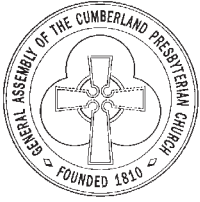


193rd General Assembly



of the Cumberland Presbyterian Church
Evansville, Indiana
June 16 - 21, 2024



“God who saved us and called us with a holy calling, not according to our works but according to God’s own purpose and grace.”
2 Timothy 1:9 (NSRV)

PRELIMINARY MINUTES

VISION

*To become bold expanders of God's Kingdom,
inviting everyone to salvation in fulfillment
of the Great Commission.*

MISSION

*To be the hands and feet of Christ in witness
and service to the world.*

(adopted by the 192nd General Assembly, June 2023)

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PROGRAM SCHEDULE

Assembly Meetings: Double Tree Hotel & Old National Events Plaza

CPC General Assembly Office: Crescent Room – Double Tree Hotel

Retiring CPC Moderator: The Reverend Mitch Boulton, Cornerstone Presbytery

Host Presbytery: North Central

Co-Pastor Hosts: Reverend James Messer and Reverend Jeff Biggs, North Central Presbytery

Worship Director: Reverend Paul Tucker, Nashville Presbytery

Music Directors: Roberta Biggs and Reverend Dave Parman, North Central Presbytery

Pianists: Venita Gross Hooper and Debbie Shanks, North Central Presbytery

Displays: Meeting Space Hallways in Hotel

Bookstore: Valley Room – Double Tree Hotel

Committee Rooms: Old National Events Plaza (Walnut Rooms, A-F)

SUNDAY, JUNE 16, 2024

<u>Location</u>	<u>Time</u>	<u>Event</u>	
Hotel	3-5:00 p.m.	Welcome table by Host Committee	Hotel Lobby
	3-5:00 p.m.	GA Office open for Commissioner/YAD check-in Setup displays	Crescent Room Meeting Space Hallways
Morningside CP Church 8419 Newburgh Road	7:00 p.m.	Pre-Assembly Worship - A Service of Song and Testimony	

FIRST DAY - MONDAY, JUNE 17

Hotel	9:00 a.m.	Orientation for Commissioners/Youth Advisory Delegates	Ballrooms A & B
	10:00 a.m.	Orientation for Committee Chairs and Co-Chairs <i>(Commissioner/YAD packets may be picked up before or after the orientation session.)</i>	
	12:00 p.m.	Lunch Break	
	2:00 p.m.	Opening GA Business Session Welcome, Pastor Hosts, Local Officials Constituting Prayer Adoption of the Agenda Report of the Credentials Committee Election of Moderator Election of Vice-Moderator Communications Corrections to Preliminary Minutes Committee Appointments and Referrals to Committees Introduction of Board and Agency Representatives Denominational Staff Recognition	Grand Ballroom
	5:00 p.m.	Dinner Break	

EVENING PROGRAM

7:00 p.m.	Worship/Communion Service Moderator Reception (light refreshments) <i>(immediately following worship)</i>	Grand Ballroom Grand Ballroom
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SECOND DAY - TUESDAY, JUNE 18

Old Nat'l Plaza	9:00 a.m.	GA Committee Meetings (<i>devotions in committees</i>)	Walnut Rooms A-F
Hotel	12:00 p.m.	Lunch Break	
		Lunch and Learn - hosted by Our United Outreach	Ballrooms A & B
Old Nat'l Plaza	2-5:00 p.m.	GA Committees Meet	Walnut Rooms A-F
	5:00 p.m.	Dinner Break	

EVENING PROGRAM

Old Nat'l Plaza	7:00 p.m.	GA Committees Meet	Walnut Rooms A-F
Hotel	8:30 p.m.	Reception Honoring Women in Ministry	Ballroom B

THIRD DAY - WEDNESDAY, JUNE 19

Old Nat'l Plaza	9:00 a.m.	GA Committees Meet (<i>devotions in committees</i>)	Walnut Rooms A-F
	12:00 p.m.	Lunch Break	
Hotel		Joint Luncheon & Program (<i>hosted by the Cumberland Youth and Family Services, Bethel & MTS/PAS</i>)	Ballrooms A & B
Old Nat'l Plaza	2:00 p.m.	GA Committees Meet	Walnut Rooms A-F
	5:00 p.m.	Conclusion of Committee Meetings Dinner Break	

EVENING PROGRAM

Hotel	7:00 p.m.	Worship (<i>hosted by the Pastoral Development Ministry Team</i>)	Grand Ballroom
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FOURTH DAY - THURSDAY, JUNE 20

Hotel	8:30 a.m.	GA Devotional - (<i>led by Youth Advisory Delegate</i>)	Grand Ballroom
	9:00 a.m.	Break	
	9:30 a.m.	General Assembly Business	Grand Ballroom
	12:00 noon	Lunch Break	
	2:00 p.m.	General Assembly Business	Grand Ballroom
	5:00 p.m.	Dinner Break Take Down Displays	

EVENING PROGRAM

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

COMMISSIONERS
to the
ONE HUNDRED NINETY-THIRD GENERAL ASSEMBLY

PRESBYTERY	MINISTER	COMMITTEE	ELDER	COMMITTEE
Andes (1).....	Luz Maria Hebron	TSC.....	Luz Marina Correa	TSC
Arkansas (2).....	Nicholas Chambers.....	MC	Keith Clement.....	S/OUO
	Michael Suttle.....	S/OUO.....	Robert Clement.....	TSC
Cauca Valley (4)	Johny Montano.....	C/HF	Guillermo Arguello.....	C/HF
	Rodrigo Torres.....	CYFS/HE	Mercedes del Real	C/HF
Choctaw (1).....	Nathan Scott	MC	Tony Ward	J/EO
Columbia (1)	Tony Gaskin	S/OUO.....	Marcen Jeffiers	S/OUO
Cornerstone (5)	Mitch Boulton	HE/CYFS	Bill Corcoran	MC
	Joey Edwards.....	S/OUO.....	Dennis Emmerson	S/OUO
	Melissa Goodloe.....	MC	Susan Fitzgerald	TSC
	Jim Hamblin	TSC.....	Kyoung Hwan Imm.....	C/HF
	Anne Hames	C/HF	Thomas Turner	HE/CYFS
Covenant (3)	Bernice Belt.....	S/OUO.....	Rudy Fowler	C/HF
	Troy Newcomb.....	HE/CYFS	Michael Jones	MC
	Joe Stephenson	C/HF	Greg Williamson.....	TSC
Cumberland (3)	Anum Akai	TSC.....	Mike Gallagher.....	J/EO
	Brenson Bishop	HE/CYFS	Dave Maddox	TSC
	Kevin Brantley	J/EO.....	Markie Sparks.....	MC
Cumberland East Coast (1)				
Del Cristo (2)	Harry Chapman	J/EO.....	Sherry Meier.....	C/HF
	Alex Saldana.....	C/HF	Karen Reid.....	J/EO
East Tennessee (3)	Larry Blakeburn	HE/CYFS	Pat Blackburn	HE/CYFS
	Chris Franklin.....	S/OUO.....	Bonnie Hartman	S/OUO
	Abby Keller	MC	Andy Holloway	S/OUO
Emaus (1).....	Luz Dary Guerrero	TSC		
Grace (3)	Donny Acton	C/HF	Pat Crouse	C/HF
	Luke Lawson	TSC.....	Andrew Locks	MC
	David Linski.....	MC	Ollie McClung.....	S/OUO
Hong Kong (2).....	Sai Kit Ho.....	C/HF		
Hope (1)	Paul Hancock.....	TSC.....	MacKenzie Brooks	TSC
Japan (2).....	Masanori Taira.....	J/EO.....	Akimasa Nakano	J/EO
Midsouth (1).....	Frank Ward	HE/CYFS	Rachel Starks.....	TSC
Missouri (1)	Mary Anna Townsend.....	J/EO.....	Adam Barker	J/EO
Murfreesboro (3)	Amber Clark	S/OUO.....	Lanny Knight.....	HE/CYFS
	Larry Green	J/EO.....	George Lucas.....	C/HF
	Jonathan Watson.....	MC	Dyanna Puckett.....	S/OUO
Nashville (3).....	Tommy Clark.....	HE/CYFS	Janice Morgan	HE/CYFS
	Elizabeth Daniel	MC	Bob Shupe	MC
	Paul Tucker.....	J/EO.....	Keith Vanstone	J/EO
North Central (1)	Kevin Small.....	S/OUO.....	Angeline Schroll.....	J/EO
Red River (3)	Toby Davis	J/EO.....	Edwin Averill.....	TSC
	Linda Snelling	HE/CYFS	Betty Jean Cooper	S/OUO
	Patrick Wilkerson	C/HF	Jo Ann Shugert	MC
Robert Donnell (1)	Matthew Ingram	C/HF	Lorna Light.....	MC
Tenn/Georgia (2).....	Lee Hollingshed	TSC.....	James Condra	MC
	Cliff Hudson	TSC.....	Josh Johnson.....	HE/CYFS
Trinity (1)	Cynthia Barton	HE/CYFS	Steve Woodson	HE/CYFS
	Geoff Knight.....	S/OUO.....	Jay Young	J/EO

YOUTH ADVISORY DELEGATES
to the
ONE HUNDRED NINETY-THIRD GENERAL ASSEMBLY

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

PRESBYTERY	DELEGATE	COMMITTEE
Arkansas.....	Andrew Chambers	MC
.....	Daniel Chambers.....	S/OUO
Cauca Valley	Ana Isabel Montano	TSC
Choctaw	(no youth delegate)	
Columbia.....	(no youth delegate)	
Cornerstone	Rylee Ervin	MC
.....	Ava Warman.....	S/OUO
Covenant	Jerry Spurling.....	TSC
Cumberland.....	Will McCormack.....	HE/CYFS
.....	Hannah Wooten.....	J/EO
del Cristo.....	(no youth delegate)	
East Tennessee	Katy Keller.....	TSC
Emaus	(no youth delegate)	
Grace	Mia Straube	C/HF
.....	Evee Stevens	S/OUO
Hope	Parker Burroughs.....	HE/CYFS
.....	Grace Underwood	C/HF
Japan	(no youth delegate)	
Midsouth.....	Laurel Rogers.....	HE/CYFS
.....	Angelina Cirmaintaro.....	C/HF
Missouri	Mason Gladden	C/HF
Murfreesboro.....	Cosby King	MC
.....	Catherine Money.....	J/EO
Nashville	Daniel Byrd.....	J/EO
North Central	Maggie Koontz.....	MC
Red River	Abigail Davis	S/OUO
.....	Dakota Walker.....	J/EO
Robert Donnell.....	Ellie Kennemer	HE/CYFS
Tennessee Georgia	(no youth delegate)	
Trinity	Wesley Martin.....	J/EO
.....	Daniel Rodriquez.....	TSC

COMMITTEES ABBREVIATIONS AND MEETING ROOMS

(meeting rooms are located in Old National Events Plaza
across the street/skywalk)

ABBREV	COMMITTEE	MEETING ROOMS
		<u>WALNUT ROOM</u>
C/HF	Chaplains/Historial Foundation	E
HE/CYFS	Higher Education/Cumberland Youth & Family Services	A
J/EO	Judiciary/Elected Officers	F
MC	Ministry Council	B
S/OUO	Stewardship/Our United Outreach	D
TSC	Theology & Social Concerns	C

COMMITTEE ASSIGNMENTS

- 1. CHAPLAINS/HISTORICAL FOUNDATION (Room E)**
Chair: Reverend Patrick Wilkerson **Co-Chair:** Reverend Anne Hames
Ministers: Donny Acton, Sai Kit Ho, Matthew Ingram, Johny Montano, Alex Saldana, Joe Stephenson, Rodrigo Torres
Elders: Guillermo Arguello, Pat Crouse, Mercedes del Real, Rudy Fowler, Kyoung Hwan Imm, George Lucas, Sherry Meier
Youth Advisory Delegates: Angelina Cirmaintaro, Mason Gladden, Maia Straube, Grace Underwood
- 2. HIGHER EDUCATION/CUMBERLAND YOUTH & FAMILY SERVICES (Room A)**
Chair: Reverend Linda Snelling **Co-Chair:** Reverend Tommy Clark
Ministers: Cynthia Barton, Brenson Bishop, Larry Blakeburn, Mitch Boulton, Troy Newcomb, Frank Ward
Elders: Pat Blackburn, Josh Johnson, Lanny Knight, Janice Morgan, Thomas Turner, Steve Woodson,
Youth Advisory Delegates: Parker Burroughs, Ellie Kennemer, Will McCormack, Laurel Rogers
- 3. JUDICIARY/ELECTED OFFICERS (Room F)**
Chair: Reverend Harry Chapman **Co-Chair:** Reverend Mary Anna Townsend
Ministers: Kevin Brantley, Toby Davis, Larry Green, Masanori Taira, Paul Tucker
Elders: Mike Gallagher, Akimasa Nakano, Karen Reid, Angeline Schroll, Keith Vanstone, Tony Ward, Jay Young
Youth Advisory Delegates: Daniel Byrd, Wesley Martin, Catherine Money, Dakota Walker, Hannah Wooten
- 4. MINISTRY COUNCIL (Room B)**
Chair: Reverend Abby Keller **Co-Chair:** Elder Bob Shupe
Ministers: Nicholas Chambers, Elizabeth Daniel, Melissa Goodloe, David Linski, Nathan Scott, Jonathan Watson
Elders: James Condra, Bill Corcoran, Michael Jones, Loran Light, Andrew Locks, JoAnn Shugert, Markie Sparks
Youth Advisory Delegates: Andrew Chambers, Rylee Ervin, Cosby King, Maggie Koontz
- 5. STEWARDSHIP/OUR UNITED OUTREACH (Room D)**
Chair: Reverend Amber Clark **Co-Chair:** Reverend Geoff Knight
Ministers: Bernice Belt, Joey Edwards, Chris Franklin, Tony Gaskin, Kevin Small, Michael Suttle
Elders: Keith Clement, Betty Jean Cooper, Dennis Emmerson, Bonnie Hartman, Andy Holloway, Marcen Jeffers, Ollie McClung, Dyanna Puckett
Youth Advisory Delegates: Daniel Chambers, Abigail Davis, Eeve Stevens, Ava Warman
- 6. THEOLOGY & SOCIAL CONCERNS (Room C)**
Chair: Reverend Cliff Hudson **Co-Chair:** Elder MacKenzie Brooks
Ministers: Anum Akai, Luz Dary Guerrero, Jim Hamblin, Paul Hancock, Luz Maria Hebron, Lee Hollingshed, Luke Lawson
Elders: Edwin Averill, Robert Clement, Luz Marina Correal, Susan Fitzgerald, Dave Maddox, Rachel Starks, Greg Williamson
Youth Advisory Delegates: Katy Keller, Ana Isabel Montano, Daniel Rodriguez, Jerry Spurling
- 7. CREDENTIALS**
Chair: Elder Jo Ann Shugert
Co-Chair: Elder Keith Vanstone
Member: Reverend Cynthia Barton
Youth Advisory Delegate: Katy Keller

REFERRALS TO COMMITTEES

Referrals to the Committee on Chaplains/Historical Foundation

Page	Report
60	The Report of the Board of Trustees of the Historical Foundation
78	The Report of the Commission on Federal Chaplains

Referrals to the Committee on Higher Education/ Cumberland Youth & Family Services

Page	Report
99	The Report of the Board of Trustees of Memphis Theological Seminary
117	The Report of the Board of Trustees of Bethel University
121	The Report of the Board of Trustees of the Cumberland Youth & Family Services

Referrals to the Committee on Judiciary/Elected Officers

Page	Report
33	The Report of the Moderator
36	The Report of the Stated Clerk
80	The Report of the Permanent Committee on Judiciary
115	The Report of the Place of Meeting Committee
133	Memorial from Nashville Presbytery

Referrals to the Committee on Ministry Council

Page	Report
69	The Report of the Ministry Council

Referrals to the Committee on Stewardship/Our United Outreach

Page	Report
50	The Report of the Board of Stewardship, Foundation and Benefits
113	The Report of the Our United Outreach Committee
125	2024 Line Item Budgets Submitted by General Assembly Entities

Referrals to the Committee on Theology and Social Concerns/Chaplains

Page	Report
116	The Report of the Unified Committee on Theology and Social Concerns

RECOMMENDATIONS AT A GLANCE

		Report of the Moderator
Page	34	Recommendation 1
		Report of the Stated Clerk
Page	37	Recommendation 1
	39	Recommendation 2
		Report of the Board of Stewardship, Foundation and Benefits (No Recommendations)
		Report of the Board of Trustees of the Historical Foundation (No Recommendations)
		Report of the Ministry Council (No Recommendations)
		Report of the Commission on Federal Chaplains
Page	78	Recommendations 1-3
	79	Recommendation 4
		Report of the Permanent Judiciary Committee
Page	80	Recommendation 1
	81	Recommendations 2-3
		Report of the Board of Trustees of Memphis Theological Seminary
Page	99	Recommendation 1
	106	Recommendation 2
	108	Recommendation 3
		Report of the Nominating Committee (No Recommendations)
		Report of the Our United Outreach Committee
Page	113	Recommendation 1
		Report of the Place of Meeting Committee (No Recommendations)
		Report of the Unified Committee on Theology and Social Concerns (No Recommendations)
		Report of the Board of Trustees of Bethel University
Page	119	Recommendations 1-4
		Report of the Board of Trustees of the Cumberland Youth & Family Services (No Recommendations)
		2025 Budgets of General Assembly Board/Entities (No Recommendations)
		Memorials (No Recommendations)

ASSEMBLY MEETINGS AND OFFICERS

Historical Review of the Stated Meetings and Officers of:

THE CUMBERLAND PRESBYTERY, 1810-1813

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

THE CUMBERLAND SYNOD, 1813-1828

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

THE GENERAL ASSEMBLY, 1829-

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

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

Date	Place	Moderator	Clerk	Members
1948, June 17	Nashville, TN	Paul F. Brown	Wayne Wiman	105
1949, June 16	Muskogee, OK	Blake Warren	Wayne Wiman	109
1950, June 15	Los Angeles, CA	L. P. Turnbow	Wayne Wiman	98
1951, June 14	Longview, TX	John E. Gardner	Wayne Wiman	105
1952, June 12	Memphis, TN	Emery A. Newman	Wayne Wiman	120
1953, June 18	Gadsden, AL	Charles L. Lehning, Jr.	Wayne Wiman	107
1954, June 17	Dyersburg, TN	John S. Smith	Wayne Wiman	124
1955, June 16	Lubbock, TX	Ernest C. Cross	Shaw Scates	118
1956, June 21	Cookeville, TN	Hubert Morrow	Shaw Scates	118
1957, June 21	Evansville, IN	William T. Ingram, Jr.	Shaw Scates	119
1958, June 18	Birmingham, AL	Wayne Wiman	Shaw Scates	116
1959, June 17	Springfield, MO	Virgil T. Weeks	Shaw Scates	120
1960, June 15	Nashville, TN	Arleigh G. Matlock	Shaw Scates	130
1961, June 21	Florence, AL	Ollie W. McClung	Shaw Scates	126
1962, June 20	Little Rock, AR	Eugene L. Warren	Shaw Scates	126
1963, June 19	Austin, TX	Franklin Chesnut	Shaw Scates	117
1964, June 17	Chattanooga, TN	Vaughn Fults	Shaw Scates	123
1965, June 16	San Francisco, CA	Thomas Forester	Shaw Scates	114
1966, June 15	Memphis, TN	John W. Sparks	Shaw Scates	124
1967, June 21	Paducah, KY	Raymon Burroughs	Shaw Scates	123
1968, June 19	Oklahoma City, OK	Loyce S. Estes	Shaw Scates	115
1969, June 18	San Antonio, TX	J. David Hester	Shaw Scates	116
1970, June 17	Knoxville, TN	L. C. Waddle	Shaw Scates	116
1971, June 16	Jackson, TN	E. Thach Shauf	Shaw Scates	116
1972, June 19	Kansas City, MO	Claude D. Gilbert	Shaw Scates	110
1973, June 18	Ft. Worth, TX	Thomas H. Campbell	Shaw Scates	101
1974, June 17	Bowling Green, KY	David A. Brown	Shaw Scates	116
1975, June 16	McKenzie, TN	Roy E. Blakeburn	Shaw Scates	120
1976, June 21	Tulsa, OK	Hubert W. Covington	T. V. Warnick	115
1977, June 30	Tampa, FL	Fred W. Bryson	T. V. Warnick	122
1978, June 19	McKenzie, TN	Jose Fajardo	T. V. Warnick	120
1979, June 18	Albuquerque, NM	James C. Gilbert	T. V. Warnick	126
1980, June 16	Evansville, IN	Robert L. Hull	T. V. Warnick	126
1981, June 15	Denton, TX	W. Jean Richardson	T. V. Warnick	126
1982, June 21	Owensboro, KY	W. A. Rawlins	T. V. Warnick	124
1983, June 20	Birmingham, AL	Robert G. Forester	T. V. Warnick	127
1984, June 11	Chattanooga, TN	C. Ray Dobbins	T. V. Warnick	125
1985, June 17	Lexington, KY	Virgil H. Todd	Roy E. Blakeburn	125
1986, June 23	Odessa, TX	James W. Knight	Roy E. Blakeburn	125
1987, June 15	Louisville, KY	Wilbur S. Wood	Roy E. Blakeburn	125
1988, June 6	Tulsa, OK	Beverly St. John	Robert Prosser	119
1989, June 12	Knoxville, TN	William Rustenhaven, Jr.	Robert Prosser	96
1990, June 25	Ft. Worth, TX	Thomas D. Campbell	Robert Prosser	88
1991, June 24	Paducah, KY	Floyd T. Hensley, Jr.	Robert Prosser	106
1992, June 22	Jackson, TN	John David Hall	Robert Prosser	102
1993, June 21	Little Rock, AR	Robert M. Shelton	Robert Prosser	100
1994, June 20	Albuquerque, NM	Donald C. Alexander	Robert Prosser	100
1995, June 19	Nashville, TN	Clinton O. Buck	Robert Prosser	102
1996, June 17	Huntsville, AL	Merlyn A. Alexander	Robert Prosser	95
1997, April 11	Nashville, TN	Merlyn A. Alexander	Robert Prosser	80
1997, June 16	Louisville, KY	W. Lewis Wynn	Robert Prosser	95
1998, June 15	Chattanooga, TN	Masaharu Asayama	Robert Prosser	97
1999, June 21	Memphis, TN	Gwendolyn Roddye	Marjorie Shannon	96
2000, June 19	Bowling Green, KY	Bob G. Roberts	Robert D. Rush	96
2001, June 18	Odessa, TX	Randolph Jacob	Robert D. Rush	88
2002, June 17	Paducah, KY	Bert L. Owen	Robert D. Rush	95
2003, June 23	Knoxville, TN	Charles McCaskey	Robert D. Rush	96
2004, June 21	Irving, TX	Edward G. Sims	Robert D. Rush	87
2005, June 27	Franklin, TN	Linda H. Glenn	Robert D. Rush	91
2006, June 18	Birmingham, AL	Donald Hubbard	Robert D. Rush	87
2007, June 18	Hot Springs, AR	Frank Ward	Robert D. Rush	84
2007, December 7	Nashville, TN	Frank Ward	Robert D. Rush	62
2008, June 7	Japan	Jonathan Clark	Robert D. Rush	82
2009, June 15	Memphis, TN	Sam Suddarth	Robert D. Rush	86
2010, June 13	Dickson, TN	Boyce Wallace	Robert D. Rush	88
2011, June 20	Springfield, MO	Don M. Tabor	Michael Sharpe	82
2012, June 18	Florence, AL	Robert D. Rush	Michael Sharpe	90
2013, June 17	Murfreesboro, TN	Forest Prosser	Michael Sharpe	93
2014, June 16	Chattanooga, TN	Lisa Anderson	Michael Sharpe	86
2015, June 20	Colombia, South America	Michele Gentry	Michael Sharpe	91
2016, June 20	Nashville, Tennessee	Dwayne Tyus	Michael Sharpe	84
2017, June 19	Palm Harbor, Florida	David Lancaster	Michael Sharpe	77
2018, June 17	Norman, Oklahoma	Jay Earheart-Brown	Michael Sharpe	86
2019, June 10	Huntsville, Alabama	Shelia O'Mara	Michael Sharpe	89
2020	No General Assembly due to the COVID-19 Pandemic			
2021, June 27	Louisville, Kentucky	Duawn Mearns	Michael Sharpe	84

2022, June 19	Albuquerque, New Mexico	Mike Wilkinson.....	Michael Sharpe.....	92
Date	Place	Moderator	Clerk	Members
2023, June 18	Denton, TX	Mitch Boulton	Michael Sharpe.....	91

BYLAWS

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

ARTICLE 1-RELIGIOUS CORPORATION

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

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

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

ARTICLE 2-TERMINOLOGY

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

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

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

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

ARTICLE 3-OFFICES

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

ARTICLE 4-COMMISSIONERS

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

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

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

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

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

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

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

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

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

ARTICLE 5-BOARD OF DIRECTORS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 6-WAIVER OF NOTICE

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

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

ARTICLE 7-MODERATOR AND VICE-MODERATOR

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

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

meetings of Church entities and judicatories to observe the life and work of the Church at every level.

7.03 Duties and Privileges of Office.

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

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

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

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

ARTICLE 8- STATED CLERK

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

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

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

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

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

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

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

ARTICLE 9-OTHER OFFICERS

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

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

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

ARTICLE 10-ORGANIZATION AND RELATIONSHIPS

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

01. Subsidiary corporations: Board of Stewardship, Foundation and Benefits of the Cumberland Presbyterian Church; Memphis Theological Seminary of the Cumberland Presbyterian Church; Ministry Council of the Cumberland Presbyterian Church.
02. Related corporations: Bethel University; Cumberland Youth and Family Services; Historical Foundation of the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America.
03. Commissions: Commission on Presbyterian Federal Chaplaincies.
04. Committees: Committee on Nominations; Joint Committee on Amendments; Judiciary, Our United Outreach; Place of Meeting Committee; Program Committee; Unified Committee on Theology and Social Concerns.

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

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

10.03 Resignation or Removal.

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

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

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

10.06 Memphis Theological Seminary. The corporation shall elect the eighteen (18) 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, at least fifty percent plus 1 (50% + 1) of the directors shall

be members of the Cumberland Presbyterian Church or the Cumberland Presbyterian Church in America.

10.07 Ministry Council.

01. The corporation shall elect the fifteen (15) directors of the Ministry Council as provided in its charter.
02. The corporation shall elect the directors of the Ministry Council in such a manner that immediately following any election, there shall be three (3) directors from each synod; at least six (6) but no more than nine (9) directors who are ordained clergy; and no more than nine (9) directors of the same gender.
03. The Stated Clerk and Moderator shall be designated as Advisory Members to the board of directors of the Ministry Council. In addition, the corporation shall elect three (3) Youth Advisory Members who shall be between the ages of 15 - 19 be elected for 1-year terms, with eligibility for re-election for one additional term.

10.08 Commission on Presbyterian Federal Chaplaincies. The commission shall consist of three (3) members elected by the corporation.

ARTICLE 11-COMMITTEES

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

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

11.03 Committee on Nominations.

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

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

11.05 Judiciary Committee.

01. The committee shall consist of nine (9) persons elected by the corporation in such a manner that, immediately following any election, the committee shall have at least four members (4) who are ordained ministers and at least three (3) members who are

licensed attorneys-at-law. The Stated Clerk shall be staff liaison to the committee, attending its meetings and providing resources and counsel.

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

11.06 Our United Outreach Committee.

01. The committee shall consist of five (5) persons elected by the corporation in such a manner that, immediately following any election, the committee shall have one person from each synod. Seven (7) additional members will include a member of the Ministry Council, a member of the Corporate Board, a member of the Board of Stewardship, Foundation and Benefits, a member of the Board of Trustees of the Historical Foundation, and a Cumberland Presbyterian member of the Boards of Trustees of Bethel University, the Cumberland Presbyterian Children's Home, and Memphis Theological Seminary. The executives of the above named denominational entities shall serve as non-voting, Resource/Advocacy members. In addition, the corporation shall elect three (3) Youth Advisory members who shall be between the ages of 15-19 and be elected for one (1) year terms, with eligibility for re-election for one additional term.
02. The Office of the General Assembly will be responsible for the expenses of the representative of each synod. The represented denominational entities will be responsible for the expenses of their representatives and executives.

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

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

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

ARTICLE 12-INDEMNIFICATION

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

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

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

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

ARTICLE 13-TRUSTEE FOR THE CORPORATION

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

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

ARTICLE 14-PARLIAMENTARY AUTHORITY

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

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

Standing Rules

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

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

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

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

ARTICLE 15-REPORTS AND AUDITS

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

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

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

United Outreach Committee.

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

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

ARTICLE 16-AMENDMENTS

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

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

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

MEMORIAL ROLL OF MINISTERS

**IN MEMORY OF
MINISTERS LOST BY DEATH**

<u>NAME</u>	<u>PRESBYTERY</u>	<u>AGE</u>	<u>DATE</u>
Ang, John	Missouri	71	01/29/23
Alverson, Elmer	Robert Donnell.....	81	06/18/23
Axton, Durant (Peck).....	North Central	64	04/11/23
Blaum, Steven	North Central	71	112/02/23
Collins, Paul.....	del Cristo	86	02/23/23
Espinoza, Virginia.....	Choctaw	72	08/09/23
Harris, Edward	Missouri	95	09/18/23
McCallum, Frank	Cumberland.....	81	07/05/23
Murphree, Hughlen.....	Robert Donnell.....	83	12/16/23
Ostrander, Shirley	Missouri	57	01/25/23
Perez, Jose Ramon	Murfreesboro.....	77	01/12/24
Reeves, Don	Robert Donnell.....	83	1/5/2023
Rogers, John.....	Covenant	89	10/28/23
Rudolph, Allie.....	Covenant	98	04/27/23
Schultz, Donald.....	Grace	91	03/24/23
Sims, E.G.	Nashville	88	01/04/24
Wonder, Nodoro	Midsouth	65	01/13/24
Yates, Scott.....	Columbia.....	73	01/11/24

LIVING GENERAL ASSEMBLY MODERATORS

- 2023—REV. MITCH BOULTON, 80 Topsy Lane, Savannah, TN 38372
2022—REV. MIKE WILKINSON, 6900 Nubbin Ridge Drive, Knoxville, TN 37919
2021—REV. DUAWN MEARNs, 311 Chickasaw Drive, Ada, OK 74820
2020—REV. SHELIA O'MARA, PO Box 170, Gadsden, TN 38337
2019—REV. SHELIA O'MARA, PO Box 170, Gadsden, TN 38337
2018—REV. DANIEL J. EARHEART-BROWN, 475 N Highland Street Apt 9L, Memphis, TN 38122
2017—REV. DAVID LANCASTER, 25 Hazel Circle, McKenzie, TN 38201
2015—REV. MICHELE GENTRY, Urb San Jorge casa 28, Km 8 via a La Tebaida
Armenia, Quindio, COLOMBIA, SA
2014—REV. LISA HALL ANDERSON, 1790 Faxon Avenue, Memphis, TN 38112
2012—REV. ROBERT D. RUSH, 23718 Powder Mill Drive, Tomball, TX 77377
2011—REV. DON M. TABOR, 9611 Mitchell Place, Brentwood, TN 37027
2009—ELDER SAM SUDDARTH, 206 Ha Le Koa Court, Smyrna, TN 37167
2007—REV. FRANK WARD, 46 Henderson Cove, Atoka, TN 38004
2006—REV. DONALD HUBBARD, 2128 Campbell Station Road, Knoxville, TN 37932
2005—REV. LINDA H. GLENN, 49 Mason Road, Threeway, TN 38343
2003—REV. CHARLES MCCASKEY, 679 Canter Lane, Cookeville, TN 38501
1999—ELDER GWENDOLYN G. RODDYE, 3728 Wittenham Drive, Knoxville, TN 37921
1998—REV. MASAHARU ASAYAMA, 3-15-9 Higashi, Kunitachi-shi, Tokyo, JAPAN
1996—REV. MERLYN A. ALEXANDER, 3131 N Highland Avenue Apt E-87, Jackson, TN 38305
1990—REV. THOMAS D. CAMPBELL, 7437 Old Clinton Pike, Powell, TN 37849

IN MEMORY OF:

Moderator of the 174th General Assembly
REV. EDWARD (E.G.) SIMS
Died January 4, 2024

GENERAL ASSEMBLY OFFICERS

MODERATOR
THE REVEREND MITCH BOULTON
 80 Topsy Lane
 Savannah, TN 38372
 steelermitch@gmail.com
 (731)487-2318

VICE MODERATOR
THE REVEREND JUDY MADDEN
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 Burleson, TX 76028
 judym@pathway.church
 (817)266-7643

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

ENGROSSING CLERK
THE REVEREND LISA SCOTT
 8157 North Lawn Avenue
 Kansas City, MO 64119
 (816)548-9438
 lascott1979@att.net

THE BOARD OF DIRECTORS OF THE GENERAL ASSEMBLY CORPORATION

(Members whose terms expire in 2024)

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

(Members whose terms expire in 2025)

- (2)REV. RICKEY PAGE, 1369 Black River Drive, Mt Pleasant, SC 29466
 rickey.page59@gmail.com
 (1)MS. FELICIA WALKUP, 179 Mary Anne Lane, Manchester, TN 37355
 fbwalkup@gmail.com

(Members whose terms expire in 2026)

- (1)REV. MELISSA MALINOSKI, 9087 Fenmore Cove, Cordova, TN 38016
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 (1)MR MICKEY SHELL, 2143 Grinder Field-Ladd Road, Pine Bluff, AR 71601
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MINISTRY COUNCIL

(Members whose terms expire in 2024)

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

(Members whose terms expire in 2025)

- (3)MS. CARLA BELLIS, 19264 Law 2170, Aurora, MO 65605
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- (2)MS. DEBBIE HAYES, 69 Cactus Drive, Benton, KY 42025
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- (2)MR. TED SHIRAI, 25 Minami Kibogaoka, Asahi-ku, Yokohama, Kanagawa, JAPAN
ted5086@ybb.ne.jp
- (2)REV. TIM SMITH, 214 Jeffery Drive, Fayetteville, TN 37334
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- (3)REV. MIKE WILKINSON, 1504 Clear Brook Drive, Knoxville, TN 37922
pastormike@kfcpc.comcastbiz.net

(Members whose terms expire in 2026)

