life of a child.

“Once a man was walking along a beach. The sun was shining and it was a beautiful day. Off in the distance he could see a boy going back and forth between the surf’s edge and the beach. Back and forth this boy went. As the man approached he could see that there were hundreds of starfish stranded on the sand as the result of the natural action of the tide.

The man was stuck by the apparent futility of the task. There were far too many starfish. Many of them were sure to perish. As he approached, the boy continued the task of picking up starfish one by one and throwing them into the surf.

As he came up to the boy he said, “You must be crazy. There are thousands of miles of beach covered with starfish. You can’t possibly make a difference.” The boy looked at the man. He then stooped down and picked up one more starfish and threw it back into the ocean. He turned back to the man and said, “It made a difference to that one.”

## V. VIOLENCE

The Unified Committee on Theology and Social Concerns has been wrestling for years with a way to address the issue of violence in our world. Violence is a critical issue, and we know this. Violence is also an issue that is very difficult to narrow down in discussion. The committee believes there is a theological approach that is simple and is something we all can do.

The theological premise of an approach to violence is the belief in life. For the next several years we will offer simple steps toward living nonviolently. The following was approved by the committee. We are Resurrection people living in a world that knows too much about violence and the death it generates. The Unified Committee on Theology and Social Concerns offers the following as a means of bearing witness to God as God of Life in a world that is violent and dying: A modest step to affirm life and begin to oppose violence. Cumberland Presbyterians will not speak violently to one another.

**RECOMMENDATION 2: That this be approved as a way for Cumberland Presbyterians to begin to work against violence.**

## VI. WORKS IN PROGRESS

- Come Let Us Disagree Together, Being Faithful in the Midst of Conflict (Hopefully, we will have a paper ready to present to the next General Assembly)
- Review of papers from the World Alliance of Reformed Churches
- The Future of Cumberland Presbyterian Worship
- Religious Persecution
- Evangelism

Respectfully submitted,  
Unified Committee on Theology and Social Concerns



## THE REPORT OF BOARD OF TRUSTEES OF BETHEL UNIVERSITY

God has blessed and is working through the Cumberland Presbyterian ministry of Bethel University. More than three thousand students are being served by this ministry founded by the Cumberland Presbyterian Church, shaped by Cumberland Presbyterian ideals, lead by Cumberland Presbyterians and bound to the Cumberland Presbyterian Church by the strongest bond possible, a covenant bond.

On August 1, 2009, Bethel College became Bethel University. This change occurred because the tremendous growth and increased diversity of Bethel called for a different management structure. A university structure implies the existence of colleges. Bethel in the past few years has developed vibrant and growing graduate programs and adult programs in addition to its traditional residential liberal arts program. Thus, Bethel formed three colleges under one university umbrella: The Bethel University College of Liberal Arts, The Bethel University College of Professional Studies and the Bethel University College of Graduate Studies. Each of these colleges has a faculty and an administration responsible for operations. President Robert Prosser, who had announced plans to retire, was asked by the Board of Trustees to stay on to assist Bethel in weathering the economic downturn the United States was experiencing and transitioning from a college management structure to a university management structure. A transition team was formed and a commitment was made to continue Bethel's growth, progress and achievement through a time of economic downturn and organizational development.

The need was too great to slack off. Ignorance has not gone on vacation because the economy was in a recession. Young men and women and older men and women had not stopped growing and maturing a developing. They needed to be educated from a Christian perspective. The number with such need was growing not diminishing. Bethel's call was clear – to do more not less.

Your university stepped out in faith, trusting that God would provide the resources after the act of faith rather than before. The command is to walk by faith not by sight: Bethel's ministry has found support – the thirteenth year of balanced budgets, the Ray and Linda Morris Science Complex completed and paid for, a new residence hall nearing completion and to be ready for occupancy in August, countless improvements to the McKenzie campus. All this follows rather than precedes launching out in faith.

Below is a description of the three Bethel University colleges, their primary audiences and programs and their enrollment numbers as of the fall of 2009.

