

**2019-2020 REPORTS
OF THE PERMANENT COMMITTEES AND AGENCIES
AND SPECIAL COMMITTEES
OF THE GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

**Submitted for the
FORTY-EIGHTH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA
June 16-29, 2020
Birmingham, Alabama**

**POSTPONED
Until Date to be Decided**

PREFACE

Due to the COVID-19 pandemic that emerged in the United States in early 2020, the 48th General Assembly, scheduled to meet June 16-29, 2020, in Birmingham, Alabama, was postponed until a date to be decided later. Consequently, no annual volume of the *Minutes of General Assembly* was published in 2020.

The reports in this volume were originally prepared for the 2020 Commissioner Handbook in anticipation of the 2020 48th General Assembly. With the postponement of that Assembly due to the Covid-19 pandemic, the decision was made to post the reports on the General Assembly website so our PCA people could be informed about the work of our General Assembly ministries throughout the 2019-20 year. They are now provided in this volume for informational purposes and the historical record of the denomination.

Please note that the “Recommendations” at the end of these reports will not be acted upon until the 48th General Assembly meets. Each of the Permanent Committees and Agencies and other GA committees will submit a new report for the rescheduled 48th General Assembly with new Recommendations. Note also that the Committee and Agency budgets included in the Administrative Committee report have not been approved because of the postponement of General Assembly.

Even as this volume is being prepared—and in the light of constantly changing Covid-19 dynamics as well as the many-sided considerations for the health of God’s people—the Administrative Committee of the PCA is moving ahead with plans for a rescheduled on-site 48th General Assembly. Responsible planning requires continuing to explore alternatives as we remain attentive to medical and government authorities who are advising us while also tracking rapidly changing disease and vaccination dynamics.

The times in which we serve the Lord are challenging indeed. As churches, presbyteries, and the PCA as a whole face an uphill climb on twisting paths, we could be tempted to turn from the journey. Instead, let us offer an ancient prayer with confidence, “Guide us, O Thou great Jehovah, pilgrims through this barren land.” When we so pray, we know that His presence will go with us, and the PCA will flourish in God’s providence.

Bryan Chapell
Stated Clerk Pro Tempore

CONTENTS

Stated Clerk’s 2020 Report to 48th GA.....	2
<i>BCO</i> Amendment Votes	18
Administrative Committee 2020 Report to 48th GA.....	24
Committee & Agency 2021 Budgets	40
Committee on Discipleship Ministries 2020 Report to 48th GA	105
Covenant College 2020 Report to 48th GA.....	116
Covenant Theological Seminary 2020 Report to 48th GA.....	122
Mission to North America 2020 Report to 48th GA	150
Mission to the World 2020 Report to 48th GA	176
PCA Foundation 2020 Report to 48th GA	203
PCA Retirement & Benefits 2020 Report to 48th GA	208
Reformed University Fellowship 2020 Report to 48th GA.....	217
Ridge Haven 2020 Report to 48th GA	241
Interchurch Relations Committee 2020 Report to 48th GA	244
Nominating Committee 2020 Report to 48th GA	248
Theological Examining Committee 2020 Report to 48th GA	280
Standing Judicial Commission 2020 Report to 48th GA.....	282
For Ad Interim Committee on Human Sexuality Report to 48th GA	

Click here: <https://pcaga.org/aicreport>

**REPORT OF THE STATED CLERK
TO THE FORTY-EIGHTH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

L. Roy Taylor
May 2020

NEW PCA STATED CLERK NOMINATED

At a special called meeting Feb. 20 in Atlanta, Georgia, the Administrative Committee of the Presbyterian Church in America (PCA) nominated Dr. Bryan Chapell to serve as the next Stated Clerk of the PCA. Pending approval by the 48th General Assembly at its upcoming meeting in Birmingham, Alabama, Chapell would become the denomination's fourth Stated Clerk.

The search began at the Administrative Committee's meeting last April after I announced my plan to retire as Stated Clerk in June 2020 after 22 years of service. The Administrative Committee formed a seven-member Search Committee consisting of five ruling elders and two teaching elders who concluded their work with Dr. Chapell's unanimous nomination.

The Search Committee recommended to the AC an excellent candidate in Dr. Bryan Chapell, and the AC has approved that nomination. I cannot think of anyone who is more qualified by gifts, experience, and temperament than Dr. Chapell is to become PCA Stated Clerk. I believe he will serve the PCA well. Under *RAO* 4-17, the AC may call a provisional AC coordinator, Stated Clerk Pro Tempore. I will continue to serve as Stated Clerk until Dr. Chapell assumes his duties. Thereafter, I am willing to serve in whatever capacity Dr. Chapell may want.

**2020 GENERAL ASSEMBLY IN BIRMINGHAM, ALABAMA,
POSTPONED**

At a special, called meeting on April 13, the Administrative Committee (AC) of the Presbyterian Church in America approved a recommendation to postpone the 48th General Assembly scheduled to meet in Birmingham on June 15-19, 2020. The recommendation to postpone came from the current Moderator of the General Assembly, Ruling Elder J. Howard Donahoe, and the Stated Clerk of the General Assembly, Dr. L. Roy Taylor, in the interests of the health and safety of PCA commissioners and their families. Moreover, the AC approved a recommendation to schedule the meeting of the 48th General Assembly for June 29-July 2, 2021, in St. Louis, Missouri, hosted by

Missouri Presbytery. They also approved the 49th General Assembly to meet in Birmingham in 2022, hosted by Evangel Presbytery. We invite churches and their members to join us in prayer as we ask for God’s mercy upon the church, the nation, and the world during this time.

REFERENCE OF OVERTURES

As of the date of this writing I have received twenty-three overtures, which I have referred to the appropriate committee or commission (*RAO* 3-2.g; 11-5; 14-1).

For a complete listing, and the text of the overtures, please go to pcaga.org and click on General Assembly/Commissioners/Overtures. There, you can also keep abreast of additional overtures as they are submitted. The deadline for submitting overtures to the General Assembly (if they do not require CCB review) is 31 days before the convening of the Assembly (*RAO* 11-8).

PRESBYTERY VOTES ON THE BOOK OF CHURCH ORDER (BCO) AMENDMENTS

BCO 26-2 requires an affirmative vote of two-thirds of the Presbyteries as part of the amendment process. The two items sent down for vote by the Forty-seventh General Assembly require the affirmative vote of fifty-nine Presbyteries. (As of January 1, 2020, we have eighty-eight presbyteries.)

As of May 2019, neither of the two proposed *BCO* amendment items initially approved by the 47th General Assembly had received the affirmative vote of 59 (2/3) of the presbyteries. Some presbyteries have not yet voted. Only proposed amendments to the *BCO* that have received the affirmative vote of at least 59 presbyteries prior to the 48th General Assembly are before the Assembly for final vote.

**Presbytery Votes on Amendment Sent Down by 47th General Assembly
(as of May 2019)**

	Amend:	For	Against
Item 1	<i>BCO</i> 42-4, 43-2, 43-3	52	0
Item 2	<i>BCO</i> 32-8, 32-13, 35-10	52	0

For a complete tally of the presbytery votes as of the writing of this report, please see the Attachment, p. 18.

Presbyteries need to be aware that not voting on a proposed amendment to the *BCO* is tantamount to a negative vote (*BCO* 26-2) because the advice and

consent of two-thirds of Presbyteries are required. That is unlike *Robert's Rules of Order* in which abstentions (refraining to vote) are not counted in determining a majority. The *BCO* is of higher parliamentary authority than *Robert's Rules of Order*.

COVID-19 PANDEMIC AND HOW WE MEET

The coronavirus pandemic has led to the cancellation or postponement of gatherings such as conventions, trade shows, ecclesiastical meetings, sporting events or entire sports seasons, civic clubs, and church services. Many churches have struggled to learn how to do livestream services. Zoom and GoToMeeting are doing a booming business for online meetings of various types.

Some, but not most of our presbyteries, at my suggestion, have adopted a standing rule regarding virtual meetings, and some changes have been made to the *RAO* and *OMSJC* regarding virtual meetings. Many of our General Assembly committees have changed from face-to-face to virtual meetings, including the AC (called meeting of April 13 and stated meeting of April 23), the Committee on Constitutional Business (April 27), and the Committee on Review of Presbytery Records (May 27). Other Permanent Committee and Agency Board meetings have held virtual meetings.

PROCEDURAL QUESTIONS ARISING FROM THE COVID-19 PANDEMIC

- We have received three types of questions arising from the coronavirus pandemic: 1) virtual congregational meetings, 2) virtual Presbytery meetings, and 3) Internet communion.
- We have advised against virtual congregational meetings.
 - There is no provision in the *BCO* for virtual congregational meetings. The *BCO* forbids proxy voting or absentee voting. Admittedly, our *BCO* traces its lineage to 1648, 1789, 1861, 1933, and 1973 long before wide usage of the internet had been established.
 - If a pastor resigns and a congregational meeting is impossible, I suggest that the Presbytery dissolve the pastoral relationship under *BCO* 13-9.c.
 - If a church wants to call a pastor and a congregational meeting is impossible, I suggest that the Session call the minister as Stated Supply under *BCO* 22-5 and 22-6, and then have a congregational meeting whenever possible to call the Stated Supply as pastor.

- If a church wants to have a congregational meeting as a corporation to buy or sell property, it must conform to applicable state law (*BCO* 25-11). Therefore, we suggest that the Session and Trustees seek legal counsel from a lawyer licensed to practice in their state.
- Our advice on virtual Presbytery meetings is that the Presbytery may meet virtually, *if* the Presbytery has previously adopted a standing rule allowing virtual meetings under *Robert's Rules of Order* (11th ed.) pp. 82, 97-99, 485. If the Presbytery has not previously adopted a standing rule to allow virtual meetings, the quorum for a Presbytery meeting is low, only three TEs and three REs (*BCO* 13-4) unless the Presbytery has established a higher quorum requirement. The Presbytery could meet with a bare quorum (complying with the gatherings of ten-people-or-fewer edict) and appoint a committee to handle matters until approved by Presbytery or appoint an administrative commission to handle matters in behalf of Presbytery.
- Our advice on Internet communion is to refrain from Internet communion on the basis that communion is a sacrament of the gathered church over which a minister is to preside. Some PCA Sessions have authorized virtual communion. We recognize that other Reformed leaders do advocate Internet communion and some practice Internet communion.
 - <http://wrfnet.org/articles/2020/04/it-ever-appropriate-celebrate-virtual-lords-supper#.XotJPYhKhPY>.
 - <http://wrfnet.org/articles/2020/04/how-may-communion-be-celebrated-during-time-coronavirus#.XotMI4hKhPY>.
 - <http://wrfnet.org/articles/2020/04/another-perspective-communion-during-coronavirus#.XoyG5oWcFPZ>
- On all these matters regarding constitutional procedures during the COVID-19 pandemic, we recognize that we are likely facing a once-in-a-century crisis.

COMMITTEE ON CONSTITUTIONAL BUSINESS

- I referred to the CCB all proposed amendments to the *BCO* and *RAO* (*RAO* 11-5).
- I did not ask the advice of the CCB on any issues this year.
- There were no non-judicial references from presbyteries (*RAO* 8-2, b.2).

THEOLOGICAL EXAMINING COMMITTEE

I refer first- and second-level Committee and Agency persons to be examined by the TEC as required by *BCO* 14-1.14. In the past year, the committee has conducted one examination.

The committee examined TE Ed Dunnington, nominee for President, PCA Retirement & Benefits, Inc. (RBI), on February 25, 2020. All areas of TE Dunnington's exam were sustained and unanimously approved by the committee.

STANDING JUDICIAL COMMISSION

The SJC held two face-to-face meetings in Atlanta, on October 17-18, 2019, and February 6-7, 2020.

I serve as clerk of the SJC (*Operating Manual of the Standing Judicial Commission* 3.8). The Office of the Stated Clerk provides support services for the SJC. The AC subsidizes the SJC when the allotted portions of the General Assembly Registration Fees do not cover SJC expenses.

COOPERATIVE MINISTRIES COMMITTEE

The Cooperative Ministries Committee provides a forum where the chief administrative officers of the General Assembly Committees and Agencies come together to share and pray together about news and special needs of their ministries. An important purpose of the Committee is to foster cooperative ministry among the Committees and Agencies (*RAO* 7-3.b), and we rejoice to hear that many examples of interagency cooperation, communication, and collaboration were shared at this year's January meeting.

The Coordinators of the five Permanent Committees and the Presidents of the five Agencies have been meeting weekly via Zoom call for prayer during the COVID-19 pandemic. Dr. Bryan Chapell participates.

The Stated Clerk is the secretary of the CMC (*RAO* 7-4 c.).

RESIGNATIONS

Resignations by men elected to General Assembly Committees and Agency Boards are to be submitted to the Stated Clerk (*RAO* 8-4.k). The rules for replacing resigned or deceased members vary. In the case of permanent Committees, the alternate assumes the unexpired term (*BCO* 14-1.11; PCA Corporate Bylaws, Article VI).

I received resignations from the following members of General Assembly Committees or Agencies and reported them to the Nominating Committee:

TE Leon Brown resigned from the Board of Trustees of Covenant College class of 2022. As there are no alternates for the CC Board, the Nominating Committee will need to nominate a replacement.

TE Rob Hamby resigned from the Committee on Reformed University Fellowship class of 2024. Alternate TE David Osborne will fill the unexpired term.

TE Bernard A. Lawrence resigned from the Committee on Discipleship Ministries class of 2021. Alternate TE Phillip J. Palmertree will fill the unexpired term.

TE Jae Ryong Lee resigned from the Committee on Mission to North America class of 2022. Alternate TE Blake Altman will fill the unexpired term.

TE Jon Medlock resigned from the Board of Directors of PCA Retirement and Benefits class of 2020. This term expires at the end of General Assembly so no action is needed.

RE Craig Stephenson resigned from the Board of Trustees of Covenant Theological Seminary class of 2021. As there are no alternates for the CTS Board, the Nominating Committee will need to nominate a replacement.

LAWSUITS

I am thankful to report that the PCA is not party to any Lawsuits at this time.

AD INTERIM COMMITTEE ON HUMAN SEXUALITY

The committee had eight meetings: Aug. 30, Sep. 9, Oct. 10, Nov. 15, Dec. 13, Feb. 10, Mar. 4, and Apr. 3, the majority by Internet. The committee has finalized its report, subject to editing. I believe it will be a helpful and unifying report. Members of the Committee, announced by RE J. Howard Donahoe, Moderator of the 47th General Assembly, are: Teaching Elders Bryan Chapell, Kevin DeYoung, Tim Keller, and Jim Weidenaar, and Ruling Elders Derek Halvorson, Kyle Keating, and Jim Pocta. RE Howie Donahoe is serving as secretary, without a vote. The Stated Clerk is serving as an advisor without a vote.

AD INTERIM COMMITTEE ON DOMESTIC VIOLENCE AND SEXUAL ASSAULT

The committee members, announced by RE J. Howard Donahoe, Moderator of the 47th General Assembly, are: Teaching Elders T. Cal Boroughs, Timothy LeCroy, Lloyd Pierson, and Shane Waldron, and Ruling Elders Kelly Dehnert, Bob Goudzwaard, and David Haburchak. Advisory committee members are Rachael Denhollander, Ann Maree Goudzwaard, Diane Langberg, Barbara Shaffer, and Darby Strickland. I have received a few progress reports and no minutes from that committee (*RAO* 3-2.p). The chairman, Dr. Tim LeCroy, informs me that the committee intended to ask the Assembly for a year's extension in 2020. If the Forty-eighth General Assembly does not meet until 2021, the committee will report to the Assembly in 2021.

INTERCHURCH RELATIONS

- At the October 16-17, 2019 meeting of the NAE Board, the Board elected Dr. Walter Kim, pastor of Trinity PCA, Charlottesville, Virginia, to succeed Dr. Leith Anderson, who has served as President since 2007. I served as Chairman of the NAE Executive Committee and Board 2006-2020. At the March 4-5, 2020, Board meeting Walter Kim was inaugurated as President and the Rev. John Jenkins, pastor of the First Baptist Church of Glenarden, Maryland, was inaugurated as Board chair. The October 2020 NAE Board meeting will be in Grand Rapids, Michigan.
- Three national or international evangelical organizations are now led by PCA ministers. Dr. Walter Kim now leads the National Association of Evangelicals. Dr. Julius Kim leads the Gospel Coalition. Dr. Michael Oh leads the Lausanne Committee.
- The 45th annual meeting of North America Presbyterian and Reformed Council met November 12-14, 2019, at the Rohthem Presbyterian Reformed Church, Anaheim, California. The Korean Presbyterian Church of America (Kosin) hosted the meeting. I could not attend. The IRC sent a representative to that meeting. The next meeting of the Council will be November 10-12, 2020. The Orthodox Presbyterian Church will host the meeting at the Shiloh OPC in Raleigh, North Carolina.
- The Presbyterian Heritage Center of Montreat, North Carolina, which is now an independent organization, hosted a C.S. Lewis Conference November 6-8, 2019, at Montreat. Over 400 people attended.

DAY OF PRAYER AND FASTING, GOOD FRIDAY, APRIL 10

Several denominations are encouraging their constituencies to participate in a Day of Prayer and Fasting concerning the Covid-19 pandemic on Good Friday, April 10, 2020. Participating denominations and groups are the PCA, the Anglican Church of North America (ACNA), the Evangelical Presbyterian Church (EPC), the Associate Reformed Presbyterian Church (ARPC), and A Covenant Order of Evangelical Presbyterians (ECO). *Byfaith* magazine has posted the announcement and some resources for a Day of Prayer and Fasting.

PRESBYTERY CLERKS CONFERENCE

The annual training conference for Presbytery Clerks was December 6-7, 2019, at our offices in Lawrenceville. This year I was the speaker on the issue “A Retrospect and Prospect of the PCA.”

DIGEST OF GENERAL ASSEMBLY ACTIONS

The *Digest of General Assembly Actions 1998-2018* is being readied for publication. Valuable early groundwork on different sections of this Digest

was laid by Teaching Elder Caleb G. Cangelosi and Ruling Elder J. Howard Donahoe; Teaching Elders David F. Coffin, Fredrick T. Greco, and Robert S. Hornick lent constitutional and judicial expertise along the way; and Dr. M. A. Laube edited early drafts, continuing and completing the work of digesting, organizing, and indexing material. PCA Business Administrator John W. Robertson and Documents Manager Priscilla Lowrey oversaw the project, which spanned a period of years. Our thanks go to all of these for their contributions to the final product, as well as to Angela Nantz, Lauren Potter, and all other staff members in the Administrative Committee/Office of the Stated Clerk who helped and encouraged in ways both small and great.

SPANISH AND PORTUGUESE TRANSLATIONS OF THE *BCO*

The 46th General Assembly in 2018 directed the AC to have a professional translation into Spanish and Portuguese of the *Book of Church Order*, financed by designated gifts to the AC for that purpose. This project is not yet fully funded. AC Staff members have been working with interested parties in a variety of presbyteries to promote fundraising for this project and connect to viable translators with knowledge of the PCA and our polity. We hope this translation work will be able to begin soon.

PERSONAL

- I serve on the Church Planting Committee of Georgia Foothills Presbytery. I am part of a commission serving as a temporary Session (BCO 5-3.c) for a church plant, Christ the King PCA, in Braselton, Georgia. The church planter is Chris “Buck” Rogers, who came to Christ when he was a student at Mercer University, during the time when my nephew, Paul Bankson, was RUF campus minister. I am pleased to be part of a church planting project.
- My primary role after I retire from full-time employment, after twenty-two years as Stated Clerk, will be to serve as primary caregiver for my wife of almost fifty-five years, Donna, who has Alzheimer’s disease.

See next page for Enrollment statistics.

STATISTICS

CHURCHES ADDED TO THE DENOMINATION IN 2019

Presbytery	Church	Address	Date Rec.	Source
Calvary	Durres Reformed	Durres, ALBANIA	10/24/19	Organized
Central Florida	Lake Nona	Lake Nona, FL	11/19	Organized
E. Pennsylvania	Gracepoint North	North Wales, PA	03/18/19	Organized
GA Foothills	Good Shepherd	Athens, GA		Organized
Great Lakes	Redeemer Detroit	Detroit, MI	10/27/19	Organized
Gulf Coast	Lillian Fellowship	Lillian, AL	08/11/19	Organized
	Trinity Family	Mobile, AL	02/27/19	Organized
Houston Metro	Christ Evangelical	Houston, TX	04/12/19	EPC
James River	New Life Korean	Fredericksburg, VA		Organized
North Texas	Zion	Prosper, TX		
N. California	Grace South Bay	San Jose, CA		Organized
Ohio	The Heights	Cleveland, OH	03/17/19	Organized
Pacific	City Light	Los Angeles, CA	07/14/19	Organized
Rio Grande	Mosaic	Albuquerque, NM	02/11/19	Organized
S. New Engl	Christ King Newton	Newton, MA	06/09/19	Organized
Wisconsin	Faith Reformed	Cedar Grove, WI	08/13/19	RCA
	Gibbsville Ref	Sheboygan, WI	06/01/19	RCA
	New Hope Comm	Wassau, WI	11/11/19	RCA

CHURCHES LOST FROM THE DENOMINATION IN 2019

Presbytery	Church	Address	Date	To
Blue Ridge	Christ Covenant	Culpeper, VA	03/09/19	Mission status
Calvary	Reedy River	Greenville, SC	BPC	
	Trinity	Spartanburg, SC		Transferred
Central Carolina	Covenant	Rockingham, NC	11/29/19	Dissolved
Central Florida	Dayspring	Spring Hill, FL		Dissolved
		New Life	Rockledge, FL	Dissolved
Central Georgia	Sparta	Eatonton, GA	05/14/19	Dissolved
	Covenant	Bassett, MS	09/24/19	Dissolved
Heritage	Houlka	Houston, MS	02/05/19	Dissolved
	Covenant	Lewes, DE	06/18/19	Withdrawn
James River	Knox Reformed	Mechanicsville, VA		
Korean Central	The Redemption	Naperville, IL		
Korean SE	First Korean	Orlando, FL	04/19	Withdrawn
Metro Atlanta	Brookwood	Snellville, GA		Dissolved
New York State	First	Unionville, NY	10/05/19	Withdrawn
North Texas	Christ Covenant	Mesquite, TX		Dissolved

2020 Reports to General Assembly
Stated Clerk

Churches Lost, continued

Presbytery	Church	Address	Date	To
N. Illinois	Amazing Grace	Wateska, IL	06/20/19	Dissolved
N. New England	Grace	Laconia, NH	07/26/19	OPC
NW Georgia	Christ	Marietta	12/08/19	OPC
Ohio	Christ the Word	Sylvania, OH	10/27/19	Transferred
Providence	Talulah	Valhermoso S, AL	11/19	Dissolved
South Texas	Oakwood	San Antonio, TX	04/19	Dissolved
Susquehanna V.	City Church	York, PA	07/19	Removed
W. Carolina	Landis	Marion, NC	02/19	Withdrawn
	Swannanoa Valley	Swannanoa, NC	02/19	Withdrawn
Wisconsin	Faith Reformed	Cedar Grove, WI	07/19	Removed
	Gibbsville Reformed		Sheboygan	Falls,
WI	07/19	Removed		

MINISTERS ADDED TO THE DENOMINATION IN 2019

Presbytery	Name of Minister	Date Rec.	Source
Arizona	Joshua Harp	01/25/19	A of God
Ascension	Matthew Everhard	10/10/19	EPC
	Stephen Richman	03/31/19	Ordained
Blue Ridge	Rich Brown	05/19/19	Ordained
	Andrew Martin	05/05/19	Ordained
	Kent Woodrow	11/17/19	Ordained
Calvary	Matthew Geary	05/05/19	Ordained
	Anthony Rogers	05/26/19	Ordained
	Bruce Tjelta	05/05/19	Ordained
Canada West	Steven Wedgeworth		
Catawba Valley	Julian Bacon	05/28/19	Independent
	Daniel Ellingburg	10/20/19	Ordained
	Peter Scheidt	02/10/19	Ordained
Central Carolina	Thomas Groelsema	11/19/19	CRC
	Joshua Kim	05/28/19	KAPC
	William Ross	06/09/19	Ordained
Central Florida	Collin Jennings		
	Steven Kang	11/17/19	Ordained
	Benjamin Kandt		
	Clayton Shaver	05/05/19	Ordained
Chesapeake	Nathan Boyette		
	Greg Church		Ordained
	Justin Estrada	09/22/19	Ordained
	Randy Lovelace		OPC
	PD Mayfield		OPC
	Mark Samuel		Ordained
	John Song		OPC
	Mark Tippin		

2020 Reports to 48th General Assembly\
Stated Clerk

Ministers Added, continued

Presbytery	Name of Minister	Date Rec.	Source
Chicago Metro	Mario Tafferner		Ordained
Covenant	Austin Braasch	08/10/19	Ordained
	Duncan Hoopes	10/20/19	Ordained
	Craig Jones	05/26/19	Ordained
	Barr Overcast	02/24/19	Ordained
	Paul Dunk	06/21/19	Ordained
Eastern Canada	Jeffrey Hynds	12/01/19	Ordained
	Russell McCutcheon		
E. Carolina			
E. Pennsylvania Evangel	Matthew Franchetti	03/03/19	Ordained
	Michael Davis		
	John Fountain	02/12/19	Ordained
	Blake Harris	02/12/19	Ordained
	Heath Kahlbau		
GA Foothills	Charles Phillips	02/4/19	Ordained
Great Lakes	Scott McDermond	01/26/19	Ordained
	Dan Naulty	05/04/19	Independency
	Ryan Potter		Ordained
	Tedd Sutton	06/02/19	Ordained
	Jeremy Visser	05/04/19	RCA
	Jonas Brock	02/24/19	Ordained
Gulf Coast	Randy Lozano	01/15/19	Ordained
Gulfstream	Josh Malone	07/30/19	Ordained
	William Nader	10/15/19	
	Brooks Harwood		
Houston Metro			
Iowa	Isaac Ferrell	12/15/19	Ordained
James River	Ethan Mullis	02/10/19	Ordained
Korean Eastern	Chanwoo Lee		
	Richard Oh		
Korean SE	Donghyun Choi	02/10/19	Ordained
	Bong Sung Kim	06/09/19	Ordained
K.SW Orange Co Metro Atlanta	Andrew J. Kim	09/15/19	Ordained
	Jason Kriaski	02/24/19	Ordained
	James Martin		
	Adam Peeler	02/03/19	Ordained
	Mark Pugh	10/20/19	Ordained
	John Thompson	09/29/19	Ordained
	Charles Chung	09/17/19	Ordained
	Joseph Moon	02/10/19	Ordained
Metro NYC	Peter Rhee		Ordained
	Joshua Ro		
	Mark Ro		Ordained
	Hector Sanchez	03/12/19	Ordained
	Michael Smith		Ordained
	Norman Yung		Ordained

2020 Reports to General Assembly
Stated Clerk

Ministers Added, continued

Presbytery	Name of Minister	Date Rec.	Source
MS Valley	Haruaki Odate	12/01/19	Ordained
	Zach Owens	06/30/19	Ordained
	David Storment		
Nashville	Matt Avery	04/20/19	Ordained
	Weston Duke	04/28/19	Ordained
	Brian Phillips	02/24/19	Ordained
New River	Andrew Styer	06/01/19	Ordained
	Michael Vanderlinden		
New York State	Matthew Meirski	11/03/19	Ordained
North Florida	Kevin Bigelow	05/19/19	Ordained
	Thomas Peterson	05/19/19	Ordained
	Stephen Spinnenweber	06/02/19	Ordained
	Ben Dunson	12/15/19	Ordained
North Texas	Patrick Webb		Ordained
	Joel Zakahi		
N. California	Jason Kleber	02/02/19	Ref Baptist
N. New England	Nathan Bayly	01/13/19	Ordained
Ohio	Jason Piland	08/18/19	Ordained
	Billy Otten	05/29/19	Ordained
Ohio Valley	Marc Choi	01/26/19	EPC
	Shawn Gendall	01/26/19	Calvary Ch
	Scott Dinkins	11/24/19	Ordained
Palmetto	Charles Guidetti	11/24/19	Ordained
	Jake Hooker		
Pee Dee	Nathan Thomas		
	Travis Drake	06/02/19	Ordained
	Richard Appleton	06/09/19	Ordained
	David Nameun Cho	02/24/19	Ordained
	James Curtis	08/21/19	ARP
	Gregory Mead	11/01/19	Ordained
Platte Valley	Victor Mallin	12/08/19	Ordained
	Bruce Otto	11/02/19	RCA
	Arthur Hsu	09/29/19	Ordained
Potomac	Taylor King	11/17/19	Ordained
Providence	Patrick Stefan	09/24/19	RPCNA
Rio Grande	Andrew Pyrch	03/20/19	Ordained
Rocky Mountain	Martin Antoon	01/26/19	Ordained
	Evan Gear	06/23/19	Ordained
	Luke Niday	05/05/19	Ordained
	Jonathan Rowe	07/20/19	Ordained
	Eric Schievenin	11/23/19	Ordained
Savannah River			

2020 Reports to 48th General Assembly\
Stated Clerk

Ministers Added, continued

Presbytery	Name of Minister	Date Rec.	Source
South Coast	Adam Smith		Ordained
South Texas	Titus Bagby		Ordained
S. New England	Joshua Henderson	02/10/19	Ordained
SW Florida	Jonathan Eagin	01/06/19	Ordained
Suncoast Florida	Zach Tarter	06/23/19	Ordained
	Yaroslav Viazovski	05/15/19	Ordained
	Chris Voorhees	06/02/19	Ordained
Susquehanna V.	Lincoln Larsen		Ordained
TN Valley	Mike Haberkorn		Ordained
	Jason Hood		Ordained
	Nate Xanders	07/21/19	Ordained
Tidewater	Alvin Lin	02/24/19	Ordained
	Clay Warden	02/16/19	Ordained
W. Carolina	Cameron Anderson	12/08/19	Ordained
Wisconsin	Michael Bowman	02/08/19	Ordained
	David Ehmke	06/09/19	Ordained
	Daniel Hindman		Ordained

MINISTERS DISMISSED TO OTHER DENOMINATIONS IN 2019

Presbytery	Name of Minister	Date	To
Calvary	Andrew Dionne	07/27/19	Evangel
	Charles Roberts	01/26/19	BPC
Central Indiana	Jeff Schrage	09/19	EPC
Chicago Metro	Hector Mardy	05/15/19	RC Haiti
	Roberto Rossi	04/19	URC
E. Pennsylvania	Danillo Santos		Brazil
GA Foothills	Charles Godwin	01/19	EPC
Great Lakes	Josh Speyers	01/12/19	EPC
Gulf Coast	Philip Futoran	08/24/19	BPC
	Barksdale Pullen	10/30/19	ECO
Illiana	Joshua Hall	02/28/19	EPC
James River	Jeffrey Downs		OPC
	Joshual Earman		Anglican
K.SW Orange Co	Seunghoon Han		
New Jersey	Joseph Trombetta	11/16/19	OPC
North Texas	John Butler		Australia
	Keving Gladding		RPC Australia
N. New England	Michael Viera	08/24/19	EPC
	Andrew Wilson	07/26/19	OPC
Pacific	Eric Phillips	10/03/19	EPC

2020 Reports to General Assembly
Stated Clerk

Ministers Dismissed, continued

Presbytery	Name of Minister	Date	To
Pacific NW	Nathan Lewis	01/19	EPC
Providence	Gregory O'Brien	11/13/19	OPC
Palmetto	Drew Kornreich	11/24/19	ECO
Potomac	Michael Seufert	09/17/19	OPC
Providence	Keith Lorick	12/06/19	Cumberland
Rocky Mountain	Joseph Puglia	01/19	OPC
Savannah River	Ron Gleason		OPC
Susquehanna V.	Andrew Phillips	10/11/19	RCA
Tidewater	Pete Hurst	10/03/19	OPC
Warrior	Jason Housewright	08/08/19	
West Hudson	Dongsu Kim	02/07/19	KAPC
	David Park	02/07/19	KPC

MINISTERS REMOVED FROM OFFICE IN 2019

Presbytery	Name of Minister	Date	Cause
Arizona	John Evans	04/26/19	Divested
Central Florida	Jeff Jakes		Removed
Chicago Metro	Erik Borggren	09/03/19	Divested
	Wes Neel	11/20/19	Divested
	Nick Perrin	09/03/19	EFCA
Columbus Metro	Mike Sloan	01/19	Divested
GA Foothills	Brandon Meeks		Demitted
Gulf Coast	Thomas Rubino	11/27/19	Divested
Heritage	Damon Cignalia	09/14/19	Removed
James River	Joshua Earman	04/13/19	Demitted
Korean NW	Daniel Kim	10/22/19	Deposed
	Steve Son	12/06/19	Deposed
K.SW Orange Co	Il Gon Lee		Name Erased
	Joseph Myung		Name Erased
Nashville	King Counts	06/11/19	Withdrew
New Jersey	Scott Sempier	05/18/19	Divested
	Stephen Tindall	03/16/19	Divested
North Texas	Martin Ban	10/30/19	Name Erased
	David Ridenhour	09/26/19	Deposed
N. New England	Joseph Pensak	11/16/19	Deposed
	Nathan Snyder	05/18/19	Divested
Piedmont Triad	Mark Brown	07/27/19	Demitted
Philadelphia	M. David Miller	12/02/19	Deposed
South Texas	Manny Alaniz		Demitted

MINISTERS DECEASED IN 2019

Presbytery	Name of Minister	Date
Calvary	William Laxton	01/25/19
	Frederic Delong Thompson	12/16/19
Catawba Valley	Daniel Korzep	11/19
Central Carolina	David Alexander	03/25/19
Covenant	John Wingard	08/13/19
Grace	Jack Chinchon	02/26/19
Korean NE	Eui Man Hong	12/25/19
Metro Atlanta	Archie Parrish	10/19/19
Missouri	Kurt Lutjens	03/29/19
North Florida	Benson Cain	04/27/19
	James Walkup	12/23/19
N. California	Jaimeson Stockhaus	02/14/19
N. New England	Bruce Gordon	06/23/19
	Gerald Yost	05/02/19
NW Georgia	Gene Hunt	12/19
Pacific NW	Andrew Allen	04/25/19
Palmetto	Shane Martin	12/13/19
Phil Metro West	John Robert Vannoy	02/03/19
Potomac	Howard Griffith	03/20/19
Rocky Mountain	Louis Hill	
	JamesUrish	12/07/19
South Texas	Carlos Cano	10/26/19
S. New England	Arthur Kay	03/28/19
TN Valley	G. Everett Gossett	
	Ted Strawbridge	10/05/19
West Hudson	Decelio Leal	
Western Carolina	Frank Hamilton	10/05/19
	Tommie Knowles	03/11/19

See next page for 5-Year Summary of Statistics.

2020 Reports to General Assembly
Stated Clerk

PRESBYTERIAN CHURCH IN AMERICA STATISTICS					
FIVE-YEAR SUMMARY					
	2015	2016	2017	2018	2019
Presbyteries	82	85	86	88	89
Churches	1,534	1,545	1,568	1,572	1,567
Missions	327	347	344	355	348
Teaching Elders	4,630	4,761	4,882	4,951	5,057
Candidates	549	637	474	537	557
Licentiates	142	170	125	192	169
Profession of Faith by Children	4,497	4,423	4,529	4,720	4,922
Profession of Faith by Adults	5,182	5,306	5,204	5,351	5,153
Communicants	287,746	291,147	292,450	300,424	300,113
Non-communicants	77,956	78,253	77,404	79,418	78,551
Total Membership (Comm, Non-comm,TEs)	370,332	374,161	374,736	384,793	383,721
Family Units	142,257	141,877	142,838	146,314	147,666
Sunday School Attendance	97,719	95,000	93,670	94,349	92,348
Adult Baptisms	2,215	2,253	2,311	2,520	2,613
Infant Baptisms	5,424	5,581	5,617	5,818	5,717
Total Contributions	\$783,835,109	\$814,314,196	\$844,786,891	\$861,392,789	\$904,550,356
Per Capita Giving	\$2,724	\$2,797	\$2,889	\$2,867	\$3,497
Assembly Causes	\$19,439,889	\$19,633,339	\$21,507,732	\$21,314,915	\$21,897,147
Presbytery Causes	\$10,738,886	\$10,776,455	\$10,439,287	\$11,031,726	\$10,621,337
Congregation Benevolences	\$102,590,268	\$109,150,750	\$107,447,159	\$107,665,760	\$117,755,108
Total Benevolences	\$132,769,043	\$139,560,544	\$139,394,178	\$140,012,401	\$150,273,592
Per Capita Benevolences	\$461	\$479	\$477	\$466	\$501
Congregational Current Expenses	\$584,848,468	\$609,494,201	\$611,766,975	\$643,653,539	\$697,389,987
Congregational Building Fund	\$76,303,124	\$74,214,905	\$85,568,912	\$87,013,860	\$89,827,572
Total All Disbursements	\$793,885,950	\$829,055,380	\$837,105,612	\$870,679,800	\$937,491,151
Totals represent the latest statistics reported by churches to the Stated Clerk's Office.					

Attachment

2019-2020

**BCO AMENDMENTS SENT DOWN TO PRESBYTERIES
BY THE 47th GENERAL ASSEMBLY
FOR VOTING, and for ADVICE AND CONSENT**

ITEM 1: Amend **BCO 42-4, 43-2, and 43-3** Regarding Method and Deadlines of Filing Cases as follows (proposed additional wording underlined):

42-4. Notice of appeal may be given the court before its adjournment. Written notice of appeal, with supporting reasons, shall be filed by the appellant with both the clerk of the lower court and the clerk of the higher court, within thirty (30) days of notification of the last court's decision.

Notification of the last court's decision shall be deemed to have occurred on the day of mailing (if certified, registered or express mail of a national postal service or any private service where verifying receipt is utilized), the day of hand delivery, or the day of confirmed receipt in the case of e-mail or facsimile. Furthermore, compliance with such requirements shall be deemed to have been fulfilled if a party cannot be located after diligent inquiry or if a party refuses to accept delivery. No attempt should be made to circularize the courts to which appeal is being made by either party before the case is heard.

[NOTE: There is no change to 43-2.]

43-3. If, after considering a complaint, the court alleged to be delinquent or in error is of the opinion that it has not erred, and denies the complaint, the complainant may take that complaint to the next higher court. If the lower court fails to consider the complaint against it by or at its next stated meeting, the complainant may take that complaint to the next higher court. Written notice thereof shall be filed with both the clerk of the lower court and the clerk of the higher court within thirty (30) days of notification of the last court's decision.

Notification of the last court's decision shall be deemed to have occurred on the day of mailing (if certified, registered or express mail of a national postal service or any

private service where verifying receipt is utilized), the day of hand delivery, or the day of confirmed receipt in the case of e-mail or facsimile. Furthermore, compliance with such requirements shall be deemed to have been fulfilled if a party cannot be located after diligent inquiry or if a party refuses to accept delivery.

Grounds: The amendments proposed by Overture 9 give helpful clarifying language that it is the notification of the last court's decision that starts the running of the clock on complaints and appeals without definitively prohibiting electronic filings to all courts.

<p>For: 52 Against: 0</p>

2020 Reports to 48th General Assembly\
Stated Clerk

ITEM 1: Amend BCO 42-4, 43-2, and 43-3

Presbytery	For	Against	Abstain	Passed	Presbytery	For	Against	Abstain	Passed
1 Arizona					45 Missouri	59	0	0	+
2 Ascension	32	1	1	+	46 Nashville	38	1	1	+
3 Blue Ridge					47 New Jersey	19	0	0	+
4 Calvary					48 New River				
5 Canada West					49 New York State				
6 Catawba Valley	40	0	0	+	50 North Florida	29	0	0	+
7 Central Carolina	54	0	0	+	51 North Texas				
8 Central Florida	37	0	1	+	52 Northern California				
9 Central Georgia	28	0	1	+	53 Northern Illinois	28	0	0	+
10 Central Indiana					54 Northern New England	12	0	1	+
11 Chesapeake	47	0	0	+	55 Northwest Georgia				
12 Chicago Metro	26	0	2	+	56 Ohio	10	0	1	+
13 Columbus Metro	15	0	0	+	57 Ohio Valley	31	0	1	+
14 Covenant	64	0	0	+	58 Pacific	35	0	0	+
15 Eastern Canada					59 Pacific Northwest	47	0	0	+
16 Eastern Carolina	25	0	0	+	60 Palmetto	53	0	0	+
17 Eastern Pennsylvania	27	0	0	+	61 PeeDee	25	0	1	+
18 Evangel	60	0	0	+	62 Philadelphia				
19 Fellowship					63 Philadelphia Metro West	31	0	0	+
20 Georgia Foothills					64 Piedmont Triad	47	0	0	+
21 Grace	55	0	0	+	65 Pittsburgh	38	0	2	+
22 Great Lakes	25	0	21	+	66 Platte Valley	19	0	1	+
23 Gulf Coast					67 Potomac				
24 Gulfstream	24	0	0	+	68 Providence	28	0	0	+
25 Heartland	21	0	0	+	69 Rio Grande	23	0	2	+
26 Heritage					70 Rocky Mountain				
27 Hills and Plains					71 Savannah River				
28 Houston Metro					72 Siouxlands				
29 Illiana					73 South Coast	21	0	0	+
30 Iowa					74 South Florida				
31 James River					75 South Texas	41	0	0	+
32 Korean Capital					76 Southeast Alabama				
33 Korean Central					77 Southern Louisiana	21	0	0	+
34 Korean Eastern	18	0	2	+	78 Southern New England	46	0	4	+
35 Korean Northeastern					79 Southwest Florida	30	1	11	+
36 Korean Northwest					80 Suncoast Florida				
37 Korean Southeastern	28	0	3	+	81 Susquehanna Valley	50	2	0	+
38 Korean Southern					82 Tennessee Valley	33	0	3	+
39 Korean Southwest	18	0	0	+	83 Tidewater				
40 Korean Southwest O.C.	33	0	0	+	84 Warrior				
41 Lowcountry					85 West Hudson	25	0	0	+
42 Metro Atlanta	65	0	0	+	86 Western Carolina	30	0	1	+
43 Metropolitan New York	29	0	0	+	87 Westminster	20	0	0	+
44 Mississippi Valley	72	0	0	+	88 Wisconsin	22	0	0	+

Item 1:

Official Totals: For: 52 Against: 0

Number of Presbyteries: 88

Number Reporting: 52

2/3 Approval is: 59

**ITEM 2: Amend BCO 32-8, 32-13, and 35-10
to Allow for Video Testimony by Witnesses**

32-8. When the offense with which an accused person stands charged took place at a distance, and it is inconvenient for the witnesses to appear before the court having jurisdiction, that court may either (a) appoint a commission of its body, or (b) request the coordinate court contiguous to the place where the facts occurred, to take the testimony for it, or (c) have the testimony taken by videoconference, which shall employ technical means that ensure that all persons participating in the meeting can see and hear each other at the same time, and which allows for live cross-examination by both parties. The accused shall always have reasonable notice of the time and place of the meeting of this commission or coordinate court.

32-13. In order that the trial may be fair and impartial, the witnesses shall be examined in the presence of the accused (as permitted by BCO 32-8), or at least after he shall have received due citation to attend. Witnesses may be cross-examined by both parties, and any questions asked must be pertinent to the issue.

35-10. When it is not convenient for a court to have the whole or perhaps any part of the testimony in any particular case taken in its presence, a commission shall be appointed, or coordinate court requested, to take the testimony in question, which shall be considered as if taken in the presence of the court.

Due notice of the commission or coordinate court or videoconference, and of the time and place of its meeting, shall be given to the opposite party, that he may have an opportunity of attending. If the accused shall desire on his part to take testimony at a distance for his own exculpation, he shall give notice to the court of the time and place at which it shall be taken, in order that a commission or coordinate court, as in the former case, may be appointed for the purpose. Testimony may be taken on written interrogatories by filing the same with the clerk of the court having jurisdiction of the case, and giving two weeks' notice thereof to the adverse party, during which time he may file cross-interrogatories, if he desire it. Testimony shall then be taken by the commission or coordinate court in answer

to the direct and cross-interrogatories, if such are filed, and no notice need be given of the time and place of taking the testimony.

Grounds: The amendments proposed by Overture 17 give courts the option to use modern technology to take testimony from witnesses, in addition to creating a commission or using a coordinate court. The Overture Committee's amendments to this overture addressed the concerns of CCB about consistency in application in two other sections of the *BCO*.

For: 52 Against: 0

2020 Reports to General Assembly
Stated Clerk

ITEM 2: BCO 32-8, 32-13, and 35-10

Presbytery	For	Against	Abstain	Vote	Presbytery	For	Against	Abstain	Vote
1 Arizona					45 Missouri	57	0	0	+
2 Ascension	35	0	0	+	46 Nashville	49	0	2	+
3 Blue Ridge					47 New Jersey	17	1	1	+
4 Calvary					48 New River				
5 Canada West					49 New York State				
6 Catawba Valley	37	0	2	+	50 North Florida	25	4	0	+
7 Central Carolina	54	0	0	+	51 North Texas				
8 Central Florida	44	0	0	+	52 Northern California				
9 Central Georgia	24	0	5	+	53 Northern Illinois	27	0	0	+
10 Central Indiana					54 Northern New England	11	0	2	+
11 Chesapeake	53	1	2	+	55 Northwest Georgia				
12 Chicago Metro	24	0	4	+	56 Ohio	11	1	0	+
13 Columbus Metro	15	0	0	+	57 Ohio Valley	27	3	1	+
14 Covenant	64	0	0	+	58 Pacific	26	6	1	+
15 Eastern Canada					59 Pacific Northwest	45	1	0	+
16 Eastern Carolina	29	0	0	+	60 Palmetto	53	0	0	+
17 Eastern Pennsylvania	31	3	0	+	61 PeeDee	25	0	1	+
18 Evangel	59	0	1	+	62 Philadelphia				
19 Fellowship					63 Philadelphia Metro West	29	0	1	+
20 Georgia Foothills					64 Piedmont Triad	47	0	0	+
21 Grace	52	5	0	+	65 Pittsburgh	34	4	1	+
22 Great Lakes	34	1	11	+	66 Platte Valley	19	0	0	+
23 Gulf Coast					67 Potomac				
24 Gulfstream	24	0	0	+	68 Providence	28	0	0	+
25 Heartland	19	0	0	+	69 Rio Grande	23	1	1	+
26 Heritage					70 Rocky Mountain				
27 Hills and Plains					71 Savannah River				
28 Houston Metro					72 Siouxlands				
29 Illiana					73 South Coast	21	0	0	+
30 Iowa					74 South Florida				
31 James River					75 South Texas	34	7	0	+
32 Korean Capital					76 Southeast Alabama				
33 Korean Central					77 Southern Louisiana	22	1	0	+
34 Korean Eastern	20	0	0	+	78 Southern New England	53	1	3	+
35 Korean Northeastern					79 Southwest Florida	34	0	7	+
36 Korean Northwest					80 Suncoast Florida				
37 Korean Southeastern	30	0	1	+	81 Susquehanna Valley	49	1	1	+
38 Korean Southern					82 Tennessee Valley	45	0	1	+
39 Korean Southwest	14	4	0	+	83 Tidewater				
40 Korean Southwest O.C.	32	1	0	+	84 Warrior				
41 Lowcountry					85 West Hudson	25	0	0	+
42 Metro Atlanta	66	0	0	+	86 Western Carolina	33	0	1	+
43 Metropolitan New York	29	0	1	+	87 Westminster	13	7	0	+
44 Mississippi Valley	72	0	0	+	85 Wisconsin	22	0	0	+

Item 2:
 Official Totals: For: 52 Against: 0
 Number of Presbyteries: 88
 Number Reporting: 52
 2/3 Approval is: 59

REPORT OF THE ADMINISTRATIVE COMMITTEE TO THE FORTY-EIGHTH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

MEETINGS OF THE ADMINISTRATIVE COMMITTEE AND BOARD OF DIRECTORS OF THE PRESBYTERIAN CHURCH IN AMERICA. (A CORPORATION)

The Administrative Committee handles the ecclesiastical matters committed to it by the General Assembly (*BCO* 14-1.12; *RAO* 4-2; V). The twenty-member AC is unique among the other General Assembly Committees and Agencies in that it has eleven voting members elected at-large and nine voting members representing the other nine General Assembly Committees and Agencies. Moreover, the Coordinators and Presidents of the other nine General Assembly Committees and Agencies often attend AC meetings but have no vote.

The Administrative Committee of the General Assembly also serves as the Board of Directors of the Presbyterian Church in America (A Corporation) [PCA “Corporate Bylaws,” Article II Section 2]. “The purpose of the corporation is to engage in any lawful act or activity for which corporations may be organized under the general Corporation Law of Delaware” (PCA Certificate of Incorporation). Matters requiring civil actions are handled by the PCA Board of Directors. The Board of Directors meets immediately following the stated meetings of the Administrative Committee to deal with civil actions and activities. The last stated and called meetings of the AC and Board were:

June 26, 2019 – General Assembly, Dallas, Texas

October 3, 2019 – MTW Building, Lawrenceville, Georgia

February 20, 2020 (Called Meeting, AC only) – Atlanta Airport Marriott,
Atlanta, Georgia

April 13, 2020 (Called Meeting) – Zoom meeting

April 23, 2020 – Zoom meeting

SUMMARY OF THE ACTIONS OF THE BOARD OF DIRECTORS

These actions of the Board of Directors are reported to the General Assembly. No action of the General Assembly is required on the following items:

1. All required corporate filings of the Presbyterian Church in America (A Corporation) have been filed in the relevant states. The Presbyterian Church in America (A Corporation) is a registered Delaware corporation. The Presbyterian Church in America (A Corporation) is currently registered as a foreign corporation in Georgia, Missouri, and Mississippi.

2. All required corporate filings of the corporations of the Reformed Presbyterian Church, Evangelical Synod (acquired in the “Joining and Receiving of 1982) have been filed in the relevant states. **Delaware Corporations:** World Presbyterian Missions, Inc.; National Presbyterian Missions, Inc.; Christian Training, Inc. **Michigan Corporation:** Board of Home Ministries. **Pennsylvania Corporation:** Reformed Presbyterian Church, Evangelical Synod.
3. The current Officers of the Corporation (through the end of this Assembly) are: **President**, RE Danny McDaniel; **Secretary and Treasurer**, Dr. L. Roy Taylor, (Stated Clerk); **Assistant Secretaries/Treasurers**, Rev. John Robertson (Business Administrator), Miss Angela Nantz, (Operations Manager); Mrs. Amanda Burton (Meeting Planner) [RAO 3-2.o, PCA “Corporate Bylaws,” Article IV].
4. The Stated Clerk updated the Board of Directors regarding the status of lawsuits.

AC OFFICERS FOR THE 2019-2021 ASSEMBLY YEAR (Years combined due to postponed Assembly)

The AC, at its 2019 spring meeting (RAO 4-16) elected the following as its officers for the 2019-2020 Assembly year commencing at the adjournment of the Forty-eighth General Assembly:

- Chairman – RE Danny McDaniel
- Vice Chairman – RE Jack Watkins
- Secretary – TE Jerry Schriver

With the postponement of the General Assembly, these officers continue to serve until such time as the 48th General Assembly is able to meet.

SELECTION OF NOMINEE FOR PCA STATED CLERK

At a called meeting, February 20, 2020, the Administrative Committee voted to advance Bryan Chapell as the nominee for Stated Clerk of the PCA. The action brought to a conclusion the work of the AC transition/search committee formed in April of 2019 to prepare for the vacancy in the Stated Clerk position at the retirement of Dr. L. Roy Taylor. Composed of the AC Chairman, Vice Chairman, and Secretary, the Chairman of the Planning and Management and the Finance AC subcommittees, and the immediate past two AC Chairmen, the committee followed a plan approved by the AC for soliciting applications, interviewing candidates, and making a recommendation to the AC.

Dr. Chapell has served as the senior pastor of Grace Presbyterian Church in Peoria, Illinois, since 2013, and has devoted his entire career to pastoring churches and training others to do the same. Previously, he served Covenant

Theological Seminary in St. Louis for three decades, including as president and chancellor from 1994 to 2013. He has written numerous best-selling books, including “Christ-Centered Preaching,” “Christ-Centered Worship,” “Holiness by Grace,” “Praying Backwards,” “Each for the Other,” and a children’s book, “I’ll Love You Anyway & Always.”

Dr. Chapell is deeply familiar with PCA polity, having been elected as the Moderator of the 42nd General Assembly held in Houston, Texas. He has been elected multiple times to serve as a member of the Standing Judicial Commission and the Committee on Constitutional Business. He has also served on the Overtures Committee, including once as its chairman, and has been appointed as a member to several study committees. He enjoys a good reputation and is involved with other branches of Christ’s church, including as a council member for The Gospel Coalition and member of the Lausanne Congress on World Evangelization.

POSTPONEMENT OF THE 48th GENERAL ASSEMBLY

At a special meeting on April 13, 2020, the Administrative Committee (AC) of the Presbyterian Church in America approved a recommendation to postpone the General Assembly scheduled to meet in Birmingham on June 15-19, 2020. The recommendation to postpone came from the current Moderator of the General Assembly, Ruling Elder J. Howard Donahoe, and the Stated Clerk of the General Assembly, Dr. Roy Taylor, in the interests of the health and safety of PCA commissioners and their families. Moreover, the AC approved a recommendation to schedule the meeting of the 48th General Assembly for June 29-July 2, 2021, in St. Louis, Missouri, hosted by Missouri Presbytery. They also approved the 49th General Assembly to meet in Birmingham in 2022 hosted by Evangel Presbytery. We invite churches and their members to join us in prayer as we ask for God’s mercy upon the church, nation, and world during this time.

FUTURE ASSEMBLIES

- 2020 – Birmingham, Alabama, as the location for the 48th General Assembly hosted by Evangel Presbytery, June 16-19, has now been postponed.
- 2021 – St. Louis, Missouri, as the location for the 48th General Assembly hosted by Missouri Presbytery, June 29-July 2.
- 2022 – Birmingham, Alabama, as the location for the 49th General Assembly hosted by Evangel Presbytery, June 20-24.
- 2023 – Memphis, Tennessee, as the location for the 50th General Assembly hosted by Covenant Presbytery, June 13-16.

AD INTERIM COMMITTEES OF 47th GENERAL ASSEMBLY

The Ad Interim Committee (AIC) on Human Sexuality has finished its work, producing a report that is being published on schedule, despite the postponement of the GA, to address issues that are timely for the church. So far, five overtures to the 48th General Assembly (#2, #4, # 7, #16, and #23) deal with issues related to Human Sexuality. Our prayer is that the consensus reached by the AIC will be reflected in the ultimate decisions of the wider church.

The Ad Interim Committee on Domestic Violence has not completed its report.

FINANCIAL MATTERS

- The annual audits of the AC and the PCA Office Building were completed as required (*RAO* 14-7.h).
- The PCA Committees and Agencies have submitted their 2021 proposed budgets for approval by the 48th General Assembly (see Attachment 3). With the postponement of the 48th GA, Committees and Agencies are asked to continue to operate, as far as possible, under the budgets approved by the 47th GA.
- The AC evaluated the Committee and Agency Chief Administrative Officer compensation guidelines as required (*BCO* 14-1.13). The Committees and Agencies state CAO compensation as separate line items in their respective proposed budgets presented to the Assembly. The AC annually reviews CAO guidelines. Every four years the Committees and Agencies do an in-depth study of comparable CAO compensations. Due to the financial uncertainties caused by the pandemic, we deemed that 2020 was not an appropriate year for a recalculation.
- The AC reviewed the General Assembly Commissioner's Registration fee as required (*RAO* 9-4) and is recommending no increase this year.¹
- The 2019 true cost of unfunded mandates was \$604.55 per commissioner, which exceeds the current \$450 Assembly Registration Fee.

¹ Commissioners should note that the General Assembly Registration fees do not fully cover all the costs associated with the General Assembly, that not all commissioners have paid the full fee, and that the AC Funding Plan adopted by the General Assembly in 2012 recommended that the General Assembly Registration fees more realistically cover costs. Moreover, some of the changes in General Assembly logistics and amenities that are being enacted and are being proposed will increase Assembly costs, which the AC has been absorbing. About one-third of the costs of the Assembly's annual meeting are underwritten by Exhibitors. The larger costs to commissioners are usually not the registration fee but travel, hotel, and meals expenses.

- The AC reviewed the required contributions of other General Assembly Committees and Agencies to the AC (*RAO* 5-4.a) and is making appropriate recommendations.
- The AC reviewed the requested Annual Administrative Fee for Ministers to the AC (*RAO* 5-4.c) and is recommending no increase this year.
- Theoretically, SJC costs would be fully funded by a portion of General Assembly Registration Fees being reserved for SJC Operations. This does not always occur.
- The AC received and approved a recommendation from the Building Management Committee regarding the space cost fees for Committees and Agencies occupying the PCA Office Building. No increase is recommended.
- The AC approved auditors for the various Committees and Agencies as requested and is making appropriate recommendations to the Assembly.
- “Certificate of Compliance” forms were signed by AC members and collected for the file (as part of the Conflict of Interest Policy, per *M21GA*, 1993, 21-64, pp. 174ff).

PERSONNEL

We appreciate the faithful and diligent service of all of the Staff of the Office of the Stated Clerk and the Administrative Committee. The PCA Historical Center and *byFaith* magazine operate under the AC. The AC staff presently includes L. Roy Taylor, John W. Robertson, Amanda Burton, Richard Doster, Wayne Herring, Robert Hornick, Priscilla Lowrey, Angela Nantz, Wayne Sparkman, Karen Cook, Erika Derr, Anna Eubanks, Larry Hoop, Monica Johnston, Paul Kooistra, Margie Mallow, Billy Park, Lauren Potter, and Summer Rojas. Several staff members work off site and/or part time.

The AC evaluated the job performance of the Stated Clerk as required by *RAO* 3-3.d and, in light of his intention to retire, thanked him for his twenty-two years of service. The General Assembly elects the Stated Clerk-Coordinator of the Administrative Committee annually, and looks forward to the election of Dr. Bryan Chapell as the fourth Stated Clerk of the PCA.

SPANISH AND PORTUGUESE *BOOK OF CHURCH ORDER* TRANSLATION PROJECT

The 46th General Assembly in 2018 directed the AC to have a professional translation into Spanish and Portuguese of the *Book of Church Order*, financed by designated gifts to the AC for that purpose. This project is not yet fully funded. AC Staff members have been working with interested parties in a

variety of presbyteries to promote fundraising for this project and connect to viable translators with knowledge of the PCA and our polity. We hope this translation work will be able to begin soon.

INTERCHURCH RELATIONS

All of the General Assemblies and Synods of the denominations with whom we have fraternal or corresponding relations have been postponed due to the COVID-19 quarantine. The 2020 meeting of the North American Presbyterian and Reformed Council has been postponed due to the COVID-19 quarantine.

Stated Clerk Roy Taylor made a five-minute video in August to send to the Presbyterian Church of Korea, Kosin for their General Assembly in September.

DEVELOPMENT

The Lord graciously blessed us in 2019. We received a total operating income of \$2,910,843 of which \$1,524,949 was in contributions. Total operating expenses incurred was \$2,804,114 resulting in a net operating gain of \$106,729. The Lord has been very gracious to us!

Our staff worked diligently over the last four months of 2019 making phone calls to our churches, getting our mailings out, and reaching out to individual donors. Many members of the AC also worked alongside of us. We are grateful to all who helped in development and to all those who gave.

In recent months the COVID-19 Pandemic has altered significantly our plans and activity on Development. We spent January and February thanking churches and donors and were staged to return to the soliciting function of our work. Then the pandemic made it obvious that we must delay and commit calling time to listening, encouraging, and coaching wherever we could. This work has underscored for us in the AC, as well as for the church, the importance of the AC's ministry to the denomination as a whole, as we labor together to carry out the Christ's Great Commission.

[NOTE: The following recommendations have not been approved because the 48th General Assembly has been postponed.]

RECOMMENDATIONS

1. That the General Assembly elect Dr. Bryan Chapell as Stated Clerk of the PCA.

2. That the Assembly receive the AC's unanimously adopted resolution of thanks for Dr. L. Roy Taylor and his work as Stated Clerk of the PCA (see Attachment 1, p. 33).
3. That the Assembly commend John Robertson, and the AC staff: Amanda Burton, Richard Doster, Wayne Herring, Bob Hornick, Priscilla Lowrey, Angela Nantz, Wayne Sparkman, Larry Hoop, Paul Kooistra, Karen Cook, Erika Derr, Anna Eubanks, Monica Johnston, Margie Mallow, Billy Park, and Summer Rojas for their excellent work.

NOTE: The following proposed budgets were submitted by the C&As for review by the AC before the announced postponement of the 48th General Assembly to be held in Birmingham. New budgets will have been submitted before the 48th General Assembly meets in St. Louis (in 2021), so the following budget recommendations may then be considered moot (see p. 27, Financial Matters, 2nd bullet).

4. That the Assembly approve the Administrative Committee budget for 2021 of \$3,152,500 Operating Budget and Partnership Shares budget of \$2,031,000.
5. That the PCA Building budget for 2021 of \$413,381 Operating Budget be approved. The PCA Building does not participate in Partnership Shares.
6. That the CDM budget for 2021 of \$1,896,500 Operating Budget and \$832,000 Partnership Shares budget be approved.
7. That the CC budget for 2021 of \$31,294,100 Operating Budget and \$2,400,000 Partnership Shares budget be approved.
8. That the CTS budget for 2021 of \$9,020,660 Operating Budget and \$1,980,000 Partnership Shares budget be approved.
9. That the MNA budget for 2021 of \$20,551,382 Operating Budget and \$7,274,773 Partnership Shares budget be approved.
10. That the MTW budget for 2021 of \$63,047,285 Operating Budget and \$8,602,815 Partnership Shares budget be approved.
11. That the PCAF budget for 2021 of \$1,507,359 Operating Budget. The PCAF does not participate in Partnership Shares.
12. That the RBI budget for 2021 of \$3,517,841 Operating Budget. RBI does not participate in Partnership Shares.
13. That the RUF budget for 2021 of \$51,854,700 Operating Budget and pending Partnership Shares budget be approved.
14. That the RH budget for 2021 of \$2,745,000 Operating Budget and \$1,275,000 Partnership Shares budget be approved.
15. That the 2019 Audit performed by Robins, Eskew, Smith & Jordan on the Administrative Committee and the PCA Building Fund be received.

2020 Reports to 48th General Assembly
Administrative Committee

16. That the Assembly approve Robins, Eskew, Smith & Jordan, PC, as auditors for the Administrative Committee and the Committee on Discipleship Ministries for the calendar year ending December 31, 2020.
17. That the Assembly approve Capin, Crouse, & Company as auditors for the Committee on Mission to the World and the Committee on Mission to North America for the calendar year ending December 31, 2020.
18. That the Assembly approve Carr, Riggs & Ingram, LLP, as auditors for the Committee on Reformed University Fellowship for the calendar year ending December 31, 2020.
19. That the Building Occupancy Cost charged to each ministry be kept at \$12 per square foot for 2020.
20. That the plan outlined below for the payment of the required contribution from the PCA Committees and Agencies to the PCA Administrative Committee be approved.

- PLAN:** Committees and Agencies are asked to pay in one of the following three options:
1. Semiannual – one-half paid in January and one-half paid in July.
 2. Quarterly – one fourth paid the first month of each quarter: January, April, July, and October.
 3. Monthly – one twelfth paid the first of each month.

NOTE: The following chart shows the agreed upon amounts for 2021:

PCA Ministry	Contribution Amount
AC	
CDM	\$11,500
CC	\$11,500
CTS	\$11,500
MNA	\$11,500
MTW	\$11,500
PCAF	\$11,500
RBI	\$11,500
RH	\$11,500
RUF	\$11,500
	\$103,500

21. That the Annual Administration Fee for Ministers be set at \$100 for 2021.
22. That the General Assembly set the request to Presbyteries for GA Host Committee assistance at \$500 for 2021.

2020 Reports to 48th General Assembly
Administrative Committee

23. That the Assembly receive the following charts as the acceptable response to the GA requirement for an annual report on the cost of the AC's mandated responsibilities.

2019 Unfunded Mandates					
GENERAL ASSEMBLY COSTS					
Year	# of Commissioners	Total Costs	Cost per Commissioner	Amount of Fee Alloted to GA	Total Standard Fee
2015	1394	511,833	\$367	\$350	\$450
2016	1316	572,414	\$435	\$350	\$450
2017	1461	585,301	\$401	\$350	\$450
2018	1537	628,815	\$409	\$350	\$450
2019	1652	729,515	\$442	\$350	\$450

AC GENERAL ASSEMBLY RESPONSIBILITIES		
Description	2019 Total ²	Per Commissioner
Committee on Constitutional Business	\$12,298	\$7.44
General Assembly with Minutes ¹	\$759,515	\$459.75
Interchurch Relations Committee	\$17,804	\$10.78
Nominating Committee ²	\$17,333	\$10.49
Standing Judicial Commission	\$191,781	\$116.09
Theological Examining Committee ³	\$0	\$0
TOTALS	\$998,731	\$604.55

- ¹ Review of Presbytery Records is included in the General Assembly Total. In 2019, RPR cost \$73,163; production and delivery of the General Assembly Minutes cost at least \$30,000 and is included in this "Total".
- ² The expense of the Nominating Committee is shared by the PCA Committees and Agencies.
- ³ The Theological Examining Committee did not incur any material expenses in 2019 as per their report to the AC.

24. That the registration fee remain at \$450 for the 2021 General Assembly, with \$350 allocated to the GA expenses, \$25 for publication of the GA Minutes, and \$75 allocated to the Standing Committee cost center for the expenses of the Standing Judicial Commission. Honorably retired or emeritus elders will continue to pay 1/3 of the regular registration (\$150). Elders coming from churches with annual incomes below \$100,000, as per their 2020 statistics, may register for \$300.

Attachment 1

Resolution of Thanks for Dr. Roy Taylor

Whereas, in 1998 at the St. Louis General Assembly of the Presbyterian Church in America, Roy Taylor answered the Lord Jesus Christ's call to be our third Stated Clerk;

Whereas, during these subsequent years Roy Taylor has faithfully, prayerfully, and sacrificially served the Presbyterian Church in America as her Stated Clerk;

Whereas, during Roy Taylor's tenure of service we have benefitted from his love, wisdom, and charity;

Whereas, during Roy Taylor's we, as a denomination, have benefitted from his administrative and diplomatic gifts promoting and encouraging us to be "Faithful to the Scriptures, True to the Reformed Faith, and Obedient to the Great Commission;"

Therefore, be it resolved that the Administrative Committee of the Presbyterian Church in America express its great thanksgiving to our Lord Jesus Christ for Dr. L. Roy Taylor and his 22 years of service as Stated Clerk of the PCA.

Be it further resolved that we ask the Lord's continued blessing upon Roy and Donna.

Attachment 2

PCA Historical Center Annual Report to the Administrative Committee April 6, 2020

My own focus in the year past has been in working with the structure of the PCA Historical Center, trying to make sure that loose ends have been taken care of, dealing with things previously left undone, and generally building a better, more organized structure for our work. In short, making sure our house is in order. For one, I am compiling an Excel database which will provide information on every box in our collection (the facility has at about a mile of shelving!) This database will tell the location of each box, plus provide notes on status and contents.

It is with deep regret that the Subcommittee for the PCA Historical Center received and accepted at our January stated meeting Dr. Will Barker's resignation. Dr. Barker has been an invaluable member of our Subcommittee and will be sorely missed. He and his wife Gail will be moving to Columbia, Missouri, to be near his daughter. Later in our Subcommittee's meeting, three names were put forward in nomination of new members to the Subcommittee, pending approval of the Administrative Committee.

I praise God that my own health remains good. My wife has adjusted well to the process of dialysis, and truly has my admiration for dealing so well with this challenge.

Lastly, I will close this personal note with a reminder to us all to be praying for all the preparations that must go into observing the PCA's 50th anniversary in 2023. Pray too for the Lord's provision for more space for the Historical Center; a new home for the Center seems an inevitable move that must be made eventually. We will reach capacity here in our existing space, sometime in the next five years.

Collection Development

A regular group of records are annually received at the PCA Historical Center. These include completed SJC case files; Presbytery Minutes, from the Review of Presbytery Records Committee; and materials from the PCA Stated Clerk's Office. Some other notable highlights in our collection development include:

The Floyd Eugene Hamilton Manuscript Collection – This collection, placed here on deposit by Beth and Dal Stanton, PCA missionaries working in eastern Europe, continues to be processed by their son Josiah Stanton. The work is slow, as Josiah is establishing a counseling ministry, but progress is steady.

The Morton H. Smith Manuscript Collection – Additional materials were received from Dr. Morton H. Smith's estate, with the invaluable assistance of Mr. Andy Wortman of Greenville Presbyterian Theological Seminary. Mr. Stan Shelley, the bookseller who purchased the bulk of Dr. Smith's library, has also been most generous in donating materials. The collection now totals just over 20 cubic feet of material.

The Lawrence C. Roff Media Collection. TE Larry Roff donated a number of video tapes and compact discs, representative of some of his years of ministry.

Every archives seems to have a backlog of collections awaiting arrangement and description. The PCA Historical Center is no different, and I am making good use of the Covid-19 lockdown to work on one of our larger collections, the William Shirmer Barker II Manuscript Collection. There are over thirty boxes in the Barker Collection and progress on this work is being posted at <http://pcahistory.org/mo/barker/index.html>

Research Library

Let me open this section of my report with an invitation to PCA authors, pastors and others, to send a copy of their published work for preservation at the PCA Historical Center. As we are able, we do add these works to our collection, and with your assistance would like to have a more complete representation of PCA authors.

We continue to build a research library as an adjunct to the Center's collections. Well over one hundred volumes were added last year, including some 40 titles of Scottish Presbyterian history. The most important of that group was a full set of *The Edinburgh Christian Instructor*, 1810-1837. Increasingly the PCA Historical Center's research library has available a set of resources unavailable in print outside of major institutions on the east coast. The Center also received some fifty works from Dr. Morton H. Smith's personal library. I will be pleased to send a full accession list to those who are interested; just write to me at wsparkman@pcanet.org.

Web Site Development [www.pcahistory.org]

Year	Unique Visitors	Number of Visits	Pages Viewed	Hits	Bandwidth
2018	260,218	493,407	1,039,689	1,352,563	398.87 GB
2019	188,608	373,175	793,285	1,122,326	430.52 GB
2020 (1st qtr.)	33,711	53,871	146,057	226,097	142.20 GB

Top Ten Downloads [PDF files]

1. /pca/divorce-remarriage.pdf
2. /HCLibrary/westminster/wcf/shorter/wcrobinson.pdf
3. /pca/2017_WIM_report.pdf
4. /pca/clerk/taylor_REs_administering_sacraments.pdf
5. /creation/report.pdf
6. /documents/Rose-1950-InfantBaptism.pdf
7. /findingaids/janeway/Hodge-JanewayFuneral.pdf
8. /pca/studies/divorce-remarriage.pdf
9. /pca/3-457.pdf
10. /documents/dabneytribute.pdf [715 download]

Most frequently viewed pages

/pca/ 53,667
 /creation/report.html 2,320
 /sermons/ 28,900
 /documents/believe.html 20,423
 /publications/anniversary.html 18,894
 /documents/pastoralletter.html 16,718
 /HCLibrary/capo/premise/97/dec/p08.html 14,025
 /bco/ 11,461
 /pca/studies/ 7,759
 /presbyteries.html 6,866
 /pca/clerk/taylor_rotationalsystem.html 5,372
 /results.html 4,797
 /HCLibrary/periodicals/spr/bios/girardeau.html 3,580
 /bco/fog/24/01.html 3,361
 /churches/northcarolina.html 3,336
 /ebooks/ 3,288
 /findingaids/machen/good-fight-of-faith.html 3,255
 /pca/2-015.html 3,226
 /HCLibrary/ 2,983
 /findingaids/rpcs/docsynod/165.html 2,841

/bco/rod/38/04.html 2,749
/churches/tennessee.html 2,580
/documents/message.html 2,572
/documents/ 2,538

This Day in Presbyterian History blog [www.thisday.pcahistory.org]

This blog is now in its ninth year, having begun in 2012. Email subscriptions to the blog are now at 1,410. In addition, there are generally another 150 daily visitors looking at various posts from years past.

Patronage

Another Excel database which was constructed in 2019 tracks patron visits and requests. This is necessarily an incomplete record, in that so much was never noted or written down in my early years here—but it is nonetheless a useful tool. For one, I can now readily track what collections are used most often, what sorts of inquiries are being received and how often a given patron may have used our resources. This database is in effect a diary of the work done here. I trust it will also be a great help to my successor, when that day comes.

McLeod Portrait Loan

Loan of this historic portrait continues until such time as the owner requests its return. We do not presently know when that will be. Upon request from TE Caleb Cangelosi, I contacted the owner of the McLeod portrait and was pleased to secure his permission for Caleb to use an image of the portrait on a pending reprint of Rev. Alexander McLeod's 1803 treatise, *Messiah, Governor of the Nations*. This brief treatise was published early in the fall of 2019 by The Log College Press, a ministry headed up by TE Cangelosi.

Historical Center staffing

Covenant Seminary student Jay Mallow continues to work diligently here in the PCA Historical Center. He has become our scanning expert, working with both our cradle scanner and other scanners.

Projects:

Emphasis throughout 2019 has been on the digitization of Presbytery minutes. Our working assumption has been that after about 2001, most presbyteries would have digital files of their minutes. So PDF files for most of our presbyteries have been prepared, working generally from their founding date up through about the year 2001. Presbytery stated clerks are invited to contact us for download of their respective files.

Another important project, looking toward the PCA's 50th anniversary in 2023, has been the updating of the roster showing the succession of pastors of PCA

churches. Under the direction of Dr. Paul Gilchrist, the first such roster was prepared for the 25th anniversary and was published as part of the 1998 PCA Yearbook. This project seeks to update that roster, and we are very nearly finished with the work, with only four states to go! Details on this project can be viewed at <http://pcahistory.org/pca/succession/index.html> and I would welcome your feedback and any necessary corrections to these lists.

Historical Center Advisory Committee

Members of the Historical Center Advisory Committee include:

Dr. Will S. Barker, II, past President of Covenant Seminary and past Professor of Church History at Westminster Theological Seminary.

Rev. Brannon Bowman, pastor of the Millbrook Presbyterian Church, Millbrook, AL.

Mr. David Cooper, Ruling Elder at First Presbyterian Church, Chattanooga, TN, and former Wire Editor at the Chattanooga Times Free Press.

Mrs. Shirley Duncan, previously co-owner of A Press, Greenville, SC, and now wonderfully enjoying retirement!

Alternate for Mrs. Duncan: Mr. Melton Duncan is a ruling elder and church administrator at the Second Presbyterian Church, Greenville, SC, but most notable as one of Shirley Duncan's sons.

Miss Lannae Graham, former archivist at the Presbyterian Historical Foundation, Montreat, NC.

Dr. Sean Michael Lucas, pastor of the Independent Presbyterian Church, Memphis, TN.

Dr. Otis W. Pickett, Assistant Professor of History and Political Science, Jackson, MS.

Rev. Henry Lewis Smith, pastor and Professor at the Birmingham Theological Seminary.

Dr. Barry Waugh, author and independent researcher, Greenville, SC.

Ex-officio members of the Subcommittee include:

Dr. L. Roy Taylor, Stated Clerk of the Presbyterian Church in America.

Rev. John Robertson, Business Administrator, PCA and Administrative Committee.

Respectfully submitted,

/s/ RE Wayne Sparkman, Th.M., C.A., and Director of the PCA Historical Center

Attachment 3

NOTE
REGARDING GENERAL ASSEMBLY
COMMITTEE AND AGENCY BUDGETS

These budgets, which have been reviewed and approved by the Administrative Committee, will receive approval when the 48th General Assembly meets. At least the first six months of the budgets will, out of necessity, have been implemented before the Assembly has met. Committees and Agencies have been asked to hold expenditures in and around the amounts approved for 2020, and budgets will not have been overspent.

Partnership Share information is forthcoming, pending some additional information needed for the calculations.

PROPOSED BUDGETS

ADMINISTRATIVE COMMITTEE 2021 PROPOSED BUDGET

I. Economic Considerations and General Ministry Factors

Budget philosophy

The budget is built primarily on the job description of the Stated Clerk in the *R.A.O.*, which determines the services that are to be provided by the Office of the Stated Clerk to churches, presbyteries, Committees and Agencies, and to the General Assembly. The General Assembly has also placed the Historical Center and *byFaith* Magazine under the general oversight and in the budget of the AC.

General Comments

Many of the activities and responsibilities of the Administrative Committee are directly affected by the activity and growth of the PCA, which in turn are reflected in annual budget increases for many line items. The economic inflation rate also affects many budget items.

The budgets are presented in a format to comply with the standards for not-for-profit organizations adopted by the Financial Accounting Standards (FASB). The FASB standards provide a definition of “supporting activities” which they call “management and general.” Therefore, compensation for the stated Clerk and his staff is allocated according to the estimated time spent by each person in “program,” administration, and fund raising areas.

As I write, the U.S. economy appears threatened in light of the COVID-19 pandemic. The budget is presented as if recovery was full by the end of the year 2021 as most of the budget (and budgets) was constructed before the collapse of the economy with the pandemic. Major cuts will have to occur in 2020 if the circumstances do not change rapidly and some of this “bleeding” likely will continue into 2021. Time has not permitted the rewrite of the budgets nor the information available to do so!

Economic Assumptions

- A. Stated Clerk/Administration
 - 1.0% PCA Growth Rate

- 2.3 % National Consumer Price Index (CPI) at end of 2019 and estimated 2.2% for 2020 – *Kiplinger Letter*, January 17, 2020
- 3.6% Unemployment in 2019; Kiplinger predicted a year end rate of 3.7% for 2019 – *Kiplinger Letter*, January 17, 2020. This has collapsed with the pandemic.
- The full time equivalent (FTE) employees budgeted for 2021 is 16.5.

B. PCA Office Building

- Rent will be at \$12.00 per square foot for 2021.
- The full time equivalent (FTE) employees budgeted at the beginning and end of the year will be 0.5.

II. Major Changes in the Budget

The main changes in the PCA Administrative Committee budgets for 2021 over 2020 and 2019 are expected to be the contributions of the churches, the expenses of General Assembly, and the expenses for churches and presbyteries all being greatly effected by the pandemic.

III. Income Streams and Development Plans

The PCA AC Development plans are being greatly altered by the pandemic.

IV. Major Ministry Not Implemented in the Past Year

- A new PCA Digest Volume is underway having been delayed for several years since the “Great Recession”. Completion has just occurred in the Spring of 2020.

V. Present & Future

- We are continuing our efforts to provide Korean translations of our more important documents.
- The digitized GA Minutes are complete and available on the Historical Center’s website.
- We are in the Lord’s hands always, but very evident in a pandemic.

2020 Reports to 48th General Assembly
Administrative Committee

ADMINISTRATIVE COMMITTEE						
PROPOSED 2021 BUDGET						
DESCRIPTION	TOTAL PROGRAMS	MANAGEMENT & GENERAL	FUND RAISING	CAPITAL ASSETS	TOTALS	% OF TOTALS
SUPPORT & REVENUE						
1 Contributions (1)	\$ 2,031,000	\$ -	\$ -		\$ 2,031,000	63.30%
2 Fees	1,175,350	0	0		1,175,350	36.63%
3 Interest	0	2,000	0		2,000	0.06%
4 Others	0	0	0	0	0	0.00%
5 TOTAL REVENUES	3,206,350	2,000	0	0	3,208,350	100.00%
OPERATING EXPENSES						
6a Coordinator Sal, Hsng & Benefits	225,900	12,550	12,550	0	251,000	7.82%
6b Staff Salary & Benefits	1,403,600	43,030	78,570	0	1,525,200	47.54%
6 Total Staff Salary & Benefits	1,629,500	55,580	91,120	0	1,776,200	55.36%
7 Travel	268,500	2,000	5,000	0	275,500	8.59%
8 Rent	46,600	5,000	2,000	0	53,600	1.67%
9 Janitor/Grounds	0	0	0	0	0	0.00%
10 Mail/Ship	92,600	2,000	16,000	0	110,600	3.45%
11 Office Supplies	16,800	5,000	500	0	22,300	0.70%
12 Telephone	19,100	1,200	300	0	20,600	0.64%
13 Maintenance	0	1,000	0	0	1,000	0.03%
14 Leased Equipment	133,700	7,200	100	0	141,000	4.39%
15 Dues/Subscription	45,400	6,000	300	0	51,700	1.61%
16 Insurance	25,100	1,000	800	0	26,900	0.84%
17 Interest	0	500	0	0	500	0.02%
18 Printing	192,100	500	25,000	0	217,600	6.78%
19 Staff Training/Develop.	1,800	0	0	0	1,800	0.06%
20 Promotion/Appeals	15,700	0	0	0	15,700	0.49%
21 Foundation	0	0	0	0	0	0.00%
22 Planning	0	0	0	0	0	0.00%
23 Professional Services	334,000	30,000	12,000	0	376,000	11.72%
24 Taxes	0	0	0	0	0	0.00%
25 Utilities	5,000	0	0	0	5,000	0.16%
26 Contingencies	25,000	6,000	2,500	0	33,500	1.04%
28 Depreciation	10,000	13,000	0	0	23,000	0.72%
29 TOTAL OPERATING EXPENSES	2,860,900	135,980	155,620	0	3,152,500	97.54%
EXPENSES						
30 Operating Surplus/Deficit	345,450	(133,980)	(155,620)	0	55,850	1.74%
31 LESS Depreciation	10,000	13,000	0	0	23,000	0.72%
32 NET OPERATING EXP.	2,850,900	122,980	155,620	0	3,129,500	100.00%
OTHER CAPITAL ITEMS:						
33 Capital Expenditures	0	0	0	0	0	0.00%
34 TOTAL CAPITAL EXPENDITURES	0	0	0	0	0	0.00%
26 TOTAL NET BUDGET	2,850,900	122,980	155,620	0	3,129,500	97.54%
36 SURPLUS/DEFICIT	355,450	(120,980)	(155,620)	0	78,850	2.46%
(1) Partnership Shares --- (contributions required from churches to fulfill responsibilities)						

2020 Reports to 48th General Assembly
Administrative Committee

ADMINISTRATIVE COMMITTEE								
BUDGETS COMPARISONS STATEMENT								
FOR PROPOSED 2021 BUDGET								
	DESCRIPTION	2018	2019	2020	PROPOSED BUDGET		2020 TO 2021	
		BUDGET	BUDGET	BUDGET	2021	% OF	CHANGE IN BUDGET	
					PROPOSED	TOTALS	\$	%
SUPPORT & REVENUE								
1	Contributions (1)	\$ 1,721,000	\$ 1,951,000	\$ 1,842,000	\$ 2,031,000	63.30%	\$ 189,000	10.26%
2	Fees	1,095,500	1,117,500	1,223,750	1,175,350	36.63%	(48,400)	-3.96%
3	Investments	3,000	0	8,000	2,000	0.06%	(6,000)	-75.00%
4	Others	0	0	0	0	0.00%	0	0.00%
TOTAL SUPPORT								
5	& REVENUE	2,819,500	3,068,500	3,073,750	3,208,350	100.00%	134,600	4.38%
OPERATING								
EXPENSES								
6	News Office	523,890	527,620	543,910	543,320	16.93%	(590)	-0.11%
7	Historical Center	146,620	159,360	167,380	169,660	5.29%	2,280	1.36%
8	Committees & Agencies	109,100	113,500	116,400	125,550	3.91%	9,150	7.86%
9	Churches & Presbyteries	592,350	805,000	683,600	703,360	21.92%	19,760	2.89%
10	Stats & Publications	262,040	255,470	251,610	256,610	8.00%	5,000	1.99%
11	Standing Comm.	294,750	318,600	319,800	352,850	11.00%	33,050	10.33%
12	Gen. Assembly	630,300	623,000	673,600	709,550	22.12%	35,950	5.34%
TOTAL								
13	PROGRAMS	2,559,050	2,802,550	2,756,300	2,860,900	89.17%	104,600	3.79%
14	Management & General	118,360	117,560	128,470	135,980	4.24%	7,510	5.85%
15	Fund Raising	92,690	122,490	132,580	155,620	4.85%	23,040	17.38%
TOTAL MGMT. & FUND RAISING								
16		211,050	240,050	261,050	291,600	9.09%	30,550	11.70%
TOTAL OPERATING								
17	EXPENSES	2,770,100	3,042,600	3,017,350	3,152,500	98.26%	135,150	4.48%
18	OPERATING SURPLUS/(DEFICIT)	49,400	25,900	56,400	55,850	1.74%	(550)	-0.98%
19	LESS Depreciation	18,400	18,900	19,800	23,000	0.72%	3,200	16.16%
NET OPERATING								
20	EXPENSES	2,751,700	3,023,700	2,997,550	3,129,500	97.54%	131,950	4.40%
OTHER CAPITAL ITEMS:								
21	Capital Expenditures							
22	Principal Loan Pmts							
23	Building Loss/(Gain)							
TOTAL CAPITAL EXPENDITURES								
24		0	0	0	0	0.00%	0	
25	TOTAL EXPENSES	2,751,700	3,023,700	2,997,550	3,129,500	97.54%	131,950	4.40%
26	NET SURPLUS/(DEFICIT)							
	EXCLUDING DEPRECIATION	67,800	44,800	76,200	78,850	2.46%	2,650	-0.02%
27	Equity Transfer Profit/(Loss)							
28	NET SURPLUS/(DEFICIT)	67,800	44,800	76,200	78,850	2.46%	2,650	-0.02%
<i>(1) Partnership Share --- (contributions require from churches to fulfill responsibilities)</i>								

2020 Reports to 48th General Assembly
Administrative Committee

ADMINISTRATIVE COMMITTEE					
FIVE YEAR FINANCIAL HISTORY					
FOR PROPOSED 2021 BUDGET					
	2015	2016	2017	2018	2019
DESCRIPTION	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL
SUPPORT & REVENUE					
1 Contributions -Designated & Undesignated Income (1)	\$ 1,113,880	\$ 1,352,343	\$ 1,309,123	\$ 1,313,191	\$ 1,595,390
2 Fees (Earned Income)	1,200,456	1,163,140	1,236,781	1,271,711	1,307,220
3 Investments	3,266	3,065	6,396	7,533	8,233
4 Others					
TOTAL SUPPORT & REVENUE	2,317,601	2,518,548	2,552,300	2,592,436	2,910,843
OPERATING EXPENSES					
7 News Office	399,872	450,009	451,696	505,206	467,533
8 Historical Center	115,656	126,104	135,084	135,274	141,535
9 Committees & Agencies	95,666	99,045	98,343	107,207	110,896
10 Churches & Presbyteries	396,066	456,497	499,289	530,595	532,240
11 Stats & Publications	252,131	246,568	228,332	221,793	252,365
12 Standing Comm.	245,339	276,068	317,488	285,558	311,597
13 Gen. Assembly	510,379	572,414	585,301	628,815	729,408
TOTAL	2,015,109	2,226,705	2,315,535	2,414,448	2,545,574
14 PROGRAMS	2,015,109	2,226,705	2,315,535	2,414,448	2,545,574
15 Management & General	114,552	105,887	98,628	108,715	117,147
16 Fund Raising	70,732	87,106	87,106	86,633	120,550
TOTAL MGMT. & FUND RAISING	185,283	192,993	185,734	195,348	237,697
TOTAL OPERATING EXPENSES	2,200,392	2,419,698	2,501,269	2,609,797	2,783,270
18 OPERATING SURPLUS/(DEFICIT)	117,210	98,849	51,031	(17,361)	127,573
20 LESS Depreciation & Dispositions	17,800	22,854	17,252	21,160	20,844
21 NET OPERATING EXPENSES	2,218,192	2,442,552	2,518,521	2,630,957	2,804,114
OTHER CAPITAL ITEMS:					
22 Capital Expenditures	2,361	80,989	21,329	17,410	40,644
23 Principal Loan Pmts					
24 Other Items - Dishonored Pledges					
TOTAL CAPITAL EXPENDITURES	2,361	80,989	21,329	17,410	40,644
26 TOTAL EXPENSES W/O Depreciation	2,202,753	2,500,687	2,522,599	2,627,206	2,823,914
NET OPERATING SURPLUS/(DEFICIT)	117,210	98,849	51,031	(17,361)	127,573
27 EXCLUDING DEPRECIATION	117,210	98,849	51,031	(17,361)	127,573
28 Equity Transfer	(6,412)	9,058	18,903	(16,206)	28,209
NET SURPLUS/(DEFICIT)	110,798	107,907	69,934	(33,567)	155,782
29 EXCLUDING DEPRECIATION	110,798	107,907	69,934	(33,567)	155,782

2020 Reports to 48th General Assembly
Administrative Committee

PCA OFFICE BUILDING PROPOSED 2021 BUDGET						
DESCRIPTION	TOTAL PROGRAMS	MANAGEMENT & GENERAL	FUND RAISING	CAPITAL ASSETS	TOTALS	% OF TOTALS
SUPPORT & REVENUE						
1 Contributions	\$0	\$0	\$0	\$0	\$0	0.00%
2 Investments	0	6,000	0	0	6,000	1.97%
3 Fees	0	0	0	0	0	0.00%
4 Rent	0	298,884	0	0	298,884	98.03%
5 TOTAL REVENUES	0	304,884	0	0	304,884	100.00%
OPERATING EXPENSES						
6 Staff Salary & Benefits	0	50,200	0	0	50,200	16.47%
7 Travel	0	1,000	0	0	1,000	0.33%
8 Rent	0	0	0	0	0	0.00%
9 Janitor/Grounds	0	42,000	0	0	42,000	13.78%
10 Mail/Ship	0	100	0	0	100	0.03%
11 Office Supplies	0	600	0	0	600	0.20%
12 Telephone	0	2,200	0	0	2,200	0.72%
13 Maintenance	0	68,000	0	0	68,000	22.30%
14 Leased Equipment	0	100	0	0	100	0.03%
15 Dues/Subscription	0	200	0	0	200	0.07%
16 Insurance	0	30,000	0	0	30,000	9.84%
17 Interest	0	0	0	0	0	0.00%
18 Printing	0	0	0	0	0	0.00%
19 Staff Training/Develop.	0	0	0	0	0	0.00%
20 Promotion/Appeals	0	0	0	0	0	0.00%
21 Foundation	0	0	0	0	0	0.00%
22 Planning	0	0	0	0	0	0.00%
23 Professional Services	0	35,000	0	0	35,000	11.48%
24 Taxes	0	3,000	0	0	3,000	0.98%
25 Utilities	0	77,000	0	0	77,000	25.26%
26 Contingencies	0	14,000	0	0	14,000	4.59%
27 Depreciation	0	34,000	0	55,981	89,981	29.51%
28 TOTAL OPERATING EXPENSES	0	357,400	0	55,981	413,381	135.59%
29 Operating Surplus/Deficit	0	(52,516)	0	(55,981)	(108,497)	-35.59%
30 LESS Depreciation	0	34,000	0	55,981	89,981	29.51%
31 NET OPERATING EXPENSES	0	323,400	0	0	323,400	106.07%
OTHER CAPITAL ITEMS:						
32 Capital Expenditures	0	0	0	0	0	0.00%
32a Loss (Gain) on Investments	0	0	0	0	0	0.00%
33 Depreciation Reserve	0	0	0	0	0	0.00%
34 TOTAL CAPITAL EXPENDITURES	0	0	0	0	0	0.00%
35 TOTAL NET BUDGET	0	323,400	0	0	323,400	106.07%
36 SURPLUS/(DEFICIT)	\$0	(\$18,516)	\$0	\$0	(\$18,516)	-6.07%

2020 Reports to 48th General Assembly
Administrative Committee

PCA OFFICE BUILDING BUDGETS COMPARISON STATEMENT FOR PROPOSED 2021 BUDGET							
DESCRIPTION	2018	2019	2020	2021	%	2020 TO 2021	
	BUDGET	BUDGET	BUDGET	BUDGET	OF TOTALS	\$	%
SUPPORT & REV							
1 Contributions	\$0	\$0	\$0	\$0	0.00%	\$0	0.00%
2 Fees	0	0	0	0	0.00%	0	0.00%
3 Investments	6,000	6,000	6,000	6,000	1.97%	0	0.00%
4 Rent	298,884	298,884	298,884	298,884	98.03%	0	0.00%
TOTAL SUPPORT & REVENUE	304,884	304,884	304,884	304,884	100.00%	0	0.00%
OPERATING EXP							
6 Capital Fund	55,981	55,981	55,981	55,981	18.36%	0	0.00%
7 TOTAL PROG	55,981	55,981	55,981	55,981	18.36%	0	0.00%
8 Mgmt & Gen'l	280,900	314,900	322,650	357,400	117.22%	34,750	11.04%
9 Fund Raising	0	0	0	0	0	0	0.00%
10 TOTAL MGMT & FUND RAISING	280,900	314,900	322,650	357,400	117.22%	34,750	11.04%
11 TOTAL OPER EXPENSES	336,881	370,881	378,631	413,381	135.59%	34,750	9.37%
12 Operating Surplus/(Def)	(31,997)	(65,997)	(73,747)	(108,497)	-35.59%	(34,750)	0.00%
13 Depreciation	62,981	73,981	83,981	89,981	29.51%	6,000	8.11%
14 NET OPERATING EXPENSES	273,900	296,900	294,650	323,400	106.07%	28,750	9.68%
CAPITAL ASSETS							
15 Capital Additions							
16 TOTAL OPER & CAPITAL EXP	273,900	296,900	294,650	323,400	106.07%	28,750	9.68%
16 Loss (Gain) from Investments	(6,000)	0	0	0	0.00%	0	0.00%
17 SURPLUS/(DEF)	\$36,984	\$7,984	\$10,234	(\$18,516)	-6.07%	(\$28,750)	-360.09%

2020 Reports to 48th General Assembly
Administrative Committee

PCA OFFICE BUILDING					
FIVE YEAR FINANCIAL HISTORY					
FOR PROPOSED 2021 BUDGET					
	2015	2016	2017	2018	2019
DESCRIPTION	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL
SUPPORT & REVENUE					
1 Contributions	\$100	\$885	\$100	\$100	\$100
2 Fees					
3 Investments	(1,759)	96,648	196,180	(61,753)	294,506
4 Rent	298,884	298,884	298,884	298,884	298,884
TOTAL SUPPORT & REVENUE	297,225	396,416	495,164	237,231	593,490
OPERATING EXPENSES					
6 Capital Fund	58,263	58,263	55,981	55,981	55,981
7 TOTAL PROGRAM	58,263	58,263	55,981	55,981	55,981
8 Management & General	283,614	275,075	307,544	294,108	341,068
9 Fund Raising					
10 TOTAL MGMT & FUND RAISING	283,614	275,075	307,544	294,108	341,068
11 TOTAL OPERATING EXPENSES	341,877	333,338	363,525	350,089	397,049
12 OPERATING SURPLUS/(DEFICIT)	(44,652)	63,079	131,639	(112,859)	196,441
13 Less Depreciation and Dispositions	65,148	69,280	73,797	79,013	85,476
14 NET OPERATING EXPENSES	276,729	264,058	289,728	271,076	311,573
OTHER CAPITAL ITEMS					
15 Other Items	**	**	**	**	**
16 TOTAL OPERATING & CAPITAL EXPENSES	276,729	264,058	289,728	271,076	311,573
17 NET OPERATING SURPLUS/(DEFICIT)	\$20,496	\$132,359	\$205,436	(\$33,846)	\$281,917
**					
Equity Transfer	(44,652)	63,079	131,639	(112,859)	196,441
Investments Include:					
3 Realized Gain(Loss) on Investments	21,002	20,124	55,342	41,434	28,603
3 Unrealized Gain(Loss) on Investments	(44,852)	55,393	115,145	(133,322)	232,623
3 Investment Income	22,091	21,131	25,694	30,135	33,281

COMMITTEE ON DISCIPLESHIP MINISTRIES 2021 PROPOSED BUDGET

I. Economic Considerations and General Ministry Focus:

The attached budget represents the anticipated financial activities associated with the ministry to connect and equip those in the PCA involved in discipleship ministry. The staff of CDM works to consult with and train practitioners in the local church, particularly through local, regional, and national training events. Participants include ministers of discipleship, elders, Bible teachers, small group leaders, Sunday school teachers, and the staff and volunteers who work in ministries to children, youth, and adults. CDM also offers resources for those in the local church by providing helpful materials on the CDM website, by publishing the work of PCA members, by recommending resources available in the broader Church, and by operating the PCA Bookstore.