- (2)REV. DEREK JACKS, 341 Shadeswood Drive, Hoover, AL 35226
pastorderek77@gmail.com
- (2)MS. LORA ROGERS-KERNER, 2951 Cornell Street, Paducah, KY 42003
lkerner@bellsouth.net
- (2)ANGELICA POVEDA, (address on file in the GA office)
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- (1)REV. SANDRA SHEPHERD, 1432 Wexford Downs Lane, Nashville, TN 37211
woolywagon@gmail.com
- (1)REV. LINDA SNELLING, 240 Dakota Drive, Waxahachie, TX 75167
lsnelling50@gmail.com

(Members whose terms expire in 2025)

YOUTH ADVISORY MEMBERS

- (1)MR. CHRISTOPHER BUTCHER, 403 Kalye Court, Mt Juliet, TN 37122
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- (1)MS. SAMANTHA REHM, 924 Cypress Run Drive, Collierville, TN 38017
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- (1)MS. AVERY STENCE, 1 Esther Road, Fairfield, IL 62837
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ADVISORY MEMBERS

- REV. MITCH BOULTON, 80 Topsy Lane, Savannah, TN 38372
- REV. MICHAEL SHARPE, 8207 Traditional Place, Cordova, TN 38016

GENERAL ASSEMBLY BOARD OF:

I. TRUSTEES OF BETHEL UNIVERSITY

(Members whose terms expire in 2023)

- (2)DR. NANCY BEAN, 1035 Stonewall Street N, McKenzie, TN 38201
- (1) *JUDGE BEN CANTRELL, 1485A Woodmont Boulevard, Nashville, TN 37215

- (1)*MRS. PATRICIA (PATTY) KAHLDEN, PO Box 909, Caldwell, TX 77836
- (3)MR. KENNETH (KEN) QUINTON, 2912 Waller Omer Road, Sturgis, KY 42459
- (1)+DR. BERNICE C. RICHARDSON, 5902 Fortune Drive NE, Huntsville, AL 35811
- (2)MR. TOMMY SURBER, 825 Hico Road, McKenzie, TN 38201

(Members whose terms expire in 2024)

- (1)*MS. LISA R. COLE, 4329 Estes Road, Nashville, TN 37215
- (1)*MR. CHESTER (CHET) DICKSON, 24 West Rivercrest Drive, Houston, TX 77042
- (1)MS. GLENDA FOREMAN, 8737 Stonebriar Lane, Fort Worth, TX 76123
- (2)*MR. CLINTON FOX, 1820 South Boulevard, Houston, TX 77098
- (1)REV. JAMES (DREW) GRAY, 107 Summers Lane, Kevil, KY 42053
- (2)MS. LINDA C. INGRAM, 203 Ballard Lane, Sparta, TN 38583
- (3)*DR. E. RAY MORRIS, PO Box 924628, Norcross, GA 30010
- (2)REV. ROBERT TRUITT, 1238 Old Eastside Road, Burns, TN 37029
- (1)REV. LEONARD E. TURNER, JR., 12651 Wagon Wheel Circle, Knoxville, TN 37934

(Members whose terms expire in 2025)

- (2)*MR. SCOTT ALLEN, 15 Pamela Lane, Crossville, TN 38558
- (1)+MR. LEWIS LEON COLE, 22200 W Eleven Mile Road #3286, Southfield, MI 48037
- (1)REV. SAMANTHA HASSELL, 2163 Indian Trace, Dyersburg, TN 38024
- (2)MS. VICKI H. HOOVER, 200 N Poplar Street, Paris, TN 38242
- (2)MR. WILLIAM (TERRY) HOWELL, 205 Como Street, McKenzie, TN 38201
- (1)MRS. DEWANA LATIMER, 193 Moses Drive, Jackson, TN 38305
- (3)*DR. BROCK MARTIN, 419 Browning Avenue, Huntingdon, TN 38344
- (2)*MR. KEITH PRIESTLEY, 780 Old McKenzie Road, McKenzie, TN 38201
- (1)*MR. DAMIAN A. PROBSTFIELD, 2740 N Mayfair Avenue, Springfield, MO 65803
- (2)+ELDER CRAIG A. WHITE, 240 Waters Edge Lane, Madison, AL 35758

II. TRUSTEES OF CUMBERLAND YOUTH & FAMILY SERVICES (formerly known as Cumberland Presbyterian Children's Home)

(Members whose terms expire in 2023)

- (2)MR. PETE CARTER, 306 Jackson Hills Drive, Maryville, TN 37804

(Members whose terms expire in 2024)

- (1)MS. CONI CAUDLE, 1211 Bell Road #264 Antioch, TN 37013
- (1)REV. JENNIFER HAYES, 801 7th Avenue, Fort Worth, TX 76104
- (2)BRIAN MARTIN, 614 CR 4608, Troup, TX 75789
- (1)REV. THOMAS SPENCE, PO Box 802 Burns Flat, OK 73624
- (1)MS. LERITA TRAYLOR, 216 Apache Trail Alvarado, TX 76009
- (2)MRS. GUIN TYUS, 903 W Hickory Boulevard, Madison, TN 37115

(Members whose terms expire in 2025)

- (1)MR. DAVID DEAN, 7515 Farm to Market 1793, Karnack, TX 75661
- (1)*MS. REBECCA JACKSON, 3349 Ashcroft Lane, Denton, TX 76207
- (1)REV. STEVE LOUDER, 98 Gallant Court, Clarksville, TN 37043
- (1)*MR. ERIC SIMMONS, 1616 Villa Court, Corinth, TX 76210
- (2)*MR. MATTHEW WHITTEN, 3909 Fawn Drive, Denton, TX 76208

III. TRUSTEES OF HISTORICAL FOUNDATION

(Members whose terms expire in 2024)

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

(Members whose terms expire in 2025)

- (3)MS. ROBIN MCCASKEY HUGHES, 1205 Olde Bridge Road, Edmond, OK 73034 (deceased)
- (3)MS. ASHLEY LINDSEY, 403 College Street, Smiths Grove, KY 42171
- (3)+WILLIE LYNK, 932 Valley Square Road, Morganfield, KY 42437
- (2)MS. MARTHA JO MIMS, 3011 Wolfe Road, Columbus, MS 39705
- (1)+REV. ANNETT PULLOM, 1313 35th Street W, Birmingham, AL 35218

(Members whose terms expire in 2026)

- (1)+ELDER EDNA BARNETT, 7 Breezewood Cove, Jackson, TN 38305
- (3)+REV. JOE HOWARD, III, 2903 Al Lipscomb Way, Dallas, TX 75215
- (2)MS. CATHY LITTLEFIELD, PO Box 125, Booneville, AR 72927
- (1)+REV. DOROTHY TILLER, 6541 Willow Springs Boulevard NW, Huntsville, AL 35806

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

(Members whose terms expire in 2024)

- (2)REV. DANIEL BARKLEY, 2732 Rexford Street, Hokes Bluff, AL 35903
- (1)*MR. TYRONE BURROUGHS, 3380 Pearson Road, Memphis, TN 38118
- (2)REV. GLORIA VILLA DIAZ, 2425 Holly Hall Street B42, Houston, TX 77054
- (1)MS. DIANE DICKSON, 24 W Rivercrest Drive, Houston, TX 77042
- (2)REV. YOONG KIM, 225 Bayswater Drive, Suwanee, GA 30024 (RESIGNED 10/2023)
- (2)REV. RIAN PUCKETT, 55 Ham Street, Batesville, AR 72501

(Members whose terms expire in 2025)

- (2)MR. GREG ALLEN, 1138 Balbade Drive, Nashville, TN 37215
- (2)REV. JILL CARR, 2262 E Berkeley Street, Springfield, MO 65804
- (3)*REV. LARRY HILLIARD, 102 Johnson Street, Waveland, MS 39576
- (2)*MS. LISANNE MARSHALL, 325 Meadow Grove Lane, Memphis, TN 38120
- (2)*REV. KEITH NORMAN, 2835 Broad Avenue, Memphis, TN 38112
- (2)*REV. DEBORAH SMITH, 584 E McLemore Avenue, Memphis, TN 38106

(Members whose terms expire in 2026)

- (3)REV. WES JOHNSON, 6222 Crestmoore Lane, Sachse, TX 75048
- (3)+MS. VANESSA K. MIDGETT, 118 Thunderbird Drive, Huntsville, AL 35749
- (3)REV. JASON MIKEL, 410 Ramblewood Lane, Nolensville, TN 37135
- (3)*REV. JIMMY MOSBY, PO Box 45843, Little Rock, AR 72214
- (1)REV. PERRY RICE, 2122 Auburn Drive, Richardson, TX 75081
- (3)REV. KIP RUSH, 9613 Kaplan Avenue, Brentwood, TN 37027

V. STEWARDSHIP, FOUNDATION AND BENEFITS

(Members whose terms expire in 2024)

- (1)MS. PHYLLIS JOHNSTON, 2708 Pinto Trail, Edmond, OK 73012
- (2)MS. DEBBIE SHANKS, 3997 N 100th Street, Casey, IL 62420
- (2)MR. JAMES SHANNON, 2307 Littlemore Drive, Cordova, TN 38016

(Members whose terms expire in 2025)

- (3)REV. KEN BYFORD, 23716 Highway 9 N, Piedmont, AL 36272
- (1)MR. RICK GAMBLE, 2430 Mt View Road, Manchester, TN 37355
- (1)MR. BOBBY HALEY, 575 Haley Road, Watertown, TN 37184
- (2)MRS. MARY JO RAY, 16 Nottingham Lane, Columbus, MS 39705

(Members whose terms expire in 2026)

- (1)MS. JENNIFER BYRD, 3810 Lake Road, Woodlawn, TN 37191
- (1)REV. ISAAC GRAY, 512 Ed Taft Drive, Smithville, TN 37166

- (1)MR. STUART KNOLL, 20019 Oak Cave, San Antonio, TX 78259
- (2)MR. JOHN KOELZ, 4498 S Carothers, Franklin, TN 37064
- (3)REV. GARY TUBB, 1266 Bible Crossing Road, Winchester, TN 37398

GENERAL ASSEMBLY COMMISSIONS

I. COMMISSION ON FEDERAL CHAPLAINCIES

(formerly known as **MILITARY CHAPLAINS AND PERSONNEL**)

- (1) Term Expires in 2024—REV. GARRETT BURNS, 387 Forrest Avenue, McKenzie, TN 35803
- (1) Term Expires in 2025—REV. JASON CHAMBERS, 192 Dugger Road, Beebe, AR 72012
- (2) Term Expires in 2026—MR. TOMMY CRAIG, 8958 Carriage Creek Road, Arlington, TN 38002

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

GENERAL ASSEMBLY COMMITTEES

I. JUDICIARY

(Members whose terms expire in 2024)

- (2)REV. JIM RATLIFF, 13 Hernando Drive, Cherokee Village, AR 72529
kudzu8161@yahoo.com
- (1)MS. KIMBERLY SILVUS, 1128 Madison Street, Clarksville, TN 37040
kgsilvus@gmail.com
- (3)MR. BILL TALLY, 907 Tipperary Drive, Scottsboro, AL 35768
wtally@scottsboro.org

(Members whose terms expire in 2025)

- (3)MS. RACHEL MOSES, 1138 Blaine Avenue, Cookeville, TN 38501
coachrach@aol.com
- (3)REV. JAN OVERTON, 3320 Pipe Line Road, Birmingham, AL 35243
jan@crestlinechurch.org
- (2)REV. ROGER REID, 637 Colburn Drive, Lewisburg, TN 37091
drtr@yahoo.com

(Members whose terms expire in 2026)

- (1)REV. COREY CUMMINGS, 399 Laneview Concord Road, Trenton, TN 38382
cummings.corey@gmail.com
- (1)MR. DANIEL HEADY, 2564 State Route 132 W, Dixon, KY 42409
danielheady@kycourts.net
- (1)REV. ALAN MEINZER, 780 Barren Fork Road, Mt Pleasant, AR 72561
logicunseen@gmail.com

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 2024)**

- (1)MS. CINDY ARNOLD, 1175 Watertank Road, Winchester, TN 37398
cindyarnold9@gmail.com
- (1)REV. NEAL WILKINSON, 296 Sunset Drive, Lebanon, MO 65536
nwilkinson@whiteoakpond.org

(Members whose terms expire in 2025)

- (1)REV. JIMMY BYRD, 3810 Lake Road, Woodlawn, TN 37197
revjimmybyrd@gmail.com
- (1)MS. BETHANY HOLLINGSWORTH, 108 Rowland Avenue, Bruceton, TN 38317
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- (1)MR. ROY SHANKS, 3997 N 100th Street, Casey, IL 62420
royndebbie@hotmail.com
- (1)REV. RYAN YOUNG, 1925 Allsboro Road, Cherokee, AL 35616
dennis.ryan.young@gmail.com

(Members whose terms expire in 2026)

- (1)MS. MACKENZIE BROOKS, 628 Rose Street, Rogersville, AL 35652
mackenzie_brooks@outlook.com
- (1)MR. JOSEPH FURNISH, 25622 Gladiator Lane, San Antonio, TX 78260
joe.f.furnish@gmail.com
- (1)REV. MARY KATHRYN KIRKPATRICK, 3505 Elmira Drive, Longview, TX 75605
mkkirkpatrick@gmail.com
- (1)REV. TYLER LINDSAY, 3467 State Route 175 N, Bremen, KY 42325
alindsey87@bethelu.edu

IV. OUR UNITED OUTREACH COMMITTEE**(Members whose terms expire in 2024)**

- (1)REV. STEVE LOUDER, 98 Gallant court, Clarksville, TN 37043
- (2)MS. GWEN RODDY, 3728 Wittenham Drive, Knoxville, TN 37921

(Members whose terms expire in 2025)

- (2)MR. JON PARSONS, 607 N Franklin, Marshall, MO 65340

(Members whose terms expire in 2026)

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

YOUTH ADVISORY MEMBERS:

- (1)MS. CATHERINE MONEY, 230 Three Springs Lane, Winchester, TN 37398
- (2)MS. OLIVIA PRUITT, 113 Maple Tree Drive, Marshfield, MO 65706

V. PLACE OF MEETING

THE STATED CLERK OF THE GENERAL ASSEMBLY
THE MODERATOR OF THE GENERAL ASSEMBLY

VI. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

(Members whose terms expire in 2024)

- (2)REV. MITCH BOULTON, 80 Topsy Lane, Savannah, TN 38372
steelermitch@gmail.com
- (1)+REV. CAROLYN GOINGS, PO Box 246, Dyersburg, TN 38025
carolynsmithgoings@gmail.com
- (1)+REV. BOBBY HAWKINS, 220 S. Foxwell Street, Providence, KY 42450
hawk49@bellsouth.net
- (2)REV. MICHAEL QUALLS, 5355 June Cove, Horn Lake, MS 38637
mqualls@memphisseminary.edu
- (1)+MR. JAMES REYNOLDS, 128 Heritage Lane, Madison, ALabama 35758
jwreyns@aol.com
- (1)MR. JOHN TALBOTT, 3370 23rd Street, San Francisco, CA 94110
johnrtalbott@peoples-grid.com

(Members whose terms expire in 2025)

- (2)REV. VIRGINIA ESPINOZA, PO Box 132, Boswell, OK 74727 (deceased 8/9/23)
vespinoza@choctawnation.com
- (1)+REV. ROBERT RICE, 104 Rock Haven Drive, Huntsville, AL 35757
rrice.256@gmail.com
- (2)REV. TERRA SISCO, 811 W Cheyenne Street, Marlow, OK 73055
terrasisco@hotmail.com
- (1)+ELDER MARGARETT SMITH, 2536 Quinto Drive, Dallas, TX 75227
- (2)REV. JO WARREN, 811 Wall Street, Morrilton, AR 72110
jmw364@yahoo.com

(Members whose terms expire in 2026)

- (1)+ELDER MICHAEL COOPER, 4705 Indian Summer Drive, Nashville, TN 37207
michael@getfunded.com
- (1)+REV. LUCILE HAYES, 272 N Saint Paul Street, Wingo, KY 42088
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- (3)REV. LISA SCOTT, 8157 N Lawn Avenue, Kansas City, MO 64119
lascott1979@att.net
- (2)+REV. RICK WHITE, 1544 Herring Avenue, Waco, TX 76708
rickwaco3@aol.com
- (1)REV. OMAR YARCE, 360 Wilson Road, LaBelle, FL 33935
yarces@yahoo.com

OTHER DENOMINATIONAL PERSONNEL

REPRESENTATIVES TO:

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

(Member whose terms expire in 2026)

- (3)MS. SHERRY POTEET, PO Box 313, Gilmer, TX 75644
spoteet1@aol.com

THE REPORT OF THE MODERATOR

I thank the 192nd General Assembly of the Cumberland Presbyterian Church for the honor and great privilege of serving as Moderator this past year. I appreciate the opportunity to attend the Ministry Council, Historical Foundation, MTS Board, and Stewardship in person or via Zoom. I attended Covenant, Cornerstone, Columbia, Cumberland, del Cristo, Hope, Japan, Murfreesboro, Nashville, North Central, and Tennessee-Georgia presbytery meetings. I attended the Mission Synod via Zoom, Synod of the Southeast in person, and the Murfreesboro Cumberland Presbyterian Women's Ministry meeting. Vice Moderator Judy Madden attended East Tennessee, Red River, Robert Donnell, and Trinity Presbyteries. I also had the privilege of preaching during chapel at Bethel University, my alma mater, and a few congregations.

The highlight of my travels was witnessing several people who had experienced God's call on their lives come under the care of their presbytery as candidates for ministry. I have also seen many candidates licensed, licentiates approved for ordination, and two ministers from other denominations received as licentiates. In addition, I heard and saw so much good news on missions in Europe, the Philippines, Haiti, Laos, Cambodia, Spain, Canada, and Australia. The international churches are growing and spreading the gospel. We have much to be proud of in the church.

While I was encouraged by these signs of continuing ministry in our denomination, I also witnessed signs of significant problems. That we are divided is no surprise to any of us, but the depth of the division and the seriousness of its consequences are likely worse than most of us believe or want to acknowledge.

The most obvious issue we are divided over is LGBTQIA+ persons in leadership and same-sex marriage. This issue has been growing in prominence for 30 years (or more). Still, it has been catapulted to the forefront during the last two years as the General Assembly has considered a set of proposed constitutional amendments. Though this is the obvious issue, it has become clear to me and many others that it is not the core of our division; rather, it is one symptom of deeper conflicts.

These conflicts are over matters of the interpretation and authority of scripture, the nature and interpretation of our Confession of Faith and Constitution, the meaning of 'connectionalism' – especially regarding the ordination vows of church leaders and the practice of church discipline – and others. These serious, foundational conflicts should be addressed prayerfully, promptly, carefully, transparently, pastorally, and decisively. Unfortunately, we have not done this. We have been distracted by the obvious issue and derailed by our desire to 'keep the peace,' not realizing the consequences of ignoring and avoiding these deeper issues. We have delayed addressing these deep conflicts – as well as the obvious conflict – for far too long.

The consequences of this delay are widespread discontent, distrust, and exhaustion. Our churches and presbyteries know there is a severe conflict and have repeatedly asked the General Assembly to do something about it. Multiple memorials from presbyteries and commissioner resolutions have requested the General Assembly to address these questions in one way or another. The General Assembly's responses to these requests have consistently failed to address the heart of the concern being expressed until many churches and ministers – and even presbyteries – have lost patience with and developed a great deal of distrust for our process.

Having watched these issues develop over the last several years and having heard and seen many signs confirming these conclusions in this past year as moderator, it is with deep sadness that I offer these observations:

1. Our divisions as a denomination have become irreconcilable. The conflicts – both the 'presenting' conflict over LGBTQIA+ leadership/same-sex marriage and the deeper conflicts that lie beneath it – have become deeply entrenched, and the positions held by the opposite sides are mutually contradictory and mutually destructive. Not only can the two not be held together rationally, but they are fundamentally working toward different ends. Trying to accommodate both in the same denomination will be like hitching two horses facing opposite directions to the same cart. At the end of the day, the bigger horse will probably win, but both horses will be exhausted, possibly injured, and the cart will have gone nowhere. In short, we cannot 'get along' while disagreeing over these issues. We will either engage in constructive conflict, leading to one or both sides changing their views until there is a common, unified view, or we will divide.
2. Many of our ministers, churches, and presbyteries have become exhausted from the process and have no patience for additional delays. This will make it difficult or impossible to engage in the kind of patient, careful process that constructive conflict over these deep issues would require without many giving up on the process. As a result, we should expect that – no matter what comes of the proposed

constitutional amendments or what actions the General Assembly takes soon – some churches and ministers will seek to leave the denomination. Last year, our Permanent Judiciary Committee was asked to produce a report describing the constitutional steps for churches seeking to change their affiliation between presbyteries or even to leave the denomination. They were asked to do this because the Moderator of the 191st General Assembly also observed that churches were almost certain to seek disaffiliation in the near future. We have seen this likelihood coming, but I am concerned that many believe that churches being frustrated enough to leave the denomination is an extreme scenario that will affect only a small number of fringe congregations. I wish to say plainly that the question is not ‘if’ churches will desire to disaffiliate, but ‘when’ and ‘how many’ – and the number is likely to be substantial. I pray that most dissatisfied churches will choose to transfer to a presbytery with which they better align rather than leaving the denomination altogether. I encourage synods to consider any requests from churches seeking transfer or new presbytery formation due to these divisions. It is better to face the complexities of transfers and presbytery formations than to ignore our brothers and sisters until they leave in frustration.

3. There is deep distrust and even antagonism toward our denominational entities, the General Assembly, and its committees. This will complicate every attempt by the General Assembly to move forward. My recommendations to address this issue are 1: Ensure broader representation on the permanent committees of the General Assembly. Our international presbyteries must be represented on our permanent committees. Look to those churches and presbyteries that feel disenfranchised or antagonistic, identify leaders they are likely to trust and nominate those leaders to committees that can affect the issues they care about. Especially ensure that the nominating committee has broad representation. In a denomination so focused on and driven by relationships, ensuring that the nominating committee has the broadest possible base of relationships from which to draw potential nominees makes sense. 2: Be radically and excessively transparent in committee activities. Denominational committees have come to be perceived as “black boxes” – a request or referral may go into the committee, and something very different comes out. While committees should do good work, which often results in significant changes, if the committee’s output doesn’t accomplish the intention of the input, people should be able to see clearly how and why the changes were made. Unless there is a clear issue of confidentiality or safety for a victim or missionary, committees should strongly consider recording their proceedings and making the recordings available. 3: Be willing to repent and – as far as possible – make amends for the General Assembly and its committees’ failure to respond adequately in the past. As long as there is no recognition that GA failed to address the real concerns of the churches and presbyteries in the past, it will be much harder to regain the trust of the people of the denomination in the future.
4. One particularly powerful source of the growing distrust in our denomination is a generally lax attitude toward the oaths all ministers, elders, and deacons take at their ordination. Last year, many were outraged when members of the Permanent Judiciary Committee were heard arguing that the oaths of ordination did not require that anyone believe or adhere to large parts of the Confession of Faith. In the time since, I have witnessed oaths being taken by those who answered questions about salvation, baptism, creation, and other issues in ways contrary to our Confession of Faith. This laxity regarding our vows takes our existing problems with distrust and division and multiplies them. While the other issues I have observed seem to have no immediate remedy, I believe this issue can be addressed – at least in a partial but significant way – by an action of this General Assembly. Therefore, I make the following recommendation.

RECOMMENDATION 1: That the 193rd General Assembly exercises its authority to interpret the constitution (Const. 9.4c) by clearly answering the following questions regarding the oaths taken during the ordination of elders/deacons (2.92) and ministers (6.36) and adding the assembly’s interpretive rulings to the Cumberland Presbyterian Digest.

Question 1: Regarding sections 2.92 and 6.36, questions I-VII, must a licentiate seeking ordination to the Ministry of Word and Sacrament or a layperson seeking ordination as a deacon or elder within the Cumberland Presbyterian Church answer in the affirmative to each of their respective constitutional questions?

Question 2: Regarding sections 2.92 and 6.36, question II: is the entire Confession of Faith sections 1.0 through 7.08 “essential doctrines” for the Cumberland Presbyterian Church in faith and practice, or are some portions of the Confession of Faith “essential” and some portions “non-essential”? If some of the Confession is non-essential, which portions are essential? Who or what has the authority to determine which portions are essential?

Question #3: If a minister, elder, or deacon duly ordained in the Cumberland Presbyterian Church willingly and openly preaches and teaches against our doctrine, should they be subject to disciplinary action by their proper judicatory?

THE REPORT OF THE STATED CLERK

I. THE OFFICE OF THE STATED CLERK

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

The Office of the General Assembly also provides budgeting, accounting, and support services to denominational commissions, committees and task forces that do not have staffing. Additional services and activities provided through the office of the Stated Clerk this past year include:

- Developing and maintaining a web presence for the following General Assembly Committees/ Commissions without staff: Nominating Committee, Unified Committee on Theology and Social Concerns, Commission on Federal Chaplains (formerly Military Chaplains and Personnel), and the Our United Outreach Committee.
- Creation of spring and fall Denominational News Updates, a compilation of talking points obtained from each board and entity may be shared at meetings of presbyteries and in other settings.
- Hosting the annual Presbytery and Synod Clerks Conference held at the Center in January.
- Work on providing a new look to the denominational website which serves as a landing page for denominational entities. The new look was made possible through a generous gift from an anonymous donor.
- Responding to various judicial and legal questions affecting local churches, presbyteries and synods. The Clerk is appreciative for advice provided to this office from both the Permanent Judiciary Committee and from Mr. Jamie Jordan who serves as legal counsel for the Office of the General Assembly.

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

II. STAFF

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

Reverend Lisa Scott was elected by the 191st General Assembly to fill the position of Engrossing Clerk. Reverend Scott is to be commended for her work in keeping meticulous minutes, helping committee chairs and co-chairs in preparing clear and accurate reports, assisting with commissioner orientations, and being an instrumental member of the onsite office team during the meetings of General Assembly.

III. ECUMENICAL RELATIONSHIPS

The Cumberland Presbyterian Church has historically been involved in ecumenical relationships. Through co-operative ministries, federal chaplains (military, veteran hospitals and prison ministries) are endorsed and supported, 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, youth events are sponsored. The Cumberland Presbyterian witness is more effective through participation with other Christians in these and various other ministries

A. CUMBERLAND PRESBYTERIAN CHURCH IN AMERICA

The Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church have one heritage, one Confession of Faith and share in several co-operative relationships and ministries such as the Historical Foundation, the United Board of Christian Discipleship, youth ministry, and the Unified

Committee on Theology and Social Concerns. The Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church also participate with other Reformed bodies in ministry. Although working through partnerships, the witness of the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church would be greatly enhanced through a union of the two denominations.

B. WORLD COMMUNION OF REFORMED CHURCHES

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

The WCRC elected Reverend Setri Nyomi as interim General Secretary while the search for new General Secretary is underway.

IV. THE CORPORATE BOARD AND CENTER INTERAGENCY TEAM

The responsibilities for the Corporate Board are listed in the General Assembly Bylaws, Article 5, and meets on an as needed basis.

The Center Interagency Team (CIT) comprised of the Center's Principle Executive Officers, continues to be responsible for oversight of the day-to-day maintenance and property needs at the Denominational Center. Current CIT members include: Mike Sharpe (Office of the General Assembly), Robert Heflin (Board of Stewardship, Foundation and Benefits), Susan Gore (Historical Foundation), and Edith Old (Ministry Council). The Shared Services budget covers the cost for maintaining the Center offices and property (see page 111).

V. FOLLOW-UP ACTIONS FROM THE 192ND GENERAL ASSEMBLY

1) Future GA Meeting Models – Last year marked the conclusion of the Women's Ministry Convention meeting in conjunction with the meeting of the General Assembly. While the impact that this programming shift may have on future attendance during GA week is uncertain at this time, the Stated Clerk is exploring best practices and cost effectiveness for changes to the GA meeting model (e.g. frequency and length of meetings and venue settings).

2) Denominational Vision – The 192nd GA adopted a Vision and Strategy and Action Plan for the Cumberland Presbyterian Church (see Appendix A). The intent of a common vision and prioritized outcomes is to involve congregations, presbyteries and all denominational boards and entities in the implementation of the proposed vision and strategy plan. A common vision and shared outcomes will enable the denomination to become more focused on the church's planning and maximize our resources, coordinate board/entity efforts in implementation, and help presbyteries and congregations identify their roles in achieving the strategies and outcomes. A short intro video and detailed information about the Vision and Strategic plans are available at: www.cumberland.org/vision

RECOMMENDATION 1: That the 193rd General Assembly encourage all churches, presbyteries and denominational ministries to work towards the implementation of the Vision of Ministry and Strategy Action Plan for the Cumberland Presbyterian Church.

VI. COMMUNICATIONS

The Office of the General Assembly received a memorial from Nashville Presbytery and it has been referred to the appropriate General Assembly select committee for consideration.

VII. ENDORSEMENTS FOR MODERATOR

The Reverend Larry Blakeburn, Presbytery of East Tennessee Presbytery and the Reverend Nick Chambers, Arkansas Presbytery have been endorsed for Moderator of the 193rd General Assembly.

VI. MINUTES OF THE GENERAL ASSEMBLY

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

VII. STATISTICAL INFORMATION

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

In 2023, two hundred and two (202) congregations failed to report. In some cases, the statistics for a non-reporting congregation may be several years old, but it is the latest information available. Overall statistical information in recent years has been negatively impacted by the global COVID Pandemic.

The 178th and 179th General Assembly directed “that each presbytery request that its Board of Missions or similar agency, as they minister to the needs of the churches within their presbyteries, remind the churches that it is important that they submit annual reports which are part of our history and offer assistance when needed in preparation of these reports.” If a congregation fails to receive a report, a duplicate form can be requested from the Office of the General Assembly or one may be printed from the web site (www.cumberland.org/gao), and going to the section on congregational reports. Compiled statistical information is available in the annual Yearbook that is available online (www.cumberland.org/gao) or in print format, available through Cumberland Resource Distribution – resources@cumberland.org (901-276-4581).

VIII. CONSTITUTIONAL AMENDMENTS

The following Constitutional Amendments were referred to the presbyteries by the 192nd General Assembly in 2023:

1. That the Constitution be amended by adding the following Paragraph 2.92 and renumbering subsequent sections as appropriate:

“2.92 When a person is in a sexual relationship that is outside the boundaries of marriage as described in the Confession of Faith 6.17, then such a situation makes that person ineligible to be ordained to the office of elder.”

Note the following excerpt from the Confession of Faith for 6.17

“Marriage is between a man and a woman for the mutual benefit of each, their children, and society. While marriage is subject to the appropriate civil law, it is primarily a covenant relationship under God. As such, it symbolizes the relationship of Jesus Christ and the church, and is that human relationship in which love and trust are best known.”

2. That the Constitution be amended by adding the following sentence at the end of the current Paragraph 2.73:

“When a person is in a sexual relationship that is outside the boundaries of marriage as described in the Confession of Faith 6.17, then such a situation makes that person ineligible to serve as an elder on the session of a church.”

3. That the Constitution be amended by adding the following Paragraph 6.35 and renumbering subsequent sections as appropriate:

“6.35 No licentiate shall be ordained who is in a sexual relationship that is outside the boundaries of marriage as described in the Confession of Faith 6.17. Such a situation makes that person ineligible to be ordained as a minister in the Cumberland Presbyterian Church.”

4. That the Constitution be amended by adding the following new Paragraph 7.02 and renumbering subsequent sections as appropriate:

“7.02 When a person is in a sexual relationship that is outside the boundaries of marriage as described in the Confession of Faith 6.17, then such a situation makes that person ineligible to serve a church in any of the relationships stated in 7.01.”

Note the following excerpt from the Constitution for 7.01:

“A person may be called to a particular church to one of four relationships: pastor, associate/assistant pastor, stated supply, or interim pastor.”

The Constitutional Amendments failed to receive the required three-fourths number of presbyteries voting to approve the amendments, needed for ratification. The following is a report of the votes received in the Office of the General Assembly as of May 15, 2024:

The following presbyteries voted in the affirmative: Arkansas, Cumberland, Covenant, Hope, Cornerstone, East Tennessee, Tennessee/Georgia, North Central, Grace, Columbia, Emaus, Cauca Valley, Hong Kong, Missouri, Del Cristo, Andes.

The following presbyteries voted in the negative: Red River, Midsouth, Nashville, Japan, Trinity, Robert Donnell, Choctaw.

The following presbytery abstained from voting: Murfreesboro.

The following presbytery did not report: Cumberland East Coast Korean.

IX. GA REFERRAL

In response to a Memorial from Arkansas Presbytery regarding Cumberland Presbyterian Branding (see Appendix B) the Office of the General Assembly was requested by the 192nd GA to investigate the pros, cons, cost, and benefits, legal ramifications, and effects on the Cumberland Presbyterian Church, including the global church, if this were enacted and report it's finding to the 193rd GA. In response to this request, a Memorandum from legal counsel addressing those subjects is included in this report as Appendix C.

Should the General Assembly wish to move forward with a trademark registration of the Cumberland Presbytery Church, appropriate next steps for consideration are include on page 6 of the Memorandum.

XII. CHURCH CALENDAR 2024-2025

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

RECOMMENDATION 2: That the 193rd General Assembly approve the following dates for the 2024-2025 Church Calendar:

CHURCH CALENDAR 2024-2025

July-2024

7-12	CPYC at Bethel University
8	Program of Alternate Studies Graduation, 1st CP Church, McKenzie, Tennessee
8	Summer Session - 2nd term begins Bethel University
8-12	D.Min. Residency Memphis Theological Seminary
8-22	PAS Summer Extension School, Bethel University
20	Children's Fest at Bethel University

August-2024

1-Sept 30	Christian Education Season
12	Bethel University Fall Semester Begins
18	Seminary/PAS Sunday
20	Bethel University Commencement
26	MTS Fall Semester Begins

September-2024

- 8 Senior Adult Sunday
- 15 Christian Service Recognition Sunday

October-2024

- Church Paper Month
- Clergy Appreciation Month
- Domestic Violence Awareness Month
- 6 Worldwide Communion Sunday
- 8 A Day at the Park
- 13 Pastor Appreciation Sunday
- 27 Native American Sunday

November-2024

- Any Sunday Loaves and Fishes Program
- 1 All Saints Day
- 3 World Community Day (Church Women United)
- 3 Bethel University Sunday
- 3 Stewardship Sunday
- 10 Day of Prayer for People with Aids and Other Life-Threatening Illnesses
- 24 Bible Sunday
- Loaves and Fishes Offering

December-2024

- Any Sunday Gift to the King Offering
- 1-Dec 24 Advent in Church and Home
- 23 Gift to the King Offering
- 24 Christmas Eve
- 25 Christmas Day

January-2025

- 6 Epiphany
- 6-7 Stated Clerks' Conference
- 7 Human Trafficking Awareness Day
- 15 Deadline for receipt of 2024 Our United Outreach Contributions
- 21 Family Sunday
- 22 MTS Classes Begin

February-2025

- Black History Month
- 1 Annual congregational reports due in General Assembly office
- 2 Denomination Day
- 2 Historical Foundation Offering
- 11 Our United Outreach Sunday

March-2025

- Women's History Month (USA)
- 5-Apr 20 Ash Wednesday
- Lent to Easter
- 7 World Day of Prayer (CWU)
- 18-20 Preaching Conference
- 25 National Farm Workers Week

April-2025

- 13 Palm/Passion Sunday
- 17 Maudy Thursday
- 18 Good Friday
- 20 Easter Sunday

22 Earth Day

May-2025

1 National Day of Prayer

4 Bethel University Commencement

11 MTS Closing Convocation & Graduation

Stott-Wallace Missionary Fund Offering

World Mission Sunday

25 Memorial Day Offering for Military Chaplains & Personnel for USA churches

June-2025

8 Pentecost

16-21 General Assembly, Knoxville, Tennessee

30 Cumberland Presbyterian Church Ministries Sunday

XIII. CONTINGENCY FUND

The Stated Clerk is to hold, distribute and report annually the General Assembly Contingency Fund (see Bylaws 8.04, #24). Below is a summary Contingency Fund Activity for the 2023 Calendar Year.