### COLLEGE OF LIBERAL ARTS

Audience: Primarily young adults

Programs

- Liberal Arts Academic Programs with a core Liberal Arts curriculum and 24 major areas of study.
- Residential life facilities, programs and activities
- Full time chaplain
- Athletic programs in a wide variety of sports of student interest
- Performing Arts programs in vocal, instrumental and drama
- Bachelor Degree

Enrollment - 1,118

**COLLEGE OF PROFESSIONAL STUDIES**

Audience: Adults, primarily working adults

Programs

- Major in Organizational Development
- College Start for completion of liberal arts core and electives
- Student services program to facilitate professional attention to all student life needs and issues
- Part time and designated minister chaplain services
- Facilities in six Tennessee cities

Enrollment 1,726

**COLLEGE OF GRADUATE STUDIES**

Audience : Port and Professional degree

Programs

- Master of Education
- Bethel's oldest graduate program
- On site and on line.

Enrollment 135 plus 100 new

*Master of Physician Assistant Studies*

- Prepares mid level medical providers
- Prepares graduates for certification as Physician's Assistants
- Training in a rural area qualifying graduates for service to rural areas

Enrollment 21 plus 30 new

*Master of Business Administration*

- Highly Acclaimed innovative program
- State of the art delivery system
- The largest or nearly the largest MBA program in Tennessee

Enrollment 302

**How does a small Cumberland Presbyterian college become one of the most exciting higher education stories to be found anywhere?**

The story starts with mission – something worth doing. In 1842, when there were no higher education enterprises in west Tennessee and not many anywhere on the frontier, some Cumberland Presbyterians became convinced, or more properly convicted, that combating ignorance (and all its destructive consequences) was something they should be doing. Seeing the destructiveness of ignorance, these pioneering spirits set out to combat that destructive force. Bethel has held true to that mission as a Cumberland Presbyterian Ministry for one hundred sixty eight years.

Some 15 years ago Bethel fell on exceptionally hard times. In danger of closing, Bethel was losing a million dollars a year. For a four million dollar a year enterprise, that was unsustainable. The Cumberland Presbyterian denomination, had reached the limits of its ability to keep the enterprise afloat. Something had to change. This change led to a new beginning.

The first change was to reconceptualize the mission. The original mission was to combat ignorance and its destructive consequences. The way of doing that was to form a private, residential liberal arts college. But many other colleges were subsequently formed and soon scarce resources were spread thin and as is too often the case institutional survival supplanted combating ignorance as the reason for being – a classic case of mistaking means for ends.

Reconceptualizing, for Bethel meant looking for areas of unfilled higher education need, considering resource generation as an essential to success and making it happen no matter what.

One of Bethel's first initiatives in this reconceptualization of her mission was Bethel's SUCCESS program, a program to help working adults complete their degree. On average throughout the nation, more than half of the people who start college don't finish college. Bethel looked at this tremendous number of people and saw educational need. But, traditional ways wouldn't work. These people could not quit their jobs, move into a dormitory, take 3 courses on Monday, Wednesday and Friday and 2 courses on Tuesday and Thursday and finish their degree.

They also had a different need. They weren't growing up they had grown up. They weren't trying to find themselves so much as equip themselves. Home life not campus life was the center of their world.

Resources were available. Employers, seeing the need for a more educated workforce were paying for employees to get more education. And if this was not a possibility for a student, loans were available. The studies Bethel has done have shown that loans taken out to complete a degree with Bethel have been paid back on average within three years by salary increases either from promotion or from a new job.

Bethel saw an area of tremendous educational need and thus opportunity, and Bethel saw resources available to support the enterprise. All that is left was to make it happen. This meant breaking away from old patterns. Bethel still celebrated the old pattern for the purpose it served but also established new patterns for the new reality. Bethel made a conscious decision both to grow the traditional residential program and establish and grow a new reality.

The mission of combating ignorance was too important to let it be held hostage to a one size fits all pattern.