Like many ministries, CDM has not fully recovered from the decline in giving from PCA churches that began in 2008. A number of supporting churches have experienced a decline in membership, which has affected giving to denominational causes. In addition to this decrease in membership, changes in the Partnership Share calculation adversely affected giving (congregations use the Per Capita figure rather than the Ministry Ask in determining their support), and in some cases, changes in local church leadership resulted in a change in giving priorities.

Approximately 29% of particular PCA churches contributed to CDM in 2019 and church giving continues to be the largest revenue source. There is great potential to see more churches partner with the ministry. CDM is working to communicate better with PCA churches and we are prayerful and hopeful that PCA churches will join to support financially the ministry of discipleship throughout the denomination. CDM staff have increased travel to churches and presbyteries to raise awareness of the ministry and seek financial support.

Underlying budget assumptions include:

- overall economic growth with 2% inflation;
- health insurance premiums are expected to increase 15% from actual paid in 2018;
- occupancy cost in the PCA Building will remain at \$12 per square foot;
- moderate growth in giving from churches and a greater reliance on special gifts from individuals;

- CDM anticipates 10.75 FTE employees in 2021 which is a net increase of .90;
- CDM continues to provide mailroom and technology services to the committees and agencies in the building as well as rent portion of its floor space to Reformed University Fellowship and an outside tenant.

II. Major Changes in Budget:

The budget for 2021 remains essentially unchanged, presenting an increase of only 1.5%. There are two significant offsetting changes within the budget that should be noted. First, CDM will not sponsor regional women's conferences in 2021 as these events have been scheduled on alternating years. Offsetting this decrease, CDM acquired VBS Reachout Adventures in 2020 and anticipates sales and expenses of approximately \$130,000. There are other nominal increases and decreases throughout the budget which are presented in the notes section below.

III. Income Streams:

CDM has four revenue streams: 1) church contributions, 2) individual contributions, 3) revenues from the sale of resources and 4) registration fees for conferences. CDM's primary source of gift income for the ministry is contributions from PCA churches. In light of the ministry responsibilities given to CDM by the General Assembly, the "Ministry Ask" is set at \$7 per communicant member. If every PCA congregation were to give at this level, CDM would be fully funded and able to accomplish what the Assembly has directed.

Since a majority of PCA congregations do not contribute to the ministry of CDM, and others are unable to give the \$7 "Ministry Ask," the staff of CDM works to solicit donations from individuals, local church women's groups, and the PCA Foundation. Additionally, the staff seeks to find creative ways to enhance revenue through sales of products, attendance at events, and receipt of fees for service provided to churches and the other committees and agencies. These revenues often do not contribute significantly to the overall program cost (staff and office expenses) of CDM, but they are intended to [at least] cover the out-of-pocket costs associated with delivering the training and/or resources.

IV. Major Ministry Not Implemented in the Past Year:

In order an effort to bring the scope of the ministry of CDM in line with the giving from PCA churches, the staff and permanent committee have focused on the areas of ministry to women, children, and resource development. Due to financial constraints, these ministries are forced to operate below budget by forgoing ministry opportunities, using volunteers wherever possible and limiting staff compensation. Additionally, ministry to youth was reduced from a part-time staff coordinator to a contract consultant who advises the CDM Coordinator, while the ministry to men and seniors continues to rely on the work of unpaid consultants.

V. Notes to Budget “line items”:

- **Contributions and Support** (Budget Comp., line 1) represent all donated funds by churches, individuals and organizations. CDM is prayerfully optimistic to see this line item continue to increase. In recent years, special gifts from individuals and the PCA Foundation have offset the decline in church support.
- **Other Revenue** (Budget Comp., line 2) consists of book sales, conference fees, training fees and reimbursements for postage and other services. CDM recently acquired VBS Reachout Adventures which should add an additional \$130,000 of income and offset the decrease in revenue resulting from not sponsoring women’s regional conferences.
- **Training and Certification** (Budget Comp., line 3) reflects a third year of the Children’s Ministry Certification program. CDM anticipates approximately the same number of students as 2020 and consistent costs to maintain the program.
- The **Women’s Ministry** (Budget Comp., line 4) represents the cost of related staff, the annual Women’s Leadership Training Conference, the women’s program at General Assembly and local seminars conducted in churches by the Women’s Ministry Trainers. As previously noted, there will be no regional conferences in 2020 resulting in the decrease of \$120,000.
- CDM continues, in a limited way, to help local churches that request assistance in developing **Men’s Ministries** (Budget Comp., line 5)
- **Youth Ministry** (Budget Comp., line 6) represents the cost of the CDM coordinator working with a contract consultant and ministry team.
- **Children’s Ministry** (Budget Comp., line 7) is projected to remain essentially unchanged.

- **Seniors Ministry** (Budget Comp, line 8) represents the desire to sponsor one or two seminars in 2021. Registration fees would fund these potential events.
- **Publications and Curriculum** (Budget Comp., line 9) includes the costs associated with developing and producing ten to twelve Bible study, topical books and other curricula. This is projected to remain the same as CDM.
- The increase of budgeted expenses of \$35,000 for the **Bookstore** (Budget Comp., line 10) corresponds to a projected increase in sales revenue (line 2). Bookstore sales have increased over the last three years.
- **Management and General** (Budget Comp., line 11) In addition to staff costs, this line item includes the **Audit Fees** (Proposed, line 26), and CDM's share of **Liability Insurance** (Proposed, line 17) as well as fees that are mandated to CDM by the General Assembly such as Nominating Committee and Administrative Committee fees. See **General Assembly Shared Expenses** (Proposed, line 25)
- The line item **Committee/Agency Services** (Budget Comp., line 12) represents mailroom and technology services to the other committees and agencies in the building. It also includes rental income anticipated from Reformed University Fellowship and another tenant. These expenses are reimbursed 100% to CDM.
- **Fund Raising** (Budget Comp., line 15) represents the costs associated with contacting churches, presbyteries and individuals and informing them about the ministry of CDM and their potential role in supporting the ministry. This item includes 20% of the CDM Coordinator and his associated expenses as well as two part-time staff assistants.
- The Coordinator, his part time assistant and related expenses are allocated to the various expense categories as follows: Training and Certification 10%, Fund Raising 20%, Administration 15%, Bookstore 5%, Women's Ministry 10%, Youth Ministry 10%, Children's Ministry 10%, and Publications and Curriculum 20%.

2020 Reports to 48th General Assembly
Administrative Committee

**Committee on Discipleship Ministries
Proposed 2021 Budget**

	<u>Total</u> <u>Programs</u>	<u>Management</u> <u>& General</u>	<u>Fund</u> <u>Raising</u>	<u>Capital</u> <u>Assets</u>	<u>Totals</u>	<u>% of</u> <u>Totals</u>
SUPPORT & REVENUE						
1 Contributions and Support	\$462,282	\$238,606	\$111,111	\$20,000	\$832,000	43.69%
2 Other Revenues	\$907,450	\$164,450	\$600	\$0	\$1,072,500	56.31%
TOTAL SUPPORT AND REVENUE	\$1,369,732	\$403,056	\$111,711	\$20,000	\$1,904,500	100.00%
OPERATING EXPENSES						
3 Coordinator Salary and Housing	\$88,387	\$20,397	\$27,196	\$0	\$135,980	7.14%
4 Coordinator Benefits	\$17,206	\$3,971	\$5,294	\$0	\$26,470	1.39%
5 Staff Salary and Benefits	\$464,675	\$191,470	\$48,625	\$0	\$704,770	37.01%
6 Inventory Purchases	\$383,000	\$0	\$0	\$0	\$383,000	20.11%
7 Supplies	\$2,272	\$542	\$386	\$0	\$3,200	0.17%
8 Telephone & Internet	\$5,064	\$1,713	\$923	\$0	\$7,700	0.40%
9 Technology Resources	\$22,410	\$2,271	\$1,619	\$0	\$26,300	1.38%
10 Printing	\$14,500	\$0	\$4,000	\$0	\$18,500	0.97%
11 Postage & Shipping Materials	\$78,565	\$29,015	\$2,020	\$0	\$109,600	5.75%
12 Miscellaneous	\$1,478	\$5,223	\$530	\$0	\$7,230	0.38%
13 Subscriptions, Books, Materials	\$413	\$88	\$50	\$0	\$550	0.03%
14 Equipment Rental/Maint.	\$678	\$12,188	\$134	\$0	\$13,000	0.68%
15 Depreciation	\$8,136	\$2,256	\$1,608	\$0	\$12,000	0.63%
16 Occupancy Cost	\$29,881	\$59,975	\$3,594	\$0	\$93,450	4.91%
17 Liability Insurance	\$0	\$17,500	\$0	\$0	\$17,500	0.92%
18 Consultants, Prof. Services, Reps.	\$12,000	\$8,000	\$0	\$0	\$20,000	1.05%
19 Travel	\$62,900	\$1,400	\$3,100	\$0	\$67,400	3.54%
20 General Assembly Expense	\$14,070	\$1,470	\$1,560	\$0	\$17,100	0.90%
21 Staff Development / Book Allowan	\$510	\$260	\$0	\$0	\$850	0.04%
22 Graphics/Design	\$22,500	\$0	\$4,000	\$0	\$26,500	1.39%
23 Promotion and Advertising	\$9,750	\$0	\$7,000	\$0	\$16,750	0.88%
24 Video Acquisition and Production	\$9,000	\$0	\$0	\$0	\$9,000	0.47%
25 G.A. Shared Expenses	\$0	\$17,000	\$0	\$0	\$17,000	0.89%
26 Audit Fees	\$0	\$13,500	\$0	\$0	\$13,500	0.71%
27 Facilities, Events and Activities	\$78,325	\$75	\$1,600	\$0	\$80,000	4.20%
28 Committee and Team Meetings	\$20,000	\$17,000	\$0	\$0	\$37,000	1.94%
29 Honorariums	\$31,400	\$0	\$0	\$0	\$31,400	1.65%
30 Vehicles	\$750	\$0	\$0	\$0	\$750	0.04%
TOTAL OPERATING EXPENSES	\$1,377,868	\$405,312	\$113,319	\$0	\$1,896,500	99.58%
Surplus/(Deficit) from operations	(\$8,136)	(\$2,256)	(\$1,608)	\$20,000	\$8,000	
LESS DEPRECIATION	(\$8,136)	(\$2,256)	(\$1,608)	\$0	(\$12,000)	-0.63%
TOTAL CASH OUTLAYS	\$1,369,732	\$403,056	\$111,711	\$0	\$1,884,500	98.95%
OTHER CAPITAL ITEMS						
31 Capital Expenditures	\$0	\$0	\$0	\$20,000	\$20,000	1.05%
TOTAL CAPITAL EXPENDITURES	\$0	\$0	\$0	\$20,000	\$20,000	
TOTAL NET BUDGET	\$1,369,732	\$403,056	\$111,711	\$20,000	\$1,904,500	

2020 Reports to 48th General Assembly
Administrative Committee

**Committee on Discipleship Ministries
Budget Comparisons Statement
for Proposed 2021 Budget**

	Unaudited 2019 <u>Actual</u>	Approved 2019 <u>Budget</u>	Approved 2020 <u>Budget</u>	Proposed 2021 <u>Budget</u>	Budget % of Totals	2021 - 2020 Change in Budget in \$ in %	
SUPPORT & REVENUE							
1 Contributions and Support	\$694,146	\$863,530	\$790,000	\$832,000	43.7%	\$42,000	5.3%
2 Other Revenues	\$1,052,659	\$843,100	\$1,085,500	\$1,072,500	56.3%	(\$13,000)	-1.2%
TOTAL SUPPORT & REVENUE	\$1,746,806	\$1,706,630	\$1,875,500	\$1,904,500	100.0%	\$29,000	1.5%
OPERATING EXPENSES							
TRAINING							
3 Training and Certification	\$56,047	\$82,124	\$81,762	\$71,922	3.8%	(\$9,840)	-12.0%
4 Women's Ministries	\$240,969	\$221,184	\$380,036	\$259,985	13.7%	(\$120,051)	-31.6%
5 Men's Ministries	\$0	\$3,000	\$3,000	\$3,000	0.2%	\$0	0.0%
6 Youth Ministries	\$23,696	\$21,457	\$18,876	\$29,465	1.5%	\$10,590	56.1%
7 Children's Ministries	\$166,110	\$179,694	\$191,173	\$187,298	9.8%	(\$3,876)	-2.0%
8 Seniors Ministry	\$0	\$1,500	\$1,500	\$1,500	0.1%	\$0	0.0%
RESOURCES							
9 Publications and Curriculum	\$72,805	\$109,687	\$85,413	\$84,663	4.4%	(\$750)	-0.9%
10 PCA Bookstore	\$576,429	\$529,098	\$573,685	\$608,909	32.0%	\$35,224	6.1%
11 VBS Reachout Adventures	\$6,527	\$0	\$0	\$131,126	6.9%	\$131,126	
Total Programs	\$1,142,583	\$1,147,745	\$1,335,445	\$1,377,868	72.35%	\$42,423	3.7%
12 Management & General	\$216,927	\$222,662	\$222,035	\$218,514	11.5%	(\$3,521)	-1.6%
13 Committee/Agency Services	\$158,275	\$178,521	\$162,240	\$157,798	8.3%	(\$4,441)	-2.7%
14 CDM Committee	\$15,361	\$18,000	\$17,000	\$17,000	0.9%	\$0	0.0%
15 Depreciation	\$11,209	\$8,000	\$8,000	\$12,000	0.6%	\$4,000	50.0%
16 Fund Raising	\$79,601	\$124,701	\$123,781	\$113,319	6.0%	(\$10,461)	-8.5%
Total Management / Fund Raising	\$481,373	\$551,885	\$533,055	\$518,632	27.2%	(\$14,424)	-2.6%
TOTAL OPERATING EXPENSES	\$1,623,956	\$1,699,630	\$1,868,500	\$1,896,500	99.6%	\$28,000	1.5%
Surplus/(Deficit) from Operations	\$122,849	\$7,000	\$7,000	\$8,000		\$1,000	
LESS DEPRECIATION	(\$11,209)	(\$8,000)	(\$8,000)	(\$12,000)		(\$4,000)	
TOTAL CASH OUTLAYS	\$1,612,748	\$1,691,630	\$1,860,500	\$1,884,500		\$24,000	
OTHER CAPITAL ITEMS							
17 Capital Expenditures	\$14,775	\$15,000	\$15,000	\$20,000	1.1%	\$5,000	33.3%
TOTAL CAPITAL ITEMS	\$14,775	\$15,000	\$15,000	\$20,000	1.1%	\$5,000	33.3%
TOTAL NET BUDGET	\$1,627,523	\$1,706,630	\$1,875,500	\$1,904,500		\$29,000	1.5%

2020 Reports to 48th General Assembly
Administrative Committee

**Committee on Discipleship Ministries
Five Year Summary
for Proposed 2021 Budget**

	<u>2015</u> <u>Actual</u>	<u>2016</u> <u>Actual</u>	<u>2017</u> <u>Actual</u>	<u>2018</u> <u>Actual</u>	<u>2019</u> <u>Actual</u>
SUPPORT & REVENUE					
1 Contributions and Support	\$585,432	\$565,755	\$685,811	\$568,496	\$694,146
2 Other Revenues	\$799,529	\$1,171,356	\$869,482	\$1,043,924	\$1,052,659
TOTAL SUPPORT & REVENUE	\$1,384,962	\$1,737,111	\$1,555,293	\$1,612,420	\$1,746,806
OPERATING EXPENSES					
TRAINING					
3 Training and Certification	\$58,638	\$67,526	\$40,213	\$59,808	\$56,047
4 Women's Ministries	\$159,199	\$298,973	\$192,327	\$273,094	\$240,969
5 Men's Ministries	\$0	\$0	\$0	\$0	\$0
6 Youth Ministries	\$35,202	\$47,454	\$37,113	\$14,634	\$23,696
7 Children's Ministries	\$118,179	\$109,457	\$135,615	\$168,187	\$166,110
8 Seniors Ministries	\$0	\$0	\$0	\$4,142	\$0
RESOURCES					
9 Publications and Curriculum	\$129,139	\$103,181	\$81,416	\$95,528	\$72,805
10 PCA Bookstore	\$496,933	\$548,795	\$511,352	\$537,168	\$576,429
11 VBS Reachout Adventures	\$0	\$0	\$0	\$0	\$6,527
Total Programs	\$997,291	\$1,175,386	\$998,036	\$1,152,561	\$1,142,583
12 Management & General	\$192,061	\$195,191	\$195,316	\$214,045	\$216,927
13 Committee/Agency Services	\$153,598	\$152,708	\$168,249	\$158,364	\$158,275
14 CE Committee	\$14,826	\$17,068	\$16,678	\$13,220	\$15,361
15 Depreciation	\$5,297	\$5,214	\$7,070	\$9,507	\$11,209
16 Fund Raising	\$52,669	\$47,367	\$69,861	\$75,716	\$79,601
Total Management / Fund Raising	\$418,453	\$417,547	\$457,174	\$470,852	\$481,373
TOTAL OPERATING EXPENSES	\$1,415,744	\$1,592,934	\$1,455,210	\$1,623,413	\$1,623,956
Surplus/(Deficit) from Operations	(\$30,782)	\$144,178	\$100,084	(\$10,992)	\$122,849
LESS DEPRECIATION	(\$5,297)	(\$5,214)	(\$7,070)	(\$9,507)	(\$11,209)
TOTAL CASH OUTLAYS	\$1,410,446	\$1,587,720	\$1,448,140	\$1,613,905	\$1,612,748
OTHER CAPITAL ITEMS					
17 Capital Expenditures	\$5,000	\$5,198	\$19,421	\$6,834	\$14,775
TOTAL CAPITAL ITEMS	\$5,000	\$5,198	\$19,421	\$6,834	\$14,775
TOTAL NET EXPENSES	\$1,415,446	\$1,592,917	\$1,467,561	\$1,620,740	\$1,627,523

**MISSION TO NORTH AMERICA
PROPOSED BUDGET
2021**

I. Economic Considerations and General Ministry Factors

The Committee on Mission to North America (MNA) is a Permanent Committee of the Presbyterian Church in America (PCA), serving PCA churches and presbyteries under the nonprofit corporation of the PCA. Per Rules of Assembly Operations VI.6.2, “The affairs of the church involved in its extension in the United States and Canada are assigned to the Committee on Mission to North America.”

MNA accomplishes its mission through the following Ministries:

- African American Ministries
- Church Planter Development
- Church Planter Recruiting
- Parakaleo Church Planting Spouses Ministry
- Church Renewal
- Haitian American Ministries
- Hispanic American Ministries
- Korean Ministries
- Korean American Leadership Initiative (KALI)
- Leadership & Ministry Preparation (LAMP)
- Native American & First Nations Ministries
- Network of Portuguese Speaking Churches
- Chaplain Ministries
- MNA Disaster Response
- Engaging Disability
- English as a Second Language
- Metanoia Prison Ministries
- Ministry to State
- The PCA Unity Fund
- MNA SecondCareer
- MNA ShortTerm Missions
- Refugee and Immigrant Ministry
- Urban & Mercy Ministries

Ministry to Constituency: MNA provides publications and referrals for established PCA churches to equip them for participation in church planting and missional partnerships.

The PCA Five Million Fund (5MF): The purpose of the 5MF, managed by MNA, is to make loans to PCA organized and mission churches to help them obtain land or to build first buildings they could not afford by any other means.

Budget estimates, overall, are guided by several factors to include cost of living increase, current economic conditions, as well as past history of actual expenses over a three (3) to five (5) year period of time.

II. Major Changes in Budget

There are no major changes in the proposed 2021 budget.

III. Income Streams

MNA’s main income streams come through constituent donations, partnership share giving, and investment income.

IV. Major Ministry Not Implemented in the Past Year

All budgeted ministries were implemented in the past year.

V. Notes to Budget Line Items

Assumption for 2021 budget: MNA is submitting a 2021 proposed budget that is an increase of approximately 7% from the 2020 budget. Due to an increase in church planter project accounts and growth in permanent staff ministry development, we believe this is a realistic Total Expense Budget for 2021.

Per Capita Calculation: The 2021 Proposed *Total Expense Budget* of \$20,595,034 is adjusted down using the following formula:

2021 Proposed Total Expense Budget	\$ 20,551,382
2021 Proposed Church Planters/Missionaries Expense	(12,654,079)
Subtotal	7,897,303
2021 Budgeted investment income	(312,825)
2021 Budgeted conference revenue	(309,705)
Total Net Partnership Share Fund	\$ 7,274,773

2020 Reports to 48th General Assembly
Administrative Committee

The *per capita* calculation of the *Partnership Share Fund* will be \$7,274,773 divided by the number of PCA members. The MNA Ministry Ask figure will remain at \$26 for 2021.

An overall net increase of 3% in salaries and 5% in benefits is assumed. That is an aggregate of cost of living, merit increases, and health insurance costs.

The cost being charged by the Administrative Committee for office space remained the same at \$12 per square foot for the 2021 budget projection.

2020 Reports to 48th General Assembly
Administrative Committee

**Mission to North America
Proposed 2021 Budget**

	Total Program	Total Administration/ General	Total Fund Raising	Total	% of Total
Support and Revenue					
Contributions	\$ 17,670,418	\$ 1,633,647	\$ 624,788	\$ 19,928,852	97.0%
Investment	-	312,825	-	312,825	1.5%
Conference Revenues	309,705	-	-	309,705	1.5%
Total Support and Revenue	17,980,122	1,946,472	624,788	20,551,382	100%
Expenses					
Coordinator Salary & Housing	-	99,700	99,700	199,401	1.0%
Coordinator Benefits	-	24,760	24,760	49,520	0.2%
Salaries	2,313,844	681,636	242,384	3,237,864	15.8%
Benefits	164,353	260,191	81,211	505,755	2.5%
Projects/Direct Support	14,130,900	472,500	-	14,603,400	71.1%
Travel	437,657	89,790	147,727	675,174	3.3%
Telephone	-	-	-	-	0.0%
Postage	22,929	43,725	21,598	88,252	0.4%
Materials/Supplies	31,602	-	-	31,602	0.2%
Office Space	-	-	-	-	0.0%
Scholarship/Training	147,353	-	-	147,353	0.7%
Missionary Ministry Programming	8,500	-	-	8,500	0.0%
Ministry Development	473,483	88,130	-	561,613	2.7%
Ministry Publications	112,500	-	-	112,500	0.5%
Conferences/Meetings	72,199	-	-	72,199	0.4%
Insurance	-	-	-	-	0.0%
Equipment & Maintenance	-	-	7,407	7,407	0.0%
Consultants	1,800	-	-	1,800	0.0%
NAE Dues	1,500	4,268	-	5,768	0.0%
Audit/Legal Services	-	60,270	-	60,270	0.3%
General Assembly	53,000	75,000	-	128,000	0.6%
Committee Meeting	8,500	26,500	-	35,000	0.2%
Foundation	-	-	-	-	0.0%
Depreciation	-	35,000	-	35,000	0.2%
Capital Expenditures	-	20,000	-	20,000	0.1%
Depreciation	-	(35,000)	-	(35,000)	-0.2%
Total Expenses	17,980,121	1,946,472	624,788	20,551,382	100%
Net of Revenue over Expenses	\$ -	\$ -	\$ -	\$ -	-

2020 Reports to 48th General Assembly Administrative Committee

Mission to North America Budget Comparison Spreadsheet For Proposed 2021 Budget

	2019 Actual	2019 Budget	2020 Budget	Proposed 2021 Budget	% of Total	Change in Budget \$	%
Support and Revenues							
Individuals	\$ 1,193,553	\$ 432,352	\$ 714,778	\$ 1,000,517	4.87%	\$ 285,739	39.98%
Individuals - Designated for permanent staff	1,693,814	1,544,768	1,647,007	1,729,357	8.41%	82,350	5.00%
Individuals - Designated for church planters	8,284,164	7,125,293	7,623,165	8,049,323	39.17%	426,158	5.59%
Churches	1,382,471	1,781,438	1,870,510	1,920,384	9.34%	49,874	2.67%
Churches - Designated for permanent staff	1,631,031	1,619,180	1,750,139	1,837,646	8.94%	87,507	5.00%
Churches - Designated for church planters	3,707,425	4,289,521	4,342,753	4,604,756	22.41%	262,003	6.03%
Corporation/Foundation	867,060	388,899	663,303	786,869	3.83%	123,566	18.63%
Investment	281,432	206,500	226,500	312,825	1.52%	86,325	38.11%
Conference Revenues	290,547	209,482	294,957	309,705	1.51%	14,748	5.00%
Total Support and Revenues	19,331,496	17,597,434	19,133,112	20,551,382	100.00%	1,418,270	7.41%
Expenses							
Program							
Church Planters and Missionaries	11,991,589	11,414,814	11,965,918	12,654,079	61.57%	688,161	5.75%
Church Planting	1,702,991	2,105,504	1,847,647	1,907,618	9.28%	59,971	3.25%
Missional Partnerships	3,389,386	1,932,909	2,758,127	3,245,108	15.79%	486,980	17.66%
Ministry to Constituency	133,343	187,453	171,518	171,518	0.83%	-	0.00%
Five Million Fund	-	1,812	1,812	1,800	0.01%	(12)	-0.67%
Total Program	17,217,309	15,642,492	16,745,022	17,980,122	87.49%	1,235,101	7.38%
Support Services							
Administrative & General	1,745,320	1,332,844	1,732,092	1,824,972	8.88%	92,880	5.36%
General Assembly	96,863	65,000	70,000	75,000	0.36%	5,000	7.14%
Committee Meetings	21,303	21,058	26,500	26,500	0.13%	-	0.00%
Development	594,558	511,039	539,498	624,787	3.04%	85,289	15.81%
PCA Foundation	-	5,000	-	-	0.00%	-	0.00%
Total Support Services	2,458,045	1,934,942	2,368,090	2,551,259	12.41%	183,169	7.73%
Capital Expenditures	-	20,000	20,000	20,000	0.10%	-	0.00%
Depreciation Expense	31,071	35,000	35,000	35,000	0.17%	-	0.00%
Depreciation Expense	-	(35,000)	(35,000)	(35,000)	-	-	-
Total Expenses	19,706,425	17,597,434	19,133,112	20,551,382	100.00%	1,418,270	7.41%
Net Revenue	\$ (374,930)	\$ 0	\$ -	\$ -			
Additional Information:							
Coordinator Salary	\$ 172,600	\$ 187,954	\$ 193,593	\$ 199,401		5,808	3%
Coordinator Benefits	46,500	46,678	48,078	49,520		1,442	3%
Total	\$ 219,100	\$ 234,632	\$ 241,671	\$ 248,921		7,250	3%

2020 Reports to 48th General Assembly
Administrative Committee

**MISSION TO NORTH AMERICA
Five Year Financial History (Actual)**

	2015	2016	2017	2018	2019
Support/Revenues					
Individuals	\$ 8,562,900	\$ 13,765,347	\$ 9,827,194	\$ 9,949,917	\$ 11,171,531
Churches	5,493,741	5,661,195	7,529,625	7,032,848	6,720,926
Corporation/Foundation	1,966,359	901,128	1,062,920	883,428	867,060
Investment	49,928	(183,818)	290,720	182,329	281,432
Conference Revenues	223,666	329,704	286,605	266,714	290,547
Total Support and Revenues	16,296,594	20,473,556	18,997,064	18,315,236	19,331,496
Expenses					
Program					
Church Planting	11,184,555	11,337,818	12,748,099	12,679,182	13,694,580
Missional Partnerships	1,650,497	1,753,357	2,568,057	3,106,611	3,389,386
Ministry to Constituency	84,853	91,416	93,622	100,416	133,343
Five Million Fund (39,950)	-	-	-	-	-
Total Program	12,879,956	13,182,591	15,409,778	15,886,209	17,217,309
Support Services					
Administrative and General	978,558	1,750,914	1,370,671	1,550,797	1,745,320
General Assembly	30,867	45,970	44,563	68,920	96,863
Committee Meetings	9,286	19,711	21,181	25,597	21,303
Development	426,343	464,113	432,111	509,469	594,558
Total Support Services	1,445,054	2,280,707	1,868,526	2,154,783	2,458,045
Depreciation Expense	18,790	25,664	25,980	25,103	31,071
Total Expenses	14,343,800	15,488,963	17,304,285	18,066,095	19,706,425
Revenues Less Expenses	\$ 1,952,794	\$ 4,984,593	\$ 1,692,780	\$ 249,141	\$ (374,930)

NOTE regarding negative final outcomes: The deficit in any year is created by spending down the project and designated support accounts which had accumulated positive balances in previous years. Therefore, they indicate disbursement of actual cash rather than deficit spending.

MISSION TO THE WORLD PROPOSED CONSOLIDATED 2021 BUDGET

I. Economic Considerations and General Ministry Focus:

What a difference a year makes! As we headed toward 2019 the Fed was raising interest rates, corporate earnings were rising, the market was falling, and the trade war with China was being aggressively prosecuted. As we head into 2020 the situation has reversed course.

Markets finished off 2019 in a surprisingly strong fashion. Despite a continued slowdown in corporate earnings, the market moved higher throughout the 4th quarter capping off what was already a strong year with a stellar finish. The S&P 500 rose over 9% during the quarter to end the year up 31.49%, its best annual return since 2013. Smaller capitalization stocks also rallied in the 4th quarter with the Russell 2000 rising nearly 10% during the period. The Russell 2000 ended the year up 25.52%, slightly eclipsing the Dow's return of 25.34%.

International equities gained ground throughout the 4th quarter and narrowed the performance gap between major US indices and significant international bellwethers like the MSCI EAFE, which ended the year up 22% in dollar terms. International small cap securities fared even better with the MSCI EAFE Small Cap Index up nearly 12% in the 4th quarter and a stunning 25% for 2019. On the back of a modest decline in the US dollar, emerging market equities also rallied strongly in the 4th quarter by gaining nearly 12% and finishing the year up more than 18%.

Ultimately, virtually any equity market exposure was helpful during the 4th quarter of 2019; a theme which remained true throughout the year. The 4th quarter of 2019 proved to be better than many expected and capped off a year of performance which was as welcome as it was unexpected.

In summary the 4th quarter of 2019 was very positive, boosting diversified portfolio returns substantially. As we enter 2020, we are cautiously optimistic. Election years tend to be positive for equity markets, and the probability of a recession in the near future has waned. It appears that the market has limited upside potential, and consequently our more conservative positioning should allow us to participate in the probable continuation of this rally while at the same time providing some additional protection in the event of an unpleasant surprise.

II. Major Changes in Budget:

Changes in budget reflect an evaluation of current economic conditions and a desire to be good stewards of the resources God gives us through His people. The proposed budget should allow us to continue to give full support to our missionaries while helping them to advance the Kingdom.

In 2020, we will continue our efforts in the development of regional mobilization centers, including adding a new center – MTW Northeast. We plan to continually increase our engagement with national partners at a strategic level and emphasize partnerships with PCA churches and other agencies to advance church planting around the world. We will seek to open new ministries with an emphasis on church planting, mercy ministry, and business as missions.

In 2019, we experienced a decrease of 15 long-term missionaries over 2018, and a decrease of 3 two-year missionaries. We also experienced a decrease in interns and a decrease in one-to-three-week trip participants. Our 2020 budget anticipates that we will experience an increase in long-term and two-year missionaries.

Ministry Personnel Plans	2017	2018	2019	2020 Plan	2021 Plan
Long-term Missionaries	636	630	615	665	680
Two-year Missionaries	84	66	63	75	80
Intern Missionaries	89	98	86	90	95
Volunteers	2,694	2,279	1,646	2,000	2000

Development efforts of the Partner Relations Department will continue to focus on raising endowment funds and increasing planned giving that will supplement the administrative fee for long-term missionaries and provide funding for the Partner Relations Department’s strategic initiatives.

We are excited to the response by the churches to our 1% campaign to raise up the next generation of missionaries. Our Mobilization team continues to strengthen MTW’s relationships with local churches, presbyteries and seminaries/universities by providing helpful resources and promoting mission opportunities. In 2019, a new missions initiative named Path 270 was launched giving an internship opportunity to young people between the ages of 20-25. Two interns are currently completing their final rotation and recruitment efforts are underway for 2020 intern candidates.

We have successfully completed our first year on our new integrated software system. Additionally, a new intranet, Circle, was implemented in order to enhance the communication within the organization. Plans for information technology in 2020 includes the building of a new integration between our finance software, Workday, and donor management system, Virtuous, which will resolve system issues we are currently experiencing. Lastly, we will complete the final phase of a new budgeting and financial reporting tool, Adaptive Insights.

III. Income Streams:

Projections have been made regarding the number of missionaries, office personnel, annual income and annual expenses. In making these projections, the following assumptions have been used:

We anticipate that continued efforts to recruit missionaries in 2020 would show additional results during 2021, amplified by the efforts of the regional mobilization centers. MTW continues to focus on its goal of mobilizing churches to send out at least 1% of their adult members for world missions.

Income projections have assumed a gradual increase reflecting an increase in donor giving and investments. We have projected the support requirements of missionaries, adjusted the numbers for inflation, and balanced this with future income and growth projections. For expense projections, we analyzed the historic trends and adjusted operating expenses accordingly.

Missionary support accounts with deficit balances increased slightly in 2019; however our Resource Team has worked closely with each missionary account in deficit or trending toward deficit to address their on-going support needs.

Partnership share giving for the home office indicated a slight decrease in 2019 and is projected to hold steady in the coming year.

Project and team income are calculated by reviewing active and planned special projects. There was a decrease in project and team income in 2019 but we expect an increase in 2020. Our Ambassadors program continues to provide major funding for new fields, church planting, training nationals, and mercy ministry.

Investment income projections assume a modest growth for 2020. We do not plan to increase distributions from the cash management growth to the General Fund.

Decreased medical claims in 2019 have led to an increase in the Medical Fund bringing the reserve to \$6.3 million. As a result, we were able to reduce in 2020 the monthly health insurance premium by 5% for missionaries and office staff. In addition, we are in the process of reviewing additional preventive care benefits.

IV. Major Ministry Not Implemented in the Past Year

All major ministry items were implemented.

V. Notes to Budget

The following three tables show the consolidated income and expense budget proposed for 2021. The first table shows the 2021 budget broken down into major components. The second table presents a historical perspective showing 2019 and 2020 budgets approved at General Assembly, 2019 information, and the changes in budget from 2020 to 2021. The third table shows a five-year history of income and expenses.

In addition to the income and expense budget, the capital expense budget is requested in the amount of \$405,000 for computer hardware, new software application, building improvements, and contract labor for technical support of the new software application.

2020 Reports to 48th General Assembly
Administrative Committee

MISSION TO THE WORLD						
PROPOSED 2021 BUDGET						
Consolidated Budget	Ministry			Designated		% of
Functional Analysis	Program	Administration	Fundraising	Programs	Total	Total
Income						
Missionary Contributions	44,294,210				44,294,210	65.2%
Project/Team Contributions	7,482,005				7,482,005	11.0%
Unrestricted Contributions		2,335,665			2,335,665	3.4%
Medical Fund Income				58,800	58,800	0.1%
Endowment Income				4,810,000	4,810,000	7.1%
Investment Income				6,500,320	6,500,320	9.6%
Other Income	2,425,865	20,740			2,446,605	3.6%
Total Income	54,202,080	2,356,405	-	11,369,120	67,927,605	100.0%
Transfers						
	(8,711,780)	6,915,150	-	1,796,630	-	
Total Income & Transfers	45,490,300	9,271,555	-	13,165,750	67,927,605	
Expenses						
Staff Personnel Costs		6,247,700	543,280		6,790,980	10.8%
Facilities & Vehicles		221,600	19,270		240,870	0.4%
Marketing		158,240	13,760		172,000	0.3%
Fees & Permits		82,630	7,190	10,800	100,620	0.2%
Insurance		93,690	8,150		101,840	0.2%
Professional Services		588,750	51,200	262,790	902,740	1.4%
Financial Expenses		3,815		9,985	13,800	0.0%
Information Technology		471,080	40,965	144,005	656,050	1.0%
Distributions		2,190		16,110	18,300	0.0%
Ministry Expenses		16,945	1,475		18,420	0.0%
Office Expenses		28,615	2,500	765	31,880	0.1%
Hospitality Meals		100,325	8,725		109,050	0.2%
Gifts & Awards		42,250	3,675	915	46,840	0.1%
Postage & Delivery		82,140	7,145	1,410	90,695	0.1%
Conferences		57,915	47,385		105,300	0.2%
Travel Expenses		404,930	331,310		736,240	1.2%
Project & Team Expenses	10,986,935		-		10,986,935	17.4%
Missionary Personnel Costs	27,171,330		1,430,070		28,601,400	45.4%
Missionary Operating Expenses	5,469,920		287,895		5,757,815	9.1%
Endowment/Investment Expenses				1,795,510	1,795,510	2.8%
Medical Claims & Expenses				4,970,000	4,970,000	7.9%
Depreciation				800,000	800,000	1.3%
Total Expenses	43,628,185	8,602,815	2,803,995	8,012,290	63,047,285	100.0%
Consolidated Excess or Deficit	1,862,115	668,740	(2,803,995)	5,153,460	4,880,320	

2020 Reports to 48th General Assembly
Administrative Committee

MISSION TO THE WORLD							
PROPOSED 2021 BUDGET COMPARISON							
Consolidated Budget Comparison	2019	2019 GA	2020 GA	2021 GA	Budget	2020 to 2021	
	Unaudited Actual	Approved Budget	Modified Budget	Proposed Budget	Total %	Change in \$	Budget %
Income							
Missionary Contributions	42,995,743	43,997,000	43,855,650	44,294,210	65.2%	438,560	1.00%
Project/Field Contributions	7,149,899	9,081,220	7,335,295	7,482,005	11.0%	146,710	2.00%
Unrestricted Contributions	2,511,011	1,900,000	2,278,695	2,335,665	3.4%	56,970	2.50%
Medical Fund Income	40,036	225,000	42,000	58,800	0.1%	16,800	40.00%
Endowment Income	8,881,092	2,360,000	4,462,365	4,810,000	7.1%	347,635	7.79%
Investment Income	11,896,081	5,337,500	5,865,690	6,500,320	9.6%	634,630	10.82%
Other Income	2,389,402	2,109,985	2,422,380	2,446,605	3.6%	24,225	1.00%
Total Income	75,863,264	65,010,705	66,262,075	67,927,605	100.0%	1,665,530	2.51%
Expenses							
Staff/Personnel Costs	6,066,289	6,231,049	6,661,086	6,790,980	10.8%	129,894	1.95%
Facilities & Vehicles	244,477	231,130	257,621	240,870	0.4%	(16,751)	-6.50%
Marketing	169,992	147,394	170,295	172,000	0.3%	1,705	1.00%
Fees & Permits	97,173	102,443	99,621	100,620	0.2%	999	1.00%
Insurance	115,856	134,778	96,990	101,840	0.2%	4,850	5.00%
Professional Services	884,606	785,546	893,800	902,740	1.4%	8,940	1.00%
Financial Expenses	13,730	8,764	13,662	13,800	0.0%	138	1.01%
Information Technology	419,906	616,904	653,768	656,050	1.0%	2,282	0.35%
Distributions	36,750	15,150	11,800	18,300	0.0%	6,500	55.08%
Ministry Expenses	19,283	13,689	18,236	18,420	0.0%	184	1.01%
Office Expenses	24,666	26,630	31,563	31,880	0.1%	317	1.00%
Hospitality Meals	103,355	88,184	114,794	109,050	0.2%	(5,744)	-5.00%
Gifts & Awards	51,797	101,787	45,922	46,840	0.1%	918	2.00%
Postage & Delivery	74,647	37,575	89,797	90,695	0.1%	898	1.00%
Conferences	190,458	63,934	183,446	105,300	0.2%	(78,146)	-42.60%
Travel Expenses	524,929	695,403	728,946	736,240	1.2%	7,294	1.00%
Project & Team Expenses	10,731,844	11,610,295	10,878,149	10,986,935	17.4%	108,786	1.00%
Missionary Personnel Costs	27,505,515	28,076,540	28,040,590	28,601,400	45.4%	560,810	2.00%
Missionary Operating Expenses	5,584,832	5,831,930	5,729,165	5,757,815	9.1%	28,650	0.50%
Endowment/Investment Expenses	2,268,120	2,245,100	1,760,300	1,795,510	2.8%	35,210	2.00%
Medical Claims & Expenses	4,771,759	5,238,406	4,923,224	4,970,000	7.9%	46,776	0.95%
Depreciation	766,926	740,000	840,000	800,000	1.3%	(40,000)	-4.76%
Total Expenses	60,666,910	63,042,631	62,242,775	63,047,285	100.0%	804,510	1.29%
Consolidated Excess or Deficit	15,196,354	1,968,074	4,019,300	4,880,320			
Coordinator's 2020 Salary is \$135,981, housing is \$42,000 and benefits at \$34,573.							
Coordinator's 2021 Salary is projected to be \$141,320, housing is \$42,000 and benefits at \$34,807.							
Note: The 2019 actuals are pre-audit figures as the external audit is not complete.							

2020 Reports to 48th General Assembly
Administrative Committee

MISSION TO THE WORLD					
PROPOSED 2021 BUDGET - FIVE YEAR ACTUAL HISTORICAL DATA					
	Audited	Audited	Audited	Audited	Unaudited
	2015	2016	2017	2018	2019
Income					
Missionary Contributions	40,560,621	41,029,133	42,251,869	42,691,870	42,995,743
Project/Field Contributions	10,554,124	9,549,195	8,773,593	8,978,385	7,149,899
Unrestricted Contributions	1,313,142	1,212,935	1,630,454	2,045,033	2,511,011
Medical Fund Income	297,814	434,386	403,626	209,280	40,036
Endowment Income	8,879,976	2,828,385	4,822,810	(211,884)	8,881,092
Investment Income	5,333,245	6,648,308	8,954,586	828,106	11,896,081
Other Income	1,391,285	1,363,766	1,742,426	2,450,940	2,389,402
Total Income	68,330,207	63,066,108	68,579,364	56,991,730	75,863,264
Expenses					
Staff Personnel Costs	5,437,119	5,388,183	5,053,098	5,622,082	6,066,289
Facilities & Vehicles	196,374	174,353	209,890	197,617	244,477
Marketing	191,598	95,473	150,125	161,684	169,992
Fees & Permits	90,408	96,816	118,930	117,529	97,173
Insurance	164,181	147,127	95,156	118,733	115,856
Professional Services	213,167	228,012	485,009	547,279	884,606
Financial Expenses	39,675	196,287	357,465	429,114	13,730
Information Technology	172,322	273,122	625,069	517,298	419,906
Distributions	17,006	121,040	16,802	18,070	36,750
Ministry Expenses	4,869	8,883	28,478	17,121	19,283
Office Expenses	22,233	27,080	43,848	20,940	24,666
Hospitality Meals	46,847	66,617	61,864	110,267	103,355
Gifts & Awards	1,439	28,679	25,151	30,812	51,797
Postage & Delivery	54,015	119,018	117,102	80,719	74,647
Cost of Sales and GIK	19,398	-	-	-	-
Conferences	139,830	114,383	142,667	47,411	190,458
Travel Expenses	412,761	518,426	997,391	454,136	524,929
Project & Team Expenses	10,769,657	11,960,976	11,149,580	12,776,998	10,731,844
Missionary Personnel Costs	24,083,824	24,058,911	25,986,692	27,092,818	27,505,515
Missionary Operating Expenses	4,662,038	5,045,377	6,407,314	5,360,455	5,584,832
Endowment/Investment Expenses	3,183,906	1,532,700	1,701,419	1,632,480	2,268,120
Medical Claims & Expenses	4,023,261	5,903,639	5,105,436	5,344,400	4,771,759
Depreciation	524,378	483,358	486,145	489,209	766,926
Total Expenses	54,470,305	56,588,460	59,364,631	61,187,172	60,666,910
Consolidated Excess or Deficit	13,859,902	6,477,648	9,214,733	(4,195,442)	15,196,354
Coordinator's 2020 Salary is \$135,981, housing is \$42,000 and benefits at \$34,573.					
Coordinator's 2021 Salary is projected to be \$141,320, housing is \$42,000 and benefits at \$34,807.					
Note 1: The 2015 actuals include a \$7.8 million endowment contribution.					
Note 2: The 2019 actuals are pre-audit figures as the external audit is not complete.					

2020 Reports to 48th General Assembly
Administrative Committee

PROPOSED 2021 GA BUDGET – CAPITAL EXPENDITURES

<u>Description of Expenditure :</u>	GA Approved 2020 Capital Budget	GA Proposed 2021 Capital Budget
Computer Hardware	\$25,000	\$25,000
New Application Software	90,000	100,000
Furniture and Building Improvements	25,000	50,000
Contract Labor – New Application Software	60,000	230,000
Total Capital Budget	\$200,000	\$405,000

**REFORMED UNIVERSITY FELLOWSHIP
PROPOSED BUDGET
2021**

The RUF Mission:

Reformed University Fellowship has the goal of building the church now and for the future by reaching students for Christ and equipping students to serve.

I. Economic Considerations and General Ministry Factors

- ◆ This budget reflects our continuing growth as we develop new RUF works on campuses nationwide. For 2021, we project to have over 180 campus ministries worldwide.
- ◆ The proposed 2021 budget for the entire ministry is \$51,897,226.
- ◆ There is a net increase in ministry expenses of 6% from the 2020 modified budget. See below for explanation on budget changes.
- ◆ The total number of full-time equivalent staff budgeted for 2021 is 465, an increase of 25 from the 2020 budget.
- ◆ An overall net increase of 7% for salaries and related adjustments to benefits is assumed for all existing staff positions. That includes aggregate of cost of living, merit and benefit adjustments.

II. Major Changes in Budget

- ◆ In 2019, RUF realized that RUF's reporting and proposed GA budget numbers needed to be presented differently in order to come in line with other PCA agencies.
- ◆ Historically, RUF's reports included a portion of overall expenses - the Core Ministry Fund, Intern/Campus Staff and Ministry at Large (property, equipment, crisis relief fund, scholarships, expansion funds, conferences, mission projects and health insurance fund).
- ◆ The 2021 budget now includes all ministry expenses.
- ◆ The 2021 budget report also includes a modified 2020 budget that is a full ministry budget and not a portion of ministry expenses.

III. Income Streams

- ◆ Income for the 2021 budget is projected to come from contributions (89%), medical *fund* (7%), *conference revenues* (3%) and *other revenue* (1%).

IV. Major Ministry Items Not Implemented

- ◆ No major initiatives planned for 2021.

V. Notes to Budget Line Items

- ◆ The major areas of increase are for: 1) Personnel at 7%. All other categories are projected at a moderate 5%.

2020 Reports to 48th General Assembly
Administrative Committee

REFORMED UNIVERSITY FELLOWSHIP						
PROPOSED 2021 BUDGET						
	Ministry Program	Administration	Fundraising	Designated	Total	% of Total
Income						
Ministry Contributions	45,573,050	0	0	0	45,573,050	84%
Unrestricted Contributions	0	2,400,000	0	0	2,400,000	4%
Interest Income	0	0	0	650,000	650,000	1%
Gain/Loss on Disposal of Assets	0	(2,500)	0	0	(2,500)	0.0%
Medical Fund Income	0	0	0	3,883,396	3,883,396	7%
Conferences	1,385,000	0	0	0	1,385,000	3%
Other Revenue	71,000	29,000	0	0	100,000	0.2%
Total Income	47,029,050	2,426,500	0	4,533,396	53,988,946	100%
Expenses						
Personnel	31,007,710	4,628,465	723,235	0	36,359,410	70%
Audit/Bank and Payroll Fees	426,021	137,774	0	0	563,795	1%
Denominational Costs	121,535	46,465	0	0	168,000	0.3%
Committee Expense	1,315,000	50,000	0	0	1,365,000	3%
Conferences	1,360,000	5,000	0	0	1,365,000	3%
Depreciation	0	75,600	0	0	75,600	0.0%
Fundraising	481,135	0	253,865	0	735,000	1%
Honorarium	105,000	0	0	0	105,000	0.2%
Insurance-Liability	17,000	88,000	0	0	105,000	0.2%
Marketing	42,000	0	0	0	42,000	0.1%
Ministry Relations	865,500	132,000	0	0	997,500	2%
Misc	183,750	0	0	0	183,750	0.4%
Ministry Support	262,500	0	0	0	262,500	1%
Professional/Personal Development	278,750	10,000	0	0	288,750	1%
Programming	1,575,000	0	0	0	1,575,000	3%
Facilities	944,000	316,000	0	0	1,260,000	2%
Service Contracts	391,500	81,000	0	0	472,500	1%
Travel	289,500	498,000	0	0	787,500	2%
Recruitment/Assessment/Training	1,140,500	119,500	0	0	1,260,000	2%
Medical Claims & Expenses	0	0	0	3,883,396	3,883,396	7%
Total Expenses	40,806,401	6,187,804	977,100	3,883,396	51,854,700	100%
Consolidated Surplus or Deficit	6,222,649	(3,761,304)	(977,100)	650,000		
Coordinator's 2020 Salary is \$206,000 and benefits are \$53,720.						
Coordinator's 2021 Salary is projected to be \$212,180 and benefits are \$54,462.						
Note: The 2019 actuals are pre-audit figures as the external audit is not complete.						

2020 Reports to 48th General Assembly
Administrative Committee

REFORMED UNIVERSITY FELLOWSHIP						
BUDGET COMPARISON STATEMENT						
FOR PROPOSED 2021 BUDGET						
	2019	2020	2021 GA	Budget		
Consolidated	Unaudited	Modified	Proposed	% of	2020 to 2021	2020 to 2021
Budget Comparison	Actual	Budget	Budget	Total	Change in \$	Change in %
Income						
Contributions	42,304,277	45,688,619	47,973,050	89%	2,284,431	5%
Interest Income	2,059,320	650,000	650,000	1%	0	0%
Gain/Loss on Disposal of Assets	(2,426)	(2,500)	(2,500)	0.0%	0	0%
Medical Fund Income	3,522,355	3,698,472	3,883,396	7%	184,924	5%
Conferences	1,285,399	1,385,000	1,385,000	3%	0	0%
Other Revenue	101,295	100,000	100,000	0.2%	0	0%
Total Income	49,270,219	51,519,592	53,988,946	100%	2,469,355	5%
Expenses						
Personnel	30,375,446.63	34,628,009	36,359,410	70%	1,731,400	5%
Audit/Bank and Payroll Fees	511,378.79	536,948	563,795	1%	26,847	5%
Denominational Costs	140,419.14	160,000	168,000	0.3%	8,000	5%
Committee Expense	1,219,166.46	1,300,000	1,365,000	3%	65,000	5%
Conferences	1,239,203.64	1,300,000	1,365,000	3%	65,000	5%
Depreciation	71,987.47	72,000	75,600	0.1%	3,600	5%
Fundraising	637,213.87	700,000	735,000	1%	35,000	5%
Honorarium	78,669.15	100,000	105,000	0.2%	5,000	5%
Insurance-Liability	82,957.84	100,000	105,000	0.2%	5,000	5%
Marketing	34,645.61	40,000	42,000	0.1%	2,000	5%
Ministry Relations	871,755.07	950,000	997,500	2%	47,500	5%
Misc	159,736.98	175,000	183,750	0.4%	8,750	5%
Ministry Support	236,182.62	250,000	262,500	1%	12,500	5%
Professional/Personal Development	255,857.16	275,000	288,750	1%	13,750	5%
Programming	1,368,302.58	1,500,000	1,575,000	3%	75,000	5%
Facilities	1,106,179.31	1,200,000	1,260,000	2%	60,000	5%
Service Contracts	416,411.11	450,000	472,500	1%	22,500	5%
Travel	729,789.73	750,000	787,500	2%	37,500	5%
Recruitment/Assessment/Training	1,164,502.25	1,200,000	1,260,000	2%	60,000	5%
Medical Claims & Expenses	3,536,857.24	3,698,472	3,883,396	7%	184,924	5%
Total Expenses	44,236,662.59	49,385,429	51,854,700	100%	2,469,271	5%
Consolidated Surplus or Deficit	5,033,557	2,134,163	2,134,246			
Coordinator's 2020 Salary is \$206,000 and benefits are \$53,720.						
Coordinator's 2021 Salary is projected to be \$212,180 and benefits are \$54,462.						
Note: The 2019 actuals are pre-audit figures as the external audit is not complete.						

2020 Reports to 48th General Assembly
Administrative Committee

REFORMED UNIVERSITY FELLOWSHIP					
FIVE YEAR COMPARISON STATEMENT					
FOR PROPOSED 2021 BUDGET					
	2015 Actual	2016 Actual	2017 Actual	2018 Actual	2019 Actual
Income					
Contributions	26,794,804	29,426,781	33,290,150	38,347,042	42,304,277
Interest Income	(27,454)	440,500	1,106,545	(497,553)	2,059,320
Gain/Loss on Disposal of Assets	(1,329)	197,564	(1,286)	(25,853)	(2,426)
Medical Fund Income	183,709	224,653	249,104	3,199,561	3,522,355
Conferences	854,901	868,365	988,379	1,026,496	1,285,399
Other Revenue	55,400	87,401	64,561	84,751	101,295
Total Income	27,860,031	31,245,264	35,697,453	42,134,444	49,270,219
Expenses					
Personnel	20,423,785	22,554,393	25,533,239	28,373,554	30,375,447
Audit/Bank and Payroll Fees	293,425	331,455	372,263	459,968	511,379
Denominational Costs	93,282	102,840	102,280	111,552	140,419
Committee Expense	791,940	937,312	962,487	1,303,632	1,219,166
Conferences	631,171	663,626	888,138	926,038	1,239,204
Depreciation	98,087	67,738	90,035	87,553	71,987
Fundraising	469,036	522,663	548,156	595,002	637,214
Honorarium	26,741	48,119	48,336	138,416	78,669
Insurance-Liability	32,663	31,431	36,969	69,609	82,958
Marketing	19,838	15,070	39,634	19,451	34,646
Ministry Relations	584,852	688,037	762,867	856,022	871,755
Misc	117,841	109,886	128,055	272,135	159,737
Ministry Support	12,074	4,887	5,573	36,556	236,183
Professional/Personal	183,267	176,675	248,700	246,539	255,857
Programming	762,167	800,438	993,049	1,374,126	1,368,303
Facilities	681,929	720,091	851,817	1,045,201	1,106,179
Service Contracts	158,224	117,909	402,112	364,541	416,411
Travel	660,628	637,265	725,234	814,341	729,790
Recruitment/Assessment/Training	717,509	711,366	835,032	1,010,991	1,164,502
Medical Claims & Expenses	188,675	200,551	206,684	3,384,078	3,536,857
Total Expenses	26,947,135	29,441,751	33,780,660	41,489,305	44,236,663

**COVENANT COLLEGE
PROPOSED BUDGET
FISCAL YEAR ENDING JUNE 30, 2021**

I. Economic Considerations and General Ministry Factors

Covenant College operates as an institution of higher education in an increasing difficult and competitive market. Since the College is largely dependent on tuition for its revenues, attracting qualified students is essential to sustainable operations. In recent years, the cost of higher education has come under increased scrutiny, and changing enrollment and demographic patterns have created challenges for many institutions, including Covenant College.

Specifically, the student higher education student population overall has declined and competition for students continues to intensify. In a competitive market, net tuition revenue remains challenged. For the fiscal year ending June 30, 2021 (FY21) we are projecting a decrease in net tuition. To address these challenges the college, under the board's direction, has undertaken a campaign to raise funds for the endowment. This budget presentation does not factor in the impact of that campaign as results are as yet undetermined. The board has also directed the investment of funds into concentrated admissions marketing efforts. These investments in marketing, while having an initial negative impact on the budget, will yield results in future years as we better present the opportunity a Christian college education rooted in biblical truth is for prospective students. While the college continues to carefully steward and allocate resources to maximize mission impact, the effect of these investments is a projected deficit budget for the FY21 fiscal year. We are able to do so because the college operates with no long-term debt.

During these challenging times, Covenant College remains faithful to its missional standards. Its professors subscribe to the Westminster Standards and faithfully embrace work in their scholarly disciplines. The entire college community, including the support staff, the residence life, the chapel program, as well as the academic program, embodies a commitment to the preeminence of Jesus Christ in all things. In addition, this missional faithfulness leads to seriousness about academic endeavors and a commitment to a rigorous program of study for every student. The College is passionate about Jesus, about learning, and about students. This faithfulness attracts dedicated and gifted students.

The cost of a college education continues to be a significant concern for families. The pricing structure of higher education is confusing and creates challenges during the admissions process. Typically there is a significant difference between the “sticker price” and the final bill that a student receives each semester. Students who complete the admissions process generally find an affordable net cost. Financial aid is awarded to nearly every student. In FY21 we anticipate awarding over \$16 million in financial aid. A student can estimate the cost of attendance by visiting the “net price calculator” on the college website. We encourage anyone interested in the affordability of a Covenant College education to visit our website at affordability.covenant.edu.

II. Major Changes in Budget

Covenant College is committed to sound financial planning and good stewardship of its resources. The attached budget proposes a 2.9% increase in tuition and room and board fees for the coming year. These increases, along with the budgetary adjustments, allow the College to maintain its low student-to-faculty ratio of 14:1 and to provide high quality residential programs.

The proposed budget does not provide for any significant changes in programs or program spending but does incorporate aggressive marketing spending to enhance admission efforts in the coming year.

The budget that is presented to the General Assembly includes \$3.5 million in depreciation, which is a non-cash expense, distributed across all expense areas. This accounting practice makes financial statement presentation somewhat challenging. While the college is committed to living within its means, in the coming fiscal year our investments in the future lead us to plan for a deficit in the current year. This deficit will be funded from free cash flow and by drawing upon surplus funds realized in previous fiscal years.

III. Income Streams

Tuition and fees charged to students, gifts from donors (individuals and churches), fees for services, and gains from investing the college and foundation endowment constitute the four primary streams of income for the College.

The majority of College costs are paid by the students and their families, who are the direct beneficiaries. The College works with each family in an

attempt to find an affordable path to attendance. The attraction and retention of students is essential to the financial health of the College and our retention rates remain above industry norms.

Unrestricted gifts from churches and individuals make up \$2.4 million dollars of the operating budget. Churches historically have given about \$1 million of that amount each year. Churches that participate in the Church Scholarship Promise program are able to realize an additional scholarship benefit for their students.

The College provides other services for fees as well. Offering housing in its residential rental properties, operating the college bookstore, and delivering conference services provide for a modest income stream that nets about \$400,000 each year.

Finally, the combined endowment of the College and the Covenant College Foundation provide modest resources directly to the annual operating budget of the College. In the prior fiscal year, approximately \$2 million came from these investments.

IV. Major Ministry Not Implemented in the Past Year

There were no major ministry items not implemented in the last year.

V. Notes to Budget “line items”

Accounting Format & Other Notes

The College uses the NACUBO (National Association of College and University Business Officers) definitions of revenue and expense categories. This insures that the College will be able to directly compare various ratios with other colleges and assess our effectiveness in accordance with our assessment systems. While the categories do not exactly parallel the definitions used by the Accounting and Financial Reporting Guide for Christian Ministries, there is some similarity. NACUBO categories including Instructional, Academic Support, Library, Student Services, Public Service and Student Aid could be broadly considered "Program Services." Maintenance of Plant, Institutional Support and Fund Raising could be considered "Supporting Activities."

2020 Reports to 48th General Assembly
Administrative Committee

Covenant College
Proposed Budget for FYE June 30, 2021

Revenues:

Net tuition & fees	\$ 15,821,793
Auxiliary services	7,323,404
Gifts	2,400,000
Independent operations	1,382,420
Endowment spending	379,820
Other income	<u>784,781</u>
Total Revenues	\$ 28,092,218

Expenses:

Instruction	\$ 9,184,556
Academic Support	992,979
Student Services	6,851,527
Institutional Support	3,627,131
Library	856,486
Public Service	182,611
Auxiliary Services	5,381,385
Independent Operations	2,328,962
Fundraising	<u>1,888,463</u>
Total Expenses	\$ 31,294,100

Change in Net Assets	\$ (3,201,882)
Add back non-cash depreciation	3,457,035
FY21 CapEx Budget	(1,175,785)
Adjusted Change in Net Assets	\$ (920,632)

**2020 Reports to 48th General Assembly
Administrative Committee**

**Covenant College
Three Year Comparison**

	FYE 06/30/21 PROPOSED	FYE 06/30/20 BUDGET	FYE 06/30/19 ACTUAL
Revenues:			
Net tuition & fees	\$ 15,821,793	\$ 16,108,078	\$ 15,379,236
Auxiliary services	7,323,404	7,318,417	7,468,901
Gifts	2,400,000	2,450,000	3,305,375
Independent operations	1,382,420	1,258,229	1,484,220
Endowment spending	379,820	282,922	27,438
Other income	784,781	530,623	2,253,604
Net assets released from restrictions	-	-	4,774,350
Total Revenues	\$ 28,092,218	\$ 27,948,269	\$ 34,693,124
Expenses:			
Instruction	\$ 9,184,556	\$ 9,207,110	\$ 9,391,177
Academic Support	992,979	945,070	1,180,720
Student Services	6,851,527	6,435,626	6,480,925
Institutional Support	3,627,131	3,237,956	3,792,960
Library	856,486	842,207	855,433
Public Service	182,611	183,417	181,845
Auxiliary Services	5,381,385	5,488,199	4,891,535
Independent Operations	2,328,962	2,225,821	2,711,168
Fundraising	1,888,463	1,722,498	2,104,962
Total Expenses	\$ 31,294,100	\$ 30,287,904	\$ 31,590,725
Change in Net Assets from Operations	\$ (3,201,882)	\$ (2,339,635)	\$ 3,102,399
Add back non-cash depreciation	\$ 3,457,035	\$ 3,477,652	
FY19 CapEx Budget	\$ (1,175,785)	\$ (1,134,000)	
Adjusted Change in Net Assets	\$ (920,632)	\$ 4,017	

**2020 Reports to 48th General Assembly
Administrative Committee**

Covenant College					
Five Year Budget Comparison					
	FYE 06/30/20 PROPOSED	FYE 06/30/19 BUDGET	FYE 06/30/18 ACTUAL	FYE 06/30/17 ACTUAL	FYE 06/30/16 ACTUAL
Revenues:					
Net tuition & fees	\$ 15,821,793	\$ 16,108,078	\$ 15,379,236	\$ 15,615,201	\$ 16,358,655
Auxiliary services	7,323,404	7,318,417	7,468,901	7,130,264	6,640,373
Gifts	2,400,000	2,450,000	3,305,375	1,834,980	1,583,000
Independent operations	1,382,420	1,258,229	1,484,220	1,198,326	749,619
Endowment spending	379,820	282,922	27,438	172,995	178,424
Other income	784,781	530,623	2,253,604	1,704,215	1,273,219
Net assets released from restrictions	-	-	4,774,350	4,027,535	3,121,251
Total Revenues	\$ 28,092,218	\$ 27,948,269	\$ 34,693,124	\$ 31,683,516	\$ 29,904,541
Expenses:					
Instruction	\$ 9,184,556	\$ 9,207,110	\$ 9,391,177	\$ 10,629,668	\$ 10,215,425
Academic Support	992,979	945,070	1,180,720	1,028,982	1,007,624
Student Services	6,851,527	6,435,626	6,480,925	6,069,385	5,683,138
Institutional Support	3,627,131	3,237,956	3,792,960	3,960,763	3,639,521
Library	856,486	842,207	855,433	948,100	981,098
Public Service	182,611	183,417	181,845	249,895	224,477
Auxiliary Services	5,381,385	5,488,199	4,891,535	4,004,129	4,008,753
Independent Operations	2,328,962	2,225,821	2,711,168	1,741,834	1,473,795
Fundraising	1,888,463	1,722,498	2,104,962	1,567,367	1,344,799
Total Expenses	\$ 31,294,100	\$ 30,287,904	\$ 31,590,725	\$ 30,200,123	\$ 28,578,630
Change in Net Assets from Operations	\$ (3,201,882)	\$ (2,339,635)	\$ 3,102,399	\$ 1,483,393	\$ 1,325,911
Add back non-cash depreciation	\$ 3,457,035	\$ 3,477,652			
FY19 CapEx Budget	\$ (1,175,785)	\$ (1,134,000)			
Adjusted Change in Net Assets	\$ (920,632)	\$ 4,017			

**COVENANT THEOLOGICAL SEMINARY
PROPOSED BUDGET
2020-2021**

Economic Considerations and General Ministry Factors

- a. **Ministry Impact:** Covenant Theological Seminary's more than 3,000 alumni serve in all 50 states and 40 other countries. People all over the world continue to download Covenant's free online materials.
- b. **Budget Summary:** FY21 operating budget of \$9,020,986 in net revenues and \$9,020,660 in net cash expenses results in a net cash basis income of \$326. (This does not include depreciation or results of endowment gains or losses). The budget also includes distributions of \$300,000 of quasi endowment which is anticipated from the sale of the adjoining property. Quasi endowment funds of \$50,000 are budgeted to be used for the costs incurred during the current presidential search. With these sources and use of quasi endowment funds, the adjusted net income before depreciation is \$250,326. The net revenue of \$9,020,986 reflects an increase of \$224,878 compared to FY20 budget of \$8,796,108. The most significant element of this increase is approximately \$175,000 in increased net tuition from a planned increase in credit hours sold (from 8,468 in FY20 to 8,800 in FY21). The endowment draw is also increased by \$69,000 based on a 5% draw. The FY21 budgeted net expenses of \$9,020,660 reflect an increase of \$224,940 compared to original budgeted expenses for FY20 of \$8,795,720. The increase reflects the following individually significant items: an overall 2% cost of living increase for all staff (\$100,000), as well as additional staffing in key selected areas of instruction and administrative staffing.
- c. **Credit Hours Taken:** At 8,800 credit hours taken, the Seminary is projecting an increase of 332 in FY21 from budgeted hours of 8,468 from FY20. This is based on anticipated increase in the on-line courses. The current year forecast appears solid.
- d. **Tuition Costs:** Tuition rates remain at \$525 per credit hour for MDiv and MA. The total costs for the MDiv program remain at the median of Covenant's theological peer seminaries and in the mid-range for aspirational peer seminaries. The tuition charge for a full-time student (taking 30 hours) will be \$15,750 before financial aid.
- e. **Endowment Draw:** The **endowment draw** is budgeted at 5.0%.
- f. **Retirement Contribution:** The Seminary **retirement contribution** for eligible staff and faculty to the 403(b) plan will remain at 3% of eligible compensation.

II. Major Changes in Budget

This year there were no major changes in the budget.

III. Income Streams

The Seminary's revenue sources are:

Tuition & Fees	33.5%
Unrestricted Giving	21.9%
Endowment*	17.5%
Temp. Restricted Gifts	3.9%
Hope for the Future Camp.	16.2%
<u>Auxiliary Enterprises</u>	<u>7.0%</u>
Total	100.0%

(*Note that the Endowment line reflects withdrawals for both general operating purposes and student scholarships.)

The tuition projection is based on enrollment projections in line with FY20 forecasted and year-to-date actuals, and reflects historical rates of scholarship, which currently account for approximately 39.1% of gross tuition. Of the \$1,823,120 in budgeted scholarships, \$1,428,064 are 'funded' (i.e. paid for by restricted funds, Campaign funds and endowment draw).

The Covenant Fund represents unrestricted fundraising for current-year expenses. The projection has remained unchanged from FY20.

The Endowment Draw is currently 5.0% of a twelve-quarter rolling average of the endowment assets based on the fair market value as of June 30, 2019 (the most recent audited amount when budget was prepared). Additionally, Campaign funds have been used to fully fund two professor chairs as of July 1, 2019. The draw on these was calculated immediately without the twelve-quarter averaging.

Restricted Gifts are counted as revenue when the gifts are actually spent for their restricted purpose. Auxiliary Enterprises income is primarily the rents from students living on campus.

IV. Major Ministry Not Implemented in the Past Year

There was no planned ministry that was not implemented.

V. Notes to Budget line items

There were no material changes to budget line items other than what was noted in the Budget Summary above.

2020 Reports to 48th General Assembly
Administrative Committee

COVENANT THEOLOGICAL SEMINARY		
Proposed Budget for FY21		
	Board Approved	
	20-21	
	BUDGET	% of Total
REVENUES		
Credit Hours Taken		
- Gross Tuition	\$4,658,475	51.64%
---Unfunded Scholarship	(395,056)	-4.38%
---Funded Scholarship	(1,428,064)	-15.83%
- Tuition Before Fees	2,835,355	31.43%
--- Fees	171,674	1.90%
- Net Tuition & Fees	3,007,029	33.33%
- Missional Training Center	27,600	0.31%
- Gifts and Donations	1,980,000	21.95%
- Auxiliary Enterprises	632,790	7.01%
- Funds Released from Temporary Restriction	324,007	3.59%
- Funds Released from Hope for the Future Campaign	1,467,946	16.27%
- Endowed Student Aid	369,565	4.10%
- Operational Endowment	1,212,049	13.44%
TOTAL REVENUES	9,020,986	100.00%
EXPENSES		
President's Cabinet		
- President / Trustees	306,692	3.40%
- Chaplain	43,542	0.48%
- Strategic Academic Projects	133,021	1.47%
- Operations	251,860	2.79%
Sub-Total President's Cabinet	735,115	8.15%
Instruction		
- Instruction	1,560,495	17.30%
- Instruction - Field Ed	123,067	1.36%
- Instruction - D. of Min.	71,761	0.80%
- Instruction - Th. M.	2,750	0.03%
- Instruction - Online Ed	142,192	1.58%
- Instruction - Counseling	589,582	6.54%
- Instruction - World Missions	24,417	0.27%
- Instruction - Schaeffer Institute	216,725	2.40%
- Instruction - Church Planting	82,102	0.91%
- Instruction - Nashville Campus	3,200	0.04%
Total Academics	2,816,291	31.22%
General		
- Library	454,840	5.04%
- Student Life	351,548	3.90%
- Registrar & Academic Advising	197,087	2.18%
- Financial Aid Administration	109,416	1.21%
- Advancement/Development	680,484	7.54%
- Communications	395,431	4.38%
- Admissions	311,094	3.45%
- Alumni Relations	115,610	1.28%
- Business Office	405,950	4.50%
- Information Tech. Services	632,743	7.01%
- Physical Plant	1,145,662	12.70%
General Sub-total	4,799,865	53.21%
Total Educational and General	8,351,271	92.58%
Total Auxiliary Enterprises	658,630	7.30%
Transfers	10,759	0.12%
TOTAL EXPENSES	9,020,660	100.00%
Net Revenue (Expense) Before Depreciation		
	326	
- Presidential Search	(50,000)	
- Distributions from Quasi	300,000	
Adjusted Net Income Before Depreciation	250,326	
President's Salary	192,747	
Benefits	18,548	
Estimated Value of Campus Housing Provided	0	

2020 Reports to 48th General Assembly
Administrative Committee

COVENANT THEOLOGICAL SEMINARY				
BUDGET COMPARISON FY19 - FY21				
		GA Approved	Board Approved	FY21B
	18-19	19-20	20-21	
	ACTUAL	BUDGET	BUDGET	FY19A
REVENUES				
Education & General	Unrestricted	Unrestricted	Unrestricted	
	8,692	8,200		
Credit Hours Taken				
- Gross Tuition	4,321,347	4,381,411	4,658,475	337,128
----Unfunded Scholarship	(258,181)	(370,220)	(395,056)	(136,875)
----Funded Scholarship	(1,405,213)	(1,337,001)	(1,428,064)	(22,851)
- Tuition Before Fees	2,657,953	2,674,190	2,833,355	177,402
---- Fees	162,460	157,812	171,674	9,214
- Net Tuition & Fees	2,820,413	2,832,002	3,007,029	186,616
- Missional Training Center	27,600	27,600	27,600	0
- Gifts and Donations	1,815,235	1,980,000	1,980,000	164,765
- Auxiliary Enterprises	807,626	632,790	632,790	(174,836)
- Funds Released from Temporary Restriction	347,901	340,810	324,007	(23,894)
- Funds Released from Hope for the Future Campaign	1,459,683	1,470,200	1,467,946	8,263
- Endowed Student Aid	289,564	314,500	369,565	80,001
- Operational Endowment	879,723	1,198,207	1,212,049	332,326
TOTAL REVENUES	8,447,745	8,796,109	9,020,986	573,241
EXPENSES				
President's Cabinet				
- President / Trustees	301,136	298,441	306,692	(5,556)
- Chaplain			43,542	(43,542)
- Strategic Academic Projects	120,014	137,323	133,021	(13,007)
- Operations	197,837	239,408	251,860	(54,023)
Sub-Total President's Cabinet	618,987	675,172	735,115	(116,128)
Instruction				
- Instruction	1,473,965	1,533,843	1,560,495	(86,530)
- Instruction - Disability Ministry	18,644			18,644
- Instruction - Field Ed	106,308	119,798	123,067	(16,759)
- Instruction - D. of Min.	31,928	69,513	71,761	(39,833)
- Instruction - Th. M.	2,500	2,500	2,750	(250)
- Instruction - Online Ed	127,857	132,351	142,192	(14,335)
- Instruction - Counseling	469,450	542,859	589,532	(120,132)
- Instruction - World Missions	49,200	34,946	24,417	24,783
- Instruction - Schaeffer Institute	201,038	211,712	216,725	(15,687)
- Instruction - Church Planting	3,860	87,421	82,102	(78,242)
- Instruction - Nashville Campus	9,264	20,170	3,200	6,064
- Instruction - Missional Training Center (Phoenix)				
- Instruction - Partnership Development	6,060			
Sub-Total Instruction	2,500,074	2,755,113	2,816,291	(316,217)
General				
- Library	367,080	409,101	454,840	(87,760)
- Student Life	337,803	346,151	351,548	(13,745)
- Registrar & Academic Advising	191,049	201,946	197,087	(6,038)
- Financial Aid Administration	83,844	75,619	109,416	(25,572)
- Advancement/Development	722,384	624,928	680,484	42,100
- Communications	424,809	408,929	395,431	29,378
- Admissions	285,013	300,455	311,094	(26,081)
- Alumni Relations	113,335	111,918	115,610	(2,275)
- Business Office	388,856	404,629	405,950	(17,094)
- Information Tech. Services	426,146	541,077	632,743	(206,597)
- Physical Plant	1,065,094	1,138,478	1,145,662	(80,568)
Sub-Total General	4,405,613	4,563,231	4,799,865	(394,252)
Total Educational and General	7,524,674	7,993,516	8,351,271	(826,597)
Total Auxiliary Enterprises	638,740	723,189	658,630	(19,890)
Transfers	222,800	79,016	10,759	212,041
Hope for the Future Campaign	157,775			157,775
TOTAL EXPENSES	8,543,989	8,795,721	9,020,660	(476,671)
Net Revenue (Expense) Before Depreciation	(96,244)	388	326	(96,570)
- Presidential Search			(50,000)	
- Distributions from Quasi		300,000	300,000	
Adjusted Net Income Before Depreciation		300,388	250,326	

2020 Reports to 48th General Assembly
Administrative Committee

COVENANT THEOLOGICAL SEMINARY					
BUDGET COMPARISON FY19 - FY21					
	16-17	17-18	18-19	GA Approved	Board Approved
	ACTUAL	ACTUAL	ACTUAL	19-20	20-21
				BUDGET	BUDGET
REVENUES					
Education & General	Unrestricted	Unrestricted	Unrestricted	Unrestricted	Unrestricted
Credit Hours Taken	9,684	8,860	8,692	8,200	
- Gross Tuition	4,771,463	4,395,200	4,321,347	4,381,411	4,658,475
----Unfunded Scholarship		(695,767)	(258,181)	(370,220)	(395,056)
----Funded Scholarship	(1,889,025)	(1,101,556)	(1,405,213)	(1,337,001)	(1,428,064)
- Tuition Before Fees	(1,889,025)	2,597,877	2,657,953	2,674,190	2,835,355
---- Fees	160,400	150,805	162,460	157,812	171,674
- Net Tuition & Fees	3,042,838	2,748,682	2,820,413	2,832,002	3,007,029
- Missional Training Center		20,000	27,600	27,600	27,600
- Gifts and Donations	1,812,971	1,781,549	1,815,235	1,980,000	1,980,000
- Auxiliary Enterprises	1,154,627	952,529	807,626	632,790	632,790
- Funds Released from Temporary Restriction	975,833	810,112	347,901	340,810	324,007
- Funds Released from Hope for the Future					
Campaign	249,194	1,101,517	1,459,683	1,470,200	1,467,946
- Endowed Student Aid	356,579	318,624	289,564	314,500	369,565
- Operational Endowment	769,658	752,600	879,723	1,198,207	1,212,049
TOTAL REVENUES	8,361,700	8,485,613	8,447,745	8,796,109	9,020,986
EXPENSES					
President's Cabinet					
- President / Trustees	267,327	262,061	301,136	298,441	306,692
- Chaplain					43,542
- Strategic Academic Projects	125,600	129,253	120,014	137,323	133,021
- Operations	84,051	238,131	197,837	239,408	251,860
Sub-Total President's Cabinet	626,978	629,445	618,987	675,172	735,115
Instruction					
- Instruction	1,420,007	1,455,263	1,473,965	1,533,843	1,560,495
- Instruction - Disability Ministry		15,790	18,644		
- Instruction - Field Ed	50,961	87,961	106,308	119,798	123,067
- Instruction - D. of Min.	38,134	19,016	31,928	69,513	71,761
- Instruction - Th. M.	1,833	2,500	2,500	2,500	2,750
- Instruction - Online Ed	9,862	43,789	127,357	132,351	142,192
- Instruction - Counseling	371,215	429,736	469,450	542,856	589,582
- Instruction - World Missions	8,096	98,074	49,200	34,946	24,417
- Instruction - Schaeffer Institute	207,278	197,050	201,038	211,712	216,725
- Instruction - Church Planting	88,798	90,662	3,860	87,421	82,102
- Instruction - Nashville Campus	131,873	66,194	9,264	20,170	3,200
- Instruction - Missional Training Center (Phoenix)	6,340	2,790			
- Instruction - Partnership Development	6,340	1,312	6,060		
Sub-Total Instruction	2,334,397	2,510,137	2,500,074	2,755,113	2,816,291
General					
- Library	396,543	412,911	367,080	409,101	454,840
- Student Life	355,501	335,219	337,803	346,151	351,548
- Registrar & Academic Advising	272,414	199,065	191,049	201,946	197,087
- Financial Aid Administration	58,833	84,609	83,844	75,012	109,416
- Advancement / Development	635,470	691,795	722,584	624,928	680,484
- Communications	372,624	470,451	424,809	408,929	395,431
- Admissions	288,728	372,892	285,013	300,455	311,094
- Alumni Relations	109,765	107,775	113,335	111,918	115,610
- Business Office	390,371	376,592	388,856	404,629	405,950
- Information Tech. Services	497,039	448,975	426,146	541,077	632,743
- Physical Plant	898,674	1,030,126	1,065,094	1,138,478	1,145,662
Sub-Total General	4,275,962	4,530,410	4,405,613	4,563,231	4,799,865
Total Educational and General	7,237,337	7,669,992	7,524,674	7,993,516	8,351,271
Total Auxiliary Enterprises	880,120	856,452	638,740	723,189	658,630
Transfers	106,650	153,221	222,800	79,016	10,759
Hope for the Future Campaign	249,194	171,269	157,775		
TOTAL EXPENSES	8,473,301	8,850,934	8,543,989	8,795,721	9,020,660
CHANGE IN NET ASSETS BEFORE DEPRECIATION					
	(111,601)	(365,321)	(96,244)	388	326
- Presidential Search					(50,000)
- Distributions from Quasi				300,000	300,000
Adjusted Net Income Before Depreciation				300,388	250,326

PRESBYTERIAN CHURCH IN AMERICA FOUNDATION, INC.
PROPOSED BUDGET
2021

I. Economic Considerations and General Ministry Factors

The PCA Foundation's (PCAF) primary purpose is to use its assets "...for the support of the cause of the Kingdom of Jesus Christ, primarily through the Presbyterian Church in America, but also through other groups, societies, organizations, and institutions that minister in Jesus' name to man's spiritual, physical, emotional and intellectual powers." (PCAF Articles of Incorporation)

The purpose of the PCAF is accomplished primarily by making grants of funds contributed by individuals and families. The PCAF encourages contributions by providing information and education about, and facilitating, generous, tax-efficient contributions, and makes effective grants by enabling donors to recommend grants and providing information to donors about charitable endeavors worthy of support.

The PCAF offers the following charitable giving-granting programs: donor-advised funds, including Advise and Consult Funds, Recommended Endowment Funds, and Single Charity Funds, Charitable Remainder Trusts, Charitable Lead Trusts, Endowments, Designated Funds for churches and other PCA entities, bequests, and presentation of information about strategic giving and granting to individuals, churches, presbyteries, and other groups.

The PCAF has experienced significant growth in recent years, which has provided increased funds for grants and support and education activities. As of December 31, 2019, its assets totaled \$104.0 million. Compared to the 2014 year-end total assets of \$66.6 million, it has increased \$37.4 million over the last five years. Improving financial markets over that period and increased awareness of the PCAF's charitable services have been significant contributors to the PCAF's growth.

The PCA Foundation's proposed Operating and Capital Budget for 2021 of \$1,507,359 represents a \$90,359 or 6.4% increase from the General Assembly approved budget for 2020 of \$1,417,000.

II. Major Changes in Budget

The major changes in budgeted revenue and expenses included in the proposed 2021 Budget compared to 2020 Budget are for the implementation of the PCAF's complex gift plan. The PCAF anticipates outside legal costs of \$57,500, additional advertising and marketing costs of \$25,000, a partial year audit cost of \$15,000, contract employee costs of \$20,000, and new asset manager costs of \$18,525.

III. Income Streams

The PCAF is self-supported. It does not participate in the PCA's Partnership Shares Program, nor does it rely on the financial support of churches to help underwrite its operating expenses.

Approximately 66% of the PCAF's total 2021 budgeted operating revenue is interest/earnings generated on its Advise and Consult Funds®, the PCAF Endowment (consistent with prior years), and also several other invested assets. Trustee fees and administrative-cost charges imposed on Recommended Endowment Funds, Charitable Trusts, Endowments, and other charged accounts are expected to be 31% of 2021 budgeted operating revenue. Direct charitable contributions for operational support (primarily from a small number of individuals and Board members) account for the remaining 3%. Income streams budgeted for 2021 are higher than those budgeted for in recent years due to increased funds from complex gifts received as a result of implementing a complex gift strategy.

The sources described above are attainable and sufficient to provide the 2021 budgeted operating revenues.

IV. Major Ministry Not Implemented in the Past Year

There were no new major ministry plans of the PCA Foundation scheduled for implementation during 2019.

V. Notes to Budget "line items"

General Comments

The 2021 Operating and Capital Budget of \$1,507,359 represents a \$90,359 or 6.4% increase compared to the 2020 Budget of \$1,417,000.

Support & Revenue

The 2021 Budget for Support and Revenue is \$1,559,750, the amount needed to fund the 2021 Operating and Capital Budget.

Undesignated Earnings (line 1) – These payouts are from funds held by the PCA Foundation, mainly from Advise & Consult Funds and the PCAF Endowment, which help underwrite the Foundation’s operating expenses. The payout percentages are set annually by the PCA Foundation’s Board, and generally are somewhat correlated to the expected investment returns of the accounts. However, during times when the expected investment returns may be lower than the payout amounts needed to fund operations, reserves in these accounts are significantly more than adequate to compensate for the differences. The 2021 Budget of \$1,010,000 represents a \$45,000, or 4.3% decrease from the 2020 Budget amount of \$1,055,000.

Account Charges (line 2) – 2021 account charges are fees and balanced-based charges on funds held for long term administration such as Recommended Endowment Funds, Charitable Remainder Trusts, Charitable Lead Trusts, Endowments, and Designated Funds. The 2021 Budget amount of \$474,450 compares to the 2020 Budget amount of \$280,000, an increase of \$194,750 or 69.5%. Balanced-based charges on increased funds resulting from the complex gift strategy are projected to be \$116,000 and per-gift transaction charges for complex gift accounts are projected to be \$43,750.

Contributions (line 3) – Gifts primarily from a small number of individuals and Board members help underwrite the Foundation’s Operating Budget. Contributions budgeted for 2021 are \$50,000, compared to \$57,000 in the 2020 Budget.

Operations Expenses

The 2021 amount budgeted for operating expenses is \$1,509,359, compared to \$1,412,000 budgeted for 2020, an increase of \$97,359 or 6.9%.

Staff Wages & Benefits (lines 5, 6 and 7) – 2021 is budgeted at \$915,163, representing a decrease of 5.45% or \$51,837 from the 2020 Budget amount of \$967,000. The decrease results primarily from elimination of a previously proposed development staff position, with offset from addition of a new asset manager position to be filled in 2020, and budgeted salary increases. Wage increases budgeted for 2021 are approximately 3% of estimated 2020 wages.

The 2021 Budget for Staff Wages and Benefits of \$915,163 represents an increase of \$94,981 over the 2019 Actual of \$820,182. However, of this increase, \$80,190 is due to the salary and benefits of a new accounting

assistant position to be filled in 2020. The remaining increase of \$14,791 is primarily due to increases in wage, payroll tax, health insurance, and retirement plan contribution expenses.

All Other Operating Expenses (lines 8-23) – All other operating expenses for the 2021 Budget are \$594,196, compared to \$445,000 in the 2020 Budget, an increase of \$149,146 or 33.5%. As a result of its complex gift strategy, the PCAF anticipates outside legal costs of \$57,500, additional advertising and marketing costs of \$25,000 and a partial year audit cost of \$15,000, totaling \$97,500.

Capital Expenditures

Capital Expenditures (line 24) – The 2021 Budget of \$20,000 consists primarily of computer hardware and software enhancements for operations and donor relations (\$11,500), a new promotional display (\$3,500) and office chairs (\$4,500).