Summary of 2023 Activity

Balance Forward 1/1/2023 **\$102,307.70**

Income in 2023:

Our United Outreach/Contributions \$ 11,557.36

Interest 1,985.38

Total Income: **\$ 13,542.74**

Expenditures in 2023:

Total Expenses: **\$ 0.00**

Total Fund Balance as of 12/31/23 **\$115,850.44**

***Restricted Funds:**

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

Total Amount of *Restricted Funds: **\$ 4,100.00 (12/31/23)**

Total Amount of Unrestricted Amount: **\$111,750.44 (12/31/23)**

Total Fund Balance: **\$115,850.44 (12/31/23)**

Respectfully submitted,
Michael Sharpe, Stated Clerk

APPENDIX A



Denominational Vision, Mission and Strategic Framework



VISION

To become bold expanders of God's Kingdom, inviting everyone to salvation in fulfillment of the Great Commission.

MISSION

To be the hands and feet of Christ in witness and service to the world.

<p>Outcome 1: GOSPEL IMPACT</p> <p>Ministry</p> <p>The CPC has expanded the Kingdom of God, locally and globally, by increasing the number of people aware of the good news of Jesus Christ.</p>	<p>Outcome 2: PASTORAL CAPACITY</p> <p>Ministers</p> <p>The CPC's funding, recruitment, and retention of pastors provides stability for local churches globally and the capacity to sustain denominational growth.</p>	<p>Outcome 3: COMMUNITY INTEGRATION</p> <p>Ministering</p> <p>The CPC's provision or funding of bible study, counseling, recovery, and assistance programs to members, families and those in crisis creates a durable and endearing local community relationship through the hands and feet of ministry.</p>
<p>Strategy:</p> <p>Increase membership in the Kingdom of God by growing disciples who follow Christ, have been changed by Christ, and are equipped throughout their faith journey to go forth making other disciples.</p>	<p>Strategy:</p> <p>Empower congregations & presbyteries in recruitment and retention of pastors and lay leaders, by nurturing their mutual lifelong commitment through prayer, funding, & educational support.</p>	<p>Strategy:</p> <p>Assist local churches and presbyteries by providing resources to cultivate disciples, who will serve as the hands and feet of Christ in community.</p>

- Adopted by the 2023 General Assembly

APPENDIX B

2023

THE CUMBERLAND PRESBYTERIAN CHURCH

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image (logo, colors, slogans, and any other resource that represents the CPC) and to stop publishing in the name of the denomination given that the position of the GA is that the homosexual lifestyle is incompatible with the Christian lifestyle.

Sending letters of protest to the presbyteries and churches that are ordaining homosexual ministers, elders, and deacons or the same who are in the process of ordination and explain to them that such action is out of order and how such behavior affects the whole Body of Christ," be referred to the Permanent Committee on Judiciary for further consideration and input from legal counsel, and that the Permanent Committee on Judiciary provide a report to the 193rd General Assembly regarding the Memorial.

C. THE MEMORIAL FROM ARKANSAS PRESBYTERY REGARDING "CUMBERLAND PRESBYTERIAN" BRANDING

The Committee received the Memorial and discussed at length.

RECOMMENDATION 4: That the Memorial from Arkansas Presbytery which states:

WHEREAS, given the nature that the words "Cumberland Presbyterian" represent a system of faith, a system of government, and a system of discipline that has been developed and decided on within a connectional system of judicatories, it is important that when the words "Cumberland Presbyterian" are used, that they represent the decisions made within that connectional system of judicatories. It is important that when entities use the words "Cumberland Presbyterian", that these entities are subject to the direction and discipline of the system of judicatories found within the Cumberland Presbyterian Church.

WHEREAS, given that the words "Cumberland Presbyterian" are not currently a registered trademark of the Cumberland Presbyterian Church, these words can, have been, and will continued to be used by entities outside the direction and discipline of any judicatory within the Cumberland Presbyterian Church.

THEREFORE, BE IT RESOLVED that the following recommendations be adopted by the 2023 Meeting of the General Assembly of the Cumberland Presbyterian Church:

Recommendation 1: That the Stated Clerk of the General Assembly of the Cumberland Presbyterian Church be instructed to begin the process and to complete the process of filing and registering as a trademark the words, "Cumberland Presbyterian."

Recommendation 2: That the Stated Clerk of the General Assembly be given the authority to carry out whatever tasks and requests are necessary to complete this task in conjunction with the General Assembly of the Cumberland Presbyterian in America.

Recommendation 3: That upon the completion of the filing and registering of "Cumberland Presbyterian" as a trademark; that such trademark be held in common with, and for use by, both the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America.

Recommendation 4: That the stated clerk be instructed to begin this process immediately, and also that they be instructed to give updates to each following meeting of General Assembly until the filing and registering of "Cumberland Presbyterian" as a Trademark is complete," be referred to the Office of the General Assembly to investigate the pros, cons, cost, and benefits, legal ramifications, and effects on the Cumberland Presbyterian Church, including the global church, if this were enacted. The Office of the General Assembly is to prepare this study for presentation to the 193rd General Assembly.

Respectfully submitted,
The Judiciary Committee

APPENDIX C



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Memorandum

To: Rev. Michael Sharpe, Stated Clerk

From: Jaime Jordan

Subject: Registration of "Cumberland Presbyterian" as a Trademark

Date: March 19, 2024

In response to an action by the 2023 General Assembly, you have asked me to provide a discussion regarding "the pros, cons, cost, and benefits, legal ramifications, and effects on the Cumberland Presbyterian Church, including the global church. . . ." This memorandum will discuss those subjects.

Types of Marks That Can Be Registered

The US Patent and Trademark Office (USPTO) accepts for registration trademarks, service marks, and collective membership marks. All of these marks have both similarities and distinctions. According to the USPTO:

The word "trademark" can refer to both trademarks and service marks. A trademark is used for goods, while a service mark is used for services.

A trademark:

- Identifies the source of your goods or services.
- Provides legal protection for your brand.
- Helps you guard against counterfeiting and fraud.

A collective membership mark is any word, phrase, symbol or design, or a combination thereof which indicates that the user of the mark is a member of a particular organization. The owner of the mark exercises control over the use of the mark; however, because the sole purpose of a membership mark is to indicate membership, use of the mark is by members.

Memorandum to Rev. Michael Sharpe, Stated Clerk
Registration of “Cumberland Presbyterian” as a Trademark
March 19, 2024
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For example, a political organization or a professional organization such as the American Medical Association might register a mark which could be used by its members (and only by its members) to show they are members of the organization.

In this memorandum, “mark” will mean either a trademark, service mark, or collective membership mark. “Trademark” will be used only when referring to a trademark or service mark.

Trademark Classifications

A common misconception is that having a trademark means you legally own a particular word or phrase and can prevent others from using it. Registering a trademark does not assure the owner that no one else can use the trademark. Each trademark is registered in one or more international classification based on the nature of the goods or services for which the owner wants to use the trademark. The registration must specify a class, and the registration is effective only for the classes in which the trademark is registered. There are 45 such classes, and registration in each class is treated separately.

For example, if a plumbing company registers the trademark “Acme” in Class 37 for plumbing installation and repair services, that would not prevent someone else from using, or even registering, the “Acme” trademark in Class 17 for branding plumbing hoses, or Class 11 for branding plumbing fittings and valves.

There is no specific Class for religious services, but there are classifications for goods and services which could be secular or religious. For example, the Presbyterian Church (USA) has registered the mark shown here in Class 15 and described the goods covered by this registration as, “Books and booklets on religious and church-related topics.” It is used by the PC-USA to identify the source of its publications of this nature.



The USPTO considers “conducting religious services” to fall within Class 45. Providing religious instruction (or education) services would fall within Class 41.

If the General Assembly Corporation of the Cumberland Presbyterian Church (or “CPC” below) were to undertake to register a trademark, it would need to determine the Class or Classes in which the trademark should be registered to identify the source of the goods or provider of the services identified with the trademark.

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Benefits of Trademark Registration

The advantages of registering a trademark rather than relying only on common law rights (discussed below) are summarized by the USPTO. Registration provides:

- A legal presumption of your ownership of the mark and your exclusive right to use the mark nationwide on or in connection with the goods/services listed in the registration (whereas a state registration only provides rights within the borders of that one state, and common law rights exist only for the specific area where the mark is used);
- Public notice of your claim of ownership of the mark;
- Listing in the USPTO’s online databases;
- The ability to record the U.S. registration with U.S. Customs and Border Protection to prevent importation of infringing foreign goods;
- The right to use the federal registration symbol “®”;
- The ability to bring an action concerning the mark in federal court; and
- The use of the U.S. registration as a basis to obtain registration in foreign countries

Specific Issues with Registration of “Cumberland Presbyterian”

Several potential issues would have to be addressed in connection with an effort to register “Cumberland Presbyterian” as a trademark. Some of these issues are described below. Many of the questions raised by these issues are outside the scope of this memorandum and would need to be addressed by an experienced trademark attorney.

A. Have other users acquired common law rights?

Rights known as "common law" rights begin to attach when someone first uses a name or a mark in commerce in a particular geographical area. The USPTO says:

"Common law" rights, are based solely on use of the mark in commerce within a particular geographic area. Common law rights may be stronger than those based on a registration, if the common law use is earlier than the use that supports [another party's] registration.

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March 19, 2024
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Registering the term “Cumberland Presbyterian” will not terminate common law rights vested in organizations already using that term.

“Cumberland Presbyterian” is in widespread use by organizations which are “connected” to the CPC (such as local churches and presbyteries) and by organizations which have no legal connections to the CPC, such as the Cumberland Presbyterian Church in America. Such use extends back over 200 years in some instances. It may be impossible to terminate rights which other individuals or organizations have to use the term “Cumberland Presbyterian” in light of decades of use before an attempt was made to register and protect the term.

B. Is the term disqualified because it is generic and/or geographically descriptive?

“Cumberland” is a common term which refers to a geographic location or region. Trademark applications can be denied if the trademark is primarily descriptive of the region in which the goods or services originate or the trademark might mislead the public as to where the goods or services originate. Trademark counsel would likely need to establish that the most prominent meaning or significance of the trademark is not geographic, or that the trademark creates a separate readily understood meaning that is not geographic.

In my experience, the USPTO can decline to register a mark if part of the mark is too generic (for example, “milk”). The term “presbyterian” has a generic meaning, that being a protestant who belongs to a church with a particular type of church government.

C. Would words “Cumberland Presbyterian” need to be associated with a unique design in order to be registered?

It is possible that the USPTO would decline to register the trademark “Cumberland Presbyterian” as a words-only trademark, but might register the words in conjunction with a unique design. The combination word/design trademark might be recognized as original and as an identifier of the goods and services in the classes in which the trademark is registered.

D. International Registration.

Securing rights in the trademark “Cumberland Presbyterian” in other countries is outside my experience. Such registration may not be essential to achieving any results that are desired by registration with the USPTO. If international registration is desirable, then it will be necessary to follow-up with legal counsel experienced in international registration or to obtain legal counsel in the appropriate countries.

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Registration of “Cumberland Presbyterian” as a Trademark
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Non-Legal Issues

Before an attempt is made to register any “Cumberland Presbyterian” trademark, consideration should be given to the following issues:

- Will registering a trademark for Cumberland Presbyterian be effective to accomplish whatever purpose is intended? The registration may be useful in keeping persons who are not Cumberland Presbyterians from identifying their goods or services as being provided by the Cumberland Presbyterian Church in the specific classes where the trademarks are registered. However, the mark will not prevent people who are Cumberland Presbyterians from identifying themselves as such in associations or affinity groups. For example, registration would not prevent a group of Cumberland Presbyterians from identifying themselves as “Cumberland Presbyterians for Immigration Reform,” etc. If a design is registered as a part of the trademark, then it may be possible to prevent unauthorized persons from using the design.
- Is the CPC willing to “police” the use of a trademark, which might involve documenting the granting of permission or a license to churches to use the trademark and taking legal action if necessary to prevent unauthorized use of the trademark? If not, then the trademark may be come “diluted” and the CPC might lose the rights gained by registration. If the CPC is unwilling to undertake the expense to diligently protect the trademark, it might be a waste of resources to undertake the registration.
- How would the CPC’s effort to register the mark (and to control its use) be perceived by the CPCA? Given the long and close relationship between the CPC and CPCA, it might be wise to have discussions with the CPCA before taking any action that could be seen as an effort to appropriate rights to the name CPC and limit in any way its use by the CPCA and its connected churches.
- Registering a trademark can be a fairly simple and inexpensive task, with the cost running less than \$1500 for registration in a single class. This would apply to a trademark which is clearly unique with no dispute about prior use.

However, in light of the issues raised above, the cost for securing registration of the Cumberland Presbyterian trademark, if it is possible, could take many hours of work. Fees for attorney who practice in the trademark area frequently run in excess of \$600 per hour. While it impossible to estimate the total cost for registering Cumberland Presbyterian, possibly in multiple Classifications, it is reasonable to expect that the cost could be substantial - in the tens of thousands of dollars.

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Next Steps

In my opinion, the following would be appropriate next steps if the General Assembly desires to move forward with a trademark registration for “Cumberland Presbyterian.”

1. Budget funds to carry the project forward until the next General Assembly
2. Form a Committee on Trademark and instruct the committee:
 - a. to engage in a dialog with Stated Clerk, Judiciary Committee, or other representatives of the Cumberland Presbyterian Church in America concerning the effects of registration on the CPCA
 - b. to consider the ramifications for the Cumberland Presbyterian Church of registering the trademark and on-going maintenance of the trademark
 - c. to recommend to a future General Assembly for or against the registration of “Cumberland Presbyterian” in the United States, whether as a word mark or as part of a design
 - d. to recommend a possible design if the committee recommends the registration of a design mark
 - e. to recommend any other jurisdictions in which the trademark should be registered or otherwise protected
3. Authorize the Stated Clerk to retain experienced trademark counsel to advise the committee.

< END >

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

I. GENERAL INFORMATION

A. BOARD MEETINGS AND ORGANIZATION

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

B. BOARD MEMBERS WHOSE TERMS EXPIRE

Jim Shannon's term expires at the 2024 General Assembly. We want to thank him for his service and dedication to the Board of Stewardship, Foundation and Benefits.

C. BOARD REPRESENTATIVE TO THE 192ND GENERAL ASSEMBLY

The board's representative to the 193rd General Assembly is Gary Tubb.

D. STAFF

Brittany Meeks serves as Administrative Assistant and Coordinator of Benefits, Sandie Coleman serves as accountant and Robert Heflin serves as Executive Secretary.

E. 2025 BUDGET

The 2025 line-item budget has been filed with the Office of the General Assembly.

F. 2023 AUDIT

Certified copies of the 2023 audit reports from Fouts and Morgan will be filed with the Office of the General Assembly in compliance with General Regulations E.5. and E.6. The 2023 audit will be printed in the audit section of the 2024 minutes.

II. FINANCIAL FOUNDATION DEVELOPMENT AND MANAGEMENT

A. PURPOSE

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

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

B. 2023 IN REVIEW

This past year remained volatile. The volatility of the markets can easily focus our attention away from what is important. A well known football coach once talked about the importance of staying focus on the process and not the results. For many investors, it is important to have a diversified portfolio. It is also important to determine the amount of risk you as an investor are willing to take. A diversified portfolio with a reasonable amount of risk is part of the process of obtaining good returns. Asset allocation remains very important to good earnings. Asset allocation can help the endowment fund and retirement fund ride out the

downturns in the market caused by uncertainty. One thing is certain; there will be downturns ahead. That is evident in 2022. History shows us that the markets will turn around and will return to a period of growth. 2023 was a much better year and hopefully 2024 will be even better.

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

C. BOARD OF STEWARDSHIP

The Board of Stewardship ended 2023 with a surplus of \$52,732. We are ever mindful of expenses incurred and try to be good stewards of what has been entrusted to the Board. We are grateful for the faithful support from congregations and individuals through their contributions to Our United Outreach.

D. MANAGEMENT OF FUNDS

At the end of 2023 the Endowment Fund portfolio was under the co-management of Gerber/Taylor Management, MetWest, RREEF America II, Clarion and Headlands Capital. The funds of the Retirement Program were co-managed by Gerber/Taylor Management, MetWest, RREEF America II and Headlands Capital.

The investments of the Cumberland Presbyterian Church Investment Loan Program, Inc. were under the management of board staff with the help of Stifel Nicholas.

III. ENDOWMENT PROGRAM

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

A. ASSETS, INVESTMENT MIX, AND PERFORMANCE

1. Assets and Investment Mix

The assets of the Endowment Fund totaled \$746,397,122 for 2023 at market value. The following table provides a breakdown of the investment mix:

INVESTMENT MIX		
Securities & Investments		
15.9%	US Equity	\$12,150,983
10.4%	Real Assets	\$7,976,412
3.3%	Fixed Income	\$2,534,561
17.3%	Hedged Equity	\$13,194,626
16.6%	Multi-Strategy	\$12,672,804
4.9%	Opportunistic	\$3,727,295
14.8%	International Equity	\$11,330,978
4.0%	Emerging Markets	\$3,056,382
10.1%	Private Equity	\$7,678,228
1.2%	Cash	\$924,409
1.5%	Loans to CP Churches	\$1,150,444
100.0%	Total	\$76,397,122

2. Performance of the Endowment Fund

The Endowment Fund experienced a gain of \$5,720,162 in investment earnings during 2023. Net contributions and withdrawals (including income distributions) were a negative \$2,744,548.

In January 2013, we began paying out 5% (annualized) to the congregations, presbyteries and agencies. Previously agencies had difficulty in preparing budgets because of the unknown amount they would receive from endowment income. Now, they can better estimate the endowment income they will receive. Endowment income paid to congregations, presbyteries and agencies totaled \$1,815,168 for 2023.

3. Total Rate of Return for the Endowment Fund

The following table gives the annualized rates of return as contained in the report from Gerber/Taylor Associates for year end 2023:

	One Year Period 01/01/23 12/31/23	Five Year Period 01/01/19 12/31/23	Since Inception 09/30/81 12/31/23
Endowment Fund	8.1%	8.6%	9.4%

B. YOU CAN MAKE A DIFFERENCE:

ESTABLISHING AN ENDOWMENT AS YOUR LEGACY

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

ONE EXAMPLE HOW THREE LADIES ARE MAKING A DIFFERENCE

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

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

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

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

At the end of 2004, twenty years after the endowment was established, the balance was \$292,324 and at the end of 2021, the endowment balance was \$413,000. In addition, they have distributed well over \$100,000 to be used for outreach.

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

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

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

C. ENDOWMENT PROGRAM LOANS

Historical Review

Through investing up to 40% of the assets of the Endowment Program in the witness of the Church, the message of good news concerning Christ is strengthened both in the United States and overseas. A survey of old files in the Historical Foundation and in the vault of the Board of Stewardship reveals the important role played by this aspect of the investment policy. Over sixty-five years from 1944 to 2009, 841 loans were made to congregations, presbyteries, and synods. From 2010 through 2023 an additional 17 loans have been made. Through these loans, \$42,714,405 has been provided in financing for expansion of facilities and extension of witness.

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

Period	Loans	Total Loaned	Average
1944-49	35	\$ 145,755	\$ 4,164
1950-59	171	\$ 1,360,441	\$ 7,955
1960-69	208	\$ 3,056,891	\$ 14,697
1970-79	166	\$ 3,609,084	\$ 21,741
1980-89	101	\$ 4,349,120	\$ 43,061
1990-99	102	\$ 14,440,837	\$ 141,577
2000-09	58	\$ 10,571,723	\$ 182,271
2010-23	17	\$ 5,180,554	\$ 304,738

While looking at the table, it should be noted that the Cumberland Presbyterian Church Investment Loan Program began January 1, 2001. Since its creation most of the larger loans are made through the Investment Loan Program. As of December 31, 2023, the endowment loan balance was \$1,158,634.

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

D. OTHER CHURCH LOANS

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

1. Small Church Loan Fund

This fund, formerly known as the Revolving Church Loan Fund, was created through an endowment established by Lavenia Cole and gifts to the "Into the Nineties" Capital Gifts Campaign. All interest earned by the loans is added to the fund to increase the amount available for loans. There were four loans from the Small Church Loan Program at the end of 2023 totaling \$40,344.

The rate of interest for the Small Church Loans made during 2023 was based on the loan rate established by the Cumberland Presbyterian Church Investment Loan Program at the beginning of each quarter. These loans are generally small loans of \$70,000 or less and most are amortized over five years.

IV. CUMBERLAND PRESBYTERIAN CHURCH INVESTMENT LOAN PROGRAM, INC.

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

For the year ending 2023, the assets for the Investment Loan Program were \$31,402,063. There were 343 individual, congregation and agency accounts.

For 2023, the corporation complied with the regulatory requirements in the states of Missouri, Tennessee and Kentucky and was able to offer investment opportunities to individual Cumberland Presbyterians in the states of Tennessee, Kentucky, Texas, Missouri and New Mexico.

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

To simplify administration and focus on the strengths of the Investment Loan Program, the board took action to limit the offering of notes and depository accounts to “ready access accounts.” All note holders (individuals) and depository account holders (churches and church agencies) with funds invested in these “on demand” accounts participated in the \$1,079,651 which the program paid in interest. For 2023 the interest rate paid to account holders was 3.50%. The interest rate paid to account holders can fluctuate from one quarter to the next.

The table below provides a breakdown of the investment mix.

INVESTMENT LOAN PROGRAM		
Securities & Investments		
12.0%	Cash Equivalents	\$4,921,101
37.0%	Preferred Stocks	\$8,767,520
8.2%	Mutual Funds	\$1,723,396
42.8%	Taxable Fixed Income	\$11,786,888
100.0%		\$27,198,905

At the end of 2023 there were 13 loans to congregations made through the Investment Loan Program. The loan balance was \$4,203,158. Every account holder is investing in the future ministry of the Cumberland Presbyterian Church as well as receiving interest on their investment.

V. EMPLOYEE BENEFITS ADMINISTRATION AND RESEARCH

A. PURPOSE

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

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

B. VISION

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

VI. RETIREMENT PROGRAM

Since 1952, the board has provided a retirement program open to all church employees of the Cumberland Presbyterian Church. The program gives opportunity for churches and their employees to provide a source of retirement income based on voluntary contributions. In 1987, a new Cumberland

Presbyterian Retirement Plan No. 2 was established as a qualified 403(b) defined contribution plan and in 1990, the General Assembly amended the plan to include the churches and employees of the Second Cumberland Presbyterian Church, now known as the Cumberland Presbyterian Church in America.

A. PLAN AMENDMENTS

As new needs arise or deficiencies in the original plan document for Cumberland Presbyterian Retirement Plan No. 2 become apparent, the General Assembly has the authority under Article IX Section 9.01 of the Plan to amend the same. In 2012 a revised plan document was approved by the General Assembly. Recently the IRS has adopted a pre-approved program for 403(b) plans, thus in 2018 the plan was restated to take advantage of the new regulations. At this time, we are also able to make updates to the plan. The only update made, was the ability to contribute up to the IRS deferral limit each year. In 2024, this amount is \$23,000 and may change in the coming years with no need to amend the plan.

B. YEAR END REPORT

On December 31, 2023, there were 299 active participants in the Retirement Plan. There were 28 receiving direct monthly payments as a result of their elections. In addition to these participants, there were 4 persons who were receiving annuity payments purchased through the Plan and for whom the Plan issues 1099-R's.

During 2023, \$2,502,922 was distributed to participants compared to the \$1,774,884 distributed in 2022. Contributions totaled \$689,912 in 2023 compared to 2022's \$680,535. Realized and unrealized gains on investments totaled a negative \$2,127,365 compared to 2022's negative \$3,400,268. The rate of return credited to the accounts for 2023 was 8.6% compared to -12.9% for 2022. (Comparative annual rates of return for: previous three years +2.6%, previous five years +8.4%, and from the beginning of professional management in March 1982, +9.0 %.)

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

VII. MINISTERIAL AID PROGRAM

A. MINISTERIAL AID

Started in 1881, the Ministerial Aid Program is the oldest benefits program of the denomination. In 2023, the Board of Stewardship distributed more than \$96,150 to ministers and/or their spouses. In the past 10 years more than \$1,171,322 has been distributed. All of these funds are distributed from the earnings of endowments that were established many years ago.

1. Full Benefit Recipients

As of March 2024, there are four (4) Cumberland Presbyterian Church recipients of the full benefit of \$625 (adjusted for inflation yearly) per month (increased from \$300 on July 1, 2010), and six (6) that receive partial benefits due to them having more income than the threshold established. The monthly total of these payments is \$4,650.00; annually, \$55,800.00 is paid. Beginning May 1, 2015, the method of distributing funds to overseas presbyteries was revised with the help of the Missions Ministry Team. Ministerial aid is now offered in overseas presbyteries on an individual basis. Presently there are nine (9) recipients in Cauca Valley Presbytery, one (1) recipients in Andes Presbytery, and four (4) in Emaus Presbytery that are receiving aid in the amount of \$150, \$200, \$300, or \$500 a month, for a total of \$4,000 a month or \$48,000 annually.

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

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

Full Benefit of \$625 a month for State Side Recipients

1. Minimum age is full retirement age set forth by the Social Security Administration.
2. Minimum years of service to the church - 15.
3. Can qualify for aid if a participant in the Cumberland Presbyterian Retirement Plan if income is below poverty level as established by the US Census Bureau.
4. Physical and/or mental disability (doctor's statement required) at any age, however, a minimum of ten years of service is required if less than 60 years of age.
5. Individuals' income cannot exceed federal poverty guidelines set forth for the year by the US Census Bureau. Poverty level is \$14,580 a year or \$1,215 a month for 2023.
6. Couples income cannot exceed federal poverty guidelines set forth for the year by the US Census Bureau. Poverty level is \$17,720 a year or \$1,643.33 a month for 2023. (The GA Board of Stewardship is authorized to look at each case in light of unusual financial hardship; thus, application may be made even if income levels exceed the ceiling.)
7. Presbytery obtains information and approves (approval can be given by the committee or board charged by presbytery with this responsibility); certification of approval is sent to the General Assembly Board of Stewardship.
8. Surviving spouse is eligible if above items 2, 3 and 4 have been met.

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

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

3. Cumberland Presbyterian Church in America. The CPCA currently has 1 participant who receives monthly payments. As of the June 2019 CPCA General Assembly, the decision was made to discontinue benefits due to budget restraints. Although the CPCA has discontinued benefits they had provided, the Board of Stewardship has continued with 50% of the benefit that was agreed upon June 1, 2015, adjusted for inflation yearly. The beneficiary received \$312.50 a month in 2023.

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

B. SPECIAL FINANCIAL NEEDS AID

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

VIII. INSURANCE PROGRAMS

The insurance programs of the board have been assigned by the General Assembly beginning in the middle of the previous century. Dental and Vision Insurance is the newest, begun in December 2008. Property and casualty insurance is the oldest, begun in 1951. While all of the insurance programs are important, group life and health insurance, begun in 1961, touches many lives in a personal way and often at times of deep anxiety.

A. PROPERTY & CASUALTY INSURANCE

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

Our broker is Lipscomb & Pitts of Memphis, TN. For 2024, Travelers Insurance carries our Property & Casualty policy and \$2,500,000 in earthquake coverage, Mt. Hawley Insurance Company provides an additional \$18,132,379 in earthquake coverage. Philadelphia carries our Directors & Officers coverage and Hanover carries our General Liability, Professional Liability, Crime, and Umbrella policies. Allmerica Financial Benefit Insurance Company carries our Automobile policy. Beginning October 23, 2014, Workers Compensation coverage has been with Bridgefield Casualty.

B. GROUP LONG TERM DISABILITY INSURANCE

The presbyteries of Arkansas, Columbia, Cornerstone, Covenant, Cumberland, del Cristo, East Tennessee, Mid-South, Missouri, Murfreesboro, Nashville, North Central, Red River, and Robert Donnell, and The Center have now established non-contributory long term disability programs insured currently through MetLife. This leaves only four stateside presbyteries (Choctaw, Hope, Grace and Tennessee Georgia) without a program. The quarterly rate applied to participant's salaries for 2024 is 1.11 per \$100 of salary. The rate was a decrease from 1.51 per \$100 of salary in 2023.

There are three primary reasons for ministers to want the coverage and for presbyteries to want to provide the protection. The group rate is significantly lower than individual policy rates and does not require a large cash outlay to cover all full-time ministers in a presbytery; housing allowance and/or the fair rental value of a manse is included in the definition of salary for ministers; and, there is no medical qualification requirement in order to enroll. These advantages over individual policies make this coverage very attractive, especially to those who have previously purchased their own policies. In addition, a provision was negotiated with Cigna by the Board's consultant, whereby ministers, upon leaving a participating presbytery to serve in a non-participating presbytery, may continue the coverage if he or she so desires. The new employing church is then billed for the quarterly premium. There are now 12 ministers and two employees who are receiving or have received benefits from this insurance program. There are 114 participants as of March 1, 2024.

C. GROUP TRAVEL ACCIDENT INSURANCE

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

D. GROUP HEALTH & LIFE INSURANCE

The board has used a fully-insured, managed care approach to provide group health insurance for Cumberland Presbyterian clergy and lay employees since March 1, 1999. Blue Cross / Blue Shield of Tennessee is our insurance carrier in 2024. In 2016, the group plan was split into 4 separate community rated groups which provided more competitive rates. For 2024, the Option 1 and Option 2 premiums for the East Coast increased and Option 1 and Option 2 premiums for the West Synods decreased, with the exceptions of the Option 1 and 2 Family Plan and Option 1 & 2 Employee & Spouse Plan, which each increased slightly. The amount of Premium Stabilization Reserve (PSR) applied to all plans in the both the

West and East Synod remained the same. Lipscomb & Pitts, a Memphis based insurance company, is our insurance broker, and Craig Wright, our agent.

1. Premiums.

Efforts to maintain affordable premiums and comprehensive coverage are the biggest challenges we face. Premiums for 2024 are listed below and reflect the assistance from the Premium Stabilization Reserve. The goal for 2024 is to utilize approximately \$205,755 from the Premiums Stabilization Reserve to help reduce the premiums participants pay for health insurance. In 2023 we utilized \$249,860 from the Premium Stabilization Reserve.

Health Insurance Premiums for 2024 East Synods		
	Option 1	Option 2
Employee Only	\$570.95	\$559.92
Employee & Spouse	\$1,361.38	\$1,235.13
Employee & Child(ren)	\$1,262.63	\$1,141.85
Family	\$1,970.97	\$1,782.07

Health Insurance Premiums for 2024 West Synods		
	Option 1	Option 2
Employee Only	\$562.73	\$499.69
Employee & Spouse	\$1,237.20	\$1,114.68
Employee & Child(ren)	\$1,137.02	\$928.93
Family	\$1,808.27	\$1,633.92

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

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

2. Participation.

As of March 1, 2024, 94 employees and 35 dependents for a total of 129 people depend on the Cumberland Presbyterian Church Health Insurance Program. A breakdown of family units by size at March 1, 2024 is listed below.

<u>FAMILY UNITS BY SIZE</u>		
	Number of	
	<u>Units</u>	<u>Total</u>
Emp. Only	54	54
E & 1	6	11
E & S	8	16
Families of 3	1	2
Families of 4	2	6
Families of 5	0	0
Families of 6	0	0
Families of 7	0	0
Total	<u>71</u>	<u>89</u>

The following table shows the enrollment figures from January 2023 to December 2023. As one can see the numbers fluctuate from month to month.

MONTHLY GROUP INSURANCE			
<u>ENROLLMENT</u>			
	<u>EMPLOYEE</u>	<u>DEPENDENT</u>	
	<u>COVERAGE</u>	<u>COVERAGE</u>	<u>TOTAL</u>
January	101	37	138
February	102	37	139
March	101	36	137
April	96	37	133
May	95	36	131
June	96	36	132
July	96	36	138
August	96	36	138
September	96	36	138
October	95	36	129
November	95	36	129
December	95	34	129

3. Premium Stabilization Reserve (Formerly Emergency Reserve)

The Premium Stabilization Reserve is invested in the Endowment Program Fund account which had a balance of \$1,502,333 as of December 31, 2023. The Emergency Health Insurance Reserve was established in compliance with the 1992 General Assembly directive to be used in “emergency” situations to match presbyterial emergency fund disbursements. The 1998 General Assembly approved the Board’s recommendation to allow the Board to use the Emergency Reserve to maintain the stability of the group health and life insurance plan. This allows these funds to be used for purposes outside of the original scope of the reserve. In 2021, the Board of Stewardship used \$150,132 to help offset some of the cost of the health insurance premiums and have estimated that approximately \$205,755 will be used in 2024 to help in reducing premiums for the health insurance participants.

4. Dental and Vision Insurance

On December 1, 2008, we began offering Dental and Vision insurance, on a voluntary basis, for anyone working at least 30 hours or more for any Cumberland Presbyterian Church, its agencies, boards, and institutions. Peter Whitely is the agent of record. At present there are 64 participating employees.