Bethel already had a residential college with a history and an area of service. That part of the enterprise just needed some updating and some new approaches. Its purpose was certainly worthy. That purpose is summed up in a phrase heard over and over again "without Bethel, I would never have had an opportunity to get an education." Bethel delights in giving people an opportunity. And Bethel deliberately does this in a broad spectrum community. Yes, Bethel has as students the brightest of the bright and those whose social advantages are second to none but neither these nor the disadvantaged are well served by a monolithic experience whether it be the isolation of the disadvantaged or the isolation of the elite.

The egalitarian motive became the guiding principle for one of the major big steps Bethel took as it broke out of the traditional mold. Bethel included in its tuition a state of the art laptop computer for all students. No advantaged or disadvantaged. All were equal.

In this Bethel was being true to her mission but other important benefits accrued. First, Bethel redefined herself. No longer could Bethel be thought of as a sleepy little college in an out of the way place that time had passed by. Bethel was, after all, the first and only IBM ThinkPad University in the state of Tennessee. Something must be going on there. Students began to consider Bethel.

Secondly, Bethel immediately moved from a position of scant library resources to a position of unimaginable learning resources with a worldwide library that never closed.

Thirdly, Bethel met its technology need, moving from almost zero to becoming one of the top twenty schools in the nation technologically speaking, according to Wired magazine.

Fourthly, by standardizing computers and programs, Bethel eliminated the need to provide elaborate training. Two realities come into play in this regard especially on the traditional campus. First, the young will outdo the older nine times out of ten when it comes to new technology. They take to it like a duck to water. The older generation has to work at it. So by standardizing student A can help student B figure it out. And the problem is most likely to develop at 11:00 o'clock at

night. The help desk is closed, but the computer whiz in room 17 is awake.

It is likely that Bethel became the first college or university to meet its Southern Association learning resources standard primarily through technological resources.

Next, Bethel's liberal arts campus began to embrace athletics anew as a legitimate student interest and said "If we are going to do it, let's do it well." Gradually, Bethel began to be a player, someone to be reckoned with. A national championship in men's soccer came Bethel's way as did a loss at the buzzer to the number one team in the nation, this disappointed so much in one way, but showed that Bethel could play with the best of the best and make a game of it.

All this came as a result of valuing student interests and recruiting toward those interests with a determination to make every experience a learning experience and to not accept a "can't do" attitude. Bethel wants to have a "can do" attitude and "make it happen" rather than have things happen to it.

The attitude of respect for student interest led to another Bethel initiative. The question was asked, "What if Bethel offered scholarships and provided leaders for music like we did for athletics?" Out of this idea was born the Bethel Renaissance Program, one of the most unique music programs anywhere because it respects all kinds of music from classical to soul, from rock to gospel. Evidence of this is that Renaissance has already had a member turn pro in bluegrass, has won a national championship in southern gospel and had a more classical oriented group sing in Carnegie Hall. Bethel secured leaders who were among the best of the best.

Bethel also determined to make her mark with innovation in graduate programs.

The first of these new programs was a Master's of Physician Assistant Studies. This program, one of only 125 in the nation, through creative use of technology trains people in a rural area to serve a rural area need. Almost all the other programs train Physician Assistants in cities. These graduates usually practice medicine in cities.

Bethel began an MBA program two years ago. This innovative program in which the leading textbook authors are the lead professors is now the largest or near the largest MBA program in the state of Tennessee. It teaches business ethics – something not done in all business schools.

Bethel is now retooling the Master of Education program to utilize an online format. And Bethel is in the process of putting a Masters degree in Conflict Resolution in place.

Bethel has instituted a university structure to better provide for the administrative needs of dynamic programs. Bethel has grown at a rate of 20% per year for the past few years and fully expects that growth pattern to continue because ignorance is still doing damage in people's lives.

Bethel is so very fortunate to have a tremendous number of committed people working very, very hard on behalf of Bethel's mission. The Cumberland Presbyterian Church's General Assembly should be pleased with their work.