2020 Reports to 48th General Assembly
Administrative Committee

PRESBYTERIAN CHURCH IN AMERICA FOUNDATION, INC.
PROPOSED 2021 BUDGET

	2019 ACTUAL	2019 BUDGET	2020 BUDGET	GENERAL & ADMIN.	FUND RAISING	CAPITAL ASSETS	2021 TOTALS	% OF TOTAL
SUPPORT & REVENUE								
1. UNDESIGNATED EARNINGS	1,040,000	1,045,000	1,055,000	1,010,000	-	-	1,010,000	64.75
2. ACCOUNT CHARGES	285,174	275,000	280,000	474,750	-	-	474,750	30.44
3. CONTRIBUTIONS	29,731	50,000	57,000	-	50,000	-	50,000	3.21
4. INTEREST INCOME	19,076	20,000	25,000	25,000	-	-	25,000	1.60
TOTAL SUPPORT & REVENUE	1,373,981	1,390,000	1,417,000	1,509,750	50,000	-	1,559,750	100.00
OPERATIONS EXPENSES								
5. PRESIDENT'S SALARY	222,400	205,000	210,000	85,487	163,246	-	248,733	15.95
6. PRESIDENT'S BENEFITS	42,900	48,000	63,000	15,021	28,684	-	43,705	2.80
7. STAFF WAGES & BENEFIT	554,882	667,000	694,000	379,591	243,134	-	622,725	39.92
8. TRAVEL EXPENSE	7,555	30,000	37,000	(5)	28,705	-	28,700	1.84
9. PROFESSIONAL SERVICES	54,890	53,600	55,000	210,430	-	-	210,430	13.49
10. PROMOTION	88,911	126,000	130,000	-	117,650	-	117,650	7.54
11. OFFICE EXPENSE	52,195	54,000	61,000	45,590	19,110	-	64,700	4.15
12. POSTAGE/UPS/FED EX	15,013	15,000	15,000	4,375	13,125	-	17,500	1.12
13. TAXES & LICENSES	192	300	300	300	-	-	300	0.02
14. RENT	29,016	29,016	29,016	29,016	-	-	29,016	1.86
15. TELEPHONE	7,900	7,000	8,000	2,000	6,000	-	8,000	0.51
16. DUES & SUBSCRIPTIONS	5,270	7,500	8,000	8,000	5,850	-	13,850	0.89
17. TRAINING	2,976	6,500	9,000	2,000	8,000	-	10,000	0.64
18. BOARD EXPENSE	17,617	27,000	18,000	19,500	-	-	19,500	1.25
19. OFFICE INSURANCE	17,643	19,000	20,000	20,000	-	-	20,000	1.28
20. GA EXPENSE	19,438	13,000	13,000	15,000	-	-	15,000	0.96
21. ADMIN./GA NOM. CMTES.	14,419	14,000	15,000	15,000	-	-	15,000	0.96
22. MISCELLANEOUS	166,166	3,084	1,684	2,550	-	-	2,550	0.16
23. DEPRECIATION	25,151	32,000	25,000	15,400	6,600	-	22,000	1.41
TOTAL OPERATIONS EXPENSES	1,344,534	1,357,000	1,412,000	869,255	640,104	-	1,509,359	96.77
SURPLUS/(DEFICIT) FROM OPERATIONS	29,447	33,000	5,000	640,495	(590,104)	-	50,391	3.23
CAPITAL ASSETS								
24. CAPITAL EXPENDITURES	40,178	65,000	30,000	-	-	20,000	20,000	1.28
25. LESS DEPRECIATION	(25,151)	(32,000)	(25,000)	-	-	(22,000)	(22,000)	(1.41)
TOTAL CAPITAL EXPENDITURE	15,027	33,000	5,000	-	-	(2,000)	(2,000)	(0.13)
TOTAL OPERATIONS & CAPITAL	1,359,561	1,390,000	1,417,000	869,255	640,104	(2,000)	1,507,359	96.64
TOTAL SURPLUS/DEFICIT	14,420	-	-	640,495	(590,104)	2,000	52,391	3.36

PCAF THREE YEAR COMPARISON OF INCOME, EXPENSE, SURPLUS/(DEFICIT)				
	2017	2018	2019	AVERAGE 2017-2019
BUDGET	1,097,000	1,228,000	1,390,000	1,238,333
INCOME	1,057,057	1,158,368	1,373,981	1,196,469
EXPENSE	1,009,300	1,103,127	1,344,534	1,152,320
SURPLUS/(DEFICIT)	47,757	55,241	29,447	44,148

2020 Reports to 48th General Assembly
Administrative Committee

PRESBYTERIAN CHURCH IN AMERICA FOUNDATION, INC.
BUDGETS COMPARISON STATEMENT
FOR PROPOSED 2021 BUDGET

DESCRIPTION	2019 ACTUAL	2019 BUDGET	2020 BUDGET	PROPOSED 2021 BUDGET	BUDGET % OF TOTAL	CHANGE IN BUDGET	
						IN \$	IN %
SUPPORT & REVENUE							
1. UNDESIGNATED EARNINGS	1,040,000	1,045,000	1,055,000	1,010,000	64.75	(45,000)	(4.27)
2. ACCOUNT CHARGES	285,174	275,000	280,000	474,750	30.44	194,750	69.55
3. CONTRIBUTIONS	29,731	50,000	57,000	50,000	3.21	(7,000)	(12.28)
4. INTEREST INCOME	19,076	20,000	25,000	25,000	1.60	-	-
TOTAL SUPPORT/REVENUE	1,373,981	1,390,000	1,417,000	1,559,750	100.00	142,750	10.07
OPERATIONS EXPENSES							
PROGRAMS							
5. NONE	-	-	-	-	-	-	-
TOTAL PROGRAMS	-	-	-	-	-	-	-
SUPPORT SERVICES							
6. GENERAL & ADMIN.:	911,506	743,077	757,642	869,255	55.73	111,613	14.73
7. FUND RAISING	433,028	613,923	654,358	640,104	41.04	(14,254)	(2.18)
TOTAL SUPPORT SERVICES	1,344,534	1,357,000	1,412,000	1,509,359	96.77	97,359	6.90
TOTAL OPERATIONS EXPENSES:	1,344,534	1,357,000	1,412,000	1,509,359	96.77	97,359	6.90
SURPLUS (DEFICIT) OPERATION	29,447	33,000	5,000	50,391	3.23	45,391	-
CAPITAL ASSETS:							
8. CAPITAL EXPENDITURES	40,178	65,000	30,000	20,000	1.28	(10,000)	(33.33)
9. (LESS DEPRECIATION)	(25,151)	(32,000)	(25,000)	(22,000)	(1.41)	3,000	(12.00)
TOTAL CAPITAL EXPENDITURES:	15,027	33,000	5,000	(2,000)	(0.13)	(7,000)	-
TOTAL OPERATIONS & CAPITAL:	1,359,561	1,390,000	1,417,000	1,507,359	96.64	90,359	6.38
TOTAL SURPLUS/(DEFICIT):	14,420	-	-	52,391	3.36	52,391	-

2020 Reports to 48th General Assembly
Administrative Committee

PRESBYTERIAN CHURCH IN AMERICA FOUNDATION, INC.
FIVE YEAR ACTUAL REVENUE AND EXPENSE TRENDS
2015-2019

	2015	2016	2017	2018	2019
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL
SUPPORT & REVENUE					
1. UNDESIGNATED EARNINGS	595,000	665,475	705,000	735,000	1,040,000
2. ACCOUNT CHARGES	210,749	223,282	253,843	256,198	285,174
3. CONTRIBUTIONS	57,871	76,736	87,016	142,871	29,731
4. INTEREST INCOME	12,975	11,052	11,198	24,299	19,076
TOTAL SUPPORT & REVENUE	876,595	976,545	1,057,057	1,158,368	1,373,981
OPERATIONS EXPENSES					
5. PRESIDENT'S SALARY	177,200	187,000	195,000	204,600	222,400
6. PRESIDENT'S BENEFITS	39,900	44,000	45,000	45,000	42,900
7. STAFF WAGES & BENEFITS	366,653	365,594	422,362	484,843	554,882
8. TRAVEL EXPENSE	9,044	9,653	9,211	10,103	7,555
9. PROFESSIONAL SERVICES	41,850	41,119	41,925	45,245	54,890
10. PROMOTION	13,858	116,469	105,976	89,481	88,911
11. OFFICE EXPENSE	31,080	41,947	46,214	52,019	52,195
12. POSTAGE/UPS/FED EX	5,135	10,099	12,562	10,861	15,013
13. TAXES & LICENSES	121	142	30	70	192
14. RENT	29,016	29,016	29,016	29,016	29,016
15. TELEPHONE	5,282	5,304	5,847	6,940	7,900
16. DUES & SUBSCRIPTIONS	6,973	4,686	5,553	5,346	5,270
17. TRAINING	-	149	-	50	2,976
18. BOARD EXPENSE	21,518	13,626	17,033	40,131	17,617
19. OFFICE INSURANCE	20,800	18,712	18,142	17,667	17,643
20. GA EXPENSE	6,056	5,162	9,474	12,405	19,438
21. ADMIN/GA NOM. CMTES.	13,673	14,027	14,105	14,110	14,419
22. MISCELLANEOUS	758	349	354	1,820	166,166
23. DEPRECIATION	10,873	24,562	31,496	33,420	25,151
TOTAL OPERATIONS EXPENSES	799,790	931,616	1,009,300	1,103,127	1,344,534
SURPLUS/(DEFICIT) FROM OPERATIONS					
	76,805	44,929	47,757	55,241	29,447
CAPITAL ASSETS					
24. CAPITAL EXPENDITURES	46,652	23,694	9,433	15,480	40,178
25. LESS DEPRECIATION	(10,873)	(24,562)	(31,496)	(33,420)	(25,151)
TOTAL CAPITAL EXPENDITURES	35,779	(868)	(22,063)	(17,940)	15,027
TOTAL OPERATIONS & CAPITAL	835,569	930,748	987,237	1,085,187	1,359,561
TOTAL SURPLUS/DEFICIT	41,026	45,797	69,820	73,181	14,420

PCA RETIREMENT & BENEFITS, INC.
PROPOSED BUDGET
2021

I. Economic Considerations and General Ministry Factors

- A. RBI Vision: That all PCA pastors and their families are well-prepared and cared for in their retirement years. (Note: This vision statement and the mission statement that follows represent the revised vision and mission developed in 2016 as a basis for RBI's 5-7 year strategic plan)
- B. RBI Mission: To prepare and protect PCA co-laborers in Christ by providing products and guidance in retirement, insurance, relief, and related services. We aim, through trusted relationships with our partners, to enable and encourage them to be more focused on ministry.
- C. This budget reflects the costs incurred to administer the trust funds for PCA Retirement & Benefits, Inc. This budget does not reflect the financial activity in those trust funds. (Complete financial activity in the trust funds is provided in the *2019 RBI Annual Report*, which includes audited financial statements.)
- D. Economic considerations include a CPI-U of 2.25% (2.5% for the previous year; Source: Bureau of Labor Statistics) during a year of consistently lower unemployment and slowly rising wages.

II. Major Changes in Budget

- A. The 2021 budget reflects a 6.8% increase, or \$252,244 all of which is the increase in budgeted expenditures relating to RBI's strategic initiatives. An increase in planned capital expenditures increases the overall budget increase to 7.6% compared to the 2020 approved budget (Budget Comparisons). The expense budget changes are spread between line items due to changes in focus from service objectives to strategic initiatives.
- B. The total number of staff budgeted for 2021 is 21 FTE compared to 21 FTE in 2020 and 2019, although the composition of the staff is different. The 2021 budget incorporates staff changes made effective in 2020, such as the replacement of the CFO with the Controller position, the transition to a new President, and the addition of a Director of Philanthropic Giving. Salaries are budgeted to increase 3-

4% for technical and professional staff to align with market increases and retain top talent.

- C. The Retirement portion of Support and Revenue increased 4.8%, or \$90,266 as a focus on staff additions increase the overall Trustee Fees allocated to Retirement and Insurance. (Budget Comparisons – Line 1).
- D. The Insurance portion of Support and Revenue increased 4.4%, or \$42,235 as a focus on staff additions increases the overall Trustee Fees allocated to Retirement and Insurance. (Budget Comparisons – Line 2).
- E. The Relief portion of Support and Revenue shows a 41.3% increase, or \$148,577, as a result of a focus on fundraising and donor relations (Budget Comparisons – Line 3).
- F. The Insurance TPA income portion of Support and Revenue reflects fee income collected by RBI for in-house administration of the Insurance plan (Budget Comparisons – Line 4).
- G. The Other Income portion of Support and Revenue reflects estimated fee income from RBI’s Personal Choice Retirement Account (PCRA) administration and fundraising income. (Other Income – Line 5). The Other Income budgeted in 2020 represents a transfer from Relief Development funds for the planned addition of a fundraising staff position.
- H. The 2021 budget reflects \$61,917 for capital additions, including office improvements, equipment, and computers. (Proposed Budget – Line 26)
- I. Please note that 2019 actuals are unaudited as of March 12, 2020. The 2019 audit is expected to be complete by April 30, 2020. (Budget Comparisons and Five-Year Comparison).

III. Income Stream

The three primary sources of RBI budgeted revenue are 1) trustee fees charged to the Health and Welfare Benefit Trust, Relief Trust and the PCA Retirement Plan Trust, 2) estimated Insurance TPA fees, and 3) estimated

Retirement PCRA fee income. The trustee fee is set by the General Assembly when it approves our budget.

IV. Major Ministry Not Implemented in the Past Year

There were no major ministries not implemented in the past year.

V. Notes to Budget Line Items

- A. An overall net increase of 4.0% in salaries and benefits is assumed for 2021 compared to 2020. Budgeted positions assume a 2% cost of living factor and a 2% merit factor. The increase is primarily due to staff transitions and market/merit increases.
- B. Occupancy expense for the shared facility is expected to remain at the same rate of \$12 per square foot. (Proposed Budget – Line 14).
- C. Board meeting expense has increased 17.4% to accommodate expected travel and administration costs (Budget Comparisons Statement – Line 7).
- D. All fundraising activities relate to the Ministerial Relief program through our development activities, annual Relief Offering, appeals through PCA Foundation and advertising in denominational publications (Proposed Budget – Fundraising Column). The 2021 fundraising budget includes salary and benefits expenses related to the Director of Philanthropic Giving. The Relief program also plans to upgrade the donor database with a new software system.
- E. Our General Assembly line item includes RBI's share of the Nominating Committee expense and any Ad Hoc Committee expense, the cost of convention services, such as booth space and electrical supply, transportation of materials and staff to and from General Assembly, seminars and other education / information activities presented at General Assembly. It also includes RBI's share of denominational legal expense. (Five-Year Comparison – Line 10).

2020 Reports to 48th General Assembly
Administrative Committee

PCA RETIREMENT & BENEFITS, INC.						
PROPOSED 2021 BUDGET						
DESCRIPTION	TOTAL PROGRAMS	SUPPORTING ACTIVITIES	FUND RAISING	CAPITAL ASSETS	TOTALS	% OF TOTALS
Support & Revenue:						
1 Retirement		1,960,706		24,734	1,985,441	55.46%
2 Insurance		980,538		12,183	992,720	27.73%
3 Relief	279,490		204,107	25,000	508,597	14.21%
4 Insurance TPA Income		43,000			43,000	1.20%
5 Other Income	20,000	30,000			50,000	1.40%
Total Support & Revenue	299,490	3,014,244	204,107	61,917	3,579,758	100.00%
Operations Expenses:						
<i>Salaries & Benefits:</i>						
6 President's Salary	14,560	167,440			182,000	5.08%
7 President's Benefits	2,531	30,048			32,579	0.91%
8 Staff Salaries & Housing	192,199	1,454,527	88,400		1,735,125	48.47%
9 Staff Benefits	52,887	455,427	28,270		536,583	14.99%
<i>G & A:</i>						
10 Advertising, Promotions & Website	1,875	8,095	625		10,595	0.30%
11 Computer Expense	1,500	49,784	500		51,784	1.45%
12 Equipment Expense	375	40,626	125		41,126	1.15%
13 Insurance	-	43,526	-		43,526	1.22%
14 Occupancy Cost/Rent	-	71,025	-		71,025	1.98%
15 Office	2,625	104,219	875		107,719	3.01%
16 Postage	1,875	16,772	625		19,272	0.54%
17 Printing	-	38,001	-		38,001	1.06%
18 Professional Services	1,875	282,762	625		285,262	7.97%
19 Telephone	-	12,444	-		12,444	0.35%
20 Training	1,500	19,109	500		21,109	0.59%
21 Travel	25,688	127,403	8,563		161,653	4.52%
Subtotal	299,490	2,921,208	129,107	-	3,349,805	93.58%
22 Board Meetings		67,150			67,150	1.88%
23 Ministerial Relief Fund Raising			55,000		55,000	1.54%
24 General Assembly Expense		25,885	20,000		45,885	1.28%
Total Operations Expenses:	299,490	3,014,244	204,107	-	3,517,841	98.27%
25 Surplus/(Deficit) from Operations:	-	-	-	61,917	61,917	
Capital Assets:						
26 Capital Expenditures				61,917	61,917	1.73%
27 Depreciation		28,376			28,376	
28 Less Depreciation		(28,376)			(28,376)	
Total Capital Assets:	-	-	-	61,917	61,917	1.73%
Total Operations & Capital:	299,490	3,014,244	204,107	61,917	3,579,758	100.00%

2020 Reports to 48th General Assembly
Administrative Committee

PCA RETIREMENT & BENEFITS, INC.					
FIVE-YEAR COMPARISON					
DESCRIPTION	2015 ACTUAL	2016 ACTUAL	2017 ACTUAL	2018 ACTUAL	2019 ACTUAL
Support & Revenue:					
1 Retirement	1,455,966	1,642,191	1,713,793	1,719,780	1,907,140
2 Insurance	697,872	756,000	786,990	857,604	968,324
3 Relief	341,248	345,051	351,370	433,656	285,236
4 Insurance TPA Income	39,935	41,721	41,642	43,107	43,660
5 Other Income	-	-	-	176,991	67,249
Total Support & Revenue	2,535,021	2,784,963	2,893,795	3,231,138	3,271,608
Operations Expenses:					
<i>Programs:</i>					
6 Ministerial Relief	341,248	345,051	223,374	332,172	319,223
Total Programs:	341,248	345,051	223,374	332,172	319,223
<i>Supporting Activities:</i>					
7 Administration	2,038,758	2,134,515	2,214,849	2,594,725	2,714,900
8 Board Meetings	49,322	72,841	70,083	60,510	67,757
9 Fund Raising (Relief)	95,163	21,665	15,176	12,231	15,392
10 General Assembly Expense	32,105	16,843	29,398	31,157	49,939
Total Supporting Activities:	2,215,348	2,245,864	2,329,506	2,698,622	2,847,987
Total Operations Expenses:	2,556,596	2,590,915	2,552,880	3,030,794	3,167,210
11 Depreciation/Disposals	39,576	36,771	22,403	19,648	20,946
12 Surplus(Deficit) after Depreciation	(61,151)	157,277	318,512	180,696	83,452
Capital Assets:					
13 Capital Additions	**	**	**	**	**
Total Operations & Capital:	2,596,172	2,627,686	2,575,283	3,050,442	3,188,156
Net Revenue over (under) Expense including depreciation	(61,151)	157,277	318,512	180,696	83,452

Administrative Costs reflected in this budget are incurred to administer the trust funds for Retirement, Insurance and Relief. This budget does not reflect the financial activity in those trust funds.

** Capital Additions	\$16,931+ (10,806)	\$5,290+ 15,2565	\$31,857	\$33,599+ (27,312)	\$123,390+ 47,538
	Purchase of office equipment, computers + equity transfer of building and furnishings	Purchase of office equipment, computers + equity transfer of building and furnishings	equity transfer of building and furnishings	Purchase of office equipment, computers + equity transfer of building and furnishings	Purchase of office equipment, computers, improvements, company car + equity transfer of building and furnishings

2020 Reports to 48th General Assembly
Administrative Committee

PCA RETIREMENT & BENEFITS, INC. BUDGET COMPARISONS STATEMENT FOR PROPOSED 2021 BUDGET							
DESCRIPTION	2019 ACTUAL	2019 BUDGET	2020 BUDGET	PROPOSED 2021 BUDGET	BUDGET % OF TOTALS	2020 TO 2021 CHANGE IN BUDGET	
						IN \$	IN %
Support & Revenue:							
1 Retirement	1,907,140	1,907,123	1,895,175	1,985,441	55.46%	90,266	4.8%
2 Insurance	968,324	968,324	950,485	992,720	27.73%	42,235	4.4%
3 Relief	285,236	285,236	360,020	528,597	14.77%	168,577	46.8%
4 Insurance TPA Income	43,660	41,715	41,715	43,000	1.20%	1,285	3.1%
5 Other Income	67,249		80,119	30,000	0.84%	(50,119)	-62.6%
Total Support & Revenue	3,271,608	3,202,398	3,327,514	3,579,758	100.00%	252,244	7.6%
Operations Expenses:							
<i>Programs:</i>							
5 Ministerial Relief	319,223	179,865	402,646	299,490	8.37%	(103,156)	-25.6%
Total Programs:	319,223	179,865	402,646	299,490	8.37%	(103,156)	-25.6%
<i>Supporting Activities:</i>							
6 Administration	2,714,900	2,647,678	2,777,291	2,921,208	81.60%	143,917	5.2%
7 Board Meetings	67,757	44,950	57,200	67,150	1.88%	9,950	17.4%
8 Fund Raising	15,392	124,690	35,493	204,107	5.70%	168,614	475.1%
9 General Assembly Expense	49,939	59,150	22,384	25,885	0.72%	3,501	15.6%
Total Supporting Activities	2,847,987	2,876,468	2,892,368	3,218,351	89.90%	325,983	11.3%
Total Operations Expenses:	3,167,210	3,056,333	3,295,014	3,517,841	98.27%	222,827	6.8%
10 Depreciation/Disposals	20,946						
11 Surplus(Deficit) after Depreciation	83,452.05						
Capital Assets:							
12 Capital Additions	123,390	151,065	32,500	61,917	1.73%	29,417	
Total Operations & Capital:	3,311,546	3,207,398	3,327,514	3,579,758	100.00%	252,244	7.6%
Net Revenue over (under) Expense including depreciation and excluding equity transfer	(39,938)	(5,000)	-	-			
Additional Information:							
	2019 Salary	Proposed 2019 Budget	Proposed 2020 Budget	Proposed 2021 Budget		Change in Budget	
President's Salary	220,036	216,850	277,750	182,000		in \$	in %
President's Benefits	37,872	46,995	76,807	32,579		(95,750)	-34.5%
						(44,228)	-57.6%

[†] See Budget Note V.E.

* Administrative costs reflected in this budget are incurred to administer the trust funds for Retirement, Insurance and Relief. This budget does not reflect the financial activity in those trust funds.

** Capital Additions for 2019 were \$123,390. Equity Transfer deduction for the building was (\$27,312).

2019 Actuals are unaudited as of the 2021 Budget submission deadline.

RIDGE HAVEN
Brevard - Cono
PROPOSED GENERAL ASSEMBLY 2020 BUDGET

I. Economic Considerations and General Ministry Factors

It is hard to put into words the joy granted to us as the Lord continues to bless our ministry. Every year we anticipate this is the year where we will plateau and yet the Lord pours out even more blessings on us. And yes, for our good and to keep us on our knees to trust Him fully, He also allows times of testing. This year has seen some incredible mountain top experiences, but some valleys as well. Still, in all we give Him the glory.

In the valleys we saw the husband of one of our long-term staff members pass away unexpectedly; we got news right before Christmas that a young man who had been a camper and one of our previous Camp Summer Interns, died in an automobile accident; last fall at the height of our fall season, our bookkeeper and another staff member left to open a wonderful coffee shop in Brevard; and seven months after opening Ridge Haven Cono in Iowa, we discovered a major regulatory issue that required repairs to our sewer plant, that delayed our camp ministry expanding into fall and spring retreats this year. Our new capital campaign noted below will address this need.

But through all this, we saw our most successful ministry to date, both in sheer numbers and seeing lives changed and the Kingdom expanded. What an incredible year. For the first time ever, we hosted over 5,000 this summer and over 10,000 for the whole year.

While we started with only a couple weeks of camp at RH Cono last summer, they were fantastic. The incredible indoor gym and activity center are perfect for camp and for cooling off after a morning or afternoon of activities on one of the two full-size soccer fields. Of course, we had our own “Hillbilly pool” made from hundreds of hay bales, and atop “Mount Cono” a 100’ by 100’ water slide that was quite the hit.

At RH Brevard we were excited to host many RUF and other campus ministries. A highlight of the fall was hosting the Western Carolina Presbytery Women’s retreat with speaker Nancy Guthrie, for over 300 ladies. We also had well over 100 different church groups and over 30 college ministry groups throughout the year. Our new Spartan race course has been a popular addition to our many activities, and as always our inner city ministry week is one of the best activities

of the whole year. What a blessing to serve our denomination in this way. Thank you for the opportunity.

II. Major Changes in Budget

Our Board just approved a \$5,000,000 capital campaign with the goal of building a multipurpose meeting and activity center, additional housing in Brevard, a small chapel, and acquiring essential equipment around campus. We are also thrilled to announce that TE Archie Moore will move from part time to full-time Campus Pastor early in 2020. The campaign will also cover our acquisition debt for RH Cono and add sprinklers to the buildings to allow full year use of our facilities. An indoor activity pool will complete a full complement of amenities to serve our camps and conferences, and to enhance our ministries to the local community.

III. Support/Revenue Streams

Ridge Haven receives support/revenue from the following sources:

1. Camp, Conference, and Retreat Fees (includes food service and bookstore revenue)
2. Facility and farmland (Cono) rental.
3. Contributions (includes partnership shares and direct contributions)
4. Minor sources of revenue, which include resident fees (water/sewer fees, road assessments, etc.), and interest-bearing bank accounts.

IV. Major Ministry Not Implemented in the Past Year

One of the most disappointing things we do is turn away groups interested in booking a retreat for over 350 guests in late fall, winter and early spring as we do not have an indoor place for meetings. Twice just this year we have had to do so. By God's grace giving us our new Jolly Dining Hall and 13 new cabins, we can sleep and feed well over 700, but there is nowhere for them to meet except at our outdoor Barnes Center. As noted above, we are currently pursuing funding for a new indoor multipurpose meeting and activity center that can accommodate large groups for meetings and indoor activities.

V. 2020 Budget Line Items Notes

All notes refer both to the Proposed Budget and the Budget Comparison Inserts

Line 1, 2, & 3, Camps, Conferences, Retreats – In 2018, we made significant changes to what is classified under these headings. For example, Camp Income now represents camps where we supply the counselors. Retreats now represent church groups, etc. that supply their own counselors. Conferences are now strictly events where we supply the entire program and speaker etc. Historical comparisons are accordingly difficult.

Line 4, Property – This line item includes revenue from lot maintenance fees, water hookups, water usage fees, and road maintenance fees from 18 lots which are contiguous to our main campus. The amount budgeted each year reflects the predictable aspects of this revenue, i.e. the principal and interest being paid on lot leases being bought over time, the annually collected lot lease maintenance fees, water usage fees, and a portion of the road maintenance fees.

Line 8, Miscellaneous – Includes refund of state sales tax, amortization of lot leases, Right-of-Way land sales, staff rentals, and interest revenue.

Line 10, Payroll and Benefits – Includes payroll and benefits for 19 year-round employees, plus part-time counselors, and summer/weekend staff both for Ridge Haven Brevard, and Ridge Haven Cono. Camp and conference leaders, speakers, and musicians' honorariums and travel expenses are included in this category, as well as payroll taxes and workers' compensation insurance.

Line 12, Office and Administrative – Includes major expense items, including commercial insurance, telephone fees, office and housekeeping supplies, loan interest and bank fees, and audit and legal fees.

Line 14, Facilities – Includes repairs, deferred maintenance, real estate taxes, and refuse expenses.

Line 16, Ministry – Includes camp and retreat supplies, camp registration software fees, and travel and other expenses associated with our camp for inner-city kids.

Line 17, Recruiting – Includes all printing costs, promotional ads and media productions, and recruitment initiatives and trips.

Line 18, Maintenance – Includes vehicle parts and service, fuel costs, and equipment leases.

Line 23, Capital Campaign – Start-up and production costs

Line 24, Cono Expenses – In the 2018 Budget, we did not categorize items. Now, after the first year, we have a better indication of what and where our expenses are allocated.

Proposed Supplement to the 2019/20 Budgets

Refer to section II, Major Changes in Budget above.

The Budget Comparison and the 2014-2018 Five-Year Comparison Note

The 2018 figures are pre-audit and our auditors are likely to adjust certain accounts such as depreciation.

2020 Reports to 48th General Assembly
Administrative Committee

Ridge Haven Proposed 2020 Budget		
DESCRIPTION	2020 BUDGET	2020 % totals
Support/Revenue		
1. Camps	480,000	17%
2. Conferences	40,000	1%
3. Retreats	900,000	32%
4. Property	46,000	2%
5. Contributions	900,000	32%
6. Cono Contributions	375,000	13%
7. Bookstore/Vending	78,000	3%
8. Miscellaneous	25,000	1%
Total Income	\$ 2,844,000	100%
Operating Expense		
9. Executive Dir. Salary/Benefits	100,000	4%
10. Payroll	1,050,000	38%
11. Bookstore	65,000	2%
12. Office & Administrative	150,000	5%
13. Food Service	175,000	6%
14. Facilities	250,000	9%
15. Utilities	125,000	5%
16. Ministry	60,000	2%
17. Recruiting	25,000	1%
18. Maintenance	20,000	1%
19. New Projects	100,000	4%
20. Water & Sewer	25,000	1%
21. Debt Retirement		
22. Depreciation	175,000	6%
23. Capital Campaign	25,000	1%
24. Cono		
25. Payroll	95,000	3%
26. Bookstore/Vending	2,000	0.1%
27. Facilities	159,000	6%
28. Food	7,000	0.3%
29. Office/Adm	27,000	1%
30. Utilities	5,000	0.2%
31. Ministry	5,000	0.2%
32. Water/Sewer	100,000	4%
Expense Total	\$ 2,745,000	100%

2020 Reports to 48th General Assembly
Administrative Committee

Ridge Haven Proposed Supplement to the 2019/20 Budgets		
DESCRIPTION	2019/20 BUDGET	2019/20 % totals
Support/Revenue		
Capital Campaign	\$ 5,000,000	100%
Operating Expense		
Capital Campaign	\$ 5,000,000	100%

Ridge Haven Budget Comparison								
DESCRIPTION		2018 ACTUAL	2018 BUDGET	2019 BUDGET	2020 BUDGET	2020 % totals	CHANGE 2018 actual- 2020 Budget \$	CHANGE 2018 actual- 2020 Budget %
Support/Revenue								
1. Camps*		471,449	585,000	585,000	480,000	17%	8,551	2%
2. Conferences*		17,851	325,000	325,000	40,000	1%	22,149	124%
3. Retreats*		818,427	400,000	425,000	900,000	32%	81,573	10%
4. Property		44,158	48,000	52,000	46,000	2%	1,842	4%
5. Contributions		849,738	700,000	775,000	900,000	32%	50,262	6%
6. Cono Contributions		319,059	300,000	350,000	375,000	13%	55,941	18%
7. Bookstore/Vending		74,292	60,000	80,000	78,000	3%	3,708	5%
8. Miscellaneous		24,344	29,000	35,000	25,000	1%	656	3%
Total Income		\$ 2,619,318	\$ 2,447,000	\$ 2,627,000	\$ 2,844,000	100%	\$ 224,682	9%
*See Budget Line Notes: Line 1, 2, &3								
Operating Expense								
9. Executive Dir. Salary/Benefits		87,373	95,000	100,000	100,000	4%	12,627	14%
10. Payroll		905,456	1,082,000	1,225,000	1,050,000	38%	144,544	16%
11. Bookstore		57,433	45,000	45,000	65,000	2%	7,567	13%
12. Office & Administrative		128,514	99,000	99,000	150,000	5%	21,486	17%
13. Food Service		168,150	168,000	168,000	175,000	6%	6,850	4%
14. Facilities		184,387	200,000	225,000	250,000	9%	65,613	36%
15. Utilities		113,922	110,000	120,000	125,000	5%	11,078	10%
16. Ministry		55,144	48,000	48,000	60,000	2%	4,856	9%
17. Recruiting		14,221	20,000	20,000	25,000	1%	10,779	76%
18. Maintenance		18,408	30,000	30,000	20,000	1%	1,592	9%
19. Roads/ New Projects			20,000	20,000	100,000	4%		
20. Water & Sewer		22,096	17,000	18,000	25,000	1%	2,904	13%
21. Debt Retirement								
22. Depreciation		144,000	150,000	175,000	175,000	6%	31,000	22%
23. Capital Campaign		39,175	10,000	10,000	25,000	1%	(14,175)	-36%
24. Cono**		377,865	300,000	350,000	400,000	15%	22,135	6%
25. Payroll	79,267							
26. Bookstore/Vending	1,845							
27. Facilities	211,981							
28. Food	5,203							
29. Office/Adm	24,534							
30. Utilities	36,742							
31. Ministry	1,375							
32. Water/Sewer	16,918							
Expense Total	377,865	\$ 2,316,144	\$ 2,394,000	\$ 2,653,000	\$ 2,745,000	100%	\$ 428,856	19%
**See Budget Line Note: Line 24								

2020 Reports to 48th General Assembly
Administrative Committee

Ridge Haven Five Year Comparison					
Description	2014	2015	2016	2017	2018
Income					
1. Camps	441,308	452,198	536,029	525,743	471,449
2. Conferences	199,420	261,132	292,287	232,172	17,851
3. Retreats	278,348	255,768	345,504	373,130	818,427
4. Property	35,046	43,392	52,692	50,537	44,158
5. Contributions	670,012	1,005,595	1,692,482	893,086	849,738
6. Cono Contributions				138,209	319,059
7. Bookstore & Vending	48,527	54,075	58,968	67,592	74,292
8. Miscellaneous	70,690	31,999	173,479	48,934	24,344
Total Income	1,743,351	2,104,160	3,151,441	2,329,403	2,619,318
Expense					
9. Payroll & Benefits	849,208	837,616	931,215	1,013,824	992,829
10. Bookstore/Vending	32,857	36,795	38,552	41,342	57,433
11. Office & Admin. Expense	86,897	97,384	96,005	94,077	128,514
12. Food Service Department	148,349	128,002	160,528	157,766	168,150
13. Facilities	193,542	289,334	189,201	186,169	184,387
14. Utilities	97,827	99,465	94,830	96,679	113,922
15. Ministry	46,170	40,959	52,858	45,773	55,144
16. Recruiting	30,321	16,445	16,292	17,442	14,221
17. Maintenance	29,389		29,947	21,596	18,408
18. Road Maintenance	5,946	6,578	9,037	8,976	
19. Water & Sewer Systems	2,190	38,092	15,559	13,277	22,096
20. Depreciation	150,777	154,355	166,403	144,000	144,000
21. Capital Campaign				135,801	39,175
22. Cono Expense				92,285	377,865
Total Expense	1,673,473	1,745,026	1,800,425	2,069,005	2,316,144
Net Ordinary Income (loss)	69,877	359,134	1,351,016	260,398	303,174

**REPORT OF
COMMITTEE ON DISCIPLESHIP MINISTRIES
TO THE FORTY-EIGHTH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

ADDENDUM to the 2020 CDM Report to the 48th General Assembly:

In mid-March 2020, CDM revised ministry plans in light of the national response to the Coronavirus pandemic. All training events scheduled for April or May were postponed until Fall 2020 or beyond. CDM worked with those churches who had purchased Olympion Reachout VBS materials to develop alternative plans, as congregations adjusted their Summer schedules. CDM also worked with other ministries and agencies to provide electronic resources for churches and families.

Karen Hodge and the Women’s Ministry Team developed a video-based Bible study using *Hinged*, a 12-week study of the Book of Ephesians. Response to this opportunity was incredible. Each week, over 2,500 women from 44 states and 19 countries watched a short teaching video posted on the CDM YouTube Channel (CDM Encourage & Equip). The women answered the questions either as individuals or in small groups (often over Zoom meetings in their local church). Some women partnered with a friend many miles away to complete the study together. Ms. Hodge also interviewed the authors of the study in a weekly Facebook live event. This international study was an excellent expression of Word-based and relationally-driven discipleship ministry, even in the context of “physical distancing.”

CDM has also partnered with other Committees and Agencies to provide short video devotions and resources for prayer as the world responded to the Coronavirus pandemic and the racial unrest that occurred in late May and early June 2020.

COMMITTEE ON DISCIPLESHIP MINISTRIES REPORT TO THE FORTY-EIGHTH GENERAL ASSEMBLY

“By the Holy Spirit who dwells within us, guard the good deposit entrusted to you.

“You then, my child, be strengthened by the grace that is in Christ Jesus, and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.”

(2 Timothy 1:14; 2:1-2 ESV)

In biblical discipleship, a follower of Christ entrusts to others the good news of salvation in Jesus. By the power of the Holy Spirit, we guard the faith and make disciples by telling the next generation about the life-transforming grace of God in Christ. The Committee on Discipleship Ministries (CDM) exists to strengthen the local church by connecting leaders to the people and resources they need to make disciples in ministry to children, youth, and adults.

Our desire is to see PCA churches develop ministries that are Word-based and relationally-driven. When God’s Word is delivered in the context of genuine relationships, the Spirit brings change beyond what we can ask or think (Ephesians 3:20). We seek to serve churches by making connections: connecting people to people, and people to resources.

Connecting People to People

CDM staff members and consultants establish relational connections primarily through individual contact, local training events, regional gatherings, and national training conferences. Ministry coordinators make daily contact with local church leaders through email, telephone calls, and face-to-face conversations.

Local training events include seminars on women’s ministry, children’s ministry, parenting, and leadership development. The training is conducted by CDM staff members or members of our ministry teams for children, youth, or women. If you would like to see the list of events scheduled, go to pcacdm.org/cdm-events. If you would to partner with us to schedule an event, contact the CDM office through our website at pcacdm.org/contact-cdm.

In 2019 and early 2020, CDM worked with local churches to host a series of regional training opportunities for those who serve the **children** of the congregation. These Established Conferences in Colorado Springs, Colorado, and Atlanta, Georgia, were made possible through a generous donor. As the

funds from the original 2016 gift are drawing down, please join CDM in praying God will raise up another donor with a passion to see men and women serve the next generation of disciples. CDM has received requests from a number of smaller churches who would like to host an event, but do not have the resources to make it happen.

To connect, encourage, and equip those serving in ministry to **women**, CDM has partnered with many churches to provide the following in late 2019 and early 2020:

- Training events at 7 churches with 360 attending.
- Professional development for 34 part-time and full-time women staff members from 27 churches.
- The first of a series of **Hinged** regional conferences studying the Book of Ephesians; 373 attended from 65+ churches. More conferences are planned for Fall 2020.
- The annual Leadership Training (LT) in February 2020 once again sold out. The topic was ministry to those who are suffering; 364 women attended from 130 churches.

The CDM Youth Ministry Team is comprised of youth leaders around the denomination. They are working to gather helpful resources for the CDM website (pcacdm.org/ministries/youth-ministry/). TE Matt Luchenbill is the team facilitator and has helped a number of churches going through the search process for a youth director.

In March 2020, the permanent committee approved a plan to develop a CDM Men's Ministry Team. Like the other CDM teams, this group would work to gather helpful resources and provide consultation and coaching to PCA churches looking to develop their ministry to men.

Connecting People to Resources

CDM seeks to connect people to resources through the website (pcacdm.org), conferences, training events, blogs, and social media. CDM also has a “niche” publishing ministry designed to provide resources by PCA authors that are tailored to the needs of PCA leaders.

CDM social media platforms, particularly on Facebook (PCA Discipleship Ministries page, and Connect PCA Women's Ministry and Connect PCA Children's Ministry groups), are important ways PCA members around the denomination ask questions and share ideas about discipleship ministry. The women's group has been a quick and easy way for leaders to encourage and

equip each other in order to address issues common to all. The children’s group is a veritable library of very practical ideas for ministry.

The *enCourage* blog (**encourage.pcacdm.org**) and podcast for women continues to grow in its reach around the world. The blog has over 1,136 subscribers and 534,000 visitors, and the 6 seasons of the podcast have accumulated over 108,000 downloads with an average of 1,238 downloads/episode.

CDM has launched the GROW—“Leading Children’s Ministry with a Purpose” website for those in children’s ministry (**grow.pcacdm.org**). This platform has a variety of resources, including 2 seasons of the GROW podcasts. These are short presentations designed to provide training and insight on practical issues in children’s ministry. There have been over 2,000 downloads with an average of 136 downloads per episode.

The initial CDM Children’s Ministry Certification class completed their video courses in December 2019. In March 2020, 32 candidates from 28 churches who had successfully completed all work and received the recommendation of their elder/mentor were certified by the CDM Permanent Committee (see Attachment 1). In January 2020, a new class of 45 students from 44 churches in 19 states and Puerto Rico began their work. In both classes, the age of participants has ranged from 20+ to 60+. Based on feedback from CDM staff, certification faculty, students, and mentors, the value of the program has exceeded expectations.

In 2019, CDM purchased VBS Reachout Adventures (**vbsreachout.com**), a Reformed VBS curriculum that has been used by a number of PCA churches for many years. The 4 rotating themes provide a unique and engaging way to study Joshua, Luke, Genesis, and Jonah. CDM will offer one theme every year.

PCA Bookstore (www.pcabookstore.com)

The PCA Bookstore plays an important role in CDM’s efforts to connect PCA individuals and churches to resources that agree with our doctrinal convictions. CDM staff members review items included in the PCA Bookstore and consider how the resource(s) might be used by people serving in the PCA. Some customers have expressed gratitude for a place where they can focus their search for resources and escape the somewhat overwhelming results from searches on the Internet. Additionally, the PCA Bookstore offers greater discounts for group orders (5 or more books), along with free shipping for orders over \$30.

In the CDM budget, the PCA Bookstore is treated as a separate cost center and is designed to operate on at least a “break-even” basis (i.e., the cost of inventory, staff salaries, floor space, postage, etc., is covered by sales revenue). In 2019, bookstore sales increased over 10%, which covered expenses and provided over \$50,000 to CDM’s general fund. The increase was primarily due to the sale of CDM-published resources.

Top Selling CDM Publications
<i>From Garden to Glory</i> by Courtney Doctor
<i>A Good Confession</i> edited by Greg Poole [joint publication with Oak Mountain PC]
<i>The Good Shepherd’s Pasture</i> by Elizabeth Harwell
<i>Life-giving Leadership</i> by Karen Hodge and Susan Hunt
<i>Little Hearts Prepare Him Room</i> by Holly Mackle
<i>Titus 2 Tools</i> by Susan Hunt

New Titles Published by CDM
<i>Building Little Pillars</i> by Heather Molendyk
<i>Help[H]er</i> by Bernie Lawrence and Ann Maree Goudzwaard
<i>Hinged</i> (Bible study on Ephesians and Leader’s Guide) by Hinged Conference speakers

“Nashville Statement”

In response to Overture 4 from Calvary Presbytery, the 47th General Assembly referred the “Nashville Statement” “to the Committee on Discipleship Ministries for inclusion and promotion among its denominational teaching materials” (*M47GA* 2019, p. 592). Currently, CDM is not creating “denominational teaching materials” on the topic(s) covered in the “Nashville Statement,” as there are many quality resources already available to PCA churches. Consequently, the Permanent Committee approved the staff recommendation to make a pdf copy of the “Nashville Statement” available on the website (pcacdm.org) under Ministries > Leader’s Ministry > Toolbox (pcacdm.org/ministries/leaders-ministry-toolbox/).

Financial Review

The ministry of CDM is funded through a combination of revenue sources:

1. giving from churches,
2. giving from individuals,

3. revenue from the sale of resources,
4. revenue from conference fees, and
5. reimbursements for ministry expenses.

CDM ended 2019 with an extraordinary operating surplus of \$122,849 (7% of total income). This surplus was primarily due to 3 factors: 1) the distribution of a trust left to the PCA, 2) the success of the financial markets in 2019 which provided a gain in CDM's investments, and 3) increased PCA Bookstore sales which contributed to the CDM general fund. This is the fourth straight year that God has provided for CDM through conference proceeds and/or extraordinarily large gifts from individuals. The members of the Permanent Committee rejoice at God's abundant provision, but are concerned the primary revenue sources of contributions from churches and individuals have seen minimal growth.

Since the beginning of the denomination, CDM's primary source of income has been support from PCA congregations (*BCO* 14-1). However, less than 30% of PCA particular churches contribute financially to the ministry of CDM. This reality is discouraging to the members of the staff and permanent committee, as CDM has been hindered in providing training and resources for ministry to youth, men, and older adults.

Conclusion to the CDM Report

The Committee on Discipleship Ministries seeks to honor God by strengthening His Church through connecting leaders to the people and resources they need for discipleship ministry. We give thanks for what God has done through the ministry of CDM. By his grace, we strive to be stewards of his truth and the relationships he creates through his Spirit. God has entrusted the good deposit of the faith to this generation of believers, and we are called to pass the testimony of His greatness and His mighty works to the next generation as we make disciples for His glory. Praise the Lord, He is with us always. Amen.

[NOTE: The following recommendations have not been approved because the 48th General Assembly has been postponed.]

Recommendations

1. That the General Assembly approve the minutes of the meetings of the Permanent Committee for the Committee on Discipleship Ministries in September 2019 and March 2020.
2. That the General Assembly receive the 2019 Audit performed by Robins, Eskew, Smith, and Jordan, and approve the same firm for the 2020 Audit.
3. That the General Assembly encourage churches and individuals to contribute generously to the “Love Gift Legacy.” For 2020, the funds will be used to benefit the joint ministry projects of CDM and MTW to further the work of International Women’s Ministry. God has opened doors for ministry to women around the world who eagerly desire the biblical resources found in the PCA.
4. That the General Assembly encourage individuals, local churches, and presbyteries to utilize the many resources available on the CDM website (pcacdm.org), particularly those obtained from local churches and posted on the “Ministry Toolbox,” as well as the many books and resources offered through the PCA Bookstore (pcabookstore.com). Churches could also post links to the CDM website on their sites. Sales through the PCA Bookstore help fund ministry to PCA churches.
5. That the General Assembly encourage individuals and churches to attend one of the regional conferences hosted by local congregations in connection with CDM (Established conferences for those who work with children’s ministries or Hinged conferences for women). These inexpensive regional gatherings connect local leaders, as well as introduce them to the many resources available to them.
6. That the General Assembly encourage individuals and local churches to consider and utilize the excellent curricula from Great Commission Publications (GCP), e.g., *Show Me Jesus* and *Kids’ Quest Catechism Club* for children, *G2R Genesis to Revelation* Bible studies for preteens to teens—including the new *G2R God’s Promises*—and *So What?* Bible studies for youth (see Attachment 2).
7. That the General Assembly give thanks to RE Ward Bursley, TE Michael Craddock, and RE Marshall Rowe for their faithful service as members of the Permanent Committee and to Sherry Lanier for her helpful service as an adviser to the Committee.
8. That the General Assembly re-elect TE Stephen Estock to serve as the Coordinator for the Committee on Discipleship Ministries (CDM).
9. That the General Assembly approve the 2021 CDM budget as presented by the Administrative Committee.

Attachment 1

**THE 2020 RECIPIENTS OF THE CDM
 CERTIFICATION FOR CHILDREN’S MINISTRY**

The 2019 certification class completed their course work in January 2020. After receiving the final projects and the recommendations of mentors and elders, the CDM permanent committee authorized the CDM staff to present certificates of completion to the students listed below. This certification acknowledges the recipient has demonstrated competency in the knowledge, skills, and character necessary for children’s ministry leaders in the PCA.

Name	Church	City, State
Mary Alred	Grace Fellowship PCA	Albertville, AL
Allie Arnold	Redeemer Presbyterian Church	Edmond, OK
Karol Barber	Christ Covenant Church	Hernando, MS
Ellen Bitler	The Town Church	Middleton, DE
Lindey Buitter	Christ Covenant Presbyterian	Matthews, NC
Kelly Bulger	Carriage Lane PCA	Peachtree City, GA
Louise Coleman	First Presbyterian Church	Augusta, GA
Benae Duff	Westkirk Presbyterian Church	Urbandale, IA
Kathryn Eriksen	Christ Community Church	Chapel Hill, NC
Joanna Fife	Seven Hills Fellowship	Rome, GA
Brenda Grammer	Westminster Presbyterian	Rock Tavern, NY
Chris Gregory	Stone Bridge Church	Charlotte, NC
Erin Kickasola	Chapel Presbyterian Church	Beaver, PA
Amy McClelland	Christ Church Greensboro	Greensboro, NC
Jan Moggio	Old Cutler Presbyterian Church	Miami, FL
Krysta Orona	Mosaic Church	Albuquerque, NM
Betsy Palm	Valley Presbyterian Church	Madison, AL
Stacy Payne	Mountain Fellowship	Signal Mountain,
Adam Peeler	Carriage Lane PCA	Peachtree City, GA
Jessica Peeler	Carriage Lane PCA	Peachtree City, GA
Dana Russell	Christ the King PCA	Cambridge, MA
McLeod	Christ Redeemer PCA	Jonesboro, AR
Jeanette Simpson	St Andrews Presbyterian	Columbia, SC
Molly Snipes	Clemson PCA	Clemson, SC

2020 Reports to 48th General Assembly
Committee on Discipleship Ministries

Christie Sosa	Trinity PC Orange County	Orange, CA
Laney Stayton	North Shore Fellowship	Chattanooga, TN
Christine Stone	Christ the King PCA	Somerville, MA
Joanna	Four Corners Church	Newnan, GA
Alysa Traylor	Christ Community Church	Gainesville, FL
Deborah Tuel	Faith Reformed PCA	Frederick, MD
Saralyn Tyler	Christ Church Toronto	Toronto, ON
Linda Whitley	Christ Covenant Church	Hernando, MS

Attachment 2

REPORT FROM THE PUBLISHING MINISTRY OF GREAT COMMISSION PUBLICATIONS (GCP)

Great Commission Publications (GCP) is the official publishing ministry of the PCA and the Orthodox Presbyterian Church (OPC). This joint publishing ministry was established by their respective General Assemblies in 1975. GCP publishes high-quality Reformed and covenantal curriculum for all ages. This full-orbed system of curriculum is based solely upon the **Bible as the Word of God** and conforms to the **Westminster Standards**.

GCP is governed by a twelve-member board of trustees, all teaching or ruling elders. Six are elected by the PCA CDM and six by the OPC Committee on Christian Education (CCE). Additionally, the PCA CDM Coordinator and the OPC CCE General Secretary serve as *ex-officio*, non-voting trustees. Currently the GCP Executive Director and the Director of Publishing are PCA teaching elders, and the GCP Director of Business Operations is a PCA ruling elder. The president of the board of trustees for 2020 is PCA teaching elder David Stewart (This position alternates annually between the PCA and OPC.).

Our newest curriculum is “G2R—God’s Promises,” written to teach covenant theology to grades 7-9. (G2R is an abbreviation for “Genesis to Revelation.) Four modules on the Old Testament were published beginning in the fall of 2019, and four on the New Testament will be published in 2020-21. “G2R God’s Promises” builds on “G2R Bible Survey,” which itself is an exciting journey through every book of the Bible in eight modules. This survey of all the Old and New Testament books helps students integrate the “stories” of the Bible that they have heard into a comprehensive understanding of God’s single story of his redemptive plan throughout Scripture. Both departments allow churches great flexibility in grouping grades 5-9. Check out www.gcp.org to see how to use these studies. Upon completion of the G2R curriculum, students should be well grounded not only in the entire Bible, but with the essence of covenant theology.

New for 2020 is our publication of *First Catechism* in parallel language editions of English-Korean and English-Spanish diglot editions.

Show Me Jesus (Toddler through grade four) is the core upon which all the rest of GCP’s curriculum is built. **G2R** follows **Show Me Jesus**, and it is followed by **So What?** for high school students.

Further, **Kids' Quest** is a club program that is a catechetical curriculum based on *First Catechism*, suited for use in many settings of church life. GCP also has a pocket edition of *First Catechism* for use by all ages, as well as digital editions of *First Catechism* and *Shorter Catechism*.

So What? Bible studies for youth continue to grow in popularity. There are ten studies available in a modular format, which makes them flexible for youth groups, small group Bible studies, homeschools, and Christian day schools. Visit the **So What?** website at www.sowhatstudies.org for samples, video previews, and more.

GCP publishes a child's curriculum based on *The Pilgrim's Progress*, featuring a new child's edition of the book, a dramatic reading, and a selection of original songs, as well as lessons. For sample lessons, please visit our website for *The Pilgrim's Progress* at www.childrepilgrimsprogress.org.

GCP also publishes the *Trinity Hymnal*, a resource that enriches worship with its collection of over 700 hymns. It includes the *Westminster Confession of Faith* and *The Shorter Catechism*, as well as the Apostles' and Nicene Creeds. Orchestrations are available for most of the hymns.

Further, GCP is the exclusive distributor *Trinity Psalter Hymnal*, a joint publication of the OPC and The United Reformed Churches of North America (URCNA). We are also the exclusive distributor *Liturgical Forms and Prayers*, and *Creeds and Confessions* for the URCNA. These relationships have been positive for all parties involved.

For sample lessons for curricular materials, or to place an order, visit our website at www.gcp.org. You also may call **800-695-3387** to speak to a curriculum specialist.

REPORT OF COVENANT COLLEGE TO THE FORTY-EIGHTH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

Greetings in the name of Jesus Christ,

On behalf of the Board of Trustees and the Covenant College community, I offer this annual report on the 2018-2019 academic year.

Academics

We appointed two full-time faculty members, who were installed at our opening convocation in the fall of 2018:

- Mrs. Lindsey Fain, Associate Dean of the Graduate School of Education with a M.Ed. in Educational Leadership from Covenant College.
- Mrs. Arwen Matos-Wood, Assistant Professor of Marketing, with an MBA with a concentration in Marketing from the University of North Carolina, Chapel Hill.

Selected faculty publications for the 2018-2019 academic year:

- Baek, J. (2019). "The desire-work in Sylvain George's Paris est une fête." *L'Esprit Créateur*, 59 (2), 180-196.
- Barham, R. E. (2018, Summer). [Review of the book *The correspondence of Erasmus: Letters 2357 to 2471, August 1530–March 1531* by D. Erasmus, C. Fantazz, & J. M. Estes]. *Renaissance Quarterly*, 71(2), 662-663. doi:10.1086/699036
- Dryden, J. de W. (2018). *A hermeneutic of wisdom: Recovering the formative agency of Scripture*. Grand Rapids, MI: Baker Book House.
- Fikkert, B. T., & Kopic, K. M. (2019). *A field guide to becoming whole: Principles for poverty alleviation ministries*. Chicago, IL: Moody.
- Rhodes, M., Holt, R. E., & Fikkert, B. T. (2018). *Practicing the King's economy: Honoring Jesus in how we work, earn, spend, save, and give*. Grand Rapids, MI: Baker Publishing Group.
- Garris, H. W., Settle, T. H., Crossman, J. E., Grider, S. J., & Michaels, S. L. (2019). "Combined effects of hemlock woolly adelgid (*adelges tsugae*) infestation and treatment with imidacloprid on eastern hemlock (*tsuga canadensis*) leaf radiometry." *Journal of Forestry*, 117(4), 340-350. doi:10.1093/jofore/fvz021.

- Green, J. D. (Summer 2018). “On the evangelical mind and consulting the faithful.” *Christian Scholar’s Review*, 47(4), 335-339.
- Hallstrom, C. J. (2019). “A theater to the cosmos: Dramatic incarnation for a postmodern world.” In *Firstfruits of a new creation: Essays in honor of Jerram Barrs*. Edited by D. Serven. Oklahoma City, OK: White Blackbird Books.
- Stephens, N. M., Hall-Lew, L., & Ellis, V. S. (2018). “I’m like, ‘Really? You were homeschooled?’: Quotative variation by high school type and linguistic style.” *American Speech: A Quarterly of Linguistic Usage*, 93(1), 108-138. doi:10.1215/00031283-6904054
- Horne, C. D., & Barney, M. (2019). “The impact of United Nations peacekeeping operations on human trafficking.” *International Migration*, 57(5), 3-20. doi:10.1111/imig.12606
- Jackson, A. K. (2019). “Having our own: The Colored Methodist Episcopal Church and the struggle for black autonomy in education.” In *Southern religion, southern culture: Essays honoring Charles Reagan Wilson*. Edited by D. E. Grem, T. Ownby, & J. G. Thomas. Jackson, MS: University Press of Mississippi.
- Jones, S. C. (2019). “Psalm 37 and the devotionalization of instruction in the post-exilic period.” In *Prayers and the Construction of Israelite Identity*. Edited by S. Gillmayr-Bucher, & M. Häusl. Atlanta, GA: Society of Biblical Literature.
- Kacic, K. M. (2019). “John Owen in the theology of Colin Gunton.” In *T & T Clark companion to Colin Gunton*. Edited by M. Habets, & A. Picard. New York, NY: Bloomsbury. [forthcoming]
- Madueme, H. L. (2019, June 28). “Creationism embattled yet resilient: An introduction.” *Sapientia: A Periodical of the Henry Center*. Retrieved from <https://henrycenter.tiu.edu/2019/06/creationism-embattled-yet-resilient-a-redirect/>
- Rush, J. V. (2018). The impact of natural disasters on education in Indonesia. *Economics of Disasters and Climate Change*, 2(2), 137-158. doi:10.1007/s41885-017-0022-1.
- Stewart, K. J. (2018). “Drawing on the resources of a neglected reformation.” *Haddington House Journal*, 20, 115-130.
- Tate, W. C. (2019, Summer). “A set mind, blessed by doubt: Phenomenologies of misperception in Frost, Wilbur, Heidegger, and Merleau-Ponty.” *Christian Scholars Review*, 48 (4), 351-370.

- Tinholt, E. T. (2018). “Caring for new teachers once they leave campus.” *International Christian Community of Teacher Educators Journal*, 13(2).
- Weichbrodt, E. Y. (2019). “A wide place: The Word of God as refuge.” In K. Anyabwile, *His testimonies, my heritage: Women of color on the Word of God*. Epsom, UK: Good Book Company.
- Wescher, L. R., Hutchinson, T., & Rannou, A. (2018). “Minimum wages, employment and college enrollment.” *The American Economist*. doi:10.1177/0569434518787485
- Wingard, J. C. (2019). “Theism and the metaphysics of free will: A review essay.” *Philosophia Christi*, 21(1). 189-197. doi:10.5840/pc201921117

Admissions & Marketing

In the fall of 2018, we welcomed 280 new students who came from 29 states and 9 countries.

Throughout the year we welcomed 1,544 prospective student visitors to campus from 41 states.

Campus & Facilities

During the 2018-2019 year the first phase of the Dora Maclellan Brown Memorial Chapel Roof Replacement Project was completed. Other campus initiatives include the replacement of the Carter Hall fire alarm system, continued replacement of building automation systems, the modernization of the emergency communication system as well as routine general maintenance and repairs.

Development & Finances

Donors generously gave over \$5.3 million to Covenant during the 2018-2019 fiscal year.

Covenant saw positive operating results again this year, with an increase in unrestricted net assets of about \$3.4 million. Total assets grew by \$4.1 million to \$106.7 million.

The number of churches that gave to Covenant decreased slightly to 481, and 202 churches participated at a level to qualify for our Church Scholarship Promise program.

Strategic Plan

We spent the 2018-2019 academic year beginning implementation of initiatives falling under the five priorities in our strategic plan (listed below). Significant in those efforts was the appointment of a new Interim VP for Development (July 2018), a new Assistant Vice President for Enrollment Management (March 2019), and a new Director of Marketing and Communications (August 2019). These new hires are critical to the success of our first three priorities. Also significant was the completion of the college's most comprehensive market research initiative ever. That work, which was intended primarily to help the college position itself strategically in the enrollment market and assess its pricing, provided invaluable insights upon which new initiatives in marketing and admissions were developed.

I. 1,100 Strong on the Mountain

At Covenant College, we have capacity for 1,100 traditional undergraduate students on our Lookout Mountain campus. For the sake of populating communities around the globe with thoughtful Christian men and women, we will fill our campus with well-qualified students.

II. \$100 Million in the Endowment

We will, through the generosity of our supporters, build an endowment that provides for the long-term sustainability of Covenant College and makes a Covenant College education affordable for qualified students.

III. Raise our Voice

We will contribute to larger conversations about what it means to live faithfully as Christians in this day and age, and will be known as a place that generates first-rate, insightful, biblically-grounded Christian thinking and thinkers/doers.

IV. Cultivate our Community

We can only be as strong as our community is healthy. Giving thanks for the rich blessings of community we already enjoy here at Covenant, we will make our community one that is marked by the flourishing of students and faculty and staff.

V. Offer One-of-a-Kind Education

By leveraging both the strengths of our existing program and our unique location, we will very intentionally make the educational experience we offer at Covenant College even more distinctive and more valuable.

Student Life

This fall, the Student Athletic Advisory Committee set a new Covenant record for "Cans Across the Conference" producing over 1,000 canned goods. The previous record was set last year with 600 cans. All items were donated to the Chattanooga-area Food Bank.

The CC Lead Program enjoyed its third full year as a cohesive leadership program for all student leaders. Students serve as Resident Assistants, Student Ministry Coordinators, Student Senators, O-Team Leaders, Core Team Leaders, Multicultural Leaders and on the Campus Activities Board. The theme for CC Lead 2018-2019 was dignity. Student leaders from across campus explored how the topic of dignity affected their leadership through a variety of seminars and the annual CC Lead Conference. The speaker for last year's conference was Mark McElmurry from Covenant Seminary.

Covenant hosted its inaugural JobFair, an event that featured 34 employers from a wide array of industries. Students responded with strong attendance, and many secured internships and jobs as a result. Each year the Office of Calling & Career surveys graduating students on what they are doing next, and in 2018 they were able to use Handshake for the first time to complete this survey. Two hundred and fourteen students were surveyed with a 92% career outcome rate, indicating that 92% of graduates were able to settle into careers or grad school as planned.

The fall semester saw a number of chapel speakers that particularly blessed the college. Dr. Zack Eswine brought deep encouragement and challenge around the topic of doubt as our Schaeffer Conference speaker; Rev. Ronnie Garcia, a PCA church planter, visited from Puerto Rico for our Missio Dei conference; and Dr. Kevin Eames, Hannah Bloomquist, and Aimee Byrd brought great wisdom during a week focused on human identity and sexuality.

Conclusion

We are grateful for the oversight of the PCA as we seek to remain faithful to our mission to explore and express the preeminence of Jesus Christ in all things. Thank you for your continued partnership in the work God is doing through Covenant College.

Yours in Christ,
J. Derek Halvorson ('93), Ph.D.
President

[NOTE: The following recommendations have not been approved because the 48th General Assembly has been postponed.]

Recommendations

1. That the General Assembly thank and praise God for the excellent work and faithfulness of the Board of Trustees, faculty, and staff of Covenant College in serving the Presbyterian Church in America by shaping students for lives of service in the Kingdom of God.
2. That the General Assembly encourage congregations of the PCA to support the ministry of Covenant College through encouraging prospective students to attend, through contributing the Partnership Shares approved by the General Assembly, and through prayer.
3. That the General Assembly approve the budget for 2020-2021, as submitted through the Administrative Committee.
4. That the General Assembly adopt “The Covenant College and Supporting Foundation Consolidated Financial Statements” dated June 30, 2019, and prepared by Capin Crouse LLP.
5. That the General Assembly approve the minutes of the meetings of the Board of Trustees for October 17-18, 2019, and March 19-20, 2020, with notations.
6. That the General Assembly receive as information the foregoing Annual Report, recognizing God’s gracious and abundant blessing and commending the College in its desire to continue pursuing excellence in higher education for the glory of God.
7. That the General Assembly designate Sunday, October 18, 2020, as a Lord’s Day on which churches of the denomination are encouraged to highlight the ministry of Covenant College and to pray specifically for the College in its mission and ministry.

REPORT OF COVENANT THEOLOGICAL SEMINARY TO THE FORTY-EIGHTH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

JUNE 2020

Steadfast for the Gospel: Celebrating God's Faithfulness in a World of Change

Executive Summary

The purpose of Covenant Theological Seminary is to glorify the triune God by training his servants to walk in God's grace, minister God's Word, and equip God's people—all for God's mission.

The commitments underlying Covenant Seminary's mission statement have guided our work since our inception in 1956. How we go about our mission has grown and adapted to meet the changing needs of Christ's church over the last 64 years, but our basic purpose always remains the same: to prepare **impactful gospel leaders** for the church and Kingdom who can **engage compassionately** with and **proclaim God's truth courageously** to a world in need of the hope that can only be found in Jesus Christ. As always, we were **privileged to see again this year the ongoing faithfulness of our awesome God** and to experience the joy of his provision and blessing in so many ways, even in the midst of the constantly shifting landscape of contemporary theological education and challenges brought on by the worldwide COVID-19 situation.

By God's grace, this year has seen:

- The **flourishing of the new MABTS program** instituted last year, as our expanded online/hybrid learning formats have drawn much interest from students looking for flexible, accessible, and affordable theological education, along with continued growth in both our MAC and flagship residential MDiv programs.
- The conclusion of a **year-long celebration of the 30th Anniversary of the Francis Schaeffer Institute** at Covenant Seminary with a variety of events on campus and other venues to mark the occasion, including a special issue of *Covenant* magazine, a special edition book (*Firstfruits of a New Creation*) honoring

founding FSI Director Prof. Jerram Barrs, and the naming of Barrs to the recently completed endowed Francis Schaeffer Chair of Apologetics.

- Great generosity from our friends and supporters who have given faithfully to our ***Hope for the Future Capital Campaign***, which has already produced several significant firstfruits, including the Francis Schaeffer Chair mentioned above, and the establishment two years ago of the Philip and Rebecca Douglass Chair of Church Planting and Christian Formation. We also celebrated the naming this year of Dr. Robert Kim as Dr. Douglass's successor in the Chair, as well as Dr. Kim's appointment to oversee the Church Planting Track for our MDiv program, also a result of the campaign.
- Promotions to positions of greater responsibility for several long-serving, faithful members of our deeply biblical and Reformed faculty, with key additions to our adjunct faculty and the appointment of Field Education Director **Jeremy Main** to the additional role of **Director of the City Ministry Initiative (CMI)**.
- A **change of leadership in our MAC program** as current Director **Dr. Dan Zink** requested a return to full-time teaching and more writing opportunities, and the appointment of **Drs. Mark Pfuetze and Jeremy Ruckstaetter as Interim Co-Directors** of the MAC for the coming academic year.
- The publication of several major works by faculty in print as well as important posts by faculty and alumni on our *Orthodoxy and Orthopraxy* blog, focused on theological issues and reflections from a biblical and Reformed perspective.
- The sophomore year of our **Professional Counselor Training Series**, designed to provide professional counselors licensed in the state of Missouri with quality continuing education units in which Covenant counseling faculty help Christian counselors think christianly about important topics facing counselors, their clients, and the church.

These and other initiatives and activities detailed more fully in this report are evidence of God's ongoing grace as we seek to glorify him by preparing biblical and Christ-centered pastors, church planters, counselors, youth and campus ministers, missionaries, and other ministry leaders for service to his church.

ADDENDUM to Executive Summary:

This report was written just before the COVID-19 crisis caused many institutions throughout the country and the world to adapt to the situation in a variety of innovative ways. The Seminary's faculty and staff responded quickly by shifting the remainder of spring 2020 classes and all of the summer 2020 classes to an entirely online format, with built-in online social interaction components to continue the campus experience as much as possible. Most of the staff began working from home in mid-March to limit personal interaction on campus, while a special cross-departmental COVID planning team met regularly to monitor the constantly changing situation and prepare for our eventual reopening. The crisis forced the cancelation of our in-person Commencement ceremony, but God's grace enabled us to provide an appropriately socially distant campus parade for graduates and a pre-recorded online ceremony to honor their achievement. We are grateful for the Lord's provision during this time, and for the dedication and adaptability of our faculty, staff, and students. We will provide more detail on these measures in our 2020–2021 report to the General Assembly.

Steadfast for the Gospel: Celebrating God’s Faithfulness in a World of Change

The purpose of Covenant Theological Seminary is to glorify the triune God by training his servants to walk in God’s grace, minister God’s Word, and equip God’s people—all for God’s mission.

The commitments underlying this statement and guiding the work we do at Covenant Seminary have remained the same since our inception in 1956—commitments to the truth and divine authority of God’s Word, the power of God’s grace to transform lives through the gospel of Jesus Christ, and the necessity of living, learning, and worshiping together as a community of believers for meaningful growth in the Christian life. How we go about doing our mission has grown and adapted to meet the changing needs of Christ’s church over the last 64 years, but our basic purpose has always been to prepare **impactful gospel leaders** for the church and Kingdom who can **engage compassionately** with and **proclaim God’s truth courageously** to a world in need of the hope that can only be found in Jesus Christ.

Over the past year, as we have continued to steward our resources and work faithfully at the calling God has given us, we have been **privileged again and again to see the ongoing faithfulness of our awesome God**. We have experienced the joy of his provision and blessing in so many ways, even in the midst of challenges brought on by the shifting landscape of contemporary theological education and the ongoing worldwide COVID-19 situation.

A Year of Continued Educational Growth and Change

Flourishing Degree Programs, Expanded Field Ed, and Updated Systems

- **New Degrees Thriving.** The new degree programs we reported on last year are in full swing now, and the new **flexible, accessible, and affordable** delivery methods we inaugurated at that time seem to be having a positive impact. The **MABTS** has proved to be immensely popular, especially for students who desire to pursue all or part of their seminary education through online or hybrid learning methods.
- **MDiv Strong.** The MDiv itself, which had experienced a bit of an enrollment downswing a few years ago, is currently strong and healthy, and remains the mainstay and standard of our training programs, and, with the advent of the online MABTS, is now accessible in a hybrid format.

- **MAC Growing.** The MAC program continues to grow in numbers and reputation, and has a strong enrollment.
- **DMin Cohorts Launched.** The DMin program launched a cohort in 2019 (to run through 2021) focused on **Cultural Apologetics and Communication**, in which Covenant’s Prof. Mark Ryan, Dr. Zack Eswine, and Dr. Tasha Chapman are helping ministry leaders explore the challenges and opportunities involved in reaching today’s world with the gospel. In the summer of 2020, the DMin will launch a **new cohort on the topic of Leadership in Ministry**, to be led by **Dr. Tom Gibbs**, Senior Pastor of Redeemer Presbyterian Church in San Antonio, Texas, and **Dr. George E. Schenck**, independent organizational/leadership consultant and a PCA Ruling Elder. The cohort will run from 2021 through 2023 and provide an opportunity for up to 20 seasoned ministry leaders to delve into ministry leadership issues in a significant way. By weaving a biblically informed and grace-based spirituality together with the best practices of organizational leadership, participants will be better able to navigate the many real-world challenges for which even the best seminary training cannot fully prepare them.
- **MTC–Phoenix.** The Missional Training Center–Phoenix is flourishing in its efforts to further train already-serving local ministry leaders and has grown to the point of needing to consider expanding to two first-year cohort groups—alongside the existing second-through fourth-year groups—to accommodate the interest.
- **Sites and Partnerships.** We continue to offer a variety of courses at our extension site (Nashville) and are working to extend our reach and influence by expanding existing partnerships with other ministries such as NEXT, NXTGEN Pastors, Edinburgh Summer School (Chalmers Institute), and disability ministry expert Stephanie Hubach.
- **Field Education.** We have been working to **strengthen our Field Ed program** to make it more comprehensive and more helpful for preparing students for ministry in the real world. Field Ed Director Jeremy Main has been working diligently to expand the number and range of field education opportunities for students through the development of new partnerships with churches and ministry organizations and the recruiting of more local pastors and other ministry leaders to serve as mentors and internship supervisors for students doing experiential learning through field ed.
- **MyCTS.** Our IT department launched a **new behind-the-scenes system** called MyCTS to streamline our internal processes and replace our old, outdated Portal system. MyCTS offers a simplified one-stop

login dashboard that provides students, faculty, and staff with easier access to important information, tools, and resources needed on a daily basis.

- **New Online Store.** Last year saw the launch of a new online store for the sale of **Covenant-themed merchandise** like mugs, glasses, shirts, hoodies, caps, notebooks, and many other items. Many faculty, staff, students, alumni, and supporters have been wanting a way to show their Covenant spirit while also supporting the mission and ministry of the Seminary, and the store provides an exciting opportunity to do so. In time, we hope to expand the variety of items available to include resources for the church. Shop at www.covenantseminary.edu/store.

Continual Evaluation and Planning

Part of our ongoing work is the continual evaluation of our programs and methods and our adaptation to the changing demographics of our student body and the changing needs of the larger church.

- **Coming Changes to Accreditation Standards.** This year we got word that our accrediting organizations, the Association of Theological Schools (ATS) and the Higher Learning Commission (HLC) are both making changes in the standards by which they measure success and effectiveness in theological education. These changes reflect differences in the emphases of the two organizations, with ATS focusing more on excellence of student/graduate outcomes and HLC focusing more on whether and how educational institutions provide what they say they will provide. If approved, the new standards will go into effect in July 2020 and may prove to be beneficial in that the reporting process for both could be shorter. It may also mean that we would potentially have the ability to allow more non-BA-holding students with ministry potential into our academic degree programs.
- **Strategic Planning Process.** We are also in the midst of an extensive strategic planning process, looking at where we are now and thinking about where we would like to go over the next five years. We have been working with faculty, staff, and our Board to gather input on major themes and areas on which to focus for the planning process and will be working over the coming months to draft a plan for Board review and approval.

- **Necessary Tuition and Fee Increases.** As we seek to faithfully steward financial health at Covenant Seminary, we find ourselves needing to increase tuition every few years. The revenue sources for the annual operating budget of the Seminary include net tuition (after scholarships), endowment draw, and annual donor gifts. Thus, as of last May, our tuition rose from \$495 per credit hour to \$525 per credit hour for all classes other than ThM and DMin. ThM and DMin classes increased from \$590 per credit hour to \$620 per credit hour. These increases keep us in line with but still very competitive with peer institutions. (As a point of reference, our last tuition increase was in 2017, when it went from \$480 per credit hour to \$495, and before that was 2011, going from \$460 to \$480 per credit hour.) We seek to keep tuition and fee increases like these as low as possible. Please join us in praying for God’s continued financial provision and our faithful stewardship of what he provides.

Ongoing Training for Church and Community

Our calling to train church leaders includes not only the teaching of theology and the development of practical ministry skills, but also helping to equip those future leaders—and other people in our own local community—in other significant ways.

- **Workshops and Webinars on Research and Writing.** Our Library and Scribe Writing Center work throughout the year to help students fine-tune their skills in research and writing by presenting a series of workshops and webinars on topics like “Planning Your Research and Writing Process,” “Discerning Misinformation and Disinformation, and Fake News,” “Basics of Biblical Research,” “Research Conversations in Church History,” and many more.
- **Ministry Lunches.** The Student Life team continually brings in local, regional, and national ministry leaders to speak during lunch gatherings to help students learn about opportunities for ministry in a variety of church and other settings. Topics range from mercy ministry, campus ministry, and prison ministry, to church planting, disability ministry, internship opportunities, and others.
- **Fundraising Seminars.** Recognizing the necessity for many ministries and ministry positions in today’s world to raise financial support—an area not usually part of a seminary curriculum—the Seminary’s Development team has for the last few years run a series of workshops for students on the basics of fundraising for ministry.

The three-part series also provides guidance on how to develop a full-blown fundraising plan.

- **Church Planting Field Trips.** As the need for called and trained church planters in the PCA and beyond continues to increase, the Seminary's annual Church Planting Field Trip, formerly led by Professor Emeritus Dr. Phil Douglass and now led by Dr. Robert Kim, has become a vital part of the process of church planting preparation. Any student is eligible to attend the trip, which usually takes place in the fall to one of several ongoing significant church planting efforts. The purpose is to introduce students to what it is like to plant a church, hear from those who have experience in doing so, and hopefully spark interest and a heart for future church planting.
- **Men's Leadership Breakfast and Tea with Jerram.** The Men's Leadership Breakfast, which meets bi-weekly on Tuesday mornings during the semester, provides a light breakfast and Bible study led by Covenant faculty for men in the St. Louis business community, while Tea with Jerram offers a venue for literary-focused fellowship and discussion for area women. These popular and well attended activities have been highly successful in building ongoing relationships with the business community and others in our area who may not have been previously aware of the Reformed theological resources available to them through the Seminary.

A Year of Special Events and Celebrations

Completing Our Celebration of FSI's 30th Anniversary

- **The 2019 Schaeffer Lectures.** Our yearlong celebration of the 30th Anniversary of the Francis Schaeffer Institute (FSI) in 2019 featured several events that were summarized in last year's report to GA. That celebration culminated in October with the 30th Annual Schaeffer Lectures entitled **Advancing Through Adversity: Speaking of Jesus in Our Secular and (Nearly) Post-Christian Setting**, which addressed the challenges and opportunities of proclaiming the good news of Jesus Christ in a culture increasingly disinclined to hear it. Featured speakers included **Dr. John Dickson**, author of *A Doubter's Guide to Jesus*; **Dr. Alan Noble**, Assistant Professor of English at Oklahoma Baptist University and Editor-in-Chief of the online magazine *Christ and Pop Culture*; and **Dr. Thurman Williams**, Church Planting Pastor at New City Fellowship–West End, St. Louis,

Missouri; as well as workshop speakers **Mark Meynell** of Langham Preaching; **Vanessa Hawkins**, Director of Women’s Ministry at First Presbyterian Church in Augusta, Georgia; **Al Dayhoff**, Executive Director of Evangelize Today Ministries; **John Inazu**, Professor of Law and Religion at Washington University in St. Louis; and **Jessica and Zack Eswine** of our own Schaeffer Institute; all led and organized by **Prof. Mark Ryan**, Director of FSI. Audio from the lectures and other FSI events is available through the Resources section of our website. The **2020 Schaeffer Lectures** are currently planned for **September 25–26**, with a focus on **The Symphony of Mission** and featuring **Rev. Jim Mullins**, Pastor of Theological and Vocational Formation, Redemption Church, Tempe, Arizona; **Dr. Michael Goheen**, Professor of Missional Theology at Covenant Seminary and Director of Theological Education for the Missional Training Center–Phoenix; along with other speakers to be determined.

- **Endowed Francis Schaeffer Chair of Apologetics.** The Schaeffer Lectures concluded with a special presentation to FSI Founding Director **Prof. Jerram Barrs** announcing him as the first official occupant of the **newly completed endowed Francis Schaeffer Chair of Apologetics**. Established initially in 1997 with a generous gift from **Mr. and Mrs. John and Ann Albritton**, whose son James served as one of FSI’s first directors, the Chair was completed through the Seminary’s *Hope for the Future* Capital Campaign by another generous gift from **Mr. and Mrs. Ed and DeAnn Harris**. The completion of the Chair ensures that an FSI teaching position will remain a fixture at Covenant Seminary permanently, enabling the principles and practices that undergird the ministry of the Schaeffer Institute to have a continuing impact on the training and preparation of generations of future church and Kingdom leaders.
- ***Festschrift* Honoring Prof. Jerram Barrs.** Also as part of the Schaeffer Lectures program, we presented Prof. Jerram Barrs with a copy of a newly published volume entitled ***Firstfruits of a New Creation: Essays Honoring Jerram Barrs*** (White Blackbird Books, 2019). Edited by Covenant alumnus **Doug Serven**, the volume features fourteen essays by friends, colleagues, and former students of Prof. Barrs that illustrate the biblical principles and grace-filled approach to apologetics and evangelism that have been the hallmark of Jerram’s life and teaching. The book also includes reflections and

stories of Jerram’s love and influence from many more who have been blessed to know him over the years.

- **Covenant Magazine Special FSI Section.** The 2020 issue of *Covenant Magazine* includes a special section highlighting the history of FSI, the legacy of Francis Schaeffer, and reflections on 30 years of FSI at Covenant from founding Director **Prof. Jerram Barrs** and current Director **Prof. Mark Ryan**.

Covenant Seminary Preaching Lectures: Reflections on Preaching

Preaching is key to the mission and ministry of the church. Preparing good preachers is one of our main goals at Covenant Seminary. In addition to our Christ-centered, grace-focused, and apologetically oriented preaching curriculum, the Seminary each year invites recognized leaders in the field of homiletics to speak on topics relevant to communicating God’s Word effectively in today’s world. **The 2019 Preaching Lectures** featured **Rev. Scott Sauls**, Senior Pastor of Christ Presbyterian Church (PCA) in Nashville, Tennessee, and author of *Irresistible Faith*, speaking on the theme **God Have Mercy on You: Reflections on Preaching**. Rev. Sauls focused on the need for gospel preaching to be undergirded by gospel character and Kingdom faithfulness in order for preaching and pastoring to be credible and effective. Lecture titles included “The Preacher’s Weariness,” “Make Christianity Irresistible Again,” “The Preacher’s Rest,” and “The Preacher’s Call.” **The 2020 Preaching Lectures** are scheduled for **October 6**, and will feature **Rev. Dr. Thurman Williams**, Church Planting Pastor, New City Fellowship–West End, St. Louis, Missouri. Audio from past Preaching Lectures is available online in the Resources section of our website.

The Austin Harrington Counseling Lectures: Learning From Unwanted Behaviors

The Austin Harrington Counseling Lectures, sponsored by the Seminary’s Counseling Department, each year brings in notable authorities in the field of Christian counseling to provide additional instruction and resources for those training to serve God’s people as pastors and counselors. For 2020, the theme was **Learning From Unwanted Behaviors**, featuring **Jay Stringer**, a licensed mental health counselor and researcher, and author of the recent book *Unwanted: How Sexual Brokenness Reveals Our Way to Healing*, which was named Resource of the Year in Counseling and Relationships by *Outreach* magazine. Mr. Stringer explored the ways in which studying our unwanted behaviors can lead to insights that help foster the process of mental, emotional, and spiritual healing. His lectures included “The Stories We Don’t Want to

Tell: You Can Take No One Further than You Have Gone Yourself,” “How Did We Get Here? Connecting the Dots between Adverse Childhood Experiences and Adult Unwanted Behaviors,” “Why Do We Stay? Understanding the Meaning of Self-Destructive Sexual Choices and What Sustains Them,” and “How Do We Get Out? Best Practices and Resources for Facing Shame, Developing Self-Care, and Creating Transformative Communities.” The Harrington Lectures were also part of our Professional Counselor Training Series (see below). Audio from the lectures will be available online in the Resources section of our website.

The Professional Counselor Training Series, Year 2: Family Stories

Our Professional Counselor Training Series, designed to provide professional counselors licensed in the state of Missouri with opportunities for quality continuing education credits, entered its second year with a focus on the theme of **Family Stories and Your Work with Clients**. In addition to our annual Austin Harrington Counseling Lectures (see above), the series featured Covenant’s counseling faculty speaking on topics such as “Attachment and Families” (**Dr. Dan Zink**); “Apologies and Families” (**Dr. Jeremy Ruckstaetter**); “My Family Story: Reflections on Anxiety, Perfectionism, Resilience, Grief, Aging, and Grace” (**Dr. Richard Winter**); “Bi-Racial Adoption and Families” (**Prof. Suzanne Bates**); and “Sexual Addiction and Families” (**Dr. Mark Pfuetze**). Each lecture session met for 1.5 hours on a Friday afternoon, with 30 minutes for networking beforehand. The goal of the series is to **help Christian counselors think christianly about important topics** facing counselors, their clients, and the church.

CMI Conference: The Importance of Storytelling for God’s Mission

In March, our City Ministry Initiative (CMI) hosted a weekend conference based on the theme **Tell Me a Story: Orality, Storytelling, and God’s Mission**. Featuring speakers from **StoryRunners**, a ministry of Cru, the conference explored the nature of storytelling and its importance of orality for bringing the gospel to the approximately 5.7 billion people in the world who are oral preference learners and communicators, more than half of whom are among unreached people groups. The conference helped equip God’s people to understand orality, grapple with its importance for mission, and develop skills for making use of oral methodologies in evangelism, discipleship, and leadership development. Local practitioners provided additional workshops for context-specific issues. Audio from the conference is available online in the Resources section of our website.

Theological Fellowship at Covenant Seminary

The Theological Fellowship at Covenant Seminary, a student-led group under the oversight of New Testament Professor Dr. Bob Yarbrough, continues to flourish as a training ground for future theological scholars and teachers. Each January, the group hosts a theological conference on campus that includes paper presentations from Covenant students and professors, as well as contributions of those from other area seminaries and theological schools. In 2020, the Fellowship hosted plenary speaker **Dr. Brian Matz**, Professor and CSJ Endowed Chair, Fontbonne University, on the topic of **Doing Theology in the (Not) Dark Ages**. Last year, in April 2019 (too late to be included in our report), the group also hosted a special visit to our campus by **Dr. Thomas Schreiner**, Professor of New Testament at The Southern Baptist Theological Seminary, who spoke on the topic of “The Benefits of Justification.” The Fellowship is currently planning for the 10th Annual Theological Conference to be held in January 2021.

Edinburgh Summer School: Transformative Learning in a Unique Setting

Covenant Seminary continues to partner with the **Chalmers Institute in St. Andrews** to deliver a **week-long summer school** combining the best theological resources with application to the church’s discipleship and mission. Previously held in Cambridge, England, the summer school shifted in July 2019 to Edinburgh Scotland. This unique opportunity for pastors, scholars, and others to deepen their theological learning and insight helped students gain a deeper understanding of who God is, what he has called us to do as his people, how we can understand the Bible, and how to engage our neighbors with his life-giving message. The 2019 edition featured **Dr. Jack Collins** teaching a track on the **Psalms and Wisdom Literature**, while **Prof. Jerram Barrs** and **Dr. Mark Stirling** (director of the Chalmers Institute) led a track on **Engaging Contemporary Challenges to Christianity**. Unfortunately, the 2020 edition of the Summer School has been cancelled due to concerns about COVID-19.

Lunch with Recording Artist and Composer Keith Getty

In December 2019, the Seminary provided a special treat for lovers of Christian music as we were able to host a **limited-space luncheon** with celebrated hymn writer, recording artist, and performer **Keith Getty**, who was already in town for an installment of “Sing! An Irish Christmas” concert with his wife and hymn-writing collaborator, Kristyn, at the Stifel Theatre. Mr. Getty spoke briefly about the history of hymnody and how he and his wife

have created a catalogue of songs that teach Christian doctrine while crossing the genres of traditional, classical, folk and contemporary composition. The luncheon was a truly unique opportunity to learn from one of the most influential Christian music artists of our time.

A Year of Scholarly/Pastoral Service and Professional Transitions

Faculty Publications and Kingdom Service

The Lord has blessed Covenant Seminary with a distinctive and distinguished faculty whose academic excellence and pastoral focus make them uniquely qualified to prepare the next generation of leaders for Christ's church and Kingdom. Our faculty's influence reaches far beyond the classroom: professors mentor and disciple students, participate in the life of local congregations, share their teaching and preaching abilities with the larger church in the U.S. and around the world, and engage with our culture and the pressing issues of our day from a biblically sound and gospel-centered perspective. In addition to the sampling of recent publications and other activities listed below, several of our faculty, and some of our alumni, contributed articles and reflections to the Seminary's blog, *Orthodoxy and Orthopraxy*, which debuted last year (see www.covenantseminary.edu/theology/).

- **Dr. Brian Aucker**, Professor of Old Testament, Director of ThM Program
 - Preached ordination sermon for Covenant graduate David Barnes at First Presbyterian Church of Prattville, Alabama, in November 2019.
- **Prof. Jerram Barrs**, Professor of Christian Studies and Contemporary Culture and Senior Scholar-in-Residence for the Francis Schaeffer Institute
 - Preached for the 50th Anniversary of Grace and Peace Fellowship in St. Louis and spoke at the Speaking the Truth in Love conference celebrating Francis Schaeffer at Covenant Presbyterian Church in St. Louis.
 - Led a study tour to Israel for Seminary friends and supporters; taught week-long class in Edinburgh, Scotland, as part of our partnership with the Chalmers Institute; and preached for the Independent Presbyterian Church in Liss, UK.
 - Used sabbatical in fall 2019 to work on a book on the life and ministry of Francis Schaeffer.

- **Prof. Suzanne Bates**, Assistant Professor of Counseling
 - Published “The Need and Blessing of Reconciliation and Justice for the African American Single Mom,” as a chapter in *Co-Laborers, Co-Heirs: A Family Conversation*, edited by B. Smith and D. Serven (Storied Publishing, 2019).
 - Lectured on “Bi-Racial Adoption and Families” as part of 2020 Professional Counselor Training Series; spoke on parenting issues at a church in Richmond, Virginia; and served as a panelist in conference breakout sessions on anxiety and sexuality.
 - Serves on the Board of Restore St. Louis Ministries of New City Fellowship in St. Louis.
- **Dr. Hans Bayer**, Professor of New Testament
 - Published a reprint of his book *Apostolic Bedrock* (Paternoster, 2016) as *Peter as Apostolic Bedrock: Christology and Discipleship according to His Canonical Testimony* (Wipf & Stock, 2019); contributed comments on Mark for the *ESV Gospel Transformation Study Bible* (Crossway, 2019); and completed a commentary on Mark for the *ESV Bible Expository Commentary* (Crossway, forthcoming in 2021).
 - Co-authored (with Richard Winter) “Gradual Sanctification,” as a chapter in *Reformational Counseling: Confessional, Catholic, and Compassionate*, edited by E. L. Johnson and K. S. Whitfield (Crossway, forthcoming).
 - Working on a fourth, fully revised edition of *Das Evangelium des Markus* (Brockhaus/Brunnen, 2008; ²2013, ³2018) and a Russian translation of the book (both forthcoming), as well as a planned German commentary on 1 Peter.
 - Presented lectures for a 28-hour intensive course on “The Life and Teaching of Peter” in Kiev, Ukraine, and for a 45-hour intensive course on New Testament Theology at the German branch of Columbia International University in Stuttgart.
- **Dr. David B. Calhoun**, Professor Emeritus of Church History
 - Published “George Washington Carver (1864 –1943): ‘God Just Came Into My Heart One Sunday Afternoon,’” in *Presbyterian* 45, no. 1 (Spring 2019), and “William Tennent and the Log College,” in *The Banner of Truth*, Issue 675 (December 2019).
 - Submitted two books to Banner of Truth Trust for upcoming publication: *Swift and Beautiful*, a collection of biographical sketches of faithful missionaries, and *A Sheep Remembers*, an exposition of Psalm 23 combined with personal reflections on Dr. Calhoun’s life.

- **Dr. David W. Chapman**, Professor of New Testament and Archaeology
 - Published corrected American edition of his earlier *The Trial and Crucifixion of Jesus: Texts and Commentary*, co-authored with Eckhard J. Schnabel (Hendrickson, 2019); also published “Crucifixion,” in *T&T Clark Encyclopedia of Second Temple Judaism*, edited by D. M. Gurtner and L. T. Stuckenbruck (T&T Clark, 2019).
 - Published reviews of Nijay K. Gupta, *1 & 2 Thessalonians*, in *Presbyterion* 45, no. 2 (Fall 2019), and *The Language and Literature of the New Testament: Essays in Honor of Stanley E. Porter’s 60th Birthday*, edited by L. K. Fuller et al., in *Bulletin of Biblical Research* 29, no. 3 (2019).
 - Together with Dr. Tasha Chapman, ministered to and encouraged missionaries and their families in Japan for five weeks in summer 2019 through multiple sermons, archaeological events, Bible study training, and a week-long class on 1 Thessalonians at Christ Bible Seminary in Nagoya.
 - Conducted Bible study training classes at local St. Louis churches and taught classes on Biblical Geography, Biblical Archaeology, and NT Theology at Sangre de Cristo Seminary in Westcliffe, Colorado, in July–August.
 - Led a study tour to Israel for Seminary students and alumni in January 2019.
- **Dr. Tasha Chapman**, Professor of Educational Ministries
 - Wrote article on oral Bible-study methods and exegetical issues (forthcoming); and created devotional Bible studies on leadership and revised workshop curriculum as supplementary material for the book *The Politics of Ministry*.
 - Made preparations for fifth Covenant Women in Europe Retreat in Hungary in June 2020.
 - Together with Dr. David Chapman, ministered to and encouraged missionaries and their families in Japan for five weeks last summer, including teaching a week-long intensive course for Christ Bible Seminary on Resilient Ministry.
 - Did podcast interviews on “Resiliency: What it Means to Thrive...Not Just Survive” for CDM’s *enCourage* women’s ministry, and on “The Politics of Ministry” for Generation 2 Generation at Grace Blue Ridge, North Carolina; and an interview (along with Bob Burns and Donald Guthrie) with *byFaith* on “All of Life is Politics: Learn to Navigate it Wisely,” based on book

The Politics of Ministry.