5. Jessie W. Hipsher Health Insurance Endowment

The Jesse W. Hipsher Health Insurance Endowment was created as the first step in the board’s goal to raise \$10,000,000 in endowments for the support of the Cumberland Presbyterian Health and Life Insurance Program. The endowment was established on March 6, 2004. At its establishment \$11,450 had been raised. The balance of the endowment as of December 31, 2023 was \$73,325.

6. Wellness Program

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

Respectfully submitted,
 Gary Tubb, Board Member
 Robert Heflin, Executive Secretary.

THE REPORT OF THE HISTORICAL FOUNDATION

I. GENERAL INFORMATION

A. OFFICERS OF THE BOARD

The officers of the board are as follows: Reverend Lisa Oliver, president; Reverend Annett Pullom, vice-president; and Martha Jo Mims, secretary. Susan Knight Gore is the director and treasurer of the Historical Library and Archives.

B. BOARD REPRESENTATIVES TO THE CPC GENERAL ASSEMBLY

The board's representative to the 193rd General Assembly of the Cumberland Presbyterian Church is Kelly Shanton. The alternate is Reverend Lisa Oliver.

C. MEMBERSHIP

The board is currently composed of the following members: from the Cumberland Presbyterian Church in America— Edna Barnett, Reverend Joe Howard III, Willie Lynk, Reverend Annett Pullom, and Reverend Dorothy Tiller; from the Cumberland Presbyterian Church— Ashley Lindsey, Cathy Littlefield, Martha Jo Mims, Reverend Lisa Oliver, and Kelly Shanton.

D. MEMBERS WHOSE TERMS EXPIRE

The third term of Reverend Lisa Oliver expires with the 2024 meeting of the Cumberland Presbyterian General Assembly, and she is not eligible for reelection. Robin McCaskey-Hughes is deceased. Her third term would expire in 2025.

E. STAFF

Susan Knight Gore serves as the Archivist of the Historical Foundation.

II. ASSEMBLY REPORTING

A. STRUCTURE AND RELATIONS

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

II. PROGRAMS AND ACTIVITIES

A. HISTORY INTERPRETATION AND PROMOTIONAL ACTIVITIES

1. The 1810/1874 Circle

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

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

2. Patrons

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

3. Heritage Churches

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

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

4. Presbyterian Heritage Committees/Presbyterial Historians

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

5. Denomination Day Offering

The 2024 Denomination Day Offering was designated to fund the conversion of fragile and deteriorating analogue media to digital formats in order that it might better be preserved.

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

6. Cooperative Project

We are now in a cooperative project with the Office of the General Assembly of the Cumberland Presbyterian Church, and the Communications Ministry Team of the Ministry Council of the Cumberland Presbyterian Church to scan and make available to both Cumberland Presbyterian denominations at no cost the *Cumberland Presbyterian* magazine and predecessor publications; the *Cumberland Flag*; the *Missionary Messenger* and predecessor publications; the *Minutes of the General Assembly of the Cumberland Presbyterian Church* and predecessor institutions; the *Minutes of the General Assembly of the Cumberland Presbyterian Church in America*; the minutes of all judicatories of both denominations; and the *Yearbook of the Cumberland Presbyterian Church*.

Hosting solutions for the vast amount of data generated are under investigation both from the perspective of how we can do this cheaply and of how can we do this so it will be easy for Cumberland Presbyterians and other researchers to access.

Scanning is progressing. The *Cumberland Presbyterian* magazine has been completely scanned from 2000 to the present (over 250 issues) and partially scanned from 1935 to 1999 (approximately 800 issues). The *Minutes of the General Assembly* 1931, 1950, and from 2007 to 2022 are in digital form as are issues of the *Yearbook of the Cumberland Presbyterian Church* for the same span. In addition the first set of session minutes has been scanned: Goshen Cumberland Presbyterian Church in Winchester, Tennessee (1870-2015).

B. PUBLICATIONS

1. Promotional Materials

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

2. Publication Series

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

1883 Confession of Faith.

1895 Cumberland Cook Book.

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

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

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

God So Loved by Roy Hall.

Hearth and Chalice by James W. Knight.

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

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

History of the Cumberland Presbyterian Church in Kentucky to 1988 by Matthew Harry Gore.

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

Key to a Balanced Life by Larry Bagby.

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

Life and Thought of Finis Ewing by Joe Ben Irby.

Life and Thought of Milton Bird by Joe Ben Irby.

Life and Thought of Reuben Burrow by Joe Ben Irby.

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

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

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

Shall Woman Preach? by Louisa M. Woosley.

Soundings by Morris Pepper.

Theological Snippets by Joe Ben Irby.

This They Believed by Joe Ben Irby.

What Cumberland Presbyterians Believe by E. K. Reagin.

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

Prints of the Samuel McAdow Home; First Meeting of Cumberland Presbytery and Than Came Morning.

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/hfpcp/resource/>

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

4. Online Promotion

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

C. HISTORICAL FOUNDATION AWARDS

1. Award in Cumberland Presbyterian History

The Foundation encourages the writing and publication of papers on all aspects of the history of the Cumberland Presbyterian Church in America and the Cumberland Presbyterian Church. One means of promoting such writing is the Historical Foundation Award in Cumberland Presbyterian History. A \$500 prize is awarded to the author entering the best paper on any CPC or CPCA history subject which meets in form and content the requirements set by the Board of Trustees and judged by the board appointed awards committee. All manuscripts submitted to the competition become property of the Foundation and are added to the Historical Library and Archives.

The contest follows the calendar year, and entries for the 2024 competition are encouraged. All entries will be accepted through December 2024 for this year's contest. Any entries received following the deadline of December 31st will be automatically entered in the 2025 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 50 years or more as members of a local congregation or presbytery; individuals who have served for 40 years or more in a continuing leadership role (including pastors) within a local church. Individuals, churches, or presbyterial heritage committees may make application for the issuing of an award by contacting the Foundation office. Application forms are supplied by the Foundation office as well as the internet, <http://www.cumberland.org/hfcpc/Awards.htm>.

D. RELATIONSHIPS

Presbyterian Historical Society of the Southwest

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

IV. HISTORICAL LIBRARY AND ARCHIVES

A. RESEARCH SERVICE

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

1. Traditional/Physical Access

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

2. Electronic Access

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

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

The YouTube Channel can be accessed directly at

<https://www.youtube.com/channel/UCTk4Wnc8b1T96d0L8Vkt4lg>

or through the gateway URL.

B. ACQUISITIONS

The Historical Library and Archives regularly receives items published by the two denominations, *Minutes of the General Assembly of the Cumberland Presbyterian Church*, *Preliminary Minutes of the General Assembly of the Cumberland Presbyterian Church*, *Yearbook of the General Assembly of the Cumberland Presbyterian Church*, *The Cumberland Presbyterian*, *Missionary Messenger*, *Minutes of the General Assembly of the Cumberland Presbyterian Church in America*, *Preliminary Minutes of the General Assembly of the Cumberland Presbyterian Church in America*, and *The Cumberland Flag*. Synods and presbyteries deposit two copies of their printed minutes as well as a digital copy 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.

Some of the highlights added to the collection include:

Books

Confession of Faith of the Cumberland Presbyterian Church in the United States of America. Revised and Adopted By the General Assembly, at Princeton, KY., May, 1829. Nashville, Tenn.: Board of Publication of the Cumberland Presbyterian Church, 1869.

Fuqua, Nancy J. *Built by the Hands: An Historical Account of Love, Faith and Determination in the Cumberland Presbyterian Church in America*. Executive Committee of the General Assembly, 2002.

Houston, First Cumberland Presbyterian Church. Houston, Texas. Cookbook. *Sharing Our Best*. Sponsored by Cumberland Presbyterian Women. Collierville, Tennessee: Fundcraft, 1995.

Hutchings, Janice and Terry. "The History of the Goodlettsville Cumberland Presbyterian Church 1843-1986. Goodlettsville, Tennessee: Goodlettsville Cumberland Presbyterian Church.

Partlow, Thomas. *Sugg's Creek Meeting House Church Book 1769-1858*. Wilson County, Tennessee. Greenville, South Carolina: Southern Historical Press, Inc., 2022.

Psalms and Hymns, Adapted to Social, Private, and Public Worship, in the Cumberland Presbyterian Church. Authorized by the General Assembly. Pittsburgh: Published by Committee.

A. A. Anderson, Printer, 1844.

Shaffer, John M. *Centennial History of Mission Ridge Cumberland Presbyterian Church 1888 to 1988*. Arlington, Texas: Mission Ridge Cumberland Presbyterian Church, April 15, 1988.

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Clay, Johnie Massey (1871-1963). Purse. Mesh with chain strap. Engraved Mrs. Johnie Massy Clay. Bowling Green, Ky. She served as president of the Woman's Board of Missions, later named the Board of Foreign Missions, from 1918-1936. Purse was a gift from Mrs. Clay to Elizabeth Burroughs.

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 Madisonville Cumberland Presbyterian Church. Madisonville, Kentucky. Architectural Drawing. 9 1/4 x 13 3/4. William C. Smith, architect, Nashville, Tennessee.
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Burnt Prairie Cumberland Presbyterian Church. Burnt Prairie, Illinois. Photograph 1925.
 Cumberland Presbyterian Children's Home. Denton, Texas. Photographs 1950s.
 General Assembly. Cumberland Presbyterian Church. 93rd Meeting. May 17-23, 1923. Fairfield, Illinois. Photograph.
 General Assembly. Cumberland Presbyterian Church. 98th Meeting. June 23, 1928. Jackson, Tennessee. Photograph.
 Jackson, Victoria Wigginton (1841-1904). Photograph of Headstone. Fairview Cemetery. Bowling Green, Kentucky. In her will she left the money to establish a Cumberland Presbyterian Orphans' Home in Bowling Green, Kentucky.
 Lone Star Second Cumberland Presbyterian Church. Center Star, Alabama. Photograph.
 Mt. Sterling Cumberland Presbyterian Church in America. Sturgis, Kentucky. Photograph Album. 145th Anniversary. August 21, 2022.
 Young People's General Assembly. 1932, 1933. Ovoca, Tennessee. Photograph album.

Postcards

Bethel College. McKenzie, Tennessee. Postcard. Divided back, real photo, c1940.
 Birthplace Shrine. Cumberland Presbyterian Church. Montgomery Bell State Park. Burns, Tennessee. Postcard. Divided back, chrome, c1959.
 Bridgeport Cumberland Presbyterian Church. Bridgeport, Pennsylvania. Postcard. Divided back, tinted lithograph, c1902.
 Cumberland College. Clarksville, Arkansas. Postcard. Divided back, color tinted lithograph, c1902.
 Dickson Cumberland Presbyterian Church. Dickson, Tennessee. Postcard. Divided back, lithograph, c1919.
 Jackson, First Cumberland Presbyterian Church. Jackson, Tennessee. Postcard. Divided back, color tinted lithograph, c1902.
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Cookeville Presbytery. Cumberland Presbyterian Church. Minutes. April 23-24, 1925. Pleasant Shade Cumberland Presbyterian Church.
 Florence Presbytery. Second Cumberland Presbyterian Church. Program. July 9-11, 1980. Bethel Cumberland Presbyterian Church. Florence, Alabama.
 Foster Presbytery. Cumberland Presbyterian Church. Minutes. March 20, 1982-April 16, 1988.
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Session Records

Casey Cumberland Presbyterian Church. Casey, Illinois. Session Records 1970-2002.
 Cedar Hill Cumberland Presbyterian Church. Greeneville, Tennessee. Session Records. 2018-2020.

Colonial Cumberland Presbyterian Church. Memphis, Tennessee. Session Records 2003-2011.

Faith Cumberland Presbyterian Church. Bartlett, Tennessee. Session Records 1999-2021.

Faucett Cumberland Presbyterian Church. Faucett, Buchanan County, Missouri. Session Records. May 29, 1892-August 3, 1913.

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Loudon Cumberland Presbyterian Church. Loudon, Tennessee. Session Records 1858-1986.

Synodical Records

Alabama Synod. Second Cumberland Presbyterian Church. Minutes. August 12-15, 1980; August 13-14, 1981; August 10-13, 1982.

Alabama-Mississippi Synod. Cumberland Presbyterian Church. Young People's Encampment. July 26-August 2, 1937. Hartselle, Alabama. Schedule.

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

V. BIRTHPLACE SHRINE

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

Recognizing the recognition and visibility that the Birthplace Shrine provides for the Cumberland Presbyterian denominations, the Foundation both sponsors and regularly participates in two activities at the Birthplace: Denomination Day and an Easter Sunrise Service.

Two improvements have been made to the property: a new sign at the entrance and a new split rail fence at the log house. The Foundation thanks the Heritage Committee of Nashville Presbytery for their continuing volunteer upkeep of the property.

VII. FINANCIAL CONCERNS AND 2023 BUDGET

A. BUDGETS

The 2025 line-item budget of the Historical Foundation has been filed with the CPC General Assembly Office.

B. ENDOWMENTS

Anne Elizabeth Knight Adams Heritage Fund
 Rosie Magrill Alexander Trust
 Paul H. and Ann M. Allen Heritage Fund
 Barnett Family Heritage Fund
 Grace Johnson Beasley Birthplace Shrine Fund
 Ethel Beal Benedict Heritage Fund

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

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

THE REPORT OF THE MINISTRY COUNCIL

To the 193rd General Assembly of the Cumberland Presbyterian Church Meeting in session at the Double Tree, Evansville, Indiana.

I. MINISTRY COUNCIL

A. INTRODUCTION

Because we are called, we care, and we serve. The Ministry Council (MC) serves as the primary program planning entity of the Cumberland Presbyterian Church (CPC). MC elected members work alongside staff to ensure a unified mission, mindful that resources entrusted to us must be utilized to carry out ministries effectively. The MC is accountable to the General Assembly (GA).

God continues to bless the CPC with gifted and dedicated MC staff and new ministry opportunities in the U.S. and around the world. With humility and thanksgiving, the Council recognizes that the deep and wide scope of ministries under the MC's purview exceeds the confines of this report. We invite Commissioners to the 193rd General Assembly and guests to visit our website, cpcmc.org, to learn about programs and resources to enhance spiritual growth of individuals and congregations.

1. Ministry Council (MC) elected membership and terms

MC elected members meet GA requirements of endorsement by presbytery (clergy) or church (laity), geographical (synodic), and gender representation. The Council is heartened by the willingness of elected member Ms. Melinda Reams (Synod of Great Rivers), to be considered for a 3rd term.

Rev. Kenny Butcher (Tennessee Synod), Rev. Phillip Layne (Synod of the Southeast), and Ms. Victory Moore (Synod of the Midwest) all complete their third terms of service following the conclusion of this General Assembly and are ineligible for re-election. Ms. Amy Cresswell completed her second term and has expressed "It has been my honor and privilege to serve on the Ministry Council for the past two terms. I have been enriched by this opportunity and am thankful to have been able to serve" however current family responsibilities preclude her ability to serve a successive term. We will miss the unique perspectives and passionate enthusiasm these leaders brought to the Council during their tenure. Youth Advisory Members Christopher Butcher and Avery Stence complete their first one-year terms following the conclusion of this General Assembly and are both eligible for re-election. Individuals interested in serving on denominational entities are encouraged to send a personal data form to the Office of the General Assembly (https://www.cumberland.org/nc/CPC_Nominating_Committee/Personal_Data_Forms.html)

2. Ministry Teams (MT) are comprised of elected team members and staff. Their function is to plan and manage program ministries of the CPC. The State of Tennessee, in which the Council holds its charter as a 501(c)3 nonprofit organization, considers teams to be Ministry Council committees. The MC elects its committee (Ministry Team) members. A complete list of team members appears at <https://cpcmc.org/mcstaff-nonstaff>.

At its February 2024 meeting, the Council elected Amy Duggins, DCE at Shiloh CPC, Red River Presbytery, and Brenna Truitt, Rocky Glade CPC, Murfreesboro Presbytery to serve on the Discipleship Ministry Team (DMT); and Rev. Patrick Wilkerson, Pastor, Shiloh CPC, Red River Presbytery to serve on the Missions Ministry Team (MMT).

Ministry Team Staff are Ministry Council employees:

- **CMT:** Publications Manager/Editor serving as Interim CMT Leader Matthew H. Gore
- **DMT:** DMT Leader Rev. Elinor S. Brown; Coordinator of Adult Ministry Rev. Dr. Chris Fleming (Paducah, Kentucky office); CP Resources Distribution Manager Cindy Martin; and Coordinator of Children and Family Ministry Jodi Hearn Rush (Nashville, Tennessee office.)
- **MMT:** Manager, Finance and Administration Jinger Ellis; Director of Congregational Ministries Rev. Kristi Lounsbury (Krum, Texas office); Director of New Church Development, Evangelism & Intercultural Ministries Rev. T. J. Malinoski; MMT Leader Rev. Dr. Milton Ortiz; Director of Ministry with Women Rev. Becky Zahrte (Owensboro, Kentucky office) and Director of Global Missions Reverend Justin Richter (Albuquerque, New Mexico office) who was hired on August 16, 2023.
- **PDMT:** Louisa Woosley Preaching Initiative Program Director Rev. Jen Newell (Chattanooga, TN office) and PDMT Leader Rev. Dr. Pam Phillips-Burk.

3. The **Global Ministries Leadership Team (GMLT)** includes Ministry Team Leaders and the Director of Ministries. GMLT is strongly collaborative, supported by a comprehensive budget to coordinate ministries across widely varied programs and resources.

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

B. GENERAL INFORMATION

1. **Meetings, elected member orientation, and accountability:** The MC met twice since the 192nd General Assembly. Meeting summaries appear at cpcmc.org/mc/soa/. Newly elected Council and Team Members receive multi-tiered orientation and attend formal Orientation in August. Elected members sign an annual Covenant affirming their commitment to serve God through service to the CPC (cpcmc.org/mc/covenant/.) The Covenant includes a Code of Conduct governing elected members and staff. Elected members and staff will meet concurrently at Faith CPC, Bartlett, Tennessee, on August 16–17, 2024 (Friday and Saturday). The MC Corporation Annual Meeting of the Board of Directors with GMLT will take place via Zoom the weekend of February 8-9, 2025.

2. **Strategic Visioning:** In 2022, the Council began a process of strategic visioning. Elected members honed mission and vision statements to guide the work of the Council and its four Ministry Teams over the next several years. The strategic vision guides external efforts and internal practices, for example, continuing to ensure human resources best management practices related to hiring. The Council and staff strive to keep the vision and mission statements at the forefront of planning and implementation of ministries:

The Council's Vision Statement "Thriving, unified congregations have the resources to proclaim God's word for salvation, the leadership to sustain them, and engaged members, who seek spiritual growth and bring Jesus to their local communities around the world."

Tangible outcomes of this vision:

- 1) Develop effective leaders who equip healthy congregations to expand the Kingdom of God.
- 2) Support churches by providing resources and assistance that equip congregations to engage in global and local ministries that spread the good news of the Gospel and glorify God.
- 3) Ensure the Ministry Council is comprised of members with a servant heart, who are accessible, effective, and responsive to the global church's changing needs, so all churches are equipped to fulfill the Great Commission.

The Council's Mission Statement: "For the glory of God, the Ministry Council will seek Christ's vision, support ministry development, and serve the Church." The Council regularly reviews metrics/accomplishments, affirming the work and prayerfully asking the guidance of the Holy Spirit for all future ministries.

II. MINISTRIES

A. **The Communications Ministry Team (CMT)** disseminates the mission of the teams, boards, agencies, and institutions of the CPC through both print and electronic communications. We publish, or assist in the publication, of the official denominational publication of record, the *Cumberland Presbyterian* magazine, and the primary communication for missions, the *Missionary Messenger*.

As the denominational publication of record, General Assembly has mandated all judicatories submit at least a summary of action of each meeting to the *Cumberland Presbyterian* magazine for publication. While not all judicatories follow this mandate, we have more cooperation now than at any time in recent years. We also welcome the submission of news items, feature stories, and opinion pieces from congregations and individuals.

The CP magazine does not engage in commentary over controversial issues in the church or in politics. However, we feature a monthly opinion piece by the Moderator of the General Assembly which, although sometimes lightly edited, is never changed in tone or content. Neither have we ever failed to print any letter to the editor, however, due to concern both over space and the danger of repetition, letters are sometimes edited, and writers are limited to one major submission per quarter. We do not solicit specific

editorial content.

Since the CP magazine changed editorial direction in 2018, reaction to our current content has been overwhelmingly favorable. Our December 2023 music issue which included a vinyl record proved to be particularly popular. Our year-end promotion drew 91 entries, and we randomly awarded eleven music-related prizes. We did a promotional mailing to all entrants in the first quarter of 2024.

Over the 2022-2023 magazine year, (the most recent full year for which we can pull data) circulation averaged 1,519 per issue with an estimated readership of 6,532 per issue (based on magazine industry norms) including all Ministry Council staff as well as many elected and volunteer members. Currently, 55 churches participate in either our “every home” or “every leader” plan.

We are happy to report that the distribution delays which occurred during the COVID-19 pandemic seem to be a thing of the past. Currently, postal distribution ranges from just a day or two to about three weeks worst case scenario. Unfortunately, Postal distribution may never be as rapid as it once was. We offer downloadable digital subscriptions and individual issues for reasonable prices. Small increases in postal rates are expected each year.

The CP magazine accepts a limited amount of paid advertising and runs complimentary advertisements for CP boards, agencies, teams, and institutions. To maintain non-profit status and qualify for periodical mailing discounts, the CP must average under 3.2 pages of advertising per issue. Currently, we average 1.75 pages of advertising per issue.

CMT also publishes books and pamphlets by, for, and about Cumberland Presbyterians including the Minutes of the General Assembly of the Cumberland Presbyterian Church and the Yearbook of the Cumberland Presbyterian Church. Further, CMT provides and maintains the platform for the websites of the Ministry Council and Ministry Teams and posts news items to the internet through e-mail, social media, and the Ministry Council website <https://www.cpcmc.org>

From the 1950s to the 1980s, the Office of the General Assembly collected biographical data on CP clergy. These biographical forms are an important source of information. As part of our news gathering efforts, CMT has revised the form, making it available on the web and through our office. We continue to urge all clergy and denominationally active elders to fill out and submit the confidential form which will be filed with the Historical Foundation <https://www.cumberland.org/cpmag/CPBF2020.pdf>

Since 2021, CMT has consisted of Matthew H. Gore, Publications Manager and *Cumberland Presbyterian* magazine Editor and Sowgand Sheikholeslami as Senior Art Director. Having served the denomination since 1997 under the Board of Missions and then the Ministry Council, Sowgand retired at the end of 2023. We will miss both her considerable artistic talent and enthusiasm.

B. The Discipleship Ministry Team (DMT) continues to uphold its mission statement: *The DMT invites and challenges people in all seasons of life to grow in their faith in Jesus Christ by providing training, events, and curriculum to nurture discipleship in the Cumberland Presbyterian Church. We ensure that our resources include our Core Values to Inspire: We strive to empower and equip CPs to think critically and love extravagantly; to maintain Integrity: We teach and learn by allowing ourselves to be authentically guided by the Holy Spirit through scripture; and be Inclusive: We celebrate the diversity of our churches, cultures, and people that are the body of Christ.*

Thanks

1. **Rev. Drew Gray**, who has been the DMT chairperson, will rotate off our team after serving nine years. Drew has been a stellar DMT member and has served both it and the MC at our biannual meetings, between meetings, and as a GA commissioner speaking on behalf of the MC. Drew has brought insight, laughter, and graciousness to the DMT and we will greatly miss his “down home” wisdom. Thanks to Drew for his service. We know the Church shares our gratitude to him as he finishes his service.

2. **Rev. Nathan Wheeler**, Coordinator of Youth and Young Adults, resigned February 9, 2024. Nathan worked in the position for nine years. He has been a gift to the CPC and especially the DMT in this role. His insight, leadership, and creativity helped the youth and young adult ministry flourish. Nathan is doing adult ministry at Zephyr Point Campground in Lake Tahoe, Nevada. We wish him well and know God will continue his ministry there.

3. **Cindy Martin** has worked for DMT in its various forms for 26 years. She came to the Board of Christian Discipleship as an editor of children’s curriculum and general children’s ministry. Cindy transitioned to adult ministry as a result of her tireless work as *Encounter* editor. She closes her time with the DMT as the Cumberland Presbyterian Resources Manager. Her gifts of customer service and knowledge

of resources have made her an invaluable part of DMT. She retires on September 30, 2024. We offer her congratulations as she turns her attention to her family and other interests. Please help us wish her well in this new season of her life.

Discipleship Ministry for Churches

1. Christian Education Season This year's theme is *Holy Conversations*, coordinating with the PDMT theme. The theme scripture is 2 Timothy 1:8-9. The packet includes an Introduction and Purpose, Planning, Schedule, General Celebration Suggestions, Excitement Builders, Kick Off Sunday Schedule, Meals and Preparation, Activities, Worship Helps, Decoration Ideas, Focus Ideas for Following Sundays, and Christian Education Season Offering Ideas. Resources available on the website or from Elinor Brown at esb@cumberland.org

2. Discipleship Blueprints We offer free leadership training to address specific needs of a congregation or presbytery. We can come to you on a date that works for you. Some training opportunities are available on our Kajabi platform. Information is added on cpcmc.org and our eblasts every other month. To receive these eblasts, contact esb@cumberland.org

3. Discipleship Tool Kit is a must for the Discipleship Ministry Team/Committee in every church. It is available electronically (and printed with shipping costs) and includes QUESTIONS to Consider, CE SEASON Kick off Packs, ARTICLES about Christian Education, NEW MODELS for discussion, List of CHILDREN/FAMILY Curriculum, CP CURRICULUM samples, and INFORMATION about other recommended programs and events. Quarterly updated materials are sent out electronically (February, May, August, and November.)

4. Family Sunday was January 21, 2024. A free download is still on the website that includes suggestions on different ways to celebrate this day in your congregation along with a set of conversations starters that can be sent home or used at church in multiple ways. The next Family Sunday will be January 12, 2025. cpcmc.org/family-sunday/

5. Advent and Lent Resources *The Jesse Tree*, coordinates with the devotional book of the same name and includes instructions for making Jesse tree ornaments. An introductory video is on the website. Resources include a daily devotional, conversation stretchers, and scripture readings. The updated Lent resource, *A Path through Lent*, launched Ash Wednesday 2024 and includes a daily scripture to read as a family, a conversation starter, and a closing prayer. It offers time to make a path of stones as a reminder of the journey. An optional weekly challenge reminds families of the theme for the week. Visit <https://discipleship-ministry-team.mykajabi.com> to sign up for free to get a head start for next year.

We continue to promote online worship liturgies adding others as they are received. Staff welcome original worship resources celebrating a special Sunday or any Sunday to add to the website. <https://cpcmc.org/discipleship/worship-resources/>

Events and Activities for All Ages

1. A Day in the Park is a joint event by DMT and the Historical Foundation of the CPC and the CPCA. The annual "Day in the Park" is scheduled for October 8, 2024, starting at 10:00 a.m. (CST). It is a time to gather for worship, fellowship, and fun at the CP Birthplace Shrine in Montgomery Bell State Park. Historical Foundation reenactors will be on site. Worship will start around 11:00 a.m. After worship, you can lunch with other participants.

2. Children's Fest The 2024 event took place June 1 at Lake Highlands CPC in Red River Presbytery. Lake Highlands and the Christian Education committee of Red River Presbytery co-hosted the event, and it was publicized at their camp last summer. For information about future events contact Jodi Rush at jhr@cumberland.org

3. Cumberland Presbyterian Youth Conference July 7-12, 2024, at Bethel University in McKenzie, Tennessee. Rev. Samantha Hassell is the interim director of the conference. The theme for the event is "Let's Explore" cpcmc.org/cpyc

4. CPYC Alumni Retreat September 27-29, 2024, at NaCoMe Camp and Retreat Center in Pleasantville, TN. Plans are being made for this event cpcmc.org/cpycalumni

5. FTE Denominational Discernment Lab This cohort is created by the Fund for Theological Exploration and will meet over the next two years. It is designed to help leaders contemplate ministry with young adults and will reward cohorts with a grant of up to \$12,000 to incorporate into their work with young adults. Ean Taylor will be our representative to this group.

6. GA Activities for Children are taking place on Monday, Tuesday, and Wednesday of GA in Evansville, Indiana, June 2024. The program is for children who have completed K-6th grade.

7. **TenX10** is an ecumenical movement to make faith matter more to 10 million teenagers over the next ten years. We are a partner organization, and you can find available resources at <https://www.tenx10.org/>. Chris Fleming is our representative to this group.

Resources and Curriculum

1. **Encounter** The 2023-2024 quarters have been called “*Voices of the Church.*” These lessons are written with a focus on missions and evangelism from a global perspective. This summer’s quarter will end this series. There is an Encounter course on the Kajabi platform available.

Churches have a special opportunity through *New Day in Christ* ministry in Houston, Texas, to begin an Encounter partnership with DMT. Churches can sponsor 10 copies of a new Encounter to be sent to the ministry each quarter to be shared with jails in the community. Contact Chris Fleming at cfleming@cumberland.org

2. **ENGAGE** is being enhanced as we work with churches. We have or are working with 35 churches (and judicatories) in some capacity through April 2024. We are thankful for the Lilly Endowment Inc. grant of \$600,000 (for five years). Chris Fleming is Program Director cfleming@cumberland.org

Through the ENGAGE process, staff has developed a ministry opportunity with Thom Rainer. PDMT and ENGAGE secured ministry training resources from his Church Answers University. We have had 23 pastors begin or complete the *Church Revitalization* course. We will expand this program into other presbyteries and with other ministers.

3. **Presbyterian Youth Triennium July 28-31, 2025**, in Louisville, Kentucky. Information at <https://presbyterianyouthtriennium.org>

4. **Small Group Resources** Chris Fleming and Becky Zahrt completed the Spiritual Practices curriculum *Formed by the Spirit*.

5. **Stir** is a curriculum to help youth lead not follow. It can be used in several ways including Sunday school, small groups, and retreats. Three theme books are available, the third one in digital format only, and a fourth one will be available soon. Check out Stir at cpcmc.org/stir

CP Resources (CPR)

1. **Sales Figures** CP Resources are uniquely Cumberland resources available to CP congregations and others. In 2023, CPR sold 21,147 items for \$120,644.05. For comparison, in 2022 21,460 items sold for \$116,657.64. Contributing significantly to those sales has been the *Confession of Faith*, with sales of 1,745 in 2023.

2. **Pop-Up Bookstores** are provided at regional and presbyterial meetings and events. Resources sold at *A Day in the Park*, totaled approximately \$400. Staff have been invited to provide a bookstore at the Family Retreat on April 4-7, at the Synod of the Southeast meeting at Scottsboro CPC on May 3-4, at the CPCA General Assembly meeting in Nashville June 9-13, and at CPC General Assembly in Evansville on June 16-21.

3. **2024 Planning Calendar** The theme for the 2024 calendar is *Holy Conversations*. The focus is on God’s call to ordained ministry. As of this writing, we only have a few calendars remaining. The 2025 calendar theme is *Children Responding to God’s Call: Worship, Study, Service, and Play*; 2025 calendars are available to the General Assembly for \$12.95.

4. **New CP Materials** are always being explored and developed as needed. In 2023, we added Rev. Dr. Lynn Thomas’s book *Cumberland Presbyterian Elders: The role and responsibilities of lay leaders elected and ordained to be the church’s elders*, which has consistently been a strong seller. In March 2024, Lectures on Important Subjects in *Divinity*, by Finis Ewing, was added. We are awaiting copies of *Our Stories: Biographies from the Cumberland Presbyterian Magazine*, by Matt Gore/CMT, which have been delayed by Amazon’s AI system.

Opportunities to Serve

1. **Youth Ministry Planning Council (YMPC)** is shifting its scope. The group still plans CPYC but will have a broader focus on youth ministry including high school senior council members who may potentially serve as MC Youth Advisory Members and planning a leadership development event. Contact Elinor Brown at esb@cumberland.org

2. **Young Adult Ministry Council (YAMC)** is DMT’s young adult ministry planning agency. The YAMC hosted an annual Young Adult Retreat March 22-24, 2024, at Montgomery Bell State Park. They are working on blog posts, magazine articles, and a podcast. For more information www.cpcmc.org/young-adults

C. Missions Ministry Team (MMT) focuses on new church development, evangelism, intercultural ministries, global missions, women's ministry, and congregational ministries. By concentrating on these areas, MMT aims to revitalize and redefine the identity of the CPC as a dynamic and outward-focused movement. Each of these elements serves a crucial role in fulfilling the broader vision of evangelism, church planting, and missions.

Global Missions

1. New Director of Global Missions: Rev. Justin Richter started working on August 16, 2023 (Albuquerque, New Mexico office), and to date he has visited Cambodia, Laos, and South Korea.

2. Missionaries: MMT supervises the following missionaries: Rev. Daniel and Kay Jang in the Philippines, and he represents the MMT in S. Korea and Australia; Rev. Socorro Delgado Pejendino in Guatemala and she represents the MMT in Spain and France; Rev. John Jairo and Rev. Esperanza Correa also in Guatemala and they represent the MMT in Mexico; Reverends David and Sarah Lee in Cambodia; and Rev. Kim Moore in Haiti. Rev. Oldfield So (Scotland) and Rev. Juan Fernando Morales (Canada) are Missionary Consultants, serving as missionaries for the MMT on a limited basis. World Gospel Missions supervises partner missionaries Kenneth and Delight Hopson (Uganda) rather than MMT.

3. New Missionaries: Rev. Edgar and Iris Straube, new missionaries to Spain, will be commissioned during the 193rd General Assembly. We ask all to pray for them, their three children, and all our missionaries.

4. Stott-Wallace (SW) Missionary Offering: We support MMT supervised missionaries through the SW Missionary Offering. Last year's contributions totaled \$308,795. In 2024, approximately \$360,000 is needed to sustain missionary salary and benefit obligations. No administrative costs are taken from the offering. To support our missionaries directly visit <https://cpmc.org/mmt/global/>

5. Missions Ministry Team Acting in Place of a Presbytery: MMT acts in place of a presbytery in countries with respect to persons, ministers, and churches outside the U.S. and outside the bounds of any existing presbytery. In 2023, countries included: Australia, Belize, Brazil, Cambodia, South Korea, the Philippines, Guatemala, Mexico, Spain, France, and the United Kingdom. Elected team members and staff meet annually and as needed to address judicatory needs.

6. The Internationals Endowment: The 192nd General Assembly requested establishment of an endowment to assist international commissioners, elders, ministers, and youth delegates to offset the expense of attending General Assembly. The John and Joyce Lovelace, Boyce and Beth Wallace, and Bill and Katherine Wood Endowment Fund has been created. MMT continues to promote this endowment across all presbyteries.