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## MEMORIALS

### I. MEMORIAL FROM SYNOD OF GREAT RIVERS CONCERNING REQUIREMENTS FOR POTENTIAL CANDIDATES FOR THE MINISTRY

WHEREAS, there seems to be some great discrepancies between presbyteries in the requirements for accepting and enrolling potential candidates for the ministry; and  
 WHEREAS, some presbyteries require a letter from the local church session to enroll a candidate or present him/her to the presbytery and some presbyteries do not appear to require such a letter, and  
 WHEREAS, in fulfilling our responsibility in oversight of the presbyteries within our bounds, we need more clarity in regard to what is constitutionally mandated and what is presbyterial prerogative in each step of the process toward ordination,  
 THEREFORE, be it resolved that the Synod of Great Rivers requests the General Assembly to answer the following question:

Is it a constitutional requirement that a person have a letter of recommendation from their local church session in order for them to be accepted by the Committee on Probationer Care and/or be recommended to presbytery for candidacy?

I attest that the Synod of Great Rivers adopted this memorial meeting in regular session on April 10, 2010.

Signed:

Michael Qualls, Clerk, Synod of Great Rivers

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### II. MEMORIAL FROM WEST TENNESSEE PRESBYTERY CONCERNING CLERGY

WHEREAS, according to the Constitution “The office of minister of word and sacrament is unique in the life of the church as to responsibility and usefulness. God calls persons and sets them apart for this ministry. The persons who fill this office should be sound in the faith, exemplary in conduct, and competent to perform the duties of the ministry. Persons who become ministers of the word and sacrament are due such respect as belongs to their office, but are not by virtue of their office more holy or righteous than other Christians. They share in the same vocation that belongs to all Christians to be witnesses to the gospel in word and deed. They differ from other Christians only with regard to the office to which they are called, which is their station in life.” (Constitution, Article 2.61); and,  
 WHEREAS, ordained ministers are members of presbyteries and as such are subject to the oversight, care and guidance of that body; and,  
 WHEREAS, the responsibilities of the office of minister include: counseling, worship, preaching, evangelism, administration, session leadership, visitation, community involvement, teaching, visioning, serving as a responsible presbyter, etc.; and,  
 WHEREAS, not unlike others, ministers may at times because of circumstances, weighty demands or other reasons find themselves facing challenging crises due to unemployment, family or marital issues, sickness, emotional stress, burnout or other factors; and,  
 WHEREAS, ministers may not have the accessible support needed to sustain them and their families during these times, especially if they are without charge or unemployed; and,  
 WHEREAS, supporting, encouraging, praying for and enabling healthy ministers can more effectively sustain a healthy and viable church; and,  
 WHEREAS, ministers are more often care-givers rather than care-receivers; and,  
 WHEREAS, the church working together denominationally can more effectively provide resources to address some of the unexpected needs of clergy persons than can a congregation or, a presbytery;  
 THEREFORE, be it resolved that West Tennessee Presbytery memorialize the 180th General Assembly meeting in Dickson, Tennessee, June 13-18, 2010, to establish theyearof2011 as the “Year of the Clergy” in the Cumberland Presbyterian Church; and,

- BE IT FURTHER RESOLVED, that a Clergy Crisis Fund be established and managed through the Board of Stewardship, Foundation and Benefits and under the direction of the Pastoral Development Ministry Team of the General Assembly Ministry Council; and,
- BE IT FURTHER RESOLVED, that the purpose of the Clergy Crisis Fund is to provide financial support to clergy who are in crisis and in need of support and care; and,
- BE IT FURTHER RESOLVED, that the Pastoral Development Ministry Team of the General Assembly Ministry Council be charged with the responsibility of: setting up this program; establishing guidelines for potential recipients from the Fund; working with the respective presbyteries in determining needs and appropriate responses; ascertaining the abilities of the respective presbyteries to also provide financial assistance (perhaps on a matching basis) and exploring any need for counseling or additional support; and,
- BE IT FURTHER RESOLVED, that congregations, presbyteries, Cumberland Presbyterian Women's Ministry, the General Assembly and other organizations within the church be invited to set a special time for prayers of thanksgiving, blessing and intercession for ordained ministers and to take a special offering during 2011 to support clergy through the Clergy Crisis Fund; and,
- BE IT FURTHER RESOLVED, that the General Assembly Ministry Council develop promotional and supportive resources to assist congregations and presbyteries in celebrating the Year of the Clergy and to raise awareness to and advocate for this special emphasis in 2011.