- Consulted with RBI Board on pastoral sustainability for new program development; with MTW recruiting team on student barriers to going overseas for mission; with Westminster Christian Academy in St. Louis's Bible curriculum committee; and with Dr. Dan Doriani for curriculum for Faith and Work Institute.
- Taught on "Resiliency in Our Christian Walk" and "Stewardship of Self" at women's retreats and other venues.
- **Dr. C. John "Jack" Collins**, Professor of Old Testament
 - Published "How Does the Hebrew Bible Speak about God's Actions in the World?" in *Presbyterion* 45, no. 1 (Spring 2019); "May We Say That Adam and Eve 'Fell'? A Study of a Term and Its Metaphoric Nature," in *Presbyterion* 46, no. 2 (Spring 2020); and "The Place of the 'Fall' in the Overall Vision of the Hebrew Bible," in *Trinity Journal* 40 (Fall 2019).
 - Published "The New Covenant and Redemptive History," in *Faithful Ministry: An Ecclesial Festschrift in Honor of the Rev. Dr. Robert S. Rayburn*, edited by M. Rogland (Wipf & Stock, 2019); and "Freedoms and Limitations: C. S. Lewis and Francis Schaeffer as a Tag Team," in *Firstfruits of a New Creation: Essays Honoring Jerram Barrs*, edited by D. Serven (White Blackbird Books, 2019).
 - Wrote several other articles soon to appear: "The Glass is Half Full: A Response to Luke Timothy Johnson's Miracles" (*Sapientia*); "Miracles" (Gospel Coalition's *Concise Theology*); "Divine Action in the Hebrew Bible" (forthcoming collection edited by Dr. Collins).
 - Working on commentaries on Numbers (Zondervan Exegetical Commentary on the Old Testament) and Psalms (ESV Bible Expository Commentary).
- **Dr. Dan Doriani**, Vice President at Large and Professor of Biblical and Systematic Theology
 - Published "Exploring and Discipling Our Emotions," in *Presbyterion* 45, no. 2 (Fall 2019); and "The Wonders and Dangers of Sports," in *byFaith* (Fall 2019).
 - Published the books *Work: Its Purpose, Dignity, and Transformation* (P&R, 2019); *James: Portrait of a Living Faith* (P&R, 2019), co-authored with Jon Nielson; and the chapter "I'm

Under the Fire of Criticism,” in *Faithful Endurance: The Joy of Shepherding People for a Lifetime*, edited by C. Hansen and J. Robinson (Crossway, 2019).

- Wrote multiple blog posts on various topics, was a guest on several podcasts and webinars, and wrote several book reviews for *Presbyterion*.
- Spoke widely on behalf of the Seminary and represented Covenant as a speaker or in other functions all over America and often abroad a total of more than 90 times last year.
- Served on study committees at the Presbytery and General Assembly levels.
- **Dr. Zack Eswine**, Director of Homiletics and Scholar-in-Residence for the Francis Schaeffer Institute
 - Published “Preaching Lament at Christmas” as part of Preaching Today’s Keeping Christmas Sermons Fresh series; “What if Pastors Were More Like Doctors?” for The Gospel Coalition; “How to Avoid Accumulated Fatigue,” for The Gospel Project; the chapter “Faithful in Sorrow,” in *12 Faithful Men: Portraits of Courageous Endurance in Pastoral Ministry*, edited by C. Hansen and J. Robinson (Baker, 2018).
 - Published a Portuguese version of his book *The Imperfect Pastor*, a Spanish version of his book *Spurgeon’s Sorrows*, and wrote study notes for the *ESV Women’s Study Bible*.
 - Presented lecture on “Developing a Culture of Apologetics and Outreach in a Local Church” with Jessica Eswine, Adjunct Professor of Integrated Apologetics, at 2019 Francis Schaeffer Lectures; and spoke regularly at conferences and churches across the US and globally on issues related to pastoral ministry, leadership, depression, and the hard questions of gospel and culture.
 - Taught DMin classes for Gordon-Conwell Theological Seminary, Phoenix Seminary, and Western Seminary; and teaches annually at the Missional Training Center–Phoenix.
 - Served on Boards for Webster Groves Alliance for Interracial Dignity, Webster-Rock Hill Ministries, and is a member of the Webster Groves Clergy Alliance for Racial Equality.
 - Continues to serve as Lead Pastor for Riverside Church (EPC) in Webster Groves, Missouri.

- **Dr. Michael Goheen**, Professor of Missional Theology and Director of Theological Education at the Missional Training Center–Phoenix
 - Published “A Conversation with N. T. Wright about a Missional Hermeneutic and Public Truth,” in *Presbyterion* 45, no. 2 (Fall 2019); *The Symphony of Mission: Playing Your Part in God’s Orchestra* (Baker, 2019), with Jim Mullins; and translations of several previous works: *Introducing Christian Mission Today* (Portuguese), *A Light to the Nations* (Chinese), *Christian Philosophy* (Korean), and *The Drama of Scripture* (Farsi).
 - Published book chapters: “Qué es el evangelio? [“What is the Gospel?”], in *Un Núcleo de Vida Evangélica para el Siglo XXI: Reflexiones y Desafíos a Propósito de Los 150 Años del Presbiterianismo Chileno*, edited by J. Munoz (Iglesia Presbiteriana de Chile Ediciones, 2019); and “God’s Mission: An Invitation to Participate in the Redemption of Individuals and the Renewal of All Things,” in *Whatever You Do: Six Foundations for an Integrated Life*, edited by L. Bobo (Made to Flourish, 2019).
 - Made numerous presentations on a variety of mission-related topics at conferences, churches, and seminaries, and for other ministries and institutions across the US and in Brazil, Chile, and Hungary.
 - Involved deeply in Surge Network of Phoenix churches in a variety of ways.
- **Dr. Robbie Griggs**, Associate Professor of Systematic Theology
 - Faculty sponsor for Center for Pastor Theologians student fellowship group.
 - Member, Henry Center Regional Fellowship Discussion Group.
 - Co-led Israel study tour for Seminary students and alumni with Dr. David Chapman.
 - Served as Editor of Basics in Christian Ethics series for P&R Publishing.
 - Served as backup preacher for Riverside Church in Webster Groves, Missouri, and as a Board member for YoungLife in Kirkwood/Webster.
 - Spoke at men’s retreats and taught Sunday school for several local churches, and was a presenter at the PCA’s 2019 General Assembly.
- **Dr. Robert Kim**, Philip and Rebecca Douglass Chair of Church Planting and Christian Formation and Assistant Professor of Applied Theology and Church Planting

- Published the devotional *Jesus' Parables on Justice: Philadelphia Pastors' Reflections* in collaboration with American Bible Society.
- Spoke at various conferences throughout the year, including InterVarsity, Reformed University Fellowship, and the 2019 Francis Schaeffer Lectures.
- **Dr. Brad Matthews**, Associate Professor of New Testament
 - Published review of Scot McKnight, *The Letter to the Colossians*, NICNT, in *Presbyterion* 45, no. 1 (Spring 2019); and “Triumph in Colossians 2:15: Christ’s Victory in a Culture of Polarization,” in *Presbyterion* 45, no. 2 (Fall 2019).
 - Spoke at several men’s retreats locally and nationally; and led Sunday school ministry at South City Church in St. Louis.
- **Rev. Jim Pakala**, Library Director
 - Published ongoing series of “A Librarian’s Comments on Commentaries” in *Presbyterion* (Spring 2019—Judges; Fall 2019—Romans and Ruth), as well as several book reviews.
- **Dr. Mark Pfuetze**, Assistant Professor of Counseling
 - Presented lecture on “EMDR and Trauma” for the 2019 Professional Counselor Training Series, and “Sexual Addiction and Families” for the 2020 edition of the series.
 - Working on an article on trauma/stuttering/EMDR.
 - Serving as Interim Co-Director of the Seminary’s Master of Arts in Counseling (MAC) program, with Dr. Jeremy Ruckstaetter.
 - Attended Serge Missionary Conference in June 2020 to offer counseling support, potential teaching, and encouragement.
- **Dr. Jeremy Ruckstaetter**, Associate Professor of Counseling
 - Presented lecture on “Apologies and Families” as part of the 2020 Professional Counselor Training Series.
 - Serving as Interim Co-Director of the Seminary’s Master of Arts in Counseling (MAC) program, with Dr. Mark Pfuetze.
 - Leading the MAC program’s CACREP (Council for Accreditation of Counseling and Related Educational Programs) certification process.
 - Working on articles on lament and counseling.
 - Serving on the Board of Presbyterian Mission International, and as Support Group Coordinator and on the worship team at Chesterfield Presbyterian Church.

- **Dr. Jay Sklar**, Vice President of Academics and Professor of Old Testament
 - Completed *Numbers* for the Zondervan Story of God Commentary Series and *Leviticus* for the Zondervan Exegetical Commentary on the Old Testament Series (both forthcoming).
 - Occasionally leads worship at Kirk of the Hills Presbyterian Church.
- **Dr. Michael Williams**, Professor of Systematic Theology
 - Published “Story Summaries: Key Points for Understanding the Bible’s Big Story and Our Place within It,” in *Presbyterion* 45, no. 1 (Spring 2019), and “‘For You Are With Me’: Physical Anthropology and the Intermediate State,” in *Presbyterion* 45, no. 2 (Fall 2019).
 - Served on committees for Missouri Presbytery.
- **Dr. Richard Winter**, Professor Emeritus of Counseling
 - Published “The Pursuit of Excellence and the Perils of Perfectionism” as a chapter in *Sport, Psychology, and Christianity: Welfare, Performance, and Consultancy*, edited by B. Hemmings, N. J. Watson, and A. Parker (Routledge, 2019).
 - Co-authored (with Hans Bayer) “Gradual Sanctification,” as a chapter in *Reformational Counseling: Confessional, Catholic, and Compassionate*, edited by E. L. Johnson and K. S. Whitfield (Crossway, forthcoming).
 - Presented lecture on “My Family Story: Reflections on Themes of Anxiety, Perfectionism, Resilience, Grief, Aging, and Grace” as part of 2020 Professional Counselor Training Series.
- **Dr. Robert W. Yarbrough**, Professor of New Testament
 - Serves as Editor for *Presbyterion*, the Seminary’s academic journal.
 - Published *Clash of Visions: Populism and Elitism in New Testament Theology* (Mentor, 2019), and wrote exposition for *Romans* in the ESV Bible Expository Commentary Series (Crossway, forthcoming).
 - Published “Salvation History” as a chapter in *God’s Glory Revealed in Christ: Essays on Biblical Theology in Honor of Thomas R. Schreiner*, edited by D. Burk, J. Hamilton, and B. Vickers (B&H Academic, 2019); as well as numerous book reviews for *JETS*, *Bulletin for Biblical Research*, and others; editorials and other items for *Presbyterion*; and various blog posts and newsletter articles.

- Taught classes for pastors in Hong Kong, South Africa, and Haiti; and conducted men’s retreats, a wedding, taught adult education classes, and preached at various local and regional churches, including the ordination sermons for two Covenant graduates.
- **Dr. Dan Zink**, Professor of Counseling
 - Presented lecture on “Attachment and Families” as part of 2020 Professional Counselor Training Series.
 - Was on sabbatical for part of the current academic year planning for projected writing projects.

Faculty / Staff Updates

The Lord’s greatest gift to Covenant Seminary is the people who serve here as faculty, staff, or trustees. We have been particularly blessed in this regard, as the following updates on our personnel indicate.

- **Dr. Hans Bayer**, Professor of New Testament, who has been with the Seminary since 1994, announced last fall that he would be **retiring at the end of the 2019–2020 academic year**. Born and raised in Germany, Professor Bayer came to Covenant Seminary after teaching for ten years at the German Theological Seminary at Giessen, where he also planted and co-pastored a church. His expertise in critical scholarship, commitment to the authority and unity of the Scriptures, and personal interest in world mission and evangelism have made Dr. Bayer a wonderful example of our faculty’s pastor-scholar model. Dr. Bayer lectures and preaches regularly in the US and Europe, and has published English and German commentaries, monographs, essays, and dictionary articles, primarily on the Gospels and the book of Acts. He has contributed to the ESV Study Bible, produced video lectures on Acts for Third Millennium Ministries, and is known for his expertise on the Gospel of Mark and the theme of discipleship as portrayed by Mark through the testimony of Peter. Dr. Bayer’s kind heart, gentle humor, excellent scholarship, and gospel-centered, pastoral focus have shaped and influenced hundreds of church and Kingdom leaders over the last quarter of a century. We will miss his warm presence on campus, but wish him and his wife, Susan, well as they spend more time with family and begin the next chapter of their life in service to the Lord.
- **Ms. Lindsey DeJong**, formerly with our Admissions team, became **Associate Dean of Students** with Student Life in July 2019, where

she now assists the Dean of Students in a variety of ways, particularly by counseling and shepherding female students. A 2012 graduate of the MAC program, Lindsey began her new role following nine years in the Seminary's Admissions office, first as an Admissions Representative and later as Assistant Director. After earning a degree in English literature, she came to Covenant for an MA in Counseling and is now a Licensed Professional Counselor (LPC) in the state of Missouri.

- **Ms. Heather Gargis** joined our Admissions staff in fall 2019 as the **Campus Visit Coordinator**. Heather is a 2019 graduate of our MAC program and hails originally from Huntsville, Alabama. Before moving to St. Louis to attend Covenant, she worked for Reformed University Fellowship (RUF) as an intern at Virginia Tech. In addition to her work with Covenant, she is also a trauma therapist at Oasis Counseling Services in St. Louis, specializing in somatic experiencing (a body-centered approach to healing trauma). As Campus Visit Coordinator, she has the opportunity to dream with prospective students and help them discern if the Lord is calling them to seminary.
- **Dr. Robbie Griggs**, Assistant Professor of Systematic Theology since 2017, was named **Associate Professor of Systematic Theology** in January 2020. Dr. Griggs first joined us in 2016 as Adjunct Professor of Theology. He holds a PhD in New Testament from Durham University and has served as a tutor in biblical studies for the Lindisfarne Regional Training Partnership. He also holds an MDiv from Covenant Seminary as well as a BA in philosophy and a BS in finance from the University of Missouri-Columbia. An expert in New Testament theology and early Jewish theology, his research focuses on Paul's theology of grace in Galatians in comparison with contemporary Jewish theologies of God as "giver." Prof. Griggs served as a pastor in St. Louis for eight years at Central Presbyterian Church (EPC).
- **Dr. Mike Higgins**, who served as Dean of Students since 2011, moved to the newly created role of **Seminary Chaplain** in July 2019. The position is designed to maximize Dr. Higgins's gifts in the area of pastoral care and counsel as he serves the Seminary community, while also accommodating his lead pastor role in a local PCA church and an increased speaking schedule as he meets with alumni and others in the denomination. He also continues to teach occasional courses as an Adjunct Professor of Applied Theology. Higgins (MDiv '96, DMin '12) came to Covenant in 1992 as a student, then served as a PCA

pastor in Tennessee and Georgia before returning to the Seminary as Dean of Students in 2011. He is also a retired US Army Chaplain (with the rank of colonel) who had an assignment at the Pentagon, among many other roles.

- **Dr. Robert Kim** was appointed to the Seminary's **Philip and Rebecca Douglass Chair of Church Planting and Christian Formation**, along with an appointment as full-time **Assistant Professor of Applied Theology**, beginning in fall 2019. He also assumed directorship of the Church Planting Track of our Master of Divinity program, which had been overseen in an interim capacity by Dr. Murray Lee of Cahaba Park Church after the retirement of long-time professor and church-planting mentor Dr. Phil Douglass. Dr. Kim brings to his position a lifetime of ministry and mission experience. In 2006, he planted Gracepoint Church in Philadelphia, serving as Lead Pastor for 12 years and overseeing daughter plant, Gracepoint North, in 2016. As Coordinator of the Metro Philadelphia Church Planting Partnership, he provided church planters with guidance for every aspect of church planting. He holds a BA in sociology from the University of California, Irvine; an MDiv from Gordon-Conwell Theological Seminary; a ThM in intercultural studies from Fuller Theological Seminary; and a DMin in church development from Reformed Theological Seminary.
- **Mr. Jeremy Main**, Director of Field Education since 2017, was also named as the new **Director for the Seminary's City Ministry Initiative (CMI)**, assuming those duties in the fall of 2019. He continues to oversee the Field Ed program and teach classes as an Adjunct Professor of Educational Ministries. Main, a 2015 graduate of Covenant's Master of Arts in Educational Ministries (MAEM) program, brings to his new role a wealth of experience in higher education, urban ministry leadership development, and community partnership development. With three MA degrees—in urban affairs (Saint Louis University), political science (University of Missouri–St. Louis), and educational ministries (Covenant Seminary)—Main is also completing a Doctor of Transformational Leadership (DTL) from Bakke Graduate University. His dissertation focuses on seminary-community collaborations for urban ministry leadership and community development. Main is a ruling elder at Midtown Church (PCA) in St. Louis.

- **Mr. Mark McElmurry**, Associate Dean of Students for the past ten years, became **Dean of Students** in July 2019, as former Dean Dr. Mike Higgins moved into the role of Seminary Chaplain (see above). McElmurry, a 2009 MAC graduate, spent 15 years in campus ministry with the Navigators before coming to Covenant. In addition to overseeing Student Life and its activities, McElmurry continues to shepherd first-year Master of Divinity students as they train for ministry, as well as oversee the cohort group system that he helped to create. MDiv cohort groups help students pursue emotional and spiritual growth alongside their work in the classroom. McElmurry has a lengthy history of pursuing spiritual growth in others and loves to help strengthen Christian leaders and their families to stay in ministry for a lifetime.
- **Dr. Mark Pfuetze**, Assistant Professor of Counseling, and **Dr. Jeremy Ruckstaetter**, Associate Professor of Counseling, will serve as **Interim Co-Directors of the Master of Arts in Counseling (MAC) program** beginning this summer as current Director Dr. Dan Zink steps out of his administrative role to return to full-time teaching and pursue more writing opportunities (see below). Dr. Pfuetze and Dr. Ruckstaetter are both graduates of the MAC program and have taught at Covenant for several years, Pfuetze since 2012 and Ruckstaetter since 2016. Both are licensed professional counselors with extensive experience in helping clients deal with issues in many different personal and professional areas. And both are PhD alumni of schools associated with the Council for the Accreditation of Counseling and Related Educational Programs (CACREP)—the University of Missouri-St. Louis and Regent University in Virginia Beach, VA, respectively—providing strong intercollegiate connections that will benefit the Seminary’s own pursuit of CACREP accreditation.
- **Dr. Dan Zink**, Professor of Counseling and, since 2018, Director of the Master of Arts in Counseling (MAC) program, will **step out of his director role at the end of this academic year to return to full-time teaching** and pursue more writing opportunities. Dr. Zink joined our faculty full-time in 1995 after five years as Adjunct Professor of Counseling and Director of Student Services. He assumed the lead role of the Counseling program on an interim basis in 2016 when the program’s founder, Dr. Richard Winter, retired after 24 years at the helm, and became Director two years later. As Dr. Zink anticipates his own retirement in the next three to four years, he requested a return to

full-time teaching in the department in order to focus more on writing and “capture some ideas that have been percolating now for many years.” Dr. Zink’s enthusiastic leadership of the MAC program and his heart for shepherding and counseling those who shepherd and counsel others have left an indelible mark on the MAC program and on the many students, faculty, and staff who are blessed to interact with him on a daily basis. We praise God that even though he is stepping down as Director, he will continue to teach and inspire us for a few more years.

Board / Advisory Board Updates

- No first-time members were added to our Board of Trustees for 2019–2020.
- Board members **Ron McNalley** and **Chris Harper** each completed a second consecutive term of service and **entered a mandatory roll-off year for 2019–2020**, during which they served on the Seminary’s Advisory Board. Board member **Craig Stephenson** moved to Advisory status as well.
- Board members **Paul Stoll** and **Gif Thornton** returned to the Board of Trustees after serving on the Advisory Board for a year. They were elected at GA in 2019 as the Class of 2023.
- Board members **Hugh Barlett**, **Bill Bennett**, **Jonathan Seda**, and **Frank Wicks** were nominated in 2019–2020 to continue for a second term to the Class of 2023.
- The Advisory Board added several new members for 2019–2020: **James Albritton**, **Christine Gordon**, **Donald Guthrie**, **Clay Holland**, and **Jennifer Stegmann**, while members **Susie Graham**, **DeAnn Harris**, **Tyler Johnson**, and **Jim Mullins** stepped off.

A Year of Financial Growth and Stability

Capital Campaign Firstfruits

The *Hope for the Future* Capital Campaign continues to flourish and is rapidly approaching the \$40 million campaign goal. Over the last four years the Lord has used the campaign to grow the size of the Seminary’s endowment, which has already been an incredible support to key areas within the institution through the four main “pillars” of the campaign: (1) equipping students for future generations (2) through a faculty of pastor-scholars (3) for leadership and service in God’s church and Kingdom (4) in the context of community.

The campaign has borne much fruit already, as noted in other sections of this

year's (and last year's) report.

- The establishment of the **Church Planting Track of our MDiv** program and the **Philip and Rebecca Douglass Chair of Church Planting and Christian Formation** to ensure the continued training of called and qualified church planters for the PCA and beyond. See last year's report for more details.
- The appointment of **Dr. Robert Kim**, Assistant Professor of Applied Theology and Church Planting, to the **Douglass Chair** in 2019 as the successor to Dr. Phil Douglass, for whom the Chair is named and who served as the first to occupy it. Dr. Kim also oversees the Church Planting Track as part of his duties.
- Completion this year of the **Francis Schaeffer Chair of Apologetics** and the official appointment of **Prof. Jerram Barrs**, Founding Director and current Senior Scholar-in-Residence of the Francis Schaeffer Institute, as the first occupant of the Chair.
- The campaign has so far **raised more than \$5 million to further support scholarship assistance** for Covenant Seminary students, including the **establishment of several permanent scholarships**, thus strengthening our ability to help students graduate and transition into ministry without a heavy burden debt.

We look forward to reporting next year on more of the Lord's many blessings to Covenant Seminary through the generous donors to this campaign.

Conclusion

We are grateful to be the denominational seminary for the PCA and value greatly the partnerships we have in ministry with our sister PCA agencies and churches. It is a joy and a blessing to serve our denomination with them. We look forward to further exploring these partnership opportunities and planning together for the future as we seek to foster greater denominational unity for the good of the church and the expansion of the gospel. Our sincere desire is to glorify the Lord together as we all seek to bless Christ's people, grow Christ's church, and expand Christ's Kingdom—all for Christ's glory. Thank you for your support and prayers, and thank you for sharing with us in the exciting things the Lord is doing in and through the PCA and beyond.

Respectfully submitted,
Dr. Mark Dalbey
President

[NOTE: The following recommendations have not been approved because the 48th General Assembly has been postponed.]

Recommendations

1. That the General Assembly give thanks to God for the ministry of Covenant Theological Seminary; for its faithfulness to the Scriptures, the Reformed faith, and the Great Commission; for its students, graduates, faculty, staff, and trustees; and for those who support the Seminary through their prayers and gifts.
2. That the General Assembly encourage the congregations of the Presbyterian Church in America to support the ministry of Covenant Theological Seminary by contributing the Partnership Shares approved by the Assembly, and by recommending Covenant Seminary to prospective students.
3. That the General Assembly ask the Lord to bless Covenant Seminary's President, Dr. Mark Dalbey, and grant him and the Seminary's leadership team, faculty, and Board of Trustees great wisdom, biblical faithfulness, and clear vision as they seek to lead the institution forward in training fruitful ministerial leaders.
4. That the General Assembly ask God to guide Covenant Seminary's ongoing efforts at recruiting new students, evaluating and strengthening our programs, and seeking to make the Seminary a greater resource for the church both locally and globally.
5. That the General Assembly ask God's blessing on the Seminary's planning and fundraising efforts, and on its attempts to recruit a new generation of dedicated pastor-scholars to train new generations of leaders for Christ's church and Kingdom.
6. That the General Assembly continue to pray for the development of Covenant Seminary's existing strategic educational partnerships—in Nashville, Phoenix, and Edinburgh; with NEXT; with NXGEN Pastors; and with Stephanie Hubach's work in disability ministries— and provide opportunities for new ones that might help us be a greater blessing to the church and to those preparing to lead and serve faithfully wherever God calls them.
7. That the General Assembly pray for unity among the brethren of the PCA and ask the Lord to work in all our hearts to foster a deeper desire to engage with one another and the world in compassionate and gospel-centered ways, and that we might bear strong witness to the truth and power of God's redeeming grace.

2020 Reports to 48th General Assembly
Covenant Theological Seminary

8. That the General Assembly approve the minutes of the stated and called meetings of the Seminary's Board of Trustees and Executive Committee of the Board of Trustees for the year as follows:
 - *Stated Board Meetings*: April 26, 2019; September 27, 2019; January 31, 2020
 - *Called Board Meetings*: None
 - *Stated Executive Committee Meetings*: December 6, 2019; March 6, 2020
 - *Called Executive Committee Meetings*: April 25, 2019; September 26, 2019; January 22, 2020; January 30, 2020
9. That the financial audit for Covenant Theological Seminary for the fiscal year ending June 30, 2019, by Capin Crouse LLC, be received.
10. That the proposed 2020–21 budget of Covenant Theological Seminary be approved.

THE REPORT OF THE COMMITTEE ON MISSION TO NORTH AMERICA TO THE FORTY-EIGHTH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

*So the churches were strengthened in the faith,
and they increased in numbers daily. Acts 16:5*

MNA Calling and Vision: Strengthening the Church to Serve, Grow, Multiply

MNA exists to celebrate and share the gospel of Jesus Christ in the United States and Canada by coming alongside the local and regional church in church planting, church renewal and missional partnerships, with the goal of strengthening them to **serve, grow, and multiply**. At MNA, we submit and commit all that we do in prayer for a great advance of the gospel throughout North America, so that the PCA will be *called a house of prayer for all the nations* (Mark 11:17). *Unless the Lord builds the house, those who build it labor in vain. Unless the Lord watches over the city, the watchman stays awake in vain.* (Psalm 127:1)

MNA Thanksgiving: Please join with me in rejoicing in God's gracious provision for MNA, as we not only saw major funding pass through our stewardship for designated gifts to support church planting, disaster response, chaplain ministries, and other efforts in mission and renewal, but we also finished 2019 with a surplus in the MNA General Fund. The MNA General Fund supports and undergirds all MNA does in the field. Developing sufficient income for the General Fund, most of which is provided through PCA church giving in response to the Ministry Ask continues to be one of our greatest challenges. We praise God for his provision of sufficient support again in 2019. Thanks be to God!

MNA Church Planting Resources: While reorganizing MNA Staff and Ministries within the above themes, MNA will continue to coordinate church planting services in the seven phases of the church planting ecosystem:

- Developing and recruiting church planters and church planting teams (**Develop and Recruit**)
- Assessing church planter candidates and their spouses (**Assess**)
- Training and assisting church planters in their fundraising (**Fundraise**)
- Seeking God's guidance in placing the church planter (**Placement**)
- Providing church planter training (**Train**)

- Supporting and encouraging the church planter through coaching and mentoring (**Coach and Mentor**)
- Celebration and Renewal, reflecting on God’s great work thus far and looking to him for greater works in the future. (**Celebrate and Renew**)

In the early days of the PCA, MNA focused primarily on welcoming churches transferring into the PCA from other denominations. In its next generation, MNA assumed direct responsibility for providing in a centralized fashion the services required for the seven phases of church planting ecosystems. In recent years, MNA has moved steadily toward a resourcing and training role as churches and presbyteries assume a growing ownership and have achieved ever-greater skills in developing local and regional ecosystems for church planting.

God has blessed the PCA with a strong sense of calling to church planting. **2019 saw God’s blessing in sending 38 church planters to the field to begin a new mission church in the United States or Canada (See Attachment 1 for the list of the church planters placed in 2019).** While this is a good number for a denomination the size of the PCA, we trust God for more. MNA continues to move toward an even greater focus on serving churches, presbyteries, and networks in their development of local and regional church planting ecosystems. As one of the core services that MNA provides, we continue offering MNA Church Planter Assessment Centers and MNA Church Planter Readiness Seminars for those who are still in training and not yet ordained. MNA is focused on catalyzing church planting ecosystem development and health locally and regionally to catalyze the multiplication of churches across the continent.

MNA 2019 Selected Highlights:

- **Church planting and other ministry among minority people groups** saw good advances through church planters and pastors added to the PCA among African American, Hispanic, Korean American, Portuguese Language communities and Haitian Americans.
- **The PCA Unity Fund** awarded \$58,000.00 in scholarships to 18 non-ordination and 48 ordination minority candidates preparing for ordination or other ministry leadership in the PCA.
- **English as a Second Language**, led by Director Nancy Booher, saw 34 New ESL Ministries launched through 49 ESL Trainings. The trainings included more than 700 participants from 140 churches.
- **Engaging Disability Ministries**, led by Director Ashley Belknap, conducted numerous workshops, webinars and consultations, and also

developed curriculum content for teaching and engaging with people with disabilities in the local church.

- **Metanoia Prison Ministries**, led by Director Mark Casson, a new mentoring ministry at Phillips State Prison in Duluth GA and added 50 new in-prison mentors.
- **Ministry to State**, led by Director Chuck Garriott, added staff whose ministry focuses on Washington DC, and expanded state capital ministry to six states.
- **MNA Disaster Response**, led by Director Arklie Hooten, continued the annual practice of mobilizing thousands of volunteers to response to the needs of people experiencing hurricanes, tornadoes, fires and floods. Warehouse service was expanded by opening a new site in Dallas.
- **Chaplain Ministries**. See **Attachment 2** for the Chaplain Ministries annual report.

For the full list of MNA Staff and Ministries, please visit our website, www.pcamna.org. Please consider a gift to one of our ministries, to The PCA Unity Fund, or to the MNA General Fund. To give online, go to www.pcamna.org and select the “Support MNA” tab. You may also mail donations to: MNA, PO Box 890233, Charlotte NC 28289-0233.

We at MNA ask your prayers for God’s leading and blessing in our ongoing commitment to **Strengthening the Church to Serve, Grow, Multiply**, all flowing from the gospel. May the gates of hell not stand against the advance of Christ’s church! May his kingdom come in greater fullness! Amen.

TE Paul Hahn
MNA Coordinator

MNA Stewardship and Finances: 2019 Progress

A. Ministry Ask/Askings Giving:

MNA was supported in 2019 by 1,025 churches giving \$3,038,790 and 2,465 individual donors giving \$2,749,685. MNA requests that churches give the Ministry Ask of \$26 per member, if giving on a *per capita* basis. If all churches gave \$26 per member, all projects would be funded without individual fundraising by project leaders.

MNA requests that churches give to all PCA Committees and Agencies at the Ministry Ask level. Because many churches do not contribute at the Ministry Ask level, MNA senior staff members seek designated support for their personal support and programs. Churches have responded

generously to these additional requests for support, providing significantly greater resources for ministry. Contact MNA Associate Coordinator TE Fred Marsh <fmarsh@pcanet.org or 404-307-8266> or MNA Church Relations Director RE Stephen Lutz <slutz@pcanet.org or 828-242-1440> for further information on financial support for MNA.

B. Church Planting Projects and Other Funding:

- All church planters are supported by gifts designated for their particular projects.
- Church planters who do not have a strong personal PCA network require a special priority for project support as we trust God for much greater ministry among the many people groups of North America. MNA strongly encourages churches to give a high priority to church planters who do not have a background in the PCA and who thus lack a strong personal network through which to raise support.
- Five Million Fund for Church Buildings: providing interest-free loans of up to \$100,000, this fund continues to be a helpful source for churches as they put together funding packages for their initial building programs. This is a revolving fund, supported by loan repayments, as well as by donations.

C. Thanksgiving Offering: MNA is grateful to the Lord for more than \$50,100.00 given to the 2019 Thanksgiving Offering, and commends to PCA churches the opportunity to support, through the annual MNA Thanksgiving Offering, the training of men and women for leadership in ministry among the ethnic groups of our communities.

Recommendations:

1. That having reviewed the work of the MNA Coordinator during 2019 according to the General Assembly guidelines, the MNA Committee commends TE Paul Hahn for his excellent leadership, with thanks to the Lord for the good results in MNA Ministry during 2019 and recommends his re-election as MNA Coordinator for another year. Attachment 3 provides a complete list of MNA staff; see Attachment 4 for the list of MNA Permanent Committee members.
2. That the General Assembly adopt the 2021 MNA Budget and commend it to the churches for their support.
3. That the General Assembly adopt the 2019 MNA Audit.
4. That RE Captain Rick Owens, USN, (Ret), TE CH (Capt) Charles Howard Dey Jr., ANG, and TE CH (LTC) James R. McCay, USA, (Ret) be appointed

to serve as PCA members of the Presbyterian and Reformed Commission on Chaplains and Military Personnel (PRCC) for the Class of 2024.

5. That **Overture 11** from Central Carolina Presbytery, “Concur with Catawba Valley Presbytery Request to Change the Boundary Between the Catawba Valley Presbytery and Central Carolina Presbytery,” to change the presbytery boundary in Mecklenburg County so that Catawba Valley Presbytery includes “Mecklenburg north of Interstate 85, excluding that portion within I-485 west of I-77 and Central Carolina Presbytery includes “Mecklenburg south of Interstate 85, and that portion within I-485 west of I-77, with an effective date of June 19, 2020 **be answered in the affirmative**. See Attachment 5.
6. That **Overture 13** from Mississippi Valley, “That the MNA Permanent Committee Explore the Advisability of Endorsing Lifeline Children’s Services, as a possible resource for PCA churches, **be answered in the affirmative**. See Attachment 6.

Attachment 1

2019 CHURCH PLANTERS PLACED ON THE FIELD

This church planter list is compiled by MNA staff through contact with the presbyteries and attempts to identify every church planter who moved to the field prior to December 31, 2019. In listing these mission churches, MNA does not intend to imply that MNA had direct involvement with each and every mission church. The majority of the listed mission churches utilized MNA services; others were established solely by presbyteries or sponsoring churches. Teaching Elders assigned to a new site of a multi-congregation church are included in this list as church planters placed on the field. Some church planters listed here may have been placed in previous years but not reported at the time.

Presbytery	Last Name	First Name	Location
Arizona	Baysinger	JC	Queens Creek AZ
Arizona	Beach	Justin	Peoria AZ
Central Carolina	Hodge	Chris	Lake Wylie SC
Central Carolina	Johnston	Ralph	Sanford NC
Central Indiana	Doane	Keith	Noblesville IN
Covenant	Brewer	Hunter	Collierville TN
Covenant	Husband	Sam	Memphis TN
Great Lakes	Irvin	Joel	Elkhart IN
Eastern Canada	Chhauger	Michael	Ottawa ON
Eastern Carolina	Inman	Tim	Dunn NC
Georgia Foothills	Thompson	John	Lilburn GA
Hills and Plains	Johnson	Peter	Bartlesville OK
Hills and Plains	Shutt	Casey	Oklahoma City OK
Illiana	Rufener	Chris	Terre Haute IN
Iowa	Ferrell	Isaac	Cedar Rapids IA
Low Country	Francis	Nathan	Charleston SC
Low Country	Hamby	Rob	Charleston SC
Metro New York	Plant	David	Chelsea/New York City NY
Missouri	Williams	Thurman	St. Louis MO
Nashville	Tan	Timothy	Brentwood TN
New River	Hagar	Alan	Buckhannon WV
Northern California	Hong	Richard	Fremont CA
Northern California	Park	Soo Sang	Sunnydale CA
Ohio	Piteo	Jason	Cleveland OH
Pacific Northwest	Frey	Brian	Boise Idaho

2020 Reports to 48th General Assembly
Mission to North America

Potomac	NuQuay	Abraham	Waldorf MD
Potomac	Sicks	Chris	Falls Church VA
Rocky Mountain	Weston	Brett	Centennial CO
Rocky Mountain	Wooten	Rob	Billings MT
Evangel	Garcia	Ronnie	La Travesia/San Juan Puerto Rico
Evangel	Garcia	Ronnie	Trinity/Dorado Puerto Rico
*South Coast	Jones	Brad	Vista CA
Southern Louisiana	Bond	Harris	Monroe LA
SW Florida	Harris	Ben	Palm Bay FL
SW Florida	St. Germain	Dony	
Tidewater	Brock	Jimmy	Virginia Beach VA
Tidewater	Cartwright	Chris	Exmore VA
Wisconsin	Sinnard	Ben	Delafield WI
*Re-plant			

2019 New Multi-Site/Additional Church Sites Added

Potomac	Yancy	Rob	Capital Presbyterian Fairfax/Annadale VA
---------	-------	-----	---

Attachment 2

MNA CHAPLAIN MINISTRIES REPORT ON 2019 ACTIVITIES

THANKSGIVING AND PRAISE: We are thankful for the generosity of God's people as our 2019 operating expenses were covered with gifts from churches, presbyteries, individuals, and PRCC Denominations. We are also thankful for the generosity of MNA's administration in managing databases, salaries, printing support, and much more. Their devotion and dedication has made a significant impact in empowering our Chaplain Ministry.

As of December 31, 2019, the PCA had a total of 213 endorsed chaplains (153 Military Chaplains and Seminary Candidates, and 60 Civilian Chaplains). The PCA continues to endorse military and civilian chaplains in a variety of settings including those of the additional 6 denominations in the Presbyterian and Reformed Commission on Chaplains (PRCC): Associate Reformed Presbyterian Church (ARPC), Korean American Presbyterian Church (KAPC), Korean Presbyterian Church in America (KPCA), Orthodox Presbyterian Church (OPC), The Reformed Presbyterian Church in North America (RPCNA), and the United Churches of North America (URCNA). I serve as the Endorser for these denominations as well as the PCA. The PRCC endorses and supports a total of 305 chaplains in all member denominations.

2019 HIGHLIGHTS

June 2019 Chaplains Training Conference was hosted by Fort Worth Presbyterian Church. We had over 60 Chaplains and many spouses and children attend our annual training, which was led by Dr. Richard Pratt and Nancy Guthrie. It was an amazing time of study and spiritual renewal for our Chaplains and their family members.

Civilian Chaplain Population: We are blessed to see our Civilian Chaplain ministry continue to grow. Whether they be Hospital, Bureau of Prisons, Retirement, Hospice, or Corporate Chaplains, we are encouraged to see our gracious Lord growing this ministry and Teaching Elders entering this special calling.

Chaplain Recruitment: The goal in 2019 was to add 20 Chaplains or Chaplain Candidates and we were able to add 26 Chaplains to serve our Lord within the PRCC. We were blessed to end 2019 with the largest number of PCA and PRCC Chaplains & Candidates ever!

PRCC Staff: It is a blessing to serve with two other godly Teaching Elders and one godly Ruling Elder who make up the Chaplain Staff. TE Mack Griffith, TE Mike Stewart and RE Gary Hitzfeld are a true blessing and make this ministry so fulfilling. These men are outstanding servant leaders and make significant contributions to the pastoral care of our chaplains.

CHURCH AND PRESBYTERY SUPPORT PROGRAMS

Congregational Sponsorship: It is our goal to enlist three sponsoring congregations for every full-time military and civilian chaplain. The primary purpose of the Sponsorship Program is to enlist prayer support for the chaplain, his ministry, his family, and for those he serves. The sponsoring chaplain, in turn, will provide at least three update reports per year with prayer requests to the congregation or presbytery.

Missions Conferences: More and more congregations are asking us to preach and speak at numerous mission conferences, and this has been a blessing. Several of our chaplains have also been invited to speak or preach. We encourage our ministers and congregations to ask our chaplains to come and speak. The Chaplaincy is about fulfilling the Great Commission and we deeply desire to spread the gospel of Christ.

PLEASE JOIN IN PRAYER FOR THESE CURRENT REQUESTS

For Ministry Boldness: Pray that our Chaplains will continue to boldly represent our faith. Our Chaplains have the First Amendment liberty to boldly proclaim the gospel and we are thankful that they are standing firm. They are able to cooperate with other groups but without compromise. Our Chaplains have an excellent reputation among their peers and leaders and are superb at walking through the pluralistic minefields within the Chaplaincy. Just as Daniel was able to navigate the waters in the Court of Darius, so our Chaplains navigate our secular culture as they live for Christ and bring glory to His name. However, prayer is needed for them to continue to do so.

For Spiritual Strength: Please pray for our Chaplains as many are deploying; pray, too, for family members left behind. Also, pray for our Civilian Chaplains who pour themselves out in service to the King and face much pressure to conform to the spirit of the world.

For Increased Giving: As our ministry grows and we expand our number of Chaplains, it is critical that we increase our budget to sustain the pastoral care to our Chaplains. Our budget needs to be above \$500,000 in order to properly

care for this growing ministry. This will fund our necessary travel and help us recruit more godly ministers to serve as Chaplains.

For more information on ministry opportunities with the MNA Chaplain Ministries, please contact TE James R. Carter at jcarter@pcanet.org or 954-850-2448 or RE Gary Hitzfeld at chaplainministries@pcanet.org or 678-825-1251.

TE. James R. Carter
MNA Chaplain Ministries Coordinator
Executive Director, Presbyterian and Reformed Commission on Chaplains (PRCC)
www.prcc.co

Attachment 3
MNA STAFF MEMBERS

RE Mark Andrews	MNA Metanoia Prison Ministries Regional Director North Carolina
Don Baret	MNA Media Producer and English as a Second Language (ESL) Assistant Director
Ashley Belknap	Engaging Disability Director
TE Renato Bernardes	Network of Portuguese Speaking Churches Coordinator
RE Jeb Bland	Native American and First Nations Ministries Coordinator
Denine Blevins	MNA Parakaleo Church Planting Spouses Ministry, Executive Director
Robert Blevins	Urban and Mercy Ministries Community Development Ministry Director
Chris Bolton	MNA Operations Director
Nancy Booher	English as a Second Language (ESL) Ministries Director
TE Stephen Bostrom	Ministry to State, State Capitol Minister-Montana
TE Scott Bridges	The PCA Unity Fund Committee Development Coordinator
Kellie Brown	African American Ministries Operations Manager
TE Howard Brown	MNA African American Ministries Associate Coordinator
Cristina Caires	MNA Parakaleo Church Planting Spouses Ministry Leader Coaching and Care
TE Darcy Caires	Network of Portuguese Speaking Churches Associate Coordinator
TE Jim Carter	Chaplain Ministries Director
RE Mark Casson	MNA Metanoia Prison Ministries Director
TE Josh Charette	Rocky Mountain Native American Ministries Director
TE Jonathan Craig	Ministry to State, State Capitols Minister, Florida
Jamie Devins	MNA Parakaleo Church Planting Spouses Ministry Operations and Communications Director
Mary Frances Dunlap	Ministry to State Women's Ministry Associate
TE Thomas Eddy	Ministry to State Associate Director, State Capitols

2020 Reports to 48th General Assembly
Mission to North America

DE Andy Eisenbraun	MNA Disaster Response Specialist, Midwest Region
TE Del Farris	Ministry to State, State Capitols Minister, Colorado
TE Alan Foster	Church Planter Recruiting Director
TE Chuck Garriott	Ministry to State Director
Maria Garriott	MNA Parakaleo Church Planting Spouses Ministry Resource Coordinator
TE Chris Granberry	Northwest Native American Ministries Advisor
TE Mack Griffith	Chaplain Ministries Associate Director, Military Chaplaincy
TE Paul Hahn	MNA Coordinator
Kristin Harnly	Engaging Disability Associate Director, Congregational Ministry
TE Jim Hatch	Church Planter Development Director
Pat Hatch	Refugee and Immigrant Ministry Director
Debbie Hatten	MNA Parakaleo Church Planting Spouses Operations Manager
DE Marty Huddleston	MNA Disaster Response Specialist, Logistics
RE Arklie Hooten	MNA Disaster Response and MNA Short- Term Missions Director
RE Alex Jun	Korean American Leadership Initiative (KALI) Coordinator
Sarah Kalichman	Refugee and Immigrant Ministry, Refugee Children's Ministry Specialist
TE Brian Kelso	Leadership and Ministry Preparation (LAMP) Director
RE Mike Kenamer	MNA Disaster Response Specialist, TAG and MNA Disaster Response Warehouse Director
TE Taekwon Kim	MNA Korean Ministries Associate Coordinator and Gospel Director
TE Michael Langer	Ministry to State Associate Director
TE Moses Lee	Korean American Leadership Initiative (KALI) Communications Director
TE Owen Lee	Korean American Leadership Initiative (KALI) Operations Director
DE Rick Lenz	MNA Disaster Response Specialist, South Central
RE Stephen Lutz	Church Relations Director
RE Patrick Maddox	MNA SecondCareer Regional Specialist, Mid- Atlantic
TE Fred Marsh	MNA Associate Coordinator

2020 Reports to 48th General Assembly
Mission to North America

TE Tim McCracken MNA Metanoia Prison Ministries Regional Director, San Joaquin Valley

TE Paul Miller MNA Metanoia Prison Ministries Regional Director, North Texas

TE Curt Moore MNA ShortTerm Missions Specialist

TE Randy Nabors Urban and Mercy Ministries Coordinator

RE Gregg Noll MNA SecondCareer RV Specialist

DE Keith Perry MNA Disaster Response Specialist, Florida

TE Wy Plummer African American Ministries Coordinator

Tami Resch MNA Parakaleo Church Planting Spouses Ministry Program Director, Founder

TE Anthony Rogers MNA Metanoia Prison Ministries Regional Director, South Carolina

TE Hernando Sáenz Hispanic Ministries Coordinator

TE Dony St. Germain Haitian American Ministries Coordinator

TE Chris Sicks Urban and Mercy Ministries Mercy Conferences Facilitator

TE Bill Sim MNA Korean Ministries Coordinator

RE Evan Scroggs MNA Disaster Response Specialist, Gulf Coast

RE Barry Smith MNA Metanoia Prison Ministries Regional Director, Tennessee

TE Michael Stewart Chaplain Ministries Associate Director, Civilian Chaplaincy

William Stockdale Ministry to State Ministry Associate

TE Darin Stone Ministry to State, State Capitol Minister – North Carolina

TE Doug Swagerty MNA California Regional Associate

Shari Thomas MNA Parakaleo Church Planting Spouses Ministry, Founder

TE Vinny Tauriello MNA Northeast Regional Associate

Joel Wallace Engaging Disability Associate Director, Ministry Development

TE Chris Vogel MNA Church Planter Apprentices Director

DE Mark Willett MNA Disaster Response Specialist, Mid-Atlantic

TE David Wilson Bent Tree Fellowship Executive Director

TE Ron Zeigler Ministry to State, State Capitol Minister - Pennsylvania

MNA Support Staff

Laura Ammons MNA Disaster Response Administrative Assistant, Volunteer Scheduling

2020 Reports to 48th General Assembly
Mission to North America

Shirley Cano-Tai	Assistant Accounting Manager, Donor Services
Sara Drexler	Urban and Mercy Ministries Assistant
Stefanie Dunnington	Church Planting Administrative Assistant
Cheryl Erb	Engaging Disability Assistant
Michelle Foster	Accounting Manager
Karen Fowler	Accounting Assistant, Donor Services
John Franco	Accounting Assistant, Financial Services
Jill Gamez	Assistant Accounting Manager, Church Planting Services
Mary Ellen Garofalo	Church Planting Assessment Center Administrator
Stephanie Glander	Assistant Accounting Manager, Financial Services
Lisa Hellier	MNA Disaster Response Administrative Assistant
RE Gary Hitzfeld	MNA Chaplain Ministries Administrative Assistant
Steven Howell	Metanoia Prison Ministries Mentor Ministry Facilitator
Kristin Holliday	Accounting Assistant, Financial Services
Tracy Lane-Hall	Business Executive Assistant
Sherry Lanier	MNA Disaster Response and MNA ShortTerm Missions Facilitator
Shelly Marshall	MNA Metanoia Prison Ministries Correspondence Course Facilitator
Karen Swartz	Electronic Communications Assistant

MNA RECOMMENDED MINISTRIES

RE Jimmy Hughes	McGowan and Associates, Business Development
TE Ted Powers	Midwest Alliance Director
Ann Powers	Midwest Alliance Administrator

Attachment 4
MNA COMMITTEE MEMBERS

TE Thurman Williams, Chairman
TE Bob Sawyer, Vice-Chairman
RE Gene Betts, Secretary

RE Brent Andersen
TE Blake Altman
TE Bob Cargo
TE Lyle Caswell
RE Keith Goben
RE Bob Howell
TE Murray Lee
RE Ed McDougall
RE Tim Murr
TE Jon Price
RE Bob Sawyer
TE Alex Shipman
TE Bob Willetts

Attachment 5

OVERTURE 8 from Catawba Valley Presbytery (to MNA)
Title: “Change the Presbytery Boundary Between the Catawba Valley Presbytery and the Central Carolina Presbytery”

Whereas, on January 22, 2011, the Central Carolina Presbytery formed a new presbytery, the Catawba Valley Presbytery, from the northwest portion of Central Carolina Presbytery which comprised the following North Carolina counties: Mecklenburg north of Interstate 85, Cabarrus, Cleveland, Gaston, Iredell, Lincoln, and Rowan; and

Whereas, at the time of its formation, the Catawba Valley Presbytery had 18 churches and one mission church, with a total of 2,460 communing members; and

Whereas, the Catawba Valley Presbytery now has 16 churches and one mission church, with a total of approximately 2,800 communing members; and

Whereas, one of the churches in the newly formed Catawba Valley Presbytery in 2011 was Freedom Presbyterian Church, located at 1646 Toddville Road, Charlotte, North Carolina; and

Whereas, Freedom Presbyterian Church withdrew from the PCA in June of 2017; and

Whereas, Freedom Presbyterian Church voted to rejoin the PCA as a Mission Church of the Catawba Valley Presbytery on August 25, 2019; and

Whereas, Freedom Presbyterian Church was accepted as a Mission Church by the Catawba Valley Presbytery and was appointed a Temporary Governing Commission on September 24, 2019; and

Whereas, Freedom Presbyterian Church currently has less than 35 active members and is located in a community of changing demographics that is expected to experience rapid growth over the next decade; and

Whereas, to become a particular church once again, Freedom Presbyterian Church will require a church renewal plan and permanent full-time leadership with a vision to minister to its multicultural community residents; and

Whereas, since the Presbytery was divided in 2011, the Central Carolina Presbytery has planted two minority-led churches and is actively engaged in planning for one additional minority-led church plant; and

Whereas, on November 7, 2019, the Missions Committee of the Central Carolina Presbytery presented a *Church Renewal and Replant Plan* for Freedom Presbyterian Church to the Freedom Temporary Governing Commission; and

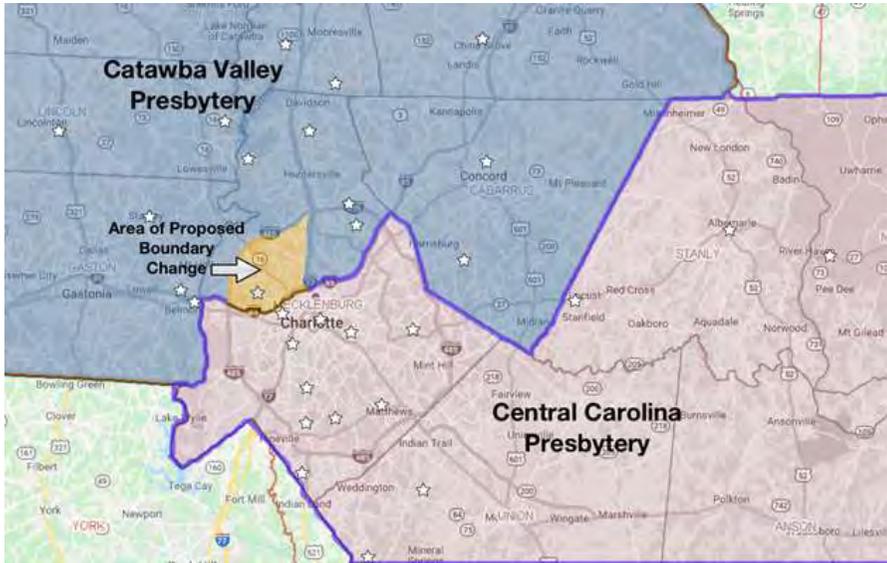
- Whereas**, that *Church Renewal and Replant Plan* includes the hiring of a church planter using external funding for the first three years, over half of which is already committed; and
- Whereas**, on November 7, 2019, the Freedom Temporary Governing Commission voted unanimously to accept that *Church Renewal and Replant Plan*; and
- Whereas**, it is believed that minority-led church plants are best able to plant other minority-led church plants, provided they have the appropriate financial resources; and
- Whereas**, the Freedom Presbyterian Church Temporary Governing Commission and the Missions Committees of both Presbyteries believe Freedom Presbyterian Church can best be renewed and replanted through the guidance of certain pastors of minority-led churches in the Central Carolina Presbytery who have church renewal and church planting experience, with those men becoming members of the Temporary Governing Commission; and
- Whereas**, the PCA *BCO* does not specifically provide that men from one presbytery can serve as members of a Temporary Governing Commission of another presbytery; and
- Whereas**, the Missions Committees of both presbyteries believe the presbytery boundary in Mecklenburg County should be changed to move Freedom Presbyterian Church into the Central Carolina Presbytery so that men who pastor minority-led churches in that Presbytery and who have church planting and church renewal experience will be eligible to become members of the Temporary Governing Commission; and
- Whereas**, the proposed boundary change below would bring Freedom Presbyterian Church into the Central Carolina Presbytery but would not impact any other church in the Catawba Valley Presbytery; and
- Whereas**, the proposed presbytery boundary change below would result in greater opportunity for regional cohesiveness and shared ministries between Freedom Presbyterian Church and certain minority-led Central Carolina Presbytery churches in adjacent multicultural communities; and
- Whereas**, the existing presbytery boundary divides contiguous African American neighborhoods in Charlotte, which is believed to be an impediment to minority church planting; and
- Whereas**, bringing the northwest quadrant of Charlotte (inside I-485) into the Central Carolina Presbytery would give African American led churches in the Central Carolina Presbytery the opportunity for additional church plants in that part of the city, something they have an interest in doing; and
- Whereas**, the boundary change continues the practice of using interstate highways to define the presbytery boundary in Mecklenburg County;

Therefore, be it resolved that Catawba Valley Presbytery hereby overtures the 48th General Assembly to:

1. Change the presbytery boundary in Mecklenburg County so that Catawba Valley Presbytery includes “Mecklenburg north of Interstate 85, excluding that portion within I-485 west of I-77” and Central Carolina Presbytery includes “Mecklenburg south of Interstate 85, and that portion within I-485 west of I-77,” with an effective date of June 19, 2020.
2. Permit Teaching Elders who reside in affected area on the effective date to choose which presbytery in which they desire membership. If a choice is not made by 90 days after the effective date, they will remain on the roll of Catawba Valley Presbytery.

Adopted by Catawba Valley Presbytery at its stated meeting, January 25, 2020
Attested by /s/ TE Kevin Burrell, stated clerk

2020 Reports to 48th General Assembly
Mission to North America



**Churches in Catawba Valley Presbyterian
16 Churches; 1 Mission Church**

Back Creek Presbyterian Church
2145 Back Creek Church Road
Mount Ulla, NC 28125
(704) 278 -2798
www.backcreekpca.com
Pastor: Bill Thrailkill

Christ Church at Rivers Edge
901 East Catawba Avenue
PO Box 821
Belmont, NC 28012-0821
(704)461-8614
email contact:
eastbelmont@gmail.com
Pastor: Ray Kruntorad

First Presbyterian Church
512 Old Mt. Holly Road
Stanley, NC 28164
(704) 263-4275
www.fpcstanley.org
Email: info@fpcstanley.org
Pastor: Steve Jessen

Goshen Presbyterian Church
380 Woodlawn Avenue
Belmont, NC 28012-2138
(704) 601-5146
www.goshenpca.com/
Pastor: James Almond

2020 Reports to 48th General Assembly
Mission to North America

Grace Church
2007 Stallings Road
Harrisburg, NC 28075
(704) 455-9312

www.graceharrisburg.org

Pastor: Rev. Doug Agnew

Grace Covenant Presbyterian
Church

3710 North Center Street
Hickory, NC 28601
(828) 345-0345

www.gcpc.org

Pastor: Rev. Mike Gordon

Harbor Church PCA

Meeting Address:

433 Williamson Road
Mooresville, NC 28117
(704) 662-6540

www.harborchurch.org

Pastor: Rev. Michael D. Colvard

Harvest Church

707 Lithia Inn Road
Lincolnton, NC 28092-8786
(704) 732-9978

www.harvestpca.net

Pastor:

Lakeshore Church PCA

8083 Hope Drive
Denver, NC 28037
(704) 483-3265

www.lakeshorepca.org

Pastor: Ken Cross

McBrayer Springs Church

Meeting Address:

602 Stevens Street
China Grove, NC 28023
(704)-857-3211

www.mcbrayerspringspca.org

Pastor: William Troutman

New Hope Presbyterian Church

602 Stevens Street
China Grove, NC 28023
(704) 857-3211

new-hope-pca.com

Pastor: James Byers

NorthCross Church

Meeting Address:

11020 – H Bailey Road
Cornelius, NC 28031
(704) 929.0955

www.northcrosschurch.com

Pastor: Sid Druen

Prosperity Presbyterian Church

5533 Prosperity Church Road
Charlotte, NC 28269
(704) 875-1182

www.prosperitychurch.org

Pastor: Bruce Brown

Providence Presbyterian Church

246 Branchview Drive NE
Concord, NC 28025
(704) 788-8999

<http://www.ppcnet.net/>

Pastor: Mark Weathers

Shearer Presbyterian Church

684 Presbyterian Road
Mooresville, NC 28115
(704) 892-8866

www.shearerpca.com

Pastor: Stephen Stout

OVERTURE 11 from Central Carolina Presbytery (to MNA)
Title: “Change Boundaries of Central Carolina Presbytery”

Whereas, on January 22, 2011, the Central Carolina Presbytery formed a new presbytery, the Catawba Valley Presbytery, from the northwest portion of Central Carolina Presbytery which comprised the following North Carolina counties: Mecklenburg north of Interstate 85, Cabarrus, Cleveland, Gaston, Iredell, Lincoln and Rowan; and

Whereas, at the time of its formation, the Catawba Valley Presbytery had 18 churches and one mission church, with a total of 2,460 communing members; and

Whereas, the Catawba Valley Presbytery now has 16 churches and one mission church, with a total of approximately 2,800 communing members; and

Whereas, one of the churches in the newly formed Catawba Valley Presbytery in 2011 was Freedom Presbyterian Church, located at 1646 Toddville Road, Charlotte, North Carolina; and

Whereas, Freedom Presbyterian Church withdrew from the PCA in June of 2017; and

Whereas, Freedom Presbyterian Church voted to rejoin the PCA as a Mission Church of the Catawba Valley Presbytery on August 25, 2019; and

Whereas, Freedom Presbyterian Church was accepted as a Mission Church by the Catawba Valley Presbytery and was appointed a Temporary Governing Commission on September 24, 2019; and

Whereas, Freedom Presbyterian Church currently has less than 35 active members and is located in a community of changing demographics that is expected to experience rapid growth over the next decade; and

Whereas, to become a particular church once again, Freedom Presbyterian Church will require a church renewal plan and permanent full-time leadership with a vision to minister to its multicultural community residents; and

Whereas, since the Presbytery was divided in 2011, the Central Carolina Presbytery has planted two minority-led churches and is actively engaged in planning for one additional minority-led church plant; and

Whereas, on November 7, 2019, the Missions Committee of the Central Carolina Presbytery presented a *Church Renewal and Replant Plan* for Freedom Presbyterian Church to the Freedom Temporary Governing Commission; and

Whereas, that *Church Renewal and Replant Plan* includes the hiring of a church planter using external funding for the first three years, over half of which is already committed; and

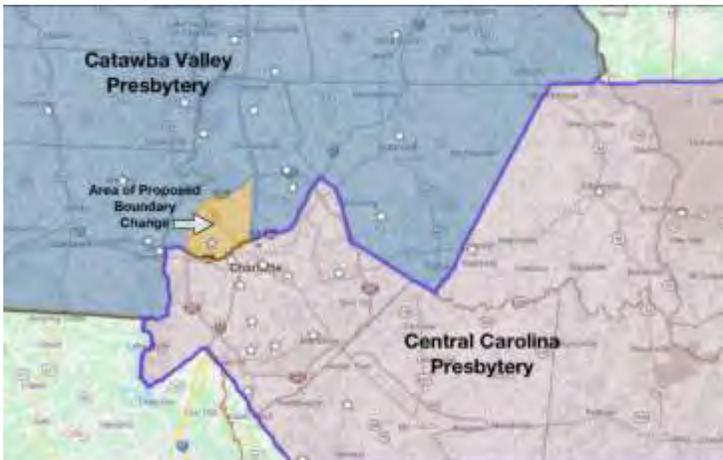
- Whereas**, on November 7, 2019, the Freedom Temporary Governing Commission voted unanimously to accept that *Church Renewal and Replant Plan*; and
- Whereas**, it is believed that minority-led church plants are best able to plant other minority-led church plants, provided they have the appropriate financial resources; and
- Whereas**, the Freedom Presbyterian Church Temporary Governing Commission and the Missions Committees of both Presbyteries believe Freedom Presbyterian Church can best be renewed and replanted through the guidance of certain pastors of minority-led churches in the Central Carolina Presbytery who have church renewal and church planting experience, with those men becoming members of the Temporary Governing Commission; and
- Whereas**, the PCA BCO does not specifically provide that men from one presbytery can serve as members of a Temporary Governing Commission of another presbytery; and
- Whereas**, the Missions Committees of both presbyteries believe the presbytery boundary in Mecklenburg County should be changed to move Freedom Presbyterian Church into the Central Carolina Presbytery so that men who pastor minority-led churches in that Presbytery and who have church planting and church renewal experience will be eligible to become members of the Temporary Governing Commission; and
- Whereas**, the proposed boundary change below would bring Freedom Presbyterian Church into the Central Carolina Presbytery but would not impact any other church in the Catawba Valley Presbytery; and
- Whereas**, the proposed presbytery boundary change below would result in greater opportunity for regional cohesiveness and shared ministries between Freedom Presbyterian Church and certain minority-led Central Carolina Presbytery churches in adjacent multicultural communities; and
- Whereas**, the existing presbytery boundary divides contiguous African American neighborhoods in Charlotte, which is believed to be an impediment to minority church planting; and
- Whereas**, bringing the northwest quadrant of Charlotte (inside I-485) into the Central Carolina Presbytery would give African American led churches in the Central Carolina Presbytery the opportunity for additional church plants in that part of the city, something they have an interest in doing; and
- Whereas**, the boundary change continues the practice of using interstate highways to define the presbytery boundary in Mecklenburg County;
- Therefore, be it resolved** that Central Carolina Presbytery hereby overtures the 48th General Assembly to:

2020 Reports to 48th General Assembly
Mission to North America

1. Change the presbytery boundary in Mecklenburg County so that Catawba Valley Presbytery includes “Mecklenburg north of Interstate 85, excluding that portion within I-485 west of I-77” and Central Carolina Presbytery includes “Mecklenburg south of Interstate 85, and that portion within I-485 west of I-77,” with an effective date of June 19, 2020.
2. To permit Teaching Elders who reside in affected area on the effective date to choose which presbytery in which they desire membership. If a choice is not made by 90 days after the effective date, they will remain on the roll of Catawba Valley Presbytery.

Adopted by Central Carolina Presbytery at its stated meeting, February 22, 2020

Attested by /s/ RE Flynt Jones, stated clerk



2020 Reports to 48th General Assembly
Mission to North America

Churches in Central Carolina Presbytery
18 Churches and 7 Mission Churches

Second Street Presbyterian
105 East Hearne Street
Albemarle NC 28001
(704) 982-6824
Pastor: John Black

Cross Covenant Chinese Church
800 Fullwood Lane
Matthews NC 28105
(765) 276-7743
Pastor: Allen Chen

Carolina Presbyterian
406 Renee Ford Road
Locust NC 28097
(704) 888-4435
Pastor: David Yaran

Cross Creek Presbyterian
430 S. McPherson Church Road
Fayetteville NC 28303
(910) 864-4031
Pastor: Andrew Webb

Christ Central Church
Meet: 3646 Central Avenue
Charlotte NC 28205
(704) 608-9146
Pastor: Howard Brown

Cross Park Church
6406 Carmel Road, Suite 308
Charlotte NC 28226
(980) 285-7020
Pastor: Jeffrey Hardy

Christ Covenant Church
800 Fullwood Lane
Matthews NC 28105
(704) 847-3505
Pastor: Kevin DeYoung

East Charlotte Presbyterian
PO Box 691315
Charlotte ND 28227
(704) 502-3030
Pastor: Tyler Dirks

Church of the Redeemer
PO Box 3365
Monroe NC 28111
(704) 225-0161
Pastor: Adam Mumpower

First Presbyterian
PO Box 116
Ellerbe, NC 28338-0116
(910) 652-5231
Pastor: Stanley Layton

Covenant Presbyterian
217 Midway Road
Rockingham NC 28379
(910) 817-9556
Pastor: Michael Moreau

Freedom Presbyterian (Mission)
1646 Toddville Road
Charlotte NC 28214
(704) 394-8525
Pastor: Julian Bacon

2020 Reports to 48th General Assembly
Mission to North America

Gospel Church
Schwablweg 20
Grassbrunn Germany
0151-4662-8536
Pastor: Steffen Mueller

Redeemer Church
211 Trimble Plant Road
Southern Pines NC 28387
(910) 528-7349
Pastor: John Kinyon

Grace Presbyterian
PO Box 79
Waxhaw NC 28173
(704) 491-4812
Pastor: Daniel Vinson

Sanford Mission
5721 Quail Ridge Drive
Sanford NC
(770) 530-2714
Pastor: Ralph Johnston

Hope Community Church
2813 Coltsgate Road #200
Charlotte NC 28211
(704) 521-1033
Pastor: Mark E. Upton

South Charlotte Presbyterian
PO Box 49324
Charlotte NC 28277
(704) 312-5163
Pastor: W. Dean Faulkner

Lake Tillery Church
PO Box 384
Mount Gilead NC 27306
(910) 639-0324
Pastor: Charles McAulay

Sovereign Grace Presbyterian
3326 Archdale Drive
Charlotte NC 28210
(704) 553-9600
Pastor: William B. Barclay

Mount Carmel Presbyterian
PO Box 195
Norman NC 28367
Pastor: James Watson

Uptown Church PCA
926 Elizabeth Avenue #200
Charlotte NC 28204

Norman Presbyterian
PO Box 39
Norman NC 28367
(919) 770-2431
Pastor: Jack Bowling

West Charlotte Church
PO Box 667654
Charlotte NC 28266-7654
(980) 277-4304
Pastor: Charles A. McKnight

Providence Presbyterian
PO Box 8158
Fayetteville NC 28311
(910) 630-1215
Pastor: Andrew Webb

ATTACHMENT 6

OVERTURE 13 from Mississippi Valley Presbytery (to MNA)
“Endorse Lifeline Children’s Services”

Whereas the Presbyterian Church in America has responded to sanctity of life issues through its work and actions not only in thesis but in deed; and

Whereas the PCA has a deep concern for not only opposing abortion but in providing positive alternatives to abortion for those women who experience unwanted pregnancies; and

Whereas one avenue of implementing alternatives was in the endorsement of Bethany Christian Services for the past several decades; and

Whereas BCS did not pursue the endorsement of the PCA at the 47th GA; and

Whereas there is value for PCA churches in knowing who the denomination endorses in ministering to women in distress; and

Whereas there is currently a ministry in place available to provide assistance for these situations; and

Whereas Lifeline Children’s Services is such a ministry which was birthed out of the ministry of Briarwood Presbyterian Church of Birmingham, Alabama, in 1983;

Be it therefore resolved that the MNA Permanent Committee explore the advisability of endorsing Lifeline Children’s Services as a possible resource for PCA churches.

*Adopted by The Presbytery of the Mississippi Valley at its stated meeting,
February 4, 2020*

Attested by /s/ TE Roger G. Collins, stated clerk

**REPORT FROM
THE COMMITTEE ON MISSION TO THE WORLD
TO THE FORTY-EIGHTH GENERAL ASSEMBLY
PRESBYTERIAN CHURCH IN AMERICA**

ADDENDUM to 2020 MTW Report to the General Assembly

Our 2020 GA report was written before the COVID-19 crisis. This addendum reflects how we have seen God go before us in preparing us for the challenges we are experiencing.

Member Care Network: A few years ago, we created a member care network made up of men and women in all our regions to bring member care closer to the field. Instead of depending upon a small team in Atlanta, we now have folks spread across the globe to give counsel, prayer, and encouragement to our missionaries during this difficult season. As the COVID-19 virus spread throughout the world, our network quickly reached out to each of our missionaries. God has gone before us.

Decentralization and Dispersed Teams: In our desire to mobilize and serve the whole PCA, we started regional MTW hubs a few years ago. This forced us to create dispersed teams, where we adopted and adapted to virtual meetings. This has also led to investing more in software platforms that are cloud based, enabling our staff to work from anywhere there is an internet connection. All these investments made in the past few years have prepared us well for the temporary closing of our office and the need for all our staff to work remotely. God has gone before us.

Prayer Initiative: What has also prepared us for this crisis was the creation of a new prayer initiative led by missionaries Ken and Tammie Matlack. A few years ago, Ken was asked to develop a ministry that equips our MTW community toward intercessory prayer. At the start of 2020 he initiated what we are calling First Friday Fast (FFF). We have set aside the first Friday of each month for prayer and fasting asking for personal and corporate renewal, unity and love among us, and kingdom advance. This prayer initiative has helped many in our community weather the storms that COVID-19 has brought. God has gone before us.

One of the questions we have been asking is whether all that has happened is actually part of an answer to our prayers. We have been praying for revival

and renewal of the North American Church, the fruit of which would be the sending of at least 1% of our adult members for missions. Could this pandemic lead us in North America to repentance and faith, resulting in the growth and vibrancy of the church? Could this be the precursor to a movement of the Spirit that produces an army of missionaries? This has been our prayer. Would you pray with us to this end? Thank you!

MISSION TO THE WORLD REPORT TO THE FORTY-EIGHTH GENERAL ASSEMBLY

Vision: *The gospel of the kingdom advancing throughout the world ~*

We want the gospel to spread throughout the world, the Church to grow, Satan's kingdom destroyed, and Christ's reign extended to the ends of the earth.

Mission: *Making disciples among all nations ~*

We are called to be obedient to the Great Commission by teaching people to follow Jesus as Lord and Savior, to be baptized, and to obey all that Jesus commands.

Values:

- *Church ~*
The establishment, growth, and maturity of the Church in all our ministry efforts.
- *Grace-based ~*
Community life and ministry shaped by God's grace for us in His Son, Jesus Christ.
- *Reformed and Covenantal ~*
A ministry that is guided, inspired, and shaped by our theology.
- *Mercy, Justice, and the Love of God ~*
A love for God that is demonstrated through acts of mercy and justice.

We rejoice that many plans and initiatives are moving ahead and that key positions are being capably filled. We are grateful for a new IT infrastructure that will enable us to scale up for growth. We are thankful for our regional hubs and the good progress being made through their efforts. We are grateful for our new Safeguarding Director, Heidi Harrison, who is making good progress toward the recommendations from GRACE (Godly Response to Abuse in a Christian Environment). We are excited about the response to the 1%; over 100 churches have made the pledge. Yes, indeed, there is much for which to rejoice and celebrate. *Please give thanks with us for God's blessings on our efforts.*

At the same time, we are experiencing internal and external opposition. Many of our key leaders and/or their children have experienced unusual sicknesses, surgeries, cancer, and emergency room visits. We have also experienced team conflict, sin, and brokenness. And several of our missionaries have been

kicked out of their country of service. We are reminded of the words in the book of Acts, "... through many tribulations we shall enter the kingdom of God" (Acts 14:22). *Please pray for courageous faith and perseverance through our trials and for God's deliverance from evil.*

As a result of many concerns over our implementation guidelines related to CMTW's statement on valuing women, MTW leadership has engaged with several of our missionaries and constituents and redrafted the guidelines. We believe the new guidelines address the concerns and help us move forward together. *Please pray that we would all exhibit a humble, learning posture in this discussion and unity around these new guidelines.*

Lloyd Kim, Coordinator

2019 GLOBAL MINISTRY HIGHLIGHTS

ASIA-PACIFIC

East Asia — A report from MTW missionary Tim M. on the situation with Wang Yi and Early Rain Covenant Church:

On Dec 9, 2018, we celebrated my oldest son's birthday. At the same time local and federal officials rounded up and arrested over 100 members and attendees of the Early Rain Covenant Church. On December 26, 2019, after over one year of detainment and on the day of his wife's birthday, the senior pastor of Early Rain Covenant Church, Rev. Wang Yi was tried in a local court. Denying him of his constitutional right to choose his attorney, the court appointed him a state approved attorney. On December 30, 2019, Rev. Wang Yi was sentenced to nine years in prison for Subversion and Running an Illegal Business. These trumped up charges and the trial that took place to convict him were a mockery of justice. The real reason Wang Yi is in prison is because he has faithfully been preaching the gospel.

When I arrived in China on July 7, 2010, with my family (five of us total), Wang Yi greeted us at the airport. We had met each other one month prior to that at a Redeemer City to City intensive training in Manhattan. From 2010 to 2018 we labored together along with another pastor, Paul Peng, to establish a local seminary (Western China Covenant Theological Seminary), and a local presbytery (Western China Presbytery) that spread to five other regions throughout the country. A fledgling denomination (Presbyterian Church in China) was started in 2016 with a gathering of the budding presbyteries that Western China Presbytery had helped to cultivate. These six presbyteries have forged a common book of church order that continues to move forward to this day, and we hope to have our first General Assembly within five years.

The underground seminary has continued operating classes after the December 9, 2018, crackdown and we just finished our 2019 academic year with over 100 matriculating students in three degree programs including M.Div., M.A., and M.A.C.S. degrees operating entirely online out of necessity.

Pastor Wang Yi and his family are not only internationally known figures, featured in articles from the *Wall Street Journal*, the *New York*

Times, and *The Economist*, they are personal friends and our ministry partners. This partnership is what kicked off a vibrant and growing Reformed and covenantal ministry focused on the gospel.

Cambodia — Mission to the World Cambodia has been partnering with a Khmer medical clinic that also partners with our local churches. The team has been blessed because included in this partnership are anti-trafficking ministries that trust the medical clinic and MTW enough to send girls and women who have been trafficked to the clinic for medical care. Mark Ambrose has been providing medical care for many of these girls. He shares his experience with one of his patients.

It was the same every time. I attempted to engage Srey (name changed) like I do with all of the girls. Trying to make her laugh or trying to create a non-threatening environment. My attempts were always met with silence from her. Not a shy silence, but a “no one’s gonna hurt me again” silence. Respecting her boundaries, I have cared for this thirteen-year-old very often over the course of a year. She remains silent, hardly acknowledging my presence. One day while gently bandaging her new surgical wound, she broke the silence.

“Why did you come to Cambodia?” she asked.

"Jesus sent me here." I said

"Why?" she asked.

"To take care of you."

The hard shell cracked open and Srey started to cry. She began sharing about her family and how she misses them so much. She started to trust.

Australasia — When the missions arm of four denominations from the U.S., New Zealand, and Australia got together in Auckland, New Zealand, in October 2018, they were excited to form the “Island to Island” project, but didn’t know what to expect. They first committed the next 18 months towards research and development and selected five priority island-nations (Fiji, Tonga, Samoa, American Samoa, and Vanuatu). Next, they conducted an in-depth assessment of the islands’ gospel needs and made a priority of identifying local island partners. With this being MTW Australasia’s initiative, MTW missionaries (Jim Jung, Steve Williams, and David Choi) formed the field leadership and began to visit the islands one by one. By God’s grace and providence, after a full year and a round of visitations to all the islands, they

now have local partners in each place and are ready to form a strategic planning session. Each step of the way, it was apparent that God wants this to go forward as unexpected doors were opened, and they met “hidden” gospel partners one by one with heart-wrenching testimonies of gospel deprivation and hunger. As suspected before the trips, these islands are plagued by many cults, both major ones like the Mormons and Jehovah’s Witnesses as well as new and small ones, liberal mainline denominations, prosperity gospel, and cultural nominalism/ syncretism. But they are excited for what the Lord will do again in this “Forgotten Mission Field of the Pacific!”

EUROPE

Mission Completed — Often the question is asked, “How many new church plants have you started?” There is something thrilling about starting a new initiative. There is a synergy and a sense of anticipation for what could be. But it is not as often asked, “How many church plants (or ministry initiatives) have been *completed*?” And yet, isn’t that the goal? To plant self-supporting, self-sustaining Reformed and covenantal church-planting churches? This year we have blessed with several such testimonies:

For many years Jay and Holly Eastman have been nurturing a church plant in Altglienicke, a southeastern suburb of Berlin. Three years ago, the congregation was ready to take the step of calling their own pastor. Money was raised and set aside for the pastor’s salary. And yet each time there was a promising candidate, the plans fell through. They write that this past fall, *“the church plant in Altglienicke, our former project, has hired a full-time pastor to lead the church into the future. We have been praying and working on this for three years and it’s a huge blessing and joy to have the provision of someone with a heart for the area and ability to lead and coach up the members of the church plant to reach the community and multiply disciples.”* They have now begun to work on a new church-plant in Southwest Berlin.

Rob and Jenny Ilderton have been working in a church plant that began shortly after their arrival in the West London suburb of Brentford. The church plant is already nearing the point of being self-sustaining. They write after a short HMA in 2019, *“We were overjoyed to return to find new folks coming to the church. One of our prayers was that Immanuel Church would thrive in our absence so that we could be released to begin looking to the next church plant. This has largely been the case.”* They will begin outreach in a new area in South London (Hammersmith) with the prayer *“that God would raise up people who are hungry to know Jesus.”*

We have several missionaries who are in the process of retiring. They leave behind stronger ministries and faithful legacies. Retiring team leaders Johnny and Annette Johnson share, “*We are sad ..., but joyful over what we have seen God doing here.*” The Johnsons have labored for nearly 10 years in Zlin, Czech Republic, to see a stronger church with capable leadership in place. Praise the LORD for this church that is the result of the Johnson’s (and their team’s) hard work, dedication, and faithfulness to the LORD. They leave behind an important legacy.

Clay and Darlene Quarterman have poured their hearts into the Evangelical Reformed Seminary of Ukraine (ERSU). Among other things, Clay has served as president of the seminary, recruited visiting faculty (as well as teaching classes himself), and spearheaded a campaign to raise funds for scholarships, major building renovations, and a new library. After a couple of years of work and numerous setbacks, the new seminary facility celebrated its grand opening and dedication in October! The Quartermans shared in a recent prayer letter, “*It was especially thrilling to see the students taking joy in THEIR seminary library! They’re even taking SELFIES in the library! They are absolutely loving their new building. Praise God!*” The Quartermans officially retired from MTW on December 31, 2019, after 42 years of faithful service. Praise the LORD for the Quartermans’ decades of service. Pray that the new ERSU facilities will be used for training future generations of godly men and women to serve the church in Ukraine and beyond.

Mission Started — With the 1% Challenge before us, the Europe Strategy Team has been discussing how they can prepare the field for a significant increase in field workers over the next 10 years. We are seeking to open new works throughout the continent but need to begin training leadership now to spearhead those works and to provide training and care for the newly arriving missionaries. Additionally, a significant number of our veteran team leaders will be retiring in the next five years. How do we *develop* new leaders to spearhead new initiatives, rather than simply *appointing* leaders to fill a position? This is the task that is before us.

International Director David Stoddard, with the collaboration of the Europe Strategy Team, has developed a two-track leadership development program, which was officially implemented this past year. After successfully completing a Leadership Assessment, new team leaders (TLs) will be required to participate in track one of the new leadership development program. The first training session was held in May via videoconference, with the topic of *Partnerships*. In future months topics of self-awareness (via review of Right

Path and Hogan assessment tools), administrative/policy responsibilities of team leaders, strategic planning, conflict management, team foundations, reaching and leading the next generation, and the like were offered. Additionally, the new TL's one-up will be responsible for providing mentoring in God-centered leadership. Although these modules are designed with the new team leader in mind, anyone is welcome to participate.

Track Two of the Leadership Development program will be comprised of modules of general interest, and open to all personnel. To this end, an online discussion of a European version of Tim Keller's *Center Church* was initiated in June, with 27 people expressing interest, and 22 participating in the first call. This group met monthly through February 2020.

Please pray as this endeavor gets off the ground—that our field personnel will be encouraged and better equipped to lead in a Christ-like manner.

We are thankful to work alongside national partners who have a vision for planting church-planting churches. This year marks the end of an era—the leaving of veteran missionaries like the Quartermans, Johnsons, Lesondaks, and Meiners, and transition of ministries into national partners' hands. I also look at 2020 as the beginning of a new era. The Lord is raising up new leadership. We assessed and have been training four couples for leadership positions. Additionally, we should also see the start of new ministries in places like Milan, Paris, Stockholm, Hammersmith (London), Zehlendorf (Berlin), and Helensburgh (Scotland).

SUB-SAHARAN AFRICA

International Director — The end of 2019 marked completion of the second year under the capable leadership of the ID, Dr. Victor Nakah. He continues to bring new initiatives across Sub-Saharan Africa (SSA) in coordination and involvement with fellow missionaries, national pastors, and key PCA churches desiring to partner with the expanding Presbyterian, Reformed and covenantal church planting initiatives.

New Initiatives for SSA

South Africa — In November 2019, Victor Nakah and MTW SSA missionaries hosted the first ever All Africa Presbyterian Conference, held in Cape Town, South Africa. Key Presbyterian national partners representing eight African countries were able to attend alongside their respective MTW missionary co-workers. All 102 in attendance from across Africa as well as the United States and Brazil came together in one location to worship, pray, network, and plan

for national and regional church planting. MTW missionaries serving in West Africa, their regional director, and some national partners (from Muslim-majority countries) were also able to attend. As a result of the conference, national Presbyterian pastors with fellow MTW teaching elders formed regional working groups to expand church planting, with ministries developing from the various church plants (i.e. formation of presbyteries and newly established Presbyterian church denominations, church revitalization, university ministry, community development, children and youth work, discipleship, and pastoral training).

Francophone (French Speaking) West Africa — Discussions for the organizational move of Francophone West Africa from Enterprise to SSA began mid-year 2019. West Africa (Muslim majority) as well as all other areas of SSA are tribal, black African countries. MTW missionaries, to a lesser or greater extent, minister where Islam is present. Therefore, working together as one region, which in the past had not been possible, is now a reality. This organizational change resulted in five additional countries coming under Dr. Nakah's leadership, as well as 11 missionary families. A transition team consisting of the Enterprise international director, director of field operations, resource team director, and Dr. Nakah was formed to assist in the move and will continue through 2020.

Malawi — July 2019 marked the beginning of a newly established Malawi Presbyterian and Reformed church-planting initiative. Confex and Mwai Makhallira finished five years in the United States during which time Confex completed seminary with an M.Div. degree, was ordained as a PCA teaching elder, applied to MTW, and was accepted. Confex, Mwai, and their two children, all of whom are Malawi citizens, returned to Blantyre, Malawi, to begin church planting. Ministry has begun with three Presbyterian nationals working as church-planting interns under direct supervision of Pastor Makhallira. Plans are underway to launch a university ministry as well.

Ethiopia — This past year saw the arrival of a newly assigned MTW family, Tim and Laura Love, with their three children. Upon completion of Amharic language training, the family will move to a rural setting where Dr. Tim Love, board certified surgeon, will minister in a mission hospital. Tim will be training Ethiopian doctors in surgical procedures and techniques, utilizing evangelism and discipleship, as well as modeling a medical practice from a Christian world and life view.

AMERICAS

Mexico — In June, the Church Planting Institute (CPI) held another church planter assessment in the city of Guadalajara, evaluating eight candidates. Of the eight, six were approved to move forward as church planting interns. CPI, in partnership with the National Presbyterian Church of Mexico, continues to advance church-planting projects across Northern Mexico in the cities of Durango, La Paz, Culiacán, Obregón, Ensenada, Monterrey, and Victoria. We praise God that the project in Durango is now stabilized, through the efforts of the new planters there, Noe Reyes and Manuel Santos, with the help of MTW missionary Susan Sundeen. In May, MTW’s church plant in Ensenada baptized 14 people. The church plant in La Paz, Mexico, began public worship services in September.

Bahamas — Hurricane Dorian was the most powerful cyclone on record to strike the Bahamas. The ensuing catastrophe is regarded as the worst natural disaster in the Bahamas history. Many Northern Bahamians lost their lives and as many as 10,000 were displaced due to flooding and the destruction of their homes. MTW Bahamas was engaged from the onset, attending National Emergency Management Agency of Bahamas meetings, fielding phone calls, and answering emails from the U.S. and the Bahamas. Every family knows someone who has been adversely affected. The Russells have opened their home to 10 displaced residents from Abaco until these people are able to find long-term arrangements in the U.S. The storm changed not only the physical landscape of the island, but the social landscape as well. Dorian has forced the various churches of the Bahamas including Covenant Life Presbyterian to be more intentional in collaborating with one another in order to help meet the physical, mental, and spiritual needs of those suffering from the storm. Recovery from the storm will take years.

Belize — John and Karen Stodghill are firmly settled in Belize since transferring from the Bahamas last summer. Since then, John successfully went through MTW Leadership Assessment, and was approved as team leader in Belize. Their ministry focus is in western Belize, primarily in the Cayo District. Currently, John is an “acting” ruling elder in the Cayo church until a national is trained and ordained for that role. He is also assisting with preaching at times, and is regularly leading Bible studies. Moreover, John has been granted both his R.N. and paramedic licenses by the Belize Ministry of Health. As a healthcare provider, John is leading medical in-services held at the church. Karen has involved herself in activities at the Hope pre-school. Together, they are working with the Presbyterian Church of Belize to organize and schedule MTW short-term teams to work in Belize in 2020. In addition to

2020 Reports to 48th General Assembly
Mission to the World

the Stodghills, Ray and Michelle Call, who recently ended their work in Uruguay, joined the team in Belize on February 8. The Calls will be based in the northern Corozal district where they will work alongside the Spanish language Presbyterian churches there.

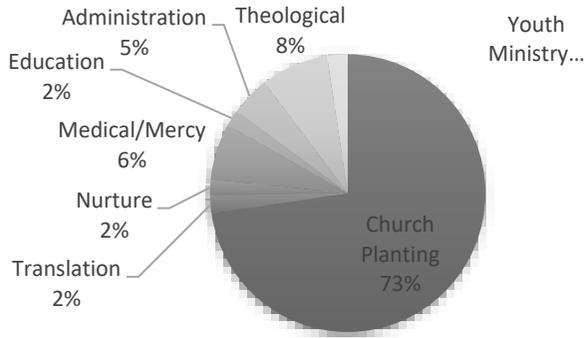
MTW MISSIONARY STATISTICS

As of December 31, 2019, the MTW missionary family consisted of the following:

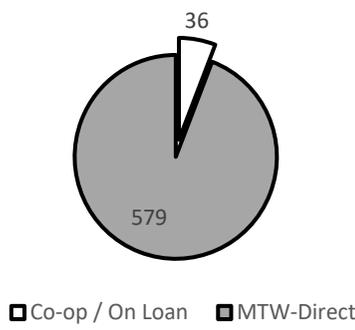
1. CHURCH PLANTING		422
MTW-Direct	418	
Cooperative Ministries	4	
2. THEOLOGICAL EDUCATION		46
MTW-Direct	44	
Cooperative Ministries	2	
3. OTHER		131
MTW-Direct 83		
Administration	15	
Education	9	
Medical	22	
Nurture/Counseling	9	
Mercy Ministry	14	
Next Generation Ministry	14	
International Associate Missionaries	18	
Cooperative Ministries	30	
Administration	12	
Education	2	
Medical	2	
Nurture/Counseling	2	
Translation/Support	12	
4. LEAVE OF ABSENCE		16
TOTAL LONG-TERM MISSIONARIES		615
COUNTRIES		97
SHORT-TERM		
Two-Year		63
Intern: 2–11 Months		86
Two-Week		1,646
NATIONAL PARTNERS		
Indigenous church-planting partners		809

2020 Reports to 48th General Assembly
Mission to the World

Long-Term Missionaries - Ministry Type

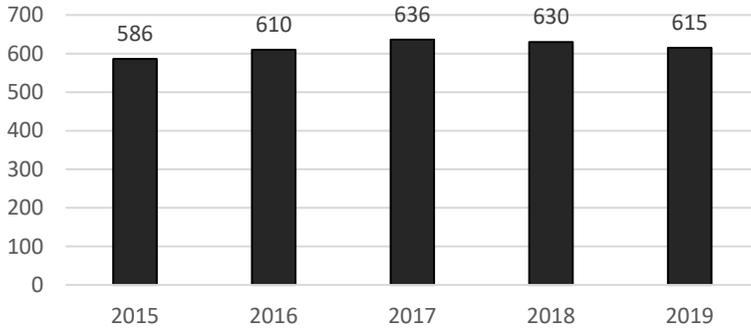


MTW-Direct vs. Co-op/On-Loan Missionaries

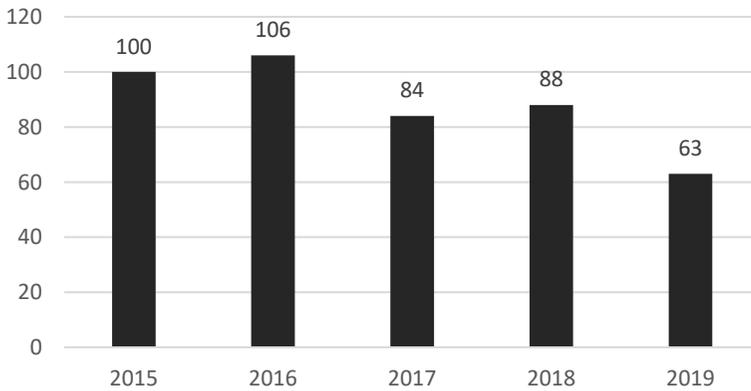


2020 Reports to 48th General Assembly
Mission to the World

Long-Term Missionaries

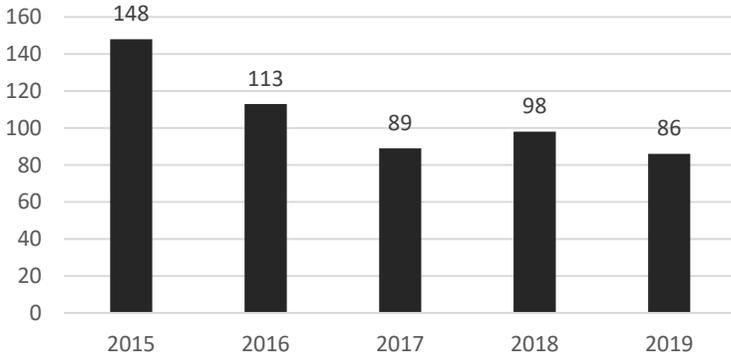


Two-Year Missionaries

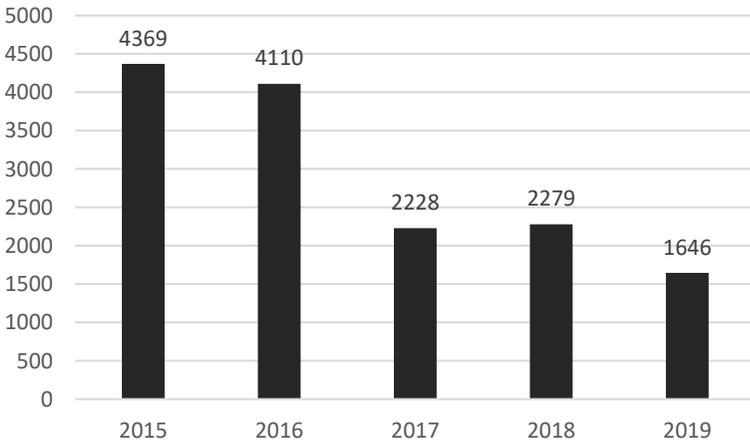


2020 Reports to 48th General Assembly
Mission to the World

Interns (2-11 months)

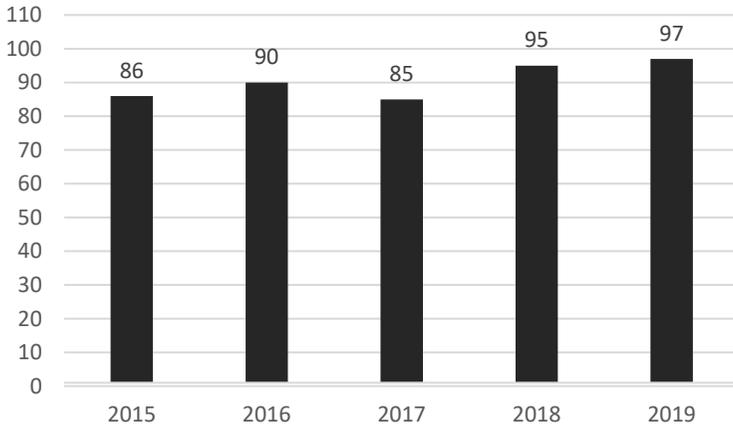


1-3 Week Trip Participants

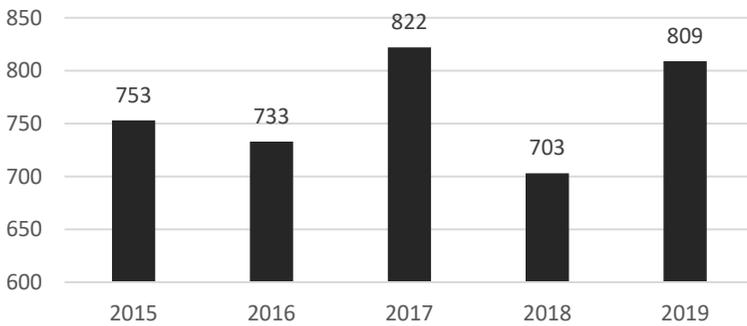


2020 Reports to 48th General Assembly
Mission to the World

Countries



National Partners



[NOTE: The following recommendations have not been approved because the 48th General Assembly has been postponed.]