Women's Ministry

1. Future of Women's Ministries: 2023 was a year of excitement and change. CPWM held its last Convention concurrent with the General Assembly. The CPWM Executive Committee is looking forward to the 2024 retreat in Missouri. The retreat is open to ALL family members, creating an environment for the entire family to worship and retreat together.

2. Scholarships: New scholarships have been well received and have made a significant impact. CPWM continues to support the CPWM Bethel Scholarship of \$2,000 per year, providing crucial financial aid to deserving students. We were able to help an international CP student through the CPWM Bethel International Scholarship, also valued at \$2,000 per year. As of June 2024, CPWM has assisted three women clergy students with the Memphis Theological Seminary Scholarship, contributing \$500 per year towards their theological education.

3. Communication: Women's Ministries continues to expand its online presence. Information is available via Facebook at "Women's Ministry of the Cumberland Presbyterian Church" and "CP Clergywomen," and through Instagram, "WoosleyWomen." The quarterly electronic newsletter "Beautifully Broken," launched in October 2022, has been well received and continues to expand. CPWM continues online stories via "Woosley Woman Wednesday." The 2022 and 2023 online publications are available in book form from the CP Resource Center.

4. Expansion: Women's Ministries continues to broaden its scope and our understanding of what CPC Women need. Women's ministry collaborates with different teams and groups across the denomination. Currently, Women's Ministry is developing workshops and events to involve all women in helping garner leadership skills and participate in new opportunities.

Congregational Ministries

1. Director of Congregational Ministries: Rev. Kristi Lounsbury, passed the exam to become a Certified Fund-Raising Executive (CFRE). There are only about 7,700 worldwide with this achievement. She and Rev. Dr. Chris Fleming (DMT) co-authored a successful grant awarded by the Lilly Endowment,

Inc. to expand the ENGAGE process.

2. **ENGAGE:** ENGAGE has/will be in 35 churches (and judicatories) in some capacity through April 2024. Each receives resources to increase their vitality as a congregation or body of Christ.

3. **The Opportunity List:** The Opportunity List is now the sole online resource for churches and pastors to connect. Contact Rev. Kristi Lounsbury or Rev. Dr. Pam Phillips-Burk.

4. **Mission Trips & International Commissioners:** Kristi helps coordinate/host international commissioners to GA, and in partnership with Global Missions, seeks to provide meaningful mission opportunities to congregations.

5. **Getting Involved:** The following organizations and ministries are opportunities for ministry:

- Bethel-El Farmworker Ministry, Florida
- Birthplace Shrine Chaplain – Summer Program, Montgomery Bell State Park
- Choctaw Ministry, Oklahoma
- Coalition of Appalachian Ministry (CAM), Tennessee
- National Farm Worker Ministry (NFWM), North Carolina
- Project Vida, Texas

New Church Development, Evangelism, and Intercultural Ministries

1. **Emphasis.** The shared goal for all Cumberland Presbyterians is to be actively engaged in evangelism and support new church development and worshiping communities across the U.S. Rev. Diann White, Rev. Iwao Satoh, and Jonathan Calheiros are consultants within specific areas related to intercultural ministries. This office has three primary emphases:

- to communicate passion, encouragement, and commitment for evangelism/faith sharing with others by bearing witness to Jesus Christ in our everyday living,
- to create new, viable worship spaces for those who do not know Jesus Christ, for those who are seeking to know more of Jesus Christ, and for those who already have a relationship with Jesus Christ and are seeking a place to worship,
- to represent and celebrate the interactions and relationships between multiple national, ethnic, language, and cultural identities present in the United States cultivating diverse expression of the Christian faith for those in search of community and belonging.

2. 2023/2024 Highlights:

- Assisting presbyterial boards of missions including Cornerstone, Columbia, East Tennessee, Murfreesboro, and Tennessee/Georgia.
- Rev. TJ Malinoski was a Keynote speaker at a two-day Evangelism Conference for Cumberland Presbytery.
- New church developments of Murfreesboro Presbytery, Columbia Presbytery in the Metaverse, and Church in the Park of Cornerstone Presbytery.
- The Missionary Messenger summer 2024 issue focuses on evangelism and new church development (NCD).
- Supporting Presbytery del Cristo to initiate new worshiping communities.
- Hosting the 4th year of the Cumberland Road podcast with more than 150 guests and listeners in all 50 states and 45 countries.
- Planning 2025 Youth Evangelism Conference in Huntsville, Alabama.

3. **NCDs, new exploration initiatives, and worshiping communities around the U.S.** This office initiates and partners with presbyteries and boards of missions to start new efforts to provide worship. Current NCDs, new exploration initiatives, and worshiping communities are in Florida (multiple locations), Georgia, New Jersey, Tennessee (multiple locations), and Texas (multiple locations).

Joint Ministries

1. **ENGAGE.** The Ministry Council received a \$600,000 grant from Lilly Endowment Inc. to help support ENGAGE, a DMT and MMT collaborative project designed to help congregations cultivate a deep spirituality and love for the surrounding community. ENGAGE helps congregations to develop measurable goals and an action plan for opportunities to produce spiritual, physical, and financial growth in the church. ENGAGE enables congregations to enhance their commitment to the surrounding community by developing meaningful ministries to witness effectively in the name of Jesus Christ. The project is being funded through Lilly Endowment's Thriving Congregations Initiative. The aim of the initiative is to encourage the flourishing of congregations by helping them deepen their relationships with God, enhance

their connections with each other, and contribute to the vitality of their communities and the world. Rev. Dr. Chris Fleming, Adults Ministry, and Rev. Kristi Lounsbury, Congregational Ministries' job responsibilities will be adjusted to focus more on ENGAGE for the next five years (the duration of the grant.)

2. Role of Lay Leader in the Cumberland Presbyterian Church. Representatives from the Ministry Council, Office of the General Assembly, and Program of Alternate Studies are reviewing the current preparation and methodology of elders serving in the role of lay leaders. A denomination-wide survey was distributed and a roundtable discussion among Cumberland Presbyterians occurred earlier this year. Ongoing information gathering will help to develop a proposal modifying the current process, eligibility, and responsibilities of the role of lay leader in the CPC. The goal is to have an updated process for congregations to access well-equipped lay leaders to serve, provide pastoral care, conduct worship, and leadership in the absence of an ordained minister.

D. Pastoral Development Ministry Team (PDMT) Our mission is to build and sustain healthy, effective ministries through connection with presbyteries. Resources and activities highlighted in this report help achieve our vision of *Healthy, Effective Ministers*.

1. Employee Assistance Program (EAP) Beacon Health changed its name to Carelton Behavior Health, but services remain the same. Resources and appointments available online and by phone. Services are free and confidential. <https://cpcmc.org/pdmt-employee-assistance-program> or call 866-950-7656.

2. Endowment for Mental Health Care for Clergy The goal for this endowment is to grow to the level allowing earned interest to pay the annual EAP premium (approximately \$15,000 total for participating U.S. presbyteries). The endowment needs to be around \$250,000 for that to happen. In 2023, the endowment grew to approximately \$23,000.

3. Clergy Crisis Fund In 2023, we supported twelve ministers with a total of \$11,000. Of those, five were for medical issues, two for end-of-life issues, and five for housing/personal crisis. The needs always exceed the budget of \$10,000. To contribute to this ongoing need, make checks payable to "PDMT," and indicate for "Clergy Crisis Fund."

4. Ministerial Ethics Continuing Education Opportunity In 2023, PDMT held two online seminars. The five-session, two-hour course focused on a variety of topics - role of power and vulnerability, dual relationships, internet use, social media, pornography, sexual attraction, finances and gifts, and self-care. In 2023, 11 ministers, two lay leaders, and four PAS students took the seminar. The next seminar is Sept. 3, 10, 17, 24, and Oct. 1 at 6:30 pm - 8:30 pm (CDT). Register at <https://cpcmc.org/pdmt-continuing-education/>

5. Legacy of Ministry Endowment and Award recognizes and celebrates clergy ordinations, installations, ordination anniversaries, and retirements. For a \$150 donation, the minister receives a certificate suitable for framing and a beautiful pastoral cross pendant. The cross serves as a tangible reminder that they are called by God to serve God's people in good times and in times of distress. In 2023 there were 45 recognitions. The Legacy of Ministry endowment supports a wide range of ministries and services for ordained pastors and those in the process of ordination within the CPC <https://cpcmc.org/pdmt-legacy-of-ministry-online-application>

6. PDMT partnership with PeopleJOY Currently 20 ministers are using the services. Ordained ministers are now included in the public service designation and eligible to participate in the federal Public Service Loan Forgiveness Program. To qualify for loan forgiveness, a minister must 1) work full-time for a qualifying non-profit (church) and; 2) have paid 120 payments (10 years) on their loan. PeopleJOY assists ministers in completing the paperwork and navigating the complicated loan process. Since 2022, five ministers have realized a total loan forgiveness of more than \$170,000! It is not too late to take advantage of their services. Visit the webpage for more information - <https://cpcmc.org/pdmt-studentloan/>

7. Holy Conversations: God's Call to Ordained Ministry This initiative, supported and approved by the 192nd General Assembly, launched in December 2023. The purpose is to engage the whole church in focused prayer and conversation regarding God's call to ordained ministry. Resources are available online – prayer activities, worship liturgy/sermon starters, and call story videos. The third Sunday in January is designated as Call Sunday. This initiative is related to the Ministry Council's strategic goal of developing effective leadership by expanding the pool of pastors and supporting and retaining the current pool of pastors <https://cpcmc.org/pdmt/holy-conversations/>

8. Cumberland Reflection Series There were four Reflection presentations and Roundtables in 2023. These are available on <https://cpcmc.org/cumberland-reflections/>

9. Symposium 2024 will return as an in-person event November 9-11, 2024, hosted by the Dyersburg CPC (Tennessee). The theme will be "Ministry at the End of Your Rope." Early Bird Registration opens

September 1 for \$100. Registration fee is \$150 after Oct. 1. For more information and to register <https://cpcmc.org/the-symposium/>

10. Louisa Woosley Preaching Initiative. In September 2023, the Ministry Council received a \$1.25 million grant from the Lilly Endowment Inc. for their Compelling Preaching initiative. PDMT will provide the leadership for this new program over the next five years. The program will include two preaching conferences (2025 and 2027), two spiritual retreats (2026 and 2028), quarterly online preaching cohorts, a preaching track for ordained ministers and probationers during a Program of Alternate Studies (PAS) summer session, and technology grants. Rev. Jen Newell is Program Director for this initiative (jnewell@cumberland.org; 901/276-4572, x265).

III. FUNDING

Since the formation of the Ministry Council, its four Ministry Teams have collegially shared in planning new and ongoing ministries. Donations to sustain current ministry and launch new ministries may be made via the Council's online giving portal, <https://cpcmc.org/donations/>. As with other denominational entities, MC depends on faithful giving to Our United Outreach (OUO). In addition to OUO, the Investment Loan Program (ILP), endowments (listed within Board of Stewardship section of the preliminary minutes), and donations from other sources enable ministries to thrive. Generous and faithful givers continue to support the programs and resources that the Council provides. In 2023, elected Ministry Team members donated \$10,968 to support MC programs: a 31% increase from the previous year. In 2023, MC staff and elected Ministry Council members donated an additional \$22,777 to MC programs, reflecting a 32.5% increase in donations from that group from 2022! We are profoundly thankful for this significant growth in additional funding, particularly this past year: when the Ministry Council applies for grants potential grantors ask if board members are personally engaged in financial support of the Ministry Council.

IV. MINISTRY COUNCIL CONCLUSION

MC elected members and staff are deeply committed to serving God through the Cumberland Presbyterian Church. We depend upon and remain thankful for the sustaining guidance of the Holy Spirit as we work to enhance and implement ministries that draw people to Christ.

Respectfully Submitted,

The Ministry Council of the Cumberland Presbyterian Church
Reverend Tim Smith, President
Ms. Debbie Hayes, First Vice President
Ms. Lora Rogers-Kerner, Second Vice President
Reverend Derek Jacks, Secretary
Edith B. Old, Director of Ministries/Treasurer

THE REPORT OF THE COMMISSION ON PRESBYTERIAN FEDERAL CHAPLAINCIES

Your Commission is composed of three members, each serving terms of three years. A total of three terms can be served. Currently, those members are Reverend Garrett Burns (2024), Reverend Jason Chambers (2025), and Mr. Tommy Craig (2026).

The Presbyterian Federal Chaplaincies (PFC) is composed of members from the following denominations: Cumberland Presbyterian Church, Cumberland Presbyterian Church in America, Presbyterian Church (USA), and the Korean Presbyterian Church Abroad. The three members of our commission along with the Stated Clerk of the Cumberland Presbyterian Church, Reverend Michael Sharpe, serve as members on the Board of Directors of PFC. In addition, Reverend William (Bill) Montague and the Stated Clerk of the Cumberland Presbyterian Church in America, Elder Vanessa Midgett, serve on the PFC Board of Directors as representatives of our sister denomination.

The PFC is an incorporated entity in the State of Tennessee and the members of the PFC are the Board of Directors for the corporation. The PFC is the agency that endorses Federal Chaplains for the four member denominations. Ecclesiastical endorsements are provided for ministers who desire to serve in a Federal Chaplaincy position: Department of Veterans Affairs Hospital Chaplaincy, Federal Bureau of Prisons Chaplaincy, Army, Navy, or Air force Chaplaincy (Active Duty, Reserve, or National Guard), Civil Air Patrol Chaplaincy, or as Chaplain Candidate to one of the military services.

I. SUPPORT OF THE PRESBYTERIAN FEDERAL CHAPLAINCIES

Financial support for the PFC is received from the four member denominations, church judicatories, individual churches, and individuals. Because of decreasing financial support, the PFC is constantly dealing with fundraising. The Cumberland Presbyterian Church and individual CPC churches have traditionally received an offering on Memorial Day Sunday (USA only churches) with those offerings being given directly to the PFC for its budget. Other special days may be considered to receive this special offering in the individual USA churches ---- the Sunday nearest Veterans Day, "Four Chaplains' Sunday" (the first Sunday in February), the Sunday nearest the 4th of July, or some other Sunday, as a witness to support the men and women called to the Chaplaincy. These offerings should be sent to the General Assembly Stated Clerk and are forwarded to the PFC for outreach, mission, training and pastoral care.

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

The PFC provides special training to chaplains and pastoral support to chaplains and their families who are endorsed for those positions from the four member denominations. The PFC also promotes a closer communication between chaplains and their denominations.

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

RECOMMENDATION 3: That Presbyteries be encouraged to make special efforts to communicate with those members serving as chaplains from their presbytery to include more than just the actions of presbytery.

II. MEETINGS, DIRECTORS, AND PFC ACTIVITIES

The PFC held its annual meeting of the Board of Directors on October 23, 2023, via Zoom. As the corporate structures develops, the executive staff was changed as of January 1, 2024. Chaplain, Colonel

Dennis Hysom, USA, Retired, (PCUSA), is in his second year as Executive Director, which is now a full-time position. Associate Director. Chaplain, Colonel Douglas J. Slater, USAF, Retired, (PCUSA), continues as a half-time position and an Administrative Assistant, quarter-time position, was established. CP member, Tommy Craig, was elected President of the Board for a two-year term. Sadly, board member Reverend Anders Pederson (PCUSA) passed away after a battle with reoccurring cancer.

Director Hysom stated his primary requirement is to endorse chaplains. That will require assessing, recruiting, and checking backgrounds to find quality recruits for the chaplaincy. It must be done properly and must be done well. econdarily, all information needs to be organized and a clear structure outlined so transition to future directors and personnel will be clear and well defined. The additional Administrative Assistant will greatly assist his efforts.

The annual Chaplain Training and Credentialing events were held in two locations: Calvin Crest, California and Montreat, North Carolina. 2024 events will be held for the West Coast at Calvin Crest, June 24 – 28, and for the East Coast at Montreat, August 5 – 9.

As of March 2024, the following is an approximate list of CPC Chaplains currently serving:

Garrett Burns	Cornerstone	Navy Reserve
Jody Butler	Red River	Army Candidate
Jason Chambers	Arkansas	VA Candidate
Gale (Gabe) Cotton	Red River	VA
Anthony Headrick	Grace	VA
Chris Headrick	Grace	VA
Darren Kennemer	Robert Donnell	VA
David LeFavor	Grace	VA
Jason Logan	Murfreesboro	Army
David McBeth	East Tennessee	Federal Bureau of Prisons
Jin Park	TN/GA	Army
John Phelps	Cumberland	Navy
Holton Sandiford	North Central	Federal Bureau of Prisons
Ray Santillano	Trinity	Army Reserve
Glyn Turner	TN/GA	Navy
Justin Westfall	Red River	Army Reserve

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

Your commission encourages Cumberland Presbyterians to visit the above website to gain information about the Presbyterian Federal Chaplaincies and its work and mission.

RECOMMENDATION 4: That clergy and Presbyterial Committees on Probationer Care, in their discussions of a call for a ministerial candidate, be encouraged to include the call to chaplaincy as a call to pastoral ministry and explain that the Federal Chaplaincies include other agencies beyond the branches of the military.

III. CP COMMISSION MEMBERS

The term of Rev. Garrett Burns expires this meeting. He has agreed to be nominated for a second 3 year term. Tommy Craig will be the Commission's Representative to General Assembly in Evansville, Indiana.

Respectfully Submitted,
 Members of the Cumberland Presbyterian Commission on Presbyterian Federal Chaplaincies
 Mr. Tommy Craig
 Reverend Garrett Burns
 Reverend Jason Chambers

THE REPORT OF THE PERMANENT JUDICIARY COMMITTEE

The Judiciary Committee met on February 12, 2024, in Huntsville, Alabama, at Christ Cumberland Presbyterian Church. It was a hybrid meeting with Jan Overton, Jim Ratliff, and Daniel Heady participating by Zoom and the following committee members participating in-person: Bill Tally, Rachel Moses, Roger Reid, Kimberly Silvus, Alan Meinzer, and Corey Cummings. Also present were Mike Sharpe (Stated Clerk), Jaime Jordan (Legal Counsel), TJ Malinoski and Milton Ortiz from the Ministry Council, and Brittany Meeks and Gary Tubb from the Board of Stewardship. Additional Zoom meetings were held on April 16 and 29, 2024.

I. REVIEW OF SYNOD MINUTES

The Synod of the Midwest minutes from 2023 were reviewed and found to be in good order. The Committee also reviewed the minutes from the Missions Ministry Team (functioning as a presbytery for mission work not yet attached to an existing presbytery) and found them to be in order. Note: The Judiciary Committee shall have oversight of and responsibility for ecclesiastical decisions made by a body acting in the place of a presbytery with respect to mission work and mission fields. The oversight and responsibility exercised by the committee shall be the same as that exercised by a synod with respect to a presbytery under its care, specifically Constitution 8.5, a, b, and c.

II. GENERAL ASSEMBLY REFERRALS

1. Guidelines for Changes in Congregational Affiliation (see Appendix A) – The General Assembly instructed the Permanent Judiciary Committee to “compile all existing constitutional steps for a congregation to change presbyterial affiliation, form a new presbytery, or in the extreme circumstance, leave the Cumberland Presbyterian Church”. Additionally, the Permanent Judiciary Committee has been directed, in cooperation with the Ministry Council, and representatives from the Board of Stewardship, Foundations, and Benefits, to develop additional guidance for congregations who may desire to disaffiliate either with its presbytery, or the denomination, or affiliate with another presbytery within the Cumberland Presbyterian Church denomination if a congregation so chooses.

These guidelines are offered in response to those directives and cover common situations which may arise when a congregation expresses an interest in changing its affiliations. It must be stressed that a process of prayerful discernment is necessary before a local Session adopts any plan of action. Communication between the local Session and Presbytery is also essential to an orderly process in keeping with Christian principles.

The guidance offered is not exhaustive of all situations that may occur, each such situation being unique. In particular, Churches in countries other than the United States may face requirements which are considerably different from U.S. Churches.

The final word in all such situations is governed by the Constitution, Bylaws, Rules of Order, Rules of Discipline, and the Digest of the Church. The committee has done its best to apply those sources to its recommendations, but instances may arise that are governed by parts of those documents not covered in this handbook.

Property matters are governed by the law of the state in which the property is situated. Those laws vary considerably from state to state and local legal counsel must be consulted whenever a transfer of land and buildings is contemplated.

Attached at the end of these guidelines are other resources that may be helpful to a church considering a change on affiliation: Financial Considerations and, Selected Constitutional Provisions.

A word about terminology: the Confession of Faith defines a local congregation as a “particular church” to distinguish a local congregation from the denomination. In the guidelines “Church” means a local congregation.

RECOMMENDATION 1: That the Guidelines for Changes in Congregational Affiliation (see Appendix A) be approved.

2. Cauca Valley Memorial - The 192nd General Assembly referred “The Memorial from Cauca Valley Presbytery Regarding Homosexuality Within the Church” (See Appendix B) to the Permanent Judiciary Committee for further consideration and input from the legal counsel, and that the Permanent Judiciary Committee provide a report to the 193rd General Assembly regarding the Memorial.

After reviewing the Cauca Valley Memorial, the Permanent Judiciary Committee puts forth the following recommendation to the 193rd meeting of General Assembly:

RECOMMENDATION 2: That the permanent judiciary committee schedule a zoom meeting with members of Cauca Valley presbytery within 60 days of the close of the 193rd General Assembly. The Permanent Judiciary Committee can meet with Cauca Valley Presbytery as a whole committee, or with select members of the Committee along with the Missions Ministry Team Leader and the Director of Global Missions.

The purpose of the Zoom meeting will be to discuss the following:

- 1) The concerns expressed within the Cauca Valley Presbytery Memorial.
- 2) How the concerns expressed in the memorial are currently being addressed across our denomination.
- 3) What actions are currently available to them to best bring their concerns before the General Assembly.
- 4) That the Permanent Judiciary Committee is committed to acting impartially in response to an appeal, an advisory request from a judicatory, or a Reference from a Synod.
- 5) That the Permanent Judiciary Committee is committed to using the Confession of Faith, the Constitution, the Rules of Discipline, the Rules of Order, and Robert’s Rules of Order in response to an appeal, an advisory request from a judicatory, or a Reference from a Synod.
- 6) Paths available within our polity for Cauca Valley Presbytery to find representation within the Boards and Committees of General Assembly.

III. PROPOSED CONSTITUTIONAL AMENDMENT

The Committee would like to point out that the Rules of Discipline, section 2.5 contains an error. The titles for the “Disciplinary Commission” and the “Judiciary Committee” are reversed in this section. Only a presbytery needs a “Disciplinary Commission”, while every judicatory above the session needs a “Judiciary Committee”. This is simply reversing the titles of the commissions used in this section to reflect the use of those titles later in the Rules of Discipline.

RECOMMENDATION 3: That The Rules of Discipline, Section 2.5 be amended to read:

Each presbytery shall have a standing commission which shall be called the “disciplinary commission.” Each judicatory above the session shall have a standing commission which shall be called the “judiciary committee.” Notwithstanding that these bodies may be called “committees,” each of these standing commissions shall exercise the powers and responsibilities entrusted to it under these Rules and shall be authorized to deliberate upon and conclude any business submitted to it pursuant to these Rules. A judicatory may assign other duties and responsibilities to its judiciary committee or its disciplinary commission, with or without the authority to act upon or to conclude such other the matters.

IV. REPORT OF APPEAL COMMISSION

In accordance with the General Assembly bylaws, section 11.05: *The GA Judiciary committee shall be a commission within the meaning of section 2.5 of the Rules of Discipline to hear and determine appeals from synods.* The Judiciary Committee did receive an appeal re: the actions of Tennessee Synod. A Commission consisting of the members of the Judiciary Committee, less one member who was disqualified from serving by rule because of their membership of Tennessee Synod. The final report of the appeal commissions is included with this report, marked Appendix C.

V. GENERAL ASSEMBLY REPRESENTATIVES

Bill Tally was elected to serve as this committee's representative to the 193rd General Assembly. Corey Cummings was elected as the alternate.

VI. ORGANIZATION OF THE COMMITTEE

Alan Meinzer was elected chairperson, Corey Cummings was elected vice-chair, and Rachel Moses was elected secretary, effective upon the adjournment of the 193rd General Assembly.

Respectfully submitted,
The Judiciary Committee

APPENDIX A

Guidelines for Changes in Congregational Affiliation

The General Assembly has instructed the Permanent Judiciary Committee to “compile all existing constitutional steps for a congregation to change presbyterial affiliation, form a new presbytery, or in the extreme circumstance, leave the Cumberland Presbyterian Church”. Additionally, the Permanent Judiciary Committee has been directed, in cooperation with the Ministry Council, and representatives from the Board of Stewardship, Foundations, and Benefits, to develop additional guidance for congregations who may desire to disaffiliate either with its presbytery, or the denomination, or affiliate with another presbytery within the Cumberland Presbyterian Church denomination if a congregation so chooses.

These guidelines are offered in response to those directives and cover common situations which may arise when a congregation expresses an interest in changing its affiliations. It must be stressed that a process of prayerful discernment is necessary before a local Session adopts any plan of action. Communication between the local Session and Presbytery is also essential to an orderly process in keeping with Christian principles.

The guidance offered is not exhaustive of all situations that may occur, each such situation being unique. In particular, Churches in countries other than the United States may face requirements which are considerably different from U.S. Churches.

The final word in all such situations is governed by the Constitution, Bylaws, Rules of Order, Rules of Discipline, and the Digest of the Church. The committee has done its best to apply those sources to its recommendations, but instances may arise that are governed by parts of those documents not covered in this handbook.

Property matters are governed by the law of the state or country in which the property is situated. Those laws vary considerably from state to state and country to country and local legal counsel must be consulted whenever a transfer of land and buildings is contemplated.

Attached at the end of these guidelines are other resources that may be helpful to a church considering a change on affiliation: Other Considerations Regarding Changes in Church and Pastoral Relations; Financial Considerations; and Selected Constitutional Provisions.

A word about terminology: the Confession of Faith defines a local congregation as a “particular church” to distinguish a local congregation from the denomination. In these guidelines “Church” means a local congregation.

The Permanent Judiciary Committee

Bill Tally, Chair

Rev. Jim Ratliff

Mr. Daniel Heady

Ms. Kimberly Silvas

Ms. Rachel Moses

Rev. Jan Overton

Rev. Roger Reid

Rev. Corey Cummings

Rev. Alan Meinzer

Typical situations which may be encountered are the following:

- 1) When a Church wants to move to a different presbytery in the same synod
 - 2) When a Church wants to move to a different presbytery in a different synod
 - 3) When a Church wants to form a new presbytery in the same synod
 - 4) When a Church wants to form a new presbytery in a different synod
 - 5) When a Church wants to leave the denomination entirely
 - 6) When a Church wants to merge with another Church
1. When a Church wants to move to a different presbytery in the same synod:
 - a. The session of the church shall send a written request to their synod.
 - b. The synod must consider the request and, if approved, attach the congregation to the desired presbytery.
 - c. (See Const. §8.5c; Digest, *Congregation Cannot Withdraw from Presbytery on Own Vote*, 1913).
 2. When a Church wants to move to a different presbytery in a different synod:
 - a. The Church session shall send a written request to its current synod ('Dismissing Synod').
 - b. The Dismissing Synod must consider the request and, if approved, communicate the session's request and the Dismissing Synod's approval to the synod of the desired presbytery ('Receiving Synod').
 - c. The receiving synod must consider the request and, if approved, attach the Church to the desired presbytery.
 - d. (See Const. §8.5.c)
 3. When a Church wants to form a new presbytery with other churches in the same synod:
 - a. The session of the church shall send a written request to their synod.
 - b. The synod must consider their request and, if deemed expedient, organize the new presbytery.
 - c. (See Const. Section 8.5.c; See esp. Digest, *Principles for Setting Presbyterial Boundaries*, 1958)
 4. When a Church wants to form a new presbytery in a different synod:

There is currently no constitutional path to achieve this action. Instead, all these Churches would have to:

- a. Seek transfer to presbyteries in the new synod following the process above – 'Transferring from one presbytery to another (in a different synod); then,
- b. Request the receiving synod form a new presbytery within its bounds following the process above – 'Forming a new presbytery (with other churches in the same synod).

5. When a Church wants to leave the denomination entirely:

The membership, Session and pastor of the Church should go through a time of prayer and discernment, taking into account the commitment of the church and its members to the beliefs and doctrine of the Cumberland Presbyterian denomination; the opportunity to participate in world-wide missions and evangelism through Our United Outreach; the history and heritage of the church; any contributions from the presbytery and individual Cumberland Presbyterians which helped to establish the church; and, other relevant factors.

a. Under Section 2.54 of the Constitution, a congregational meeting may be convened also to provide an opportunity for communication between the session and the congregation on other matters, but without the procedure of voting. *See Proceeds from Sale of Church Property Recommended for Mission Churches Constitution* § 5.6k ADVISORY, 1979, 1980.

b. The Session may hold a non-binding poll so that the Session may discern the will of the congregation. However, only the Session may make the final decision.

c. In an incorporated church it may be necessary at a later time to have a vote of the membership in order to make necessary amendments to the corporation's governing documents.

d. If the Session is inclined to go forward with separating the church from the Cumberland Presbyterian denomination, an approach should be made to the appropriate body of the presbytery. Depending on the structure of the presbytery, this could be a missions committee, some other committee, or a presbyterial council.

The scope of these discussions should include:

1. Whether it is possible for the presbytery to restore a strong relationship between the church and the presbytery "by spiritual oversight and/or financial aid.
2. The congregation's intentions for the church's assets.
3. Possible terms, financial or otherwise, on which the presbytery might be willing to release the denomination's trust interests in and to church property.
4. Selecting another congregation to which the church's members can be attached so that any who wish to remain Cumberland Presbyterians can do so.
5. The presbytery's committee should take appropriate steps to consider the matter and prepare the issues for presentation to the presbytery:
 - a. Estimate or determine the value of the Church's assets.
 - b. Determine whether and on what terms the committee or council of the presbytery is willing to recommend dissolution of the church as a church of the presbytery.
 - c. Prepare any appropriate recommendation to present to the presbytery, either as a joint recommendation with the Church or the committee's own recommendation for responding to any request the Church intends to make.
 - d. If the presbytery's decision is NOT to dissolve the church, the presbytery may be faced with legal action as the only way to prevent the church from pursuing a course of its own choosing. If that appears to be the case, the presbytery should consult legal counsel to determine

what property rights it may have in that jurisdiction. These rights may vary depending on such factors as how or when the church was established, the wording of the church's deed, and what state the church is situated in.

- e. If the Presbytery's decision is to allow the church to leave the presbytery, the following steps should be taken:
 1. The presbytery should adopt an action formally dissolving the church and attaching its members to another Church. Dissolving the church is a prerequisite for the presbytery to have authority under the Constitution to dispose of the Church's property.
 2. The presbytery should adopt a formal resolution authorizing the conveyance of the property on appropriate terms and conditions, or upon such terms and conditions as the presbytery wishes to set, or such terms as a commission of presbytery may determine to be in the presbytery's best interests.
 3. The Presbytery should appoint a commission to work with the organization that desires to assume control of the church building and other assets.
 - a. The authority of the commission and the scope of its work should be clearly spelled out. Does it have the authority to close the deal or simply to negotiate a transition for later approval by the presbytery? It may be imprudent to set a range or price (and telegraph that to the buyer) unless the terms have already been negotiated and included in the recommendation to presbytery.
 - b. One or two persons on the commission should be authorized to execute a deed and all other documents which are necessary and appropriate to closing the sale.
 - c. The commission should be authorized to secure legal help with the negotiation and closing. Because of the unusual nature of the sale of church property, the title company may need affidavits or other evidence of the presbytery's right to make the sale.
 - d. The commission should be instructed what to do with any sale proceeds.
 - e. If the property is going to be conveyed without a sale, it may still be necessary for the commission to have legal help to get the transaction closed. The commission needs clear instructions about what expenses it may incur if the new church organization cannot or does not assume all expenses.
 - f. There may always be unusual circumstances that need to be considered. Is there a cemetery involved? Will it be conveyed? Should an access easement to the cemetery be provided? Are there other issues (wells, underground tanks, hazardous waste) to be considered? If the property is being sold, will the presbytery provide title insurance? Are there any liens or mortgages on the property, and what will be the presbytery's liability for those after the conveyance? Can the necessary releases be secured?

Other Considerations Regarding Changes in Church and Pastoral Relations

1) **Transitioning Churches**

- a) Financial and Legal concerns: In each of the options described above, the constitutional steps are relatively simple, especially when compared to the potential legal and financial considerations. A few examples:
 - (1) Deeds for Church Property: there are a multitude of possible issues with church deeds and changing affiliations. For example, if a church property is presently deeded to the presbytery, transferring presbyteries, or creating a new presbytery would require changing the deed to the new presbytery. If church property was gifted with stipulations – such as ‘for as long as the land is in use by a Cumberland Presbyterian Church’ – there could be consequences for withdrawing from the denomination or making other affiliation changes.
 - (2) Cemeteries, Cemetery Associations, etc. may require special attention.
 - (3) If property is titled to a corporation, the provisions of the articles of incorporation, bylaws and resolutions may have an impact of the transfer.
 - (4) Additionally, each U.S. state has its own laws and regulations concerning real estate, property transfer, interaction between ecclesial (church) law and state law, etc. that cannot be properly accounted for in a document of this kind.
 - (5) International law (for our non-U.S. congregations and presbyteries) is often even more complex and frequently less understanding toward ecclesial law.
 - (6) In short, while congregations are treated essentially equally under our constitution, each congregation is going to have its own unique set of legal considerations, so congregations and presbyteries/synods should secure legal counsel before beginning any process to change affiliations.
- b) Any changes in affiliation could affect endowments and savings accounts held by the denomination for the church. While most of these accounts are likely to be unaffected by a change in presbytery affiliation, the congregation should inquire with the Stewardship, Foundation, and Benefits Ministry Team about these accounts and ensure that there will be no issues with a presbytery affiliation change.
- c) Note that while “Withdrawing from the Cumberland Presbyterian Church entirely” might seem to be the simplest route because it only requires the action of the presbytery, it is actually the most complex, expensive, and difficult option, as well as being the most catastrophic to our unity.
- d) Because the Church will have to be dissolved in order to permit the presbytery to dispose of its assets (even if that disposition is only transferring the property and accounts back to the church), withdrawing from the denomination will require the Church to have a plan in place to allow the legal transfer of property to a new congregation or its representative/s when it is no longer a Cumberland Presbyterian Church.
- e) Constitutionally, the presbytery is obligated to attach the members of the congregation to another congregation in its bounds to ensure that no one’s membership is lost. This means that the members of the departing Church will need to send a request to the church to which their membership was transferred in order to transfer their membership back to the newly formed non-CP church.
- f) All savings accounts and endowments with the denomination will need to be closed. If any have stipulations (such as requiring that the funds be used for the benefit of a Cumberland Presbyterian Church), the consequences of those stipulations will have to be considered and addressed.
- g) If the congregation is leaving with their pastor, their pastor’s ordination is tied to being a Cumberland Presbyterian. If the pastor simply withdraws from their presbytery without being transferred to another presbytery, they may lose their ordination. Care should be taken that the plan for transition out of the CP church includes some path to retain the ordination and credentials of the pastor/s.
- h) If seeking admittance to another denomination (presbyterian or otherwise), that denomination will likely have a set of requirements and expectations before fully receiving the new congregation. Those requirements vary widely. Many require the leadership of the

church – both pastors and lay leaders (elders) – to be trained and examined over a period, which could range from several months to several years. The congregation and leadership should have researched and be prepared to complete that process and consider the practical and legal consequences of both joining the new denomination and the period of transition between denominations.