I hereby certify that the above is a true copy of the Memorial adopted by West Tennessee Presbytery in regular session at the Olivet Cumberland Presbyterian Church, Savannah, Tennessee, October 3, 2009.

Signed by:

Earl Phelps

Stated Clerk, West Tennessee Presbytery



## GENERAL ASSEMBLY AGENCIES

### I. OFFICE OF THE GENERAL ASSEMBLY

#### A. GENERAL ASSEMBLY OFFICE

	Revised 2010	Proposed 2011
<b>INCOME</b>		
Our United Outreach	\$173,412	\$163,825
Endowments/Interest	<u>13,000</u>	<u>13,000</u>
<b>TOTAL INCOME</b>	<b><u>\$186,412</u></b>	<b><u>\$176,825</u></b>
<b>EXPENSE</b>		
<b>ECUMENICAL RELATIONS</b>		
World Communion of Reformed Churches	\$ 4,000	\$ 5,000
CANAAC	1,200	1,200
Ecumenical Travel	<u>4,000</u>	<u>1,000</u>
Sub-Total	<u>\$ 9,200</u>	<u>\$ 7,200</u>
<b>LIAISON WITH CHURCH</b>		
General Assembly Meeting	\$ 8,000	\$ 4,000
Preliminary Minutes	5,500	10,000
GA Minutes/Mailing	4,000	1,000
Yearbook/Mailing	9,000	10,000
Travel/Moderator	7,100	7,200
Travel/Stated Clerk & Staff	<u>7,100</u>	<u>7,200</u>
Sub-Total	<u>\$ 40,700</u>	<u>\$ 39,400</u>
<b>OFFICE</b>		
Computer Services/Supplies	\$ 2,000	\$ 1,000
Equipment/Supplies	2,500	2,500
Liability/Earthquake Insurance	2,830	300
Postage	<u>7,500</u>	<u>8,000</u>
Sub-Total	<u>\$ 14,830</u>	<u>\$ 11,800</u>
<b>PERSONNEL</b>		
Salaries/Housing	\$130,000	\$135,938
Retirement/FICA	11,000	11,200
Health Insurance	27,000	23,000
Disability Insurance/Worker's Compensation	<u>3,000</u>	<u>1,500</u>
Sub-Total	<u>\$171,000</u>	<u>\$171,638</u>
<b>MISCELLANEOUS</b>		
Legal / Clerk's Conference	\$ 1,000	\$ 1,000
Corporation Board	2,500	2,500
OUC Committee	<u>7,000</u>	<u>7,000</u>
Sub-Total	<u>\$ 10,500</u>	<u>\$ 10,500</u>
<b>TOTAL EXPENSE</b>	<b><u>\$246,230</u></b>	<b><u>\$240,538</u></b>
From Reserves	<u>\$- 59,818</u>	<u>\$ -63,713</u>

#### B. GENERAL ASSEMBLY COMMISSIONS AND COMMITTEES

<b>INCOME</b>		
Nominating Committee	\$ 4,091	\$ 3,600
Commission on Chaplains	8,416	8,500
Judiciary Committee	7,264	8,000
Theology and Social Concerns Committee	<u>4,346</u>	<u>4,400</u>
<b>TOTAL INCOME</b>	<b><u>\$ 24,117</u></b>	<b><u>\$ 24,500</u></b>

	Revised 2010	Proposed 2011
<b>EXPENSE</b>		
Nominating Committee	\$ 4,091	\$ 4,091
Commission on Chaplains	8,416	8,416
Judiciary Committee	7,264	7,264
Theology and Social Concerns Committee	4,346	4,346
<b>TOTAL EXPENSE</b>	<b><u>\$24,117</u></b>	<b><u>\$ 24,117</u></b>