Recommendations

1. That the General Assembly urge churches to set aside the month of November 2020 as a month of prayer for global missions, asking God to send many more laborers into His harvest field. (MTW will offer a 30 Days of Prayer Calendar, which your church can download from mtw.org in the fall, as well as other prayer resources);
2. That the General Assembly urge churches to set aside a portion of their giving for the suffering peoples of the world; to that end, be it recommended that a special offering for relief and mercy (MTW Compassion Offering) be taken during 2020 and distributed by MTW;
3. That the General Assembly urge churches to set aside Sunday, November 1, 2020, as a day of prayer for the persecuted church worldwide;
4. Having performed an annual review of our coordinator, we give thanks to our sovereign Lord for his gift to the Church in the person of Dr. Lloyd Kim, who continues to serve and lead humbly and effectively in the glorious cause of missions around the world. CMTW enthusiastically recommends that Dr. Kim be re-elected coordinator.
5. That the proposed budget of MTW, as presented through the Administrative Committee, be approved;
6. That the minutes of the meeting of CMTW of March 13-14, 2019, be accepted; and
7. That the minutes of the meeting of CMTW of September 25-26, 2019, be accepted.
8. Regarding MTW's 2018 Financial Audit: That the Committee of Commissioners reviewed the financial audit for calendar year ending December 31, 2018. They also noted per CMTW's minutes that CMTW had accepted the audit.
9. That **Overture 3 to the 48th General Assembly** from Heritage Presbytery, "Amend MTW Policy Manual," **be answered in the affirmative as amended** (~~strike through~~ for deletions; underlining for new wording):

Therefore be it resolved that Heritage Presbytery hereby overture the 48th General Assembly of the PCA to direct CMTW to amend the MTW Policy Manual to include the following statement:

MTW leaders in line authority over church planting or church development ministry ~~should~~ will ordinarily be ordained elders. In extraordinary cases where this policy is

~~not followed, the appointment of an unordained man who exhibits the qualities of an elder another MTW-qualified leader is permissible, but must be approved annually by a three-quarters vote of CMTW, and there shall be a record of the reasons for such an appointment included in CMTW's minutes that are submitted to the General Assembly."~~

All other leadership appointments in MTW, not requiring ordination, are open to women and unordained men.

Be it further resolved that this statement be considered a "material change" to the MTW Policy Manual, and that any change or removal of this statement must be approved by CMTW and submitted to the General Assembly through the usual process of reports of the Permanent Committees and Agencies in accordance with *RAO* 4-21.j and *RAO* 14-11.d, f,g,h

Grounds:

We are grateful that Heritage Presbytery has changed their position to be more in line with MTW's revised implementation guidelines of CMTW's statement on valuing women. To be consistent with CMTW's statement on valuing women, we seek to include in our policy manual the affirmation of appropriate leadership opportunities for both women and unordained men.

While we affirm the general principles outlined in the recommendation, we believe the statements, "Whereas, the 'Guidelines' opened leadership positions with authority over MTW church planting and development ministry to unordained men and women; and Whereas a Committee of Concerned MTW Missionaries has authored an extensive position paper raising their 'serious concerns' about the 'Guidelines' officially opening line authority leadership over MTW church planting and church development ministry to women and men who are not elders..." are misrepresentations of the original guidelines. The original guidelines required non-ordained leaders in direct leadership authority over elders serving in a church or church planting context to defer ecclesiastical matters to an ordained leader in line authority.

The CMTW policy statement on valuing women states: “...we affirm that women may serve in leadership roles within MTW, recognizing that only ordained elders exercise ecclesiastical authority over church plants or churches.” The policy statement, previously received as such by General Assembly, already reflects the understanding that only elders can exercise ecclesiastical authority. Neither do the current “Guidelines” “open” leadership over church planting and development to women and men who are not elders. The current “Guidelines” state, “The ‘one-up’ (direct supervisor), ‘two-up,’ et al., of those serving in the above roles will ordinarily be elders, since the oversight of church planting/ development work is typically done by elders.”

We also believe that Heritage’s clause, “an unordained man who exhibits the qualities of an elder,” calls for an evaluation of character and doctrine that is left to the “judgment of a lawful court of the Church,” according to *BCO* 16-1, which is a responsibility that cannot be approximated or appropriated by any other group or agency. When we instead use the proposed language of “qualified leader,” we are referring to those individuals who have been identified and nominated for a leadership position by current leadership, and who have undergone leadership assessment in MTW using 72 different competencies in 5 separate categories, and who, after passing assessment, are then proposed to CMTW for approval as leaders.

The other amendments above do not change the substance of the recommendation but bring the language to be more in line with MTW’s revised implementation guidelines and the normal practice of CMTW in approving leadership positions and reporting to General Assembly.

10. That **Overture 41 to the 47th General Assembly** from Heritage Presbytery, “Direct CMTW to Amend its Guidelines to implement CMTW’s ‘Statement on Valuing Women in MTW,’ so that only Ordained Elders Will Be Allowed to Serve in the Roles of Team Leader, Regional Director, and International Director within MTW,” (*M47GA*, 32, 33, 693) **be answered in the negative**. [Editorial note: Overture 41 to the 47th General Assembly was recommitted by that Assembly to CMTW. This recommendation (Recommendation 10 to the 48th GA) is CMTW’s response to the 48th GA. The Grounds, which are no longer included as a part of the recommendation, have been amended as seen below (strike-through for deletions; underlining for new wording).]

Grounds:

In formulating and finalizing its “Statement on Valuing Women,” CMTW carefully considered the report of the ad interim committee to the 45th General Assembly and believes that its statement on valuing women in MTW is wholly consistent with the ad interim report in all material respects.

Mission to World, CMTW, and the General Assembly have approved unordained men to the roles of team leader, country director, and regional director since 1983 and at least 3 women since around 2006. We have identified at least 35 unordained leaders appointed to these positions since 2003. CMTW and GA have never required these positions be held exclusively by ordained elders.

MTW teams vary extensively across the globe. While the ultimate aim of all our teams is to plant and revitalize churches, not all of our teams have ordained elders engaged directly in planting churches. Some teams are focused on facilitative church planting where our missionaries work alongside ordained national partners who are leading churches and church plants. Others are focused on university ministries (Christ College team in Taiwan), medical ministries, mercy ministries (Ethiopia), education ministries, etc., to make disciples who fill local churches and church plants. In some cases there are a variety of different ministries all under the umbrella of one team. The overture would unnecessarily restrict unordained men and women from serving in roles that do not require ordination.

The overture if passed would immediately affect 19 unordained missionaries who are serving in these roles across the globe as well as their teams. These leaders would be removed from their positions, receive less remuneration, and would have to find new roles on the team. It would also require taking 19 ordained missionaries out of their current ministry roles to take their places.

CMTW and MTW leadership have worked with the coordinator ~~are committed to working with~~ those whose consciences have been affected by our original implementation guidelines. We have drafted a revised version of the guidelines that address their concerns. ~~are affected by women or unordained men serving in leadership in non-eclesial roles~~

~~over (ordained) men. We want to move forward together in a manner that does not hinder the work of the Kingdom.~~

~~The principle that unordained leaders defer matters of the church to ordained leaders in line authority has been MTW's practice for many years. Women and unordained men in leadership over TE church planters routinely defer matters related to the church to other ordained supervisors. While this practice necessarily involves line drawing, in practice this line drawing has not proved to be an unsurmountable problem, and we pledge to continue to ensure that church matters be referred to the proper ordained authorities.~~

The authority given to team leaders for spiritual care of their members does not necessitate ordination. Spiritual care can be given by unordained believers. Team leaders can also delegate to others to provide spiritual care as is appropriate.

~~Finally, w~~ While CMTW has non-voting women advisors, CMTW is not proposing the addition of women to serve on CMTW through this statement.

Finally, Heritage Presbytery has changed their opinion on this matter as reflected in a new overture (Overture 3).

11. That **Overture 14 to the 48th General Assembly** from Evangel Presbytery, “Revise MTW Manual” **be answered with reference to Overture 3.**

Respectfully submitted,
TE Mark Bates, Chairman
Committee on Mission to the World

Attachment 1

LONG-TERM MISSIONARIES (as of December 31, 2019)

Abbatiello, Mr./Mrs. Matt (Katie)
Adams, Rev./Mrs. Trey (Kiki)
Aeschliman, Rev./Mrs. Richard (Betsy)
Akovenko, Mr./Mrs. Jim (Sue)
Alms, Ms. Bethany
Ambrose, Dr./Mrs. Mark (Laura)
Angert, Rev./Mrs. Chuck (Barbara)
Aschmann, Rev./Mrs. Rick (Betty)
Bailey, Rev./Mrs. Richard (Teresa)
Bakelaar, Mr./Mrs. Peter (Diane)
Bales, Rev./Mrs. Cartee (Colleen)
Barnett, Ms. Ellen
Bauserman, Ms. Rachel
Baxley, Mr./Mrs. Andrew (Kelly)
Bergmark, Rev./Mrs. David (Stacy)
Bocanegra, Mr./Mrs. Mark (Megumi)
Boling, Mr./Mrs. Peter (Jenny)
Bond, Mr./Mrs. Stephan (Rachel)
Bonham, Rev./Mrs. Nathaniel (Nikki)
Bolton, Ms. Rosemary
Bowles, Mr./Mrs. John (Julie)
Box, Mr. Rick
Brink, Mr./Mrs. Daniel (Katy)
Brinkerhoff, Ms. Jane
Brock, Rev./Mrs. Chris (Donnette)
Brooks, Ms. Bobbi Jo
Brooks, Mr./Mrs. David (Gwen)
Brown, Mr./Mrs. Dick (Joanne)
Brown, Ms. Roberta
Buerger, Rev./Mrs. John (Ellen)
Burkemper, Mr./Mrs. Jamie (Jennifer)
Burklin, Ms. Kay
Burnham, Mr./Mrs. Bob (Andrea)
Burrack, Ms. Pamyla
Cain, Mr./Mrs. Adam (Michelle)
Cain, Rev./Mrs. Brooks (Riva)
Call, Mr./Mrs. Ray (Michele)
Camp, Mr./Mrs. Brenden (Ashley)
Carr, Rev./Mrs. Bill (Susan)
Carter, Ms. Brenda
Carter, Rev./Mrs. Michael (Cathalain)
Cary, Ms. Elisabeth
Chambers, Mr./Mrs. Garry (Anita)
Chapin, Mr./Mrs. Craig (Yumiko)
Chaplin, Rev./Mrs. Carl (Becky)
Chase, Mr./Mrs. Matt (Carly)
Chen, Ms. Diana
Cho, Mr./Mrs. Dale (Sunny)
Chung, Ms. Grace
Church, Rev./Mrs. Ben (Kim)
Clow, Mr./Mrs. John (Kathy)
Cobb, Rev./Mrs. Donald (Claire-Lise)
Congdon, Rev./Mrs. Joe (Felicity)
Conroy, Mr./Mrs. Dennis (Rhonda)
Cordell, Mr./Mrs. Bradley (Sara)
Cosner, Rev./Mrs. Mike (Chrissy)
Coulbourne, Rev./Mrs. Craig (Ree)
Craig, Mr./Mrs. Scott (Kathy)
Crane, Rev./Mrs. Richard (Robyn)
Crocker, Ms. Cheryl
Crusey, Rev./Mrs. Todd (Liz)
Culmer, Dr. Dave
Culbertson, Mr./Mrs. Ryan (Karen)
Davidson, Dr./Mrs. Charles (Bonita)
Davila, Mr./Mrs. Rodney (Jana)
Davis, Mr. David
Davison, Mr./Mrs. Jonas (Christina)
DeWitt, Dr./Mrs. Charles (Carol)
DeWitt, Mr. Jim
Diaso, Dr./Mrs. David (Dawn)
Dillon, Mr./Mrs. Scott (Meghan)
Dinkins, Ms. Ruth
Dishman, Rev./Mrs. Peter (Lauren)
Dix, Mr./Mrs. Taylor (Katherine)
Dortzbach, Rev./Mrs. Karl (Debbie)
Doty, Rev./Mrs. Greg (Leanne)
Dougherty, Mr./Mrs. Derek (Laura)
Eastman, Mr./Mrs. Jay (Holly)
Ebbers, Mr./Mrs. Derek (Shannon)
Eide, Rev./Mrs. Jonathan (Tracy)
Elswick, Mr./Mrs. Anthony (Amber)
Etienne, Rev./Mrs. Esaie (Natacha)
Fitzpatrick, Rev./Mrs. Joe (Bev)
Flores, Ms. Chery
Floyd, Mr./Mrs. Ross (Angela)
Gahagen, Mr./Mrs. Craig (Heather)
Galage, Mr./Mrs. Tim (Therese)
Gee, Mr./Mrs. Jake (Anna-Claire)
Gildard, Mr./Mrs. James (Jacki)
Giles, Ms. Rebecca
Goeglein, Ms. Lydia
Goodman, Mr./Mrs. Bill (Carla)
Goodrich, Rev./Mrs. Richey (Keli)
Goodwin, Rev./Mrs. Sam (Elizabeth)
Graber, Rev./Mrs. Ben (Anna)
Grady, Ms. Miriam
Greete, Rev./Mrs. Richard (Crissy)
Gregoire, Mr./Mrs. Dan (Rebecca)
Grotton, Mr./Mrs. David (Danielle)
Grubb, Mr./Mrs. Glenn (Sharlene)
Gullett, Mr./Mrs. Foster (Laura)
Gutierrez, Mr./Mrs. Nathaniel (Alicia)
Hacquebord, Rev./Mrs. Heero (Anyia)
Halbert, Rev./Mrs. Aaron (Rachel)

2020 Reports to 48th General Assembly
Mission to the World

Hale, Mr./Mrs. Robert (Deborah)
Hall, Mr./Mrs. Jarett (Mary-Carole)
Han, Mr./Mrs. Beyongseob (Kyungsoon)
Hane, Mr. Andrew
Harrell, Mr. Frank
Harrell, Rev./Mrs. Joe (Becky)
Hatch, Mrs. Alice
Haynes, Rev./Mrs. Matt (Sarah)
Henry, Mr./Mrs. Paul (Crystal)
Henson, Dr./Mrs. Nathan (Kristen)
Hill, Rev./Mrs. Scott (Ruth)
Hinkle, Rev./Mrs. Lee (Shannon)
Holliday, Mr./Mrs. Tim (Kristy)
Honea, Ms. Ellie
Hoot, Mr./Mrs. Trevin (Ruthie)
Hurrie, Rev./Mrs. Shaun (Becky)
Ilderton, Rev./Mrs. Rob (Jenny)
Iverson, Rev./Mrs. Dan (Carol)
Jensen, Rev./Mrs. Ben (Julie)
Jesch, Mr./Mrs. Matt (Esta)
Johnson, Ms. Darlene
Johnson, Mr./Mrs. Johnny (Annette)
Johnson, Ms. Melanie
Jung, Rev./Mrs. Jim (Claudia)
Karner, Ms. Linda
Kim, Dr./Dr. Lloyd (Eda)
Kirkland, Rev./Mrs. Philip (Joy)
Knowlton, Mr./Mrs. Keith (Rachel)
Kooi, Mr. Brent
Kreider, Mr./Mrs. Derek (Catalina)
Lamos, Mr./Mrs. Jud (Jan)
Lancaster, Mr./Mrs. Bo (Brynne)
Lang, Mr./Mrs. Josh (Laura)
Larsen, Dr./Mrs. Eric (Rebecca)
Lee, Mr. John
Lee, Rev./Mrs. Michael (Tricia)
Lee, Rev./Mrs. Paul (Susan)
Lennox, Mr./Mrs. Patrick (Regina)
Lesondak, Rev./Mrs. John (Kathy)
Lim, Rev./Mrs. Tim (Moon Sook)
Linkston, Mr./Mrs. Chuck (Jimmie Lynn)
Love, Dr./Mrs. Tim (Laura)
Lowther, Mr./Mrs. Roger (Abi)
Lundgaard, Mr./Mrs. Kris (Paula)
Lupton, Rev./Mrs. Andrew (Laura-Kate)
Luther, Mr./Mrs. Phillip (Kay)
Lyle, Mr./Mrs. Joe (Ann)
Mailloux, Rev./Mrs. Marc (Aline)
Makhalaria, Mr./Mrs. Confex (Mwai)
Marlowe, Dr./Mrs. Jeff (Mischa)
Marshall, Rev./Mrs. Verne (Alina)
Martin, Mr./Mrs. David (Jill)
Matlack, Rev./Mrs. Ken (Tammie)
Matthias, Ms. Elizabeth
Matsinger, Rev./Mrs. Jay (Nancy)
May, Dr./Mrs. Andrew (Krista)
McAlpin, Mr./Mrs. Brett (Valerie)
McCafferty, Mr./Mrs. Brennan (Becca)
McCall, Mr./Mrs. John (Lorena)
McGinty, Mr./Mrs. Coby (Pamela)
McMahan, Mr./Mrs. Mike (Robin)
McNeill, Mr./Mrs. Don (Fran)
McReynolds, Mr./Mrs. Bryan (Rebe)
Meiners, Rev./Mrs. Paul (Liz)
Mills, Mr./Mrs. Tim (Rhianna)
Mirabella, Rev./Mrs. Tom (Karen)
Mitchell, Rev./Mrs. Pete (Ruth)
Moore, Mr./Mrs. Brian (Megan)
Nairn, Mr./Mrs. Andrew (Megan)
Nakah, Dr./Mrs. Victor (Nosizo)
Nantz, Dr./Mrs. Quentin (Karen)
Newkirk, Dr./Mrs. Matt (Caroline)
Newkirk, Ms. Susan
Newsome, Rev./Mrs. Wayne (Amy)
Norris, Mr./Mrs. Kirk (Anna)
Oh, Dr./Mrs. Michael (Pearl)
Padilla, Rev./Mrs. Tito (Kim)
Parks, Mr./Mrs. Michael (Amy)
Patterson, Mr./Mrs. Jim (Mary Alice)
Pawlowski, Mr./Mrs. Stan (Jennifer)
Pekarek, Mr./Dr. Ryan (Katie)
Pervis, Mr./Mrs. David (Erin)
Pettengill, Mr./Mrs. Mike (Erin)
Pfeil, Mr./Mrs. Jon (Sarah)
Phillips, Ms. Carolyn
Pike, Rev./Mrs. Mel (Martha)
Pohl, Rev./Mrs. Craig (Stacy)
Polk, Rev./Mrs. Jason (Liz)
Powlison, Rev./Mrs. Keith (Ruth)
Price, Ms. Robin
Purcell, Mr./Mrs. Graham (Sarah)
Quarterman, Dr./Mrs. Clay (Darlene)
Radke, Rev./Mrs. Sean (Lisa)
Ramsay, Rev./Mrs. Richard (Angelica)
Rarig, Dr./Mrs. Steve (Berenice)
Rayl, Rev./Mrs. Brett (Taylor)
Reiter, Mr./Mrs. Ryan (Joy)
Rice, Ms. Carrie
Richards, Ms. Debbie
Rieger, Rev./Mrs. Joshua (Gina)
Ringsmuth, Ms. Jessica
Robertson, Rev./Mrs. Steve (Amy)
Rockwell, Mr./Mrs. Larry (Sandra)
Rudd, Mr./Mrs. Marcus (Heather)
Rug, Rev./Mrs. John (Cathy)
Russell, Dr./Mrs. Julian (Christiana)
Rutledge, Mr./Mrs. Kevin (Jan)
Sabin, Mr./Mrs. Mike (Eli)
Sale, Mr./Mrs. Zach (Joy)
Saunders, Mr./Mrs. Jeff (Katie)
Scarborough, Dr. /Mrs. Charles (Rikki)
Schafer, Mr./Mrs. Jason (Mandy)
Schweitzer, Dr./Mrs. Bill (Pam)
Sexton, Mr./Mrs. John (Elizabeth)
Shadburne, Mr./Mrs. Andy (Missy)
Shelden, Mr./Mrs. Howard (Deidre)
Shepherd, Rev./Mrs. Doug (Masha)
Sinclair, Rev./Mrs. Bruce (Pam)



2020 Reports to 48th General Assembly
Mission to the World

Sinclair, Mr./Mrs. Gary (Petula)
Smith, Rev./Mrs. Luke (Sokha)
Sproull, Mr./Mrs. Todd (Cindy)
Stanton, Rev./Mrs. Dal (Beth)
Stephens, Rev./Mrs. Noah (Karleigh)
Stevens, Ms. Carla
Stewart, Mr./Mrs. Robert (Lisa)
Stoddard, Rev./Mrs. David (Eowyn)
Stodghill, Mr./Mrs. John (Karen)
Stogner, Rev./Mrs. Phil (Wendy)
Summers, Rev./Mrs. Marc (Sam)
Sundeen, Ms. Susan
Swanson, Mr./Mrs. Joel (Stephanie)
Sweet, Mr./Mrs. Robbie (Lydia)
Tafferner, Mr./Mrs. Mario (Elsbeth)
Tanzie, Rev./Mrs. Bob (Joanne)
Thornton, Rev./Mrs. Jamie (Julia)
Traub, Rev./Mrs. Will (Judi)
Troxell, Mr./Mrs. Mike (Ashley)
Vos, Ms. Nelly

Wadhams, Mr./Mrs. Michael (Lindie)
Wannemacher, Mr./Mrs. Bruce (Barbara)
Warren, Mr./Mrs. Andy (Bevely)
Watanabe, Rev./Mrs. Gary (Lois)
Wegener, Rev./Mrs. David (Terrienne)
Wessel, Rev./Mrs. Hugh (Martine)
White, Mr./Mrs. David (Robin)
White, Ms. Rebecca
Wiggs, Ms. Kelsey
Wilkes, Mr./Mrs. Larry (Mandy)
Williams, Mr./Mrs. Bert (Nancy)
Williams, Mr./Mrs. Steve (Rita)
Wilson, Mr./Mrs. Tom (Teresa)
Wixon, Ms. Linda
Wood, Mr./Mrs. Kenton (Adriana)
Wright, Dr./Mrs. Tom (Lucy)
Wroughton, Rev. Jim
Young, Rev./Mrs. Bruce (Susan)
Young, Rev./Mrs. Dan (Becky)
Young, Rev./Mrs. Steve (Sarah)

In addition to this list there are 71 long-term missionary units serving in restricted access countries

Attachment 2

TWO-YEAR MISSIONARIES (as of December 31, 2019)

Ball, Ms. Laura
Beck, Mr./Mrs. Norman (Julie)
Bentson, Mr. Tim
Bloom, Mr./Mrs. Nick (Theresa)
Brinkley, Ms. Elizabeth
Castillo, Ms. Deena
Cedeno, Mr./Mrs. Omar (Jen)
Choi, Mr. David
Cox, Ms. MJ
DeBoer, Ms. Shannon
Graham, Mr./Mrs. Eric (Anna)
Greene, Ms. Jessica
Jacobs, Mr. Joshua
Jean-Rejouis, Mr./Mrs. Davidson (Katie)
Kim, Mr./Mrs. Mark (Rachel)
King, Ms. Julia
Krieger, Ms. Karis
Letchworth, Rev./Mrs. Bill (Mae Lee)
Nam, Rev./Mrs. David (Susanna)
Norton, Mr./Mrs. Clarke (Khrystyia)
Nowland, Mr./Mrs. Joe (Hannah)

Peters, Mr./Mrs. John (Dylan)
Powell, Mr./Mrs. Jon (Olya)
Rabe, Ms. Rachel
Salo, Ms. Emily
Smith, Mr./Mrs. Robert (Jeanne)
Stockert, Mr./Dr. Corey (Kassi)
Stovall, Ms. Lauren
Stugart, Ms. Rachel
Thatcher, Mr./Mrs. Brian (Tonya)
Thompson, Mr./Mrs. Mark (Kelly)
Velez, Mr./Mrs. Angel (Wally)
Walker, Ms. Alison
Warren, Mr./Mrs. Randy (Debra)
Weber, Ms. Teresa
Whitley, Ms. Emily
Wong, Mr. Thomas
Wright, Ms. Barbara

In addition to this list there are five short-term missionary units serving in restricted access countries.

Attachment 3

RETIRING MISSIONARIES

The following missionaries have given many years of their lives in service of world evangelization with Mission to the World. We honor these deeply committed colleagues as they enter a new phase of ministry during their retirement years.

Lathrop, Mr. Robert/Mrs. Murray – Nicaragua
Effective September 30, 2019

Quarterman, Rev. Clay/Mrs. Darlene – Ukraine
Effective December 31, 2019

Talley, Rev. Jeff/Mrs. Esther – Slovakia
Effective May 30, 2019

Van der Westhuizen, Rev. Johan/Mrs. Stephanie – Chile
Effective October 31, 2019

Wroughton, Rev. Jim – Peru
Effective December 31, 2019

**REPORT OF THE
PRESBYTERIAN CHURCH IN AMERICA
FOUNDATION, INC.
TO THE FORTY-EIGHTH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

The PCA Foundation is pleased to report that, by God’s grace, the PCA Foundation engaged in 2019 in significant work of the Church as set forth in the Great Commission. We are pleased to see how the Lord continues to enable the PCA Foundation to advance and manifest His Kingdom.

Total gifts to the PCA Foundation during 2019 were \$17.7 million.

We are pleased to report that the PCA Foundation distributed, or granted to ministry, \$11.3 million during 2019. Distributions to PCA churches were \$4.1 million, distributions to PCA Committees and Agencies were \$2.2 million, and distributions to other Christian ministries were \$5.0 million.

We continue to look for opportunities to work with PCA churches and their members, and are desirous of serving with individuals and their families in making Kingdom grants.

The 2019 distributions and grants to ministry by the PCA Foundation were as follows:

Mission to the World	\$ 403,000
Mission to North America	278,000
Committee on Discipleship Ministries	81,000
Administrative Committee	59,000
RBI-Ministerial Relief	34,000
Reformed University Ministries	391,000
Covenant College	36,000
Covenant Theological Seminary	185,000
PCA Foundation	617,000
Ridge Haven	99,000
<i>Total Committees & Agencies</i>	\$ 2,183,000
PCA Churches	4,071,000
Other Christian Ministries	5,038,000
<i>Total</i>	\$ 11,292,000

The PCA Foundation's total assets were \$104.0 million as of December 31, 2019. This compares to \$86.4 million as of December 31, 2018. The primary reasons that total assets increased \$17.6 million during 2019 were that gifts to the PCA Foundation to fund accounts exceeded grant distributions by \$6.4 million, and asset valuation increased \$10.8 million due to financial market gains. Much of the funds contributed to the Foundation goes out as grants within a relatively short period of time—often within the same or the following year. Therefore, the PCA Foundation may realize significant amounts as both contributions and grants in a given year, and total assets may stay about the same or experience substantial increases or decreases from year to year.

The PCA Foundation has and continues to make significant progress in serving with members and friends of the PCA. Over the last 20 years, total assets have grown from \$25.0 million to \$104.0 million. These total assets provide a sound base for future financial support of PCA Churches, PCA Committees and Agencies, and other Christian ministries.

Coincidental with the growth of its assets over the last 20 years, the PCA Foundation has received \$219.9 million in gifts, and made distributions to ministries totaling \$159.7 million.

During 2019 the PCA Foundation continued its increased intentional outreach to individuals and families, churches, presbyteries and ministries. The PCA Foundation rebranded its look with a new logo, website, and marketing materials in 2016, during which time it also began using various social networking platforms to introduce its services to individuals and churches. It introduced in 2019 several online tools for donors to open accounts and provide for grant recommendations.

The donor portal, which went live in 2016, continues in its increasing popularity with donors. The donor portal allows PCA Foundation donors to access their account information online, from which they can also recommend grant distributions from their accounts.

The PCA Foundation does not participate in the PCA's Partnership Shares or Ministry Ask Programs, nor does it rely on the financial support of churches to help underwrite its operating budget. Rather, its operations are funded primarily by account charges, earnings on investment accounts, and by charitable contributions from individuals, including current and former PCA Foundation Board Members.

Because the main focus of the PCA Foundation is not on raising funds for its own operations, or for any other particular ministry, it has a unique opportunity and niche within the PCA. We assist Christians to carry out their stewardship responsibilities and charitable desires, working with them to provide for and make substantial, effective Kingdom grants. Our most popular giving-granting program is the Advise & Consult Fund®, a donor-advised fund. We also create, manage, and receive endowments, charitable trusts, bequests, and church, presbytery, and PCA-ministry designated funds, and provide information on tax-efficient charitable giving.

The PCA Foundation is “donor driven,” which means that it engages donors to identify and recommend the grants it makes. This is grass-roots, democratized grant-making. But the Foundation also works increasingly to make those donors better grant advisors by informing them of charitable endeavors worthy of support. We provide information to individuals without pressuring them to give to the PCA Foundation for its own operations, or to any other particular ministry.

The PCA Foundation will continue to strive to effectively serve with its present and future donors and the churches, presbyteries, Committees, and Agencies of the PCA to carry on the work of the PCA as set forth in the Great Commission. By God’s grace, the PCA Foundation will be able to do so.

On July 1, 2019, I became President of the PCA Foundation. Please pray that I will be faithful as its president and will experience and live out the love of Christ in this new calling.

Also, please pray for the board and staff of the Foundation as they seek to continue leading the PCA Foundation successfully into the future. The PCA Foundation is financially sound, and is postured well for continued growth.

[NOTE: The following recommendations have not been approved because the 48th General Assembly has been postponed.]

Recommendations:

1. That the financial audit for the PCA Foundation, Inc., for the calendar year ended December 31, 2019, by Capin Crouse, LLP be received and acknowledged.
2. That the General Assembly approve the proposed 2021 Budget of the PCA Foundation, Inc. with the understanding that it is a spending plan and will

be modified as necessary by the PCA Foundation's Board of Directors to accommodate changing circumstances during the year.

3. That the Minutes of Board meetings of August 2, 2019, and March 6, 2020, be approved.
4. That the General Assembly revoke the schedule for distribution of undesignated gifts to the PCAF prescribed by the 26th General Assembly in 1998, and approve and adopt the following amendment to the PCAF bylaws recommended by its Board of Directors:

Add a new section 7.3 to read as follows:

Section 7.3. Distribution of Certain Gifts. For purposes of this section, "undesignated and unadvised gift" means every gift with regard to which the donor never has designated or recommended use for particular grantees or for particular purposes, and no person ever has received advisory privileges with regard to grants or investment, as well as the portion of every fund with regard to which the donor who so designated or recommended or every person enjoying such advisory privileges has revoked or waived same expressly in writing. The Foundation must distribute each unrestricted and unadvised gift, after retaining 5% of such gift for its own discretionary use, to the permanent committees and agencies of the Presbyterian Church in America in accordance with the schedule prescribed by the General Assembly that last concluded before the date of gift (or date of receipt of revocation or waiver), and in the event such General Assembly did not prescribe a schedule for the purpose, in the same proportions as the permanent committees' and agencies' "Ministry Asks" last reported before such date to any General Assembly pursuant to the Partnership Share Giving Program bear to the total of such Ministry Asks.

Respectfully Submitted,
/s/ Timothy W. Townsend
President

Attachment
PCA FOUNDATION
PLANNED GIVING REPORT

January 1, 2019 through December 31, 2019

New Gifts “IN”		\$17,722,000
Total Distributions Made		\$11,292,000
Distributions Made:	<u>Amount</u>	<u>%</u>
Total C&A	\$ 2,183,000	19%
PCA Churches	<u>4,071,000</u>	<u>36%</u>
TOTAL PCA	6,254,000	55%
Other Christian	<u>5,038,000</u>	<u>45%</u>
TOTAL 2019	<u>\$11,292,000</u>	<u>100%</u>

1980 through December 2019

New Gifts “IN”		\$272,930,000
Total Distributions Made		\$193,708,000
Distributions Made:	<u>Amount</u>	<u>%</u>
Total C&A	\$ 46,129,000	24%
PCA Churches	<u>77,815,000</u>	<u>40%</u>
TOTAL PCA	123,944,000	64%
Other Christian	<u>69,764,000</u>	<u>36%</u>
TOTAL 1980 – December 2019	<u>\$193,708,000</u>	<u>100%</u>

REPORT OF THE BOARD OF DIRECTORS OF PCA RETIREMENT & BENEFITS, INC. TO THE FORTY-EIGHTH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

We are pleased to present the 2019 Annual Report on behalf of the Board of Directors and Staff of PCA Retirement & Benefits.

President's Report

Change is in the air here at PCA Retirement & Benefits (RBI)! You may recall that RBI announced a transition process last year to find the next President. By God's grace we believe he has answered our prayers by calling TE Ed Dunnington as RBI's next President. Hopefully you've already heard our announcement and know that the six-month transition process is well underway.

For this year's President's Report, we asked RE Jim Wert (RBI's Board Chairman) to share a recent conversation he had with Gary Campbell and Ed Dunnington about this transition and RBI's ministry to the PCA.

Jim: Ed and Gary, thank you for meeting with me today to discuss the process of leadership transition going on at PCA Retirement & Benefits. As a member of the RBI President Search Committee, I feel a sense of ownership along with you two in this result. So, how is the transition going? What have you been focusing on?

Gary: That's a great question Jim. As you know, the board approved the search committee's recommendation of Ed Dunnington as our next President at its November 2019 meeting. Immediately thereafter we convened a new committee of the Board called the President Transition Committee. This committee has the goal of fully preparing RBI's President-Elect Ed Dunnington to assume the role of RBI President by July 1, 2020. The committee is working with RBI's senior staff to guide Ed through a transition program which will include, *Coaching, Competency, Compatibility* and *Constituency*. We are making excellent progress and expect to complete this training before General Assembly.

Ed: Jim, I agree with Gary. The transition is going really well. Gary and I are having a lot of fun working through this transition together.

Gary's graciousness and openhandedness has made it easy for me. He has actively sought to give leadership away. I have heard horror stories of transitions that have gone badly but I feel RBI's transition has felt seamless. That is a testimony to Gary's servant leadership and humility. There is still a lot for me to learn to become a highly effective leader at RBI, but I feel like the transition is setting me and RBI up for success. As Gary mentioned, there are four areas of focus which are giving structure and direction to our transition plan. I think the fact that I have been a part of the RBI staff for nearly five years already has given us a real advantage for a successful hand-off. That said, we still have a long way to go and welcome the prayers of the church for us during this season.

Jim: That's encouraging, guys. I'm glad to hear the transition is going well. I'd like to dig in a bit more on a question that's close to my heart. It's rooted in one of the top qualifications our Search Committee identified as we looked for RBI's next president. It would be understandable should many in our denomination expect technical proficiency to be our top candidate priority. While our Search Committee certainly incorporated financial experience and skill into our thinking, we determined instead that our most important priority was preserving and growing RBI's ministry culture as articulated in our Mission, Vision and Core Values. Let me ask you Ed, how can a ministry-driven culture thrive in an agency like RBI which does so many things we associate with running a strong and effective business? Do you have any front-end thoughts or plans on how you will grow RBI's ministry culture under your leadership?

Ed: Being at RBI for the past five years, I have experienced that culture firsthand. RBI is a professionally run ministry or a business that approaches everything from a ministry mindset. It is one of the things that made coming to RBI attractive to me. At the heart of RBI's ministry culture is our commitment to building relationships with our pastors and church staff. That relational focus shapes RBI internally as well as externally. With a staff of over twenty employees, we are seeking to create a work culture that models the kind of interactions we hope to have with the broader church. We desire to partner with our churches and pastors in the work of ministry, not in transactional ways but through genuine trust-confidence relationships. Over the course of Gary's 14-year tenure, he has done a wonderful job laying that foundation. As a result, I have the privilege to steward that, not

through significant changes or corrections but, by building on the work RBI has already been doing. RBI is positioned to grow, but we need to make sure we have the processes and people in place to provide excellent services as we grow. One of the phrases I have been using around RBI is, “Clarify, unify, and simplify.” With so many growth opportunities before us, we at RBI need to clarify what our goals are over the next 18-24 months. Then we need to move toward greater collaboration among all the parts of our organization towards those goals. Once we have done that, we need to seek to simplify our processes for our churches and church related organizations. Thanks to Gary’s leadership, we have a lot of opportunities before us. It is an exciting time for RBI and the PCA.

Gary: I would only add my strong ‘Amen’ to Ed’s response. To know that RBI will continue growing its ministry culture is only good news for the Presbyterian Church in America!

Jim: That’s a really helpful window on the deeper heart behind RBI’s work. That raises a broader area we might address, one that considers questions that others may have been asking you, as well. What do you think churches and pastors in the PCA should know about RBI that is not well known right now? Any particular areas that you’d like to highlight, or even misperceptions that could use some clarifying? Can you give us your thoughts on where RBI might be headed in terms of ministry growth and advocacy for PCA TEs?

Ed: Where to start? Here at RBI we say that our passion is rooted in our belief the gospel advances and the church thrives when pastors are financially, spiritually and emotionally healthy. That is what motivates us to talk with sessions and search committees about pastoral call packages. It is what motivates us to encourage our church employees to participate in our group life insurance and disability products. It is what led us to create ServantCare counseling and Cherish counseling for pastor’s wives. It is what is leading us to be one of the first in our industry to figure out how to create affordable guaranteed lifetime income. We would love to be a one stop shop for everything from retirement savings and insurance products to resources like counseling and continuing education that lead to financial, spiritual, and emotional health among our church servants. I can’t think of any misconceptions about RBI that folks have in the church. Honestly, I don’t think most people even realize all that RBI

can do for them and their church. My prayer is that there will be a day in the future that RBI is the first place people will turn with all their administration, HR, payroll, benefits questions. We are getting there with many of our churches, but we still have a long way to go. Under Gary's leadership our retirement plan has grown from around \$300 million to around \$700 million and we have seen an increase of almost 40% in participation of those making use of the PCA Retirement Plan. We recognize that our small and mid-size churches have different needs than our large churches and we want to figure out how we can better serve both of these groups in ways that enable them to remain focused on the work of ministry. If we can take the lion share of administrative and HR duties off their plate, they will have more time and resources for the "gathering and perfecting of the saints."

Gary: My response fits in the category of something not well known...but, should be highlighted about RBI during this time of transition.

When I think about future success for any organization, there are several words which come to my mind. They are Mission, Vision, Core Values, Strategic Plan, and Teamwork. Apart from the word 'teamwork,' an understanding of the other four words can be skillfully *created* for any ministry. However, none of them can be *realized* without a considerable commitment to *teamwork*. I'm very comfortable with this transition partly because RBI has a very talented senior management team and staff. But, I'm most encouraged by RBI's senior management team that has worked very hard to model grace-centered *teamwork*. Ed will be leading a great team that is committed to our Mission and Vision, guided by our Core Values, and accomplishing our strategic plans which God is setting before us. This means that the success of the ministry isn't riding on Ed's shoulders alone. Ed and this team need your prayers and encouragement. I believe God will do great things through them in the PCA. Please join me in thankful praise to God for this great blessing.

Jim: I've got one last transition question. Ed, I understand that you've asked Gary to continue serving RBI on a part time basis as its Investment Specialist. Could you describe this new role and why RBI is taking this action? And for Gary, this may be a more gradual transition to retirement than you were originally thinking. How will

you be approaching this new part-time role? Probably most important, is your wife Holly OK with this plan?!

Ed: I am thrilled that Gary has agreed to stay on as RBI's Investment Specialist (IS). As some know, Gary is a Chartered Financial Analyst (CFA) and prior to coming to RBI in 2006 had worked for decades in the financial industry as a portfolio manager. That background gave him a vision for making the PCA 403b a world-class Defined Contribution Retirement plan. Keeping Gary on staff as our IS enables him to remain involved in maintaining and improving upon our world-class 403b. Gary will continue to work with our twenty different fund managers, our investment consultant Callan & Associates, and the investment sub-committee of the board. As a part-time position, I do hope it helps Gary and Holly ease into retirement. By having Gary stay on staff, I have the opportunity to continue to learn from him and seek his counsel. I am grateful for Gary's leadership and friendship so his willingness to stay on staff in this capacity is a tremendous blessing to me as well as the PCA.

Gary: Ed, thanks for explaining the role I'll be serving as RBI's Investment Specialist. I would only add that while this is a part time job, it's a very consequential role in the organization. I think we all know how important investment returns are to those who are saving for retirement. What some people may not know is a significant team is working behind the scenes every day to make sure we achieve the needed results. For instance, there are RBI's accounting team and auditors, our Benefits Specialists and Financial Planners, the investment consulting firm and over 20 investment management firms, two custodial banks, the plan administrator, and the Investment Committee of the RBI Board of Directors. This is a big team of people doing work for PCA Retirement Plan participants every day!

Finally, yes, Holly was a very important part of this decision I wouldn't do this unless she was on board. Holly is a fabulous artist and I think this new RBI role might keep me out of her hair while she is doing something she loves!

Market Update

What a year! Few would have expected the investment results achieved in 2019 given the manner in which the financial markets swooned during the final quarter of 2018. Recall that the Fed increased the fed funds rate to 2.25%-2.50% in the quarter and investors voted on the decision with a massive

thumbs-down. Losses in the quarter essentially erased all the gains achieved in the previous three quarters.

Reacting to the market's harsh losses, the Fed cut rates three times in 2019! For those who stuck to their long-term investment strategy, they were handsomely rewarded for their persistence. Equity markets were propelled to record highs, and miracle of miracles, fixed income investors earned nearly double-digit rates of returns.

For the year, the S&P 500 rose 31.5%, the best calendar return since 2013. The Technology sector continued to lead the parade of returns. This sector has simply been an amazing investment when you consider that this S&P sector is up a cumulative 840% since the bottom of the recession in 2009. Non-U.S. stocks also performed very well (+21.5%) as measure by the MSCU ACWI.

The U.S. economy continued to chug along by growing throughout the year at a 2.0% rate. The unemployment rate for the U.S. finished the year at a 50-year low of 3.5% and inflation remained relatively benign.

As we begin the year, fears of a COVID-19 pandemic are impacting financial market returns. It is far too soon to make any reasonable forecasts on the ultimate financial impact of this world event. While stock and bond prices will reflect the negative economic growth impact of the COVID-19 outbreak, we doubt it will result in damage to international banking infrastructures which would certainly raise risk levels substantially.

Summary of 2019 Operations

Total PCA Retirement Plan assets under management increased by 21% from \$560,863,044 to \$679,841,763. This increase can be attributed to contributions exceeding withdrawals and comparative market performance over the prior year. The PCA Retirement Plan continues to be the employee benefit plan with the largest amount of participation with over 7800 retirement accounts at year-end 2019, an increase of almost 4%.

Participation results for the various PCA insurance benefit plans offered by RBI remained strong with a growth of 3% in insurance plan participation, with increases in PCA Long Term Disability, PCA Life Insurance and PCA Dental. There was a slight decline in PCA Vision Plan participation.

PCA Long Term Disability plans added the ability of employers offering LTD to add short-term disability protection. Although not available as an individual product, short-term protection covers the loss in income for the period of time between the loss and when long-term coverage begins. Offered through Unum,

the PCA Long Term Disability Plan provides elements of top-tier group disability benefits, such as retirement income protection, cost of living adjustments and claims payment to Social Security normal retirement age.

PCA Life Insurance plans experienced no plan design changes in 2019. Offered through MetLife, the PCA Life Insurance Plans, include such features as Will Preparation, Portability, Estate Services, Accelerated Benefit Offerings, and limited or no medical underwriting for new employees.

There were no changes to the design of the PCA Vision Plan, but RBI decided to change the insurance carrier of the PCA Dental Plan to MetLife, effective January 1, 2020.

RBI has recommended a Property and Liability insurance carrier for PCA organizations since 2000. Since January 1, 2017 Brotherhood Mutual has been recommended to PCA churches, schools and ministries. Brotherhood Mutual specializes in providing insurance to Christian organizations and seeks to provide PCA organizations special group-affiliated pricing. Brotherhood Mutual also provides commercial auto, worker's compensation, mission travel insurance, legal assistance, and payroll processing.

The 2019 Relief Offering and other donations to Ministerial Relief totaled \$1,019,193. During 2019, twenty-one teaching elders, one wife of a teaching elder, and four widows were called home to Glory.

Throughout the year, there were fifty-six relief recipients who received relief funding; and, nineteen families received Survivor Assistance. Monthly, short-term, or emergency supplemental income assistance was provided to those retired pastors, disabled pastors, pastors without call, missionaries, active pastors facing emergencies, lay workers, their widows (by death or abandonment), and dependent children who qualified according to need under guidelines established by the Relief Committee of the RBI Board of Directors.

Please assist us in the stewardship of our God-given resources and our ministry to “the least of these” by directing those in need to the Ministerial Relief section of our website for the applications for Ministerial Relief and Health Insurance Assistance (for pastors without call).

We would appreciate your prayers that God would give us discernment and wisdom as we consider the needs of His servants in the U.S. and throughout the world, that He may be glorified in all things.

More information about the PCA Retirement Plans, PCA Insurance Plans, Ministerial Relief and other services provided through RBI can be found on our website at www.pcarbi.org.

Regulatory Changes

In October of 2019, the Internal Revenue Service announced retirement plan contribution limits for 2020. The list below references maximum contribution amounts for elective deferrals (employee contributions), defined contributions (employee and employer contributions), and catch-up contributions (employee contributions for participants who are 50 and older).

- 402(g) Elective Deferral Maximum: \$19,500
- 415(c) Defined Contribution Maximum: \$57,000
- 414(v) Catch-up (Age 50 or older) Contribution Limit: \$6,500

The Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act) became law on Dec. 20, 2019. Impacting many areas, the SECURE Act:

- Fosters part-time workers' participation in an employer retirement plan.
- Pushes back the age at which retirement plan participants need to take required minimum distributions (RMDs), from 70½ to 72.
- Mandates that most non-spouses inheriting IRAs take distributions that end up emptying the account in 10 years.
- Provides protections for defined contribution plans offering annuities.
- And much more.

Staff

The RBI staff is thankful to the Lord for His faithfulness and everlasting love to His Church this past year and eagerly awaits the opportunities and challenges in store for our future. We believe that God will continue to bless our ministry to others as we remain faithful to Him. We welcome the prayers and partnership of participants and churches this year and into the future. It is our privilege to serve those who minister in the Presbyterian Church in America.

Donald S. Aldin	Financial Planning Advisor
David L. Anderegg Jr	Financial Planning Advisor
Gary D. Campbell	President
Heather S. Chambliss	Office Manager
Myra J. Davis	Benefits Specialist
Edward W. Dunnington	President-Elect
Peggy N. Henry	Ministry Partner Services Assistant
Ingrid Krein	Benefits Representative
Chester R. Lilly III	Chief Operating Officer
Jonathan B. Medlock	Relief Director
Mark S. Melendez	Ministry Partner Services Manager
Bonita K. Nowak	Benefits Supervisor

2020 Reports to 48th General Assembly
PCA RBI

Vickie M. Poole	Relief Assistant
Teresa Reese	Controller
Sandra N. Robertson	Benefits Representative
Katelyn H. Rogers	Ministry Partner Services Assistant
Stephanie S. Simpson	Staff Accountant
Emily E. White	Administrative Assistant
Christine M. Zurbach	Director of Philanthropic Giving

[NOTE: The following recommendations have not been approved because the 48th General Assembly has been postponed.]

Recommendations

1. That the General Assembly approve the minutes of the Board of Directors meetings dated August 9, 2019, November 8, 2019, and March 13, 2020;
2. That the General Assembly receive the 2019 Audited Financials as reviewed by Capin Crouse LLP;
3. That the General Assembly approve the use of Capin Crouse LLP to conduct the 2020 Audit;
4. That the General Assembly approve the 2021 Operating Budget with the understanding that it is a spending plan and will be adjusted as necessary by the Board of Directors to accommodate changing conditions during that fiscal year;
5. That the General Assembly approve the 2021 Trustee Fee Agreements for the 403(b) Retirement Plan Trust, the Health and Welfare Benefit Trust, and the Ministerial Relief Trust;
6. That the General Assembly exhort PCA Presbyteries, churches and related ministries to review and utilize the 2020 PCA Call Package Guidelines in creating compensation packages for Teaching Elders;
7. That the General Assembly urge member churches to participate in an annual offering to Ministerial Relief or to budget regular benevolence giving to support relief activities through the Ministerial Relief Fund;
8. That the General Assembly join with the board and staff of RBI to express our thanks to Gary Campbell for his faithful and fruitful service as President of RBI and pray the Lord's richest blessings on him and Holly in this next season of ministry.

It is our privilege to serve those who minister in the Presbyterian Church in America.

Respectfully Submitted,
RE Jim Wert
Chairman, Board of Directors

RE Gary D. Campbell, CFA
President

REPORT OF REFORMED UNIVERSITY FELLOWSHIP TO THE FORTY-EIGHTH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

Introduction

Ministry to colleges represents an essential part of the mission of the Presbyterian Church in America. The college years have increasingly become a time for questioning authority, scrutinizing absolutes, throwing out old premises, and reinventing the self. Students must learn to navigate the milieu of converging thought, and Reformed University Fellowship is thankful to be part of this unfolding campus narrative to reach students for Christ and equip them to serve. The passion and vigor of college students have proved, over the last 200 years, to affect the Church globally, significantly engaging the world with mission and purpose. The story of redemption playing out is more significant than any story that we can imagine.

Reformed University Fellowship goes to the campus with a fixed theology (The Westminster Standards) and a flexible methodology that allows us to contextualize to suit various campus personalities and demographics. We are not limited in how and where we preach the Gospel, and we know that a large percentage of people come to faith in Jesus between the age of 18 and 25.

To engage the current academic culture, Reformed University Fellowship sends ordained PCA ministers to serve on the college campus, preach the Gospel of Christ, build Christ's Church, and ultimately prepare students to live all of life under the Lordship of Christ. This is a concrete expression of our commitment to our covenant children and our obedience to the Great Commission to reach students for Christ and equip them to serve.

The Permanent Committee for Reformed University Fellowship wishes to thank all of our churches, presbyteries, and the General Assembly for their oversight, financial support, prayers, and encouragement for our campus ministers, staff, and interns, who have served on 170 campuses across America.

Reformed University Fellowship

Reformed University Fellowship (RUF) offers the truth of God's Word to covenant children, students who are searching, as well as equipping believers. By working within the context of the Church, we follow Christ's leadership as

He builds His Kingdom. Students are instructed in Evangelism and Missions, Growth in Grace, Fellowship and Service, and a Biblical World-and-Life View. An ordained PCA minister leads each RUF, actively working to accomplish goals in these four major areas. RUF strengthens the Church by reaching students who may not know Christ, as well as equipping those who know Him to serve, and to love Jesus for a lifetime. (See Attachment 1 for a list of RUF, RUF-I, and Global campus ministers, campuses served, and Presbytery committees.)

Reformed University Fellowship – International

We began the semester with RUF-I Training in Dallas, Texas. RUF-I staff join with all other RUF staff at July Training, with a separate training in the winter, which is RUF-I specific. We had approximately 32 RUF-I staff together for three days of fellowship and training. New Assistant Coordinator for RUF- I and RUF-G, Chad Brewer, along with Associate Coordinator of RUF, John Pearson, and former RUF-I Area Coordinator, Al LaCour, all spoke on "How the RUF-National Philosophy of Ministry Translates into the RUF-I Philosophy of Ministry." There was also a celebration to honor Rick Brawner's faithful service to Clemson RUF- International for the past 31 years; he will be retiring this year. Currently, we have 16 RUF-I ministries, and we ask that you pray for Chris Morrison, RUF-I Campus Minister with SMU, as he transitions to an Area Coordinator for RUF-I starting June 1, 2020. With this transition, there will be a campus minister vacancy, and we are actively pursuing candidates to fill this position. We were able to assess one RUF-I candidate during Winter Assessment.

Reformed University Fellowship - Global

Two of our eight RUF-Global Campus Ministers (affiliations with MTW and SERGE) were able to attend RUF Staff Training in December. Currently, we have staff in Malaysia, Ukraine, Czech Republic, Senegal, Mexico City, Tokyo, Granada, and Colombia. During December Training, Jim Jung, regional director in Australasia with MTW, hosted an interest lunch for those interested in campus ministry in Sydney. Conversations are currently happening with teams across the globe, who have expressed interest in affiliating with RUF in hopes of more effectively reaching college students.

Ministry Distinctives

Weekly large group, small groups, and one-on-one staff-student meetings provide the structure for campus ministry. Each type of meeting is essential in ministering to college students. In large group meetings, students gather to sing, pray, and hear the good news of Jesus taught from the scriptures. Small

groups focus on study, prayer, and fellowship, and many are led by junior and senior students, under the direction of the campus minister, campus staff, and interns. One-on-one meetings between students and staff members offer in-depth discipleship, evangelistic encounters, and accountability in trust-confidence relationships, as well as counseling. RUF emphasizes the development of a biblical world-and-life view. As students learn to think biblically, they will make a lasting difference in the Church and the world. A key distinctive of RUF is its connection to the Church. Through exhortation by their campus minister, attendance with friends at local churches, involvement in the campus community, and exposition of Biblical truth, college students learn to love the Church and develop a lifelong commitment to involvement with God's people. RUF provides a bridge maintaining (or establishing) connection to the Church as students make the transitions from home to college to work and family life. RUF does not exist to perpetuate a campus ministry but to grow the Church.

Campus Interns and Staff

Launched in 1980, the Intern Program has trained over 800 interns. In the last 29 years, the program has grown at a rate of 13% per year. This year we have 172 full-time and six part-time young men and women (all recent college graduates) that currently work directly with a campus minister and receive on-the-job training in evangelism, small group leadership, and one-on-one ministry. While interns minister to college students, they also participate in a study program focusing on biblical and theological training. After their internship with Reformed University Fellowship, interns move into both vocational ministry and the broader marketplace with a deepened understanding of God's Word and experience in His service. The campus intern, as well as campus staff, are equipped to be "an instrument for noble purposes, made holy, useful to the Master and prepared to do any good work" (II Timothy 2:21). (See Attachment 1.)

The Campus Staff program within RUF exists to provide a long-term vocational ministry position for women who desire to work on the college campus. While most of our Campus Staff come directly from serving two years as an RUF intern, we have begun expanding outside of that channel to bring in qualified candidates to meet the growing demand on campus. (See Attachment 1.)

In 2019, the Campus Staff department hired eight new full-time staff and two part-time staff to bring the overall number of staff to 37; this is a 32% increase from 2018.

Summer Conference

Summer Conference May 2019 – In May, Reformed University Fellowship hosted its 39th RUF Summer Conference at Laguna Beach Christian Retreat Center in Panama City Beach, Florida. In our three weeks of conferences this year, we hosted 2,313 students and 533 staff and their families from across the country, gathering for a clear exposition of God's Word, prayer, seminars, and fellowship. There was an increase of 155 students over the previous year as we have become more efficient in housing staff and students, with many families willing to share housing to allow for more students. Last year Summer Conference large group speakers addressed the topic of Sanctification, one of the principles of RUF Philosophy of Ministry.

Week One Dates: May 6-11, Speaker Rev Hunter Bailey, Planting Pastor, Christ Community Church, Fayetteville, AR.

Week Two Dates: May 13-18, Speaker Rev Shawn Slate, Senior Pastor, Redeemer Presbyterian Church, Knoxville, TN.

Week Three Dates: May 19-24, Rev Russ Whitfield, Pastor, Grace Mosaic, Washington, DC, and Director of Cross-Cultural Ministry, RUF.

The Summer Conference schedule included seminars in the morning, afternoon fellowship and recreation, and large group in the evening followed by small group discussions and fellowship.

Total income, including scholarships granted, was \$989,119. Expenses totaled \$962,394, including the scholarship refund. The excess of revenue over expenditures totaled \$98,725 before the scholarship refund was given. RUF decided to return \$72,000 from the Summer Conference account to campus minister and staff accounts to defray 30.2% of the cost of scholarships granted. There remains a \$99,312 balance in the account to prepare for Summer Conference 2020 and to research other, larger locations and regional conferences.

Summer Conference May 2020 – 2020 student registration opened March 1, and over 2,900 students are projected to attend this year. The 2020 cost per student is \$375. Large group speakers will cover the topic of Glorification. The schedule will be similar to previous years, except optional seminars will be added in the afternoon. A typical schedule consists of seminars in the morning,

afternoon recreation and new seminar offerings or service project, and evening large group, followed by small groups and fellowship.

Week One Dates: May 4-9, Speaker Rev Robert Cunningham, Senior Pastor, Tate's Creek Presbyterian Church, Lexington, KY. Week Two Dates: May 11-16, Speaker Rev Michael Aitcheson, Planting Pastor, Christ United Fellowship, Orlando, FL.

Week Three Dates: May 17-22, Rev Elbert McGowan, Senior Pastor, Redeemer Presbyterian Church, Jackson, MS.

Wives Retreat

We are extremely grateful for the role wives play in RUF's ministry to college students, and Wives Weekend plays a vital role in encouraging them in their marriages and ministry.

National Wives

Ninety-two RUF Campus Minister wives descended upon the city of Nashville, Tennessee, the weekend of January 17-20. It is the largest attended Wives Weekend to date. Beth McCord and Rev. Scott Sauls were the weekend speakers along with a private concert by Sandra McCracken. Wives also enjoyed time together in prayer groups and area dinners.

West Wives

Eleven RUF Campus Minister wives arrived in Rancho Mirage, California, the weekend of February 6-9 for the 4th annual west wives weekend. The warm weather and sunshine were an encouraging time of respite for all in attendance. John Stone was the weekend speaker and encouraged the wives with teachings on ministry and parenting. Wives also enjoyed time together over area meals and relaxing at the hotel. Area Coordinator Pat Roach welcomed the wives to the weekend, and Chad Brewer shared the state of the union of RUF.

Staff Training

In 2019, the three full weeks of training for field staff included orientation for new interns, campus staff, and new campus ministers. This in-depth training is distinctive of the ministry and provides philosophical, practical, and reflective instruction to RUF campus ministers, interns, and staff. We will have Andy Crouch teaching on "Power: Weak & Strong" during July Staff Training 2020.

RUF Assessment

In December of 2006, RUF held its first Campus Minister Assessment. Since that time, Assessment has been held twice a year for Campus Minister and Campus Staff positions, in February and July. During Assessment, candidates are interviewed by former and senior RUF ministers, wives, and campus staff. The prospective applicants complete a personality profile, preach or teach and demonstrate small group leadership, and engage with assessors in marriage and family interviews, along with other activities designed to help RUF evaluate each applicant. We assessed 20 potential campus ministers and 11 potential campus staff. While RUF assesses campus ministers and their fitness for RUF camps ministry, each campus minister is called by the local Presbytery through an affiliation agreement.

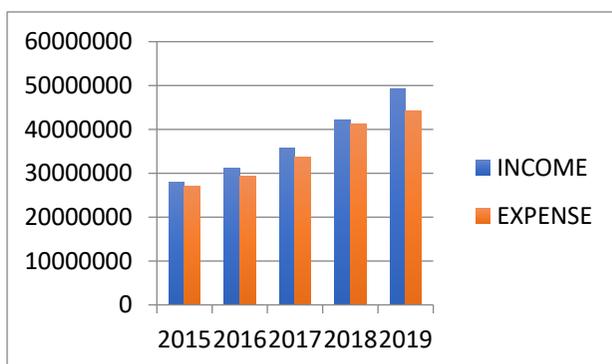
Growth

2019 was another year of growth as RUF partnered with presbyteries to start six new campuses; Winston-Salem State University, Howard University, Arkansas State, UT-El-Paso, City Campus NYC, and Michigan.

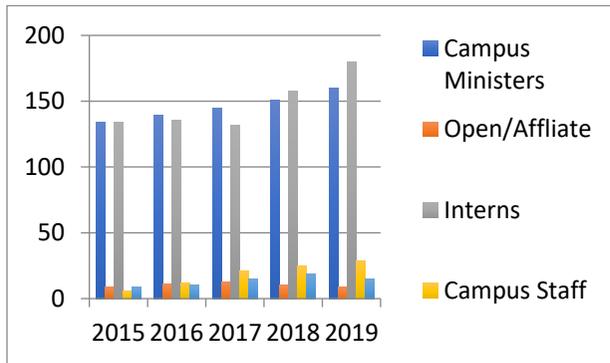
This growth placed RUF ministries over 170 campuses in 40 states and 70 Presbyteries.

Reformed University Fellowship continues to grow with four new ministries to begin in 2020.

Headcount Growth – Overall Ministry



Income Growth v. Expenses Year to Year – Overall Ministry



RUF's Vision for the Church

RUF continues to be a pipeline for leadership in the PCA. Currently, over 90 former RUF Campus Ministers are serving our Church as church planters, pastors, associate pastors, assistant pastors, and denominational staff. Thousands of RUF Alumni are serving in the Church, enforcing the fact that RUF is not just about perpetuating campus ministry but about enriching the Church. We are unwinding RUF's University Church Initiative that will end in 2022. We are working with MNA to provide similar opportunities for campuses and for campus ministers who feel called to plant churches.

Conclusion

God is at work through the ministry of RUF. RUF strives to engage the culture and carry out the kingdom's priorities of the Church. God brings together students and ministers from many different walks of life to accomplish His purposes. We hope that each person influenced by Reformed University Fellowship will, in turn, affect many other people in the course of his or her life. The Church is strengthened as students learn to love and seek out the Church and are trained to serve as future church leaders.

[NOTE: The following recommendations have not been approved because the 48th General Assembly has been postponed.]

Recommendations:

1. That the General Assembly approve the minutes of the meetings of the Committee on Reformed University Fellowship for October 8, 2019, and March 3, 2020.

2020 Reports to General Assembly
Reformed University Fellowship

2. That the General Assembly adopt the Financial Audit for Reformed University Fellowship for the fiscal year ending December 31, 2019, by Carr, Riggs, & Ingram, LLP.
3. That action on the 2021 budget for Reformed University Fellowship be deferred until the Report of the Committee on Administration for the Administrative Committee's recommendation to the General Assembly.
4. That the General Assembly receive as information Attachments 1 and 2.
5. That the General Assembly thank TE Rod Mays for his tenure and service as Interim Coordinator of Reformed University Fellowship.
6. That the General Assembly re-elect RE Will W. Huss, Jr., as National Coordinator of Reformed University Fellowship for the 2020/2021 term.

Attachment 1

**AFFILIATED COMMITTEES, CAMPUSES, AND STAFF
(2019-2020)**

PRESBYTERIES

CAMPUS AND STAFF

**Alabama Joint Committee on
Campus Work (Evangel, Southeast
Alabama, Warrior, Providence and
Gulf Coast*)**

Evangel Presbytery

Jacksonville State University

TE Daniel Hightower

Samford University

TE Walt Davis

**University of Alabama-
Birmingham**

TE Adam Venable

Birmingham Southern College

TE Joe Johnson

Southeast Alabama Presbytery

**Auburn University & RUF
Affiliate**

TE Tanner Crum

TE Michael Alsup (RUF)

Warrior Presbytery

University of Alabama

TE Stewart Swain

Providence Presbytery

**Alabama A&M University
(HBCU)**

Open Campus

**Gulf Coast Presbytery (Florida
Cooperative)**

**University of Alabama –
Huntsville**

TE Vinnie Athey

University of South Alabama

TE Jacob Zoller

Arizona Presbytery	University of Arizona TE Dan Smith
Calvary Presbytery	Anderson University TE John Boyte Clemson University & RUFIAffiliate TE Reid Jones TE Rick Brawner (RUFIAffiliate) Erskine College TE Paul Patrick Furman University TE David Ely Wofford College TE Matt Patrick
Catawba Valley Presbytery	Davidson College TE Andrew Goyzueta
Central Carolina Presbytery (NC)	Johnson & Wales University Mr. Nathanael Miller Queens College TE Josh Grimm University of North Carolina-Charlotte Mr. John Baber
Central Georgia – Savannah River Joint Committee	
Central Georgia Presbytery	Mercer University TE Marlin Harris Valdosta State TE John Gordy
Savannah River Presbytery	Georgia Southern University Open Campus Savannah College of Art & Design TE Martin Antoon

Central Indiana Presbytery

Indiana University

TE Eric Whitley

Purdue University

TE Curtis McDaniel

Chesapeake Presbytery

Johns Hopkins

TE Jacob Jasin (RUF1)

Chicago Metro Presbytery

Northwestern University

TE Chris Colquitt

TE Ian Hammond (RUF1)

Eastern Carolina Presbytery

Duke University

TE Matt Mahla

East Carolina University

TE Tom Hart

**North Carolina Central University
(HBCU)**

Mr. Kris Cooper

North Carolina State University

TE Chuck Askew

**University of North Carolina –
Chapel Hill**

TE Simon Stokes

**University of North Carolina –
Wilmington**

Mr. Sam Kennedy

Eastern Pennsylvania Presbytery

Lehigh University

TE Michael Goodlin

Fellowship Presbytery

Winthrop University

TE Mark Ashbaugh

**Florida Joint Committee on
Campus Work (Central Florida,
Gulf Coast, North Florida,
Southern Florida, Sun Coast and
Southwest Florida)**

Central Florida Presbytery	University of Central Florida TE Lee Wright
Gulf Coast Presbytery	Florida State University TE Kelly Jackson University of South Alabama TE Jacob Zoller
North Florida Presbytery	University of Florida TE Brian Thomas University of North Florida TE Tommy Park
Southern Florida Presbytery	University of South Florida TE Andrew Newman
Suncoast Presbytery	Florida Gulf Coast University TE Lucas Tanner
Southwest Florida Presbytery	Florida Atlantic University TE Jeff Lee
Great Lakes Presbytery	University of Michigan TE Robert Knuth
Heartland Presbytery	Kansas State University TE Jonathan Dunning
Heritage Presbytery	Delaware State (HBCU) TE Daryl Wattley University of Delaware & RUF Affiliate TE Nick Owens TE Rick Gray (RUF)
Hills and Plains Presbytery	Oklahoma State University TE Shane Hatfield University of Arkansas TE Mike Ford University of Oklahoma TE Scott Morris

**Hills and Plains Presbytery
(continued)**

University of Tulsa
TE Caleb Harlan

Houston Metro Presbytery

Rice University
TE Juan Carlos Martinez
University of Houston
TE Brooks Harwood

**Low Country Presbytery –
Charleston/Coastal South**

College of Charleston
TE Danny Clark

Metropolitan New York Presbytery

Columbia University and RUFIAffiliate
TE Eric Lipscomb
TE Andrew Terrell (RUFIAffiliate)
NYC City Campus
Matthew Terrell
City Campus 2
TE Wei Ho

**Mid-South Joint Committee
(Covenant, Grace and Mississippi
Valley)**

Covenant Presbytery

Arkansas State University
TE Austin Braasch
Delta State University
TE Ro Taylor
Rhodes College
TE John Craft
Mississippi State
TE Elliott Everitt
University of Memphis
TE John Crosby
University of Mississippi
TE Brian Sorgenfrei

Grace Presbytery

**University of Southern
Mississippi**
TE Davis Morgan

Belhaven University

Mississippi Valley Presbytery

TE Bentley Crawford
Jackson State University (HBCU)
TE Anthony Forrest
Mississippi College
TE Jeff Jordon

Missouri Presbytery

University of Missouri
TE Nick McDonald
Washington University at St. Louis
TE SJ Lim

Nashville Presbytery

Austin Peay State University
TE Austin Royal
Belmont University
TE Kevin Twit
Middle Tennessee State University
TE Weston Duke
Tennessee Tech University
TE Gavin Breeden
Vanderbilt University
TE Richie Sessions
Western Kentucky University
TE Ross Lockwood

New Jersey Presbytery

Rowan University
TE Brent Kilman

New River Presbytery

West Virginia University
TE Peter Green

**North Georgia Joint Committee
(Georgia Foothills, Metro Atlanta,
NW Georgia)**

Georgia Foothills Presbytery

University of Georgia
TE Ben Coppedge
TE Jeff Thompson (RUF1)

Metro Atlanta Presbytery

Emory University

TE Stephen Maginas

Georgia Tech & RUFU Affiliate

TE Michael Phillips

TE Tracey West (RUFU)

Northwest Georgia Presbytery

Kennesaw State University

TE Wes Calton

North Texas Presbytery

Baylor University

TE Way Rutherford

Southern Methodist University

TE James Madden

TE Chris Morrison (RUFU)

Texas Christian University

TE Bradford Green

Texas Tech University

TE Dagan Mayfield

University of North Texas

TE Justin Smith

University of Texas-Tyler/Tyler

Junior College

TE John (JB) Wilbanks

RUFU University of Texas –

Dallas

TE David Billingslea

Northern California Presbytery

San Jose State

TE Brian Tsui

Stanford University

TE Crawford Stevener

University of California –

Berkeley

TE Chase Daws

University of Hawaii

TE John Kim

Northern New England Presbytery

University of Vermont

TE John Meinen

Ohio Presbytery

University of Akron

TE Nate Bower

Ohio Valley Presbytery

University of Kentucky

TE Sam Taaffe

University of Louisville

TE George Hamm

Pacific Presbytery

University of California – Los Angeles

TE Matthew Trexler

University of California – Santa Barbara

TE Johnathan Keenan

University of Southern California

TE Alex Watlington

Pacific Northwest Presbytery

Boise State

TE Jay Denton

University of Washington

TE Drew Burdette

Western Washington University

TE Nathaniel Thompson

**Palmetto Presbytery –
Columbia/Midlands**

**University of South Carolina &
RUFII Affiliate**

TE Sammy Rhodes

TE Scott Andes (RUFII) (ARP)

Piedmont Triad Presbytery

Wake Forest University

TE John Bourgeois

Winston Salem State (HBCU)

TE Jonah Hooper

Pittsburgh Presbytery

University of Pittsburgh

TE Derek Bates

**Indiana University of
Pennsylvania**

TE Oliver Pierce

Platte Valley Presbytery

University of Nebraska

TE Thomas Kuhn

Potomac Presbytery

George Mason University RUFIAffiliate

TE Matthew DeLong (RUFIAffiliate)

Howard University (HBCU)

TE Cyril Chavis

University of Maryland

TE Chris Garriott

Rio Grande Presbytery

New Mexico State University

TE Jonathan Clark

University of Texas El Paso

TE Jeff White

Rocky Mountain Presbytery

Colorado State University

TE Mike Wenzler

US Air Force Academy

TE Jeff Kreisel

Siouxlands Presbytery

University of Minnesota

TE Brandon Haan

South Coast Presbytery

University of California – Irvine

TE Derek Rishmawy

South Texas Presbytery

Texas A&M University & RUFIAffiliate

TE William Bondurant

TE Titus Bagby (RUFIAffiliate)

Texas A&M University Corpus Christi

RE Tim Mulder (Band-aid)

Trinity University

TE Wil Nettleton

University of Texas – Austin & RUFIAffiliate

TE John Trapp

TE Terry Dykstra (RUFIAffiliate)

**South Texas Presbytery
(continued)**

University of Texas-San Antonio
TE Curtis Castleberry

Southern Louisiana Presbytery

Louisiana State University
TE Ande Johnson
Tulane University
TE Josiah Carey

Southern New England Presbytery

Boston University
TE Nathan Dicks
Brown University/RISD
TE Eddie Park
Harvard University
TE Michael Whitham
MIT
TE Solomon Kim
University of Connecticut
TE Lucas Dourado

Susquehanna Valley Presbytery

Millersville University
TE Trip Beans
**Pennsylvania State University &
RUFIAffiliate**
TE Cameron Smith
TE Richard Smith (RUFIAffiliate)

Tennessee Valley

Carson Newman University
TE Chandler Rowlen
**University of Tennessee –
Chattanooga**
TE John Mark Scruggs
**University of Tennessee Knoxville
& RUFIAffiliate**
TE Matt Howell
TE Lee Leadbetter (RUFIAffiliate)

**Virginia Joint Committee (Blue
Ridge and James River)
Blue Ridge Presbytery**

James Madison University
TE Joe Slater

**Blue Ridge Presbytery
(continued)**

University of Virginia
TE Robert Cunningham

Virginia Tech
TE Heath McLaughen

Liberty University – Lynchburg
TE Ben Spivey

Washington and Lee University
TE Lewis Lovett

James River Presbytery

**Virginia Commonwealth
University**
TE Peter Lyon

Tidewater Presbytery

Christopher Newport University
TE Jeff David Lee

College of William and Mary
TE Ben Robertson

Western Carolina University
TE Andrew Shank

Westminster Presbytery

East Tennessee State University
TE Will Barbour

Wisconsin Presbytery

**University of Wisconsin –
Milwaukee**
TE Nick Bratcher

**University of Wisconsin –
Madison**
TE Danny Hindman

MTW Affiliations

**National Autonomous University
of Mexico**

RE Barush Sanchez (Ordained in
Mexican Presbyterian Church)

Bogota, Columbia
TE Peter Dishman

MTW Affiliations (continued)

L'VIV, Ukraine

TE Kirk Norris

Malaysia

TE Curtis Shields

West Africa

TE Collin Jennings

Tokyo, Japan

TE Jeff Saunders

Serge

Prague University

TE Cody Janicek

Grenada, Spain

TE Aaron Gray

Attachment 2

CURRENT INTERNS AND STAFF (2019-2020)

1st Year Interns:

Caroline Agan - Stanford	Clare Knudsen - SCAD
Kate Anderson - WCU	Joseph Lau - Emory
Natascha Anderson - Univ. of MO	Dakota Lee - Wake Forest
Alison Armstrong - Tulane	David Leffler - Univ of MN
Caysie Ashton - UGA	Jackson Lin - Belhaven Univ
Jameson Barnes - UK	Kate Mahafza - Duke
Hannah Baugher - Jacksonville State	Victoria Marsh - FL State
Annalee Bell - UCF	Christian McConnon - James Madison
Jamison Brown - Vanderbilt	Blaire McFadden - Vanderbilt
Anne Michael Carter - MS State	Lucy Myers - UNC Wilmington
Grant Carter - MS State	Hannah Michalchuk - TCU
Austin Cassel - CO State	Ben Milam - Univ of MS
Betty Cavin - Washington Univ. (STL)	Aldo Mondin - North FL
Connor Childers - Univ. of Tulsa	Riley Moody - Indiana
Joshua Coleman - Rice	Kelley Murphree - Southern Miss
Caroline Cotten - Wofford	Emily Owen - KS State
Jan Cribb - George Mason (RUF1)	Jonathan Pickell - TX A&M
Amanda Cunningham - LSU	Emily Plattner - UCF
Matthew Dabiero - Millersville Univ	Grace Potter - Kennessaw State
James Depret-Guillaume - Mercer	Bonnie Prather - Univ of FL
Nicholas DeVusser - Queens Univ	Joshua Putrasahan - Vanderbilt
Jay Dial - South Alabama	Nathan Rackers - Brown
Joanna Disch - ECU	James Rantzow - Rhodes College
Andrew Donnell - Stanford	Eva Ravenel - Houston
Abbey Drury - Mexico City	Catherine Remington - CO State
Amanda Dworak - Queens Univ	Madelaine Robinson - NM State
Garrett Eledui - FAU	Merrianna Robinson - Emory
Kaylee Epps - Univ. of MS	Weldon Saunders - UVA
Izzy Essary - Southern California	Mollie Schmidt - Mercer
Molly Farrell - UTK (RUF1)	Tucker Scruggs - Duke
Thomas Fleming - Western KY	Joy Soas - UAH
Annie Frazier - Univ of North TX	Kelsey Sullivan - Univ of WI
Connor Fredrickson - NC State	Ryan Taylor - FL State
Ali Gosselin - Univ of WA	Grace Valenti - Meredith College
Katie Halsey - Alabama	Heather Walters - UCSB
Graham Harmon - Baylor	Anne Webb - Auburn
Kathryn Hoefcker - Louisville	Matt Williams - Wake Forest
Samantha Hubbard - Clemson	Maddie Willis - Univ of MS
Cole Jones - UVA	Abby Windsor - Washington & Lee
Sarah Jayne Kennelly - Univ of VT	Deborah Wisner - NM State

2nd Year Interns

Dated June 1 2019 – May 31, 2020

Katie Allen – Memphis
Julia Ashley - Mississippi College
Kelsey Aylor – Furman
Anna Beardsley - VA Tech
Charles Bickhart - Boston Univ.
McKenna Breedlove – U of Tenn
Carrie Bristow – Purdue
Jacque Calles – College of Charleston
Phyllis Capdevielle – Winthrop
Hannah Carroll – VCU
Braden Carter – UCLA
Tucker Chandler – GA Southern
Cathy Clark – Western Kentucky
Stuart Cornett – SMU
Joe Crews – Auburn
Andrew Davidson – UT Austin
Paul Davis – U of Washington
Molly Delaney - University of
Oklahoma
Jay Dent – UT Tyler
Mary Hannah Gentry - Alabama
Mary Henley Green- UT Austin
Norah Harvey – Western WA
Trevor Heffner – UGA
Sarah Henry – UNC-Charlotte
Emily Holman - UAB
Caleb Jakana – LSU
Joey Jekel – Alabama
Serena Jones – Boston
Brett Joseph – App State
Zenny Jua – Pittsburgh
Andrew Kawata – Hawaii
Jonathan Keller – UCONN
Morgan Kendrick – CA-Berkeley
Josh Kephart – UNC
Tousley Leake – SMU
Annie Lievens – WI-Madison
Anna Lynch – TN Tech
Chelsey Mack - USF
Shannon Mann – James Madison
Jennifer Marlow – MIT
Matt McCall – U of Tennessee
Will McDonald – VA Tech
Mary Cathernine Montgomery – Trinity
Brad Myers – UNC Wilmington
CJ Norton – Memphis
Breanna Perez – Rice
Patrick Quinn – CNU
Rebecca Reiter – NC State
Johnson Rhett, Jr. – MS College
Noah Rinehart – Wash. St. Louis
Juan Rodriguez-UNC Chapel Hill
Walker Rose – U of Tennessee
Grace Ann Rothwell – Kentucky
Kelley Sanford – UCLA
Emily Seligson – UAH
Josh Shaner – Maryland
Madison Simkins – CNU
Abbey Slater – City Campus
Austin Slater – GA Tech RUF
Lissy Somerville – Brown/RISD
Katie Stapleton – UNC
Tripp Stewart – Delta State
John Talmage – Kansas State
Alyssa Taylor – South Alabama
Caroline Terry – South Carolina
Jacy Thomas – Delta State
Bailey Wagner – Florida
Caleb Walin – Boise State
Vaughn Wallenstein – Valdosta State
Carissa Waller – App State
Sterling Webster – East TN State
Holt West – Texas Christian
Eric Westog – Davidson College
Lizzy Williams – Arkansas
Shelton Wittenberg – MS State
Grace Wolf – GA Tech
Tucker Woodward – Clemson
Kat Yoakum – Belmont

3rd Year Interns

Dated June 1 2019 – May 31, 2020

Ashley Broom – Belhaven
Alex DaCruz – UNF
Brad Dickey – USC
Madison Drury – Davidson
Bethany Ekdorn – Tulsa
Loni Clayton Eledui- FAU
Jacob Hotinger – VCU
Hailey Kim – UC Irvine

Carter Krohn – Belmont
James Post - Univ. of AR
Claire Shinn- Oklahoma State
Isaiah Sohn – Houston
Jamie Spradley – Samford
Matt Vanderworp – NC State
Virginia Wesson Rantzow – Rhodes
Julie Wilcoxon – North Florida

4th Year Interns

Dated June 1 2019 – May 31, 2020

Matt Roelofs - GA Tech

Campus Staff

Latasha Allston – Jackson State
Joy Beans – Millersville
Alex Bosgraf – Boise State
Kathlee, Chitty – Stanford
Grace Ann Clark – Vanderbilt
Catherine Cook – Harvard
Amanda DeYoung – Mercer
Lauren Dishman - Bogota
Erin Edwards – Samford
Carrie Everitt - MS State
Madison Fisher – University of VA
Nicole Gannaway – UT Chattanooga
Janelle Grove – George Mason RUF
Hanna Hamond – Northwestern RUF
Annalise Hays – SMU
Heidi Hill - SMU RUF
Kathryn Howell – UTK
Grace Hoyme - UCSB
Amy Hudson – Meredith

Leslie Janikowsky – Rhodes College
Ellis Keifer – Wake Forest
Chelsea Kelly – Mary Baldwin
Jennifer Kent – Clemson
Callie Miller – Pittsburgh
Terry Mitchell - Johns Hopkins RUF
Jenny Ott - UTK RUF
Jamie Pastori – Winthrop
Monse Santiago - UNAM
Laura Sharrett – Emory
Savannah Shelby – College of
Charleston
Cayla Sherrell – James Madison
Olivia Shields – Baylor
Brittany Smith – Arizona
Megan Terrell - City Campus NY
Kristen Spink Thompson
– Washington (STL)
Wendy Twit - Belmont

National Staff

National Coordinator, Will Huss
Associate Coordinator, John Pearson
Coordinator Emeritus, Rod Mays
Chief Financial Officer, Kathy Leedy
Chief Operating Officer, Dennis Shackelford
Chief Advancement Officer, Kevin Teasley
Assistant Coordinator RUF-N, Keith Berger
Assistant Coordinator RUF-I & G, Chad Brewer
Assistant Coordinator of Interns & Campus Staff, Mitch Gindlesperger
Area Coordinator, JR Foster
Area Coordinator, David Green
Area Coordinator, Pat Roach
Area Coordinator, Michael Gordon
Area Coordinator, Justin Clement
Area Coordinator, Jason Little
Area Coordinator, Britton Wood
Area Coordinator, Brent Corbin
Area Coordinator, Andy Wood
Director of Ministry, Communication and Events, Emily Miller
Director of Interns, Emily Craft
Director of Campus Staff, Casey Cockrum
Director of Accounting, Cheryl Lundy
Director of Annual Giving, George Crook
Director of Donor Services, Michelle Stone
Director of Marketing, Elisabeth Givens
Cross-Cultural Advancement, Russ Whitfield
HR & Benefits Administrator, Courtney Hulteen
Assistant Director of Advancement, Caroline Jones
Assistant Director of Communications & Events, Jake Wynn
Assistant Director of Accounting, Davia Lester
Assistant Director of Donor Services, Donna Ellis
Intern Recruiting Associate, Jayna Duckenfield
Accounting Associate, April Sutton
Accounting Associate, Kimberli Lincoln
Donor Service Associate, Amy Work
Executive Assistant, Anna Brown
Intern and CS Assistant, Caroline White
Administrative Assistant, Ainsley Huddy
Administrative Assistant, Kristy Hard
Administrative Assistant, Meredith Brooks
Administrative Assistant, Andrea Hendrix
Administrative Assistant, Deborah Oakley
Administrative Assistant, Reagan Ta
Administrative Assistant, Cynthia Hebert

**REPORT OF
RIDGE HAVEN
BREVARD, NC – CONO, IA
TO THE FORTY-EIGHTH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

Ridge Haven has a unique ability to foster engagement in the church by targeting and training our youth. This is clearly demonstrated during our summer camp program, as each counselor is trained to have one-on-one conversations with their campers about what Christ means to them. Our counselors are the “hands and feet” of our ministry. We pray that the model of servant leadership will inspire younger campers to get “fired up” about serving the church with their own lives.

We are cultivating this call to leadership at a young age. Ridge Haven actively encourages campers to identify the ways they can minister to other youth. Additionally, we provide about 100 students with opportunities each summer (and many weekends during the year) to receive training in youth work by working at camp. We hope that they never lose the vision and high calling to serve as youth leaders themselves.

The Lord has chosen to bless this effort and continues to grow the Ridge Haven ministry. In 2019, we hosted over 11,000 total campers and guests—exceeding 2018’s previous record 10,000 guests. It is humbling to see the Lord continue to sustain and grow the ministry of Ridge Haven in both North Carolina and Iowa. This increase came from our retreat ministry and more specifically, an increase in college campus ministries utilizing Ridge Haven for their student retreats during the school year. Recent Reformed University Fellowship (RUF) groups include Clemson, University of Georgia, Davidson College, University of Tennessee, and Appalachian State. Additionally, we have hosted many other college campus ministries like Campus Christian Fellowship, FCA, Brothers Under Christ Fraternity, BCM, and church’s college ministries.

As we reported last year, it has been a huge blessing to utilize our new Jolly Dining Hall and the three camper housing villages with 148 new camper beds. We are now wanting to build the final piece of the puzzle: an indoor meeting space that doubles as an indoor recreational gym facility.

A multi-purpose gym will provide Ridge Haven Brevard a long-term sustainable ministry as we continue to grow year-round. Currently, our largest

indoor meeting area is packed at 220. We enjoy the use of an outdoor rec shelter for assemblies in the summer months. But as shown in our growth this past year, our retreat ministry is on the rise. The projected new space will hold near 1,000. We are currently grading the site with hopes that we will have the final funding by the end of the year.

While the centerpiece project of our new campaign is the new indoor meeting facility and gym, we have undertaken other projects to accommodate our growth. Projects include transforming the old dining hall into a soda shop. We are also hoping to build additional camp and staff housing, pave several roads, and continue our expansion to the mid-west.

Ridge Haven Cono in Iowa continues to take shape. We hosted our second summer of camps in 2019 and the testimonies from the 400 kids we have served thus far has been very encouraging. At a nearby presbytery meeting last fall, pastors reflected on their experience at Ridge Haven Cono this past summer. One pastor shared that three of his kids prayed to receive Christ the last night of camp. Afterwards, his group sat in a circle for over an hour and a half as students shared and gave praise to the Lord. He reported that this time has continued to bear fruit in his youth ministry. It was very humbling and exciting. God is indeed at work.

In addition to Cono providing camp and retreat opportunities in the Midwest, it has become evident that Cono can also provide outreach initiatives to the surrounding community. We hope that by providing after-school and summer programs during work hours children will be provided both supervision and discipleship where few opportunities currently exist.

By God's grace, the Ridge Haven staff has been steadily expanding with the growth of our ministry. Camp ministry—notably residential employment—can be challenging roles to fill. I am grateful to report that the Lord has assembled a team of dedicated people who are working to see Ridge Haven's ministry flourish in both Brevard and at Cono. We are thankful for his timely provisions.

Ridge Haven has enjoyed an exciting start to the decade. We had over 730 youth attend our Winter Retreat events in January and February. We also have the busiest spring retreat calendar. Summer is also looking good as early registrations are up by about 10%. We rejoice in all that the Lord has done through the ministry of Ridge Haven and are grateful to continue the earnest mission of equipping the next generation to build Christ's Kingdom.

[NOTE: The following recommendations have not been approved because the 48th General Assembly has been postponed.]

Recommendations:

1. That the Ridge Haven 2020 Budget as presented through the AC Budget Review Committee be approved.
2. That the 2018 audit dated August 20, 2019, performed by Robins, Eskew, Smith & Jordan, be received.
3. That the following minutes of the Board of Directors of Ridge Haven be approved: March 11-13, 2019; October 7-9, 2019.
4. That February 21, 2021, be a day for our churches to pray for the ministries of Ridge Haven.

Wallace Anderson
Executive Director

REPORT OF INTERCHURCH RELATIONS COMMITTEE TO THE FORTY-EIGHTH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

Membership

TE E. Bruce O'Neil, Chairman
TE Marvin Padgett, Vice Chairman
TE Kevin Rogers
TE Scott Reiber, Alternate

RE James C. Richardson, Secretary
RE Paul Richardson
RE James D. Walters, Jr., Alternate
Vacancy

TE L. Roy Taylor *ex officio* (RAO 3-2.j)

RE Cartee Bales, MTW Advisory
TE Billy Park, AC Advisory

Meetings

- August 25, 2020 (Zoom meeting)
- October 24, 2020 (Zoom meeting)

Committee Membership Terms Extended

With the postponement of the 48th General Assembly due to the COVID-19 pandemic (RAO 10-6), adjustments have been made in the process of nominations for General Assembly Committees, Agencies, and Special Committees.

Since the election to Committees and Agencies is for the Assembly year, not a calendar year, and persons so elected have terms that end at the adjournment of a General Assembly, the Stated Clerk announced that all members of all Committees and Agencies, as well as Coordinators, would continue to serve for an additional year. (That announcement came from the Stated Clerk because the CCB may only make recommendations not rulings, and the SJC may only rule on cases that are properly before it.) The Nominating Committee will make their nominations to the Forty-eighth General Assembly in St. Louis in 2021.

As of September 1, 2020, upon the retirement of Stated Clerk Dr. Roy Taylor, Dr. Bryan Chapell will step in as *ex officio* member of the IRC. Dr. Chapell has been nominated by the AC to the Forty-eighth General Assembly to become the fourth Stated Clerk of the PCA (RAO 4-9). Since the Forty-eighth General Assembly was postponed by the AC, the AC has appointed Dr. Chapell as Stated Clerk Pro Tempore (RAO 4-17) to take effect September 1, 2020.

General Assemblies and Synods Postponed or Changed Due to COVID-19

- The OPC has postponed their General Assembly for one year.
- The EPC moved to a virtual General Assembly, September 17-18, 2020.

- The ARP has postponed their General Synod until October 22-23, 2020, at Bonclarken
- Stated Clerk Roy Taylor made a five-minute video in August to send to the Presbyterian Church of Korea, Kosin, for their General Assembly in September.

The Role of the Interchurch Relations Committee

The Interchurch Relations Committee is a Special Committee, functioning under the *Rules of Assembly Operations (RAO)* 8-1, through which the Presbyterian Church in America relates to other branches and entities of the Church Universal. The IRC is funded by the Administrative Committee of the General Assembly.

The committee is composed of six principal members and two alternates, elected by the General Assembly. The Stated Clerk is a member of the IRC by virtue of his office (*RAO* 3-2.j). He is expected to communicate with other Reformed denominations (*RAO* 3-5.e), have an appreciation of the whole Church of the Lord Jesus Christ, and to be able to work with the leaders of all branches of the Church (*RAO* 3-5.h). The committee also is advised by TE Cartee Bales of MTW, since some of the work of the IRC relates to churches and Christians abroad, and by TE Billy Park on relations with Korean churches.

National Association of Evangelicals (NAE)

The PCA has been a member of the National Association of Evangelicals since 1986. The NAE is composed of evangelical denominations, congregations, institutions, ministries, and individuals in the USA.