- i) If not seeking admittance to another denomination, and instead becoming an independent church, the ordination of any pastor/s would be lost, and the church would have to establish its own governing structure, polity, ordination requirements, etc. They will, in essence, need to produce their own equivalent of a constitution, rules of order, and rules of discipline.
- j) These are only a few of the possible considerations for churches choosing to withdraw from the denomination entirely.

2) **Considerations for Ministers of Transitioning Churches**

- a) If the congregation is seeking transfer from one presbytery to another (options 1 or 2), the synod cannot transfer the minister with the congregation. The minister will have to request transfer from their presbytery to the new presbytery.
- b) If the congregation is seeking to form a new presbytery, synods have the right to transfer minister memberships as part of the process of constituting a new presbytery. (See Const. §8.1 Digest, *Synodic Jurisdiction Over Ministers' Membership*, 1847, 1865)
- c) If the congregation is seeking to withdraw from the denomination, the minister should recognize that their ordination credentials are dependent on their being under care of a Cumberland Presbyterian Presbytery, so care should be taken to ensure that the plan for the congregation's transition out of the CP Church includes a path to retain their ordination or to be ordained again after the transition.
- d) Ministers should also recognize that participation in the denominational retirement and health insurance plans is dependent on being a CP minister, and leaving the denomination will have consequences for those benefits. See the information provided by the Stewardship, Foundation, and Benefits Ministry Team for details regarding how these benefits will be affected. Also, many presbyteries offer additional benefits, such as disability insurance and counseling/mental health coverage that will likely be lost.

FINANCIAL CONSIDERATIONS**from****THE BOARD OF STEWARDSHIP****Loans**

Any church holding a loan with the Board of Stewardship must repay the loan in full prior to leaving the denomination. If the church does not have the funds to do so, the church must sell the property and use funds from the sale to pay off the loan.

A loan's pay off amount can be received by contacting Brittany Meeks with the Board of Stewardship at bmeeks@cumberland.org

Investment Loan Savings Accounts

Any churches with a savings account in the Investment Loan Program (ILP) must close their ILP account upon leaving the denomination. To do so, they must request a withdrawal of the balance of their funds.

To request full withdrawal and closure, a letter with the signature of two authorized signers must be sent to Brittany Meeks. This can be sent via email to Brittany Meeks at bmeeks@cumberland.org or via USPS to: Cumberland Presbyterian Board of Stewardship, Attn: Brittany Meeks, 8207 Traditional Place, Cordova, TN 38107.

If a church is unsure of the balance of their account(s) or unsure if they have an account, they may contact Brittany Meeks for clarification (bmeeks@cumberland.org).

Endowments

Any church with endowment(s) benefiting the church or its programs must close their endowment(s) upon leaving the denomination. To do so, they must request a withdrawal of the balance of their funds.

To request full withdrawal and closure, a letter with the signature of two authorized signers must be sent to Brittany Meeks. This can be sent via email to Brittany Meeks at bmeeks@cumberland.org or via USPS to: Cumberland Presbyterian Board of Stewardship, Attn: Brittany Meeks, 8207 Traditional Place, Cordova, TN 38107.

If a church is unsure of the balance of their endowment(s) or unsure if they have endowment(s), they may contact Brittany Meeks for clarification (bmeeks@cumberland.org or via USPS to: Cumberland Presbyterian Board of Stewardship, Attn: Brittany Meeks, 8207 Traditional Place, Cordova, TN 38107.)

Any endowment(s) a church may have that were set up to benefit another organization (such as Bethel University, Cumberland Youth and Family Services, Memphis Theological Seminary, etc.) cannot be closed by the church. These endowments belong to the entity to which they were set up to benefit and not to those who requested the endowment be created.

Health Insurance for Church Staff

Should a church leave the denomination, all the church staff currently enrolled in health insurance with the Board of Stewardship will have their insurance terminated.

MINISTERS LEAVING THE DENOMINATION

Ministers: Investment Loan Accounts

Any minister who leaves the denomination and who holds as a savings account in the Investment Loan Program (ILP) must close his/her ILP account upon leaving the denomination. To do so, s/he must request a withdrawal of the balance of his/her funds, unless the church is associated with the Cumberland Presbyterian Church or Cumberland Presbyterian Church in America.

To request the full withdrawal and closure, a letter with the signature account holder's signature must be sent to Brittany Meeks. This can be sent via email to Brittany Meeks at bmeeks@cumberland.org or via USPS to: Cumberland Presbyterian Board of Stewardship, Attn: Brittany Meeks, 8207 Traditional Place, Cordova, TN 38107.

If a minister is unsure of the balance of his/her account(s) or unsure if s/he has an account, s/he may contact Brittany Meeks for clarification (bmeeks@cumberland.org).

Retirement

Any minister who leaves the denomination and holds a retirement account through the Board of Stewardship may maintain his/her retirement account. It will continue to be invested. However, the minister and any church s/he may serve may no longer make contributions to this account.

Should a minister wish to close his/her retirement account, s/he may request a rollover into another IRA (in which case the funds would be untaxed) or a withdrawal to made to the minister, which will be taxed income.

To request a rollover or withdrawal for closure, the minister should fill out the appropriate form, which can be found at www.cumberland.org/bos and send the completed form to Brittany Meeks. The form can be submitted via email to bmeeks@cumberland.org or via USPS to: Cumberland Presbyterian Board of Stewardship, Attn: Brittany Meeks, 8207 Traditional Place, Cordova, TN 38016.

Health Insurance for Ministers

Any minister currently enrolled in health insurance with the Board of Stewardship will have his or her insurance terminated upon leaving the denomination.

BOARD OF STEWARDSHIP STAFF

Brittany Meeks

Administrator, Coordinator of Benefits

(901) 276-4572 ext. 206

Robert Heflin
 Executive Secretary
 (901) 276-4572 ext. 207

SELECTED CONSTITUTIONAL PROVISIONS

28 Constitution

2.52 In a particular church which is without a pastor, the elders who constitute the session are themselves responsible, within the limits of their offices, to lead the people in all the ministries that belong to the church.

2.53 A congregational meeting of the members of a particular church shall be convened for the following purposes:

- a. To determine the type of tenure of office for elders and deacons.
- b. To nominate, elect, or accept the resignation of elders and deacons.
- c. To establish a quorum of the session or diaconate as less than a majority of the members:
- d. To recall an elder or deacon whose service is no longer acceptable to the church.
- e. Where state law or presbytery requires it, to authorize the sale and purchase of church property.

2.54 A congregational meeting may be convened also to provide an opportunity for communication between the session and the congregation on other matters, but without the procedure of voting.

2.55 A congregational meeting of the members of a church shall be held when authorized by the session, or at the request of 15% of the total membership of the church, or when directed by the presbytery. Notice of the meeting shall be given either by written notice to the entire membership at least one week before the meeting or by announcement on the three Sundays before the meeting, or by some other method which the session judges to be adequate notice. The minister in charge, or in a church without a pastor, a minister designated by presbytery, shall serve as moderator of the congregational meeting. The clerk of the session shall record the minutes of the meeting, which shall be approved at the next meeting of the session and made a part of its records. A quorum for a congregational meeting shall consist of those members present at the appointed time and place.

8.0 SYNOD

8.1 A synod consists of at least three presbyteries in a prescribed area and the ministers and the elder representatives from the churches within those presbyteries.

8.2 Representation to synod may be based on either all ministers

and the elder representative/s from each church within the presbyteries with one (1) elder representative from each church for every 300 active members or a portion thereof or designated representatives from each presbytery consisting of one (1) elder and one (1) minister for every

1,000 active members or a portion thereof within the presbytery; the elders being from different churches.

8.3 The synod having met at the time and place appointed may proceed to business provided a quorum of six persons (ministers and session representatives) are present, including at least one minister and one elder, with representation from at least three presbyteries.

8.4 Members of a presbytery from which an appeal or protest is made shall not be entitled to vote on that question.

8.5 A synod has the oversight and responsibility to:

- a. Examine and decide appeals, protests, and referrals regularly sent up from the presbyteries.
- b. Review the records of the presbyteries, redress whatever they may have done contrary to order, take effectual care that they observe the government of the church and obey the injunctions of the higher judicatories.
- c. Organize, divide, or dissolve presbyteries, when deemed expedient.
- d. Appoint persons to such work as may be under synod's jurisdiction.
- e. Formulate budgets and assign shares to the presbyteries.
- f. In general, to order with respect to the presbyteries, sessions, and churches under its care according to the government of the church, whatever pertains to their spiritual welfare and the edification of the church,
- g. Settle differences regarding church property and its use, upon appeal.
- h. Concert measures for promoting the prosperity and enlargement of the church within its bounds; and,
- i. Propose to the General Assembly such measures as may be of common advantage to the entire church.

8.6 The synod shall keep full and accurate records of its proceedings,

submit them to the General Assembly for review at its stated meetings, and in general, report on all important changes and the state of religion within its bounds, as well as supplying other information which may be requested by the General Assembly.

8.7 The synod shall meet as often as once every two years on its own adjournment, and when an emergency shall require a meeting sooner than the time to which it stands adjourned, the moderator, or in case of the moderator's absence, death, or inability to act, the stated clerk shall with written concurrence or at the written request of three minister members and three session members, with representation from at least three presbyteries, call a special meeting. The call shall give notice, specifying the particular business of the intended meeting, to every minister and session of every particular church on its roll, at least.

APPENDIX B**MEMORIAL FROM CAUCA VALLEY PRESBYTERY
REGARDING HOMOSEXUALITY WITHIN THE CHURCH
(as presented to the 192nd General Assembly)**

WHEREAS, the Word of God is the only rule of faith and practice for Christians and it condemns homosexuality as a sin. This being so, the Bible is the filter of modern culture and not the other way around.

WHEREAS, the homosexual lifestyle is not in keeping with Christian lifestyle and principles. That the homosexual individual is welcome in our ecclesiastical communities for the purpose of developing a relationship with Jesus that evidences transformation and change, but not in the ministries because homosexualism is considered a sin that must be repented of, and that, by practicing it, said individual ceases to be an example for God's flock. By the very deliberate practice of a sin.

WHEREAS, the Cumberland Presbyterian Churches outside the United States are seriously concerned about the unity of our church family in terms of doctrine and practice regarding homosexuality and the ministry of Word and Sacrament (Confession of Faith 5.00 numerals 5.01, 5.02, 5.03). This should not lend itself to the deception that to embrace the same understanding of Christian doctrine and practice is to fall into uniformity. On the contrary, it allows us to be of one mind as the Body of Christ (1 Corinthians 1:10).

WHEREAS, a faction made up of ministers, elders, leaders and members of a few Cumberland Presbyterian Churches, have been making efforts to ensure the adoption of progressive ideas and worldly and secular ideologies that have nothing to do with the Christian way of life and that by continuing to give openness to pro-homosexual line of thinking, the integrity of the Global mission could be fractured, running the risk that the CPC could end up losing the Global Church, given that many presbyteries will not follow this path of worldly thinking. It is worth mentioning that moving forward with such pro-LGBTQ+ efforts regardless of the serious consequences mentioned above, reveals the little love of its promoters for the work that God has been building over two centuries. It also shows contempt for the missions, mission fields, churches, and the beautiful Cumberland Presbyterian ministries across the globe. That is, to continue to act this way, with the implementation of an agenda of LGBTQ+ acceptance in ministerial positions, reveals a worldly individualistic attitude and not a godly one befitting the Body of Christ. The insistence on the part of the liberal line, despite the blunt refusal of the church family to accept homosexual life values is notorious. In this way, the "tolerant" are intolerant, as they have tried to impose their immoral sexual values on the majority who do not think the same way, since welcoming practicing homosexuals and/or militant members of the LGBTQ+ community to ministerial positions would only be possible by violating our consciences and biblical values. Is that really what they want? To violate the conscience and conviction of those they consider brothers and sisters in faith?

WHEREAS, it is the duty and responsibility of the General Assembly to receive and decide all appeals, protests, and inquiries duly filed by the lower courts, and to bear testimony against erroneous doctrines and immoral practices that are adversely affecting the church and interpretation of the Constitution. To decide all controversies relating to doctrine, discipline, church property, and interpretation of the Constitution. To give advice and instruction according to the government of the church in all cases submitted, to see that inferior courts serve the government of the church and call attention to breaches of order, to settle schismatic contentions and disputes, according to the government and discipline of the church, to watch over all the affairs of the whole church, to communicate with other churches, and in general to recommend measures to promote love, truth, and holiness in all churches under its care (Constitution 9. 4 literal a, b, c, e, g, g, k, m, n, o).

WHEREAS, this court and the denomination is not pro-homosexual (1996 Statement on Homosexuality), yet regardless of what the General Assembly determines, many ministers, elders, deacons and/or leaders go out and do as they see fit in ministerial practice without facing consequences. revealing a defiant attitude, without love for authority, a disobedient heart and whose only interest is to fulfill their individualistic interests at all costs. This reveals that the General Assembly has lost its capacity for action to guarantee the welfare of the Church, since it is worrisome how ministers, elders and deacons living in homosexual lifestyles are ordained and no one says anything about it. The ability to implement discipline in our denomination has been lost. There will be dire consequences if presbyteries and the General Assembly do not take seriously their responsibility to discipline deacons, elders and ministers who are out of order in gender related issues (Constitution 2.70, 2.73, 2.80, 2.83). The church outside the United States knows of homosexual marriage ceremonies in which churches and presbyteries have rebelliously ignored the decisions and positions of the General Assembly.

THEREFORE, we urge that the General Assembly assume its responsibility to safeguard Christian doctrine and morality as expressed in human sexuality between a man and a woman by advising all churches under its authority through written and digital communication on the General Assembly website regarding the following:

What should be the procedure, consistent with the guidelines of the Word of God and Confession of Faith, of churches and presbyteries with respect to homosexual ministers, deacons and elders who are in ministerial practice and who, in turn, promote a homosexual lifestyle within the Churches.

Imperatively request the administrators of websites and accounts on social networks such as Instagram, Facebook and others that promote the homosexual lifestyle to stop using the institutional image (logo, colors, slogans, and any other resource that represents the CPC) and to stop publishing in the name of the denomination given that the position of the GA is that the homosexual lifestyle is incompatible with the Christian lifestyle.

Sending letters of protest to the presbyteries and churches that are ordaining homosexual ministers, elders, and deacons or the same who are in the process of ordination and explain to them that such action is out of order and how such behavior affects the whole Body of Christ.

Respectfully,

Board of Directors

Cauca Valley Presbytery

APPENDIX C



April 16, 2024

Rev. Dennis Croslin
165 Maple Street
Gordonsville, TN 38563

Rev. Fred Polacek
907 Graham Drive
Old Hickory, TN 37138

Dear Rev. Croslin and Rev. Polacek:

I am writing on behalf of the Appeal Commission representing the General Assembly of the Cumberland Presbyterian Church (“the Commission”) regarding the appeal by Rev. Dennis Croslin of actions taken by Tennessee Synod on January 30, 2024. The Commission consists of the members of the Cumberland Presbyterian Church Judiciary Committee, less one member who was disqualified from serving by rule because he is a member of Tennessee Synod. One of the responsibilities assigned by General Assembly to the Judiciary Committee is to hear appeals of synod actions.

On March 27, 2024, the Commission held a hearing on the appeal. The following persons were present at the hearing:

Members of Appeal Commission:

Rev. Jim Ratliff (via Zoom)
Ms. Kimberly Silvus
Mr. Bill Tally
Ms. Rachel Moses
Ms. Jan Overton (via Zoom)
Rev. Corey Cummings
Mr. Daniel Heady
Rev. Alan Meinzer
Rev. Dennis Croslin (appellant)
Rev. Fred Polacek, Moderator of Tennessee Synod (for the respondent)
Rev. Michael Sharpe, Stated Clerk of General Assembly (advisor to the Judiciary Committee)
Mr. Jaime Jordan (Legal Counsel to Office of the Stated Clerk)

Procedural Status of the Appeal

According to the *Rules of Discipline* (or, “RD”):

An appeal of any and all non-disciplinary actions of a judicatory may be made by any person who is a member of the Cumberland Presbyterian Church. . . . (RD 4.205)

Notice of appeal by a person or persons must be given within ten days of the action being appealed. (RD 4.203)

This appeal was made by Rev. Croslin who is a member of the Cumberland Presbyterian Church. Notice of the appeal was properly provided within ten (10) days of the synod action which was appealed. Therefore, the Commission determined that the appeal process was properly followed.

In the hearing, Rev. Croslin spoke on behalf of his appeal, and Rev. Fred Polacek spoke in defense of the Synod's action. Both speakers were courteous and helpful, and they presented their positions clearly.

First Basis for Appeal

The appeal alleges that Tennessee Synod committed two errors during its called meeting held January 30, 2024. With respect to the first error, Rev. Croslin's appeal states:

. . . a motion [was made] to call the December 10, 2023, meeting of Murfreesboro Presbytery out of order due to the call for that meeting coming after the 10 day time limit as specified in Rules of Discipline 4.203, because. . . it was an appeal. . . . Proper procedures were not followed as Murfreesboro Presbytery was addressing a point of order, and they were not filing an appeal to a higher judicatory. Furthermore, to classify the point of order as an appeal was committing an injustice against Murfreesboro Presbytery, which had the right to conduct its business the way it did.

The official minutes of the Synod state the action taken as follows:

After much discussion, the motion was made and seconded that the Called Meeting of Murfreesboro Presbytery, held on December 10, 2023, was out of order and its actions null and void. Motion carried.

The Synod's defense of its ruling can be summarized as follows:

The Cumberland Presbyterian Church *Rules of Order* state that "cases that may arise which are **not provided for in these Rules or in the Government of the church** shall be governed by *Robert's Rules of Order*." (Rule 14.1, emphasis added). This rule is understood to mean that when the *Rules of Order* or the "Government of the church" do make provision for a case, those rules should be applied and take precedence over *Robert's Rules*. Because the Cumberland Presbyterian Church is a multi-tiered, connectional church, there are many instances in the Church which *Robert's Rules* was not written to address and which must instead be addressed within the government and polity of the Church.

The Cumberland Presbyterian Church, through the *Rules of Discipline*, provides a process for an appeal to be made when a presbytery's action is considered to be erroneous. In this instance, Murfreesboro Presbytery held a called meeting of the presbytery to deal with an alleged error by using the process of a parliamentary point of order. Calling for the correction of an error was in the nature of an appeal and should have been treated as an appeal. Since an appeal must be filed within ten (10) days of the date on which the presbytery acted, and the call for a special meeting of Murfreesboro Presbytery to address the alleged error was not made within ten days after the action taken, then the appeal was not made in a timely manner and should be dismissed.

Rev. Croslin's position can be summarized as follows:

The fact that an error by a presbytery can be appealed to a higher judicatory does not mean that the lower judicatory is powerless to fix the error itself. Under certain circumstances, an error in the proceedings which would normally be addressed promptly by a point of order can be addressed at a later time. *Robert's Rules of Order* Newly Revised (12th ed.), or RONR, states:

The only exceptions to the requirement that a point of order must be made promptly at the time of the breach arise in connection with breaches that are of a continuing nature, whereby the action taken in violation of the rules is null and void. In such cases, a point of order can be made at any time during the continuance of the breach—that is, at any time that the action has continuing force and effect—regardless of how much time has elapsed. Instances of this kind occur when. . . (d) any action has been taken in violation of a fundamental principle of parliamentary law. . . . RONR, § 23:6

[I]t is a fundamental principle of parliamentary law that [since] the right to vote is limited to the members of an organization. . . the rules cannot be suspended so as to give the right to vote to a nonmember. RONR § 25.9

In this instance, it was alleged that a non-member was allowed to vote, and the vote of the non-member affected the results of a ballot vote (which ended in a tie). The error was alleged to be continuing in nature because the stated clerk would report to General Assembly in June that Murfreesboro Presbytery had rejected the proposed constitutional amendments. If the alleged illegal vote had not been counted, the presbytery's vote on October 5 might have approved the constitutional amendments.

The December 10, 2023, called meeting of Murfreesboro Presbytery was in order and its action to declare the October 5, 2023, ballot vote on the constitutional amendments to be null and void was also in order. For these reasons, the appeal should be granted.

Commission's Ruling on the First Basis for Appeal

Following a lengthy discussion, Rev. Alan Meinzer made a motion, which was seconded by Rev. Corey Cummings

That Tennessee Synod erred by holding that the called meeting of Murfreesboro Presbytery, held on December 10, 2023, was out of order and its actions null and void.

The motion was approved by a unanimous vote of the Commission.

The members of the Commission agreed with Rev. Croslin that the existence of a right to appeal a judicatory's decision to the next higher judicatory does not mean that the lower judicatory is powerless to right its own errors. The time limitations which apply to an appeal to the higher judicatory may be different from time limits which apply when a judicatory is called upon to correct its own mistake. In this specific instance, raising the issue of the alleged error through a point of order was an appropriate avenue for Murfreesboro Presbytery to address the issue. The fact that the special meeting was called more than ten (10) days after the presbytery's action did not cause the December 10, 2023, meeting to be improper.

By common consent, the Commission also held that:

The action of Tennessee Synod holding that the called meeting of Murfreesboro Presbytery, held on December 10, 2023, was out of order and its actions null and void, is reversed in whole.

The effect of this decision is to leave intact the actions taken by Murfreesboro Presbytery in the December 10, 2023, called meeting.

Second Basis for Appeal

The second point of appeal by Rev. Croslin is that “The body present at the called meeting of Tennessee Synod voted on whether Rev. Stephens had the right to vote or not. The vote was taken and ruled that he did have the right to vote.”

The official minutes of the Synod state:

After further discussion, the motion was made and seconded to rule that Wyatt Stevens [*sic*] vote on October 5, 2023, was out of order. Motion failed.

According to the applicable parliamentary rules, if a motion is made and fails, then no action has been taken. Rev. Croslin, Rev. Polacek, and all members of the Commission agreed that, because the foregoing motion failed, it did not represent an action by the Synod, nor a ruling by the Synod that the minister in question had the right to vote in the October 5, 2023, meeting.

Note:

The Commission recognizes that its ruling does not resolve the issue of whether a minister who has been granted a letter of dismission from a presbytery can continue to vote in that presbytery until it receives “proper notification of reception by the presbytery or other ecclesiastical body to which the letter was granted.” That issue was considered moot in this appeal because Murfreesboro Presbytery has declared the October 5, 2023, vote on the proposed constitutional amendments null and void and announced its intention to vote on that question again in its Spring meeting. The Judiciary Committee is currently working on an opinion regarding this question and the interpretation of *Constitution* § 6.51. It is anticipated that a report on this subject will be made to the 2024 General Assembly.

Conclusion

For the reasons stated above, this appeal is granted in part. The action of Tennessee Synod holding that the called meeting of Murfreesboro Presbytery, held on December 10, 2023, was out of order and its actions null and void, is reversed in whole. All other aspects of the appeal are dismissed.

CUMBERLAND PRESBYTERIAN CHURCH
GENERAL ASSEMBLY APPEAL COMMISSION

Bill Tally, Chairperson

THE REPORT OF THE BOARD OF TRUSTEES OF MEMPHIS THEOLOGICAL SEMINARY

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

I. BOARD OF TRUSTEES

A. OFFICERS

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

B. BOARD REPRESENTATIVE

The Moderator of the Board, Rev. Kip Rush will serve as the representative to the 2024 meeting of the General Assembly. Rev. Jason Mikel, Nashville Presbytery, will serve as the alternate.

C. MEETINGS

The Board of Trustees has met two times since the last meeting of General Assembly: October 6, 2023, and February 9, 2024. The Board is scheduled to meet one more time before the meeting of General Assembly, on May 10, 2024.

D. EXPIRATION OF TERMS

The terms of six of eighteen members of the Board of Trustees expire each year. Four of the six whose terms expire this year are eligible to succeed themselves and have agreed to serve another three-year term: Rev. Daniel Barkley, Mr. Tyrone Burroughs, Rev. Dr. Gloria Villa Diaz, and Ms. Diane Dickson.

Rev. Dr. Yoong Kim and Rev. Rian Puckett have declined their eligibility to serve another three-year term.

RECOMMENDATION 1: That the General Assembly express its gratitude to trustee Rev. Dr. Yoong Kim and Rev. Rian Puckett for their faithful service to Memphis Theological Seminary and the Cumberland Presbyterian Church.

II. ADMINISTRATION

A. PRESIDENT

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

B. VICE PRESIDENT OF ACADEMIC AFFAIRS/DEAN

Dr. Carmichael Crutchfield was appointed Interim Vice President of Academic Affairs/Dean January 1, 2024. Dr. Crutchfield served previously as the Clara Scott Chair of Church and Ministry and Professor of Christian Education, Spiritual Formation, and Youth Ministry. He is a Fully Ordained clergy person in the Christian Methodist Episcopal Church where he has served for over twenty years as the General Secretary

of Christian Education and Formation. He is picking up with the work left in good shape by his predecessor, Dr. Peter Gathje, who served for six years in the position. Dr. Crutchfield has reorganized the Admissions, Student Services and Financial Aid offices into a department led by an Associate Dean of Students.

C. VICE PRESIDENT OF OPERATIONS/CFO

Ms. Cassandra Price-Perry began work with MTS in August 2010 as Vice President of Operations and Chief Financial Officer. She is a Certified Public Accountant with over 35 years of experience in business and accounting. Cassandra is an active laywoman in her Roman Catholic Church in Southaven, MS. She has received high praise from our auditors and our Board for her work over the past ten-plus years.

D. VICE PRESIDENT FOR CUMBERLAND PRESBYTERIAN CHURCH RELATIONS

Rev. Dr. Michael Qualls has served as Director of the Program of Alternate Studies since 2011 and as Director of the Cumberland Presbyterian House of Studies since 2019. In 2024 he was also named Vice President for Cumberland Presbyterian Church Relations. In all these capacities he continues to focus on bridging the worlds of academia and practical ministry. A pastor of Cumberland Presbyterian congregations for 32 years prior to coming to MTS, Dr. Qualls has never stopped serving in congregational leadership and preaching through interim pastorates. He holds a BA in Speech from the University of Arkansas, an MDiv from Memphis Theological Seminary, and a DMin in New Church Development from Columbia Theological Seminary. He served nine years on the MTS Board of Trustees and currently teaches regularly for MTS and the Program of Alternate Studies in areas of practical ministry.

III. INSTRUCTION

A. DEGREE PROGRAMS

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

The Master of Divinity (MDiv) is the basic degree program for persons preparing for ordained ministry in many denominations. The MDiv features coursework that integrates theological study with formation for ministry and pastoral placements, culminating in an Integrative Seminar in which students reflect upon their studies in light of practical demands in pastoral leadership. The MDiv continues to be our largest Master's degree program, with 78% of our Master's students seeking the MDiv. The MDiv requires 78 semester hours and takes three years of full-time study to complete. We are currently reviewing our MDiv curriculum to make sure it continues to provide an excellent preparation for congregational ministry.

The Master of Arts in Christian Ministry (MACM) is a 48-hour degree designed for persons who are preparing for a specialized ministry, rather than leadership of a congregation. The creation of this degree program in 2016 recognized a growing number of people who seek to do ministry in settings such as non-profits, or who do not need the MDiv in order to practice ministry, such as those serving in Christian Education. Concentrations currently available in the MACM are Youth and Young Adult Ministry, Christian Education, Chaplain Studies, Methodist Studies, and Social Justice. The MACM has been recently revised to include some additional courses for internships and theological preparation. Approximately 20% of our students are in the MACM program.

MTS has online and distance learning options for both of our Master's degree programs. In this model, we meet the needs of students who need a flexible, practical approach to education with a solid biblical and theological foundation without sacrificing spiritual formation. In addition to the online offering, students are required to attend three four-day residencies. These residencies are:

1. An introduction to theological studies
2. An interfaith/intercultural immersion class
3. A final integrative seminar

The Doctor of Ministry degree is a professional degree designed for pastors and other ministers who have at least three years of full-time work in ministry after their MDiv (or equivalent) and who want to engage in further theological reflection within the practice of ministry. The DMin is a three-year program. Each track or concentration within the DMin requires five courses specific to the individual track chosen by the student, along with the DMin project course. We offer a variety of tracks in response to perceived need within the church and broader community, such as "Faith and Health," "Preaching and Leadership," "Land, Food, and Faith Formation," and "Forming and Growing Churches in the 21st Century." The specific

courses are offered as hybrid courses, with online study complemented by one-week residencies in January and July for intensive discussion and other academic work. The DMin project course includes the planning, implementation, and evaluation of a major project that addresses a problem or issue in the practice of ministry. Approximately 50% of our total enrollment is in the DMin program, with a current total of 97 DMin students.

B. CERTIFICATE PROGRAMS

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

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

C. FACULTY

For the academic year 2023-2024, Memphis Theological Seminary has six full-time teaching faculty and two administrative faculty members who teach part-time. In addition, the seminary curriculum is greatly enhanced by the work of approximately fifteen adjunct professors, most of whom are active in pastoral or other ministries, and most of whom teach in the DMin program.

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

The faculty have been flexible in adapting to and offering courses in a variety of modalities. Currently we offer five approaches for delivering instruction:

1. Asynchronous online (instruction completely online with various modes of interaction between students and instructor, but no set time for class meetings)
2. Synchronous online (instruction completely online in which students meet at a set time each week via Zoom)
3. Weekly hybrid courses (instruction on campus 2 hours once per week, 50% of instruction online)
4. Monthly hybrid (instruction on campus 4 hours once per month, 50% of instruction online)
5. Hyflex weekly or monthly hybrid courses (instruction is on campus though students may also participate via Zoom)

D. ENROLLMENT

Total enrollment for degree programs for Fall 2023 was 179 and for Spring 2024 was 174. While Cumberland Presbyterian students only make up 13.2% of the total enrollment for Master's and Doctoral students, Cumberland Presbyterians represent 32.2% of our Masters of Divinity enrollment (19). This makes the Cumberland Presbyterian Church the largest denomination among our Master's students. In addition, these totals do not include the Cumberland Presbyterian PAS enrollment (which is recorded below).

- **Fall 2023: 179 degree-seeking students**
 - 91% retention rate from Spring 2023
 - 80 master's-level (MDiv & MACM) students
 - 47 full-time (58.8%)
 - 33 part-time (41.3%)
 - 5 new students
 - 99 doctoral (DMin) students
 - 14 new students
 - Total Master's and Doctoral Enrollment by Denominational Affiliations
 - Various Baptist denominations: 31.8%
 - Cumberland Presbyterian: 13.4%
 - United Methodist Church: 12.8%
 - Non-denominational: 10.1%
 - Christian Methodist Episcopal: 5.6%

- Christian Church (Disciples of Christ): 5.6%
 - African Methodist Episcopal: 4.5%
 - Presbyterian Church USA: 3.4%
 - United Church of Christ: 3.4%
 - Other/Unknown: 8.9%
 - Gender
 - Male: 46%
 - Female: 54%
 - Ethnicity
 - Asian: 2.8%
 - Biracial: 3.4%
 - Black (Non-Hispanic): 60.3%
 - Caucasian (Non-Hispanic): 32.4%
 - Hispanic: 1.1%
- **Spring 2024: 174 degree-seeking students**
 - 97% retention rate from Fall 2023
 - 77 master's-level (MDiv & MACM) students
 - 31 full-time (40.3%)
 - 46 part-time (59.7%)
 - 8 new students
 - 97 doctoral (DMin) students
 - (New DMin students enrolled only in Fall semesters)
 - Denominational Affiliations
 - Various Baptist denominations: 30.5%
 - Cumberland Presbyterian: 13.6%
 - United Methodist Church: 13%
 - Non-denominational: 11.3%
 - Christian Methodist Episcopal: 6.2%
 - Christian Church (Disciples of Christ): 4.5%
 - African Methodist Episcopal: 3.4%
 - Presbyterian Church USA: 3.4%
 - United Church of Christ: 3.4%
 - Other/Unknown: 8.5%
 - Gender
 - Male: 45%
 - Female: 55%
 - Ethnicity
 - Asian: 2.9%
 - Biracial: 2.9%
 - Black (Non-Hispanic): 62.1%
 - Caucasian (Non-Hispanic): 31%
 - Hispanic: 1.1%

E. PROGRAM OF ALTERNATE STUDIES (Dr. Michael Qualls, Director)

It's my desire that all Cumberland Presbyterians can affirm the contribution PAS continues to make to the mission of the Cumberland Presbyterian Church. We have been a reliable resource for many arms of the church. To serve the Cumberland Presbyterian Church is our reason for existence. The Program of Alternate Studies currently has four priorities:

1. Preparing for ministry those who are practically hindered from pursuing traditional theological education. Our alternative has integrity and graduates now serve well in many roles of ministry throughout the denomination.
2. Delivering the denominational studies that enable persons with a Master of Divinity degree to meet the constitutional requirements for ordination in the Cumberland Presbyterian Church.
3. Resourcing the global needs of expanding witness through the Missions Ministry Team and PAS-Colombia.

4. Assisting in the education of lay persons interested/involved in congregational leadership in the Cumberland Presbyterian Church.

While travel has been reduced in recent years, we make ourselves accessible to the church as much as possible. We report at least annually on each student's progress to their Probationer Care Committee/Committee on Ministry within their presbytery.