## II. MINISTRY COUNCIL

<b>INCOME</b>		
Our United Outreach	\$1,397,713	\$1,300,000
Endowment Earnings	453,136	457,055
Interest Earnings	66,405	63,944
Sales (resources, advertising)/Fees	5,871	8,871
Opening Doors	2,000	0
Curriculum Resources	100,000	115,000
Publications/Other	<u>112,800</u>	<u>113,000</u>
TOTAL Sales/Fees	\$220,671	\$ 236,871
Gifts/Donations	0	2,000
Program Events	42,358	47,358
CP Youth Conference	49,000	49,000
Miniversities	13,200	13,200
Pres. Youth Triennium	<u>0</u>	<u>0</u>
TOTAL Program Events	\$104,558	\$ 109,558
Grants	0	0
Reserves-Xferred	<u>298,010</u>	<u>316,620</u>
<b>TOTAL INCOME</b>	<b><u>\$2,540,493</u></b>	<b><u>\$2,486,048</u></b>

<b>EXPENSE</b>		
Salaries/Benefits		
Salaries	\$1,149,501	\$1,079,624
Retirement	59,464	53,564
FICA	29,992	37,439
Health Insurance	191,480	224,744
Disability Insurance	0	400
Staff Resources/Cont. Ed.	<u>12,038</u>	<u>10,338</u>
TOTAL Salaries/Benefits	\$1,442,775	\$1,406,109

Publications/Curriculum		
Miss. Messenger - Printing	36,537	36,537
Miss. Messenger - Postage	30,000	30,000
Miss. Messenger - Mailing Service	6,500	6,500
Mission Ed - various	35,000	35,000
Bridges	3,600	2,000
These Days	500	200
Resource Packets	500	500
Opening Doors	2,000	0
Curriculum Resources	35,000	38,000
Publications/Other	25,000	20,720
Printing/Reproduction	450	0
Magazine Printing	46,000	48,000

	Revised 2010	Proposed 2011
Magazine Postage	<u>13,500</u>	<u>27,600</u>
TOTAL Pubs/Curriculum	\$232,587	\$245,057
Ministries		
Partnerships		
Church Dev Subsidies	325,000	325,000
Church Paper Sunday	2,000	0
Colombia S.A. Missionary Council	117	117
Missionaries Office	1,174	1,174
China Field Budget	12,000	12,000
Choctaw Field Budget	50,000	50,000
Choctaw Ministerial Scholarships	3,000	3,000
Missionary Support: Short Term	3,288	3,288
International GA Commissioner	5,000	5,000
Volunteers in Action	587	587
Presbytery Partnership Min.	2,000	1,000
Presbytery Chairs' Meeting	<u>3,000</u>	<u>4,800</u>
TOTAL Partnerships	\$407,166	\$ 405,966
Ecumenical Partnerships		
Church Women United	1,300	1,300
National Farm Worker	2,200	2,200
Project Vida	8,500	8,500
Coalition-Appalachian Min.	11,500	11,500
Beth-El Farm Worker	45,000	45,000
Ecumenical Stewardship Center	4,000	4,000
Cooperative Uniform Series	1,000	1,000
Protestant Church Owned Pub. Assoc.	100	100
Pres. & Reformed Educational Partners	<u>0</u>	<u>0</u>
TOTAL Ecumenical Partnerships	\$73,600	\$ 73,600
Program Events	1,000	0
Women's Convention	11,022	11,022
Church Growth Conf/NCD Pastors	12,779	12,779
CPWM Leadership Dev	1,714	1,714
Birthplace Shrine Chaplaincy	6,000	6,000
Rural Church Dev	2,994	2,994
New Program Initiatives	8,000	11,000
CE Conference	1,000	500
GA Meals	3,212	3,000
Consultant Program	7,700	7,500
Miniversities	14,200	14,000
CP Youth Conference	50,000	50,000
Young Adult Ministry	3,500	4,000
Youth Ministry Planning Council	2,500	2,500
Stewardship Ed	11,000	9,000
Youth Triennium	500	500
Planning Calendar	400	0
Promotion	3,100	800
Ministers' Conference	10,000	12,000
Ministers' Awards & Encouragement	5,100	4,800
Seminary Student Nurture	700	0
Clergy Appreciation & Retreat	<u>1,200</u>	<u>0</u>
TOTAL Program Events	\$157,621	\$154,109