The NAE Board, at its October 16-17, 2019, meeting, elected Dr. Walter Kim, pastor of Trinity PCA, Charlottesville, VA to succeed Dr. Leith Anderson, who has served as President since 2007. At the March 4-5, 2020, Board meeting Dr. Kim was inaugurated as President and Rev. John Jenkins, pastor of the First Baptist Church of Glenarden, Maryland, was inaugurated as Board chair. PCA Stated Clerk Dr. Roy Taylor served as Chairman of the NAE Executive Committee and Board from 2006 to 2020. The October 2020 NAE Board meeting will be in Grand Rapids, Michigan.

With the election of Dr. Walter Kim to the NAE presidency, three national or international evangelical are now led by PCA ministers. Dr. Julius Kim leads the Gospel Coalition. Dr. Michael Oh leads the Lausanne Committee

North American Presbyterian and Reformed Council (NAPARC)

The 45th annual meeting of NAPARC was held November 12-14, 2019, at the Rohthem Presbyterian Reformed Church, Anaheim, California. The Korean Presbyterian Church of America (Kosin) hosted the meeting. PCA Stated Clerk Roy Taylor was unable to attend, but TE Kevin Rogers and RE Paul Richardson were approved to represent the PCA. The next meeting of the Council, November

10-12, 2020, to be hosted by the Orthodox Presbyterian Church at the Shiloh OPC in Raleigh, North Carolina, has been postponed.

NAPARC was founded in 1975 with five denominations as members, the CRCNA, OPC, PCA, RPCES, and RPCNA. The two-fold purpose is 1) to advise, counsel, and cooperate with one another, and 2) to hold out the desirability and need for organic union. In the early years there was a multi-year attempt to have a five-way merger of all the member denominations. The only actual merger was the Joining and Receiving of the Reformed Presbyterian Church Evangelical Synod and the PCA in 1986. At present, the first purpose, “to advise, counsel, and cooperate with one another,” seems to be taking precedence over the second.

For a more detailed discussion of the history of NAPARC and the PCA’s participation, see the IRC Report to the 47th General Assembly, *M47GA*, p. 382ff.

World Reformed Fellowship (WRF)

TE Bruce O’Neal and RE Paul Richardson represented the PCA at the WRF General Assembly in Jakarta, Indonesia, August 8-12, 2019, and presented a briefing on the Assembly to the IRC at its October meeting (see Attachment below). A proposed site for the next Assembly in four years is Charlotte, Virginia.

Presbyterian Heritage Center

The Presbyterian Heritage Center of Montreat, North Carolina, which is now an independent organization, hosted a C.S. Lewis Conference November 6-8, 2019, at Montreat. Over 400 people attended. Stated Clerk Roy Taylor participated in Zoom call PHC board meetings during the summer. He will continue to serve on that board.

Fraternal Representatives

The Reformed Church of Quebec (ERQ) consistently requests that PCA representatives attend its thrice-yearly Synods. The IRC approved asking TE Ben Joliffe, Resurrection Church, Ottawa (Eastern Canada Presbytery) to become our representative at the ERQ Synods.

TE Bill Sim, pastor of New Church, Atlanta, and Coordinator of Korean Ministries for Mission to North America, represented the PCA at the General Assemblies of the Korean Presbyterian Church (Kosin) and the Korean Presbyterian Church, Hap Dong, held one week apart in September.

Recommendations

The Committee’s Recommendations will be in the 2021 IRC Report to the 48th General Assembly.

Attachment
World Reformed Fellowship
Report

Perceptions on the fifth World Reformed Fellowship Assembly held in Jakarta, Indonesia, August 8-12, 2019; attended by TE Bruce O'Neil, IRC Chairman, and RE Paul Richardson.

I regard the work of the WRF to be very worthy; they are an active group with a strong focus on salvation, soul-winning and being exemplary disciples to their members.

The Assembly itself was not particularly well-planned or organized; however, the content of the workshops, teaching/preaching was very good.

The commissioners I met were very appreciative of the PCA overall and our attendance. Many of the commissioners were from third-world countries with limited resources and they rely on the PCA for encouragement and prayer to promote their gospel growth efforts. They have such a high view of our denomination; it was a very humbling experience for me.

The gospel is flourishing in Asia. In Jakarta, which is 96% Muslim, the church is strong and expanding at a good rate. It was an encouragement to me to see God at work in these men who have little monetary means but great passion for Christ.

In addition to Dr. O'Neil and myself, there were several other well-known PCA TEs in attendance with teaching/preaching responsibilities.

Dr. O'Neil and I also visited vibrant off-campus ministries which included hospitals, schools, seminaries and a college. It was great pleasure to represent the PCA at the WRF Assembly

I hope we will continue our personal engagement and attendance at future WRF Assemblies.

Respectfully,

RE Paul D. Richardson
Member, Interchurch Relations Committee

**MINUTES OF THE NOMINATING COMMITTEE
OF THE GENERAL ASSEMBLY OF THE
PRESBYTERIAN CHURCH IN AMERICA
March 28, 2020**

The Nominating Committee of the General Assembly convened by GoToWebinar video conference on Saturday, March 28, 2020. Chairman TE Fred Greco called the meeting to order at 10:09 AM with prayer and led the Committee in a devotional on Psalm 91.

Attendance was taken and a quorum was declared. The Chairman welcomed the Committee and recognized two guests from the PCA Administrative Committee Office – TE L. Roy Taylor, Stated Clerk, and Ms. Angela Nantz, Operations Manager. Sixty-nine (69) committee members were in attendance as follows, and 5 additional members submitted preliminary ballots.

Members attending:

<u>Presbytery</u>	<u>Member</u>	<u>Class</u>
Arizona	TE Thomas Edward Troxell	2022
Ascension	TE Jared Nelson	2021
Blue Ridge	TE Roland Mathews	2021
Calvary	RE Melton Ledford Duncan	2021
Canada West	TE Garry Vanderveen	2020
Catawba Valley	TE William Thrailkill	2020
Central Carolina	RE Flynt Jones	2020
Central Florida	RE Gabriel E. Williams	2021
Central Indiana	TE Charles Anderson	2022
Chesapeake	RE Bradley James Chwastyk	2022
Chicago Metro	TE R. Aaron Baker	2020
Columbus Metro	TE Justin Charles Grimm	2022
Covenant	TE Robert O. Browning	2021
Eastern Canada	TE Kyle Hackmann	2020
Eastern Pennsylvania	RE Terry Carnes	2020
Evangel	RE Miles E. Gresham	2022
Fellowship	RE Shaun Ballard	2021
Georgia Foothills	TE Don Aldin	2021
Grace	RE Samuel J. Duncan	2020
Great Lakes	TE Jonathan Saunders	2020
Heritage	TE H. Scott Winchester	2021
Hills and Plains	TE Jeremy Fair	2020

2020 Reports to 48th General Assembly
Nominating Committee

Houston Metro	TE Fred Greco, Chairman	2020
Illiana	TE Alex Eppstein	2022
Iowa	TE Brian V. Janssen	2022
James River	RE Robert Rumbaugh	2021
Korean Capital	TE Hansoo Jin	2020
Korean Northeastern	TE Hoochan Paul Lee	2020
Korean Southeastern	TE Anthony Lee	2022
Metro Atlanta	TE Hace Cargo	2022
Metropolitan New York	TE Darcy Caires Jr.	2020
Mississippi Valley	TE J. Ligon Duncan III	2020
Missouri	TE Greg Meyer	2020
Nashville	TE Matthew Todd Bradley, Secr.	2021
New Jersey	TE Brent R. Kilman	2022
New River	TE Michael Vanderlinden	2022
New York State	TE Christopher Jhu	2022
North Florida	TE Dave Abney	2022
North Texas	TE Benjamin Wheeler	2022
Northern California	TE Bob Crossland	2022
Northern Illinois	TE Justin Coverstone	2022
Northern New England	RE Ernie Shipman	2021
Northwest Georgia	RE Timothy J. Verner	2021
Ohio	RE Scott Wulff	2021
Ohio Valley	RE Bruce Petrie	2021
Pacific Northwest	TE Bryan Buck	2020
Palmetto	TE P. Cameron Kirker	2021
Pee Dee	TE Matthew Dallas Adams	2021
Philadelphia	TE Daniel Schrock	2022
Philadelphia Metro West	TE Jeremy Johnson	2020
Pittsburgh	RE Timothy Baird	2022
Potomac	RE Eric Jan	2022
Providence	RE Frank Cohee	2020
Rio Grande	TE Justin Edgar	2020
Rocky Mountain	RE Jim Franks	2021
Savannah River	TE Mike Hearon	2020
Siouxlands	TE Arthur Sartorius	2021
South Coast	TE Bryce A. Hales	2020
South Florida	RE Terence Murdock	2022
Southern Louisiana	TE Ricky M. Glenn	2022
Southern New England	TE Omar Omar Ortiz	2020
Southwest Florida	TE Jonathan Winfree	2021
Suncoast Florida	TE Dwight L. Dolby	2022

2020 Reports to 48th General Assembly
Nominating Committee

Susquehanna Valley	RE Douglas Sharp Jr.	2021
Tennessee Valley	TE Brian Cosby	2021
Tidewater	TE L. Jackson Howell	2022
Warrior	TE Mitchell Lee Haubert	2021
West Hudson	TE Donald Friederichsen	2021
Westminster	TE J. Andrew Moehn	2020

Preliminary vote tallies were discussed by the Committee. The Committee approved a slate of nominees for each of the Standing Committees, Agencies, and Commission to be presented to the General Assembly.

MSP for the Chairman to form a subcommittee to evaluate the current weighted voting system, and to bring a report back to the committee. The Chairman appointed TE Charles Anderson, RE Frank Cohee, RE Mel Duncan, TE Michael VanDerLinden, and TE Donny Friederichsen (convenor).

Nominations were entertained for Chairman and Secretary of the 2020-2021 Nominating Committee. The Committee elected TE Donny Friederichsen, West Hudson Presbytery, to serve as Chairman and TE Michael VanDerLinden, New River Presbytery, as Secretary.

The Chairman announced that the next meeting of the Nominating Committee will be at General Assembly in Birmingham, AL, on Wednesday, June 17, 2020, at the close of business. The 2021 meeting will be on Saturday, March 20, 2021.

MSP that the Committee adjourn. Chairman Fred Greco adjourned the meeting at 3:23 PM, and closed in prayer.

Respectfully Submitted,
TE Fred Greco, Chairman

TE Matthew Bradley, Secretary

ADMINISTRATIVE COMMITTEE

A. Present Personnel

Teaching Elders

Ruling Elders

Class of 2023

TE Robert F. Brunson, Metro Atlanta RE Frank Cohee, Providence
RE Pat Hodge, Calvary

Class of 2022

TE Jerry Schriver, Metro Atlanta RE Jon Ford, Central Indiana
TE Kevin DeYoung, C. Carolina

Class of 2021

TE Bill Sim, Korean Southeastern RE J. Lee McCarty, Evangel

Class of 2020

TE David V. Silvernail Jr., Potomac RE Danny McDaniel, Houston Metro
RE Jack L. Watkins, Nashville

Alternates

TE Rod S. Mays, Calvary RE Richard Dolan, Georgia Foothills

B. To be Elected:

Class of 2024

2 TEs and 1 RE

Alternates

1 TE and 1 RE

C. Nominations

Class of 2024

TE Roger G. Collins, MS Valley RE Richard Dolan, Georgia Foothills
TE Steve Jeantet, Suncoast Florida

Alternates

TE Marty Crawford, Evangel RE David Nok Daniel, S. New England

D. Biographical Sketches:

TE Roger G. Collins: *Mississippi Valley.* BA, Belhaven College; MDiv RTS, Jackson, MS. Pastor of Grace Presbyterian Church, Byram, MS. Over forty years of ministerial experience in Mississippi Valley Presbytery. Past chair of MVP's committees on Administration, Credentials, Nominations, and Standing Rules. Serves as Stated Clerk of the MVP since 1998. Serves an ex-officio member of the presbytery's committees on Administration, Mission to the Military, Nominations, and Shepherding. Served two terms as an alternate on the GA's Committee on Constitutional Business, as well as served on GA committees of commissioners for Review of Presbytery Records and the Nominations Committee.

TE Steve Jeantet: *Suncoast Florida*. BA in International Business (Jacksonville University, 2000), MDiv, (RTS, Orlando, 2007), PhD, Organizational Leadership (Eastern University, 2018). Executive pastor, Covenant Life Church, Sarasota, FL (2010-present); Adjunct Professor of *Volunteer Management* at Thomas Edison State University (2011-present). Member of PCA GA's Administrative Committee (2015-2019); Advisor to the PCA GA's Administrative Committee (2014-2015); Moderator, Suncoast Florida (2016-2017); Member of GA's Review of Presbytery Records (2017-2019) and Nominating Committee (2013-2015). Member of the National Association of Parliamentarians.

TE Marty Crawford: *Evangel*. Executive Pastor, Covenant Presbyterian Church, Birmingham, AL. Served two terms on the General Assembly's Administrative Committee. Roles include secretary, co-chair, and chair. Served multiple terms on Evangel Presbytery's Administrative Committee. Licensed CPA.

RE Richard L. Dolan, Jr.: *Georgia Foothills*. BA, Furman University; MDiv, Beeson Divinity School; PhD, Georgia State University. Sharepoint Engineer at Jackson Healthcare; Ruling Elder at Restoration Presbyterian Church, Buford GA. Serves as Clerk of the Session. Served on Georgia Foothills committees on Missions, Christian Education, and Vision; served as moderator in 2013. Served on the GA committee of commissioners for RUF; served on the GA Overtures, Nominating, and RPR committees.

RE David Nok Daniel: *Southern New England*. MA in Educational Ministry of the Church (Gordon Conwell, 2009-2012); MA in Youth Ministry (Gordon Conwell, 2013). Ruling Elder at Christ the King Presbyterian Church, Boston, MA; PhD student at Trinity Evangelical Divinity School, with a focus on organizational development and leadership. Leadership and development director. Served on PCA GA Overtures Committee (2019); member of Southern New England's Ministerial and Church Relations committee (2018-present). Nigeria Coordinator for Campus Crusade for Christ (2002-2009); Inventory Officer/LS Assistant, Gordon Conwell Seminary (2010-2013); Urban Ministry Resource Coordinator, Gordon Conwell Seminary (2013-2014); Boston City Director of *Boy with a Ball* (2017-present)

COMMITTEE ON CONSTITUTIONAL BUSINESS

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2023

TE Joel Craig St. Clair II, Potomac RE Fredric Marcinak, Calvary

Class of 2022

TE Larry C. Hoop, Ohio Valley RE Edward L. Wright, Chesapeake

Class of 2021

TE D. Christopher Florence, Fellowship RE C. Thompson Harley, Sav. River

Class of 2020

TE Per Almquist, N. New England RE Mark Anderson III, SE Alabama

Alternates

TE Robert D. Cathcart Jr., Calvary RE Will P. Thompson, Mississippi Valley

B. To be Elected:

Class of 2024

1 TE and 1 RE

Alternates

1 TE and 1 RE

C. Nominations

Class of 2024

TE J. Scott Phillips, Mississippi Valley RE Matthew D. Fender, James River

Alternates

TE Robert D. Cathcart, Calvary RE Bryce Sullivan, Nashville

D. Biographical Sketches

TE J. Scott Phillips, *Mississippi Valley*. B.S.E.E., (1996), Tennessee Technological University, MDiv. Covenant Seminary (2002), Senior/Solo Pastor of First Presbyterian Church, Louisville MS (2006-Present), RUF Campus minister, Tennessee Technological University, (2002-2006), Presbytery involvement: Nashville; Church Planting committee, MVP: MNA 3 years, AC 6 years, (RSR Chair), Campus Ministry Committee 6 years, Shepherding Committee 3 years, Moderator MVP one term, GA: Committee of Commissioners; RBI (secretary 2 Years), CTS (2 years), RPR (8 years Secretary, Chairman). My desire is to serve the church by protecting the clarity and consistency of our constitution as it is applied to proposed amendments.

TE Robert D. Cathcart, Jr. *Calvary*. BME, University of South Carolina, Southeastern Baptist Theological Seminary; MDiv, Reformed Theological Seminary-Charlotte; D.Min., Erskine Theological Seminary. Pastor, Friendship Presbyterian Church, (2001-present). Assistant Pastor/Christian Ed. Hilton Head Pres., (2000-2001). Assistant Pastor/Youth, Hilton Head Pres. (1998-2000). Served Calvary Presbytery on Calvary Presbytery Ministerial Examinations Committee (2002-2005), as Secretary; Joint Area Campus Ministry Committee (2007-2008); Candidates Committee (Chairman), Bills and Overtures Committee (Chairman), Judicial Committee (2009-2014); Nominations Committee (Chairman), (2015); Ministerial Examinations Committee (2016-2018); Sessional Records Committee (2019-present); Recording Clerk, Presbytery (2016-present). General Assembly Committees: CEP (2010); Covenant College (2012); PCAF (2013); Nominations Committee (2015-2018).

RE Matthew D. Fender, *James River*. BA, In Political Science, Virginia Tech (1995), JD University of Virginia 2008, RE All Saints Reformed Presbyterian Church, Richmond VA. (2016-Present), Lawyer, Partner McGuireWoods LLP, Licensed in Virginia and New York State. IT work with Microsoft (five years), Presbytery service: James River Presbytery Leadership Development Committee (3 years), Missions Committee, Prison Discipleship Ministry, Chairman, General Assembly involvement: Committee of Commissioners: CDM (2017), Overtures Committee (2018), Covenant Theological Seminary. My desire is to serve on CCB to help preserve the Constitutional consistency and integrity of the PCA.

RE Bryce Sullivan, Nashville. B.S, Psychology, Georgia State University, (1992), MA, Clinical Psychology, Ohio State University (1994), Ph.D. Clinical Psychology, Ohio State University, (1997), RE Covenant Presbyterian Church, Nashville, Tenn. (2011-Present), RE Center Grove Presbyterian Church, Edwardsville, IL. (2006), Dean & Professor of Psychology, Belmont University (2008-Present), Nashville Presbytery: Campus Ministry Committee (2010-2016), various special committees including Commission on Standing Rules. GA: RPR (2012, 2019, 2020); Overtures (2016, 2017, 2018); Covenant College Board (2014-2018); Chairman Committee of Commissioners, Covenant Theological Seminary (2012); Member, National Association of Parliamentarians.

BOARD OF TRUSTEES OF COVENANT COLLEGE

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2023

TE Matthew David Fray, N. Texas
TE Duncan Highmark, Missouri

RE Richard T. Bowser, E. Carolina
RE Robert Curtis, Southwest Florida
RE Martin A. Moore, GA Foothills
RE William H. Ryan, South Florida
RE Stephen E. Sligh, SW Florida

Class of 2022

TE William B. Barclay, C. Carolina
TE Ralph S. Kelley, MS Valley
TE Robert S. Rayburn, Pacific NW
TE Kevin Smith, TN Valley

RE John Truschel, S. New England
RE David Lucas, Suncoast Florida
Vacant

Class of 2021

TE Howard A. Brown, C. Carolina
TE J. Render Caines, TN Valley

RE Rob Jenks, South Coast
RE Towner B. Scheffler, Ascension
RE Sam Smartt, Tennessee Valley
RE Robert F. Wilkinson, Missouri
RE R. Craig Wood, Blue Ridge

Class of 2020

TE Eric R. Hausler, OPC	RE David Caines, Tennessee Valley
TE Lance E. Lewis, N. California	RE Gary Haluska, Northern Illinois
	RE Bradley M. Harris, Covenant
	RE Gordon Sluis, Mississippi Valley
	RE J. Allen Wright, Metro Atlanta

B. To be Elected:

Class of 2022

1 member (TE or RE)

Class of 2024

7 members total (TE or RE)

One may be from another NAPARC denomination

C. Nominations

Class of 2022

RE Bruce Terrell, Metropolitan NY

Class of 2024

TE Bradley Barnes, S. New England	RE David Caines, Tennessee Valley
TE Irwyn L. Ince Jr., Potomac	RE Mark Griggs, Tennessee Valley
	RE Bradley M. Harris, Covenant
	RE Drew Jelgerhuis, Great Lakes
	RE Noah Toly, Chicago Metro

D. Biographical Sketches

TE Bradley Barnes: *Southern New England.* M.Div, Gordon-Conwell Theological Seminary. Bradley serves as the lead pastor at Christ the King Newton in Newton, Massachusetts. Bradley and his wife, Meda, served with Reformed University Fellowship at Harvard University from 2004 to 2009. Bradley is the grandson of Covenant College's second president, Dr. Marion Barnes.

TE Irwyn L. Ince Jr.: *Potomac.* D.Min, Covenant Theological Seminary; MAR, Reformed Theological Seminary; BEEE, The City College of NY. Irwyn serves as pastor and director of the GraceDC Institute for Cross-Cultural Mission and helped plant City of Hope Presbyterian Church in Columbia, Maryland. Irwyn has been involved in the PCA for over 17 years. He has previously served as Moderator of General Assembly (2018-19), the MNA Permanent Committee (Class of 19), and as Moderator of

the Chesapeake Presbytery (2015). Irwyn and his wife Kimberly have four children, one of whom graduated from Covenant.

RE David Caines: *Tennessee Valley*. MBA, Duke University; Business & Accounting, Covenant College. David is the COO of Kenco Group - Supply Chain Service Provider and serves on the boards of various educational and nonprofit institutions, including the University of Tennessee's Global Supply Chain Institute, Covenant College, See Rock City, Inc., and Chattanooga Preparatory School. David serves as a ruling elder at Lookout Mountain Presbyterian Church, and he and his wife, Mary, have five children.

RE Mark R. Griggs: *Tennessee Valley*. LL.M, Estate Planning, University of Miami Law School; J.D., University of Georgia Law School; B.S., Business Economics, Auburn University. Mark is a retired attorney who now teaches entrepreneurship at Chattanooga Christian School. While serving as a ruling elder at Covenant Presbyterian Church in Chattanooga, Mark and his wife, Beth, are helping start a new church, Grace+Peace Church in Ooltewah, Tennessee. They have four children, one of whom graduated from Covenant College. Mark has been involved in the PCA for over thirty years.

RE Bradley M. Harris: *Covenant*. DDS, University of Tennessee College of Dentistry, 1974; B.S., Wheaton College; student at Covenant College 2 years. Brad is a practicing Endodontist in the Memphis area, and is a clinical assistant professor at the UT College of Dentistry. Brad served on Covenant's Board for two three-year terms before rotating off, and he is now serving his third term. He met his wife, Kathleen, at Covenant, and they are members of Riveroaks Reformed Presbyterian Church. They have four grown children, two of whom graduated from Covenant and married Covenant graduates.

RE Drew Jelgerhuis: *Great Lakes*. B.A., Mechanical Engineering, Dordt College; Drew serves as Engineering Account Manager at Extol, Inc. Drew has been a church plant commissioner for two successful church plants and on the Ministerial Welfare Committee, both for the Great Lakes Presbytery. He and his wife, Jane, have three children, all of whom graduated from Covenant.

RE Bruce Terrell: *Metropolitan New York*. MA, Higher Education, University of Georgia. Bruce currently serves as the executive director for Redeemer Presbyterian Church – East Side. He also served as executive director of

Redeemer Presbyterian Church since 2006. Prior to joining the Redeemer team, he served for 20 years with Mission to the World, the last 10 years of which he served as chief operating officer. Bruce has been involved in the PCA for over 40 years and has served on the Standing Judicial Commission and as the Moderator of General Assembly (2013-14).

RE Noah Toly: *Chicago Metro*. M.A., Ph.D., Urban Affairs and Public Policy, University of Delaware; M.A., Theology, Wheaton College. Noah is in his 14th year on the faculty of Wheaton College, where he currently serves as Professor of Urban Studies and Politics & International Relations, Chair of Urban Studies, and Executive Director of the Center for Urban Engagement at Wheaton College. Noah serves as ruling elder at Christ Presbyterian Church, and has served on the Committee of Commissioners for Covenant College. He and his wife Becky have three children.

COMMITTEE ON DISCIPLESHIP MINISTRIES

A. Present Personnel

Teaching Elders

Ruling Elders

Class of 2024

TE Thomas Michael Harr Jr., N. Jersey RE J. Lightsey Wallace, James River
RE Jeremy Whitley, South Texas

Class of 2023

TE Charles Johnson, Nashville RE Dennis Crowe, SE Alabama
TE Dave Lindberg, New Jersey

Class of 2022

TE Danny Kwon, Korean Eastern RE Bill Bolling, Chesapeake
RE Jack Wilkerson, Piedmont Triad

Class of 2021

TE Richard E. Downs Jr., S. New Engl. RE James D. Murphy, Potomac
TE Phillip S. Palmertree, MS Valley

Class of 2020

TE Michael Craddock, Ohio Valley RE Ward Bursley, Evangel
RE Marshall Rowe, TN Valley

Alternates

Vacant RE Dan Barber, Central Indiana

B. To be Elected:

Class of 2025

2 TEs and 1 RE

Alternates

1 TE and 1 RE

C. Nominations

Class of 2025

TE Scott Barber, Providence RE Dan Barber, Central Indiana
TE Dean Williams, MS Valley

Alternates

TE David A. Vosseller, Sav. River RE Jason Walker, Houston Metro

D. Biographical Sketches

TE Scott Barber: *Providence.* BS in Public Administration Samford University, Birmingham, Alabama; Juris Doctor, University of Georgia School of Law; MDiv Covenant Seminary (2009). Pastor, Redeemer Church of the Shoals, Florence, Alabama. CoC Covenant Seminary, Convener and Chair CoC Committee on Discipleship Ministries. Served on Permanent Committee Christian Education and Publications, Served as Chair of Permanent Committee on Discipleship Ministries. Served Providence Presbytery on the Administration Committee, two Judicial Commissions, and as Moderator. Served as a RE Candidates and Credentials Committee and a Judicial Commission of the Central Georgia Presbytery. Ten years' experience as a Lawyer defending hospitals and doctors.

TE David A. Vosseller: *Savannah River.* B.A. in Political Science, Bucknell University; M.Div., Covenant Theological Seminary (1998). Senior Pastor, Lakemont Presbyterian Church, Augusta, Georgia. Served on CoC for Ridge Haven, Covenant Seminary, Covenant College, Reformed University Fellowship, and Christian Discipleship Ministries. Served on the Christian Education Committee, Central Georgia Presbytery. Served on

the Shepherding Committee, and the Candidates and Credentials Committee, Chicago Central Presbytery, including one year as Chair. Currently serving a second term on Candidates and Credentials Committee of Savannah River Presbytery. Dave is passionate about discipleship and evangelism and exhibits a gentle and gracious spirit.

TE Dean Williams: *Mississippi Valley*. Howard University, Accounting; Corban University, BS Family Psychology; Knox Theological, Master of Divinity; Current, Doctor of Ministry Program Knox Theological Seminary. Minister, Pear Orchard Presbyterian Church, Ridgeland, Mississippi. Serving on Discipleship Committee, Mississippi Valley Presbytery. Previously served on Board of Coral Springs Christian Academy including Chair, the board of the YMCA Broward, County, Florida, and the Board of Broward, County, Florida, Boys and Girls Club. Served in the Navy (1984-1988), Florida Atlantic University as Executive Secretary, Florida Department of Revenue, Broward Sheriff's Office as a Child Protection Investigator.

RE Dan Barber: *Central Indiana*. B.S. Psychology, Georgia College; M.Div. Covenant Seminary (2011), emphasis on Educational Ministries. Product specialist and technology evangelist for NetApp, Inc. CDM Alternate 2019. Ruling Elder (2013-2014), The Kirk of the Hills (St. Louis, MO). Ruling Elder (2019-Present), Redeemer (Indianapolis, IN). Global Outreach Coordinator, Kirk of the Hills (2009-2011). Community/discipleship group leader since 1996, adult education teacher, Briarwood (Birmingham, AL), and The Kirk (St. Louis, MO), The Vine (Cumming, GA), and Redeemer (Indianapolis, IN). Previous full-time staff for college ministry, focusing on singles. Co-Author, "Life Everlasting: The Unfolding Story of Heaven," (P&R, 2012).

RE Jason Walker: *Houston Metro*. Business Analyst. Served on Ridge Haven CoC and Standing Committee on Theology. Serves on Review of Session Records Committee, Houston Metro Presbytery. Served on New Church Development Committee, Gulf South Presbytery (EPC, 2017-2018). Currently serves Christ Evangelical Presbyterian Church as Small Group Leader City Group Ministry. Previously served on Student Ministries Committee as Chairman, Youth Director search Committee, Children's Ministries Committee. Also served as teacher of Jr. High Sunday School. Jason also served at Christ Fellowship Baptist Church on their Discipleship Ministry as a group leader (2008-2010).

**BOARD OF TRUSTEES
COVENANT THEOLOGICAL SEMINARY**

A. Present Personnel

Teaching Elders

Ruling Elders

Class of 2023

TE Hugh M. Barlett, Missouri
TE Jonathan P. Seda, Heritage

RE William Bennett, Evangel
RE Paul R. Stoll, Chicago Metro
RE Gif Thornton, Nashville
RE Frank Wicks Jr., Missouri

Class of 2022

TE Brian C. Habig, Calvary
TE Fredric Ryan Laughlin, Missouri
TE Doug Serven, Hills and Plains

RE Brewster Harrington, Rocky Mtn
RE Robert B. Hayward Jr., Susq. Valley
RE John Plating, Tennessee Valley

Class of 2021

TE Robert K. Flayhart, Evangel
TE David G. Sinclair Sr., Calvary
Vacant

RE William B. French, Missouri
RE Dwight Jones, Central Georgia
RE Mark Ensio, Southwest

Class of 2020

TE John K. Haralson Jr., Pacific NW

RE Samuel N. Graham, Covenant
RE Miles E. Gresham, Evangel
RE Carlo J. Hansen, Illiana
RE Jim Price, Pacific Northwest
RE Walter Turner, Pittsburgh

B. To Be Elected:

Class of 2021

1 member (TE or RE)

Class of 2024

6 members total (TE or RE)

One may be from another NAPARC denomination

C. Nominations

Class of 2021

RE Ron McNalley, North Texas

Class of 2024

TE Brian H. Cosby, TN Valley
TE Aaron Myers, Illiana

RE Samuel Graham, Covenant
RE Miles Gresham, Evangel
RE Donald Guthrie, Chicago Metro
RE Otis Pickett, Mississippi Valley

D. Biographical Sketches

TE Brian H. Cosby: *Tennessee Valley*. B.A. history, Samford University; M.Div., Beeson Divinity School; Ph.D., Australian College of Theology. Senior Minister, Wayside Presbyterian Church, Signal Mountain, TN. Associate Minister, Carriage Lane Presbyterian Church, Peachtree City, GA (2008-2012). Visiting Professor of Church History & Pastoral Theology, RTS Atlanta (2014-present). Adjunct Professor, Biblical & Theological Studies, Covenant College (2017-present). Author of *Giving Up Gimmicks: Reclaiming Youth Ministry from an Entertainment Culture (P&R)* and *Uncensored: Daring to Embrace the Entire Bible* (David C. Cook). Assistant Editor, *The Gospel Coalition*. Editor/Proofreader: Crossway Books, B&H Publishing, & Reformation Heritage Books. General Editor, *The Works of John Flavel*, 6 vols. (Banner of Truth Trust, forthcoming). Member, Permanent Nominating Committee (two terms). Member (and clerk), Coe, Christian Education. Member, Theological Examination Committee, Tennessee Valley Presbytery (2015-present). Member, Overtures Committee, Tennessee Valley Presbytery.

TE Aaron Myers: *Illiana*. BA Asbury University. MDiv, CTS. Pastor of Providence Presbyterian Church, Edwardsville, IL, 2010-present. Associate Pastor Center Grove Presbyterian Church, 2007-2010. Illiana MNA Committee, chairman since 2013. Candidates and Credentials, Illiana Presbytery since 2017. RPR, Nominating Committee.

RE Samuel Graham: *Covenant*. B.S. Finance, Tennessee. MBA, Memphis. ABA Graduate Trust, Northwestern. CEO Diversified Trust. V.P. Trust Division, First Tennessee Bank. Management Consultant, Ernst & Young. Credentials Committee, Covenant Presbytery. Finance Committee, Covenant Presbytery.

RE Miles Gresham: *Evangel*. B.S. Alabama, MD School of Medicine, Alabama. VP Clinical Affairs, Gastro Health Alabama. Moderator of Evangel Presbytery, Chairman of RUF Alabama. Member of CTS Boards since 2006. Trustee of CTS since 2007. Chairman of CTS Board since 2016.

RE Donald Guthrie: *Chicago Metro.* BA Grove City College, MDiv TEDS, MA IUP, EdD Georgia. Director of Ph D. program, Trinity Evangelical Divinity School, Professor of Educational Ministries, Deerfield, IL. Executive Director, Center for Transformational Churches. Author, *Resilient Ministry: What Pastors Told Us About Surviving and Thriving*, and *The Politics of Ministry: Navigating Power Dynamics and Negotiating Interests.*

RE Ronald McNalley: *North Texas.* B.S. Memphis. President/ Owner Employee Benefits Resources, Inc. Ministerial Relations, North Texas. Nominating Committee, North Texas. Theological Examination Committee, North Texas. Member of CTS Board since 2002. Academic Committee Chairman, Executive Committee, CTS Board.

RE Otis Pickett: *Mississippi Valley.* BA. History, Clemson University. M.A. Theological Studies, CTS. M.A. History, College of Charleston. Ph. D. History, University of Mississippi. Assistant Professor of History, Mississippi College. Chairman of benevolence committee, Christ Presbyterian Church, Oxford, MS. Co Chairman strategic planning committee, Christ Presbyterian Church, Oxford, MS. CDM Committee, Redeemer Presbyterian Church, Jackson, MS. CDM committee, PCA GA. Member, Ad interim Committee on Racial and Ethnic reconciliation, 2016-2018. Committee of Commissioners, Covenant College.

COMMITTEE ON INTERCHURCH RELATIONS

A. Present Personnel

Teaching Elders

Ruling Elders

Class of 2022

TE E. Marvin Padgett Jr., Nashville RE James D. Walters Jr., Calvary

Class of 2021

TE Kevin Rogers, Eastern Canada RE Paul Richardson, Nashville

Class of 2020

TE Bruce E. O'Neil, Chesapeake RE James C. Richardson, Gulf Coast

Alternate

TE Scott L. Reiber, MS Valley Vacant

B. To be Elected:

Class of 2023
1 TE and 1 RE

Alternates
1 TE and 1 RE

C. Nominations

Class of 2023

TE Richard D. Phillips, Calvary RE James B. Isbell, Tennessee Valley

Alternates

TE Scott Reiber, Mississippi Valley FLOOR NOMINATION

D. Biographical Sketches

TE Richard D. Phillips, *Calvary*. B.A, Economics, University of Michigan, (1982), M.B.A. University of Pennsylvania, Philadelphia, PA, (1992), M.Div. Westminster Theological Seminary, Philadelphia PA, (1998), D.D., Greenville Presbyterian Theological Seminary, Greenville, SC (2012), Senior Minister, Second Presbyterian Church, Greenville, SC, Associate Professor of Behavior Studies and Leadership, U.S.M.A., West Point, NY,(1992-1995), Board of Directors, Alliance of Confessing Evangelicals, Philadelphia, PA, (1999-present), Conference Chairman Philadelphia Conference on Reformed Theology, Philadelphia, PA,(2000-present), Council Member, The Gospel Coalition, (2008-present), Board of Trustees, Westminster Theological Seminary Philadelphia, PA, (2011-present), Board of Directors Knox Theological Seminary, Ft. Lauderdale, Fl, (2005-2007). Co-editor, Reformed Expository Series, (2005-present).

TE Scott Reiber, *Mississippi Valley*, B.S. in Community and Regional Planning, University of Southern Mississippi, (Part of the early days of RUF), M.Div. RTS Jackson, MS, and additional pursuits toward Th.M. and D.Min., Pastor of Westminster Presbyterian Church, Vicksburg, MS; Pastor, Calvary Presbyterian Church, Mize, MS; Pastor, Providence Presbyterian Church, Savannah, GA; Staff Leader, Lee County Council of Governments, Tupelo MS; Presbytery involvement in Georgia and Mississippi: Credentials Committees, Shepherding Committee, MNA/Church Planting Committees, Moderator of MVP, General Assembly: Committee of Commissioners, RPR, MNA, Interchurch Relations and before restructuring, Judicial Commission of GA.

RE James B. Isbell, *Tennessee Valley*. Owner, Windrock Insurance Agency, RE Covenant Presbyterian Church, Oak Ridge, TN, (2009-present), Served on Theological Examining Committee and a Judicial Commission for Tennessee Valley Presbytery, Attended General Assembly four times, Served on Committee of Commissioners for Administrative Committee (2018), and Committee of Commissioners Overtures Commission (2019). Has attended the ARP General Synod and visited a Free Church of Scotland Congregation in the UK.

COMMITTEE ON MISSION TO NORTH AMERICA

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2024

TE R. Lyle Caswell Jr., SW Florida RE David Smith, Southeast Alabama
TE Robert A. Willetts, Tidewater

Class of 2023

TE Murray W. Lee, Evangel RE Keith W. Goben, Pacific NW
RE Timothy L. Murr, Grace

Class of 2022

TE Robert A. Cargo, Metro Atlanta RE Ed McDougall, Central Florida
TE Blake A. Altman, Hills & Plains

Class of 2021

TE Alex Myron Shipman, Providence RE Robert Howell, Palmetto
RE Robert Sawyer, S. New England

Class of 2020

TE Jonathan Price, Pittsburgh RE Brent Andersen, Central Carolina
TE Thurman L. Williams, Missouri

Alternates

Vacant

Vacant

B. To be Elected:

Class of 2025
1 TE and 2 REs

Alternates
1 TE and 1 RE

C. Nominations

Class of 2025

TE Roland Barnes, Sav. River RE Brent C. Andersen, C. Carolina
RE Jason Kang, Metro Atlanta

Alternates

TE David Richter, S. New England Ernest L. Shipman, N. New England

D. Biographical Sketches

TE Roland S. Barnes: *Savannah River.* BA, Psychology, University of Georgia, 1974. M.Div., Trinity Evangelical Divinity School, 1978. Senior Pastor, Trinity Presbyterian Church, Statesboro, Georgia. Served on numerous Committees of Commissioners (Ridge Haven, MTW, MNA, RBI, Administrative, and Overtures). Served as Chairman of the Judicial Commission, Committee for Review of Presbytery Records, Committee on Constitutional Business, Committee on RBI. Served as an alternate to the General Assembly's Mission to the World Committee. Served as Moderator of Central Georgia Presbytery and Savannah River Presbytery. Served on Oversight Commissions for seven church planting efforts throughout Georgia.

TE David Richter: *Southern New England.* BA, Psychology, Mississippi State University, 1999. M.Div., Covenant Theological Seminary, 2007. Church Planter/Lead Minister, Christ the King PCA, Somerville, Massachusetts. Served on Southern New England's Mission to North America committee. Served as the chairman of Southern New England's Reformed University Fellowship Committee. Served on Siouxlands Presbytery's joint MNA, MTW, and RUF Committee. Founding member of the Board of Directors for Twin Cities Church Planting Network. Fully approved as a church planter through the MNA assessment center, 2012. Has served on numerous Committees of Commissioners (RUF, MNA, Covenant Seminary, MTW, Administration, and Overtures).

RE Brent C. Anderson: *Central Carolina.* BS, The Citadel. MBA, Florida State University. Retired banking executive. Served in the US Army. A Ruling Elder at Christ Covenant Church, Charlotte, NC. Currently serves on the church's Outreach and Missions Committee and the Administrative Committee. Serves on Central Carolina's Missions Committee. Chairman of the presbytery's Intercultural Church Planting Subcommittee. A member of the Temporary Governing Commission of the intercultural work at West Charlotte Church. Currently serves on the MNA Committee as an Alternate.

RE Jason Kang: *Metro Atlanta.* BA, International Relations, Boston University. JD, Emory University School of Law. Attorney-Assistant Public Defender. Ruling Elder at Intown Community Church, Atlanta, GA. Serves on Metro Atlanta's Cross-Cultural Ministry Committee. Served on numerous Committees of Commissioners (Overtures, MNA, and RBI). Has taught a Seminar on "Immigration and the PCA: How the Movement of People Across Boundaries is Shaping our Church." Board Member for the Center for Pan Asian Community Services.

RE Ernest C. Shipman: *Northern New England.* Attends Exeter Presbyterian Church, New Hampshire. Serves on the Session/Commission of Faith Presbyterian Church in Lancaster, New Hampshire. Semi-Retired. Currently serves on the General Assembly's Nominating Committee. Passionate about outreach and church planting, particularly in the Northeast and Pacific Northwest. Serves in the NNEP on the Ministerial Relations Committee.

COMMITTEE ON MISSION TO THE WORLD

A. Present Personnel

Teaching Elders

Ruling Elders

Class of 2024

TE Brett W. Carl, Tidewater

RE Byron Johnson, Metro Atlanta

TE William E. Dempsey, MS Valley

Class of 2023

TE James E. Richter, TN Valley

RE Daryl Brister, Huston Metro

RE Norman Leo Mooney, Missouri

Class of 2022

TE Marvin J. Bates III, Rocky Mtn RE Hugh S. Potts Jr., MS Valley
TE Theodore Hamilton, South Coast

Class of 2021

TE Kyle Hackmann, Eastern Canada RE Robert A. Caldwell, Calvary
RE Oliver Trimiew, TN Valley

Class of 2020

TE Owen Y. Lee, Korean Capital RE Alex Jun, Korean SW Orange Co.
TE J. Paul Warren, Chesapeake

Alternates

TE Patrick J. Womack, W. Carolina RE John E. Bateman, North Texas

B. To be Elected:

Class of 2025

1 TE and 2 REs

Alternates

1TE and 1 RE

C. Nominations

Class of 2025

TE Shaun Nolan, Pittsburgh RE Oscar Aylor, Eastern Carolina
RE John E. Bateman, North Texas

Alternates

TE Tom Patton, Evangel RE David M. Moore, Central Florida

D. Biographical Sketches

TE Shaun Nolan, Pittsburgh. Degree in Christian Education, Biola University; Master of Divinity, Westminster Seminary. Senior Pastor, View Crest Presbyterian Church, Eighty Four, PA (2001-Present). Pittsburgh Presbytery service – several committees including MTW (Chairman), MNA, Candidates/Credentials (Chairman). GA service – MTW CoC, taught at MTW’s Disaster Response training. Board member of South Hills Children’s Choir. World missions work – 1997 church planning in Uganda with MTW; 2007 disaster response in Peru with MTW; 2008 medical and disaster response with

MTW in Myanmar (Burma); since 2007 training and leading teams to work with burgeoning Reformed churches in Latvia.

TE Tom Patton, *Evangel*. B.S., Georgia Southern College; MDiv, RTS; Church planting missionary and team leader, Chiba, Japan (1988-1997); missions pastor, St. Paul's Presbyterian, Orlando, FL (1998-2008); missions pastor, Oak Mountain Presbyterian, Birmingham, AL (2011-current). Presbytery service – MTW committee, Central FL and Evangel. GA service – MTW CoC, multiple years.

RE Oscar Aylor, *Eastern Carolina*. Bachelor's in religion and history, UVA; Masters in hospital and health administration, U of Alabama; doctoral work in healthcare leadership and biomedical ethics, UVA. RE at Church of the Good Shepherd, Durham, NC. Retired. Fellow, American College of Healthcare Executives. Missionary, hospital administrator of mission hospital in Haiti (1985-1987); MTW Director of Mercy Ministries (2008-2010); traveled and worked in 16 countries, primarily in Africa and Latin America. Currently serving on Hospital Ethics Committee at University of North Carolina at Chapel Hill. Led three short term medical teams to West Africa from Church of the Good Shepherd. Currently chairing MTW of Eastern Carolina Presbytery.

RE John E. Bateman, *North Texas*. RE at Park Cities Presbyterian Church, Dallas, TX since 2004, deacon 1995-2002. COO, investment management firm focusing on strategic planning and implementation, personnel management, and financial management. PCPC's World Missions Committee (1994-present), currently serves with 5 other elders to oversee PCPC's Missions and Church Planting Ministries. Served on several MTW short term mission trips.

RE David M. Moore, *Central Florida*. RE at Orangewood Church, Maitland, FL, since early 1980s. BA, Electrical Engineering, Auburn U; MBA, Crummer School of Business. 25+ years as investment banker; partner at Public Financial Management, Inc., served on Strategic Planning Committee, Board of Directors and Executive Committee. Orangewood service – Treasurer, School Board member, Chair of Finance Committee. Served on multiple mission trips, support missionaries in Japan, Greece, Turkey.

**BOARD OF DIRECTORS
PRESBYTERIAN CHURCH IN AMERICA FOUNDATION, INC.**

A. Present Personnel

Teaching Elders

Ruling Elders

Class of 2023

TE Patrick W. Curles, SE Alabama RE John Alexander, Metro Atlanta
RE Rob W. Morton, Central Georgia

Class of 2022

TE Robert Bryant, Palmetto RE William O. Stone Jr., MS Valley

Class of 2021

RE Owen H. Malcolm, GA Foothills
RE W. Russell Trapp, Providence
DE Andrew Schmidt, C. Carolina

Class of 2020

TE Martin Wagner, Evangel RE Willis L. Frazer, Covenant

B. To Be Elected:

Class of 2024

2 members (TE, RE or DE)

C. Nominations

Class of 2023

TE Martin Wagner, Evangel RE Willis Frazer, Covenant

D. Biographical Sketches

TE Martin Wagner: *Evangel*. B.A. The University of Alabama, Business Management; M.Div Beeson Divinity School (2007). Executive Pastor, Faith Presbyterian Church, Birmingham, AL. Served at General Assembly on Overtures Committee, CoC for Reformed University Fellowship, PCA Foundation Board of directors since 2016, currently serving as the Chairman. Served as Chairman of the Pastor Care Committee and Clerk of Evangel Presbytery, Birmingham, AL. As an executive Pastor, TE Wagner oversees the administration of the annual budget as well as two capital campaigns.

RE Willis Frazer: *Covenant*. University of Mississippi, CPA. Retired after spending 4 years in accounting and 40 years in banking. Served on the Board of Directors of the PCA Foundation Inc., for a total of 16 years, five of those as Chairman. Served as Moderator of Covenant Presbytery, Mississippi. Served on the Credentials Committee, Covenant Presbytery, Mississippi. RE Frazer believes his longevity and experience will provide needed continuity and cohesiveness for the Foundation for the next year.

BOARD OF DIRECTORS PCA RETIREMENT & BENEFITS

A. Present Personnel

Teaching Elder

Ruling Elder

Class of 2023

TE Andrew E. Field, Metro. NY

DE Theodore J. Dankovich, Calvary
RE Bruce Jenkins, Rocky Mountain

Class of 2022

RE S.E. Cody Dick, Houston Metro
RE Keith Passwater, Central Indiana
RE James W. Wert Jr., Metro Atlanta

Class of 2021

TE Eric Byram Zellner, SE Alabama

RE Edwin C. Eckles Jr., Sav. River
RE Carl A. Margenau, W. Carolina

Class of 2020

TE Roderick S. Miles, N. California

RE Paul A. Fullerton, S. New Engl.
RE John E. Steiner, SE Alabama

B. To be Elected:

Class of 2024

3 Members (TE, RE, or DE)

C. Nominations

Class of 2024

TE Roderick S. Miles, N. California

RE Paul A. Fullerton, S. New England
RE Scott P. Magnuson, Pittsburgh

D. Biographical Sketches

TE Roderick S. Miles, *Northern California*. B.A. University of Georgia (1986), M.Div. Reformed Theological Seminary (2004); PCA Board Experience: RBI - Class of 2020 (part time term, filled a vacant position); Founding Pastor Grace Church of Marin, San Anselmo, CA. (2004-), establishing vision, raising nearly \$2M in external capital, led effort for presbytery to adopt the RBI call package guidelines as a required resource and standard for every church and session when composing a call; previously Senior Managing Director, Wachovia Securities (1986-2001), directing business development, product strategy, marketing, etc., raised department revenues from \$3M to \$60M+ in three years.

RE Paul A Fullerton, *Southern New England*. B.A. Ohio University (1995); PCA Board Experience: RBI - Class of 2013, 2017, Advisory Director 2017-2018, 2020 (part time term, filled a vacant position); 20+ years of professional experience within the financial services industry; currently serves as Managing Director for Advisor Services at a large financial services firm; has authored numerous reports and worked on consulting engagements with topics including managed accounts and advisory solutions, institutional asset management, product strategy, private wealth management, advice and planning, etc.

RE Scott P. Magnuson, *Pittsburgh*. J.D. Dickinson School of Law (1982), B.A. Westminster College (1979); PCA Board Experience: RUM (RUF) 2009-2015, RUF Chairman (2013- 2015) helped to establish RUF Campus Ministry at the University of Pittsburgh; 35+ years of practicing law, Practice, owns private practice (1993-); member of several professional organizations including Pennsylvania Bar Association, Probate & Trust Law Council; published in several sources on the topics of Estate Planning, Trusts, etc.

BOARD OF DIRECTORS RIDGE HAVEN

A. Present Personnel

Teaching Elders

Ruling Elders

Class of 2024

TE Larry Doughan, Iowa

RE John Randall Berger, E. Carolina

Class of 2023

TE David Hart Sanders, Calvary RE Pete Austin IV, Tennessee Valley

Class of 2022

TE J. Andrew White, Westminster RE Dan Nielsen, Savannah River

Class of 2021

TE David Sasser Hall, Fellowship RE Tom A. Cook Jr., Gulfstream

Class of 2020

TE Richard O. Smith Jr., Susq. Valley RE Art Fox, North Florida

B. To be Elected:

Class of 2025

2 Members (either TE or RE)

C. Nominations

Class of 2025

RE Art Fox, North Florida
RE Ellison Smith, Pee Dee

D. Biographical Sketches

RE Art Fox: *North Florida.* Retired Mechanical Engineer. Has served to renovate facilities at a ministry called the International Learning Center.

RE Ellison Smith: *Pee Dee.* Ph.D. Educational Administration, University of South Carolina. Served in the Air Force. Also served as a teacher, high school principal, and superintendent. Experience in mission trips and youth ministry.

COMMITTEE ON REFORMED UNIVERSITY FELLOWSHIP

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2024

TE Joshua A. Martin, Calvary RE Charles Powell Jr., Evangel
TE David Osborne, Eastern Carolina

Class of 2023

TE Hunter M. Bailey, Hills & Plains RE Charles Duggan III, C. Georgia
RE Niles McNeel, Mississippi Valley

Class of 2022

TE Edward W. Dunnington, GA Foothills RE Michael Martin, Blue Ridge
TE Jason Sterling, Evangel

Class of 2021

TE James Sutton, Eastern Carolina RE Jason McBride, Warrior
RE David B. Rouse, SE Alabama

Class of 2020

TE Curt A. Stapelton, New River RE Stephen R. Berry, S. New Engl.
TE Kenneth Foster, Heritage

Alternates

Vacant RE David Hall, Hills & Plains

B. To be Elected:

Class of 2025

1 TE and 2 REs

Alternates

1 TE and 1 RE

C. Nominations

Class of 2025

TE Iron Kim, N. California RE Patrick C. Fant III, Calvary
RE David Hall, Hills & Plains

Alternates

TE H. Wallace Tinsley Jr., Fellowship RE W. Robert Grabenkort, GA Foothills

D. Biographical Sketches

TE Iron Kim. *Northern California.* Th.M. New College, University of Edinburgh, UK; MDiv – Westminster Seminary; BA, SUNY at Stony Brook. Pastor of Grace Presbyterian Church of Silicon Valley, Palo Alto, CA. Served as a TE in Metro NY, South Coast, and Northern California. Served as stated clerk for Northern California Presbytery, and Nominating Committee. Also works closely with RUF Stanford.

TE H. Wallace Tinsley, Jr. *Fellowship*. Th.M., M.Div. Westminster; B.A. PBK Davidson College. Pastor at Filbert PCA for 39 years; Served on RUF Committee in Calvary Presbytery; Involved in support of RUF at Clemson. All four children have greatly benefited from RUF ministries in college.

RE Patrick C. Fant III: *Calvary*. JD, University of South Carolina. Attorney specializing in Employment Law. Served as Ruling Elder at Downtown Presbyterian since 2008. Appointed by S.C. Supreme Court to Commission of Judicial Conduct, Board Member of Wofford College's Terrier Club and as President of that Board from 2012 to 2014.

RE W. Robert Grabenkort: *Georgia Foothills*. Masters of Medical Science, Emory University; BS, Bethel University. Physician Assistant (retired). Served RUF Committee for Georgia Foothills for 8 years, 2 years as chair. In career, served as program director for national accreditation process for PA residency programs

RE David Hall: *Hills and Plains*. Vanderbilt, Physician; Learned Reformed theology through RUF ministry; supported RUF ministries in Dallas and Oklahoma; serving on Candidates and Credentials in Hills and Plains. Daughter is currently benefiting from RUF ministry.

STANDING JUDICIAL COMMISSION

A. Present Personnel

Teaching Elder

Ruling Elder

Class of 2023

TE Hoochan Paul Lee, Korean NE	RE Howie Donahoe, Pacific NW
TE Sean M. Lucas, Covenant	RE Melton Ledford Duncan, Calvary
TE Michael F. Ross, Columbus Metro	RE Samuel J. Duncan, Grace

Class of 2022

TE Bryan Chapell, Northern Illinois	RE Daniel A. Carrell, James River
TE Carl F. Ellis Jr., Tennessee Valley	RE Bruce W. Terrell, Metropolitan NY
TE Charles E. McGowan, Nashville	RE John B. White Jr., Metro Atlanta

Class of 2021

TE Raymond D. Cannata, S. Louisiana	RE John R. Bise, Providence
TE Fred Greco, Houston Metro	RE EJ Nusbaum, Rocky Mountain
TE Guy Prentiss Waters, MS Valley	RE John Pickering, Evangel

Class of 2020

TE Paul Bankson, Central Georgia	RE Steve Dowling, SE Alabama
TE David F. Coffin Jr., Potomac	RE Frederick (Jay) Neikirk, Ascension
TE Paul D. Kooistra, Warrior Foothills	RE Robert Jackson Wilson, GA

B. To be Elected:

Class of 2024
3 TEs and 3 REs

C. Nominations

Class of 2024

TE Paul Bankson, Central Georgia	RE John I. Maynard, Central Florida
TE David F. Coffin Jr., Potomac Ascension	RE Frederick (Jay) Neikirk,
TE Paul D. Kooistra, Warrior Foothills	RE Robert Jackson Wilson, Georgia

D. Biographical Sketches

TE Paul Bankson: *Central Georgia.* M.Div. RTS Jackson, 1991; D.Min. RTS Orlando, 2014. Pastor, Houston Lake Presbyterian Church in Warner Robins, GA, since 2004 (planting pastor). Previously served as Assistant Pastor to First Presbyterian Church of Macon, GA, and as RUF Campus Minister (1991-1999) at UT Martin and at Mercer University. Serves Central Georgia Presbytery as Recording Clerk/Assistant Stated Clerk (2004-present); Shepherding Committee (Chairman); and has served on RUF Committee and as Moderator. Serves General Assembly as Recording Clerk (2018-present); Standing Judicial Commission, Class of 2020; has served on RUF Permanent Committee.

TE David F. Coffin, Jr.: *Potomac.* B.A. (Magna Cum Laude) Philosophy, 1978; M.Div. studies, Pittsburgh Theological Seminary, 1978-1980; Ph.D., Systematic Theology, Westminster, 2003. Assistant Pastor, New Hope Presbyterian Church since 2018 (Senior Pastor, 1990-2017). Served Potomac Presbytery on many and various committees, commissions, and special committees (1990-2015), and as Chairman, including Judicial Commission (1990, Secretary 1996); Minister and the Ministry of the Word (2002-2008). Served General Assembly as Commissioner (1983-2015); various committees including as Chairman and Co-Chairman; Advisory Member, Strategic Planning Committee, 2004-2005; Ad Interim

Committee on Strategic Planning, 2005-2006; Cooperative Ministries Committee, Sub-committee on Administrative Committee Funding, 2011-2012; Standing Judicial Commission, 2008-present.

TE Paul D. Kooistra: *Warrior*. Honorably retired, Warrior Presbytery, 2017. Assistant pastor and Associate pastor of Pineland Pres. Church, Miami, FL, and Seminole Pres. Church, Tampa, FL . Coordinator of Mission to the World (20 years). Standing Judicial Commission (several terms). Taught at Belhaven College (two years) and Reformed Theological Seminary, Jackson, MS (10 years). President of Covenant Seminary (ten years). President of Erskine College and Seminary . Involved in the formation of the PCA and served on the organizing committee for Christian Education.

RE John I. Maynard: *Central Florida*. B.A. Economics and History, Stanford University; MBA University of Texas, Austin. CEO of Spinal Dynamics (1994-present). Serves on the Session of St. Paul's Presbyterian Church in Orlando, FL (1998-present), serving on Personnel, Finance, Discipling and Building Committees, training REs in *BCO* and Westminster Standards. RE in OPC (1985-1990) and at Christ Church (PCA), Jacksonville, FL (1991-1998). Serving Central Florida Presbytery on Minister and His Works (5 years). Served General Assembly on Overtures Committee (2017-2019). Westminster Seminary Board of Trustees (2002 to present); past vice-chairman; current chairman of Governance Committee. Trained extensively in Peacemakers and Relational Wisdom 360.

RE Frederick (Jay) Neikirk: *Ascension*. Professor of Political Science at Geneva College. Serves on the Session of Hillcrest PCA, Volant, PA. Served Presbytery of the Ascension: Stated Clerk (past 26 years), Moderator (multiple), Candidates and Credentials (chair), and other Presbytery committees and commissions. Served General Assembly: Constitutional Business Committee; a special judicial commission of the Assembly; Review of Presbytery Records Committee (five times, once chairman and twice vice-chairman, and several times alternate); numerous committees of commissioners; Co-Chairman of the Host Committee (2004 GA); Overtures Committee Chair (40th GA).

RE Robert Jackson Wilson: *Georgia Foothills*. University of Georgia, ABJ, 1988; J.D. 1991. Private Practice attorney, Gwinnett County, Georgia, since 1991; admitted to practice in the U.S. Supreme Court, 1996. Ruling Elder, Old Peachtree Presbyterian Church, 1994-present; Clerk of Session

(current); Chair, Building Committee (2009-2015). Served Georgia Foothills Presbytery as Moderator (2011 and 2019) and on Credentials Committee (2007-2010). Served General Assembly as Secretary, Standing Judicial Commission (2016-2019); Assistant Secretary, Standing Judicial Commission (2015-2016, current); Review of Presbytery Records (2018); various Committees of Commissioners.

THEOLOGICAL EXAMINING COMMITTEE

A. Present Personnel

Teaching Elders

Ruling Elders

Class of 2022

TE P. Clay Holland, Houston Metro RE Richard E. Leino, James River

Class of 2021

TE Kevin Nelson, North Florida RE Hans Madueme, Tennessee Valley

Class of 2020

TE Robert Fossett, Southeast Alabama RE Walter Leveille, Evangel

Alternates

TE Benjamin Shaw, Calvary Vacant

B. To Be Elected:

Class of 2023

1 TE and 1 RE

Alternates

1 TE and 1 RE

C. Nominations

Class 2023

TE Bruce P. Baugus, Mississippi Valley RE Edward (Ned) Currie, MS Valley

Alternates

TE Kevin C. Carr, Siouxslands RE Walter Leveille, Evangel

D. Biographical Sketches

TE Bruce P. Baugus, *Mississippi Valley*. B.S. Geography; Penn State University (1996); M. Div. Southern Baptist Theological Seminary (1999); Ph.D. Philosophical Theology, Calvin Theological Seminary (2009). Interim Senior Pastor, Trinity Presbyterian Church, Jackson, Mississippi. Previously served on Theological Examining Committee. Stated Clerk of Mississippi Valley Presbytery (2014), Served on and past chair of Mississippi Valley Presbytery Credentials Committee (2014-2019). Teaches regularly in Asia, served on Boards of two groups focused on Reformed theology.

TE Kevin C. Carr, *Siouxlands*. B.S. SUNY College; M. Div. Biblical Theological Seminary; Master of Theology, Puritan Reformed Theological Seminary; Ph. D. California Graduate School of Theology: Pastor, First Presbyterian Church, Hinckley, Minnesota. Chairman of the CE Committee in the Southwest Presbytery; Moderator of Siouxlands Presbytery, Chairman of the Candidates and Credentials; has participated in Committees of Commissioners including Overtures Committee.

RE Edward J. (Ned) Currie, Jr., *Mississippi Valley*. B.A. University of Mississippi (1973); J.D. University of Mississippi School of Law (1976); Ruling Elder (2014-Present), First Presbyterian Church, Jackson, Mississippi; Sessional GA Committee; Chair, ad hoc Church Disciplinary Study Committee; Drafted Procedures for Discipline, Rules of the Standing Judicial Commission, and Operating Manual for the Standing Judicial Commission as approved by the Session of First Presbyterian Church; Chair, Standing Judicial Commission of First Presbyterian Church, Jackson, Mississippi (2020- 2023); Professional: Active practice of law in Mississippi since 1976; Adjunct Professor of Law, Mississippi College School of Law (1977-1987); Mississippi Defense Lawyers Association (Lifetime Achievement Award 2016); Federation of Defense & Corporate Counsel (Member, Board of Directors (2012-2018).

RE Walter Leveille: *Evangel*. B.A. Biblical Education, Toccoa Falls College; M.A. Theology, Wheaton College Graduate School. Director & Senior Projects Manager, Evan Terry Associates. RE at Briarwood Presbyterian Church, Birmingham, AL. Thirty years of experience in pastoral ministry. Presbytery service: Candidates, Licentiate, and Interns Committee. General Assembly service: MTW CoC.

**REPORT OF THE
THEOLOGICAL EXAMINING COMMITTEE
TO THE FORTY-EIGHTH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA
June 2020**

I. Introduction to the Committee’s Work

A. Purpose and Scope of Examinations

According to our *Book of Church Order*, Teaching Elders should seek office “out of a sincere desire to promote the glory of God in the Gospel of his Son.” In this same spirit, the Theological Examining Committee (comprising 3 Teaching Elders, 3 Ruling Elders, and 2 alternates) serves the General Assembly by ensuring that candidates for positions of influence in our denomination are both gifted for and committed to promoting the glory of God by promoting the biblical gospel of Jesus Christ. Our task according to *The Book of Church Order*, chapter 4, section 1.14, is to examine “all first and second level administrative officers of committees, boards, and agencies, and those acting temporarily in these positions who are being recommended for first time employment.”

B. Nature of Examinations

The examinations we administer resemble those for the ordination of Teaching Elders in the PCA, covering the following areas: Christian experience, theology, the sacraments, church government and the *BCO*, Bible content, church history, and the history of the PCA. Our standard procedure is to administer a written examination covering theological views, followed by an intensive oral examination, which entails not only views but knowledge in these areas.

II. Summary of the Committee’s Work

In the past year, the committee has conducted one examination.

On February 25, 2020, the committee examined TE Ed Dunnington, nominee for President, PCA Retirement & Benefits, Inc (RBI). All areas of TE Dunnington’s exam were sustained and unanimously approved by the committee.

The committee reviewed the nominee’s written statements of personal differences with the Westminster Standards, included below, and, per *RAO* 8-3 and 16.3.e.5, deemed their differences to be more than semantic, but “not out of accord with any fundamental of our system of doctrine” (*BCO* 21-4).

LC #109 — “I am unclear what it looks like to, “make any representation of God...inwardly in our mind,” What does that look like?”

LC #117 — “I am unclear what it looks like to sanctify the day, “by a holy resting all the day, not only from such works as are at all times sinful, but even from such worldly employments and recreations as are on other days lawful.”

Respectfully submitted,
RE Richard Leino, Chairman

RE Hans Madueme, Secretary

REPORT OF THE STANDING JUDICIAL COMMISSION TO THE FORTY-EIGHTH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

I. INTRODUCTION

Since its report to the 47th General Assembly in 2019, the Standing Judicial Commission has held two, in-person Stated Meetings - October 17-18, 2019, and February 6, 2020.

Class of 2020

TE Paul Bankson, <i>Central Georgia</i>	RE Steve Dowling, <i>SE Alabama</i>
TE David Coffin Jr., <i>Potomac</i>	RE Frederick Neikirk, <i>Ascension</i>
TE Paul Kooistra, <i>Warrior</i>	RE R. Jackson Wilson, <i>GA Foothills</i>

Class of 2021

TE Ray Cannata, <i>Southern Louisiana</i>	RE John Bise, <i>Providence</i>
TE Fred Greco, <i>Houston Metro</i>	RE EJ Nusbaum, <i>Rocky Mountain</i>
TE Guy Waters, <i>Mississippi Valley</i>	RE John Pickering, <i>Evangel</i>

Class of 2022

TE Bryan Chapell, <i>Northern Illinois</i>	RE Daniel Carrell, <i>James River</i>
TE Carl Ellis Jr., <i>Tennessee Valley</i>	RE Bruce Terrell, <i>Metro New York</i>
TE Charles McGowan, <i>Nashville</i>	RE John B. White Jr., <i>Metro Atlanta</i>

Class of 2023

TE Hoochan Paul Lee, <i>Korean NE</i>	RE Howie Donahoe, <i>Pacific NW</i>
TE Sean Lucas, <i>Covenant</i>	RE Melton Duncan, <i>Calvary</i>
TE Mike Ross, <i>Columbus Metro</i>	RE Samuel Duncan, <i>Grace</i>

II. JUDICIAL CASES

There were 17 Cases filed this term, as listed below, and the SJC is reporting Decisions for the seven cases shown in bold. Four were decided on October 18, 2019 (2018-01, 2019-01, 2019-02 & 2019-03) and three were decided on February 6, 2020 (2019-06, 2019-07 & 2019-08). The other ten cases are in process.

2018-01	RE Glen Mapes v. Metropolitan New York (Appeal)
2019-01	TE Rhett Dodson, et al., v. Ohio (Complaint)
2019-02	TE Daniel Schrock, et al., v. Philadelphia (Complaint)
2019-03	Mr. Dan and Angelia Crouse v. Northwest Georgia (Complaint)
2019-04	TE F. Todd Williams v. Chesapeake (Complaint)
2019-05	Mr. James Goggan v. Missouri (Appeal)
2019-06	PCA v. Mississippi Valley (<i>BCO</i> 40-5 Matter)
2019-07	Mr. Chandler Fozard v. North Texas (Complaint)
2019-08	TE Neal Ganzel v. Central Florida (Appeal)
2019-09	RE William Mueller v. South Florida (Complaint)
2019-10	TE John F. Evans v. Arizona (Complaint)
2019-11	Mr. Dan and Angelia Crouse v. Northwest Georgia (Complaint)
2019-12	RE Alan Pitts, et al., v. Arizona (Complaint)
2019-13	Ms. Colleen Gendy v. Central Florida (Complaint)
2019-04	RE Jeawhan Yoo, et al., v. Korean SW Orange County (Complaint)
2020-01	Mr. Peter Benyola v. Central Florida
2020-02	<i>BCO</i> 34-1 Requests from Central GA & Savannah River v. Missouri

III. REPORT OF THE CASES

CASE 2018-01

APPEAL OF RE GLEN MAPES

vs.

METROPOLITAN NEW YORK PRESBYTERY

DECISION IN APPEAL

October 18, 2019

I. CASE SUMMARY

This case came before the SJC on the Appeal of Glen Mapes, who has been a Ruling Elder at New Hope Christian Church (“NHCC”) in Monsey, New York, within the Metropolitan New York Presbytery (“MNYYP”). The Appeal arose from the conviction of Mr. Mapes on multiple charges tried in January 2018. The case was a companion to Case 2018-04 concerning the Complaint lodged by Mapes and 13 others against the Temporary Session of NHCC. Both cases were heard telephonically by a Panel of the SJC on January 22, 2019. In

order to understand either case, it is necessary to understand their factual context and the relationship of one to the other.

The Appellant, Glen Mapes, participated in the Panel hearing on behalf of himself RE Randall Prescott (of Short Hills, New Jersey, a member of Covenant Presbyterian Church but not serving as a Ruling Elder there, having been ordained and having served elsewhere) participated on behalf of the Respondent Presbytery.

The Record of the Case (sometimes referred to as the “ROC”) reveals that MNYP, at its meeting on September 20, 2016, and upon a recommendation of its Shepherding Team, approved the formation of a temporary session for NHCC. No basis for that formation was then identified. Although the Moderator of the Temporary Session later stated (in a November 21, 2017, letter) that the “status of New Hope Christian Church was recognized as changed from ‘Particular’ status to ‘Mission’ status at the 96th Stated Meeting of the Metropolitan New York Presbytery on September 20, 2016” no reference to that change appears in the minutes of that meeting. Further, no evidence has been presented that MNYP ever sought the approval of the NHCC congregation to have a temporary session act as its ruling body, although such approval arguably was implicit in a later action of the congregation. Actions of the Temporary Session are what gave rise to both the Complaint and the disciplinary proceeding against Mapes, culminating in his conviction, censures, and Appeal.

Both cases were presented to the SJC at its meeting on February 7, 2019. The Complaint centered on the initial failure of the Temporary Session to call a congregational meeting to vote on whether to leave the PCA. Because such a vote later took place and led to the dismissal of NHCC from the PCA, the SJC determined the Complaint to be judicially out of order, having been rendered moot.

With respect to the Appeal, however, the SJC concluded that more information was needed, and therefore referred the case back to the Panel. The Panel has since obtained additional information and documents and is satisfied that nothing material to the matter remains to be obtained.

The Record reveals that the Temporary Session brought charges on November 21, 2017, against Mapes and three others for disrupting a meeting of the Session earlier that month. This led to a trial that concluded with a conviction of Mapes and the censures of indefinite suspension from the sacraments and

deposition from the office of Ruling Elder (along with removal from the office of Trustee).

Although the Panel questioned the formation and conduct of the Temporary Session as well as the possible lack of a quorum for the trial, the SJC recognizes that these questions were not raised in Mapes's specifications of error. Therefore, for the purpose of deciding this case the SJC assumes the validity of the Temporary Session and the existence of a quorum at trial. Nevertheless, the SJC has determined that portions of the judgment below were in error, including that the censures inflicted were excessive. It therefore affirms the judgment in part, but also reverses in part.

II. SUMMARY OF THE FACTS

- 2007 New Hope Christian Church ("NHCC"), with roots established in 1824 and a recent 50-year history within the Christian Reformed Church, affiliated with the PCA after a period of search.
- 7/25/16 TE Phillip Dennis, pastor of NHCC, filed charges against REs Henry Bakker and Glen Mapes, the only Ruling Elders then on the NHCC Session. Those charges were referred to MNYP.
- 8/22/16 MNYP Shepherding Team (TEs Reinmuth, Friederichsen, Ridgeway, Chen, and RE Taylor) recommended that MNYP:
- a) "appoint the Shepherding Team as a judicial commission for the purposes of trying" the two cases;
 - b) "suspend all official functions of RE Mapes and RE Bakker (not by way of censure) pending the outcome of their trials;"
 - c) "accept TE Phillip Dennis' resignation and dissolve the pastoral relationship" with NHCC;
 - d) "appoint a commission to function as temporary Session for NHCC effective immediately;" and
 - e) "appoint TE Phillip Dennis as Stated Supply to NHCC for up [to] six months, as agreeable to the temporary Session."
- 9/20/16 MNYP adopted the recommendations of the Shepherding Team. Though later characterizations indicate MNYP had determined

NHCC to be a mission church, no mention of that was made in any of its minutes at the time.

- 3/28/17 MNYP adopted later recommendations of the Shepherding Team (serving as a judicial commission) convicting RE Bakker and suspending him from office, but noting that the judicial commission had concluded there was inadequate cause to bring an indictment against RE Mapes.
- 5/21/17 A called congregational meeting of NHCC was held to consider and act upon the recommendation of the Temporary Session to relocate, replant, and re-particularize the church. The motion passed 11-6.
- 8/23/17 The Temporary Session determined that Bakker had shown insufficient repentance, and therefore permanently deposed him from office and suspended him from the table. Further, the Session, as part of continued process, required that he worship at another church.
- 11/2/17 The Temporary Session met with former RE Bakker to consider evidence of repentance. RE Mapes and several others attempted to attend the meeting despite having been told it would be closed. The Session excommunicated Bakker and barred him from the church property unless invited back by the Session. The Session also interacted with RE Mapes and Mrs. Bakker, and TE Dennis requested that Mapes attend church elsewhere.
- 11/12/17 Following the morning worship service, RE John Gregory, Clerk of the Temporary Session and on its behalf, addressed the congregation, announcing there would no longer be worship services at NHCC.
- 11/12/17 Fourteen members of NHCC petitioned the Temporary Session, requesting a congregational meeting to consider dissolution of ties to the PCA and retention of all assets.
- 11/21/17 The Temporary Session denied the petition, stating in a letter from TE Friederichsen to the petitioners that although the petition first appeared to be “in good order,” because NHCC was no longer a particular church the decision on whether to withdraw was not in

the hands of the mission church members. In other words, in the view of the Session, only members of a “particular” church could present such a petition. The Session also approved charges against Mr. and Mrs. Mapes, Mrs. Bakker, and one other. Those charges generally were for disruption of the meeting on November 2, failure to be subject to church governance, and (in Mapes' case) dereliction of duty as an elder.

- 12/14/17 Signers of the November 12 petition wrote the Temporary Session to complain, relaying church history and asserting that members did have the ability and right to petition, to meet, and to take actions that may be authorized at any meeting. Their letter constituted their Complaint.
- 1/11/18 The Temporary Session met to conduct trials of the four members. Present were TE Phillip Dennis*, TE Brandon Farquhar, TE Donny Friederichsen*, RE John Gregory*, TE Sung Ho Lee, and TE Harry Skeelee. (Individuals marked with *, by prior agreement, did not vote in the trials.) All those charged were convicted. Mapes was indefinitely suspended from the sacraments and deposed from office, the outcome of a trial that had not begun until 1:01 a.m.
- 1/24/18 Mapes appealed his conviction to MNYP.
- 1/29/18 The Temporary Session denied the Complaint for the reasons it had presented by the November 21, 2017, letter from TE Friederichsen.
- 2/3/18 Mapes brought the Complaint to MNYP.
- 2/12/18 The MNYP Judicial Commission ("JC") denied the Complaint on the basis that Mapes was "not a member in good standing" due to a charge pending at the time the Complaint was first filed.
- 2/25/18 Mapes contacted the JC Clerk, RE Prescott, contending he was "in good standing at the time of the submission of the complaint dated Dec. 14, 2017," and that the Complaint was "on behalf of 14 members of New Hope Christian Church, not only myself."

2020 Reports to 48th General Assembly
Standing Judicial Commission

- 2/27/18 MNYP JC reconsidered the Complaint and scheduled hearings on it and on Mapes' appeal of his conviction by the Temporary Session.
- 3/3/18 The MNYP JC ruled the Complaint out of order, issuing a judgment that the conviction of Bakker "instantly devolved NHCC into the status of a mission church," and therefore the Complainants had no standing to present their petition because they were not then members of a "particular" church. The JC also denied Mapes' Appeal.
- 3/13/18 MNYP accepted the JC decisions on both the Complaint and the Appeal.
- 3/19/18 Mapes appealed his conviction to the General Assembly.
- 3/28/18 Mapes and Co-Complainants filed their Complaint with the General Assembly.
- 10/30/18 MNYP held a special meeting to consider the question of dissolving NHCC. In executive session at that meeting, Presbytery adopted a motion "to dismiss New Hope Christian Church from the PCA pending the congregation's consent."
- 12/9/18 At a called meeting of the congregation, it voted 7-0 to consent to MNYP's dismissal of the church from the PCA. Neither Mapes nor others who had earlier petitioned the Temporary Session were notified of the meeting, their names having apparently been removed from the membership roll of the church.
- 1/8/19 MNYP voted to "dismiss the commission from New Hope Church Monsey with gratitude."
- 1/22/19 A Panel of the SJC heard the Appeal electronically (by GoToMeeting). Serving on the Panel were RE Dan Carrell, Chairman; RE John Bise, Secretary; TE Ray Cannata; and RE John White (alternate). The other alternate, TE Carl Ellis, was unable to participate due to a ministerial teaching obligation outside the U.S.

2/7/19 The SJC took the Appeal under advisement by referring the matter back to the Panel and expanding it to include the two alternates as voting members.

III. STATEMENT OF THE ISSUE

Did MNYP err when it upheld the judgment of the Temporary Session convicting RE Mapes and inflicting the censures of indefinite suspension from the sacraments and deposition from office?

IV. JUDGMENT

Yes. Although the judgment is affirmed in part to the extent it rests on Mapes's failure to submit to the government and discipline of the Church, it is otherwise reversed. In particular, the inflicted censures, being excessive for the misconduct found, are reversed and replaced by the censure of Admonition.

V. REASONING and OPINION

RE Mapes was first charged on July 25, 2016, which matter was referred to MNYP. On August 22, 2016 MNYP, on the recommendation of its Shepherding Team, voted to, among other things, suspend all of RE Mapes' official functions (not by way of censure) pending the outcome of his trial.

On March 28, 2017 MNYP adopted a recommendation of its Shepherding Team (serving as a judicial commission) that there was inadequate cause to bring an indictment against RE Mapes. Therefore, it appears Mapes' official functions should have been restored, thereby triggering the application of *BCO* 12-1, which states that where there is no pastor and only one ruling elder, "he does not constitute a Session, but he should take spiritual oversight of the church, should represent it at Presbytery, should grant letters of dismissal, and should report to the Presbytery any matter needing the action of a Church court." Thus, Mapes, as the sole Ruling Elder, would in effect have become the liaison between NHCC and MNYP, regardless of whether a temporary session remained in place. Given this, his appearance at the meeting in question should have been allowed.

On January 11, 2018, the expanded Temporary Session conducted the trial of RE Mapes and three others on the charges leading to this appeal. RE Mapes' trial, beginning at 1:01 a.m. (over the objection of RE Mapes) and resulting in

conviction and infliction of the censures of suspension and deposition, was unduly harsh. Consider the circumstances: Mapes and several others appeared at a meeting of the Temporary Session on November 2, 2017, called to address the question of whether there had been sufficient evidence of repentance displayed by Mr. Bakker. The Mapes group knew in advance that the meeting was closed. Yet they appeared, nevertheless. Mapes said they were in the room for a total of 5 minutes and 37 seconds. Other witnesses were less precise, but viewed the amount of time as between 5 and 10 minutes. TE Dennis, one of the prosecution's witnesses, singled out one member of the group as having shouted and another as having raised her voice, neither of whom was Mapes. Although the group did not leave promptly, upon repeated requests to do so, they eventually did, and they returned later to meet with Temporary Session and reaffirm their membership vows. Not one word in the minutes of that meeting referred to any disruption. Moreover, RE Mapes asserts that when he met with the Session he apologized for his earlier conduct, an assertion that the Appellee did not challenge.

Yet, at its meeting on November 21, 2017, the Temporary Session charged the group members with offenses. Specifically Mapes was charged with “dereliction of duty as a ruling elder, disturbing the peace of the church, sedition against the government of the church, and participation in a riot,” as well as failing to “submit himself to the government and discipline of the Church and to study its purity and peace . . . and . . . ‘to strive for the purity, peace, unity and edification of the Church’” Two specifications followed: the first regarding notice of the closed nature of the meeting; the second that “Mapes had stormed into the Session’s meeting place,” had “refused to obey promptly when he was instructed to leave,” and had “refused to instruct his wife and others present to submit to the Session and leave.”

The trial concluded with the finding of guilty of the offenses charged, with the censures of temporary suspension from the sacraments (until satisfactory evidence of repentance is given) and deposition from office. Mapes then appealed, thereby suspending the judgment of the lower court under *BCO* 42-6.

In his appeal, Mapes listed six specifications of error. Those were:

1. “At the meeting of Nov. 2, 2017, TE Friederichsen stated that 'we just caught Hank in a lie' and then on Nov. 6, 2017 he sent an email inappropriately apologizing for this statement.

2. My citation to appear at trial was sent to the former worship team leader at New Hope Christian Church, Phillip Nevill, who had nothing to do with this case.
3. Numerous unreasonable requests during the time leading up to the trial and at the trial.
4. I made a request to delay the trial until after the holidays at the Dec. 4, 2017 meeting. I did not receive an official answer until Dec. 21, 2017: seventeen days later.
5. I was declared guilty of rioting, sedition, and storming without any evidence presented at the trial.
6. I believe my censure was extremely excessive.”

The first four specifications appear immaterial to his case or of insufficient consequence. But the remaining two have merit.

The SJC recognizes that a higher court “should ordinarily exhibit great deference to a lower court regarding those factual matters which the lower court is more competent to determine” and to “those matters of discretion and judgment which can only be addressed by a court with familiar acquaintance of the events and parties.” (*BCO* 39-3.2,3) Thus, the SJC’s standard of review requires it to deny the appeal “unless there is clear error on the part of the lower court.”

The SJC takes no issue with the determination that, by appearing at a meeting when he knew in advance that it was closed to guests, Mapes, by his apology, acknowledged he was guilty of failure to submit to the government and discipline of the church. But the trial testimony cannot be viewed as evidencing a pattern of “dereliction of duty,” or “seditious or riotous behavior” by Mapes, particularly when the relevant contemporaneous record, the minutes of the meeting that night, fails even to mention the disruption itself, not to mention the lack of any reference to disruption when Mapes met with the Session later that same evening.

Thus, the SJC finds that there was clear error by the lower court in inflicting the censures as it did. In light of all the relevant circumstances, the SJC affirms the judgment of the Presbytery upholding the conviction of failing to submit to the government and discipline of the Church; but the SJC otherwise sustains the Appeal and therefore reverses the balance of the judgment.

The appropriate censure of RE Mapes was Admonition. The SJC substitutes the censure of Admonition for RE Mapes’ sin. (*BCO* 42-9)

As a result of this decision, the original censures, having been suspended, are now declared void. RE Mapes is restored to the sacraments and to the office of ruling elder, albeit he has no affiliation with any particular Session. This practically means that he is free to receive the Lord's Supper and to pursue membership in any branch of the Visible Church without any open censure of a court of the Presbyterian Church in America.

The Panel's Summary of Facts was drafted by RE Bise and the Panel's Reasoning was drafted by RE Carrell. The Panel made additional revisions prior to the SJC discussing the Case. After adopting amendments to the Judgment and Reasoning, the SJC approved the Decision by a vote of 20-0, with three absent and one disqualified.

Bankson, <i>Concur</i>	Duncan, M., <i>Concur</i>	Neikirk, <i>Concur</i>
Bise, <i>Concur</i>	Duncan, S., <i>Concur</i>	Nusbaum, <i>Concur</i>
Cannata, <i>Concur</i>	Ellis, <i>Absent</i>	Pickering, <i>Concur</i>
Carrell, <i>Concur</i>	Greco, <i>Concur</i>	Ross, <i>Concur</i>
Chapell, <i>Absent</i>	Kooistra, <i>Absent</i>	Terrell, <i>Disqualified</i>
Coffin, <i>Concur</i>	Lee, <i>Concur</i>	Waters, <i>Concur</i>
Donahoe, <i>Concur</i>	Lucas, <i>Concur</i>	White, <i>Concur</i>
Dowling, <i>Concur</i>	McGowan, <i>Concur</i>	Wilson, <i>Concur</i>

RE Terrell was disqualified because he is a member of a church in the bounds of the Presbytery that was a party to the case. (*OMSJC* 2.10.d.(3).iii)

Concurring Opinion

Case 2018-01: Appeal of RE Glen Mapes v. Metro New York Presbytery
RE Howie Donahoe, joined by TE Mike Ross and RE Dan Carrell

This Concurring Opinion highlights two actions of the Temporary Session which warrant more attention.

Indictment - Based on the facts in the Record, it's reasonable to question whether it was prudent for this matter to have been addressed by a judicial indictment. This questioning doesn't suggest the Appellant was faultless or suggest any assessment of his character as an elder. *BCO* 39-3 rightly observes most members of the lower court have more personal knowledge of an appellant than do the judges in the higher court.

Nonetheless, the SJC Decision reports the man met with the Temporary Session later on the evening of the November 2 Session meeting (the meeting at which the behavior occurred that eventually precipitated the indictment) and, he asserts in his Appeal, he apologized for his earlier conduct - an assertion the Appellee has not challenged. In other words, it seems the man offered an apology - of some sort - three weeks *prior to* the November 21 indictment.

There will be times when men speak or behave at a Session meeting in a way they regret soon thereafter. I've done it; more than once. And at some point - hopefully soon thereafter - they apologize. But even if some conflict results from it, a formal *BCO* 31-4 judicial indictment will rarely be the most prudent remedy in such a scenario, or the best stewardship of the Lord's time. The Temporary Session's choice to pursue a formal judicial path has probably now consumed over 100 man-hours of attention from Presbytery members, well over 200 man-hours of attention from SJC members, and has undoubtedly caused a great amount of stress among brothers and sisters who were involved in that church at the time (not to mention the Appellant).

Our *BCO* recommends sessions and presbyteries should often consider a non-trial path.

BCO 31-7 When the prosecution is instituted by the court, the previous steps required by our Lord in the case of personal offenses are not necessary. There are *many* cases, however, in which it will *promote the interests of religion* to send a committee to converse in a private manner with the offender, and endeavor to bring him to a sense of his guilt, before instituting actual process. (Emphasis added.)

The Record does not indicate that was done, or even seriously considered.

Appellant's Request at Trial - One of the grounds for appeal in *BCO* 42-3 is the "refusal of reasonable indulgence to a party on trial." The trial before the expanded Temporary Session started after midnight - *at 1:00 am* - despite the Appellant's objection at that time. The Record indicates there were earlier trials of others that same evening. But the Record doesn't indicate time was of the essence for his trial, nor any other compelling reason why his request for a continuance was denied. That denial *alone* is sufficient to sustain this Appeal. The trial court's refusal of his very reasonable request was a clear error in a matter of discretion.

Finally, though not directly related, *BCO 42-12* stipulates: "*If an appellant manifests a litigious or otherwise un-Christian spirit in the prosecution of his appeal, he shall receive a suitable rebuke by the appellate court.*" Unfortunately, there isn't a parallel provision whereby the SJC can rebuke a lower court for unfair procedures, or gross errors of judgment, or harmful constitutional misinterpretations. When the SJC reverses or corrects a lower court's decision, or rules an action is errant, the lower court usually suffers little consequence, especially when compared to the appellant or complainant who, even though he may prevail in the ultimate Decision, has often endured many months of hardship and, sometimes, even financial consequences.¹

/s/ RE Howie Donahoe

¹ While it doesn't directly apply in this Case, *BCO 40-5* ("General Review & Control") gives a higher court the authority to "censure the delinquent court" when it finds the court is culpable of "an important delinquency or a grossly unconstitutional error." It's unfortunate *BCO 42-9* (Appeals) & *43-10* (Complaints) don't likewise give our higher courts that explicit authority. (The word "censure" in *BCO 40-5* is used in a broader sense than the four censures listed and described in *BCO 30* - "Church Censures.")

CASE 2019-01
COMPLAINT OF TE RHETT DODSON, ET AL.

vs.
OHIO PRESBYTERY

DECISION ON COMPLAINT
October 18, 2019

I. SUMMARY OF THE FACTS

- Pre-2010 Mr. Travis Dougherty shared his writing on the Trinity with Pastor Kreg Bryan and a ruling elder from Grace PCA, in Hudson, Ohio. According to Mr. Dougherty neither raised concerns about his views, and both offered words of encouragement.
- 2010 TE Rhett Dodson was given a copy of Travis Dougherty’s self-published book *The Holy Trinity*. Mr. Dougherty, who was a member of the church before TE Dodson arrived, pointed out that the book contained certain things on which they would likely disagree. TE Dodson read the book and did disagree with what he called “a grave error, if not outright heresy.” However, TE Dodson chose not to pursue the issue, both because he could “detect no indication that he [Mr. Dougherty] was attempting to spread his error or recruit people to his position,” and because he hoped that he could minister to Mr. Dougherty and lead him to “revise or reform his position.”
- 2010 From 2010-2016, Mr. Dougherty was a member in good standing of Grace PCA. He was allowed to teach in the adult Sunday School program, including a class on the Trinity. Apparently, there were some “friendly conversations” between Mr. Dougherty and one or two ruling elders regarding the former’s views.
- 2015 Mr. Dougherty was nominated as a candidate for the office of Deacon.
- 08/16 Near the end of the period of officer training Mr. Dougherty submitted a 17-page paper outlining his exceptions to the Westminster Standards. One of his exceptions stated in part,

“In my view, God is the Father, Son, and Spirit, considered collectively. The Father is not the whole essence or God, but rather the essence is the Father, Son, and Spirit considered as a unity in light of generation and procession. God is one in the sense that Father, Son, and Spirit are united by way of eternal generation and procession, but manifold in the sense that God is Trinity, since there are 3 distinct Persons.” He went on to say “this implies that the Father, Son, and Spirit are ‘parts’ of the essence, since each one is assumed to not be the entire essence or Yahweh. My view would be akin to saying that a car engine can be 100% car, without being 100% of the car.”

- 08/16/16 Mr. Dougherty was admonished at a Session meeting for his errors. He was told that his error was serious and that Session wished him to engage in pastoral-theological counseling to correct his errors. Whether this action was a formal admonition under *BCO* 30-2 or a more “informal” admonition is not clear in the Record.
- 09/28/16 The Session met with Mr. and Mrs. Dougherty to explain the process of counseling it wished to pursue.
- 12/16 Over four-month period, TE Dodson met with Mr. Dougherty three times to discuss the latter’s views and to seek to counsel him.
- 05/15/17 The Doughertys decided to begin attending a Reformed Baptist Church, both because they felt awkward at Grace PC and because of a disagreement with Session over how their son’s request for membership was handled.
- 07/17 Two ruling elders met with the Doughertys at their home. The meeting was described as cordial, but during the meeting Mr. Dougherty expressed concern about where things were heading.
- 08/17/17 Session charged Mr. Dougherty “with the sin of heresy in your denial of the biblical doctrine of the Holy Trinity.” That letter, as contained in the trial transcript (which is the only place it is contained in the Record), continued “We therefore summon you

to appear before the Session. And the summons was for October 5, 2017 to answer this charge.”

- 08/21/17 Mrs. Dougherty sent an e-mail to Session stating “I do not believe that each divine Person is the whole essence (or God). It does not seem reasonable to me. I am convinced the average evangelical Christian doesn’t think of God that way.”
- 10/07/17 Mrs. Dougherty, reflecting on a meeting with Session that apparently occurred on 10/05/17, responded to a request from TE Dodson that she reconsider the view set forth in her 08/21/17 e-mail by reiterating her position.
- 11/02/17 Session admonished Mrs. Dougherty and warned her about the danger of embracing these views. Again, the Record is not clear as to whether this was a “formal” admonition.
- 01/20/18 Session conducted the trial of Mr. and Mrs. Dougherty. Included in the trial transcript is the text of a letter to Mrs. Dougherty, which is undated, charging her “with the sin of heresy for making the following statements. I do not believe that each divine person is the whole essence for God. I do not believe that each person by themselves, is the whole God. I agree with my husband in the opinion that an infinite and divine person does not have to be the whole God in order to be wholly God.” [Note: Punctuation and lack of quotation marks reflects the original transcript.] The letter also states, “we therefore summon you to appear before the Session on December 7, 2017.”
- 01/20/18 During the trial TE Dodson was the Prosecutor, TE Mark Bell was invited by Session to moderate, the three ruling elder members of Session served as judges, and the Doughertys defended themselves. The Doughertys pled “not guilty.” The Prosecutor presented as evidence the 17-page exception document prepared by Mr. Dougherty and the two e-mails from Mrs. Dougherty. He also called TE Scott Cook (ARP) and TE Deryck Barson (Philadelphia Presbytery), both of whom testified regarding the erroneous doctrinal issues raised in the written exhibits and the implications of those views. The Doughertys called TE Mike Waters, Pastor at Heritage Reformed Baptist Church (the church the Doughertys were attending). TE Waters affirmed the serious

problems with the Doughertys' views, but urged that Session would "judge the Doughertys shy of un-Christianing them... and thus viewing these people or that person as non-Christians, and thus would no longer be welcome in any orthodox church." TE Waters asked, on behalf of the elders of Heritage Reformed Baptist Church, that the Session of Grace PC "allow [the Doughertys] to become formally here soon [*sic*] under the oversight and care of our assembly." TE Waters also asserted that the Doughertys had not spread their views or tried to "get a following" (either at Grace PC or Heritage RBC), were willing to be taught, and "understand that they need to be open and pliable and humble in being instructed." Two of the ruling elders asked TE Waters about Mr. Dougherty having written in his paper that he would "continue to write," whether Mr. Dougherty would "denounce the book he wrote," and whether TE Waters' church would allow him to continue to write on the Trinity. TE Waters stated, "I allow our members to have some liberties." He went on to state that he would certainly caution Mr. Dougherty to study the issue more and "to move away from" his views. He said Mr. Dougherty would have to answer for himself whether he intended to continue to write on the Trinity.