General Information

- As I write the position of Administrative Assistant position remains unfilled following a brief tenure of the previous person hired to replace Karen Patten. Mrs. Patten continues to work behind the scenes in that capacity as she fully recovers from hip surgery but this is an unsustainable, stop-gap measure. I hope to be able to announce her replacement by General Assembly.
- The program has 53 active students in the United States (6 of the 53 are Spanish speakers).
- There are 37 PAS-Colombia students in Colombia, Europe, Guatemala, and Mexico. Not all of these are seeking ordination--some are lay leaders.
- We will return to Bethel University for Summer Extension School July 13-27. PAS graduation will be the first day of SES, July 13th at 11:00 am at McKenzie Cumberland Presbyterian Church. We are turning the corner from the Coronavirus pandemic but have some challenges particularly relating to head count. The Bethel cafeteria cannot serve if there are less than 50 people in attendance. We are working with them and other CP organizations to try to make it work, but we may also have to create stop-gap measures for some of the meals while we are there.
- We are also scheduling a weekend school in person to accommodate special student circumstances. That will be 10 courses offered in the "off-season" which is about the maximum we can schedule. The PAS Advisory Council reinstated the policy that at least half of all courses should be taken in person.
- PAS-Colombia is working with Spanish-speaking candidates and lay leaders everywhere there is a need. We recently graduated 6 in the lay leader track from 3 churches in Guatemala. 2 of them have since been led to enroll in the full program to pursue ordination. Our mission remains an important one for our denomination.
- We have committed to work with the Louisa Woosley Preaching Initiative, a multiyear focus on excellence in preaching. We will be helping host special seminars with them during PAS Summer Extension Courses.
- We are working with an ad hoc committee to shore up the preparation of lay leaders to fill leadership roles in congregations. We must be agile and adaptable to resource congregations in the current context.

In Memoriam

We mourn the loss of yet another from the deep pool of credentialed educators and ministry professionals who have served PAS faithfully as instructors. Rev. E.G. Sims taught Ministerial Ethics for years every summer in our program. May the work of his hands continue to bear fruit as we thank God for this faithful servant.

F. CUMBERLAND PRESBYTERIAN HOUSE OF STUDIES (Dr. Michael Qualls, Director)

The Cumberland Presbyterian House of Studies (CPHS) attempts to ensure ongoing practical connection of Cumberland Presbyterian students at MTS with their CP heritage and help form them for ministry within that identity. The CPHS has been active on campus with students back in the classroom.

- We have sponsored two luncheons for the MTS community this academic year and contributed to other community-building events when students are on campus, in addition to specific events commemorating Cumberland Presbyterian-specific interests. This highlights the significant presence of the CPC on the campus.

- In November of 2023 we hosted a special recognition of Rev. P.F. Johnson, D.D. He served as the President and Dean of Cumberland Presbyterian School of Theology established at Bethel University in 1814. Rev. Garrett Burns preached and surviving relatives of Dr. Johnson provided a colorful and personal glimpse of his life during a catered luncheon.

- In February of 2024 we had a special CP Heritage Day worship and luncheon commemorating 214 years of mission and ministry. Rev. Bobby Spurling was our guest preacher with Rev. Peter Jeffrey at the keyboard and special music in an African dialect by Rev. Dr. Dee and Kelly Sodeinde.

CUMBERLAND PRESBYTERIAN ENROLLMENT IN MASTER'S AND DOCTORAL STUDIES

The current total for enrollment for all degree paths includes 24 Cumberland Presbyterian students (19 MDiv, 4 DMin, 1 MACM). While Cumberland Presbyterian students only make up 13.2% of the total enrollment for Master's and Doctoral students, Cumberland Presbyterians represent 32.2% of our Masters of Divinity enrollment (19). This makes the Cumberland Presbyterian Church the largest denomination among our Master's students.

ACADEMICS

We will graduate several CP students in May. I will be communicating with the remaining students to discern how best to provide the two courses in CP studies required for their ordination.

Plans are placed on hold for a Rural Ministry Conference at Bethel University. There have been too many moving parts and too much uncertainty to plan in earnest these past few months. I am holding out for this in the future as I feel it could be very beneficial to the CP church and the bulk of congregations in rural or small-town settings.

ONGOING PRIORITIES

- Maintain course offerings that enhance Cumberland Presbyterian congregational ministry.
- Help with recruitment of CP students.
- Strengthen connections with students, leaders, presbyteries, and congregations.
- Develop a Cumberland Presbyterian Studies Certificate for students who wish to emphasize this area of study.

How Can You Help?

I wish to speak frankly to the church through this report. We need your help. It is a difficult time to be the educational arm of the Cumberland Presbyterian Church. With rancor and division afoot, the seminary and PAS are relatively easy targets for anyone who doesn't like the way things are going. We have attempted to remain as neutral as possible regarding the divisions in the body. Rather than pick sides, it is our responsibility to be a resource for the whole church. While we enjoy full-throated support by many in our church, I am troubled by misinformation and social media posts that attempt to cast the seminary in a negative light. Often the source has an axe to grind; sometimes the author has not seen the inside of any MTS classrooms in the last couple of decades, if ever. While I acknowledge there can always be legitimate critique, there must also be a counternarrative. We have much to be pleased about in the one seminary intrinsically related to the Cumberland Presbyterian Church. We are always open to discussing any improvement. Please help by correcting any public perception that contradicts your own experience or ask for further clarification from us so we can set the record straight or work to correct a practice if it needs correcting. We will get through this together.

Respectfully,
Michael Qualls,
Vice President for Cumberland Presbyterian Church Relations
Director PAS
Director CPHS

G. NEW ACADEMIC INITIATIVES

A funding grant from the Assisi Foundation of Memphis and a partnership with West Cancer Center has allowed us to establish a Center for Pastoral Wholeness and Chaplaincy Studies. This has significantly upgraded our ability to offer chaplaincy courses. As a result, we now have nearly twenty students seeking a concentration in Chaplaincy in either the MDiv or MACM degree programs. The Center focuses not only on preparing students for traditional chaplaincy placements, but also on preparing students and those already serving in churches to develop chaplaincy for people in congregations.

Students at MTS are now able to earn their MDiv or the MACM degrees online. The newly-approved options for online degrees will offer the flexibility students need while also retaining opportunities for interactions with faculty and other students. Most of the classes will be offered in an online synchronous format in which students will have set days and times for class each week to meet online. Some classes will be asynchronous online which will allow students to access class materials and engage in learning with no set day or time. For all students, there will be a short four-day residency to introduce students to theological education online, and two additional residencies that include an interfaith/intercultural immersion and a

final integrating seminar.

In addition to this attention to modalities of instruction, we are also attending to the very structure and requirements of our MDiv and MACM degree programs. We are considering curriculum revision in both degree programs to adjust to changing needs in the church and broader society. We are very aware of the need to address the realities of bi-vocational ministry. We continue to emphasize the importance of practicums within our curriculum so that students are engaged in the integration of practice with theological reflection.

H. ACCREDITATION

Memphis Theological Seminary holds dual accreditation by the Association of Theological Schools in the United States and Canada (ATS), and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Every ten years, member schools go through an extensive process of re-accreditation review. MTS's current ATS accreditation runs through 2025 and our SACSCOC accreditation is good through 2028. We submitted our 5-year interim report to SACSCOC in March, 2024. We are currently in the self-study phase of our reaffirmation with ATS with an onsite review scheduled for November 10-13, 2025. Both of these accrediting bodies have also approved Memphis Theological Seminary to offer distance education.

IV. MTS STRATEGIC PLANNING PROCESS

MTS has been a free-standing school throughout its history in Memphis. This means the seminary is not part of a larger academic institution or university system. Therefore, the seminary has to shoulder all operational expenses by itself instead of sharing those expenses as part of a larger entity. Since 2004, enrollment has been declining significantly among most all seminaries throughout North America. As a result, free-standing seminaries are no longer thriving unless they have enough annual revenue to offer significant scholarships to all students.

- The average mainline seminary has scholarship expenditures of \$1.2 million annually in comparison to MTS expending \$256,000 in annual scholarships.
- Our master's-level enrollment has decreased by approximately 12 students per year since 2015 when it totaled 180 students. In Fall 2023, the master's enrollment was 80 students.
- CFO Cassandra Price-Perry and President Jody Hill have reviewed data which indicates that our optimal enrollment is 200 master's-level students under our current model of operations.
- Because our enrollment is less than half the number of students needed, we had to budget an additional draw on unrestricted endowment funds of almost \$400,000 in order to have a balanced budget for Fiscal Year 2024 (ending July 31, 2024).
- If enrollment continues to decline at the rate it has in recent years, then we will need to make an additional draw on unrestricted endowment funds to operate in fiscal year 2025.

We know the love that many of you have for Memphis Theological Seminary, and we share that love. We also share your concern for the future of this beloved institution. As we have watched the educational landscape change, we have become increasingly aware that things cannot continue as they have. After discussing these challenges for a couple of years, the board has made the commitment to look at the options before us. Unfortunately, we do not believe that remaining a free-standing seminary is an option.

The day before our October 6, 2023, board meeting, we invited a strategic planning coach to facilitate conversations with our faculty, staff, and trustees. The following day, during the trustee meeting, the Board of Trustees appointed a five-person committee to begin talking with potential partner institutions about embedding or merging. As an institution of the Cumberland Presbyterian Church, we understand that the General Assembly has the ultimate say in any changes moving forward. So, immediately following our October 2023 board meeting, we made it public to the larger Cumberland Presbyterian Church that MTS would be evaluating merger and partnership as an option for this General Assembly to consider. Therefore, we present the following resolution to the One Hundred Ninety-Third General Assembly of the Cumberland Presbyterian Church.

RESOLUTION OF THE BOARD OF TRUSTEES OF MEMPHIS THEOLOGICAL SEMINARY

WHEREAS, Over the last ten years, 19 Association of Theological Schools (ATS) have merged together and continue degree granting. 12 ATS schools have merged into universities and continue degree granting, 1 school was purchased by a non-educational entity, and there have been approximately 15 closures of ATS schools;

WHEREAS, when we examine the best available data related to those seminaries that are most likely to remain viable into the future, it is clear that the most sustainable model is a seminary embedded in a larger institution;

WHEREAS, Memphis Theological Seminary needs the authority of the General Assembly to merge or be acquired by another institution.

WHEREAS, the seminary and a merger or acquisition partner do not have the authority to negotiate terms of an agreement without the approval of the General Assembly;

WHEREAS, we need to be able to negotiate the seminary's future with an institutional partner in the months immediately following this meeting of General Assembly and the Church has a mechanism to secure approval of negotiated terms on behalf of the denomination;

WHEREAS, section 1.01 of the bylaws of the Cumberland Presbyterian Church General Assembly Corporation states, "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."

and

WHEREAS, section 5.13 of the bylaws of the Cumberland Presbyterian Church General Assembly Corporation states, "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."

BE IT RESOLVED, that the General Assembly of the Cumberland Presbyterian Church authorizes the Board of Trustees of Memphis Theological Seminary to negotiate an acquisition or merger of the Seminary with another educational institution and consents for the Board of Directors of the Cumberland Presbyterian Church General Assembly Corporation to conduct any legal steps necessary to relinquish ownership of Memphis Theological Seminary.

RECOMMENDATION 2: That the General Assembly adopt the above Resolution authorizing Memphis Theological Seminary of the Cumberland Presbyterian Church to be acquired or to merge with another educational institution be approved.

V. FACILITIES

A. LEADERSHIP

MTS welcomed back Mr. Greg Spencer in the spring of 2023 to lead our facilities and safety department. Mr. Spencer has a wealth of knowledge having been a General Contractor for many years as well as prior employment with MTS. Mr. Spencer leads a dedicated staff of facilities and safety personnel.

B. CAMPUS WORKGROUPS

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

C. SAFETY

The facilities and safety departments continue to explore ways to enhance the safety of our students in the context of our urban campus. Through lighting, on-site Campus Monitors, building access badge readers, Faculty, Staff, and Student Photo IDs, and well-articulated safety plans, the seminary seeks to provide a safe environment for students and visitors to our campus. To enhance our secure environment, MTS installed a badge access entry door system in all buildings containing classrooms. In addition, we have also installed state-of-the-art cameras outside campus buildings. We continue to seek ways to provide a safe environment for our campus community.

VI. ADVANCEMENT AND FINANCE

A. BUDGET, OPERATIONS, AND GIFTS

- Our Board of Trustees will approve a budget for the 2024-2025 academic year at its May meeting. Copies of that budget will be provided at the meeting of General Assembly.
- Like seminaries across the country, we continue to face budget challenges from declining enrollments. We have renewed efforts to increase transparency as well as the involvement of the Board.
- For the fiscal year to date December 2023, the matching pledges and the gifts from our generous supporters surpassed a total of \$460,330.
- Our United Outreach distributions for fiscal year 2023 totaled \$135,283 for seminary operations and \$29,095 for PAS operations.
- The seminary finished FY2023 (Fiscal Year 2023 ending July 31, 2023) in the black.
- The balance on our property debt was \$1,995,036 after the January 2024 Financials. For Fiscal Year 2023, we paid \$109,381 in principal and \$75,024 in interest.
- We currently have no funds borrowed against our \$1 million line of credit loan.

B. SCHOLARSHIPS AND GRANTS

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

1. Lilly Endowment, Inc.

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

In November 2021, MTS received a \$1 million grant from the Lilly Endowment to establish the House of Black Church Studies. With the addition of the House of Black Church Studies, MTS can now celebrate that we have houses of study dedicated to equipping leaders in our student body's three largest congregational settings: the African American Church, the Cumberland Presbyterian Church, and the Pan-Methodist Church.

In November 2022, MTS received a \$1 million grant from the Lilly Endowment for Passing of the Faith program. This project aims to help parents and caregivers adapt and embrace time-honored Christian practices in their daily lives.

In June 2023, MTS was notified of supplemental support for Passing on the Faith program with a \$250,000 grant.

2. The Kemmons Wilson Family Foundation

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

3. The H.W. Durham Foundation

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

4. West Cancer Center

The Center for Pastoral Wholeness and Chaplaincy Studies entered into a partnership with West Cancer Center to provide three chaplain interns per semester. Eligible students apply for the internship,

which will pay for one course of study at MTS. As part of this arrangement, West Clinic makes a five-year, \$75,000 commitment to MTS.

C. ENDOWMENTS

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

As of December 31, 2023, we had over 290 endowments with a total value of \$14.4 million. These endowments are varied in both amount and purpose. Scholarships, of course, make up the largest group, but other endowments are also set aside for the general fund, lectures, the library, music and other purposes.

We continue to grow the Baird-Buck Endowment for the purposes of fully funding the Cumberland Presbyterian House of Studies. As of December 31, 2023, the endowment had a balance of \$894,521 toward the goal of \$1.5 million.

D. ESTATE GIFTS

In 2022, we were overjoyed to receive a gift of \$57,883 from the Estate of Rev. Dr. Clinton Buck. He was Professor of Educational Ministry and Associate Dean at Memphis Theological Seminary from 1978-1998, Director of Field Education from 1978-1983 and Associate Dean for the DMin program from 1991-1998. He served as Moderator of the General Assembly of the Cumberland Presbyterian Church in 1995-96. After 20 years at MTS, Dr. Buck retired in 1998 and was named Professor Emeritus. In 2004-2005 he was Interim Dean and Acting President of MTS. In 2014 he published *Unity and Diversity in Theological Education*, a history of Memphis Theological Seminary. Including this estate gift, Dr. Buck's lifetime of giving to MTS exceeded \$100,000.

In 2023, we again were overjoyed to receive a gift of \$250,000 from the Estate of Mr. Roy Card. We are inspired by his long life of service as an Elder in the First Cumberland Presbyterian Church of Chattanooga. We are deeply grateful for the commitment he and his lovely wife Virginia had for supporting the preparation of future ministers by their gracious gifts to Memphis Theological Seminary over the years. We will continue to hold the Card family in our prayers and will utilize these gifts to bring glory to God.

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

E. SEMINARY/PAS SUNDAY

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

RECOMMENDATION 3: That the third Sunday in August, (August 18, 2024 and August 17, 2025) be included in the General Assembly Calendar as Seminary/PAS Sunday, and that the General Assembly encourage all churches to share information about MTS and PAS and receive a special offering on that day, or on a more convenient day of the session's choosing. MTS leadership has committed to focusing these annual funds on growing the Baird-Buck Endowment for Cumberland Presbyterian Studies until the Chair in CP Studies is fully funded.

F. ANNUAL FUND

We are grateful for the commitment of Cumberland Presbyterians to the ministry of MTS, and all our common ministries, expressed so tangibly through giving to Our United Outreach (OUO). In addition to OUO, Memphis Theological Seminary could not operate without the faithful contribution of its alumni and friends. Annual Fund contributions help us keep the cost of tuition down, so that students do not leave seminary with a large burden of debt.

MTS alumni and friends are encouraged to consider joining the 1852 Society, by pledging to give at least \$18.52 per month to help support the work of the seminary. Information on the 1852 Society is available at the MTS display table during the week of General Assembly, and can be accessed through our website: www.MemphisSeminary.edu.

G. AUDIT REPORT

The auditing firm of Cannon, Wright, Blount, PLLC. has audited the books of Memphis Theological Seminary for the 2022-2023 fiscal year. The audit was unqualified. Copies of the report have been filed with the office of the Stated Clerk.

Respectfully submitted,
Kip Rush, Moderator of the Board of Trustees
Jody Hill, President

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 committee discussed sentiment expressed from some of the denominational executives that the current 3 term lengths and limits were too long and a deterrent to recruiting persons to serve on denominational board and committees. Other options were discussed, including reducing term limits from 3 terms to 2 or reducing the term from 3 years to 2. The committee continues to consult with each of the board and committee chairs to gain their input on the matter before giving further consideration to the matter.

The Committee submits the following list of nominees:

I. GENERAL ASSEMBLY CORPORATION

(Members whose terms expire in 2027)

- (1)REV. DUAWN MEARNES, 311 Chickasaw Drive, Ada, OK 74820, Red River Presbytery, Mission Synod for a three-year term
- (1)REV. VERNON SANSOM, 7425 Northampton Boulevard, Knoxville, TN 37931, Presbytery of East Tennessee, Southeast Synod for a three-year term

II. MINISTRY COUNCIL

(Members whose terms expire in 2027)

- (1)REV. KEVIN JENKINS, 8817 County Road 747, Cullman, AL 35055, Hope Presbytery, Synod of the Southeast for a three-year term
- (1)MR. MARK MADDIX, Cornerstone Presbytery, Great Rivers Synod for a three-year term
- (1)REV. JAMES MESSER, 3653 Old Madisonville Road, Henderson, KY 42420, North Central Presbytery, Synod of the Midwest for a three-year term
- (1)REV. CHRISTIAN SMITH, 1094 Tanglewood Drive, Cookeville, TN 38501, Murfreesboro Presbytery Tennessee Synod for a three-year term
- (3)MS. MELINDA REAMS, 10 W Azalea Lane, Russellville, AR 72802, Arkansas Presbytery, Great Rivers Synod to succeed herself for a three-year term

(Members whose terms expire in 2025)

YOUTH ADVISORY MEMBERS

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

- (2)MR. CHRISTOPHER BUTCHER, 403 Kalye Court, Mt Juliet, TN 37122, Cloyd's Congregation, Murfreesboro Presbytery, Tennessee Synod, to succeed himself for a one-year term
- (1)MR. COLBY PUCKETT, 55 Ham Street, Batesville, AR 72501, Faith Hopewell Congregation, Arkansas Presbytery, Great Rivers Synod for a one-year term.
- (2)MS. AVERY STENCE, 1 Esther Road, Fairfield, IL 62837, Fairfield Congregation, North Central Presbytery, Synod of the Midwest, to succeed herself for a one-year term

III. TRUSTEES OF HISTORICAL FOUNDATION

(Members whose terms expire in 2027)

- (1)MS. JANELL FLEMING, 15629 County Road 3540, Ada, OK 74820, Red River Presbytery, Mission Synod for a three-year term
- (1)MS. SUZANNE HUNT, 152 Jamestown Road, Ashland City, TN 37015, Nashville Presytery, Tennessee Synod for a three-year term

- (3)MS. KELLY SHANTON, 3932 W Beaver Creek Drive, Powell, TN 37849 Presbytery of East Tennessee, Synod of the Southeast, to succeed herself for a three-year term

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

(Members whose terms expire in 2027)

- (3)REV. DANIEL BARKLEY, 2732 Rexford Street, Hokes Bluff, AL 35903, Grace Presbytery, Synod of the Southeast, to succeed himself for a three-year term
- (2)*MR. TYRONE BURROUGHS, 3380 Pearson, Road, Memphis, TN 38118, to succeed himself for a three-year term
- (3)REV. GLORIA VILLA DIAZ, 2425 Holly Hall Street B42, Houston, TX 77054, Trinity Presbytery, Mission Synod, to succeed herself for a three-year term
- (2)MS. DIANE DICKSON, 24 W Rivercrest Drive, Houston, TX 77042, Houston Congregation, Trinity Presbytery, Mission Synod, to succeed herself for a three-year term
- (1)MS. ROSE MARY MAGRILL, 301 Pitts Avenue, Marshall, TX 75672, Trinity Presbytery, Mission Synod, for a three-year term
- (1)REV. SUSAN PARKER, 655 York Drive, Rogersville, AL 35652, Hope Presbytery, Synod of the Southeast, for a three-year term

V. STEWARDSHIP, FOUNDATION AND BENEFITS

(Members whose terms expire in 2027)

- (1)REV. CLIFF HUDSON, 4782 Waverly Court, Ooletawah, TN 37363, Tennessee-Georgia Presbytery, Synod of the Southeast for a three-year term
- (2)MS. PHYLLIS JOHNSTON, 2708 Pinto Trail, Edmond, OK 73012, Stonegate Congregation, Red River Presbytery, Mission Synod, to succeed herself for a three-year term
- (3)MS. DEBBIE SHANKS, 3997 N 100th Street, Casey, IL 62420, New Hope Congregation, North Central Presbytery, Synod of the Midwest, to succeed herself for a three-year term

GENERAL ASSEMBLY COMMISSIONS:

VI. COMMISSION ON FEDERAL CHAPLAINCY

(Members whose terms expire in 2027)

- (2)REV. GARRETT BURNS, 387 Forrest Avenue, McKenzie, TN 35803, Cornerstone Presbytery, Synod of Great Rivers, to succeed himself for a three-year term

GENERAL ASSEMBLY COMMITTEES

VII. JUDICIARY

(Members whose terms expire in 2027)

- (1)REV. SHELIA O'MARA, PO Box 170, Gadsden, TN 38337, Presbytery del Cristo, Mission Synod, for a three-year term
- (2)MS. KIMBERLY SILVUS, 169 Deercrest Circle, Franklin, TN, Nashville Presbytery, Tennessee Synod, to succeed herself for a three-year term.
- (1)REV. PATRICK WILKERSON, 104 Cockrell Hill Road, Ovilla, TX 75154, Red River Presbytery, Mission Synod for a three-year term

VIII. NOMINATING

(Members whose terms expire in 2027)

- (1)MS. LAURA BUTLER, 261 Ridgefield Drive, Winchester, TN 37398, Murfreesboro Presbytery, Tennessee Synod for a three-year term
- (1)REV. JAMES FISK, 9 Mills Drive, Bella Vista, AR 72714, Arkansas Presbytery, Great Rivers Synod for a three-year term

IX. OUR UNITED OUTREACH COMMITTEE

(Members whose terms expire in 2026)

- (2)REV. STEVE LOUDER, 98 Gallant Court, Clarksville, TN 37043, Nashville Presbytery, Tennessee Synod, to succeed himself for a three-year term
- (3)MS. GWEN RODDYE, 3728 Wittenham Drive, Knoxville, TN 37921, Beaver Creek Congregation, Presbytery of East Tennessee, Synod of the Southeast, to succeed herself for a three-year term

(Members whose terms expire in 2025)

YOUTH ADVISORY MEMBERS

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

- (1)MS. CATHERINE MONEY, 230 Three Springs Lane, Winchester, TN 37398, Murfreesboro Presbytery, Tennessee Synod, for a one-year term

X. UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

(Members whose terms expire in 2026)

- (3)REV. MITCH BOULTON, 80 Topsy Lane, Savannah, TN 38372, Cornerstone Presbytery, Synod of Great Rivers, to succeed himself for a three-year term.
- (1)REV. IWAO SATOH, 8710 Hickory Falls Lane, Pewee Valley, KY 40056, Cumberland Presbytery, Midwest Synod for a three-year term
- (2)MR. JOHN TALBOT, 3370 23rd Street, San Francisco, CA 94110, Grace Fellowship Congregation, del Cristo Presbytery, Mission Synod, to succeed himself for a three year term

XI. GENERAL ASSEMBLY OFFICERS

STATED CLERK (whose terms expires in 2028)

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

ENGROSSING CLERK (whose terms expires in 2028)

REV. LISA SCOTT, 8157 North Lawn Avenue, Kansas City, MO 64119, Missouri Presbytery, Synod of Great Rivers

THE REPORT OF THE OUR UNITED OUTREACH COMMITTEE

Since 1985, when a tithe-modeled sharing of gifts was adopted by the General Assembly, *Our United Outreach (OUO)* has served as a path for stewardship for congregations and individuals to help provide funding for the ministries, boards, and agencies of the church in grateful response to God.

The *OUO* Committee was established by the General Assembly in 2009, for the purpose of promoting *Our United Outreach*. The *OUO* Committee is comprised of 12 voting representatives, one from each Synod and the rest from denominational entities and institutions. In addition, executives from the church programs and institutions participate on the Committee as advisory members. This Committee meets annually unless there is a need for a called meeting. In recent years, access to technology has allowed many of the members to participate virtually, reducing the necessity for travel and hotel stays, as the committee is dedicated to stewardship of all resources.

I. OUR UNITED OUTREACH FUNDS ALLOCATION

The *Our United Outreach* Committee met March 1, 2024, to allocate the *Our United Outreach* funds for the 2025 year. The *Our United Outreach* allocation basis for 2025 is \$2,500,000. While the goal does not reflect 10% of church income across the denomination, it is representative of a predictable pattern of actual giving over the past decade or more and gives boards and agencies a better picture of what *OUO* income will provide toward their overall budgets. The *OUO* goal for 2023 was \$2,500,000 and giving was \$2,387,595.34, a 4.5% shortfall of the goal. When there is a shortfall (or overage) each entity is affected proportionately.

RECOMMENDATION 1: That General Assembly adopt the following Our United Outreach allocations for 2025:

Amount to be Allocated	2,500,000.00	
Ministry Council	\$1,203,978	48.159%
Bethel University	120,398	4.816%
Children's Home	72,239	2.890%
Stewardship	242,355	9.694%
General Assembly Office	192,636	7.705%
Memphis Theological Seminary/Program of Alternate Studies	168,557	6.742%
Historical Foundation	72,239	2.890%
Shared Services	287,395	11.496%
Contingency	12,040	0.482%
OUO Committee	92,044	3.682%
Comm. On Chaplains	13,990	0.560%
Judiciary Committee	13,196	0.528%
Theology/Social Concern	4,912	0.196%
Nominating Committee	<u>4,021</u>	<u>0.161%</u>
Our United Outreach Goal	\$2,500,000	100.000%

The recommended allocations represent an adjustment to allocations for Shared Services and Stewardship from 2024 allocations. A full-time accounting position was moved from Shared Services (which covers maintenance, utilities, mowing, trash pick-up, pest extermination, and custodial and other services for entities housed in the Cumberland Presbyterian Center) to Stewardship, which will provide immediate supervision. The adjustment does not affect the total, but realigns the allocation.

II. OUR UNITED OUTREACH COMMITTEE UPDATES

Beginning in 2023, the committee transitioned to a model of *Our United Outreach* promotion that engages a part-time *OUO* Coordinator along with volunteer presbytery *OUO* Ambassadors who advocate for *Our United Outreach*. The goal is to nurture relationships and open lines of communication, so to further understanding of the purpose and principles of *Our United Outreach* and better support congregations in stewardship education.

The Rev. Jeff McMichael has served as interim *OUO* Coordinator since May 1, 2023. During this first year, he has recruited and continues to recruit presbytery *OUO* Ambassadors, compiled a training manual for the Ambassadors, overseen the development of a new *OUO* brochure, and has begun building a database of *OUO* contacts. In our March 1, 2024 meeting, the *OUO* committee made Rev. McMichaels the *OUO* Coordinator, no longer considering the position to be interim.

III. GOALS FOR 2024

The *Our United Outreach* Committee believes that goals should reflect the aspirations of the committee. We believe that these goals will be challenging to meet but are attainable.

Achieve the \$2,500,000 in contributions. This amount has been the goal for the previous two years. In 2022, we achieved 97.95% of the goal, and last year we achieved 95.5% of the goal.

Increase the Church Participation Rate to 65%. We would like to see every church participate and become partners in the ministry of our denomination by contributing to *Our United Outreach*. In 2022, our church participation rate was 61% and last year it declined to 58%. Even if the church cannot tithe the full 10%, we believe each church could and should contribute some amount to the ministry.

Recruit an Our United Outreach Ambassador for every presbytery. It is vital we have an *Our United Outreach* Ambassador in every presbytery. This person will be able to share the good news of ministries and show the value of each contribution. We presently have 6 Ambassadors covering nine presbyteries. The *OUO* coordinator will be traveling to all presbyteries in the continental United States without an Ambassador this year to recruit.

Increase the number of individual givers. We have several individuals who give above their tithe to their local church and contribute independently to *Our United Outreach*. They want to be involved in our denominational ministries. Because we believe there are more of these individual donors who want to support the work of the denomination in a personal way, we created the QR code this past year, providing a direct link to our donation page. The key is getting *Our United Outreach* message to people in the pew.

Improve our communication through increased social media presence, email blasts to our database, and development of more educational handouts.

The committee wishes to express gratitude to the many churches who faithfully support *OUO*, honoring our call as a church to provide for a wider sharing of the Good News through this expression of unity we call *Our United Outreach*.

Respectfully submitted,
Mikel Davis, Chairperson
Eduardo Montoya, Vice-Chairperson
Gwen Roddye, Secretary
and the Our United Outreach Committee

THE REPORT OF THE PLACE OF MEETING COMMITTEE

The Place of Meeting Committee consists of the Moderator and the Stated Clerk who serves as the chairperson.

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 meetings 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 to determine if adequate facilities are available to host the meeting.

Commissioners and visitors are encouraged to stay at the General Assembly hotel, to assure meeting the contracted room block. Hotel contracts also include a commitment on food and beverages, this makes it important for boards/entities to continue to sponsor special meal functions to help defray meeting room rental expense. The GA luncheons/dinners provide opportunities for the sponsoring denominational boards and entities to keep the church informed about their respective programs, thus enhancing support.

I. INFORMATION ABOUT FUTURE GENERAL ASSEMBLIES

Continued discussions with the leadership of the Cumberland Presbyterian Church in America regarding concurrent meetings of the General Assemblies may impact future meeting locations. It is helpful to continue scheduling a few years in advance of the meeting to assure that adequate hotel/ convention space is available and to negotiate a good rate. If a congregation or a presbytery is interested in hosting the General Assembly, the Office of the General Assembly will provide information on hosting responsibilities. Hosting the General Assembly/Convention is a service to the Church, allowing the Church to celebrate the good ministries occurring within a particular presbytery, and provides persons within a presbytery the opportunity to participate more fully in the annual meeting.

In the event that no invitation is received in a particular year, or a situation arises requiring a change of venue for a particular year, the Corporate Board will be responsible for selecting a place of meeting.

Plans are underway for the 2025 meeting of General Assembly to be held June 16-21, in Knoxville, Tennessee, hosted by the Presbytery of East Tennessee.

Since the last international meeting of the General Assembly occurred in 2015, the Office of the General Assembly is exploring the possibility of scheduling a future General Assembly meeting in the UK to help celebrate the growing mission work there. Presbyteries are encouraged to begin setting aside funding now for a future international meeting.

II. SCHEDULE OF MEETINGS BY PRESBYTERIES

The following schedule shows the annual meetings and the year that the General Assembly last met in the bounds of a particular presbytery.

Red River/Cumberland Youth & Family Services	2023	Missouri	2011
del Cristo	2022	West Tennessee	2009
Cumberland	2021	Japan	2008
Choctaw & Red River	2018	Arkansas	2007
Grace	2017	Columbia	2005
Nashville	2016	East Tennessee	2003
Cauca Valley & Andes	2015	Covenant	2002
Tennessee-Georgia	2014	North Central	1980
Murfreesboro	2013	Trinity	1969
Hope & Robert Donnell	2012		

Respectfully submitted,
Michael G. Sharpe
Mitch Boulton

THE REPORT OF THE UNIFIED COMMITTEE ON THEOLOGY AND SOCIAL CONCERNS

The Unified Committee on Theology and Social Concerns (UCSC) is a standing committee of the General Assemblies of the Cumberland Presbyterian Churches (CPC & CPCA) and is charged with the responsibility to conduct theological and ethical reflection on matters of importance to the churches and their mission in the cultures and societies in which they serve. The UCTSC was created by action of the two General Assemblies in 1999.

The UCTSC meets semiannually, and produces study papers and resources for the General Assembly and its agencies, and for the use of particular churches and members of the Cumberland Presbyterian Church. The Committee is willing to provide resources for Presbyterian Committees on Theology and Social Concerns, local congregations, and other interested groups, as time allows.

I. MEETING AND OFFICERS

The UCTSC met virtually on October 26, 2023 and on February 29, 2024. The following officers were elected: Reverend Dr. Carolyn Smith Goings (CPCA), Reverend Mitch Boulton (CPC) Co-Chairs, and John Talbott (CPC), Secretary.

The Committee welcomed the following new members from the CPCA: Rev. Lucille L. Hayes (Wingo, KY), Elder Michael Cooper (Nashville, TN), Rev. Dr. Carolyn Smith Goings (Dyersburg, TN), Rev. Robert Rice (Madison, AL), and Rev. Omar Yarce from the CPC.

II. GENERAL ASSEMBLY REPRESENTATIVE

The Committee elected Reverend Mitch Boulton to serve as the representative at the meeting of the CPC General Assembly in Evansville, Indiana. Reverend Lisa Scott will be the alternate.

III. STUDY PAPERS

The Committee does not have any study papers before them at this time. A compilation of study papers previously approved by the General Assemblies (CPC and CPCA) are available online, as well as a *Guide to the Process of Writing Study Papers* for those interested in submitting papers to the Committee for consideration (www.cumberland.org/uctsc). .

IV. WORKS IN PROGRESS

UCTSC continues its to work with the Discipleship Ministry Team of the Ministry Council to finalize work on a blueprint (workshop design) on baptism, for use by congregations and presbyteries in both denominations. The design draws upon the Confession of Faith and other Cumberland Presbyterian writings as foundational elements for the workshop. The Committee hopes to have the workshop design available for use early next year.