	Revised 2010	Proposed 2011
TOTAL MINISTRIES	\$638,387	\$ 633,675
Office Expense		
Computer Equipment/Supplies	0	5,376
Supplies	27,309	30,709
Postage	14,195	20,985
Phone	11,000	11,000
P & C Insurance	0	1,539
Organizational Expense	0	100
Memberships	1,000	2,550
TOTAL Office Expense	\$ 53,504	\$ 65,244
Other Expenses		
Board/Agency Expense	0	46,359
Travel	87,845	86,100
Vehicle Ins. & Maint.	7,146	7,243
Conferences/Cont. Ed.	500	2,800
Employee Recognition	0	500
Employee Events	0	1,000
Board/Agency Recognition	0	300
Misc	2,500	1,500
TOTAL Other Expense	\$159,365	\$ 144,302
<b>TOTAL EXPENSES</b>	<b><u>\$2,578,735</u></b>	<b><u>\$2,494,387</u></b>
Surplus/(Deficit)	(\$38,242)	(\$ 8,339)

## V. BOARD OF STEWARDSHIP

### INCOME

Our United Outreach	\$150,000	\$ 145,890
Endowments	62,053	65,472
Management Fees	57,000	59,000
Interest	21,000	22,000
Gifts	600	2,000
<b>TOTAL INCOME</b>	<b><u>\$290,653</u></b>	<b><u>\$ 294,362</u></b>

### EXPENSE

Salaries/Housing	\$173,102	\$ 182,844
Health, LTD, Dental & Vision Insurance	62,836	68,437
FICA	8,494	8,135
Retirement	8,707	9,142
Sub-Total	<u>\$252,689</u>	<u>\$ 268,558</u>
Other Insurance	2,500	3,000
Office & Computer Expense	4,464	4,104
Postage	2,000	2,000
Travel	2,500	2,500
Legal Fees	1,500	500
Board Expense	11,500	12,200
Miscellaneous	500	500
Sub-Total	<u>\$ 22,464</u>	<u>\$ 21,804</u>
Planned Giving	<u>13,000</u>	<u>1,000</u>
<b>TOTAL EXPENSE</b>	<b><u>\$ 290,653</u></b>	<b><u>\$ 294,362</u></b>

## VI. THE CHILDREN'S HOME

	Revised 2010	Proposed 2011
<b>INCOME</b>		
Breakfast/Lunch Program	\$ 12,000	\$ 0
Unrestricted Contributions	500,000	500,000
CPS Revenue	365,802	400,000
Denominational Support	160,000	150,000
Family Support/Social Security	1,000	0
Grants	300,000	350,000
Endowment Interest	180,000	250,000
Other Income on Long-Term Investments	50,000	0
Interest and Investments	32,000	15,000
Other Income	72,000	80,000
Special Events	15,000	25,000
<b>TOTAL REVENUE</b>	<b><u>\$1,687,802</u></b>	<b><u>\$1,770,000</u></b>
<b>EXPENSES</b>		
Incentives	\$ 4,000	\$ 0
Assistance to Individuals and Families	3,600	3,600
Board Expenses	13,000	12,000
Building/Grounds R&M	65,000	66,000
Children's Expenses		
Children's Activities and Recreation	19,200	
Clothing & Hair Grooming	15,000	
Education	6,000	
Food and Dining Out	40,000	
Gifts	1,200	
Medical and Psychological	2,000	
Supplies	20,000	
<b>TOTAL CHILDREN'S EXPENSES</b>	<b>109,400</b>	<b><u>113,000</u></b>
Computer Expenses		
Internet	2,500	
Maintenance	6,000	
Software	3,500	
Website	3,000	
<b>TOTAL COMPUTER EXPENSES</b>	<b><u>15,000</u></b>	<b><u>15,500</u></b>
Consultation	12,000	12,000
Counseling & Contract Therapy	6,000	6,000
Equipment Repairs	26,000	27,000
Food and Dining Out-Staff	6,000	6,000
Fund Raising		
Postage	13,000	
Promotions	14,000	
Public Relations	1,500	
Publications and Printing	18,000	
<b>TOTAL FUND RAISING</b>	<b><u>46,500</u></b>	<b><u>48,000</u></b>
Furniture and Fixtures	12,000	12,000
In-Home Care	2,400	0
Insurance	50,000	60,000
Licenses and Fees: Professional/Audit	18,000	14,000
Parent Education	1,200	0