TE Dodson's introductory closing argument focused entirely on the Doughertys' doctrinal errors, particularly that "they do not understand the difference between essence and person" and they "have a beef with the doctrine of perichoresis," and on the implications of those errors.

Mrs. Dougherty read the closing statement for the defendants. She asserted

Currently there is no writing of Travis Dougherty that is available for view of public on the record anywhere. There is no book currently published on his view of the Trinity. At present, for the record, his plan is to keep it that way. If he does at some point down the road decide to publish something or write something formally, he would absolutely discuss it with Pastor Mike Waters, or whoever it was that would be shepherding over us at the time. Because he would not take that step without authoritative oversight, of

course. So currently, there is no threat right now at this point in our family and in our current situation for a writing to ever be published. Obviously, we all have things we say we'd like to do someday, but whether that be that we'll ever get to those or not, it just depends on the time.

So, for the record, his plan right now is to keep things the way that they are. There is nothing published on the Trinity on his position formally, and there is no plan to do so in the current season of our lives. Any decision to do that at that time down the road in the future, he would, obviously, seek the wisdom of the shepherd over oversight of our family.”

She then went on to say:

...we have been willing to discuss and learn over the course of the last year and a half, when this first was brought to the attention of the church. This was the summer of 2016. We continued to stay at this church until May 2017. We were willing to begin upon reeducation with the Session, with Pastor Rhett. It appeared to both my husband and myself that there was an unwillingness to prioritize possible discussion and interactions, and it was sporadic in the scheduling of meetings. There were only a few meetings held between my husband and Pastor Rhett Dodson over the course of nearly 10 months.

Mrs. Dougherty then summarized the doctrines of the Trinity that she and her husband affirm, and she restated and defended their particular views. She stated,

In short, it is our view that the biblical material can be more readily explained, both logically and exegetically, apart from the perichoretic doctrine. Accordingly, we believe that God, that is, the essence, exists as the natural, interdependent unity of the three infinite, divine persons. The three persons have a singularity of will and attribute because they are

eternally, perpetually, indivisibly united as one God through generation and procession.

She also asserted that “partialism” does not show up on a Wikipedia list of heresies on the Trinity and stated,

If partialism is understood to imply that each person is only partly God, then we deny the charge, as we have consistently affirmed that each person is 100% God, fully God. We believe a person can be 100% God without being 100% of God, wholly God without being the whole of God.

The remainder of her closing statement was an argument that their view, if incorrect, “is not a serious enough offense to merit excommunication.” This was based on the assertion that their views were reasonable, that they were not contumacious (which they defined as “stubborn resistance to authority”) as demonstrated by their interactions with Session, and that they had “never tried to persuade any member of Grace PCA of their opinion regarding the perichoresis.”

TE Dodson concluded his closing argument by reiterating that the Doughertys’ views are clearly heretical. He stated,

This is not heresy with a small ‘h.’ It is gross. It is catastrophic error, because it redefines God. A person can go through the steps of the court process, but if they are found guilty of heresy, this court has no other choice but to follow the path of excommunication.

He went on to say,

The Doughertys are not only guilty of egregious heresy, but they are, as a result, in violation of their membership vows. With their view of God, they can no longer say that they receive and rest upon Christ as he is offered in the gospel, because the Jesus they espouse is not the Jesus Christ of the New Testament. I want to be extremely clear about that. The Son, if he

is not 100% of Yahweh, cannot be the full, divine essence.

He added,

Their views are, therefore, injurious to their souls. This cannot be a light matter. It boggles my mind that another Christian church would see someone denying something as clear and absolute as paragraph three of the second London Baptist Confession, which, as has been pointed out, is even clearer than the Westminster Confession. That the three persons are “of one substance, power and eternity, each having the whole divine essence, yet the essence undivided.” With that core doctrine of God being denied, yet they would willingly accept them into membership as Christians. It boggles my mind.

- 01/20/18 The Session unanimously found the Doughertys guilty. In their comments all three ruling elders mentioned them being guilty of heresy. One member of Session stated explicitly that he believed them to be guilty of “being incorrigible and contumacy.” Following the vote, the Moderator stated “And the censure that the Session is then putting on for this case, I understand, would be excommunication because of the nature of the guilty plea. Is that correct?” Two of the ruling elders are recorded as saying “Yes.” A motion was then passed to “perform the censure.” The Moderator then imposed the censure using the formula that is bolded in *BCO* 36-6.
- 02/16/18 The Doughertys filed with Presbytery a “Request for a Special Commission” that includes a letter of appeal. The letter makes clear that the Doughertys were not appealing the guilty verdict, only the censure that was imposed on them.
- 04/09/18 The Executive Committee of Presbytery found the Appeal administratively in order and recommended Presbytery establish a commission under *BCO* 42-8.
- 05/05/18 Ohio Presbytery approved the formation of the Judicial Commission, with TE Scott Wright as Chairman, and consisting

of at least two teaching elders and two ruling elders. TE Wright was appointed by the Moderator to fill the seats on the Commission and report back to Presbytery. Later in the meeting the four other members of the Commission were reported to Presbytery.

- 05/23/18 The Judicial Commission held its first meeting.
- 06/26/18 The Judicial Commission held its second meeting.
- 08/23/18 The Judicial Commission conducted a hearing on the Appeal.
- 09/05/18 The Judicial Commission approved its final report. The report contained three judgments relating to the issue “Did Grace Session act properly in excommunicating Travis and Sherylyn Dougherty?”

Judgment

1. **No.** The commission finds that Grace Session **did not act properly** in excommunicating Travis and Sherylyn Dougherty, so it **does not sustain** the censure of excommunication inflicted by Grace Session.
2. This commission **reverses** the decision of Grace Session to excommunicate the Doughertys.
3. This commission **instructs** Grace Session to transfer the Doughertys to Heritage Reformed Baptist Church per the request of both the Doughertys themselves and Rev. Mike Waters, pastor of Heritage Reformed Baptist Church. This is the church the Doughertys have attended for the past year. This commission **further instructs** Grace Session to notify the leadership of Heritage Reformed Baptist Church about the Doughertys’ conviction of heresy so that the elders of that church may seek to extend pastoral care and theological education to the Doughertys. [Emphasis original.]

- 10/06/18 Presbytery approved the action of Judicial Commission by a vote of 20-4.
- 10/10/18 The Clerk of Presbytery delivered the judgment to the parties.
- 10/29/18 The Grace PC Session filed a Complaint with the Stated Clerk of Presbytery against Presbytery's action in reversing the censure of excommunication that had been inflicted on the Doughertys.
- 02/02/19 Ohio Presbytery denied Complaint of Grace PC Session by a vote of 12-6.
- 02/07/19 The Session carried their Complaint to the General Assembly.
- 06/06/19 The Panel of the SJC, consisting of TE David Coffin (chairman), TE Paul Kooistra, RE Frederick Neikirk, and alternates TE Charles McGowan and RE E.J. Nusbaum held a hearing on the Complaint. TE Dominic Aquila and RE Rhett Dodson spoke for the Complainants. TE Scott Wright served as the Respondent's Representative.

II. STATEMENT OF THE ISSUES

1. Did Ohio Presbytery err in its Judgment 1 by incorrectly interpreting and applying *BCO* 27-5 and 33-2 when they reversed the censure of excommunication against Travis and Sherylyn Dougherty?
2. Did Ohio Presbytery err in Judgments 1 and 2 in finding the censure of excommunication to be too severe in this case, and thus in not exhibiting great deference to the actions of Session (*BCO* 39-3(3); 42-3)?
3. Did Ohio Presbytery err in Judgment 3 by failing to impose another censure or instructing the Grace PC Session to impose another censure, and when it instructed the Grace PC Session to transfer the Doughertys to another church, thus resulting in no censure being imposed on the Doughertys?

III. JUDGMENT

1. Yes, Presbytery erred in concluding that the *Book of Church Order* requires that indefinite suspension must precede excommunication.
2. No.
3. Yes, Presbytery erred in overturning the censure of excommunication without either imposing a new censure or remanding the matter to the Session for the imposition of a new censure, and Presbytery erred by exceeding its power when it acted to instruct Session to transfer the Doughertys to another church.

IV. REASONING AND OPINION

Judgment 1

Presbytery asserts that *BCO* 27-5(d) and 33-2 require that one must be suspended from the sacraments before they can be excommunicated, particularly in a case of contumacy. Presbytery asserts that the words “must” and “and” in 27-5(d) indicate that the censures must be imposed in the order indicated in that section. In other words, a court must impose suspension prior to imposing excommunication and deposition. Presbytery further argues that 33-2, with its cross-reference to 32-6, requires that the censure for contumacy be suspension from the sacraments.

We find both these arguments to be unpersuasive. If 27-5(d) must be read as requiring that the censures must always be imposed in the order listed, then in every case the first censure that would have to be applied would be admonition. But admonition, by definition, is applied only to one who is deemed to be penitent (see 30-1) and thus admonition could not logically be required to precede either indefinite suspension or excommunication (which are to be applied only to the impenitent). This fact, alone, must lead us to conclude that the list in 27-5(d) is not intended to mandate the order in which the censures are to be applied.

Even if there were a requirement in 27-5(d) that the censure be imposed in the order given, it seems that the whole of 27-5 has in view primarily “personal offenses” (see *BCO* 29). This is particularly reflected in “step b” which asserts the Biblical mandate that individuals are responsible to “admonish” one another. Clearly this is not admonition in the sense of *BCO* 30-2 because, in

the flow of 27-5(a-d), no court is involved in “step b.” In other words, what is front and center in *BCO* 27-5 is the flow of process when individuals find themselves aggrieved. This cannot be determinative for cases involving “general offenses.” *BCO* 31-7 is explicit that “if the prosecution is instituted by the court, the previous steps required by our Lord in the case of personal offenses are not necessary.” Thus, the requirement of the flow of steps for discipline involving “personal offenses,” including any order in which censures must be imposed, cannot be taken as mandatory for cases involving “general offenses,” such as the heresy charge that is at the heart of 2019-01 (see *BCO* 29-3).

Finally, the requirement of *BCO* 33-2 that when one is found contumacious “he shall be immediately suspended from the sacraments” contains, as Presbytery notes, a cross-reference to *BCO* 32-6. But 32-6 is dealing with the very specific situation in which one has demonstrated himself to be contumacious by refusing to obey a citation or by refusing to plead. Unless one is going to argue that 32-6 contains the only examples of what it means to be contumacious, a reference to the censure to be imposed in the case of a very particular manifestation of contumacy cannot be taken as determinative for what censure must follow for any contumacious behavior.

In sum, Presbytery incorrectly interpreted the PCA Constitution when it concluded the Session erred, as a matter of Constitutional Law (*BCO* 39-3(4)), by imposing on the Doughertys the censure of excommunication without first imposing the censure of indefinite suspension.

Judgment 2

BCO 30-4 states “Excommunication is the excision of an offender from the communion of the Church. This censure is to be inflicted only on account of gross crime or heresy and when the offender shows himself incorrigible and contumacious.”

Session concluded the Doughertys’ views constituted heresy, and Presbytery acknowledged that assessment. Presbytery did not, however, agree with the assessment that the Record showed that the Doughertys were contumacious, an element that must be present for the censure of excommunication to be appropriate (*BCO* 30-4). We conclude that Presbytery was correct and within its rights in making this assessment.

The finding of contumacy as a basis for excommunication requires separate evidence in the Record at or before the point at which the decision is made to

excommunicate the individual. Such evidence could take the form of a showing of the individual's unwillingness to participate in the disciplinary process as set forth in *BCO* 32-6. It could take the form of a separate charge, that would have to be voted on separately, filed either with the charge of heresy or at a later date (as, for example, in *BCO* 30-3, paragraph 4). Conceivably, it could even take the form of evidence introduced in the Record during the trial on the heresy charge, so long as it was clear that the point of the particular evidence was to demonstrate a pattern of contumacious behavior.

None of those elements was present in this case. The Doughertys clearly participated in the process. There was no separate charge of contumacy leveled against them. Most importantly, there is no evidence in the trial record of the Doughertys' contumacious behavior. The entirety of the Prosecution's evidence, whether in exhibits, witnesses, or opening and closing statements, focused only on the nature of the heresy. Contrast this with the clear statements of the defense witness that the Doughertys were not and had not been spreading their views, were willing to be taught, and that they "understand that they need to be open and pliable and humble in being instructed," and with the Doughertys' repeated statements that they were willing to continue counseling, that they respect the authority of church leaders, and that they did not plan to take any steps to spread their views.

Now it is certainly possible that the defense statements were not accurate, but that would require a demonstration in the Record. The Prosecution never rebutted or presented evidence against the Defense's statements. Indeed, the closest thing to a rebuttal was two ruling elders' characterization of what Mr. Dougherty said in his "exception paper," about "continuing to write" (which characterizations were vague paraphrases that may not accurately convey Mr. Dougherty's points), questions from those two ruling elders to TE Waters (which are just that - questions, not evidence), and a statement from one member of Session during the 32-15(5) "roll call" phase of the proceedings that "I don't see that we have other choice but to find them guilty of partialism and heresy. And may I say, being incorrigible and contumacy" (but a statement of a judge is not evidence - it would still require an evidentiary base).

In their response to the Doughertys' appeal Session argued that the Doughertys were contumacious because they "walked away from the counsel of the Church" by going to another church, that they were contumacious in removing themselves to another church and making it clear that they would not return to Grace PC, and by "continuing in their unbelief with no signs of reconsidering or holding open the possibility they could be wrong." But, the Prosecution did

not present any evidence in the trial to support these claims and, as Presbytery notes, the Doughertys were in good standing at the time they began to attend another church, they stated repeatedly during the trial that they were willing to continue to meet with Session (or with the Pastor at Heritage Reformed Baptist Church) for ongoing counseling, and they stated repeatedly that they were open to being persuaded they were wrong.

Session further argued in their response to the appeal that “since being convicted of this soul-destroying heresy six month ago, the Doughertys have given no indication that we are aware of that they are willing to repent of or even reconsider their position. We believe this is further proof of their incorrigibility.” But what happened in the six months after the trial cannot be a basis for the imposition of the censure of excommunication at the trial.

We affirm that the Presbytery was obligated to exhibit great deference to the Session with regard to factual matters and even with regard to the appropriate censure to impose after a disciplinary trial. (*BCO* 39-3(2,3)) But “great deference” is not the same as “complete deference.” Indeed, “mistake or injustice in the judgment and censure” is one of the grounds for appeal specified in *BCO* 42-3. In the Panel hearing Complainants affirmed that the higher court must be able to review a finding of contumacy. At the same time, they argued Presbytery should have acceded to the Session’s decision because the members of Session must have been aware of things that demonstrated the Doughertys’ contumacy, and that there were things that had transpired with regard to the Doughertys that were not recorded in the minutes of Session (none of which were in the Record, in any case). But to accept that logic would make it impossible for a higher court ever to review, much less overturn for reasons of injustice, the decision of a lower court regarding a finding of contumacy.

We further note that Complainant’s view at this point seems fundamentally unfair to defendants. How could one ever defend against a finding of contumacy when not charged with contumacy and when no evidence was presented that the defense could either accept or seek to rebut? How could the cross-examination required by *BCO* 32-13 ever happen?

Had the Session presented in the Record at trial evidence for the Doughertys’ contumacy Presbytery’s responsibility to defer to the judgment of the lower court would have been much higher. But no such evidence was presented at the trial. The entire focus of the Prosecution was on the nature and implications of the Doughertys’ heretical views. To say that one can be

excommunicated even for clearly heretical views on the Trinity without also providing a showing of contumacy is to vitiate the second finding that has been required for excommunication from our Communion since at least 1879, that being that “the offender shows himself incorrigible and contumacious.” (For the history of this requirement see the material on *BCO* 30-4 on the PCA Historical Center’s web site.)

Finally, Session’s responsibility to make sure that there is clear evidence of contumacy in the record prior to the imposition of the censure of excommunication should be especially acute given that this action by Session will put the guilty party out of the visible church and will declare that person’s testimony to be incredible. Indeed, without a requirement of an evidentiary base for a finding of contumacy it could fairly be concluded that a Session could excommunicate anyone deemed to have a deficient view of the Trinity and who could not, in whatever time limit Session set, be persuaded to see the asserted error.

In sum, given the lack of evidence in the trial record to support a finding of contumacy, we conclude Presbytery was within its rights in concluding that the censure of excommunication was too severe in this case, and that, in so doing, Presbytery did not violate its *BCO* 39-3(2,3) responsibility to give great deference to the findings and actions of Session.

Judgment 3

BCO 27-5, 30-1, and 36-1,2 all make it clear that when one is found guilty of an offense (see *BCO* 29-1) a proper censure must be imposed. The Doughertys were found guilty of heresy in holding views contrary to the Word of God and the *Westminster Confession of Faith and Catechisms* that are “accepted by the Presbyterian Church in America as standard expositions of the teaching of Scripture in relation to both faith and practice.” (*BCO* 29-1) As such, it was required that they receive some appropriate censure.

When Presbytery acted to remove the censure of excommunication it left the unrepentant, guilty parties with no censure whatsoever. This is particularly egregious in that the Doughertys did not appeal their conviction, only the censure. As such, once Presbytery determined that the censure of excommunication was too severe it was obligated either to “render the decision that should have been rendered” with regard to the censure to be imposed or to remand the matter back to the Session of Grace PC with instructions that it impose a new, appropriate, censure. (see *BCO* 42-9) In failing to do this

Presbytery committed a clear Constitutional error. Indeed, it would seem that the *de facto* effect of Presbytery's action was either to declare the Doughertys not to be guilty or to find that they were penitent. Neither of these determinations was within the purview of Presbytery, the former because there was no appeal from the guilty verdict and the latter because it would violate *BCO* 39-3(2,3) (*cf.*, 11-4). Further, by eliminating any censure, Presbytery removed the requirement that the Doughertys demonstrate their repentance, if or when they come to that understanding, to the court that censured them. (*BCO* 36-5,6; 37-2,3,4; *cf.*, 11-4)

In addition, Presbytery erred by "instructing" (mandating) that Session transfer the Doughertys to Heritage Reformed Baptist Church. Nothing in the powers of Presbytery (*BCO* 13-9) gives any evidence that Presbytery has any right to mandate that a Session transfer members to any particular church. In fact, *BCO* 46-1, 2, 3 make it clear that the responsibility to issue letters of transfer for members of a particular Congregation rests with the Session of that Church. As such, Presbytery could involve itself in a decision of whether or not a member of a particular church should be transferred only if such a question were clearly raised in a successful appeal or a complaint. That was not the case here.

Presbytery argued that its decision was "irregular," but would best honor Christ and advance the spiritual welfare of the Dougherty family. Presbytery may or may not have been right in this assessment, and we appreciate their concern for the family and the honor of Christ, but their action clearly exceeded their authority and their *BCO* 39-3 responsibility to defer to the lower court, particularly given that the question of transfer was not raised in the appeal. Had Presbytery desired to urge the Session to transfer the Doughertys it had every right to offer that advice. To mandate it, however, was clear error.

Thus, in failing to ensure that an appropriate censure was imposed on the Doughertys and in exceeding its authority by instructing the Session to transfer the Doughertys the Ohio Presbytery was in error.

At the Panel hearing the Complainant and Respondent asserted that it was "common knowledge" that the Doughertys were received by the Heritage Reformed Baptist Church "by reaffirmation." Since the Doughertys have left the PCA and are members of another church, any further proceedings in this matter are moot.

The Panel's Proposed Decision was drafted by RE Neikirk based on input from all members of the Panel, and it was edited and approved by all members of

the Panel. The Reasoning was further revised by the SJC, and then the SJC approved the Decision by a vote of 20-0, with two absent and two disqualified.

Bankson, <i>Disqual.</i>	Duncan, M., <i>Concur</i>	Neikirk, <i>Concur</i>
Bise, <i>Concur</i>	Duncan, S., <i>Concur</i>	Nusbaum, <i>Concur</i>
Cannata, <i>Concur</i>	Ellis, <i>Concur</i>	Pickering, <i>Concur</i>
Carrell, <i>Concur</i>	Greco, <i>Concur</i>	Ross, <i>Concur</i>
Chapell, <i>Absent</i>	Kooistra, <i>Absent</i>	Terrell, <i>Concur</i>
Coffin, <i>Concur</i>	Lee, <i>Concur</i>	Waters, <i>Disqualified</i>
Donahoe, <i>Concur</i>	Lucas, <i>Concur</i>	White, <i>Concur</i>
Dowling, <i>Concur</i>	McGowan, <i>Concur</i>	Wilson, <i>Concur</i>

TE Bankson disqualified himself, stating he is familiar with the issues and a friend of the Complainant. TE Waters disqualified himself, stating he has an employment-related professional relationship with the Complainant. *OMSJC* 2.10(d).

Concurring Opinion

Case 2019-01: Complaint of TE Rhett Dodson et al. v. Ohio Presbytery RE Howie Donahoe

I concurred with the Decision in this Case, but believe clarification is needed on two paragraphs in the Reasoning, as well as some comment on the indictment itself.

Personal v. General Offenses

[Excerpt from Decision's Reasoning] In other words, what is front and center in *BCO* 27-5 is the flow of process when individuals find themselves aggrieved. This cannot be determinative for cases involving “general offenses.” *BCO* 31-7 is explicit that “if the prosecution is instituted by the court, the previous steps required by our Lord in the case of personal offenses are not necessary.” Thus, the requirement of the flow of steps for discipline involving “personal offenses,” including any order in which censures must be imposed, *cannot be taken as mandatory for cases involving “general offenses,”* such as the heresy charge that is at the heart of 2019-01 (see *BCO* 29-3). [Emphasis added]

Just to clarify, the list of censures in *BCO* 27-5.d is not a mandatory sequence for *any* offenses - general, *or* personal.

Judging Contumacy

[Excerpt from Decision's Reasoning] The finding of contumacy as a basis for excommunication requires separate evidence in the Record at or before the point at which the decision is made to excommunicate the individual. Such evidence could take the form of a showing of the individual's unwillingness to participate in the disciplinary process as set forth in *BCO* 32-6. It could take the form of a separate charge, that would have to be voted on separately, filed either with the charge of heresy or at a later date (as, for example, in *BCO* 30-3, paragraph 4). Conceivably, it could even take the form of evidence introduced in the Record during the trial on the heresy charge, so long as it was clear that the point of the particular evidence was to demonstrate a pattern of contumacious behavior.

While I agree the *finding* of contumacy is a separate matter from the finding of guilt on the original charge, this paragraph in the Decision seems to assert a finding of contumacy must be reached through judicial process. I don't find the *BCO* supports that assertion. Granted, such a finding requires a separate action, but in some instances, that could simply be in the form of a motion to increase the censure that was imposed after the original conviction, based on conduct that now "manifestly" warrants the increase.

BCO 30-3, §4: Indefinite suspension is administered to the impenitent offender until he exhibits signs of repentance, or until by his conduct, the necessity of the greatest censure be made manifest. ...

After someone is convicted and censured, the burden shifts to them to *demonstrate* repentance. While the court should be patient for repentance, the court is not required to judicially *prove* lack of repentance in order to increase the censure. Below is an excerpt regarding excommunication (with emphasis added).

BCO 36-6. ... The [moderator] shall then administer the censure in the words following:

Whereas, _____, a member of this church has been by sufficient proof convicted of the sin of _____, and after much admonition and prayer, obstinately refuses to hear the Church, and *has manifested no evidence of repentance*: Therefore, in the name and by the authority of the Lord Jesus

Christ, we, the Session of _____ Church do pronounce him to be excluded from the Sacraments, and cut off from the fellowship of the Church.²

If a separate charge is always required, then many excommunications would require *two trials*, because a convicted person will likely also plead "not guilty" to a subsequent contumacy charge. And it might be difficult to convict a defendant of contumacy as a separate charge at the original trial because (1) he appeared at the arraignment and the trial, and (2) he has not yet exhausted his appeal rights. In other words, if he appeals, he isn't obliged to "submit" to the verdict or censure of the trial court until the highest court has rendered a decision. Trial court judgments and censures are suspended during the course of an appeal.

But if there is no appeal of the censure of indefinite suspension on an impenitent offender, the original censuring court can, after a reasonable amount of time, render a non-trial judgment on whether the suspended person has repented, and if he has not, that court can increase the censure by motion and vote.

Indictments for Theology of Lay Members

I'm not persuaded the Session exhibited sound judgment in indicting and conducting a trial. The Record doesn't indicate the defendants were "industriously spreading" their view. Witness testimony demonstrates otherwise in the trial transcript. Furthermore, there's a significant difference between a court's oversight of the views of a lay person vs. the views of an elder, teacher, or preacher. And even with regard to ministers, *BCO* 34-5 stipulates:

Heresy and schism may be of such a nature as to warrant deposition; but errors ought to be carefully considered, whether they strike at the vitals of religion and are industriously spread, or whether they arise from the weakness of the human understanding and are not likely to do much injury." [*BCO* Chapter 34: "Special Rules Pertaining to Process Against a Minister"]

For example, there are often member parents in PCA churches who decline to have their babies baptized. And this is known to many others in the

² See also *BCO* 16-1, 19-16.c, 37-3, 37-4, 37-5 and 42-12.

congregation, most notably, the Session.³ Thus, it's not a *private* offense. And yet, even though WCF 28:5 teaches: "... it is a *great sin* to contemn or neglect this ordinance" of baptism,⁴ I don't recall ever hearing of a judicial case where a formal judicial indictment was brought against such parents. Those situations are usually best addressed by patient and clear teaching (*BCO* 27.5.a) - especially during public infant baptisms (*BCO* 56-4). Teaching parents and the congregation on this topic will often require book referrals, pastoral counsel, gentle admonition (*BCO* 27-5.b), regular encouragements to consider the promises of the covenant, etc.⁵ All parents should be reminded, as the *BCO* states, that covenant children "are federally holy *before* Baptism, and *therefore* are they baptized." (*BCO* 56-4.h. Emphasis added).⁶

/s/ RE Howie Donahoe

³ *BCO* 12-5: "The church Session is charged with maintaining the spiritual government of the church, for which purpose it has power: (a) to see that parents do not neglect to present their children for Baptism;"

⁴ See article by Jonathan D. Moore, (Ph.D., Cambridge) - "*The Westminster Confession of Faith and the Sin of Neglecting Baptism*," *Westminster Theological Journal*, (WTJ 69:1, Spring 2007, pp. 63-86).

⁵ *BCO* 27-4 ... In this it acts the part of a tender mother, correcting her children for their good, that every one of them may be presented faultless in the day of the Lord Jesus.

⁶ I remember Dr. Will Barker relaying a story: "I was always impressed at Covenant Church St. Louis when I was a seminary student. I was in the choir loft behind the pulpit area. And when there would be an infant baptized, professor R. Laird Harris, a former moderator of our Assembly, would sit about the second pew and my line of vision was right across the baptismal font to where Dr. Harris was seated. And I was always interested to see how intently he watched what was happening in that - - that ceremony. And I was realizing Laird Harris believes God is doing something right at that moment with that child. And it struck me."

CASE 2019-02
TE DANIEL SCHROCK, ET AL.
vs.
PHILADELPHIA PRESBYTERY

DECISION ON COMPLAINT
October 18, 2019

I. SUMMARY OF THE FACTS

- 06/24/18 On June 24, 2018, the congregation of New Life Philadelphia (PCA) voted to call TE Larry Smith as senior pastor.
- 08/29/18 TE Smith was examined by the Credentials Committee of Philadelphia Presbytery. The Committee voted not to recommend that TE Smith be examined on the floor of Presbytery because it judged that TE Smith's views regarding the continuation of the spiritual gifts of prophecy and tongues beyond the Apostolic era and the closing of the canon amounted to exception of substance to WCF 1.1 which is out of accord with the fundamentals of the system because it is hostile to the system.
- 09/05/18 The Presbytery Coordinating Committee requested that Mr. Smith provide a written statement outlining his views of the continuation of the gifts of prophecy and tongues.
- 09/15/18 TE Smith was examined on the floor of Presbytery. Members of Presbytery questioned Mr. Smith further on his views on the gifts of tongues and prophecy he presented in his written statement and his oral examination.
- 09/15/18 There was a motion that the candidate's views regarding the continuation of the spiritual gifts of prophecy and tongues beyond the Apostolic era and closing of the canon amounted to an exception of substance to WCF 1.1 which is out of accord with the fundamentals of the system because it is hostile to the system. The motion failed 17-22.
- 09/15/18 TE Smith's theological exam was approved by a vote of 23-15. TE Smith's examinations were approved in an omnibus by a majority vote. Two exceptions of TE Smith, regarding WCF 4.1 and 21.8 were approved as being more than semantic, but not

striking at the vitals of religion. No motion was approved regarding the approval of or categorization of TE Smith's views on the continuation of the gifts of prophecy and tongues.

- 11/12/18 TE Daniel Schrock, et al., filed a Complaint against the action of Philadelphia Presbytery "in approving TE Smith's examination, and by failing to determine and record the nature of TE Smith's stated difference as either an allowable or unallowable exception as required by *BCO* 21-4e, f. and *RAO* 16-3.e.5, Presbytery was required to judge "the stated difference(s) to be "out of accord," that is, "hostile to the system" or "strik[ing] at the vitals of religion" (*BCO* 21-4)."
- 01/19/19 Philadelphia Presbytery denied the Complaint of November 12, 2018.
- 01/24/19 TE Schrock, et al., carried their Complaint to the General Assembly.
- 06/04/19 The Panel of the SJC, consisting of RE John Pickering (Chairman), TE Fred Greco (Secretary), RE Bruce Terrell, RE Steve Dowling (alternate), and TE Guy Waters (alternate) held a hearing on the Complaint.

II. STATEMENT OF THE ISSUE

Did Philadelphia Presbytery err by failing to judge and record the nature of TE Smith's views on the continuation of the spiritual gifts of prophecy and tongues beyond the Apostolic era, as required by *BCO* 13-6, 21-4e, f. and *RAO* 16-3.e.5

III. JUDGMENT

Yes, and this matter is remanded to Philadelphia Presbytery for action consistent with this Decision.

IV. REASONING AND OPINION

When a minister seeks admission to a PCA Presbytery from another denomination, the *BCO* requires that the Presbytery examine the minister "thoroughly in knowledge and views as required by *BCO* 21-4 and require

them to answer in the affirmative the questions put to candidates at their ordination.” (*BCO* 13-6). The Presbytery is also to require ministers coming from another denomination to “state the specific instances in which they may differ with the Confession of Faith and Catechisms in any of their statements and/or propositions, which differences the court shall judge in accordance with *BCO* 21-4 (see *BCO* 21-4.e,f).”

The process by which a Presbytery is to judge any differences that a minister transferring from another denomination has with the Confession of Faith and Catechisms is set forth in the Rules of Assembly Operations (*RAO* 16-3.e.5). Not only is the minister to state the specific instances in which he may differ from the Standards, but the Presbytery minutes are to record the minister’s stated differences in his own words. The Presbytery is then to categorize the nature of the difference as either no difference, merely semantic, more than semantic but not out of accord with any fundamental of our system of doctrine, or out of accord (that is, hostile to the system or striking at the vitals of religion. (*RAO* 16.3.e.5.a-d.) The purpose of the *RAO* provision is more than mere record keeping. The requirement to include the judgment of the Presbytery on these matters in its minutes presupposes that the Presbytery is to take action on any differences a transferring minister has with the Standards.

In this case, TE Smith was examined by the Candidates Committee of Presbytery in some detail regarding his views on the continuation of prophecy and tongues beyond the Apostolic era. The result of the Committee’s examination was that it did not recommend TE Smith come to the floor of Presbytery for examination because his “views regarding the continuation of the Spiritual gifts of prophecy and tongues beyond the Apostolic era and closing of the canon amounted to exception of substance to WCF 1.1 which is out of accord with the fundamentals of the system because it is hostile to the system.” TE Smith, at the request of the Presbytery Coordinating Committee, provided the Presbytery with a written statement outlining his views. The Presbytery then proceeded to examine TE Smith for transfer into the Presbytery over the lack of recommendation from the Candidates Committee. After Presbytery arrested TE Smith’s theological examination, a motion was made that TE Smith’s views regarding the continuation of the spiritual gifts of prophecy and tongues beyond the Apostolic era be found out of accord with the fundamentals of the system. That motion failed by a vote of 17-22. Subsequently, TE Smith’s theological examination was approved by a vote of 23-15, and his examinations were approved in an omnibus by a “majority vote” (no vote count is recorded in the minutes).

The Presbytery did not record in its minutes its judgment with respect to TE Smith's views on the continuation of prophecy and tongues beyond the Apostolic era. No affirmative vote approving TE Smith's views was taken, and the Presbytery did not categorize his views in accord with *RAO* 16-3.e.5. In fact, the Presbytery did not take action on TE Smith's views "in his own words" as required by *RAO* 16-3.e.5. Presbytery did have a written statement of TE Smith in hand for the discussion and vote on whether to approve TE Smith's theological examination, but there was no statement of his stated difference before the Presbytery to approve and categorize.

This oversight on the part of Presbytery is especially disconcerting considering Presbytery *did* have two specific written statements of TE Smith's differences with the Standards on the doctrines of creation (WCF 4.1) and the Fourth Commandment (WCF 21.8). While those statements are brief, they are in TE's Smith's own words, and the Presbytery took a specific action required by *BCO* 21-4 and *RAO* 16, namely, to judge those stated differences "[w]hile more than semantic Presbytery determined that these exceptions do not striking [sic] at the vitals of the Christian Religion." (per *RAO* 16-3.e.5.c)

Presbytery's error is more than one of record-keeping; Presbytery failed to do its Constitutional duty to judge the nature of TE Smith's stated difference in his own words. The Record does indicate that a motion was made to judge the stated difference "out of accord with the fundamentals of the system," but it does not indicate exactly what views were being judged. In other words, it is not clear if presbytery's vote related to TE Smith's paper, specific views expressed in committee, or specific views expressed on the floor (if these were different). Thus, the record is not clear on what was the stated difference in the candidate's own words. Further, the written statement provided by TE Smith does not answer a number of questions regarding his views. It apparently does not answer questions that were raised during TE Smith's floor examination. The Complaint makes several statements regarding TE Smith's views, including that "there are two different kinds of prophetic revelation operative in the era of the Apostles" and that there is a "lesser revelation with respect to that special insight [from the Spirit]." But we find nowhere in the record TE Smith's *own statements* regarding the nature of any continuing prophecy as a lesser form of revelation, which view the Credentials Team and a substantial minority of presbytery viewed as constituting an unacceptable difference. It appears that his view was discussed on the floor, but not reduced to a written statement and subject to judgment and vote by Presbytery.

As such, we are unable to determine whether Presbytery erred with respect to its judgment about TE Smith’s views – whether they are out of accord with the fundamentals of the system or not. There was no specific action by Presbytery and insufficient documentation of TE Smith’s views to do so. Accordingly, the Complaint is sustained, and the matter remanded to Presbytery for a determination regarding TE Smith’s views on the continuation of prophecy and tongues beyond the Apostolic era. Presbytery is to receive from TE Smith a written statement in his own words of his view (per *RAO* 16.3.e.5) that addresses specifically the revelatory (or not) nature of such prophecy and tongues. Although Presbytery remains responsible for determining the details of how it requests the written statement, here are some specific questions Presbytery might ask TE Smith to address in light of his prior examination on the floor of Presbytery and his previous written statement:

1. Do you believe that there is any category of revelation other than special revelation or general revelation? If so - what do you understand this category of revelation to be? What is its relationship to special revelation? What is your understanding of WCF 1.1, 1.6, and do you hold any differences with, qualifications about, or reservations concerning any of the doctrines, concepts, phrases, wording, or emphases in those paragraphs?
2. Define these terms that you have used: “modern-day prophecy”; “Spirit-led insight”; “tongues”; “interpretation of tongues”; “modern prophetic words”.
3. Do you understand “modern-day prophecy” or “Spirit-led insight” to be revelation in any sense of the term? If so, what is its relationship with Scripture?
4. Do you understand the “interpretation of tongues” to be revelation in any sense of the term? If so, what is its relationship with Scripture?

Finally, we understand that sustaining this Complaint has no effect on the transfer of TE Smith into Philadelphia Presbytery. That action has been taken by Presbytery and cannot be undone. If TE Smith’s views are judged by Presbytery upon its further examination to be out of accord with the fundamentals of the system, any further action could only come as a result of

a change in TE Smith's views to bring them into accord, a *BCO* 31-2 investigation, or someone filing charges.

The Panel's Proposed Decision was written by TE Greco and adopted by the Panel. The Reasoning was further revised by the SJC, and then the SJC approved the Decision by a vote of 14-5-2, with three absent.

Bankson, <i>Concur</i>	Duncan, M., <i>Concur</i>	Neikirk, <i>Concur</i>
Bise, <i>Concur</i>	Duncan, S., <i>Concur</i>	Nusbaum, <i>Dissent</i>
Cannata, <i>Dissent</i>	Ellis, <i>Absent</i>	Pickering, <i>Concur</i>
Carrell, <i>Abstain</i>	Greco, <i>Concur</i>	Ross, <i>Abstain</i>
Chapell, <i>Absent</i>	Kooistra, <i>Absent</i>	Terrell, <i>Dissent</i>
Coffin, <i>Concur</i>	Lee, <i>Concur</i>	Waters, <i>Concur</i>
Donahoe, <i>Dissent</i>	Lucas, <i>Dissent</i>	White, <i>Concur</i>
Dowling, <i>Concur</i>	McGowan, <i>Concur</i>	Wilson, <i>Concur</i>

Dissenting Opinion

Case 2019-02: TE Daniel Schrock et. al. v. Philadelphia Presbytery

RE Howie Donahoe, joined by TE Ray Cannata, TE Sean Lucas, RE Bruce Terrell

This Complaint should have been denied because the Complainants failed to demonstrate clear error in Presbytery's judgment in sustaining the minister's transfer exam. Furthermore, there's no constitutional issue involved because the recording requirements of *RAO* 16-3.e.5 are not part of the Constitution. Finally, the amends are vague, unwarranted, and non-binding.

TE Schrock and 13 others filed an eight-page Complaint with Presbytery alleging two errors:

Philadelphia Presbytery erred in approving TE Smith's examination, and by failing to determine and record the nature of TE Smith's stated difference as either an allowable or unallowable exception as required by *BCO* 21-4e, f. and *RAO* 16-3.e.5. Presbytery was required to judge "the stated difference(s) to be "out of accord," that is, "hostile to the system" or "striking at the vitals of religion" (*BCO* 21-4)."

Based on those two allegations, SJC should have adjudicated two issues (rather than one).

1. Did Presbytery clearly error in judgment by approving TE Smith's exam (i.e., by not judging his view as being "hostile to the system" or "strik[ing] at the vitals of religion")?
2. Did Presbytery violate the constitutional requirements of *BCO* 21-4.f?

Burden in a Complaint

Presbytery judged the minister's view was neither hostile to the Westminster system nor did it strike at the vitals of religion. Thereafter, the burden was on the Complainant to demonstrate otherwise - first to the Presbytery and then to the SJC. That burden was not met.⁷

When an examining committee declines to recommend a man for a floor exam, and the exam gets docketed nonetheless, it's reasonable to expect the committee to ensure its report contains sufficient evidence for the basis of their concern, and thus, the Presbytery Minutes would then also contain such a record. Five of the Complainants were members of the Credentials Committee and present at the minister's exam before the Committee. Thus, they had opportunity to include, in their Committee's written report to Presbytery, the record of any Committee Q&A they judged as demonstrating the minister's view was hostile to our system. The Committee could have sent questions to the minister in the 17 days between the Committee exam and the Presbytery meeting, asking for written responses. And though more difficult, they could have tried to ensure any problematic Q&A during the floor exam was also recorded.

Constitutional Requirement - *RAO* 16.3.e.5 vs. *BCO* 21-4.f

The Complaint didn't devote much space to the allegation about *RAO* 16.3.e.5. In fact, only 4 of 259 lines in the Complaint address the *RAO* 16.3 recording requirements (i.e., 2%).

⁷ The Complaint cited two judicial cases, from 1986 and 1998, purportedly as precedent: *Gentry v. Calvary* and *Landrum v. MS Valley*. Though similar in some respects, neither Case had the same set of facts as our present one. For example, neither of those Cases involved an un rebutted examinee assertion that his view was the same as that contained in the JETS article by Dr. Poythress. (See comments later in this Opinion). *Gentry v. Calvary* (Case #1, M14GA, pp. 224-33). *Landrum v. Mississippi Valley* (Case 95-11, M26GA, pp. 222-27)

The *Rules of Assembly Operations* are not part of the PCA Constitution, and thus, compliance with *RAO* 16-3 is not a *constitutional* issue. It's more appropriately a matter for the GA Committee on Review of Presbytery Records, which already addresses presbytery compliance with *RAO* 16-3 annually. Below are excerpts from the RPR section of the *RAO*.

RAO Article XVI. Review of Presbytery Records

16-1. It is the right and duty of the General Assembly to review, at least once a year, the records of the presbyteries of the Presbyterian Church in America (*BCO* 40-1 and 2).

16-2. General Assembly carries out this review through its Committee on Review of Presbytery Records.

16-3. Guidelines for Keeping Presbytery Minutes

e.5. Minutes of presbytery relating to examinations ...
Each Presbytery shall also record whether ...

e.6. Minutes of presbytery relating to ministerial calls shall record that the specific arrangements (*BCO* 20-1) and the call were found to be in order.

The *constitutional* issue is whether Presbytery complied with the requirements of *BCO* 21-4.f. The Record indicates Presbytery did.

BCO 21-4.f. Therefore, in examining a candidate for ordination [or a non-PCA minister for transfer; *BCO* 13-6], the Presbytery shall inquire not only into the candidate's knowledge and views in the areas specified above, but also *shall require the candidate to state the specific instances in which he may differ* with the Confession of Faith and Catechisms in any of their statements and/or propositions. The court may grant an exception to any difference of doctrine only if in the court's judgment *the candidate's declared difference* is not out of accord with any fundamental of our system of doctrine because the difference is neither hostile to the system nor strikes at the vitals of religion. (Emphasis added.)

Complying with *BCO* 21-4.f, Philadelphia Presbytery required the examinee to state the specific instances in which he differed from the Westminster Standards, and he stated two. Presbytery judged both as being more than semantic, but not hostile to the system. The Record doesn't indicate the examinee ever included his view on prophecy as an "instance in which he may differ" from the Standards. Regardless, having heard the report of its Credentials Committee, and having conducted a full transfer exam at a stated

meeting, Presbytery sustained the theology exam, and the transfer exam as a whole, and thus it didn't judge any of his views to be hostile to the system or as striking at the vitals of religion. Thus, Presbytery complied with *BCO* 21-4.f.

In addition, because the exam was sustained, Presbytery clearly did not regard the view as "hostile to the system," and thus Presbytery did not regard it as category (d) of *RAO* 16.3.e.5. So, that leaves categories (b) or (c) - "merely semantic" or "more than semantic but not out of accord with any fundamental of our system of doctrine." Failing to choose between category (b) or (c) does not itself justify sustaining a Complaint.

When GA has cited a presbytery for not categorizing a stated difference, the presbytery has usually not been required to revisit the matter and adopt a specific *RAO* 16-3.e.5 judgment. This is demonstrated below in an excerpt from last year's Report of the Committee on Review of Presbytery Records for two presbyteries. The Dallas GA adopted RPR's *unanimous* recommendation and found each response satisfactory. (Emphasis added below.)

2018 GA Citation: Feb 14, 2017 and Nov 14, 2017 (*BCO* 21-4, *RAO* 16.3.e.5) – Stated differences not judged with the prescribed categories.

Nashville Response: We agree with the exception. Our minutes do not record the prescribed language in approving the exceptions of two transferring TEs and we have *adjusted our practice* to bring it into compliance.

2019 RPR: That the [above] response to the 47th GA be found satisfactory.

2018 GA Citation: Nov 14, 2017 (*RAO* 16-3.e.5) – Stated differences not judged.

S. FL Response: We agree with this exception; *future minutes* will properly reflect the decision of Presbytery.

2019 RPR: That the [above] response to the 47th GA be found satisfactory.⁸

⁸ With regard to Philadelphia Presbytery's September 15, 2018 Minutes, the 2019 RPR did not cite any procedural or constitutional problem in how TE Smith's views were judged or categorized. (M47GA pp. 497-98)

Lack of adherence to the *RAO* is not a constitutional violation. The *BCO* contains many examples of things that are constitutionally required to be recorded in Presbytery Minutes, but *RAO* 16-3.e.5 categorization is not one of them. The *RAO* is not part of the *BCO*. And *RAO* 16 cannot be imported into the constitutional requirements of *BCO* 21-4.

If *RAO* 16-3.e.5 is so important that it warrants sustaining a Complaint against a Presbytery in an ordination exam, then it should be proposed for inclusion in the *BCO*, seeking the advice and consent of our 88 presbyteries.⁹

⁹ Below are 10 examples of items constitutionally required by the *BCO* to be recorded in Minutes.

- 18-4 In no case may a candidate omit from his course of study any of the subjects prescribed in the Form of Government as tests for ordination without obtaining the consent of Presbytery (see *BCO* 21-4); and where such consent is given the Presbytery shall *record* the fact and the reasons therefore.
- 18-7 In all cases of a removal or withdrawal of a candidate, the sufficient reason for the action shall be *recorded* in the minutes of Presbytery.
- 19-2 No Presbytery shall omit any of these parts of [a licensure] examination except in extraordinary cases; and whenever a Presbytery shall omit any of these parts, it shall always make a *record* of the reasons therefor, and of the trial parts omitted.
- 19-6 The license may be terminated at any time by a simple majority vote of the issuing Presbytery. The Presbytery shall always *record* its reasons for this action in its minutes.
- 19-13 If the intern shall devote himself unnecessarily to such pursuits as interfere with a full trial of his gifts, it shall be the duty of the Presbytery to rescind his intern status, and to *record* its reasons therefor in the Minutes .
- 20-1 If the call comes from another source, the Presbytery shall always make a *record* of the reasons why it considers the work to be a valid Christian ministry.
- 21-4.a Whenever a Presbytery shall omit any of these educational requirements [for ordination], it shall always make a *record* of the reasons for such omission and the parts omitted.
- 21-4.d Whenever a Presbytery shall omit any of these parts [of an ordination exam], it shall always make a *record* of the reasons for such omissions and of the trial parts omitted.
- 32-18 Minutes of the trial shall be kept by the clerk, which shall exhibit the charges, the answer, *record* of the testimony, as defined by *BCO* 35-7, and all such acts, orders, and decisions of the court relating to the case, as either party may desire, and also the judgment.
- 42-6 Notice of appeal shall have the effect of suspending the judgment of the lower court until the case has been finally decided in the higher court. However, the court of original jurisdiction may, for sufficient reasons duly *recorded*,

By reviewing compliance with *RAO* 16-3, this Decision enters the realm of *BCO* Chapter 40. But last year, the SJC ruled the review of *BCO* 40 issues was not in its purview. In *Case 2018-02: Lewis v. Mississippi Valley*, the SJC ruled:

The only responsibility the SJC has with respect to [*BCO*] Chapter 40 [*"General Review and Control"*] is upon referral of a matter from the General Assembly according to *RAO* 16-10.c. and as administered under Chapter 15 of the *OMSJC*.¹⁰

RAO 16 is clear that the review of presbytery records (including presbytery compliance with *RAO* 16-3) is the purview of the GA Committee on Review of Presbytery Minutes

RAO 16-1. It is the right and duty of the General Assembly to review, at least once a year, the records of the presbyteries of the Presbyterian Church in America (*BCO* 40-1 and 2).

RAO 16-2. General Assembly carries out this review through its Committee on Review of Presbytery Records.

The SJC's procedural ruling in *Lewis* applied to all sections of *BCO* 40, including those below. Thus, per *Lewis*, these are *RPR* authorities and responsibilities, and not the SJC's.¹¹

prevent the appellant from approaching the Lord's Table, and if an officer, prevent him from exercising some or all his official functions, until the case is finally decided (cf. *BCO* 31-10; 33-4).

¹⁰ RE Donahoe and five others filed a Dissenting Opinion in *Lewis*, arguing the SJC *did* have legitimate, direct jurisdiction on some matters arising via *BCO* 40-5, but the SJC disagreed. (M47GA, pp. 563-73)

¹¹ In this present Complaint, the matter was not a "proceeding in a judicial case" (*BCO* 40-3). And thus, it is a matter for the RPR. Below are several examples of how the *BCO* uses the phrase "judicial case."

12-3 When a church is without a pastor ... In *judicial cases*, the moderator shall be a minister of the Presbytery to which the church belongs.

15-2 Among the matters that may be properly executed by commissions are the taking of the testimony in *judicial cases*, ...

41-3 In making a reference, the lower court may ask for advice only, ... and in particular it may refer a *judicial case* with request for its *trial* and decision by the higher court.

BCO 40-3. It is ordinarily sufficient for the higher court merely to record in its own minutes and in the records reviewed whether it approves, disapproves or corrects the records in any particular; but should any serious irregularity be discovered the higher court may require its review and correction by the lower. Proceedings in judicial cases, however, shall not be dealt with under review and control when notice of appeal or complaint has been given the lower court; and no judgment of a lower court in a judicial case shall be reversed except by appeal or complaint.

BCO 40-4. Courts may sometimes entirely neglect to perform their duty, by which neglect heretical opinions or corrupt practices may be allowed to gain ground; or offenders of a very gross character may be suffered to escape; or some circumstances in their proceedings of very great irregularity may not be distinctly recorded by them. In any of these cases their records will by no means exhibit to the higher court a full view of their proceedings. If, therefore, the next higher court be well advised that any such neglect or irregularity has occurred on the part of the lower court, it is incumbent on it to take cognizance of the same, and to examine, deliberate and judge in the whole matter as completely as if it had been recorded, and thus brought up by review of its records.

Amends

The Decision contains amends that are vague, unwarranted, and non-binding. Below are five sequential sentences from the Decision's concluding paragraph containing amends.

1. As such, we are unable to determine whether Presbytery erred with respect to its judgment about TE Smith's views - whether they are out of accord with the fundamentals of the system or not.

42-1 An appeal is the transfer to a higher court of a *judicial case* on which judgment has been rendered in a lower court and is allowable only to the party against whom the decision has been rendered.

43-1 It is the right of any communing member of the Church in good standing to make complaint against any action of a court to whose jurisdiction he is subject, except that no complaint is allowable in a *judicial case* in which an appeal is pending.

If a higher court is *unable* to determine if a lower court has erred, a complaint should be denied. A complainant has the burden of demonstrating error; a lower court is not required to prove absence of error. Thus, the major part of this Complaint, which alleges Presbytery erred in *judgment*, should have been denied. The Complainants did not meet their burden.

2. There was no specific action by Presbytery and insufficient documentation of TE Smith's views to do so.

But Presbytery *did* take specific action. It sustained the exam, fully aware of the view expressed by the minister in his paper, and aware of his agreement with and reference to Dr. Poythress' article. Presbytery apparently believed it had sufficient information to sustain the exam. The SJC statement above seems to ignore the fact that Presbytery conducted an oral exam and there was Q&A and debate, the specifics of which are unknown to the SJC. A presbytery is not required to include in its minutes a transcript of an oral exam or floor debate.

3. Accordingly, the Complaint is sustained, and the matter remanded to Presbytery for a determination regarding TE Smith's views on the continuation of prophecy and tongues beyond the Apostolic era.

But Presbytery has already *made* a determination, and it was *the most important* determination - i.e., that the minister's view did not disqualify him for transfer. And if the issue addressed by the SJC is actually *RAO 16*, then Presbytery could now simply adopt a motion and categorize the already-examined view to be either option (b) or (c) from *RAO 16.3.e.5*.

4. Presbytery is to receive from TE Smith a written statement in his own words of his view (per *RAO 16.3.e.5*) that addresses specifically the revelatory (or not) nature of such prophecy and tongues.

It is unclear how Presbytery should go about "receiving" an additional written statement. It seems the Decision assumes the minister will voluntarily submit one. But why would he? His ministerial promise to be "subject to his brethren" doesn't obligate him to that. Is the SJC ordering such a submission? What if he declines? The minister is presently in good standing and under no obligation to answer quasi-judicial interrogatory questions about his views

from either the SJC or the Presbytery. Declining to provide further statements is a right protected by the principle in *BCO* 35-1 against self-incrimination. This isn't an exam. And it's clear from the final sentence in the Decision that jeopardy could entail: "If TE Smith's views are judged by Presbytery upon its further examination to be out of accord with the fundamentals of the system, any further action could only come as a result of a change in TE Smith's views to bring them into accord, a *BCO* 31-2 investigation, or someone filing charges."¹²

5. Although Presbytery remains responsible for determining the details of how it requests the written statement, here are some specific questions Presbytery might ask TE Smith to address in light of his prior examination on the floor of Presbytery and his previous written statement.

It seems the SJC is herein functioning as a sort of exam super-committee, or at least drafting what it deems are questions that should be asked in certain exams. If Philadelphia Presbytery has erred, then rule so. It's hard to view these amends as much different than a higher court saying to a lower court that the higher court can't decide from the record if a man's view is hostile to the system (as alleged by a complainant), but it concludes the lower court didn't have enough information to decide (even though the higher court doesn't have a transcript from either a committee or a floor exam), and therefore, the higher court crafts some questions, and, if/when the lower court get answers in writing, the higher can review the lower court's judgment. It's hard to view the amends in this Decision as being much different than a scenario where there's been a hearing before a group of judges where the plaintiff (complainant) was unable to prove his case, but instead of rightfully declaring the claim fails for lack of substantiation, the judges send the matter back to the plaintiff and invite him to see if he can find more evidence. In fact, the judges even suggest where the plaintiff might look.

Finally, it would have been helpful for the SJC Decision to include the minister's brief statement in its Summary of the Facts. So, it is included below. The minister began his paper by excerpting 1 Cor. 12:1-11 and then continued:

¹² While the right against self-incrimination in *BCO* 35-1 wouldn't apply to an exam, TE Smith's exam was sustained and the SJC has not reversed or annulled that exam.

I Corinthians 12: 1-11 mentions at least nine gifts of the Spirit which are given to church. Verse 4 emphasizes that though there are a variety of gifts there is one Spirit (the Holy Spirit) who gives these gifts. Verse 5 emphasizes that there is one Lord (Jesus Christ) who enables members of the body to serve one another. Verse 6 emphasizes that there is one God (the Father) who empowers the gifting of everyone in the church.

The remainder of this chapter (verses 12-24) emphasizes the sovereignty of God in distributing the various gifts as he wishes (vs. 18) in order to form a working body (vs. 19). God distributes spiritual gifts so that "there may be no division in the body, but that the members may have the same care for one another" (vs. 25). Simply spoken, God gives spiritual gifts, among which prophecy and tongues are listed, to strengthen and unify the body of Christ.

Before going further, I want to reiterate what I wrote in my written response to the credentials committee and what I repeatedly indicated in my oral exam - I do not believe in any ongoing special revelation. Special revelation was sealed with the completion of the canon of Scripture. The 66 books of the Bible are the necessary, authoritative, sufficient and inerrant Word of God. They are the final court of authority for judgment for all councils, confessions, catechisms, beliefs, or words that are spoken with the intent of revealing God's will or purpose, but they were used for the building up of God's church. In his Pentecost sermon Peter indicates that the pouring out of the Holy Spirit on the church was the fulfillment of Joel's prophetic words. "And in the last days it shall be, God declares, that I will pour out my Spirit on all flesh, and your sons and your daughters shall prophesy, and your young men shall see visions, and your old men shall dream dreams; 18 even on my male servants and female servants in those days I will pour out my Spirit, and they shall prophesy" (Acts 2:17-18). Acts 21:9 tells us of the four daughters of Phillip the evangelist "who prophesied." I Corinthians 11:4-5 indicates that men and women prophesied in the church.

Based on the teaching of Scripture I believe that New Testament prophecy is a gift of the of the Spirit by which a person is given special insight by the Holy Spirit to help edify the body of Christ. Modern day prophecy is Spirit-led insight that is spoken through a

fallible and sinful human being and is therefore subject to error. The same would be true of the interpretation of tongues in a worship service. In either case such a word is not to be accepted on par with Scripture but is to be judged by the Scripture. Furthermore, God has clearly laid out for us exactly how this should be done in I Corinthians 14:26-32. [He then excerpts 1 Cor. 14:26-33.]

I find it odd to think that I Corinthians 14, which was written in about A.D. 55 or 56 was given to instruct the church only for a few decades until the last of the New Testament Scriptures was written. Of course, that is possible, but I believe that it is much more likely that this is given as a guide to the Church until the day when Christ comes in all his glory and does away with every "partial" manifestation. I believe that 1 Corinthians 13:8-12 makes a strong argument for the continuation of prophecy and tongues until the second coming of Jesus. [He then excerpts 1 Corinthians 13:8-12.]. In these verses, when we see him "face to face" is paralleled with "when the perfect comes." This is the time when there will no longer be any need for partial and flawed spiritual gifts in the body of Christ.

My position on spiritual gifts, and specifically on prophecy and tongues/interpretation, is in full agreement with Dr. Vern Poythress in his paper, *"Modern Spiritual Gifts as Analogous to Apostolic Gifts: Affirming Extraordinary Works of the Spirit Within Cessationist Theology."*¹³ Dr. Poythress demonstrates that modern preaching is analogous to the written teaching/discursive special revelation of Luke. Similarly, he argues that modern prophecy is analogous to the nondiscursive form of special revelation that the Lord reveals

¹³ The original Poythress article appeared in the Journal of the Evangelical Theological Society (*JETS* 39/1, March 1996, pp. 71-101). https://www.etsjets.org/files/JETS-PDFs/39/39-1/39-1-pp071-101_JETS.pdf A slightly revised 2012 version is found [here](https://frame-poythress.org/modern-spiritual-gifts-as-analogous-to-apostolic-gifts-affirming-extraordinary-works-of-the-spirit-within-cessationist-theology/): <https://frame-poythress.org/modern-spiritual-gifts-as-analogous-to-apostolic-gifts-affirming-extraordinary-works-of-the-spirit-within-cessationist-theology/>. Poythress restates this view in the 2010 P&R booklet *What Are Spiritual Gifts?* (Basics of the Faith, 2010), which is also sold in the PCA Bookstore (<https://www.pcabookstore.com/p-8080-what-are-spiritual-gifts.aspx>). Dr. Poythress has taught at Westminster Seminary for 43 years, currently as professor of New Testament and biblical interpretation. His degrees include BS, Cal Tech; PhD, Harvard; MDiv & ThM, He was editor of the *Westminster Theological Journal* for 14 years (2005–2018) and is a PCA minister.

to John recorded in the Revelation. The key word is analogous. Written scripture is the flawless, inerrant and authoritative Word of God. Modern preaching draws on that Word, and if it is good and orthodox, is faithful to the Bible. But we know that even faithful preaching can be mixed with error and opinion that is not directly drawn from the Word or somehow makes a mistaken application of the Word. Nonetheless the church can be edified through such preaching. Similarly, modern prophetic words are not on par with Scriptural revelations and are flawed and subject to error. As such they should always be weighed against the Scripture and judged by church leadership as we see in 1 Corinthians 14. Just as no preacher in his illustrations and applications of the Biblical text should declare "thus saith the Lord," so also no one giving a prophetic word should declare "thus saith the Lord." We can only use these words when we are quoting the Scripture itself.

Speaking of the heat generated by this argument, Dr. Poythress points out that the flawed assumptions of some cessationists and some noncessationists are the root of the problem. Each side is trying to protect something they believe is critical and so they argue based on false assumptions about the nature of modern prophetic speech. He writes:

Cessationists feel that they must rule out this type of process completely, in order to protect the sufficiency and exclusivity of biblical authority. Noncessationists, by contrast, feel pressure to submit to such information uncritically, contrary to the fallible character of modern sources. Both sides need to cool down. The crucial error is to confuse the involvement of God with lack of involvement of human creatureliness and human sin, and in addition to confuse involvement of God with full divine authority in the product. God is in a sense "directly" involved in the growth of grass and blowing breezes: "he makes grass grow for the cattle" (Ps 104:14). But growing grass is not inspired."

I find myself in full agreement with Dr. Poythress regarding the nature of modern prophetic speech. I read a quote from Dr. Boice one time that stated, "without the illumination of the Holy Spirit the Bible remains a closed

book." I say "Amen" to Dr. Boice as well. The mysterious working of the Holy Spirit, in concert with the Word of God in the hearts of His people, serves to bring great glory to the Lord Jesus Christ. As limited and finite beings we should expect to find a great deal of mystery as we encounter the majesty of the eternal, omnipotent, holy, triune God. As Isaiah has said ... [He excerpts Isaiah 55:8-9.] Glory be the Father who has once and for all revealed Himself to us in His Son and in His Word, and who continues to make Himself known through the ongoing work of the Holy Spirit."

Granted, there is legitimate debate about how to treat an examinee's assertion that his view is the same as someone else. The examining body can handle this as it deems best. Some Presbyteries ignore or disallow it entirely. But it may sometimes be helpful for an examinee to report that his view is the same as one expressed in a larger article, especially one that has been published for some time, and broadly reviewed and available. This might help the examining court achieve a better understanding of the examinee's view. At the same time, the examinee would still need to be conversant with the doctrine in question, and his professed agreement with the other author shouldn't end the exam (any more than a candidate's assertion that he agrees 100% with the WCF should end his exam). In addition, whether an examinee's view is *actually* the same as a view expressed in an article is a judgment left to the examining court. The examinee might be confused.¹⁴

Below are some excerpts from Dr. Poythress' 1996 article.¹⁵

I maintain that modern spiritual gifts are analogous to but not identical with the divinely authoritative gifts exercised by the apostles. Since there is no strict identity, apostolic teaching and the Biblical canon has exclusive divine authority. On the other hand, since there is analogy, modern spiritual gifts are still genuine and useful to the Church. Hence there is a middle way between blanket approval and blanket rejection of modern charismatic gifts. (pp. 71)

¹⁴ According to the Brief from the Presbytery's Representative, TE Smith is a graduate of WTS Philadelphia.

¹⁵ In two footnotes, he attributes many of his ideas to classroom lectures from Ed Clowney (1917-2005), an OPC minister who became a WTS professor in 1952 and served 18 years as WTS president, 1966-84.

...Modern gifts are fallible. They are all dependent on Scripture and do not add to the Biblical canon. (p. 77)

(X. Debate About Cessation of Prophecy) – Now let us look for a moment at a tangled debate. People debate about whether “prophecy” in the New Testament and the early church was divinely inspired and infallible. Did it possess full divine authority? Richard B. Gaffin, Jr.,¹⁶ says that it was inspired. Wayne A. Grudem argues that it was not.¹⁷ Many people believe that the outcome of this debate is crucial for the future of the charismatic movement. But actually, the outcome of the debate makes very little practical difference today.

Suppose Gaffin is right. Then “prophecy” ceased with the completion of the apostolic era and the completion of the canon of Scripture. Modern phenomena are fallible and hence are not identical with New Testament prophecy. But modern nondiscursive processes with teaching content is analogous to prophecy, just as modern preaching is analogous to apostolic preaching. Hence the general principles concerning spiritual gifts, as articulated in 1 Cor 12-14 and elsewhere, are still applicable. What charismatics call “prophecy” is not really the “prophecy” mentioned in the New Testament. Rather, it is a fallible analogue. It is really a spiritual gift for speaking fallibly through nondiscursive processes. It contrasts with preaching, which is a spiritual gift for speaking fallibly through discursive processes. Modern nondiscursive processes with circumstantial content are in a sense not really analogous to inspired biblical prophecy. But they can function positively in the service of the Spirit, just as does circumstantial content through discursive processes.

On the other hand, suppose that Grudem is right. Then “prophecy” continues. But such “prophecy” is fallible. It is not identical with the inspired prophecy of the Old Testament. It is in fact a spiritual gift for speaking fallibly through nondiscursive processes. If the content is biblical, its authority derives from the Bible. If the content is circumstantial, it is not an addition to the Bible (not divinely authoritative). Hence it is just information and

¹⁶ R.B. Gaffin, Jr., *Perspectives on Pentecost: Studies in New Testament Teaching on the Gifts of the Holy Spirit* (Baker, 1979)

¹⁷ W. A. Grudem, *The Gift of Prophecy in the New Testament and Today* (Crossways, 1988)

has no special authority. Hence Grudem ends up with substantially the same practical conclusions as does Gaffin.

Hence, there is no need for Gaffin and Grudem to disagree about the modern phenomena. They disagree only about the label given to the phenomena (“not-prophecy” versus “prophecy”), and about whether the New Testament phenomena were identical or merely analogous to the modern phenomena. Both Gaffin and Grudem already acknowledge the fallibility of the modern phenomena. Gaffin needs only to take the additional step of integrating the modern phenomena into a theology of spiritual gifts. Given this theological integration, we find that there is an analogical justification for the use of these gifts in the church today.

Grudem, on the other hand, needs only to clarify the status of “prophecy.” “Prophecy,” he says, is fallible, but still revelatory. It still derives from God, and still is important for the well-being of the church. Gaffin and many others find this sort of description difficult to grasp or classify. How can something be “revelatory” and still not compete with the sufficiency of Scripture? I explain how partly by distinguishing teaching content from circumstantial content. Teaching content must not add to Scripture but can only rephrase what is already there in Scripture. Circumstantial content has the same status as information received through a long-distance telephone call - that is, it has no special claim to authority. It is therefore obvious that neither type of content threatens the sufficiency of Scripture.

If charismatics and noncharismatics could agree on these points, I think that the debate on modern spiritual gifts would be largely over. But there are practical adjustments. People who value nondiscursive gifts have tended to migrate into charismatic circles, where nondiscursive gifts are prized. People who value discursive gifts have migrated into noncharismatic circles, where discursive gifts are prized. Each group tends to prize only people of its own kind. We all need to learn again from 1 Corinthians 12 the importance of every gift, including those with which we have yet to become comfortable.

We cannot dictate beforehand that discursive gifts or nondiscursive gifts must always be dominant, that they must be the outstanding characteristic of every Christian community. For the Lord “gives them [gifts] to each one, just as he determines,” not as we determine (1 Cor. 12:11). On the other hand, we can be confident that the Lord purposes to rule and guide his church

through the complete Scripture. He adds no extra divinely authoritative claims. Hence, a natural preeminence belongs to teaching content, whose authority derives from Scripture (cf. Eph. 4:11).... (pp. 93-4).

These nuanced arguments are supported by some other respected Reformed theologians.¹⁸ Below are some excerpts from Dr. Iain Duguid's chapter, "*What Kind of Prophecy Continues? Defining the Differences between Continuationism and Cessationism*" in the recent book, "*Redeeming the Life of the Mind: Essays in Honor of Vern Poythress*" (Crossways, 2017).

Some years ago, [Poythress] wrote an article entitled "Modern Spiritual Gifts..." Its central argument - that so-called spiritual gifts such as prophecy may function at different levels, some of which continue while others cease - is reproduced and developed in his more recent booklet *What Are Spiritual Gifts?* In this short piece, *I intend to support Dr. Poythress' conclusion* by setting the cessationist-continuationist debate in a fuller biblical-theological setting and demonstrating that the phenomenon of biblical prophecy is more multifaceted than typically been recognized. (Emphasis added.)¹⁹

After surveying different uses of the words, "prophet" and "prophecy," in the Old Testament, Professor Duguid observes:

To conclude, the definition of "prophecy" in the Old Testament is significantly broader than simply capital-*P* prophecy (the deliverance of unmediated authoritative oracles from God). It also covers a broader range of Spirit-inspired activities, including preaching, teaching, leading in worship, and recording history. In addition, prophesying also functions as a mark of Spirit-possession, identifying

¹⁸ For further insight into *WCF* 1:1, see Garnet H. Milne's excellent book, *Westminster Confession of Faith and the Cessation of Special Revelation: The Majority Puritan Viewpoint on Whether Extra-Biblical Prophecy is Still Possible* (Wipf & Stock, 2007). In a review on The Gospel Coalition website, Dr. Kevin DeYoung wrote: "Undoubtedly, the best book on cessationism in the first century of the Reformed tradition is Garnet Milne's published dissertation...In this work - a model of careful scholarship serving the church - Milne argues the Puritans were overwhelmingly cessationists, but that their cessationism was not without some permeable boundaries (see also Vern Poythress's article on 'Affirming Extraordinary Works of the Spirit Within Cessationist Theology.')."

¹⁹ Dr. Duguid is professor of Old Testament at WTS (MDiv, WTS; PhD in OT, Cambridge). An ordained ARP minister, he is currently pastor of Christ Presbyterian (ARP) in Philadelphia, which he helped plant.

certain individuals as being singled out for particular tasks that do not necessarily include speaking with a "Thus says the Lord" authority.

...This more complex portrait of prophecy in the Old Testament prepares us for a more complex understanding of the New Testament picture....In sum, if we allow the New Testament to reflect the diversity of prophetic phenomena present in the Old Testament, then the pressure to try to make all prophecy in the New Testament either capital-*P* prophecy or small-*p* prophecy is lifted, allowing a fairer evaluation of its manifold forms.

...[M]any Reformed churches - including the Orthodox Presbyterian Church... - insist on the continuing direction of the Spirit today in at least one area: that of a "call to ministry." Ministerial candidates are expected to have a definite and substantive sense (though not necessarily a dramatic experience) that God, by his Spirit, is directing them into pastoral work. As with Grudem's lowercase-*p* prophecy, this internal sense of call is subject to important qualifications. A man may exhibit a strong internal sense of call but may lack the gifts or character necessary for church office. Alternatively, a suitable ministry position may not present itself, even though the church affirms that man's call in general terms. But the process of evaluating and testing a man's internal sense of a call to the ministry in the Presbyterian system is broadly similar to Grudem's process of evaluating prophecies. A man whose sense of internal call is not sustained by the church is not disciplined as a false prophet. Rather, he is perceived as having simply misunderstood God's direction for his life (at least for the present).²⁰

/s/ RE Howie Donahoe

²⁰ OPC Form of Government 20.3. PCA *BCO* contains similar statements; examples below. (Emphasis added.)

16.1 Ordinary vocation to office in the Church is the *calling of God by the Spirit*

...

18-1 Candidate ... is a member of the Church in full communion who, *believing himself to be called*

19-2 The examination for licensure shall be as follows: (1) Give a statement of his Christian experience and *inward call* to preach the Gospel in written form and/or orally before the Presbytery ...

19-9 Before the applicant begins his period of internship, he shall give to the Presbytery a written and/or an oral statement (at the discretion of the Presbytery) of *his inward call* to the ministry of the Word.

38-2 A minister of the Gospel against whom there are no charges, if *fully satisfied in his own conscience that God has not called him to the ministry*,

...

Dissenting Opinion
Case 2019-02: Schrock v. Philadelphia
RE E. J. Nusbaum

I respectfully dissent with the Standing Judicial Commission concerning its ruling in this Case.

In sustaining this Complaint, the SJC has declared that Philadelphia Presbytery “failed to judge and record the nature of TE Smith’s views on the continuation of the spiritual gifts of prophecy and tongues beyond the Apostolic era as required by *BCO* 13-6, 21-4e, f. and *RAO* 16-3.e.5.”

In support of its decision to sustain the complaint, the SJC states in the Reasoning and Opinion that the Presbytery failed in three areas:

- 1) “The Presbytery did not record in its minutes its judgment with respect to TE Smith’s views on the continuation of prophecy and tongues beyond the Apostolic era.”
- 2) “No affirmative vote approving TE Smith’s views was taken.”
- 3) “The Presbytery did not categorize his views in accord with *RAO* 16-3.e.5. In fact, the Presbytery did not take action on TE Smith’s views ‘in his own words’ as required by *RAO* 16-3.e.5.”

It is my opinion that the record of the case demonstrates that the Presbytery did not commit any of these errors.

First, the record of the case is clear that Philadelphia Presbytery did make and record a judgment concerning the views in question. The minutes recorded that at one point in the discussion of the exam, a motion was made to declare the Minister’s views regarding the continuation of spiritual gifts to be “out of accord with the fundamentals of the system because it is hostile to the system.” That motion failed 17-22. This vote, as recorded in the Philadelphia Presbyteries minutes, demonstrates the Presbytery did record in its minutes its judgment with respect to TE Smith’s views on the continuation of prophecy and tongues beyond the Apostolic era.

Second, the Presbytery did take an affirmative vote concerning TE Smith’s views. In addition to recording the vote on the failed motion, the Presbytery did take a vote sustaining his examination. This vote, with 23 of the 38 votes

cast in favor of sustaining the exam, demonstrates that Presbytery took an affirmative vote approving TE Smith's views.

Finally, Philadelphia Presbytery was not required to apply *RAO* 16-3.e.5 to TE Smith's views on the continuation of the spiritual gifts of prophecy and tongues. In TE Smith's examination, the record clearly shows that the Presbytery did ask the Minister about his stated differences. He had two and those stated differences were adjudicated by the Presbytery in accordance with *RAO* 16-3.e.5. The record also shows that TE Smith never declared that his views on the continuation of the spiritual gifts were a stated difference. It is true that a significant minority of the Presbytery did not agree with his view. However, a controversial view is not the same as a "stated difference." The *BCO* and *RAO* are clear and consistent:

BCO 13-6: "...ministers coming from other denominations to state the specific instances in which they may differ..." (Emphasis added.)

BCO 21-4: "...shall require the candidate to state the specific instances in which he may differ..." (Emphasis added.)

RAO 16-3: "...shall record ministers' and ministerial candidates' stated differences with our standards in their own words." (Emphasis added.)

The plain reading of these excerpts is that a stated difference is a statement coming from a minister or candidate where he expresses what he feels to be a difference the Standards. Once stated by the candidate or minister, a presbytery is required to take the steps specified in *RAO* 16-3. However, declaring that Philadelphia Presbytery was required to handle TE Smith's view on continuation of spiritual gifts in accordance with *RAO* 16-3 is to make controversial views the equivalent of "stated differences."

To require that controversial views be handled as stated difference has created a vagueness which has the potential to affect all examinations in our presbyteries. Most problematic is that presbyteries do not have clear guidance on a standard to use to make a determination on whether or not a view is to be handled as a "stated difference." In this case, the SJC determined that because 47% of presbyters felt that TE Smith's views were out of accord and hostile to our system, the view qualified as a stated difference and therefore, the requirements of *RAO* 16-3 were applicable. But such a ruling gives presbyteries no objective standard to know what the SJC may determine to be

a stated difference in future cases. What if only 30% of the presbyters feel the view is out of accord? Or what if only one person? Imagine that an examination is in progress and some number of people, 5, 10, or 15, etc., disagree with the candidate's views. The only way for a presbytery to be sure it is in compliance with this present Decision would be to pause the exam, give time for the candidate to put his view in writing (or at least record the candidate's view in his own words) and then categorize the view in accordance with *RAO* 16-3. The vague standard established by the Decision in this case has the potential to allow an undefined minority to delay and disrupt the examination of candidates with which they disagree.

In summary, this Complaint should not have been sustained. The Philadelphia Presbytery conducted a sound exam that met all the requirements specified in the Constitution of the Church. Most problematic is the erroneous and vague interpretation of the term "stated difference." This is a serious error that has the potential to create unnecessary confusion and delay in future exams.

/s/ RE E. J. Nusbaum

CASE 2019-03
COMPLAINT OF DAN & ANGELIA CROUSE
vs.
NORTHWEST GEORGIA PRESBYTERY

DECISION ON COMPLAINT
October 18, 2019

I. SUMMARY OF THE FACTS

- 06-07/18 The Session of Midway Presbyterian Church provided notice to the congregation for 2018 an election of officers and took nominations from the congregation.
- 7/15/18 The Complainant, then serving as an elected Deacon, was nominated for the office of ruling elder.
- 7/16/18 The Session determined that the Complainant's nomination would not proceed and that he would not be invited to training or be examined.

- 8/30/18 The Complainant filed a complaint with the Session against the timing of its decision to set aside his nomination. The Complainant alleged that he was qualified, that his prior divorce did not disqualify him from serving as a deacon, and that the provisions of *BCO* 24-1 required instruction and an examination prior to a determination by the Session regarding his nomination.
- 9/17/18 The Session heard and denied the Complaint.
- 10/11/18 The Complainant carried his Complaint to Northwest Georgia Presbytery (NWGP).
- 1/19/19 NWGP appointed a Judicial Commission to hear the Complaint.
- 3/6/19 After a hearing, the Judicial Commission recommended the Complaint be denied.
- 4/2/19 NWGP heard the report of its commission and adopted the judgment recommended by the commission.
- 4/4/19 The Complainant carried his Complaint to the General Assembly
- 7/15/19 The parties amended and finalized the Record of the Case by agreement.
- 8/20/19 The SJC Panel heard oral argument via Go to Meeting. The Panel included
RE Jack Wilson (Chairman), TE Bryan Chapell, and TE Charles McGowan, with TE Guy Waters and RE Steve Dowling attending as alternates.

II. STATEMENT OF THE ISSUE

Did Presbytery err, in violation of the Constitution, when it adopted the recommended judgment of its judicial commission by ruling the Session had not erred in setting aside the nomination of the Complainant to be a ruling elder prior to training and examination?

III. JUDGMENT

Yes.

IV. REASONING AND OPINION

The Complainant was previously elected to the office of Deacon and served in that office at the time he was nominated by members of the congregation to be a Ruling Elder. The Complainant contends that the Session erred when it determined, without any examination or hearing, that his nomination would not be permitted to proceed. The Session reviewed the nominations submitted by the congregation. Prior to training or examining nominees, the Session, consistent with its standing practice, screened or “vetted” the congregation’s nominees before proceeding through the instruction and examination process outlined in *BCO* 24-1.

The *BCO* reserves the determination of the qualifications of candidates for office to the sound discretion of the Session. *BCO* 24-1. Absent clear error or unconstitutional action, the decision of a Session regarding an individual’s qualifications should not be disturbed. *BCO* 39-3(3) and (4).

This case presents questions regarding the application and timing of the process described in *BCO* 24-1, which provides in relevant part:

Every church shall elect persons to the offices of ruling elder and deacon in the following manner: At such times as determined by the Session, communicant members of the congregation may submit names to the Session keeping in mind that each prospective officer should be an active male member who meets the qualifications set forth in 1 Timothy 3 and Titus 1. After the close of the nomination period nominees for the office of ruling elder and/or deacon shall receive instruction in the qualifications and work of the office. Each nominee shall then be examined in:

- a. his Christian experience, especially his personal character and family management (based on the qualifications set out in 1 Timothy 3:1-7 and Titus 1:6-9),
- b. his knowledge of Bible content,
- c. his knowledge of the system of doctrine, government, discipline contained in the Constitution of the Presbyterian Church in America (*BCO* Preface III, The Constitution Defined),
- d. the duties of the office to which he has been nominated, and

- e. his willingness to give assent to the questions required for ordination. (*BCO* 24-6)

If there are candidates eligible for the election, the Session shall report to the congregation those eligible, giving at least thirty (30) days prior notice of the time and place of a congregational meeting for elections.

This section establishes a sequence of events to occur through the nomination and election process. That process begins with nominations from the congregation, and continues through instruction, examination and election. This section outlines the various rights and responsibilities of the congregation to submit the names of nominees; of the nominees to participate in instruction and examination; and of the Session to instruct, train, examine, and determine each nominee's eligibility to become a candidate for election. Nothing in this section forecloses the Session's prerogative, at any time, to counsel or advise nominees regarding their suitability or qualifications for office.

In this case, the Session's practice of "vetting" or "prescreening" the congregation's nominees, by acting to eliminate one from the process of instruction and examination, is not described in *BCO* 24-1. In adding a peremptory review process without providing the Complainant, an elected Deacon, the benefit of any examination, the Session erred. The Record does not show that Session made any affirmative finding that the Complainant was not "an active male member who meets the qualifications set forth in 1 Timothy 3 and Titus 1" (*BCO* 24-1). By virtue of his election and continuing service a Deacon, it appears the Complainant met these Biblical qualifications. In such circumstances, the ordinary course of nominations and elections should follow the sequence outlined in *BCO* 24-1. The language of *BCO* 24-1 is mandatory. ("Every church *shall* elect persons to the offices...in the following manner...;" "nominees...*shall* receive instruction;" and "Each nominee *shall* then be examined..."(emphasis supplied)). This imperative language controls our decision. While the Session's determination of eligibility vests in its sound discretion (*BCO* 39-3(3)), that discretion must be exercised in accordance with the provisions of the Constitution. In adding a step at odds with the Constitution and "vetting," by mandating the removal of men from the process before examination, the Session erred. The Presbytery erred in approving this preliminary review process.

The examination described in *BCO* 24-1 serves several vital purposes. It affords the Session the opportunity to ask questions of a nominee, to ensure

his qualifications meet the Biblical standards and the subject matters outlined in *BCO* 24-1. The examination also provides a nominee an opportunity to be heard and to articulate his knowledge, sense of calling, qualifications, understanding and views. In this case, the premature arrest of the nomination of one duly elected and serving in office, without the benefit of an examination violates the mandatory provisions of *BCO* 24-1. While the pastoral communication of concern to a questionable candidate may be proper for a Session, a preemptive removal of a congregational nominee is not.

At the hearing, neither party could identify any portion of the record in which the reason for the setting aside of the Complainant's nomination were articulated. Further, the nominee contended (and the Presbytery did not refute the claim) that the Session did not communicate any rationale to the Complainant for setting aside his nomination at the time it did so. While *BCO* 24-1 does not specifically prescribe a process for such communication, fairness and equity suggest a Session should communicate the rationale for its action to remove a man from further consideration promptly and directly to the man.

This decision is limited to the narrow question of the application the process required by *BCO* 24-1 to the facts of this case. We do not address or express any opinion regarding the Complainant's qualifications for the office of Ruling Elder or the right and duty of the Session to exercise its discretion, at the proper time, to determine his qualifications for that office and his eligibility to be a candidate. This decision also should not be construed to address "frivolous" nominations or submission of names of those who are clearly disqualified. Barring clearly or grievously disqualified nominees, the procedures for instruction and examining nominees outlined in *BCO* 24-1 should be followed. That process requires instruction and examination to precede a session's determination of a nominee's qualifications and eligibility. The case is remanded for adjudication consistent with this decision.

The SJC reminds the church that according to *BCO* 14-7, General Assembly judicial decisions "shall be *binding and conclusive on the parties who are directly involved in the matter being adjudicated*, and may be appealed to in subsequent similar cases as to any principle which may have been decided." (Emphasis added.) Should anyone suppose that there should be greater flexibility in the process of *BCO* 24-1, proposed amendment to the *BCO* would be in order.

The Panel's Proposed Decision was drafted by RE Wilson and revised and approved by the Panel. The Reasoning was further revised by the SJC, and then the SJC approved the Decision by a vote of 19-3, with two absent.

Bankson, <i>Concur</i>	Duncan, M., <i>Concur</i>	Neikirk, <i>Concur</i>
Bise, <i>Concur</i>	Duncan, S., <i>Concur</i>	Nusbaum, <i>Concur</i>
Cannata, <i>Dissent</i>	Ellis, <i>Concur</i>	Pickering, <i>Concur</i>
Carrell, <i>Concur</i>	Greco, <i>Concur</i>	Ross, <i>Concur</i>
Chapell, <i>Absent</i>	Kooistra, <i>Absent</i>	Terrell, <i>Dissent</i>
Coffin, <i>Concur</i>	Lee, <i>Concur</i>	Waters, <i>Concur</i>
Donahoe, <i>Concur</i>	Lucas, <i>Dissent</i>	White, <i>Concur</i>
Dowling, <i>Concur</i>	McGowan, <i>Concur</i>	Wilson, <i>Concur</i>

Concurring Opinion

Case 2019-03: Crouse vs. NW Georgia Presbytery

RE Howie Donahoe

I was a bit ambivalent about my vote in this Decision. I personally think a Session should have more flexibility, but it seems *BCO* 24-1 contains mandatory language and a mandatory sequence. The main issue is the flexibility (or rigidity) of the phrase "shall *then* be examined ..." So, the PCA may want to consider an overture revising *BCO* 24-1 to explicitly provide more flexibility.

Regarding flexibility, most would agree a Session has the freedom and flexibility to determine what the *BCO* 24-1 "instruction" looks like. There are different practices in the PCA. And it could even vary for individuals. If a 45-year-old military officer resigns from service on his Session due to an upcoming three-year overseas assignment, and then returns to the same church after the assignment, his *BCO* 24-1 training could look different from what's offered to a 28-year-old man in the same church who's never been an elder. Likewise, if one of my fellow ruling elders on the SJC moved to our church near Seattle, I doubt many would construe *BCO* 24-1 as requiring us to put him through, or requiring him to attend, the same elder training program we provide rookies.

There's a legitimate debate on how flexibly we can construe the word "shall" in the *BCO*. For example, there seems to be broadly-recognized flexibility regarding another mandatory-sounding *BCO* provision (at least in practice).

58-5. ...Here the bread is to be distributed. After having given the bread, he shall take the cup, and say:

The word "shall," appears 1,634 times in the *BCO*, *RAO* and SJC Manual. Many times in the *BCO* it refers to a mandatory action. For example:

32-13. In order that the trial may be fair and impartial, the witnesses *shall* be examined in the presence of the accused, or at least after he shall have received due citation to attend.

But sometimes it is used merely descriptively. For example:

37-7. When a person under censure *shall* reside at such a distance from the court by which he was sentenced... [See also *BCO* 38-1, 38-2, 41-4.]

In many *BCO* paragraphs, it is used descriptively and prescriptively in the same paragraph:

19-2. ... No Presbytery *shall* omit any of these parts of [licensure] examination except in extraordinary cases; and whenever a Presbytery *shall* omit any of these parts, it *shall* always make a record of the reasons therefor, and of the trial parts omitted. [See also *BCO* 19-13, 21.4.b, 21-4.d, 23-1, 38-3.a, 40-5, 42-7, 46-1, 46-2, 46-6, 46-8.]

/s/ RE Howie Donahoe

Dissenting Opinion

Case 2019-03: Crouse vs. NW Georgia Presbytery

TE Sean M. Lucas, joined by RE Terrell and TE Cannata

There were two issues that led to our dissent from the SJC decision in 2019-03 *Crouse v. NW Georgia Presbytery*. First, the decision provided a constitutional solution to what was actually a pastoral issue. In the record of the case, it appeared that the Complainant's Session was wrestling with the requirements of 1 Timothy 3:2 and how to apply its developing understanding to those who were already officers in that church. Of course, it is the prerogative of that Session to determine and "to declare...the qualifications of its ministers and members" (*BCO*, Preliminary Principle, 2); such

determination subject to its “sound discretion” (*BCO* 24-1) and “should not be distributed” (*BCO* 39-3[3] and [4]). The pastoral problem that emerged was two-fold: the inconsistent way the Session wrestled with this issue and the failure to communicate to the Complainant what was happening and how this all affected his nomination to serve as a Ruling Elder.

To be sure, the Complainant sought the constitutional solution when he complained against the action of the Session and pursued that Complaint through the procedures provided by the *BCO*. That surely was his right. However, while the SJC decision provided constitutional relief for the Complainant, it will not actually provide what is required—pastoral care that will lead to further ministry within that particular congregation. It is hard to imagine how the *BCO* process in which the Complainant engaged will actually provide the relief sought—which is a place on his local church’s Session. Surely, that could only come through pastoral care and communication, not through the constitutional solution offered by the SJC.

Second, and more significant in terms of the reach of this decision, the SJC decision creates a precedent that goes beyond the required relief in the case. While the SJC’s reason and judgment suggested that this is a “narrow decision,” it actually is a broad one: it is a decision that has the potential of affecting hundreds of churches and their officer training programs and could open the door to litigation for disgruntled nominees who were rightly prevented from standing for election to church office.

The broad nature of the decision is seen in two ways. First, in the repeated use of “mandatory” in connection with the sequence in *BCO* 24-1. After laying out the sequence of events to occur through the nomination and election process, the SJC declared, “The language of *BCO* 24-1 is mandatory.” And the relief offered to the Complainant was the result of a supposed violation of “the mandatory provisions of *BCO* 24-1.” However, the alleged violation was for a practice that is “not described in *BCO* 24-1,” that of “prescreening” nominees. While not denying that the positive commands of *BCO* 24-1 are mandatory (as represented in the repeated “shall” statements), it strikes me as odd that such “shall” statements are taken to rule out anything else that may happen in-between those “shalls.” The SJC has not demonstrated in its judgment why the Constitution prevents Sessions from “certifying” the nominees prior to their beginning the training process; such certification is not prohibited. Such certification would happen between “the close of the nomination period” and nominees for office “shall receive instruction.” This, in fact, could be what was occurring in the Complainant’s Session as they “vetted” their nominees,

wrestling with the qualifications of 1 Timothy 3:2 and how they apply. The SJC's reading of *BCO* 24-1 treats that section in a rigid fashion that does not allow for the appropriate flexibility that is contained already in the Constitution.

Second, in the final paragraph of the reason and judgment, the SJC doubled down on their decision by suggesting that if a Session desires "greater flexibility" in the requirements found in *BCO* 24-1, it should pursue a change to the Constitution. Such language suggests that the SJC declared the "mandatory" sequence in *BCO* 24-1 to have the weight of constitutional law. The net effect of this declaration suggests that the SJC holds that the only place where a nominee can be removed from the officer process is at the very end after training and examination.

While such a strict reading of *BCO* 24-1 may be defended, it is pastorally disastrous and practically unrealistic. It is pastorally disastrous because it leaves individuals in the training and examination process who may be unfit for office and yet cannot be removed until the examination occurs at the end. The individual goes through all the training, thinking that he is going to be a deacon or ruling elder; meanwhile, the Session has significant concerns about his fitness to serve. Yet, the individual goes to the very end, only to be rejected. How is he going to feel? Would he believe that it would have been better pastorally to have been told this at the very beginning, rather than believing that he will make it through the process and stand for election?

Not only this, but this reading is practically unrealistic. What is much more likely is that such individuals who have gone all the way through the training and examination process will be allowed to stand for office, even while elders have concerns about their fitness for office. While we would like to believe that elders would have the courage not to let such men find a place on the ballot, it is much more likely that they would have sympathy on such men who have engaged with the formative discipline of the training and examination process and allow them to proceed. Meanwhile, the church may end up with a Diatrophes (3 John 9), all because such a man was not vetted out of the process at the very beginning.

The SJC decision appears to be uncomfortable with the constitutional overreading provided here as evidenced in its mitigating language: "Nothing in this section forecloses the Session's prerogative, at any time, to counsel or advise nominees regarding their suitability or qualification for office." Yet how should such counsel occur? Does counsel rise to the level of a ruling? If

the Session's counsel is that someone is not suited for office and then they proceed to training and examination anyway, does such represent a violation of their membership vows? Can only one member of the Session give this counsel (i.e., the pastor) or does the Session need to give such counsel jointly under its power of jurisdiction (*BCO* 3-2)? How does this not open the door to further litigation?