Respectfully Submitted,
Unified Committee on Theology and Social Concerns

THE REPORT OF BOARD OF TRUSTEES OF BETHEL UNIVERSITY

Introduction

Bethel University is the Cumberland Presbyterian university. Bethel University's Mission is "to offer an assessable education, whether in person or through technology mediated methods, to the diverse learning community".

The school was established as Bethel Seminary in 1842, in McLemoresville, Tennessee, and is one of the oldest institutions of higher education in the state of Tennessee. In 1847, the state of Tennessee granted a charter to the college. In 1872, then Bethel President W.W. Hendrix led the initiative to move Bethel from McLemoresville to McKenzie where there was an intersection of railways. In 2009, Bethel College trustees voted to change its name to Bethel University to reflect the momentum the institution was experiencing. There are currently three colleges within Bethel University with those being The College of Arts and Sciences, The College of Professional Studies, and The College of Health Sciences. Bethel University's history is one of upholding traditions and pushing boundaries as is evidenced in part by the college admitting women as early as 1865, being a pioneer in online education, being the first institution of higher education in Tennessee to provide each full-time student a laptop, offering performing arts students the type of scholarships athletes receive, to name only a few. The 2024-2025 academic year will mark Bethel's 183rd year of operations.

Bethel University is proud of its close relationship with The Cumberland Presbyterian Church through the Covenant Agreement. Bethel's relationship with Memphis Theological Seminary is ongoing and strengthening through programs such as The Whosoever Will Bridge Program. Bethel University is always honored to serve as we work for God's will to be done in our students, employees, Board of Trustees, community and the world in which we serve.

I. BOARD OF TRUSTEES

A. MEMBERS

The current Board of Trustees for Bethel University are:

R. Scott Allen	Crossville, TN	Linda Ingram	Sparta, TN
Jeff Amrein	Prospect, KY	Pat Kahlden	Caldwell, TX
Nancy Bean	McKenzie, TN	Dewana Latimer	Jackson, TN
Lewis Leon Cole, Jr.	Southfield, MI	Brock Martin	Huntingdon, TN
Lisa Cole	Nashville, TN	E. Ray Morris	Norcross, GA
Chet Dickson	Houston, TX	Keith Priestley	McKenzie, TN
Glenda Foreman	Ft. Worth, TX	Damian Probstfield	Springfield, MO
Clinton Fox	Houston, TX	Bernice Richardson	Huntsville, AL
Drew Gray	Kevil, KY	Rick Rosenjack	Colleyville, TX
Samatha Hassell	Dyersburg, TN	Tommy Surber	McKenzie, TN
Vicky Hoover	Paris, TN	Leonard Turner, Jr	Knoxville, TN
William Terry Howell	McKenzie, TN	Robert (Rob) Truitt	Burns, TN
Terry Hunley	Jackson, TN	Craig White	Madison, AL

B. OFFICERS OF THE BETHEL UNIVERSITY BOARD OF TRUSTEES

Chairperson – Nancy Bean
Vice-Chairperson – Keith Priestley

Secretary – Craig White
Treasurer – David Huss

C. BOARD OF TRUSTEES PREPRESENTATIVE TO GENERAL ASSEMBLY

Nancy Bean

II. ADMINISTRATION

A. The Board of Trustees of Bethel University appoints two positions by the power granted in its Bylaws. Those positions are President and Treasurer.

The position of President was vacated by the December 31, 2023 retirement of Dr. Walter Butler who had successfully led Bethel for 10 years but had been affiliated with Bethel since the 1970's. Currently, Bethel is being led by Interim President Rev. Dr. Robert (Bob) Watkins who is an alumnus and former trustee as well as a former pastor and missionary in the Cumberland Presbyterian Church.

The Board of Trustees has been diligent in its search for the new president. The Board's commitment was to find the president that God would have lead this historical and distinguished institution.

As of February 23, 2024, after much prayer and the seeking of discernment, Bethel University chose Dr. Perry Moulds as its next president. Dr. Moulds assumes his duties July 1, 2024. The announcement of Moulds' appointment reads as follows:

An experienced higher education professional, Moulds currently serves as a senior assistant to the president for philanthropic initiatives at Belmont University in Nashville, TN. He previously served at Belmont's vice-president for advancement from 2014 until 2023. Moulds succeeds Walter Butler who retired in December after leading the university for 10 years. Alumnus and former trustee Rev. Dr. Bob Watkins has served the university as interim president since Butler's retirement.

"Thank you to the search committee, Nancy Bean and the full Board of Trustees and Interim President Watkins for your diligence throughout the search process. And for the honor of becoming Bethel University's next president," Moulds said. "I am excited to arrive on campus and lead this storied institution into the future with the strong foundation provided by Dr. Butler and our predecessors. This university is vital, both to the region and to students around the globe, and I look forward to working with the entire Bethel community to further our success."

During his Belmont tenure, Moulds led development, alumni and family engagement, advancement operations, university marketing, communications, and public relations, and he served on the senior management team overseeing comprehensive institutional leadership. Notably, he was the architect and leader of the largest fundraising campaign in the school's history, ultimately raising and investing \$336 million for student, faculty and programmatic support, and increased the university's endowment by 233 percent. He and his teams brought new events to the university, and elevated the university's profile in local, regional and national markets. In addition, Moulds and his team partnered with other university leaders to increase enrollment by 22 percent through innovative marketing strategies, comprehensive family programming and increased support for scholarships through private philanthropy.

We are fortunate to have a very strong pool of applicants who were anxious to lead Bethel and be a part of our mission, and we deeply appreciate each of them," said Nancy Bean, chair of the Board of Trustees. "Dr. Moulds's experience, vision and charisma emerged as key indicators that he is the right person to lead us into the future."

"I believe institutions like Bethel – dedicated to excellence in education while modeling a Christ-centered approach – are vital to developing future leaders who possess the intellectual capacity and drive to be successful, along with the strength of character to lead others and achieve greatness," Moulds said. "Bethel has demonstrated that it is in the enviable position to excel in this regard and be a leader among Christian universities."

Prior to his roles at Belmont, Moulds served in positions at Vanderbilt University Medical Center, the Vanderbilt-Ingram Cancer Center and the University of Mississippi. He holds a bachelor's, master's and doctoral degrees from University of Mississippi. Moulds is a Pressnell Fellow of the Tennessee Independent Colleges and Universities Association (TICUA) Executive Leadership Institute, an alumnus of Leadership Nashville, and is active in the Council for the Advancement and support of Higher Education (CASE). His community involvement includes service on the board of directors for Easter Seals of Tennessee and Girl Scouts of Tennessee; the nonprofit PENCIL, dedicated to connecting Nashville public schools with community resources; and the Sigma Phi Epsilon Educational Foundation. He is also active with the Rotary Club of Nashville and the Nashville Chamber of Commerce.

Moulds is married to Kimberly, who holds a doctorate in exercise physiology from the University of Mississippi. She currently volunteers in the community in a number of roles. The Mouldses are parents to a daughter Kinsley, a high school student, and a dog, Zoe.

Bethel University, located in McKenzie, Tenn., was founded in 1842 by the Cumberland Presbyterian Church. It currently serves more than 2,800 students across its Tennessee location in McKenzie, Paris, and Jackson, and its online programs. Bethel was listed among the Best Colleges in America by Money magazine in 2023. It is one of the largest local employers and provides a hub for performing arts, athletics and education for the surrounding community. Bethel is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award bachelor's and master's degrees."

B. The president appoints a Cabinet that reports directly to him and meets with the Board of Trustees at their three yearly meetings. The current members of the President's Cabinet are:

Dr. Wayne Scott	Executive Vice President
Dr. Phyllis Campbell	Chief Academic and Compliance Officer
Dr. Joe Hames	Vice President of Health Sciences
Lauren Thompson	Director of Finance.
Ms. Cindy Mallard	Vice President of The College of Arts and Sciences

RECOMMENDATION 1: That this General Assembly welcomes Dr. Perry Moulds pledging to support him in prayer.

III. BETHEL UNIVERSITY SUNDAY

Bethel University has been blessed with a Sunday in which we are recognized by many churches in the Cumberland Presbyterian denomination. In 2024, Bethel University Sunday will be November 3, 2024. It is a chance for Bethel University to be remembered by the Cumberland Presbyterian Church.

RECOMMENDATION 2: That General Assembly share Bethel University's Mission and ask Presbyteries worldwide to support the university in its prayers, financial offerings and referral of students.

RECOMMENDATION 3: That Bethel University Sunday November 3, 2024 be announced and supported in denominational calendars, publications and social media.

RECOMMENDATION 4: That this General Assembly urge pastors, elders, and church leaders to discuss with their youth and adult learners the possibility of attending Bethel University.

IV. AUDIT

As of the writing of this report the latest audit has not been received. However, Bethel has had several years of clean audits and does not anticipate a problem with the audit to come.

V. SCHOOL YEAR HIGHLIGHTS

On behalf of Bethel University Board of Trustees and the Bethel University students, faculty and staff, we thank the Cumberland Presbyterian Church and this General Assembly for all you do for our university. Since the beginning of Bethel Seminary and later College and University, Bethel has created opportunities for its students to be servants for God and mankind. Bethel's mission "to offer an accessible education, whether in person or through technology mediated methods, to the diverse learning community. This mission encompasses the goal of offering the opportunity to each individual to develop to the highest potential intellectually, spiritually, and socially in an environment that fosters Christian ideals of reverent spirituality with respect and inclusion of all members of the community." This is a strong testimony to the workings of God in our university, our churches, our alumni and each of our lives.

We thank each of you at this 2024 General Assembly and each individual Cumberland Presbyterian for your love, support and prayers for Bethel University. We cherish each of you and love your visits to our campus.

Bethel University is about our students. Approximately ½ of our students are first generation college students. They become church leaders, church teachers, church pastors, doctors, teachers, highway patrolmen, NFL players, professional musicians, accountants, politicians, lobbyists, and the list goes on and on. We have several mayors in Tennessee that are Bethel University graduates. We have judges. We have surgeons. All of these are directly related to your support of Bethel University.

Bethel University highlights:

One of the most exciting things to be occurring on Bethel McKenzie campus is the erection of the Whosoever Will Chapel on the northern end of the campus. The chapel is expected to be completed later this year. It will seat some 900+ people and will be a center of spiritual growth for the Bethel community as well as the McKenzie community.

Other highlights:

75 degrees offered

15:1 student-teacher ratio

98% of students receive financial help

25 countries represented among students

45 states represented among students

100% pass rate on NCLEX exam for nursing students

Education Preparedness Program “exceeds” state expectations

Sports Management students have worked the last 5 Super Bowls

Global Studies opportunities are provided for students several times a year

Numerous athletes have gone to national competitions

Mercedes Wright has earned The President’s Volunteer Service Award

Christmas with Renaissance continues to be presented to sold-out audiences

New student enrollment was up 20% this past fall

Full-tuition ministerial grant is available for students under the care or seeking to be under the care of presbytery

Whosoever Will Ministry Bridge continues to grow

Jayden Hendricks from Cottontown, TN earned the Hendrix Scholarship

Thank you for again for your support, prayers and help for Bethel University. Please continue to help us, promote us, and pray for us.

Respectfully submitted,

Dr. Nancy Bean, Chairperson of the Board of Trustees

Rev. Dr. Robert (Bob) Watkins, Interim President of Bethel University

THE REPORT OF THE BOARD OF TRUSTEES OF THE CUMBERLAND YOUTH & FAMILY SERVICES

I. OUR GOALS

Cumberland Youth and Family Services is a child welfare organization with a goal to keep kids safe and families together. As the child welfare system has evolved, so too have our programs and services. Once a place only for widows and orphans, our agency currently offers multiple programs that encourage and empower youth and families affected by the foster care system. Today, we offer three residential programs: a Children's Residential Program that serves youth in foster care who have been removed from their family home as a result of abuse or neglect, a Supervised Independent Living Program for young adults aging out of care, and a Family Residential Program, which helps single parents persevere, gain independence and learn to thrive. Our residential programs are a safe place to call home for about 60 people each day. And in 2024 we have added a Foster Care and Adoption Program to recruit, train, license, monitor and support family-based foster homes to expand the number of safe places to call home for kids in foster care. Our goal by the end of 2024 is to have created enough family-based foster homes to place an additional 32 kids in foster care. In addition to our three residential programs and our Foster Care and Adoption Program, we have expanded our Counseling Program to serve the uninsured and underinsured members of our community in need of counseling services.

II. OUR VALUES

At Cumberland Youth and Family Services, we believe that no one should be defined by past trauma or circumstances beyond their control. Every youth and young adult deserves the unconditional love and support of a nurturing family. Every family deserves financial security, safety, and stability. Anyone seeking counseling services should have easy and affordable access. We believe that through healthy relationships and community, it is possible to break the cycles of abuse, neglect, trauma, and poverty with those we serve. As an agency committed to keeping kids safe and families together, we recognize the power of community in our work. Our capacity to serve is amplified through partnership, prayer, and generosity of both time and treasure.

Our agency values are:

Making a Difference
Building Relationship
Acting with Integrity
Demonstrating Dedication
Embracing Innovation

III. OUR BOARD OF TRUSTEES & GOVERNANCE

Cumberland Youth and Family Services is a nonprofit tax-exempt under IRS Code section 501(c)(3). The agency's tax-exempt number is 75-0878543. We are governed by a Board of Trustees and licensed by the Texas Department of Family Protective Services. We are connected to the Cumberland Presbyterian denomination through a Covenant Agreement. According to our bylaws, a majority of Trustees must be members of the Cumberland Presbyterian Church.

Board Members (as of March 2024):

Britt Burks Parten	Rev. James Cantey*	Coni Caudle*	David Dean*
Jairia Diggs	Rev. Paul Dunklau	DeeAnn Farmer	Rev. Jennifer Hays*
Rebecca Jackson	Rev. Steve Louder*	Whitney Mai	Brian Martin*
Rev. Lyle Reece*	Rocky Sanders	Eric Simmons	Rev. Tom Spence*
Guin Tyus*	Maran Wiebe	Crystal Wright	

*Denotes member of the Cumberland Presbyterian Church

IV. OUR FINANCIALS

An investment in Cumberland Youth and Family Services is an investment with the power to transform lives. In 2023, approximately 75 cents of every dollar raised went directly to support our programs and residents. Our 2023 financials were not yet audited at the time of this report. However, our 2024 operating budget is \$4,292,893. Of that more than \$4m, we will need to raise \$1.8m to provide the services to nearly 100 of the most vulnerable among us each day.

The following is the breakdown of fundraising revenue received in key categories.



This year revenue includes:

Source	2024 Revenue Sources
Fundraising Revenue	\$1,820,000
Board of Stewardship Disbursements	\$250,000
Strategic Investment Fund Use	\$369,678
Investment Income	\$91,000
Counseling Revenue	\$123,505
Foster Care & Adoption Program Revenue	\$314,589
Children's Residential Program Revenue	\$1,036,387
Supervised Independent Living Program Revenue	\$201,375
Family Residential Program Revenue	\$54,720
USDA Food Program Revenue	\$31,639

V. OUR PROGRAMS

A. CHILDREN'S RESIDENTIAL PROGRAM

We are dedicated to helping youth in foster care heal from trauma, learn to build healthy relationships, and realize their potential. In addition to safe housing, clothing, and nutritious meals, every resident receives case management, educational support, full medical care, dental care, behavioral health care, individual counseling, group therapy, life skills programming, spiritual enrichment, and a full array of supportive services. We serve children and youth between the ages of five and 18, with a special focus on adolescents because statistically older children are more likely to be placed in foster care for longer periods of time.

Emergency Services (provided in Currie Long Cottage): Our shelter is often the first stop for youth who have been removed from their homes by Child Protective Services based on abuse or neglect allegations. Our focus is on crisis intervention, addressing basic needs and safety.

Treatment Services (provided in Cole Cottage): This program offers structure and support to teen girls with emotional disorders who have experienced severe trauma. In addition to extensive counseling, this program focuses on social skills and relationship building with the goal of helping residents develop stronger, more appropriate coping skills for the challenges they face.

B. SUPERVISED INDEPENDENT LIVING PROGRAM

The Supervised Independent Living (SIL) program provides valuable support and a structured living-learning environment for young adults ages 18-22 who want to continue in foster care as they transition to independence. Through housing, case management, and additional supportive services, our goal is to create a self-directed, life skills-rich environment that empowers young adults to gain confidence and practice self-sufficiency. The aim is three-fold: 1) to provide a supportive and safe living environment during a critical transition period 2) to offer financial support in the form of housing, food, and other essentials such as hygiene products or cell phone service, and 3) to help young adults learn life skills, like budgeting, which is not consistently taught in the foster care system. SIL residents will have access to supportive adults as they learn to key skills like scheduling medical appointments and accessing education or employment services. Access to individual and group counseling and life skills classes will be provided to all.

C. FAMILY RESIDENTIAL PROGRAM

The Family Residential Program empowers single parents to move from vulnerability to self-sufficiency. The program provides low-cost transitional housing, case management, family counseling, financial coaching through United Way, and education assistance through a local community college. We have four duplexes on campus that serve eight families. Eligibility for the Family Residential Program requires participants to be at or below 80% of the HUD income limits for their family size. Potential residents must have full custody of at least one child, be employed or in school full time, have access to transportation, be able to pass a criminal background check and drug test, and be willing to fully participate in weekly case management, counseling, and parenting classes. The average length of stay for single-parent families is one year.

D. FOSTER CARE & ADOPTION PROGRAM

As the State of Texas and child welfare continue to prioritize a shift towards family-based foster homes rather than group residential care like our Children's Residential Program, a new need has been created. There are currently 170 youth in foster care in Denton County alone who need foster placement. Cumberland has capacity for 16 beds in our Children's Residential Program and there are only 25 family-based foster homes – 41 beds available county wide for 150 kids who need a safe place to call home. There is a critical need for an agency centrally located in North Texas that is licensed and has the capacity to recruit, train, and support community members to care for foster youth. The Cumberland Youth & Family Services Foster Care & Adoption Program has been created to address this urgent need.

This newest program, officially launched in January 2024, supports the state initiative to provide community-based foster care as an innovative and flexible way to meet the needs of foster youth and families within our community. Care provided within our community creates stability and positive outcomes for children, youth, and families.

In 2023, we obtained the license and the necessary to recruit, train, license, monitor and support family-based foster homes in our community. Cumberland Youth & Family Services has successfully hired our Foster Care & Adoption Program Director, Recruiter, and Trainer and received our first foster youth placement in January of 2024. The addition of this program allows us to not only support our existing programs but to also meet a critical need in a sustainable manner for both our community and Cumberland Youth & Family Services.

E. COUNSELING PROGRAM

Our staff has long included licensed professional counselors and licensed clinical social workers who provide counseling services and therapeutic support to our residents. This year we expanded our counseling services to serve the uninsured and underinsured children, teens, college-age young adults, and adults in our community.

VI. OUR SUCCESSES

At Cumberland Youth & Family Services, our successes are found in lives transformed. It's measured in small milestones and monumental achievements. Please follow us on social media platforms or subscribe to our newsletter to learn more about the achievements big and small. Help us celebrate birthdays and milestones.

To understand the magnitude of our work, it's important to look at the numbers served each year. In 2023, we served 116 unduplicated youth in foster care, young adults aging out of care, and single-parent family members. We were their safe place to call home each and every day. That equated to 15,402 days of care.

15,402 days that youth in foster care, young adults aging out of care, and vulnerable single-parent families were safe and free of abuse, neglect or exploitation.

15,402 days that youth in foster care, young adults aging out of care, and vulnerable single-parent families received medical and dental care, behavioral health care, and supportive services necessary to heal from their trauma.

ENTITY BUDGETS

FOR

2024-2025

GENERAL ASSEMBLY ENTITIES

I. OFFICE OF THE GENERAL ASSEMBLY

A. GENERAL ASSEMBLY OFFICE	Revised 2024	Proposed 2025
INCOME		
Our United Outreach	\$192,636	\$192,636
Endowments/Interest	20,000	20,000
Interest on Cash Funds Management	2,500	2,500
Sales of yearbook/digest	<u>2,000</u>	<u>2,000</u>
TOTAL INCOME	<u>217,136</u>	<u>217,136</u>
EXPENSE		
ECUMENICAL RELATIONS		
World Communion of Reformed Churches	\$ 6,000	\$ 6,000
CANAAC	2,000	2,000
Ecumenical Travel	<u>1,000</u>	<u>1,000</u>
Sub-Total	<u>\$ 9,000</u>	<u>\$ 9,000</u>
LIAISON WITH CHURCH		
General Assembly Meeting	\$ 10,000	\$ 10,000
Preliminary Minutes	5,000	5,000
GA Minutes/Mailing	500	500
Yearbook/Mailing	2,500	2,500
Travel/Moderator	8,500	8,500
Travel/Stated Clerk & Staff	<u>8,500</u>	<u>8,500</u>
Sub-Total	<u>\$ 35,000</u>	<u>\$ 35,000</u>
OFFICE		
Computer Supplies	\$ 2,000	\$ 2,000
Equipment/Supplies	2,500	2,500
Postage	<u>2,000</u>	<u>2,000</u>
Sub-Total	<u>\$ 6,500</u>	<u>\$ 6,500</u>
PERSONNEL		
Salaries/Housing	\$139,420	\$139,420
FICA (Asst to Stated Clerk)	4,300	4,300
Retirement	6,800	6,800
Health Insurance	30,000	30,000
Disability Insurance/Worker's Compensation	<u>800</u>	<u>800</u>
Sub-Total	<u>\$181,320</u>	<u>\$181,320</u>
STATED CLERK'S CONFERENCE/BOARD EXPENSE		
Legal Fees / Clerk's Conference	\$ 1,963	\$ 1,963
Corporate Board Expense	<u>2,000</u>	<u>2,000</u>
Sub-Total	<u>\$ 3,963</u>	<u>\$ 3,963</u>
TOTAL EXPENSE	<u>\$235,783</u>	<u>\$235,783</u>
From Reserves	\$ 18,647	\$ 18,647

B. GENERAL ASSEMBLY COMMISSIONS AND COMMITTEES

INCOME		
Contingency	\$ 12,040	\$ 12,040
Nominating Committee	4,912	4,912
Commission on Chaplains	13,990	13,990
Judiciary Committee	13,196	13,196
Theology and Social Concerns Committee	4,912	4,912
Our United Outreach Committee	<u>92,044</u>	<u>92,044</u>
TOTAL INCOME	<u>\$141,094</u>	<u>\$141,094</u>

	Revised 2024	Proposed 2025
EXPENSE		
Contingency	\$ 12,040	\$ 12,040
Nominating Committee	4,912	4,912
Commission on Chaplains	13,990	13,990
Judiciary Committee	13,196	13,196
Theology and Social Concerns Committee	4,912	4,912
Our United Outreach Committee	<u>92,044</u>	<u>92,044</u>
TOTAL EXPENSE	<u>\$141,094</u>	<u>\$141,094</u>

II. MINISTRY COUNCIL

INCOME		
Endowments	\$ 12,885	\$ 12,385
ILP Transfers	1,332,302	1,358,381
Contributions/Gifts	13,712	18,352
Our United Outreach	1,095,318	1,144,702
CP Magazine Subscriptions	20,000	22,000
Cumberland Presbyterians Resources	148,006	148,006
Registration/Event Sales	91,220	91,720
Grants	<u>221,288</u>	<u>354,088</u>
TOTAL INCOME	<u>\$2,934,643</u>	<u>\$3,149,634</u>

EXPENSES

Ministry Council Administration		
Salaries (14 full-time)	\$ 689,451	\$ 734,491
Clergy Housing Allowance	225,500	212,500
Health Insurance	145,037	155,398
Retirement	32,876	34,472
FICA	24,814	20,776
Tax Sheltered Annuity	8,720	8,420
Insurance/Disability	13,765	14,208
Ministry Council Administration General		
Annual Credit Card Fees	\$ 5,650	\$ 5,650
Computer Equipment	2,000	2,000
Computer Software	19,000	21,000
Consultants	3,600	0
Employee Events	1,000	1,000
Employee/Elected Member Recognition	4,500	4,500
Government Fees (State of TN annual reports)	40	40
Legal	5,000	5,000
Office Equipment/Maintenance	500	500
Office Supplies	10,000	10,000
Property & Casualty (P&C) Insurance	24,861	23,861
Postage	3,000	3,000
Professional Development	13,600	13,600
Staff Resource Materials	1,000	1,000
Subscriptions/Memberships	1,830	1,830
Telephone/Internet	960	1,020
Temporary Help/Vendors	49,060	76,060
Adult Ministry	5,000	5,000

	Revised 2024	Proposed 2025
Birthplace Shrine Chaplaincy	4,500	4,500
Children & Family Ministries	13,000	13,000
Clergy Crisis Support	10,000	12,000
CP Magazine	64,889	66,913
Cumberland Presbyterian Resources	99,616	99,616
CPWM	38,750	38,750
CPYC	96,397	96,397
Discipleship Blueprints	500	500
Ecumenical Partnerships (Beth-El, CAM, NFWM, Project Vida)	63,500	63,500
Carelon (Counseling for Ministers)	13,764	14,400
ENGAGE	61,200	61,200
General Consultants	44,000	44,000
General Assembly	41,720	42,720
Intercultural Ministries	6,200	6,200
Leader Development	5,492	5,492
Louisa Woosley Preaching Initiative	52,300	185,100
Ministers Encouragement & Recognition	5,804	4,780
Missionary Messenger	63,756	69,910
Missionary Support	418,460	391,600
New Church Development (NCD) Subsidies/ New Exploration Initiatives	130,240	130,240
People Joy (Clergy Student Loan Forgiveness)	20,000	20,000
Presbyteries/Councils	181,490	200,931
Stir	750	750
The Symposium	19,000	19,000
Training Mission Crisis Support	2,000	2,000
Travel (staff & elected member travel)	139,050	144,050
Web Development/Maintenance	12,600	18,000
Youth & Young Adult Ministry	<u>31,850</u>	<u>31,850</u>
TOTAL EXPENSES	<u>\$2,934,643</u>	<u>\$ 3,149,634</u>
Surplus/(Deficit)	\$ 0	\$ 0

Revised	Proposed
2024	2025

III. BOARD OF STEWARDSHIP

INCOME

Contributions		
Contributions/Gifts	\$ 2,500	\$ 2,000
ILP Contributions	2,000	2,000
Endowment Contributions	<u>10,000</u>	<u>10,000</u>
Total Contributions	14,500	14,000
Our United Outreach	135,000	204,000
Investment Earnings		
Endowment Earnings	100,000	100,000
ILP Earnings	8,000	8,000
Endowment WF Income	<u>8,000</u>	<u>8,000</u>
Total Investment Earnings	116,000	116,000
Investment Gains/Losses		
Realized Gain/Loss - Endowment	11,500	11,500
Unrealized Gain/Loss - Endowment	<u>150,000</u>	<u>140,000</u>
Total Investment Gains/Losses	161,500	155,000
Service Fees		
Management Fees - Acct Coordinator	1,000	0
Management Fees	<u>69,000</u>	<u>69,000</u>
Total Service Fees	70,000	69,000
TOTAL INCOME	<u>\$497,000</u>	<u>\$ 558,000</u>

EXPENSE

Salaries		
Salaries	\$ 190,000	\$ 216,000
Housing Allowance	<u>31,800</u>	<u>24,600</u>
Total Salaries	221,800	240,600
Benefits		
Health Insurance	77,000	75,000
Retirement	11,000	12,500
FICA	0	4,500
Insurance/Disability	<u>3,000</u>	<u>3,000</u>
Total Benefits	91,000	95,000
Events		
Conference/Events	<u>1,000</u>	<u>1,000</u>
Total Events	1,000	1,000
Board Expense		
Board/Agency Travel	15,850	15,850
Board/Agency Recognition	<u>350</u>	<u>350</u>
Total Board Expense	16,200	16,200
Resource Purchases		
Subscriptions	<u>1,000</u>	<u>1,100</u>
Total Resources Purchases	1,000	1,100
Contracted Services		
Legal	1,000	2,000
Audit	2,000	2,500
Temporary Help	<u>1,500</u>	<u>2,000</u>
Total Contracted Services	4,500	6,500
Professional Development		
Subscriptions & Membership	<u>1,000</u>	<u>1,000</u>
Total Professional Development	1,000	1,000

	Revised 2024	Proposed 2025
Insurance		
Insurance/Liability	<u>15,000</u>	<u>18,000</u>
Total Insurance	15,000	18,000
Payment/Subsidies		
ILP Withdrawal	7,000	12,000
ILP Withdrawal	5,000	5,000
Endowment Distribution	<u>110,000</u>	<u>126,000</u>
Total Payments/Subsidies	122,000	143,000
Equipment		
Office Equipment	2,000	4,000
Computer Equipment	3,000	4,000
Computer Maintenance	500	1,000
Computer Software	<u>750</u>	<u>1,000</u>
Total Equipment	6,250	10,000
Supplies		
Computer Supplies	500	1,000
Office Supplies	<u>5,000</u>	<u>9,000</u>
Total Supplies	5,500	10,000
Postage/Shipping		
Postage	2,000	2,500
Shipping	<u>1,500</u>	<u>2,500</u>
Total Postage/Shipping	3,500	5,000
Center Recognition		
Employee Recognition	<u>2,000</u>	<u>2,500</u>
Total Employee Recognition	2,000	2,500
Travel		
Staff Travel	<u>5,000</u>	<u>6,000</u>
Total Travel	5,000	6,000
Miscellaneous		
Miscellaneous	<u>1,250</u>	<u>2,000</u>
Total Miscellaneous	1,250	2,000
Organization		
Organizational Expense	<u>100</u>	<u>100</u>
Total Organization	100	100
TOTAL EXPENSE	<u>\$497,000</u>	<u>\$ 558,000</u>

IV. HISTORICAL FOUNDATION

INCOME

Our United Outreach	\$ 72,239	\$ 72,239
Endowment Earnings	97,000	99,000
ILP Earnings	10,000	12,000
Gifts	<u>16,000</u>	<u>16,000</u>

TOTAL INCOME

\$ 195,239 \$ 199,239

EXPENSE

Salaries	\$ 96,895	\$ 99,802
FICA / Retirement	17,101	17,615
Health Insurance & LTD	12,000	12,000
Board Travel	10,000	10,000
Legal Fees	500	500
Continuing Education	500	500

	Revised 2024	Proposed 2025
Subscriptions/Memberships	2,000	2,000
Archival Equipment	2,000	2,000
Computer Supplies	500	500
Office Supplies	500	500
Postage	200	200
Acquisitions	7,000	7,000
Birthplace Shrine	7,000	7,000
Employee Recognition	600	600
Staff Travel	10,000	10,000
Birthplace Shrine	10,000	10,000
Purchases for Resale	1,000	1,000
Temp Help	10,000	10,000
Property Insurance/Liability Insurance	3,100	3,100
Advertising/Promotion	500	500
TOTAL EXPENSE	<u>\$ 191,396</u>	<u>\$ 194,817</u>

V. MEMPHIS THEOLOGICAL SEMINARY

REVENUE

Tuition	\$1,600,210	\$ 1,278,805
Investment	350,000	942,072
Gifts	1,200,000	1,200,000
Other Revenues	157,109	237,776
TOTAL REVENUES	<u>\$3,740,139</u>	<u>\$ 3,658,653</u>

EXPENSES

Business Office	\$ 374,212	\$ 416,255
Dean's Office	142,631	217,370
Chapel	1,825	1,825
Community Engagement Committee	17,500	12,500
Advancement Office	285,324	251,359
Doctor of Ministry	109,182	165,013
Facilities	500,891	513,163
Faculty	623,689	459,692
Information Technology	238,675	227,677
Library	155,280	123,231
President's Office	227,377	282,484
Enrollment Services	235,208	209,995
Registrar & Institutional Research	122,138	75,296
Student Services	81,558	59,173
CP House of Studies	19,882	20,048
Student Government	1,585	1,585
Scholarships	278,660	293,380
Program of Alternate Studies	137,864	147,875
Depreciation	186,658	180,732
TOTAL EXPENSES	<u>\$3,740,139</u>	<u>\$ 3,658,653</u>
Increase (decrease) in net assets	(0)	(0)

Revised 2024	Proposed 2025
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VI. SHARED SERVICES

REVENUE

Our United Outreach	\$ 318,450	327,990
TOTAL REVENUES	\$ 318,450	\$ 327,990

EXPENSES

Audit	25,000	25,000
Payroll Service	10,200	11,500
Bank Charges	19,000	19,000
Technology System Consultants - EMS	20,000	28,800
Software Maintenance Agreement - Blackbaud	71,784	60,000
Building & Maintenance	42,000	42,000
Pest Control	1,140	1,140
Lawn & Ground Maintenance	17,400	17,400
Lawn Treatment	1,200	1,200
Utilities - Building 1	25,500	25,500
Utilities - Building 2	19,000	19,000
Janitorial Service	7,872	8,900
Security System Monitoring	1,200	1,200
Trash Collection	3,200	3,400
Telephone/Internet	14,700	14,700
Heating & AC Maintenance Agreement	12,000	12,000
Insurance/Liability	15,000	25,000
Office Equipment Maintenance	16,500	16,500
Computer Maintenance	500	500
Computer Software	2,500	2,500
Office Supplies	1,600	1,600
Postage	750	750
Employee Recognition	200	200
Employee Events	1,000	1,000
TOTAL EXPENSE	\$ 318,450	\$ 327,990
Surplus/Deficit	\$ 0	\$ 0

MEMORIALS**I. MEMORIAL FROM NASHVILLE PRESBYTERY**

WHEREAS when a Cumberland Presbyterian elder or deacon transfers membership from one Cumberland Presbyterian Church to another Cumberland Presbyterian Church, should that elder or deacon be elected to the diaconate or session at the subsequent Cumberland Presbyterian Church the previous ordination is recognized and accepted and the member is not re-ordained but is installed after appropriate election; and

WHEREAS when a Cumberland Presbyterian minister transfers from one presbytery to another the ordination is recognized and accepted by the receiving presbytery; and

WHEREAS the Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America have the same *Confession* and the same *Constitution*:

THEREFORE BE IT RESOLVED, That the Nashville Presbytery memorializes the General Assembly to add to the *Constitution* a new section (2.97), to wit:

“The Cumberland Presbyterian Church and the Cumberland Presbyterian Church in America, having the same Confession and Constitution, shall recognize and accept the ordinations of ministers, elders, and/or deacons should a person ordained to one of these offices transfer from one Cumberland Presbyterian denomination to the other.”

I certify that this is a true copy of a memorial adopted by Nashville Presbytery on April 27, 2024.

Signed,
Keith Vanstone
Nashville Presbytery Stated Clerk