	Revised 2010	Proposed 2011
Payroll		
Employee Benefits - Health, Life, Disability & Retirement	95,449	
Housing: Executive Director	36,000	
Payroll Expenses	1,000	
Payroll Taxes	97,900	
Salaries	<u>890,000</u>	
TOTAL PAYROLL	1,120,349	1,153,959
Permits and Fees: Operating	6,100	6,300
Property Taxes	1,800	2,200
Scholarships and Aftercare	4,000	2,400
Spiritual Life	3,000	4,000
Staff Recruitment	1,200	3,000
Staff Training, Memberships & Development	16,000	19,000
Supplies - Campus	16,600	17,500
Travel	25,000	20,000
Utilities	110,000	120,000
Vehicle Expense	22,000	30,000
Volunteer Recognition	<u>6,810</u>	<u>8,000</u>
<b>TOTAL EXPENSES</b>	<b><u>\$1,722,959</u></b>	<b><u>\$ 1,781,459</u></b>
Surplus/(Deficit)	(\$35,157)	(\$11,459)

## IX. HISTORICAL FOUNDATION

### A. BASIC SERVICES

#### INCOME

Our United Outreach	\$ 79,743	\$ 72,945
Endowments <sup>1</sup>	36,000	36,000
Gifts	9,000	9,000
Denomination Day Offering	<u>5,000</u>	<u>5,000</u>
<b>TOTAL INCOME</b>	<b><u>\$ 129,743</u></b>	<b><u>\$ 122,945</u></b>

#### EXPENSE

Board Expense	\$ 7,000	\$ 5,000
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#### Office

Auditing	\$ 900	\$ 0
Legal Fees	1,000	0
Memberships	670	670
Travel	3,000	1,000
Supplies Postage	<u>3,000</u>	<u>3,000</u>
Sub-Total	<u>\$ 8,570</u>	<u>\$ 4,670</u>

#### Personnel

Salaries	\$ 73,314	\$ 73,314
FICA / Retirement	12,374	12,374
Health Insurance	6,820	6,923
Employee Recognition	<u>300</u>	<u>300</u>
Sub-Total	<u>\$ 92,808</u>	<u>\$ 92,911</u>

#### Historical Library & Archives

Equipment & Supplies	\$ 3,000	\$ 2,855
Publications (ILP)	2,200	2,200
Acquisitions	1,500	1,500
Photography / Framing	500	500
Records (ILP)	<u>2,600</u>	<u>2,600</u>



	Revised 2010	Proposed 2011
Sub-Total	\$ 9,800	\$ 9,655
<b>Birthplace Shrine</b>		
Insurance (ILP)	\$ 1,100	\$ 1,100
Travel & Maintenance (ILP)	2,302	\$ 2,302
Interpretation & Publicity (ILP)	<u>2,302</u>	<u>2,302</u>
Sub-Total	\$ 5,704	\$ 5,704
<b>Denomination Day</b>		
Materials / Postage	\$ 1,000	\$ 1,000
Project	<u>4,000</u>	<u>4,000</u>
Sub-Total	\$ 5,000	\$ 5,000
<b>TOTAL EXPENSE</b>	<u>\$ 128,882</u>	<u>\$ 122,945</u>

## **X. MEMPHIS THEOLOGICAL SEMINARY**

(Will be available at General Assembly)