Likewise, the SJC offers as mitigating relief to this decision the ability to deal with "clearly or grievously disqualified nominees." Such can be removed—but how and when? At the beginning of the process in a "prescreening" process? The Complainant's Session tried to do this as it wrestled with 1 Timothy 3:2, determined that he was disqualified, and removed his nomination; yet, the SJC has ruled that such could only be done at the end of the "mandatory sequence" of *BCO* 24-1. The result is that "clearly or grievously disqualified" nominees can only be removed at the end of the process after examination. And so, the apparent mitigating relief is no true relief at all. What is actually here is an overreading of the constitutional requirements in *BCO* 24-1 by not allowing for the appropriate flexible, pastoral application of its mandatory aspects.

For these reasons, this dissent argues that the SJC should have answered its statement of the issue in the negative and supported the lower court's ruling that the Complainant's Session had not erred in their handling of the case. This dissent also warns concerning the potentially wide-ranging, negative effects of the SJC decision both pastorally and practically as Sessions seek to qualify men for office.

/s/ TE Sean M. Lucas

CASE 2019-06
THE PRESBYTERIAN CHURCH IN AMERICA
vs.
THE PRESBYTERY OF THE MISSISSIPPI VALLEY

DECISION ON *BCO 40-5* REFERRAL
February 6, 2020

SUMMARY OF THE CASE

This Case arose from a July 18, 2016 arraignment at which a member (hereinafter referred to as the "Petitioner") of Pear Orchard PCA Church in Ridgeland, MS, pled "not guilty" to the charge of "failing to submit to the government and discipline of the church." She had filed for divorce, even though the Session had previously communicated to her its conclusion that she did not have biblical grounds for divorce.

A trial was never scheduled. One month after the arraignment, in August 2016, the Session met and approved the following motion: "For [two named elders] to draft and send a final letter to [the Petitioner], warning that if she continues to make it known that she has no intention of fulfilling her vows to submit to the authority of the Session, and she does not repent of that, per *BCO 38-4*, her name will be erased from the church roll."

Shortly thereafter, the Session, through the two Session members, sent the Petitioner a letter stating the Session was "ceasing formal judicial process against" her because it understood some of her comments at the July 18 arraignment to mean she did not recognize the Session's authority, and that she would not fulfill her membership vows. The Petitioner contended that her comments were not intended to indicate an intention not to submit. The minutes of the September 16, 2016 meeting indicate that the Session rescinded its indictment and formally erased the Petitioner's name from its membership roll under *BCO 38-4*. The Record does not indicate when or if this final erasure was communicated to the Petitioner.

Twelve months later, in September 2017, the Petitioner filed a *BCO 40-5* report with the Presbytery of the Mississippi Valley (PMV), alleging the Session acted in a grossly unconstitutional manner when it erased her name from the membership roll without process. The Session filed a response to Presbytery in January 2018, and a Presbytery Commission met with Session representatives. At its February 2018 meeting, Presbytery adopted the

recommendation of its Commission and ruled the Session had not acted unconstitutionally when it removed the Petitioner from membership via *BCO* 38-4. She then filed her *BCO* 40-5 letter with the General Assembly. The SJC began to consider it as Case 2018-02, but the SJC eventually ruled it administratively out of order and referred the matter to the General Assembly's Committee on Review of Presbytery Records. RPR recommended to the 47th GA in Dallas that the GA judge her report was credible and cite the Presbytery to appear before the SJC and "show what the lower court has done or failed to do in the case in question." (*BCO* 40-5)

Eventually, the SJC determined the following to be the Statement of the Issue: "Did Presbytery err in its response to the Petitioner's *BCO* 40-5 letter?" The SJC's Judgment is "Yes. The errors are addressed in the following Reasoning (*OMSJC* 15.6.a)."

I. SUMMARY OF THE FACTS

- 03/16 The Session of Pear Orchard Presbyterian Church (POPC) counseled with the "Petitioner" and her husband regarding their marriage. Both were members of POPC.
- 04/18/16 The Petitioner's husband confessed to specific sins related to the marriage and his interaction with his wife. The Session received his confession, admonished him, and counseled the parties to remain married and to continue to seek counseling and assistance regarding their marriage.
- 05/10/16 The Petitioner informed the Session that she disagreed with its counsel and that she had filed for divorce.
- 05/24/16 The Session sent the Petitioner a citation, along with an indictment, to appear before the Session on June 27, 2016, to hear and receive a charge and specifications proffered against her and to enter a plea to the Charge. The charged offense was "failing to submit to the government and discipline of the church..." The Specification read:

That on the 19th day of April, 2016, a letter from the session of Pear Orchard Presbyterian Church was mailed to [the Petitioner] that specifically advised [her] not to pursue a divorce but rather continue to

attend counseling both individually and with her husband, [name omitted], and exhorted both [the husband and wife] to keep their marriage vows before the Lord, to love and forgive one another, and to work toward reconciliation. The letter further reminded [her] that she took a vow to be a loving and faithful spouse in sickness and in health, in plenty and in want, in joy and in sorrow, and as long as she shall live; that [she] entered into a lifelong covenant with [her husband] and that covenant is still in effect. [The Petitioner] was therefore urged and implored to strive by the Holy Spirit's power to live with her husband in love, peace, faithfulness, and devotion to the Lord and to her husband. [She] was finally charged to leave her father and mother and cleave unto [her husband], to submit to him as the church submits to Christ, to respect him, to forgive him, to cease pursuit of a divorce, and to commit herself to reconciliation.

That despite and in direct repudiation of the foregoing counsel, on or about May 10, 2016, [the Petitioner] did file a petition for divorce and serve the same upon her husband, [name omitted].

- 06/30/16 After she did not appear at the June 27 arraignment, the Session cited her a second time to appear before the Session on July 18, 2016, to hear and receive a charge and specifications preferred against her for "... failing to submit to the government and discipline of the church;" and to enter a plea to the charge.
- 07/18/16 The Petitioner appeared before the Session and pled not guilty to the charge. The minutes of the called Session meeting indicate the Petitioner informed the Session that she had the right to plead not guilty and that she believed the Session was wrong in its conclusion that she did not have biblical grounds for divorce.
- 08/15/16 One month after the arraignment, the Session met and approved the following motion: "For [two named elders] to draft and send a final letter to [the Petitioner], warning that if she continues to make it known that she has no intention of fulfilling her vows to

2020 Reports to 48th General Assembly
Standing Judicial Commission

submit to the authority of the Session, and she does not repent of that, per *BCO* 38-4, her name will be erased from the church roll."

- 08/17/16 The Session sent the Petitioner a letter stating that the Session was dropping the charge against her "[cease formal judicial process against you]," because it understood her comments at the July 18 arraignment to mean she did not recognize the Session's authority, and that she would not fulfill her membership vows.
- 09/16/16 Two months after the arraignment, the Session rescinded its citation and formally erased the Petitioner's name from its membership roll under *BCO* 38-4. The Record of the Case does not indicate when or how this action was communicated to the Petitioner. At oral argument, the party representatives confirmed that the Record does not indicate when or how the decision to erase was finally communicated.
- 09/06/17 Fourteen months after the arraignment, the Petitioner filed a *BCO* 40-5 report with the Presbytery of the Mississippi Valley (PMV), alleging the Session acted in a grossly unconstitutional manner when it erased her name from the membership roll without process.
- 11/07/17 PMV appointed a Judicial Commission to hear Petitioner's *BCO* 40-5 report.
- 01/30/18 The Judicial Commission conducted a hearing with POPC Session representatives to adjudicate the matter. The Petitioner was not present.
- 02/06/18 PMV received and approved the report of its Judicial Commission and adopted the following judgment recommended by the Commission.
- "The judgment...is that the Pear Orchard Presbyterian Church Session acted constitutionally when it removed [the Petitioner] from the rolls of Pear Orchard Presbyterian Church per *BCO* 38-4."
- 05/03/18 Petitioner filed a *BCO* 40-5 report with the PCA Standing Judicial Commission:

"I request that the PCA GA, as the court having appellate jurisdiction over PMV, accept and review my credible report and reverse or redress the action arising out of an alleged grossly unconstitutional proceeding." The SJC Officers found the case administratively in order and referred it to a Panel as Case 2018-02.

07/20/18 The 48-page Record of the Case was finalized on July 20, 2018. TE Roger Collins served as the Presbytery's representative. The Petitioner was represented by TE Dominic Aquila.

09/10/18 An SJC Panel heard oral argument via GoToMeeting videoconference. Panel included RE Jack Wilson (chairman), TE Bryan Chapell, and TE Charles McGowan, with TE Paul Bankson and RE Sam Duncan attending as alternates.

09/17/18 The SJC Panel filed its Proposed Decision in Case 2018-02, recommending the following as the Statement of the Issue and the Judgment:

Did Presbytery err on February 6, 2018 when it adopted the recommended judgment from its judicial commission , thus ruling the Session had not erred?

Yes

02/17/19 At its Stated Meeting five months later, the SJC adopted a substitute for the Panel's Proposed Decision, adopting the following Decision by a vote of 17-6. There were one Concurring and two Dissenting Opinions.

The *BCO* 40-5 filing with the SJC is out of order. The only responsibility the SJC has with respect to Chapter 40 is upon referral of a matter from the General Assembly according to *RAO* 16-10.c. and as administered under Chapter 15 of the *OMSJC*.

The SJC notes the Record does not contain evidence that the Session provided [the Petitioner] with notice of its action erasing her name from the roll (*BCO* 38-

4). If this notice was not properly given, [the Petitioner] remains a member in good standing of the church in question, unless she has joined another church. (M47GA, p. 562).

02/22/19 The PCA Stated Clerk forwarded the Petitioner's *BCO* 40-5 letter and the Record of the Case to the GA Committee on Review of Presbytery Records ("RPR").

05/30/19 One month before the 47th General Assembly, RPR voted 50-0-6 to adopt the motion below.

Therefore, the CRPR recommends the 47th GA rule the allegation of [the Petitioner] is a "credible report" involving "an important delinquency or grossly unconstitutional [proceeding]," and thus, per *BCO* 40-5, the 47th GA cites the Presbytery of the Mississippi Valley to appear before the PCA's Standing Judicial Commission, which the 47th GA constitutes its commission to adjudicate this matter, by representative or in writing, at the SJC's fall stated meeting, to "show what the lower court has done or failed to do in the case in question," following SJC Manual 15, the 47th GA directs the SJC Officers to appoint an SJC member to be the representative of the report. Specifically, the GA requests the Presbytery to at least answer these questions initially:

1. Where in the Session's or Presbytery's official record ("Record"), or elsewhere, is there record of a clear demonstration that [the Petitioner] "made it known she had no intention of fulfilling the church vows?" (*BCO* 38-4)
2. If a church member declines to follow advice or counsel from a Session, is that automatically evidence of failing to submit to the government and discipline

of the church? (i.e., the offense for which the Session indicted her).

3. Where in the Record, or elsewhere, is there record of the Session fulfilling the "pastoral discipline/reminding" responsibility of *BCO* 38-4, which occurs after a member's expression of "no intention" but before the action of removal?
4. Where in the Record, or elsewhere, is there record of the Session providing [the Petitioner] formal and official notification of her *BCO* 38-4 removal after the Session took the action?" (RPR Recommendation 44.e, M47GA, pp. 485-486).

- 06/27/19 At the 47th GA in Dallas, a substitute for RPR's recommendation was moved from the floor proposing the Assembly dismiss the whole matter, but it failed by a vote of 323-802 (29-71%) An amendment to RPR's recommendation was adopted to allow the parties to add written documentation to the Record. GA adopted RPR's recommendation, as amended, by a voice vote. (M47GA, pp. 26-27).
- 10/02/19 Presbytery's Representative (and Clerk) TE Roger Collins submitted a four-page Brief, with a one-page attachment. Three additional pages were added to what had been the 48-page Record of Case 2018-02 (i.e., the Session's January 2018 letter to the Presbytery Judicial Commission).
- 10/14/19 The Assembly's Representative, RE Sam Duncan, filed his report with the SJC. (He was been appointed to that role by the SJC officers, per GA instructions.)
- 10/17/19 The full SJC heard the *BCO* 40-5 Report in accordance with the General Assembly's direction. The representatives for Presbytery and the GA presented oral arguments and answered questions. After the post-Hearing discussion, the SJC adopted a motion instructing the SJC Chairman to appoint a drafting committee to

present a recommended Decision to the SJC prior to the SJC's February Stated Meeting.

- 01/21/20 Drafting Committee of REs Dowling (chair), Donahoe, Neikirk and Wilson filed its report, along with a proposed decision.
- 02/07/20 SJC discussed the Committee's proposed decision and adopted a Decision.

II. STATEMENT OF THE ISSUE

Did Presbytery err in its response to the Petitioner's *BCO* 40-5 letter?

III. JUDGMENT

Yes. The errors are addressed in the following Reasoning. (*OMSJC* 15.6.a)

IV. REASONING

The Record, and the Presbytery's Response to the questions posed by the 47th General Assembly, present several concerns summarized as follows:

- A. *Indictment* - The Session alleged it was automatically sinful for the Petitioner to fail to heed its conclusion about her pending divorce. And the Session contended this was the equivalent to "failing to submit to the government and discipline of the church" which was the offense charged in the May 2016 Indictment. And Presbytery agrees.
- B. *Conflation* - The Session erred in considering the not guilty plea and continuing with the divorce as sufficient proof that the Petitioner had no intention to fulfill her membership vows.
- C. *BCO 38-4 Another Branch* - Even if the Petitioner unequivocally reported she had no intention of fulfilling membership vows, the Session erred by failing to determine whether the Petitioner would fulfill the duties of membership in another branch of the visible church. (Presbytery's response to Question 1 from the 47th GA indicates the pastor of POPC apparently knew she had been worshipping at a local Baptist church.)
- D. *BCO 38-4 Notification* - The Session erred in failing to notify the Petitioner when her name had been removed from the roll.

E. *Case Without Process* - The Session erred by, in effect, proceeding to a "case without process" after dropping the initial charges.

A. *Indictment*

GA Question 2 to Presbytery - If a church member declines to follow advice or counsel from a Session, is that automatically evidence of failing to submit to the government and discipline of the church? (i.e., the offense for which the Session indicted her).

Presbytery Response - No. Not automatically. The action of the session was to "rule" that [the Petitioner] did not have a Biblical basis for divorce (ROC 13 l. 15ff.). That "rule" was communicated to remove any ambiguity as to what the session deemed obedient action for both [the husband and wife]. Knowing her expressed conclusions (ROC 12, l. 11) a clear scriptural decision and communication was approved by the session for [the Petitioner]. That was intended for her benefit.

Presbytery's answer concludes with the assertion below, which indicates that Presbytery, and perhaps the Session, believe the Petitioner only had two options: "obey" and stop the divorce, or file a Complaint.

The proper course of action for [the Petitioner], if her conscience would not allow her to obey, would have been to file a complaint against their ruling. The fifth vow of membership precludes summarily disregarding the session's communication." (ROC and ruling (*BCO* 57-5.5; ROC 12, l.11)."

But there is at least one other option: to consider, but respectfully disagree with, the Session's conclusion. That would not, in itself, be a violation of membership vow 5 or *de facto* evidence of "failing to submit to the government and discipline of the church." Granted, in a situation like that, a Session might allege the person is divorcing without biblical grounds, and indict on those grounds, but that was not the Indictment against the Petitioner.

In addition, it is unclear what Presbytery means when it asserts the Petitioner "summarily" disregarded the Session's communication. That

assertion is not demonstrated from the Record. Presbytery cites ROC 12, line 11, but that line simply reads: "[The Petitioner] considers [her husband's] behavior to be emotional abandonment, and in her mind, grounds for divorce." And the Record contains this statement from the Session: "Yes, [her husband] has sinned against her grievously (by his own admission)." The husband's confession was formally treated as a *BCO* 38-1 Case *Without Process* and the Session officially imposed the censure of Admonition.

The following sequence is important. A month after the Session adopted a resolution that she "does not have grounds for divorce and ought not to pursue divorce," she notified the Session she had filed for divorce. A week later, the Session adopted the following motion:

That the Session, in light of the strong presumption of [her] guilt of failing to submit to the government and discipline of the church (*BCO* 57-5, membership question #5; *WCF* 24.6; Hebrews 13:17; 1 Peter 5:5), proceed to institute process, appoint a prosecutor to prepare the indictment and to conduct the case (*BCO* 31-2, 32-3, Appendix G.1), and cite her to appear and be heard at another Session meeting (date TBD), not sooner than ten (10) days after the citation (*BCO* 32-3, Appendix G. 2).

It is important to note she was not being indicted for the sin of unbiblical divorce, but rather, for the alleged sin of "failing to submit to the government and discipline of the church." The concluding paragraph of the Session letter accompanying the indictment began with:

[Petitioner], it appears to us that you are guilty of failing to submit to the government and discipline of the church."

The indictment began:

In the name of the Presbyterian Church in America, the Session of Pear Orchard Presbyterian Church charges [Petitioner] with failing to submit to the government and discipline of the church, against the peace, unity, and purity of the Church, and the honor and majesty of the Lord Jesus Christ, as the King and the Head thereof.

In addition to citing *WCF* 24.6 on divorce, the indictment excerpted *BCO* 57-5, *WCF* 30.1, Hebrews 13:17, and 1 Peter 5:5, as shown below.

BCO 57-5, membership question #5 - "Do you submit yourselves to the government and discipline of the Church, and promise to study its purity and peace?"

Westminster Confession of Faith 30.1 - "The Lord Jesus, as King and Head of his church, hath therein appointed a government, in the hands of church officers, distinct from the civil magistrate."

Hebrews 13:17 - "Obey your leaders and submit to them, for they keep watch over your souls as those who will give an account. Let them do this with joy and not with grief, for this would be unprofitable for you."

1 Peter 5:5 - "You younger men [and by good and necessary consequence, women], likewise, be subject to your elders ... "

The Specification section ended with this sentence:

That despite and in direct repudiation of the [Session's] foregoing counsel, on or about May 10, 2016, said [Petitioner] did file a petition for divorce and serve the same upon her husband, [name omitted].

The Record also contains an email from the Session Clerk seeking advice from a PCA official:

It is looking like we will likely have a trial before our Session here at Pear Orchard - a wife who filed for divorce after the Session determined that she did not have biblical grounds; she is probably going to be pleading not guilty this evening of the charge against her (failing to submit to the government and discipline of the church).

... In some ways this case seems simple - we said she didn't have grounds, she filed anyway, we're charging her with not submitting to the government of the church. But she's going to want to say that we were wrong in our determination that

we didn't have grounds. That seems more along the lines of a complaint, and she didn't file a complaint with us before filing for divorce in the civil courts. So, should the moderator allow questions along the lines of "The Session made an erroneous determination on whether I had grounds for divorce"? It does seem germane in one sense (if we had decided differently, her actions wouldn't be construed as disobedient), but irrelevant from another standpoint (our decision was made, and she flagrantly disregarded it anyway).²¹

The above demonstrates that the Session's charge of "failing to submit to the government and discipline of the church" was based on her continuing to pursue divorce despite the Session's counsel. The Session was wrong to equate the two, and Presbytery should have noted this.

Furthermore, whenever a Session offers such or similar counsel, a member is not required to file a *BCO* 43 Complaint if the member declines to follow it (*contra* Presbytery's response to GA Question 2). A member's responsibility is to seriously and respectfully consider the counsel. But there may be many instances where a Session advises it regards something as sinful, without the member sinning by not following the advice. (The person's underlying action may indeed be sinful, but his *response to the advice* is not, in and of itself, sinful). This might include Session advice on: how the Lord's Day should be observed, whether parents should use books with depictions of Jesus, whether parents should baptize their infants (WCF 28:5), whether tithing is morally obligated, the permissible use of tobacco or alcohol, appropriate clothing standards, "undue delay of marriage" (WLC 139), "avoiding unnecessary lawsuits" (WLC 141), what constitutes "prejudicing the good name of our neighbor" (WLC 145). And if a Session believed an indictment was warranted in any such situation, the indictment should allege the underlying sin, not the person's decision declining to follow Session counsel.

²¹ A response from the PCA Clerk's office, included the following: "The accused may, however, use as a defense [at] her trial an argument that the Session's decision was erroneous."

B. *Conflation of not guilty plea with no intent to submit*

The Session erred in conflating the “not guilty” plea with a statement definitively indicating that the Petitioner had no intention to fulfill her vows. If, prior to the May 2016 Indictment, the Petitioner expressed she had no intention of fulfilling her membership vows, the Record does not indicate how or when she did. The arraignment was in July, but the indictment was issued two months earlier, in May, thus no statements made at the July arraignment could have been the basis for the May indictment.

The Petitioner’s recollection of what she said at the July 2016 arraignment (as expressed in her September 2017 letter to Presbytery), is quite different than the Session’s recollection (as expressed in its January 2018 Response to Presbytery, four months after her letter to Presbytery). Though it wasn’t constitutionally required, the Presbytery Commission might have clarified the discrepancy by inviting her to appear at its January hearing.

Below are three excerpts from Session’s January 2018 filing to Presbytery’s Judicial Commission.

She stated plainly that she did not recognize our authority over her, and that she had no intention of dropping her pursuit of divorce from her husband, or of keeping her church vows, no matter what the Session said or did.

[Petitioner] had made it plainly known to our Session that she had no intention of fulfilling her church vows ...

We believe that our actions with regard to [the Petitioner] ... were fitting for her disregard for the authority of the elders of the Church of the Lord Jesus Christ (cf. Hebrews 13:17).

But four months earlier the Petitioner contended differently. (Presumably, the Session had a copy of her letter before they filed their response to Presbytery’s Judicial Commission.). Below are three excerpts from her September 2017 letter to Presbytery.

[At the arraignment] there were some questions and discussion regarding whether I would submit to the Session’s authority ... It was during this discussion that the Session misinterpreted

some of my remarks that are reflected in the Session's August 17, 2016 letter. I contend that the Session erred when it inferred from my comments that I was pleading guilty.

The Session ... inaccurately interpreted my responses during our discussion to mean that I would not submit to the authority of the Session as an admission of guilt (even though I had already said I was "not guilty."

I maintain that I did respect church authority and took my membership vows seriously. I appeared before the Session to enter a not guilty plea with the intention of defending myself at trial. I was following the *BCO* as much as I understood it; I did not attempt to escape jurisdiction.

The above discrepancy is likely why the 47th GA posed the following question to Presbytery.

GA Question 1 - Where in the Session's or Presbytery's official record ("Record"), or elsewhere, is there record of a clear demonstration that Ms. [name omitted] "made it known she had no intention of fulfilling the church vows?" (*BCO* 38-4)

Presbytery's October 2019 Response - The testimony of the Ruling and Teaching Elders of the Pear Orchard Presbyterian Church (POPC) Session is unequivocal in the Record of the Case (ROC 44, ll. 11-30; 3840 46-47). PMV's commission questioned them further and heard their representatives testify that the letter (ROC 44-45) sent to the PMV Judicial Commission as well as the entire ROC that they submitted was attested unanimously by the entire session of Pear Orchard. That ROC clearly asserts that all the session members present on July 18, 2016 heard [the Petitioner] make it known that she had no intention of fulfilling her church vows.

I have also confirmed that [the Petitioner] has not attended POPC since May of 2016 according to Sr. Pastor TE Carl Kalbercamp. In addition, POPC received notification in a letter dated March 27, 2019 that [the Petitioner] joined Broadmoor Baptist Church in Madison Mississippi. A copy of that letter is attached. (Italics original.)

Both the Petitioner and the Session representatives were trying to recall what was or wasn't said at a meeting 14-18 months prior. If a Session is going to pursue erasure via *BCO* 38-4, it should be scrupulous to record the basis, perhaps in writing from the member. (Note: Referencing the italics above in Presbytery's response, there's nothing in the Record indicating the Petitioner stopped attending POPC in May 2016. Thus, based on the Record, it would be inaccurate for anyone to assert the Session based any part of its May 2016 indictment or its July 18, 2016 erasure decision on two-months of non-attendance.)

The Session misinterpreted her report of continuing to pursue the divorce despite Session counsel as, per se, a "making it known [she] has no intention of fulfilling the church vows." (*BCO* 38-4). Or worse, the Session regarded her ignoring its counsel to be the equivalent of renouncing membership vow 5: "*Do you submit yourselves to the government and discipline of the Church, and promise to study its purity and peace?*"

- C. *BCO* 38-4 *Another Branch* - The Session erred by failing to determine whether the Petitioner could fulfill the duties of membership in another branch of the visible church.

BCO 38-4 requires a session to render a judgment on whether the member will fulfill membership obligations in *any* branch of the Church. The Record is silent as to whether the POPC Session evaluated this component of *BCO* 38-4 or made any such determination. This component of review wisely affords a session the opportunity to evaluate a member's actions and statements thoroughly, to determine, among other things, whether the member's actions are applicable only in one local PCA church, or more broadly, to any branch of the Church. In this case, evaluation of this component could have helped the Session understand more about the nature of the Petitioner's dispute. The Session and Presbytery have confirmed that in the time since she made the *BCO* 40-5 report, the Petitioner has joined another branch of the visible Church, indicating at least some willingness to fulfill membership obligations in that branch. Our churches should conform to the provision of *BCO* 38-4 and examine whether a member will fulfill membership obligations in another church prior to carrying out the erasure.

- D. *BCO* 38-4 *Notification* - The Session erred in failing to notify the Petitioner that her name had been removed from the roll.

BCO 38-4 requires that a member whose name is erased from the roll be notified, if possible. In this case, the Session and Presbytery admit that no such notice appears in the Record. The notice of erasure is a key component of the process outlined in *BCO 38-4*. In addition to affording a person a final opportunity to repent and return to fellowship, it also provides a time benchmark by which further action can be measured. In this case, the Petitioner claimed that since she was not notified after the Session's September 16, 2016 official erasure action, she had no avenue for a timely appeal or complaint. Her only recourse was the presentation of a *BCO 40-5* report. A proper following of *BCO 38-4* would have at least afforded the Petitioner an opportunity for appeal or complaint. And having to go through a *BCO 40-5* process, with its referral to the GA Committee on Review of Presbytery Records, has resulted in a 12-month delay in adjudication of this matter.

- E. *Case Without Process* - The Session erred by dropping the initial charges and summarily proceeding without process.

The core of the original dispute was the Petitioner's contention that she believed she had Biblical grounds for divorce while the Session concluded she did not. The Session charged the Petitioner with "failing to submit to the government and discipline of the church." [ROC 19, 23]. The Petitioner insisted her grounds were proper, and she pled not guilty to the charge of failing to submit. The Petitioner maintains the Session "misinterpreted" her remarks when she entered her not guilty plea. The Session noted, "The reason we did not schedule a trial that evening was because we were unclear how to proceed given her clear acknowledgement of guilt coupled at the same time with a disavowal of guilt." The Session apparently treated the Petitioner's insistence of her innocence, and argument that her grounds for divorce were proper, as a failure to submit. The Session reached this conclusion prematurely, and with no record of the Petitioner's rejection of the Session's authority.

The trial process and the protections secured by it help to ensure fairness in judicial proceedings. In ecclesiastical courts, it is particularly incumbent on elders, sitting as judges, to afford full constitutional protection to accused and aggrieved parties. We recognize a trial is often neither a convenient nor efficient method for resolving a dispute. We recognize the proper conduct of an ecclesiastical trial may be especially burdensome, creating taxing demands on limited resources, and

sometimes even leading to congregational disruption. A properly conducted trial, however, provides for, and is a fair and reasonable method for, determining the truth in a disputed case when an accused party pleads not guilty.

When a church member pleads not guilty, and in so doing, asserts disagreement with a Session's counsel or indictment and declines to follow such advice, that announcement is not the equivalent of refusing to submit to the church's government and discipline. The Petitioner's willingness to answer the charge and participate in the trial process demonstrates some degree of willingness "to submit to the government and discipline of the church." The Session erred when it concluded that the mere fact of the Petitioner's decision to continue pursuing the divorce indicated that she had no intention of fulfilling her church vows. The Session's preliminary determination regarding the Petitioner's actions and the reasons for her behavior may have been entirely accurate, but in making that determination final, without affording the Petitioner a trial, the Session's determination was premature. A trial might have proved the Session's initial assessment to be correct regarding the lack of biblical grounds for divorce (if that had been the indictment.) Under the facts presented here, having brought formal charges (and then dismissed them), the Session should have afforded the Petitioner her constitutional privileges and processes described in *BCO* 38-4 before deciding to remove her name from the roll.

If a trial court could summarily convert a formal charge to a case without process when a defendant pled not guilty or strongly disputed the charge, many cases would never proceed to trial. Upon issuing formal charges, it is incumbent on a trial court to see the matter through to a proper conclusion, either by dismissal, confession, or formal adjudication.

The removal of a member from the roll of a church is a significant action requiring scrupulous conformity to the Constitution. Our churches are encouraged to follow the procedures outlined in *BCO* 38-4 carefully in dealing with our members.

The February 2019 Decision in SJC Case 2018-02 [*Petitioner v. PMV*] stated that "if this notice was not properly given, [Petitioner] remains a member in good standing of the church in question." Because notice was not properly given, the Pear Orchard Presbyterian Church Session should note that in its Minutes. And now, because Presbytery's October 2019

response indicated the Petitioner joined a Baptist Church, with written notification dated March 27, 2019, the Session should remove her from the POPC roll pursuant to *BCO* 38-3(a).

The Committee's proposed decision was drafted with input from all Committee members, and the Committee approved it by a vote of 4-0 on January 21, 2020. After adopting amendments, the SJC approved the above Decision by a vote of 16-0-0, with three absent and five disqualified.

Bankson, <i>Concur</i>	Duncan, M., <i>Disqual.</i>	Neikirk, <i>Concur</i>
Bise, <i>Disqual.</i>	Duncan, S., <i>Disqual.</i>	Nusbaum, <i>Absent</i>
Cannata, <i>Concur</i>	Ellis, <i>Concur</i>	Pickering, <i>Concur</i>
Carrell, <i>Absent</i>	Greco, <i>Concur</i>	Ross, <i>Disqual.</i>
Chapell, <i>Concur</i>	Kooistra, <i>Concur</i>	Terrell, <i>Concur</i>
Coffin, <i>Concur</i>	Lee, <i>Concur</i>	Waters, <i>Disqual.</i>
Donahoe, <i>Concur</i>	Lucas, <i>Concur</i>	White, <i>Absent</i>
Dowling, <i>Concur</i>	McGowan, <i>Concur</i>	Wilson, <i>Concur</i>

RE Bise disqualified himself, per *OMSJC* 2.10.d.3.iii: "A member shall disqualify himself in any proceeding in which ... a person within the third degree of relationship to [the SJC member], ... (iii) ... is a member of a congregation in the bounds of a presbytery party to a case." RE M. Duncan disqualified himself, per *OMSJC* 2.10.d.3.iii: "A member shall disqualify himself in any proceeding in which ... a person within the third degree of relationship to [the SJC member], ... (iii) is a member of a court which is party to the case." RE S. Duncan disqualified himself because he was appointed as, and served as, the Representative of the Report. TE Ross disqualified himself because he is familiar with the original reporting party and members of the Session. TE Waters was disqualified because he is a member of the Presbytery that was party to the Case (*OMSJC* 2.10.d.(3).iii).

CASE 2019-07
MR. CHANDLER FOZARD
vs.
NORTH TEXAS PRESBYTERY

DECISION ON COMPLAINT
February 6, 2020

I. SUMMARY OF THE FACTS

- 03/16/09 The Session of Fort Worth Presbyterian Church (FWPC) adopted a policy titled “General Policy-Integration of Special Case Felons.” The policy prescribed how persons that have been incarcerated for committing exceptionally violent crimes or sexual offenses were to be integrated into FWPC.
- 10/29/18 Mr. Chandler Fozard, a member of FWPC, sent an email to the leader of Reformed Prison Ministry (RPM) at FWPC. The email included a request to make changes to the policy. All of the members of the Session of FWPC were copied on the email.
- 01/08/19 The FWPC Session sent the RPM Chair, Session members TE Darwin Jordan, RE Steve Fults, RE John Weiser, and one other person, to meet with Mr. Fozard. One topic of discussion was to be Mr. Fozard’s concern with the FWPC policy concerning special case felons.
- 01/11/19 The meeting took place. Mr. Fozard’s four concerns and four recommended changes were discussed; however, no changes were made to the policy. One key point of discussion at the meeting was that the FWPC Session had concurred with the RPM Committee’s recommendation to limit the number of Special Offenders (SOs) that could attend FWPC
- 01/18/19 Six members of FWPC, including Mr. Fozard, filed a Complaint with FWPC.
- 03/05/19 FWPC denied the Complaint. The Complainants received a letter with the FWPC Session’s answer and reasoning for denying the Complaint.

The Complainants filed a Complaint with North Texas Presbytery (NTP). The exact date of the filing is unknown because the ROC does not contain a copy of the Complaint.

- 05/03/19 NTP designated the Complaint as NTP 2019-01 and declared the Complaint to be “timely filed and in administrative order.” The NTP directed its Administrative Committee to make the necessary arrangements to hear the Case.
- 08/03/19 NTP met to conduct the hearing. Attendees received copies of briefs written by the parties and a copy of FWPC’s policy for the Integration of Special Case Felons (SCFs). The hearing was recorded and transcribed. The NTP denied the Complaint.
- 08/23/19 Mr. Chandler Fozard brought his Complaint to the General Assembly.
- 12/13/19 SJC Panel conducted the hearing.

II. STATEMENT OF THE ISSUE

Did North Texas Presbytery error when they denied the complaint against the Session of Fort Worth Presbyterian Church?

III. JUDGMENT

No

IV. REASONING AND OPINION

In the Case before us, the Complainant raised a number of concerns about FWPC’s policy for the integration of persons known as Special Case Felons (SCFs) into the life of the congregation. SCFs are persons that have been released from prison and include those that have been convicted of crimes that are sexual in nature. Specifically, the Complainant argued that the restrictions placed on these persons by FWPC’s policy were violations of Scripture.

The Constitution of the Church is very clear in outlining the jurisdiction and authority afforded to courts of the church and the relationship between the higher and lower courts.

BCO 11-2 states in part, “they [Church courts] have power to establish rules for the government, discipline, worship, and extension of the Church, which must be agreeable to the doctrines relating thereto contained in the Scriptures, the circumstantial details only of these matters being left to the Christian prudence and wisdom of Church officers and courts.”

BCO 39-3.3 states in part “A higher court should ordinarily exhibit great deference to a lower court regarding those matters of discretion and judgment which can only be addressed by a court with familiar acquaintance of the events and parties. ... Therefore, a higher court should not reverse such a judgment by a lower court, unless there is clear error on the part of the lower court.”

In the Record of the Case and in oral arguments, it was clear that the parties differed on the interpretation and application of Scripture. While both parties agreed that there was an obligation to minister to SCFs and to make reasonable provision for the protection of the children and the vulnerable at FWPC, the parties did not agree on what those reasonable provisions should be. However, in the judgment of this court, the Complainant did not demonstrate that the Session at FWPC had violated Scripture or the *Constitution of the Church* in their formulation and application of the SCF policy. The Record of the Case contains some arguments by the Respondents of the lower courts that do not properly interpret or apply the *BCO*'s 1st and 2nd Preliminary Principles in the Respondents' defense of what is otherwise acknowledged as a legitimate right of a session to set policy within the parameters of our *Constitution*. This Decision should not be read or interpreted as an endorsement or affirmation of those arguments.

Without a violation of Scripture or the *Constitution*, the higher court is obligated to defer to the lower court and deny the Complaint.

We do commend both parties for their desire to minister to, and restore, those that have been convicted of crimes, with the good news contained in the Gospel. This Case serves to remind us all that care and discipline of all members of the Church is to be administered with the compassion of the Lord Jesus Christ. We would encourage both parties to continue to talk, study, and work on solutions on how to best minister to SCFs.

The proposed opinion was drafted and approved by Panel members RE E. J. Nusbaum, TE H. Paul Lee and TE Paul Kooistra, and Panel alternate TE

Charles McGowan. After adopting amendments, the SJC approved the above Decision by a vote of 20-1, with three absent.

Bankson, <i>Concur</i>	Duncan, M., <i>Concur</i>	Neikirk, <i>Dissent</i>
Bise, <i>Concur</i>	Duncan, S., <i>Concur</i>	Nusbaum, <i>Absent</i>
Cannata, <i>Concur</i>	Ellis, <i>Concur</i>	Pickering, <i>Concur</i>
Carrell, <i>Absent</i>	Greco, <i>Concur</i>	Ross, <i>Concur</i>
Chapell, <i>Concur</i>	Kooistra, <i>Concur</i>	Terrell, <i>Concur</i>
Coffin, <i>Concur</i>	Lee, <i>Concur</i>	Waters, <i>Concur</i>
Donahoe, <i>Concur</i>	Lucas, <i>Concur</i>	White, <i>Absent</i>
Dowling, <i>Concur</i>	McGowan, <i>Concur</i>	Wilson, <i>Concur</i>

Concurring Opinion

Case 2019-07: Mr. Chandler Fozard v. North Texas Presbytery

TE David F. Coffin, Jr., joined by TE Paul Bankson, RE Steve Dowling

I concurred with the proposed decision of the Standing Judicial Commission (SJC) in this case, to deny the Complaint, but I want to highlight the fact that my concurrence was grounded narrowly on the specific wording of the decision: “in the judgment of this court, the Complainant *did not demonstrate* that the Session at FWPC had violated Scripture or the Constitution of the Church in their formulation and application of the SCF policy.” (Emphasis added). My concurrence should not be understood to imply my approval of the Session’s policy, about which policy I have grave concerns; concerns, however, that were not raised by the Complaint, or were not raised in a way that demonstrated that Session erred.

Further, I want to draw attention to the disclaimer included in the SJC’s decision:

The Record of the Case contains some arguments by the Respondents of the lower courts that do not properly interpret or apply the BCO’s 1st and 2nd Preliminary Principles in the Respondents’ defense of what otherwise is acknowledged is a legitimate right of a session to set policy within the parameters of our Constitution. This Decision should not be read or interpreted as an endorsement or affirmation of those arguments.

In my judgment, in this concurring opinion, it may be profitable to offer some elaboration with respect my view of the improper interpretations and applications before the Court.

First, in answer to the Complainant's charge that the Session's policy violated the rights of conscience set forth in the First Preliminary Principle, Respondents argued that for the higher courts to overturn the Session's policy would be to violate the Session's rights of conscience. In view is the language of the First Preliminary Principle:

1. God alone is Lord of the conscience and has left it free from any doctrines or commandments of men (a) which are in any respect contrary to the Word of God, or (b) which, in regard to matters of faith and worship, are not governed by the Word of God. Therefore, the rights of private judgment in all matters that respect religion are universal and inalienable. . . .

However, Respondents' claim, though well-intended, is without merit. Church courts, as such, have no right of conscience, because church courts have no conscience, and that because they have no soul created in the image of God. Further, contrary to Respondents' claim, the right of conscience in the First Principle is not applied to the Church, as such, in the Second Principle. On the contrary, it is applied to the people who are forming a denomination. In setting up their own government, according to their best lights, they violate the rights of no other person, because no one is forced to be a member. It is a voluntary association (cf. Morton Smith's *Commentary* on the *BCO*, as cited by Respondents, "if a number of individuals agree in their private judgment as to religious matters, they certainly have the right and privilege to associate themselves and to draw the terms for membership in that body." Emphasis added).

The Respondents' serious misunderstanding of the above has led them into a labyrinth that will confound their participation in sound Presbyterian government. According to our polity, church courts, having no conscience, cannot sin, they can only err; and when they err, they can be corrected by the higher courts without any violation of the rights of the court corrected. Note further, that erring courts cannot have the censures of the Rules of Discipline brought against them, nor can they be required to repent upon a finding of error (cf. *BCO* 11-3, 11-4; 42-9; 43-10; 30-1).

Second, Respondents argued that the Second Preliminary Principle assures that every individual PCA church has the inalienable right to form its terms of admission and its system of internal government. In view is the language of the Second Preliminary Principle:

2. In perfect consistency with the above principle, every Christian Church, or union or association of particular churches, is entitled to declare the terms of admission into its communion and the qualifications of its ministers and members, as well as the whole system of its internal government which Christ has appointed. In the exercise of this right it may, notwithstanding, err in making the terms of communion either too lax or too narrow; yet even in this case, it does not infringe upon the liberty or the rights of others, but only makes an improper use of its own.

But this language cannot be understood to apply to anything other than a denomination or independent church body being formed. The member churches and the courts of the denomination are voluntarily a part of a body that has already exercised the rights of the Second Principle on their behalf in the adoption of a form of government, rules for discipline and a directory for worship. The Respondents' construction of this principle would undermine the very existence of a Presbyterian denomination and lead to chaos.

Respondents' illustrations of the variety in the practical administration of different congregations and courts belonging to the same denomination are nothing to the point (e.g., whether to have a new members class; what should be taught in that class; length and depth of officer training; whether to have a separate women's or men's ministry; the particulars of its ministry to youth and children; what staff positions it will have, etc.). Our Confession of Faith teaches us that such matters are typically not questions of conscience before God, but rather are to be understood under the rubric of "there are some circumstances concerning the worship of God, and government of the church, common to human actions and societies, which are to be ordered by the light of nature, and Christian prudence, according to the general rules of the Word, which are always to be observed." (CF 1.6) Yet all of this wholesome variety, rooted in practical wisdom applied to differing circumstances, must be within the parameters of the Constitution of the Church, previously established. No appeal to the Second Preliminary Principle can relieve that constitutional obligation. This point is summed up nicely in J.A. Hodge's commentary on the Second Principle:

This principle is essential to all organizations. Men are at liberty to refuse to be connected with a society, but if they voluntarily enter, they must submit to its terms of admission and to its laws. So if any man's conscience will not permit him to concur with, or passively submit to, the standards of the Church, he "shall, after sufficient

liberty modestly to reason and remonstrate, peaceably withdraw from our communion, without attempting to make any schism.” Provided that which he cannot accept shall be judged by the Church to be indispensable to Presbyterian doctrine or polity. (*What Is Presbyterian Law?* Philadelphia, 1882, pp. 23-24).

Note, however, that upon peaceable withdrawal, a body of like-minded folk would have the right to set up for themselves a new government, and in that circumstance the Second Principle would be fully applicable to their endeavors.

Over all, Respondents’ arguments from the Preliminary Principles fail to grasp that these Principles, articulated in 1788, set forth the foundation for how Presbyterians would form and guide their branch of the church, in relation to other denominations, now in the novel circumstances created by the disestablishment of the church in post-Revolutionary America. These principles have an abiding significance, both to remind us of our foundations, and to be applied anew when in God’s providence believers are convicted that they must depart from a denomination that has abandoned the Gospel, in order to continue afresh what has been abandoned, as we have seen in the commentary of J.A. Hodge above. However, these Principles were never articulated as belonging to the various church structures that made up such denominations. The use of these Principles in such a manner, as fully applicable to Sessions and Presbyteries within a denomination, is a modern novelty, an expedient that grew out of the sad controversies that wreaked havoc in the Northern and Southern Presbyterian Churches in the late 20th century. In sum, to modify an ancient maxim to our purpose: Hard circumstances made for bad interpretation of law.

/s/ TE David F. Coffin, Jr.

Dissenting Opinion

Case 2019-07: Mr. Chandler Fozard v. North Texas Presbytery

RE Frederick R. Neikirk

As the lone dissenting vote in SJC 2019-07, Fozard vs. North Texas Presbytery, it seems particularly incumbent on me to explain that vote.

At the outset I want to stress that I recognize, and take seriously, the difficult legal and shepherding issues that confront the Session of Fort Worth Presbyterian Church (FWPC) as they seek to be faithful in their responsibility

to reach out to ones who have been incarcerated for committing exceptionally violent crimes or sexual offenses. I applaud the efforts of the Session and Congregation, and of Complainant, to minister to ones who have been convicted of these crimes, whether those individuals remain incarcerated or have been released. I further affirm that many of the actions taken by Session are fully within their rights.

Having said that, I do believe that Session and Presbytery erred at key points, and thus that the Standing Judicial Commission erred in failing to uphold the Complaint. It is my view that Session and Presbytery erred in their application of Preliminary Principles 1 and 2, that they erred in allowing, indeed mandating, what amounts to a second type of church membership, and that they erred in limiting, by a blanket policy, the number who can come to hear the Gospel during corporate worship services. These issues clearly involve the interpretation of Scripture and the Constitution of the PCA, and thus, contrary to the argument of the SJC, are ripe for consideration under the standard of *BCO* 39-3(4).

As a point of general concern, and in agreement with at least some other members of the Standing Judicial Commission, I believe Session and Presbytery erred in the breadth they concluded that Preliminary Principles 1 and 2 give to lower courts to determine “terms of admission.” This argument was at the core of Session’s “Biblical” response to the reasoning Complainants offered from Scripture. If all Session’s Representative meant in his argument before Presbytery is the “narrow point” that individual sessions have the right to determine whether or not they will have new members classes, or what specific procedures they will use for interviewing prospective members, or what questions they will ask on *BCO* mandated examinations for prospective officers then I agree fully. But I don’t believe that right comes from Preliminary Principles 1 and 2. I believe it comes from the powers given to sessions and presbyteries in *BCO* chapters 12, 13, and 57. If, however, Session’s Representative meant that Preliminary Principles 1 and 2 give sessions and presbyteries the “broader” right to set their own standards for membership then I believe they have misread the historic meaning of those principles. I grant that Session’s Representative seemed at times to be taking the “narrower” view and at times the “broader” view, and I believe we need to be careful to read his remarks in context. But, especially given my concerns below, I am less sanguine than were, apparently, other members of the Commission that lack of clarity on Preliminary Principles 1 and 2 did not constitute a fatal flaw in Respondent’s argument.

This concern about how Preliminary Principles 1 and 2 were applied is particularly troublesome because, in my judgment, Complainant did demonstrate before Session and Presbytery at least two valid Biblical and Constitutional concerns with regard to the policy in question (FWPC's "General Policy - Integration of Special Case Felons).

The first point on which I agree with Complainant focuses on what Complainant referred to as the lack of an "exit strategy" from the conditions of the policy. Complainant noted that some of the men covered by the policy had been received by Session as communicant members and yet they were told they would continue to be monitored, could not move about various parts of the building(s) without a chaperone, could not approach children under 18, etc., and, at least so far, there is no stated mechanism by which those members can escape that special status and fully participate in the life of the church. With Complainant, I believe this situation creates what is de facto a second class of communicant members. In agreeing with Complainant on this particular point I am not questioning whether Session was within their rights to receive these men as communicant members, whether they were within their rights to receive them with these conditions imposed originally, or whether Session may impose such conditions in consideration of individual person's criminal sentences or conditions of probation. My concern is with a blanket policy that mandates these restrictions for everyone who has ever been convicted of one of these felonies (and perhaps other felonies, given how the Record indicates the policy is now being applied), and with the lack of any stated mechanism that will allow the member to demonstrate their repentance over some period of time so that they can, at some point, fully participate in the life of the church. Such a requirement, with no formally stated "exit strategy" seems to establish a requirement for communicant membership that goes beyond the Biblical requirements summarized in *BCO* 57-5, and, as argued by Complainant, it calls into question Scripture's teachings on grace and repentance (e.g., I Cor 6:9-11; II Cor 2:5-11; 5:17; Eph 2:1-10, etc.).

I also agree that Complainant demonstrated a second key problem with the policy - that being Session's decision to limit the number of "special case felons" who can be present in worship at any one time, even if those individuals have fulfilled their sentences and are no longer on probation. Complainant argued, successfully in my view, that this policy violates the evangelistic imperative of the church. Again, I understand, and sympathize with, the need to provide appropriate safeguards for those who are vulnerable, and I certainly believe Session has the right to put in place many safeguards. I am not convinced, however, that a church has the right under Scripture to

limit, especially by category, who can come to worship. I do affirm the right of a Session to limit who can be present in worship on the basis of formal discipline or as a response to a proper requirement of the civil magistrate with regard to an individual (e.g., a condition of a sentence or probation that mandates that one have no contact with minors; a no trespass order, etc.). With Complainant, however, I believe that a blanket restriction on the number of offenders who can be present in worship is inconsistent with the evangelistic imperatives of passages such as Mt 28:19-20 and Lk 14:23. Further, with due respect to the argument of my brothers on the Session of FWPC what is in view here is a very different matter than limiting the number of infants who can be in the nursery. What is at stake in attendance at worship is the means of grace, the care of men's souls, and even their salvation (see WLC 154-155).

I join the Standing Judicial Commission in commending “both parties for their desire to minister to and restore those that have been convicted of crimes with the good news of the Gospel.” Further, I again affirm the right and responsibility of the Session of FWPC to put in place many of their policies in an effort to protect the vulnerable. Nonetheless, I agree with Complainant that the pieces of the policy noted above are inconsistent with Scripture and the Constitution of the PCA. As such, I respectfully dissent from the decision of the SJC to deny all portions of the Complaint and thus to uphold the actions of the lower courts.

/s/ RE Frederick R. Neikirk

CASE 2019-08
TE NEAL GANZEL
vs.
CENTRAL FLORIDA PRESBYTERY

DECISION IN APPEAL
February 6, 2020

I. SUMMARY OF THE FACTS

- Jan. 2009 A group of 21 members of Coquina Presbyterian Church (CPC), Ormond Beach, FL, sent a letter to the Session raising concerns about pastoral and sessional leadership, and suggesting a number of structural changes. Two members of Session were among the signers of the letter. The group’s concerns were also shared orally at the January meeting of the CPC Session.
- 02/23/09 The Session of CPC responded to the above letter. Session expressed its disagreement both with the concerns raised by the members and their suggested changes. Session encouraged the concerned members to live out their membership vows. The two elders who had signed the letter of concern did not participate in Session’s deliberations, nor did they sign Session’s letter. One of those elders soon moved out of state.
- Summer '09 Session raised questions about the Christian character of the second elder who had signed the letter of concern. This man, a founding member of CPC, resigned from the Session and renounced his membership in CPC.
- July '09 An anonymous e-mail was circulated among members of CPC raising questions about TE Ganzel’s compensation and leadership, and about how decisions were made at CPC.
- 10/10/09 Mike and Pat Vesta sent a letter to the Session expressing concerns about the preaching and leadership at CPC. They indicated the concerns had been ongoing and that they were also representing the views of others.
- Oct. '09 The Minister and His Work Committee (MHWC) of Central Florida Presbytery (CFP) received a “packet of information

from a group of discontented people.” According to the Chairman of the Committee, TE Robert Barnes, one of the individuals leading the group was the elder who had renounced his membership in CPC. Another was Mr. Vesta. TE Barnes spoke to some of the leaders of the group. According to him, “They accused [TE Ganzel] of leadership problems; the fundamental issue was he would not let them do what wanted in the church. And that made him a bad leader and ogrih.” TE Barnes went on the say “[The packet] had no actual misbehavior, no actual charges, no evidence. It was just their letters to Neal and his responses with lots of highlighting when he disagreed with them. I told them they didn’t have a case against Neal and that they should work to resolve their differences.” There is no evidence in the Record as to what, if any, formal action MHWC took with regard to this matter.

03/17/10 The two men who led the group who sent the materials to MHWC sent a letter to the Session of CPC noting it had been a year since they stopped attending CPC and that they have been attending St. Andrew’s Church. They stated they dealt with their issues in accordance with Scripture and the *BCO*. They said they met with Session several times, but did not take the next step of taking the matter to the Church because they wanted to preserve the peace of the church. They went on to say, “However, after 4 pastors advised us to do so, we did send a letter to the Minister and [H]is Work [C]ommittee of the Central Florida Presbytery. We did not send it because we expected them to do anything, but so that we would have taken every step prescribed to deal with these issues.”

01/13/18 MHWC received a letter from Daniel and Laura Yang, former members of CPC, alleging “un-Christlike behavior” on the part of TE Ganzel and attributing a decline in the church’s membership to problems with TE Ganzel. They stated, “The reason for the church’s decline is sadly well known to many of us who were members between 2007 and 2013.” The Yangs were apparently not among those who signed the Jan. 2009 letter of concern. Mrs. Yang’s parents continued to be members of CPC.

2020 Reports to 48th General Assembly
Standing Judicial Commission

- 01/15/18 TE Dan Thompson, Chairman of the MHWC, exchanged a series of e-mails with Mr. Yang between Jan. 15 and Feb 2. to get further perspective and to inform Mr. Yang that the Committee would follow up on the concerns.
- 02/05/18 TE Thompson and TE Chuck Holliday, also a member of MHWC, met with TE Ganzel to discuss the concerns raised by the Yangs' letter.
- 02/06/18 TE Thompson e-mailed TE Robert Barnes to confirm MHWC had previously received materials regarding TE Ganzel. TE Barnes confirmed these had been received in Oct 2009 and had been deemed insufficient to warrant action by CFP. TE Thompson also conferred with a previous pastor of CPC about the situation at CPC.
- 04/25/18 TEs Thompson and Holliday met with a group of "12-14 former members" of CPC at the Yangs' home. TEs Thompson and Holliday concluded there was a strong presumption of guilt regarding TE Ganzel.
- 05/08/18 MHWC met, considered summaries of the 02/05 and 04/25 meetings, and concluded representatives from the Committee should meet with TE Ganzel to discuss the allegations and to "discuss the options available to him under the *BCO*."
- 05/12/18 TEs Thompson and Holliday met with TE Ganzel. They urged him to "confess the sins identified by the former members," telling him that if he did so the Presbytery would take up the matter as a case without process, and if he denied the charges, the matter would become a case with process and go to trial. They also offered another option on behalf of the Committee. They stated that if TE Ganzel would announce his retirement no later than December 2018 they were convinced that those who had raised the concerns would not pursue the matter to trial. TE Ganzel refused to plead guilty and stated he was unwilling to retire, believing "he may have another ten to fifteen years for ministry and [he] believes the church is doing well at this point."
- 07/25/18 A packet of materials was produced. This packet included a summary of the findings of the MHWC; proposed charges;

communications (some of them lengthy) from former members of CPC; summaries of the various meetings held by TEs Thompson and Holliday; and interactions between various members of CPC and the Session from the years of 2008-2010. The packet was listed as being from TE Thompson and was styled an “Amicus Brief transmitting documents to the second commission.” This cannot be correct in that the Second Commission was not established until 01/22/19. It appears the materials were originally provided by MHWC to CFP and/or the First Commission that was being recommended by the Committee (see below) and that they were later restyled for submission to the Second Commission.

08/14/18 MHWC reported to Presbytery in executive session. The minutes of CFP contain the following note: “Inasmuch as no minutes for the Executive Session during the 169th meeting can be located the following is set forth.” That material was developed from notes written by the Stated Clerk elected at the 171st meeting, who was authorized by the 172nd meeting to “address inadequacies of some previous records of the Presbytery.”

The recreated minutes of the executive session state, “Those filing charges, being willing to pursue their case, have asked that this case be set before Presbytery for trial.” Note that the Record does not contain an indication of if, when, or how the Yangs or any other former member filed charges or converted their letter(s) of concern to charges, nor is a list of formal charges from those former members included in the Record.

The recreated minutes further state the MHWC voted unanimously to “ask CFP to appoint a prosecutor (*BCO* 31-2) to draw up charges and to establish a judicial committee to try this case. Written accusations, evidence and findings to this point will be provided to the judicial committee by the MHW committee.” Finally, MHWC stated they would recommend a slate of men to serve on the “judicial committee/commission, none of which would be members of the MHW committee.”

CFP established a Judicial Commission of three teaching elders and three ruling elders to “address charges with a strong

presumption of guilt against TE Neil [*sic*] Ganzel.” Minutes of the Judicial Commission list one of these TEs as an alternate and list a fourth RE as an alternate.

09/20/18 The Judicial Commission met by videoconference. They considered the charges proposed by MHWC and adopted “recommended charges of M&HW Committee against TE Ganzel as follows:

1. Abuse of spiritual authority as a pastor.
2. Dishonesty and failure to honor his word.
3. Failure to pursue reconciliation.
4. Violation of his ordination vows, particularly failing to uphold the peace, purity, and unity of the church and failing to adorn the profession of the Gospel in his manner of life and example to the flock.”

The Commission also appointed a prosecutor and acted to “Call TE Ganzel to appear at a second meeting of the court to answer indictment [*sic*]....”

11/12/18 The Judicial Commission met again by videoconference. TE Frank Cavalli (a member of the Commission and the Prosecutor) and TE Richard Burguet (a member of the Commission) provided reports and recommendations.

TE Cavalli reported “on his interaction with the list of proposed witnesses provided by the Yangs.” He stated that some former members of CPC were willing to testify, but “no members presently worshiping at Coquina were willing to testify against TE Ganzel which suggested that the complaints alleged by others in the past were not apparent or current patterns members observed.” He further reported that he had found himself unable to “follow through on the duties of prosecutor” so an indictment was never prepared. This fact had been communicated to all members of the Commission.

TEs Burguet and Cavalli reported on a meeting with TE Ganzel and his wife on November 2. At that meeting the Ganzels shared

a perspective on these matters that they believed TEs Thompson and Holliday had not heard or were unwilling to hear.

The Commission voted to have TE Burguet make the following report at the next meeting of CFP:

The commission has reviewed the documentation provided by the Minister and His Work Committee and spoken to the relevant parties involved. Upon further examination we have concluded that there are no chargeable offenses against TE Ganzel to act on. There are no current members of Coquina willing to testify in a trial and we believe the charges of former disgruntled members stem primarily from a decision made by the church leadership apart from TE Ganzel which certain people have chosen not to put behind them. There is an issue the Commission addressed with TE Ganzel that we believe warrants an explanation to Presbytery which our brother will speak to in a moment. Otherwise, the commission moves to absolve TE Ganzel from any presumption of guilt and to close the matter.

11/13/18 CFP meets and adopts the recommendation of the Judicial Commission. The minutes state:

TE Richard Burguet reported that after a thorough investigation, the Commission concluded there were no chargeable offenses and that it absolves Neal of any presumption of guilt and closes the matter. Neal addressed the Presbytery to express his repentance over matters related to his responsibilities to Presbytery and to asked [*sic*] Presbytery for forgiveness. M/S/C that the Commission's actions be approved, that the Commission express Presbytery's acceptance of Neal's repentance and express on its behalf our forgiveness and that the Commission be dismissed with thanks.

Although the actual text of the Commission's report is not included in the minutes of CFP, TE Cavalli later affirmed he read the recommendation to CFP in exactly the form it was approved by the Judicial Commission.

11/15/18 TE Cavalli sent e-mails to TEs Ganzel and Burguet. They stated TE Cavalli spoke to TE Thompson and the latter said he had communicated to the Yangs he had heard from TE Burguet that "no one was willing to testify in a trial." Apparently the Yangs were very upset about the decision and the characterization that no one was willing to testify when they and other former members had said they were willing. TE Cavalli also e-mailed Mr. Yang to tell him that what the Commission had said was that no current members of CPC, including Mr. Yang's in-laws, were willing to testify and that no current members "communicated to me that they thought Neal should go."

11/19/18 TE Cavalli sent a lengthy document to TEs Ganzel and Burguet. He stated he did not remember whether the Commission had determined how the former members would be informed of the decision, but that he had assumed he and TE Burguet would take the lead in that. He noted the Yangs were upset about the decision, and this was heightened by the statement that no one was willing to testify. He believed the Yangs would file a complaint against the decision. TE Cavalli explained the process by which he had contacted potential witnesses and why those individuals had expected that a trial would be conducted.

He wrote, "Here's the difference between the committee and the commission. The committee believes there is a strong presumption of guilt in your case. They believe you definitely sinned against these people. The commission on the other hand recognizes that you could have conducted yourself more sensitively at times, but we do not believe there are chargeable offenses against you that could potentially warrant your dismissal. The fact that there are no 'chargeable offenses' in our opinion does not mean that there wasn't offense taken particularly in relationship to [two women]."

TE Cavalli advised TE Ganzel that "the only way to ensure this case is not taken up again is if you are willing to do the hard but

necessary thing and speak face to face with those who have presented written testimony against you.” The individuals in question were five former members of CPC and their “testimony” was their written statements to MHWC. TE Cavalli concluded, “Here is the reality Neal. If you are not willing to have a face to face with the people mentioned above under set conditions, it is possible or even likely the case will be taken up by a different commission who will bring it to trial and may rule against you, forcing you out of the church.”

01/07/19 MHWC filed a Complaint against CFP’s action of 11/13/19 stating, “We believe this decision has left the Central Florida Presbytery open to an appeal to the General Assembly by those who brought the charges in this case.” While styling their submission as a complaint and quoting *BCO* 43, they cite *BCO* 42-3 as their grounds and report, “The irregularity in this case is that those who actually brought charges against TE Ganzel were not given opportunity to present their case to the Judicial Commission. In this, receiving proper evidence for the charges was denied and a decision was made in this case before all the testimony was taken, which seems to manifest prejudice in the case.” MHWC advised it would be better to have CFP take up the matter again rather “than having those who brought charges take this to the General Assembly.”

01/22/19 CFP took up the Complaint. The executive session minutes record that TEs Burguet and Cavalli (via e-mail) agreed with the Complainant. CFP acted on the Complaint as follows:

MSC that the previous findings of the commission (that TE Ganzel was not guilty of allegations) be ruled out of order and a new commission formed to investigate the allegations. The members of the previous commission were tasked to turn over all relevant notes and correspondence in this case to the convener of the new commission.

A new commission, consisting of three TEs and four REs was then appointed.

- Spring '19 TE Thompson sent an “AMICUS BRIEF transmitting documents to the Second Commission.” This packet included a summary of the actions of MHWC and CFP to this point, summaries of the meetings with TE Ganzel and with former members, written statements from four former members of CPC, and various communications between disaffected members and Session from 2008-2009. In this “Brief,” TE Thompson also argued the allegations of the former members were consistent with what CFP experienced when TE Ganzel was their Stated Clerk. The report stated the group of former members was willing to “go through the difficulty of a trial because they are convinced justice requires it, the reputation of Christ requires it, and the future welfare of Coquina PCA requires the removal of a pastor they believe has harmed the church and will continue to harm it by misusing the authority invested in a pastor.” The report concluded by stating MHWC believes the Session of CPC should resign, the Church should seek to return to mission status, and the Church should be placed under the guidance of CFP’s MNA Committee for guidance in re-starting the church. [Note: The materials contained in this packet are the same as those in the packet referenced at 07/25/18.]
- 05/24/19 The Second Judicial Commission issued an indictment to TE Ganzel. The indictment summarized the history of the matter and then laid out the same four basic charges as had been recommended by MHWC and adopted by the First Commission (see 09/20/18). The charges set forth by the Second Commission differed from those of the First Commission in that the new charges included Scripture references to support the first three charges, a listing of six “subcharges” under the first charge, and the specification in charge 4 that vows 6 and 7 were specifically in view. The Commission cited TE Ganzel to appear on June 29 to answer the charges.
- 06/20/19 TE Ganzel wrote to the Second Judicial Commission. He made two requests. First, that the date for his plea be postponed on the grounds that the indictment was improperly drawn in that it lacked specifics “as to time, place, circumstances and witnesses.” TE Ganzel argued this lack of specificity meant he could not enter a plea. His second request was that the charges

be dismissed on the grounds they violated *BCO* 32-20 because the offenses alleged had occurred well over one year prior to the commencement of process. Indeed, TE Ganzel noted none of those supporting the charges had been involved in CPC for over three years. He cited SJC 2016-05 (*TE Thomas Troxell v. The Presbytery of the Southwest*) in support of his request.

06/22/19 TE Chuck Debardeleben, the Moderator of the Second Commission, responded to TE Ganzel, presumably at the direction of the Commission. He denied the request for postponement. He responded to TE Ganzel's *BCO* 32-20 concern by stating: a) "this case has not been characterized as a case of scandal;" and b) that the one year limitation has not been violated because the "complaints" made by the former members were given to MHWC in January of 2018 and that body immediately began an investigation. He stated that TE Ganzel had pled not guilty in a 06/10/19 e-mail to TE Debardeleben. [Note: this e-mail is not in the Record.] Finally, he asserted: "It is only reasonable that the charges fit the nature of the offense. In this case, the charges result from alleged behavior over an extended period of time. However, in the spirit of trying to be as specific as possible we have added at least one specification to each of the four major charges." There followed a list of witnesses to the charges, a request for a list of defense witnesses, and an "ADDENDUM TO THE INDICTMENT OF MAY 24, 2019." This addendum listed years or portions of years within which offenses were alleged to have occurred, noted the nature of the offenses, and listed witnesses who would testify to each alleged offense. Almost all of the alleged offenses were listed as having occurred sometime between 2001 and 2014. The exceptions were two specifications under "Failure to pursue reconciliation." One dealt with how TE Ganzel dealt with members "he has hurt." That specification was listed as "Summer 2006-ongoing." The other was tied to TE Ganzel's failure to heed the Fall 2018 advice of the First Judicial Commission that he pursue reconciliation with certain families. Note that, for some reason, the Addendum does not include the 6th subcharge under Specification 1.

06/24/19 TE Ganzel sent a second request for dismissal, which e-mail was not received until 07/01/19. TE Ganzel reiterated his contention

that the charges were barred under *BCO* 32-20, quoting Ramsey in support of his contention. He argued the witnesses waited over three years after they left CPC before they contacted MHWC and that, having left CPC, they are not able to report on current conditions there. He also contended the revised indictment was still not sufficiently precise.

07/01/19 TE DeBardeleben responded on behalf of the Commission. He repeated that the charges were timely since this was a continuation of events following the communication from January 2018. He stated “the charges are not based on a single event of scandal. They flow from *BCO* 32-1 [*sic*].” He then quoted *BCO* 31-2 and stated, “As you are aware, it was on that basis that the Commission indicted you. It is based on your Christian character.” He again denied TE Ganzel’s requests that he be allowed to withdraw his not guilty plea and that the charges be dismissed, stating the trial would take place on July 6.

07/02/19 TE Ganzel responded, renewing his objections that the charges were out of order because they violated the one-year limitation of *BCO* 32-20 and that the indictment lacked required specificity.

07/06/19 The trial was held, lasting from 9:07 a.m. to 6:55 p.m. The indictment was read. TE Ganzel pled not guilty. He requested that his objections, as summarized above, be included in the Record. Nine witnesses testified for the prosecution, one of whom left CPC in 2006, two in 2009, five in 2014, and one in 2015. Eight witnesses testified for the defense, including TE Ganzel’s wife, one former and three current members of CPC’s Session, the church secretary, and two other current members of CPC.

The Commission deliberated and found TE Ganzel guilty of five of the six subcharges under Specification 1, not guilty of Specification 2, and guilty of Specifications 3 and 4. The Commission concluded, “We hereby admonish you to pursue reconciliation in the presence of the Minister and His Work Committee of Central Florida Presbytery by the January meeting of Presbytery 2020 or sooner, specifically: [there followed the names of nine individuals, eight of whom had been

witnesses for the prosecution].” When announcing its decision to TE Ganzel the Commission used language that seems to suggest they actually administered the censure (“We hereby admonish you to pursue reconciliation....”)

- 07/10/19 The Second Commission met by conference call “to discuss the previously administered censure of admonition after being informed our censure could be changed at any time prior to the action of Presbytery.” “It was M/S/C to change the censure of TE Ganzel to Definite Suspension of Office for Six Months, in accordance with *BCO* 36-4.”
- 07/13/19 The Second Commission met by conference call with TE Ganzel to inform him of the change in censure. TE Ganzel stated he had attempted one reconciliation meeting but had been rebuffed. It was noted he had not included a member of MHWC as instructed.
- 08/13/19 The Second Commission reported to CFP. They summarized the proceedings in Presbytery and the actions of the Commission, including the change in the censure. Note that the judgment portion of the report is not in exactly the same form as what was acted on by the Commission after the trial. [Compare the minutes of the trial, the transcript of the trial, and the Commission’s report. Beyond changes in order and wording, the names of the members with whom TE Ganzel was to seek reconciliation were omitted and the date by which this was to be accomplished was changed to January 2021.] Their report further stated that TE Ganzel “knew the original censure had been out of order, but did not say anything.” The Commission reported their reasons for the more stringent censure were: the length of time over which the offenses occurred; TE Ganzel’s “persistent refusal to humble himself, repent, and seek reconciliation;” their belief that without an “admonition plus censure” TE Ganzel would continue to refuse to be reconciled; a concern that reconciliation efforts could appear insincere; a belief that the new censure was proportionate to the offenses; and a recognition of the seriousness of the offenses while also recognizing the impact on a “struggling congregation.” The Commission reported it was unanimous in its findings.

- 08/13/19 CFP approved the report of the Judicial Commission. There is, however, no requirement in the censure that TE Ganzel meet with offended individuals. It is not clear whether that requirement was dropped when the Commission changed its recommended censure, or it was not acted on by CFP, or it was omitted from its minutes. There is also nothing in the minutes showing the censure was actually administered per *BCO* 36-4.
- 08/22/19 TE Ganzel appealed his conviction and censure to the General Assembly.
- Oct-Nov '19 The parties agreed to an expedited schedule for the submission of briefs and the hearing. Both parties filed briefs. Appellee asked that if the SJC denies TE Ganzel's Appeal it follow *BCO* 42-9 and "render the decision that should have been rendered" by indefinitely suspending TE Ganzel from office.
- 11/21/19 The hearing is held via GoToMeeting before a panel consisting of RE Neikirk (Chairman), TE Lucas (Secretary), TE Ross, TE Bankson (alt), and RE Terrell (alt.) TE Ganzel was represented by TE Dominic Aquila. CFP was represented by TE Dan Thompson, who had with him RE Bud Leonard (a member of the Second Commission and the Prosecutor) and TE Don Mountan (Clerk of CFP).

II. STATEMENT OF THE ISSUES

1. Shall this specification of error be sustained: That CFP erred in prosecuting the alleged offense by failing to acknowledge that it was debarred under *BCO* 32-20 from prosecuting the case since the statute of limitations for instituting judicial process in this instance had expired?
2. Shall this specification of error be sustained: That CFP erred in prosecuting this case by failing to follow required constitutional steps for conducting judicial process?

III. JUDGMENT

1. Yes, with regard to Specifications 1, 2, and 4 of the indictment.
No, with regard to Specification 3.
2. Yes.

IV. REASONING AND OPINION

Judgment 1

Appellant asserts that *BCO 32-20* (“Process, in the case of scandal, shall commence within the space of one year after the offense was committed, unless it has recently become flagrant.”) bars a court from instituting process against alleged offenses that occurred more than one year prior to the instituting of process. In support of this claim he cites F.P. Ramsey, “if the Church neglects to commence process against scandal (which is any flagrant public offence of [*sic*] practice bringing disgrace on the Church) within a year, she is debarred from thereafter doing it. This is not to shield the offender, but to incite to the prompt prosecution of such offences....” Appellant further points to SJC Case 2016-05 (*TE Thomas Troxell vs. The Presbytery of the Southwest*) wherein the SJC upheld the Complaint on the grounds that, “Although each of these reports contains findings regarding the conduct of the TE, there is nothing in the record of the case that would indicate that any of the findings could be considered to have ‘recently become flagrant’ in the twelve (12) months preceding the September 2015 institution of process.” In fact, in the *Troxell* case the most recent report was for an offense that occurred fifteen (15) months prior to the initiation of process.

Appellee argues that the requirement of *BCO 32-20* was met in this case. He argues, first, that the language “the recent discovery of the church membership of the individual shall be considered as equivalent to the offense itself recently having become flagrant” suggests that a court can deal with allegations dating back several years if they have recently come to the court as “new information.” He asserts this principle fits the facts of this case in that allegations of older offenses first came to CFP’s attention via a letter to MHWC in January of 2018. Appellee argues that these matters did not previously come to the attention of CFP because the 2009 letter was apparently seen only by the Chairman of MHWC. Thus, the Presbytery was not aware of the allegations and, it, therefore, did not take any action regarding them. He further asserts that the allegations received in 2018 were similar to, but also additional to, the earlier allegations, and that it was in the communications between the “concerned former members” and MHWC that the offenses actually became flagrant. He argues that “become flagrant” can mean “has become more egregious,” but that it can also mean “that an unknown pattern of offense has suddenly become known to those who are responsible to deal with the alleged offender.” Finally, Appellee contends that *Troxell* does not fit this case. In *Troxell* the Presbytery was made aware of the allegations and

made a formal decision to delay instituting process. Here, the Presbytery took no such action, and, indeed, the Presbytery, as a court, was not even aware of the allegations.

We agree that in the normal pattern *BCO 32-20* bars a court from prosecuting an alleged offense that occurred more than one year previously. The honor of Christ, the protection of His Church, the cause of justice, and the concern that memories could fade and testimony become unreliable, all support that conclusion. At the same time, we do recognize that there may be situations in which a court could not reasonably have known about an alleged offense until long after it occurred (e.g., cases of child abuse or embezzlement). In such cases we would have sympathy for Appellee's broader reading of *BCO 32-20* and would conclude that the *Troxell* precedent would not apply. Given, however, the clear language and logic of *BCO 32-20*, any effort by a court to avail itself of a broader reading of the time limits must, of necessity, be accompanied by a clear showing as to why the court could not have known of the alleged offense(s).

In the current case, virtually all of the alleged offenses occurred prior to 2015. None of the witnesses who testified for the prosecution were members of CPC after 2015, and most left before that. The events about which they testified occurred well over a year before the Yangs' January 2018 letter to MHWC. Further, it is significant that no current members of CPC were willing to testify for the prosecution and those who testified for the defense were unanimous in their assertions that the behaviors alleged by the prosecution did not fit the patterns they saw in TE Ganzel. Except as noted below, there is no allegation of any sinful behavior on the part of TE Ganzel in the twelve (12) months prior to the January 2018 letter. Thus, absent some extraordinary finding that the Presbytery could not reasonably have known about these older offenses, the time limit set forth in *BCO 32-20* for instituting process must control.

Nothing in the Record or arguments of the parties shows that there were extraordinary circumstances such that that Presbytery could not have known about the alleged offenses. Indeed, there is evidence in the Record that indicates that members of Presbytery and MHWC were aware of allegations against TE Ganzel long before January 2018. For example, in 2009 the MHWC received materials from members of CPC containing allegations against TE Ganzel. The Chairman of MHWC followed up by speaking with at least two leaders of that group. The Chairman then told the members "they didn't have a case against Neal." Appellee characterizes this as one man's actions as opposed to an action of Presbytery. While we agree this is not Presbytery

acting, we do not agree this meant that the matter had not been brought to the attention of Presbytery by way of one of its officials. The then Chairman of the MHWC asserts the Committee received the materials. The Record is not clear as to how the Committee handled those materials, but it is clear the Chairman followed up with the concerned individuals.

There is further evidence that these concerns cannot be characterized as being unknown to members of CFP. First, in their March 17, 2010 letter to Session, the two men who were leaders of the group who sent the materials to MHWC in October 2009, and who were both ruling elders, although not currently serving on the CPC Session, stated that they had made a determination not to take their concerns “to the whole church” so as to try to preserve the peace of the church. They then go on to say that they sent their letter to MHWC after having been advised to do so by four pastors. This certainly qualifies as making what might have been private concerns more broadly known, and it certainly indicates that other members of Presbytery were aware of the situation in 2009, at least from conversations with these two men. In addition, Appellee, himself, argued that Presbytery had some awareness of the alleged pattern of behavior when he stated in his “Amicus Brief:”

As to whether or not the accusations seem out of character for what we in Central Florida Presbytery have experienced with Neal, I suggest we have evidence to substantiate the claim that Neal does not admit to doing wrong or seek forgiveness. In his role as Stated Clerk of Central Florida Presbytery, Neal failed to honor his commitment and failed to be completely honest with Presbytery.

If this is the same “pattern of behavior” as was developed in the indictment, then CFP was certainly well aware of the alleged behavior prior to January of 2018.

We also note that MHWC ‘s own actions suggest that the Committee understood that it could handle such allegations without necessarily requiring an action by Presbytery. At its May 8 meeting the Committee determined to offer TE Ganzel three choices: 1) confess so that Presbytery could deal with the matter as a case without process; 2) deny the charges, at which point there would be a trial; or 3) announce his retirement no later than December 2018, in which case those raising the allegations would likely not pursue them to trial. Note that had TE Ganzel accepted the third option it is not clear that Presbytery would have ever known about the allegations, and there certainly would not have been the same level of effort to persuade TE Ganzel of his guilt

and his need to reconcile with those offended. Would that have meant that if TE Ganzel had accepted “option 3” someone could come eight years later with the same concerns and allege that they were properly before Presbytery because Presbytery had not acted on the allegations previously?

In sum, *BCO* 32-20 exists to protect the honor of Christ, the cause of His Church, and those alleged to be offenders by mandating that prosecution of matters of scandal not be delayed beyond one year. In this case, almost all of the alleged offenses occurred well over a year prior to the institution of process against TE Ganzel. The delay in instituting process came a) from those offended deciding not to pursue the matter to “the whole church;” b) a chairman (and maybe a committee) of Presbytery receiving and investigating the allegations and acting, so far as can be seen from the Record, to conclude there were not chargeable offenses; and c) members of Presbytery who were aware of the concerns from conversations with concerned members or observations of TE Ganzel’s work as Stated Clerk not pursuing process. Thus, except as noted below, CFP was in violation of *BCO* 32-20 when it instituted process against TE Ganzel in 2018. This error was aggravated when the prosecution relied entirely on witnesses who could not comment on TE Ganzel’s current patterns of behavior as pastor and leader of CPC, and when, as is asserted in the Record, no current member of CPC was willing to bring charges or testify.

There is one exception to the above conclusion. The charge of “Failure to pursue reconciliation with those you knew had been wounded by decisions you led, in violation of Matthew 5:23-24” was characterized as an on-going sin which continues. This particular charge, therefore, did not violate the limitations of *BCO* 32-20. As such, CFP had the right to pursue this charge. Thus, following the principle of *BCO* 39-3.2 we would, absent the concerns raised under Issue 2 below, be obliged to defer to CFP’s findings on that charge.

For these reasons, this specification of error is sustained as it applies to Specifications 1, 2, and 4 of the Indictment. It is not sustained as it applies to Specification 3.

Judgment 2

There were a number of missteps in conducting disciplinary process in the various investigatory committees and Judicial Commissions appointed by CFP.

Mistake #1: Once MHWC investigated and concluded there was a strong presumption of guilt, “the court shall institute process” (*BCO* 31-2). According to the Record of the Case, CFP did so, establishing a Judicial Commission to try the Case. The Judicial Commission then met and adopted the recommended charges and appointed a prosecutor.

However, the Judicial Commission did not actually write the indictment or cite the accused to appear (per *BCO* 32-3). The prosecutor began interviewing witnesses, but never drew up the indictment; he then withdrew and no one else on the commission would take up the prosecutor role. In the meantime, the prosecutor (with another member of the commission) interviewed the Appellant and concluded there was not in fact “anything that would warrant a chargeable offense,” even though the commission had already adopted the charges of the investigating committee as their own and even though CFP had instituted process by appointing the Judicial Commission.

And so, the Judicial Commission reversed field, and without trying the case or even interviewing all of the witnesses (though they claimed to have done a “thorough investigation”), voted to “absolve TE Ganzel from any presumption of guilt and to close the matter.” This statement was read at the November 13, 2018 CFP meeting, and CFP voted to approve the Commission’s actions, making their actions final (*BCO* 15-3).

In this process, the Judicial Commission’s mistakes included not writing the indictment for the charges already approved and not citing the accused to appear to plead one way or another (*BCO* 32-3), as well as not interviewing all of the witnesses before concluding they did not want to try the case (while claiming to have done a thorough investigation) (*BCO* 40-3). If the Judicial Commission believed that charges should not have been brought, its only recourse at that point would have been to return to CFP and to ask for relief from either prosecuting the charges or carrying out the case.

Mistake #2: In the Complaint against the actions of CFP, the members of MHWC noted an irregularity in the proceedings of the Presbytery, citing *BCO* 42-3. However, *BCO* 42 deals with appeals; and *BCO* 42-1 notes that “an appeal cannot be made to any other court other than the next higher, except with its consent.” Hence, the basis upon which the Presbytery took up the Complaint was the wrong basis. Further, no provision in the *BCO* allows a committee, as a committee, to file a complaint.

That said, the members of the MHWC, as individuals, had the right to complain against the action of Presbytery (*BCO* 43-2) and had the right to cite the irregularities of the Judicial Commission’s proceedings as a basis (*BCO* 40-3). The irregularity should have been the failure to draw up the indictment and cite the accused to appear once CFP determined there was a strong presumption of guilt (*BCO* 31-2; 32-3). Unfortunately, the basis upon which Presbytery sustained the Complaint—*BCO* 42-3—was incorrect, and CFP should have denied the Complaint on that basis.

By sustaining the Complaint on faulty bases, CFP exposed the Appellant to fundamental unfairness in the use of process.

Mistake #3: In this instance, CFP sustained the Complaint (with the support of the two key members of the First Judicial Commission, at least one of whom agreed by email). And so, CFP established a Second Judicial Commission. But was it within CFP’s power to undo its absolution and closing of the Case when those decisions were made in response to a Judicial Commission acting on charges (*BCO* 15-1, 3)? Essentially what CFP had decided to do with its first commission was to determine that “the matter complained of amounts to no more than such acts of infirmity as may be amended, so that that little or nothing remains to hinder the minister’s usefulness” (*BCO* 34-6). Granting the fact that this finding did not actually come as a result of a trial, that was what CFP concluded when it “absolved” TE Ganzel and closed the matter. How then can that court undo that finding on complaint? Does that subject the accused to a kind of double-jeopardy?

Mistake #4: While the initial indictment was not improperly drawn in terms of charges, the form of the first indictment was not a properly drawn indictment because it did not include “times, places, and circumstances” or witnesses and evidence (*BCO* 32-5). Once the Judicial Commission prepared the “addendum to the indictment,” they actually produced a properly drawn indictment. At that point, the time requirements in the Rules of Discipline should have started (*BCO* 32-3, 7). By not following the time requirements at that point, the Judicial Commission failed to allow the Appellant to prepare his defense after “reasonable notice” (*BCO* 32-7, 8).

Mistake #5: The Judicial Commission voted to sustain the majority of the charges against the accused. They then “administered” the censure of admonition and gave further instructions to the accused to be reconciled to his former church members (*BCO* 36-3). The Commission’s action of “administering” the sentence violates *BCO* 15-3, in that, until Presbytery acts

to approve the Judgment of the Commission, there is no basis to impose a censure. Once they were informed that such instruction was not allowed under the “previously administered censure of admonition,” they changed their censure to definite suspension from office for six months (*BCO* 36-4). However, definite suspension is to be used when “the delinquent has given satisfaction to the court,” that is, he has demonstrated repentance (*BCO* 30-3). The Commission was convinced that the accused was not repentant; hence, it applied the wrong censure twice. Yet it would not be appropriate for the SJC to render, as CFP asks, a harsher sentence than CFP twice tried to render to the accused (*BCO* 42-9).

Mistake #6: Throughout the process leading up to the trial, CFP and its representatives were unclear as to whether they were dealing with charges filed by the former members or with a request for a *BCO* 31-2 investigation. CFP's records go back and forth in this regard. Each of those paths requires a different process. If the matter involved charges that were presented, then there must be a formal charge under *BCO* 32-2. We do not find that in the Record, but Presbytery and its agents often refer to such charges. If the letter(s) from former members constituted a request for a *BCO* 31-2 investigation, then Presbytery has broad latitude as to how to conduct that investigation which could, conceivably be satisfied without calling all the former members to testify. Presbytery's failure to be clear as to which path it was following confused the process, allowing Presbytery to pursue broad allegations as might be appropriate in a *BCO* 31-2 investigation, while also asserting that those bringing the allegations had a right to testify as would be true only if those individuals had filed formal charges. That confusion certainly prejudiced the outcome of the Case.

As a statement about the entirety of the process, the SJC notes that CFP's record-keeping—in its two Judicial Commissions as well as in its own minutes—contributed to the faulty process because it inevitably made it difficult for the accused to defend himself adequately. Examples of this included lack of clarity as to whether the first Judicial Commission was established as a committee or commission (see 8/14/18); lack of clarity as to who was to communicate with the former members (see 11/15/18; 11/19/18); differences in the way the judgments of the commissions were recorded at various places the minutes (see 8/13/19); allowing a commission to rescind a non-rescindable motion, in that the effect of the motion had already been accomplished (see 8/13/19); and ruling a commission out of order, contrary to proper order (see 1/22/19).

All of these constitutional missteps reflect a disciplinary process that was significantly flawed and prejudicial against the Appellant. Hence, we conclude that CFP erred in its prosecution of the Case, and the SJC sustains this specification of error. We further reverse the whole of the censure against the Appellant and thus conclude the matter.

The Summary of the Facts and the Reasoning for Judgment 1 were written by RE Neikirk. The Reasoning for Judgment 2 was written by TE Lucas. All Panel members provided input before any of these sections were written, and all contributed to revisions of those sections.

After adopting amendments, the SJC approved the above Decision by a vote of 21-0, with three absent.

Bankson, <i>Concur</i>	Duncan, M., <i>Concur</i>	Neikirk, <i>Concur</i>
Bise, <i>Concur</i>	Duncan, S., <i>Concur</i>	Nusbaum, <i>Absent</i>
Cannata, <i>Concur</i>	Ellis, <i>Concur</i>	Pickering, <i>Concur</i>
Carrell, <i>Absent</i>	Greco, <i>Concur</i>	Ross, <i>Concur</i>
Chapell, <i>Concur</i>	Kooistra, <i>Concur</i>	Terrell, <i>Concur</i>
Coffin, <i>Concur</i>	Lee, <i>Concur</i>	Waters, <i>Concur</i>
Donahoe, <i>Concur</i>	Lucas, <i>Concur</i>	White, <i>Absent</i>
Dowling, <i>Concur</i>	McGowan, <i>Concur</i>	Wilson, <i>Concur</i>

Concurring Opinion

Case 2019-08: Appeal of TE Neal Ganzel v. Central Florida Presbytery
RE Howie Donahoe

I agree this Appeal should be sustained, because I agree with the SJC's conclusion that it involved "a disciplinary process that was significantly flawed and prejudicial against the Appellant." But I do not support the Appellant's specification of error regarding the first sentence of *BCO 32-20*, nor some of the Decision's Reasoning pertaining to this sentence.

BCO 32-20. Process, in case of scandal, shall commence within the space of one year after the offense was committed, unless it has recently become flagrant.

According to that sentence, the date of an alleged offense is not material *unless* the offense is a "case of scandal." If it's not a case of scandal, the first sentence of *BCO 32-20* doesn't apply. So, what constitutes a case of scandal?

The wording of *BCO* 32-20 is 140 years old, dating back to the PCUS Book of 1879. In his 1898 *Exposition of the Book of Church Order*, F.P Ramsay wrote:

The principle is that, if the Church neglects to commence process against scandal (which is any flagrant public offence or practice bringing disgrace on the Church) within a year, she is debarred from thereafter doing it. This is not to shield the offender, but to incite to the prompt prosecution of such offences. Offences not so serious or scandalous the Church may bear with the longer while seeking to prevent scandal; but for no consideration is the Church to tolerate such offences as are scandalous. (<http://pcahistory.org/bco/rod/32/20.html>)

Properly understood, the first sentence of *BCO* 32-20 does not shelter an offender *in any way*, but rather, it is simply meant to *spur the court* to prosecute a *particular* offense - something that's *actually* bringing public disgrace on the Church (i.e., "a case of scandal"). For an offense to be a "case of scandal" it would need to be an offense that is known to the broader public and, unless adjudicated promptly, would bring public disgrace on the Church. And thanks to technology, an offense could become a case of broad, public scandal *much* more quickly in 2020 than in 1879.

Thus, I think the following excerpts from the SJC's Reasoning are overstated. (Emphasis added below.)

We agree that *in the normal pattern BCO* 32-20 bars a court from prosecuting an alleged offense that occurred more than one year previously.

...Given, however, the clear language and logic of *BCO* 32-20, any effort by a court to avail itself of a broader reading of the time limits must, of necessity, be accompanied by a *clear showing as to why the court could not have known* of the alleged offense(s)....

...Thus, absent some *extraordinary finding* that the Presbytery could not reasonably have known about these older offenses, the time limit set forth in *BCO* 32-20 for instituting process *must control*.

But the first sentence of *BCO* 32-20 does not require any "extraordinary finding." For example, if a person alleges a PCA member abused them two years ago, but it was not a case of public scandal (i.e., not broadly known to the public), the first sentence of *BCO* 32-20 would not apply and the alleged offender could be prosecuted - without any "extraordinary finding." Unless the matter was a case of public scandal, the first sentence of *BCO* 32-20 wouldn't pertain - even if the offense occurred a dozen years ago, and regardless of when the court became aware of the allegations.

For several reasons, it would be helpful for the PCA to consider revising *BCO* 32-20. First, as a friend recently observed, if the cause of Christ is made scandalous by the Church's neglect of timely discipline in a case of scandal, how would disallowing prosecution on day 366 repair the matter? The scandal continues, unabated. Second, it would be difficult to codify a time-requirement based on when a court "learns" of an alleged offense. Granted, in a case of scandal, the Church learns of it when the broader public learns of it (if not earlier). But it would be difficult to determine when a presbytery, *as a body*, becomes aware of a private offense, unless the matter is raised at a meeting or to a commission. Third, (referencing the SJC's Reasoning), it is unclear how a prosecuting court would make a "clear showing as to why the court *could not* have known of the alleged offense." It would be relatively easy for a defendant or appellant to argue several ways for how the court theoretically could have known of an offense (better pastoral care, more thorough work by a presbytery committee, etc.). Fourth, if my reasoning is correct, it means there is no "statute of limitations" whatsoever in the *BCO*.

/s/ RE Howie Donahoe

IV. ELECTION OF OFFICERS

The SJC Officers elected for 2020-2021 are as follows:

Chairman: TE Fred Greco
Vice Chairman: RE John Bise
Secretary: RE Sam Duncan
Assistant Secretary: RE Jack Wilson

V. PROPOSED CHANGES TO THE *OPERATING MANUAL OF THE SJC*

Item 1. That *OMSJC 4.1* be amended as follows:

OMSJC 4.1 - The stated meetings of the Commission shall begin on the first Thursday of ~~February~~ March and on the third Thursday of October in each year.

Rationale: The proposed change allows for additional time for panels to complete their work prior to the Winter (March) stated meeting while still providing adequate time for processing concurring and dissenting opinions from a March meeting prior to the deadline for preparing the Commissioners' Handbook for General Assembly.

The Commission reviewed the proposed amendment to *OMSJC 4.1* and approved.

Item 2. *MSC* that *OMSJC 2.10.d.(3)* be amended as shown below.
RE Mel Duncan abstained from the vote and asked that his abstention be recorded.

OMSJC 2.10.d. A member shall disqualify himself in any proceeding in which the member's impartiality might reasonably (see Section 2.5.b) be questioned, including but not limited to the following circumstances:...

- (3) The member, ~~the member's spouse, or a person within the third degree of relationship to either of them, or the spouse of such a person~~ or a family member (i.e. sibling, parent, child, or spouse, and the spouse of any sibling, parent, or child):
 - i. served as a representative in the matter in controversy;
 - ii. was a witness concerning the matter; or
 - iii. is a member of a court which is party to the case ~~or is a member of a congregation in the bounds of a presbytery party to a case.~~ or was a commissioner to a court which is a party to the case during the time of the proceedings in question.

Rationale: Current wording of *OMSJC 2.10.d.(3)* is vague, and (iii) is overly and unnecessarily restrictive. Current wording in Chapter 2 was imported from judicial conduct procedures of the South Carolina Supreme Court when *OMSJC 2* was drafted. But they are overly restrictive in a PCA court system. For example, current language would require an SJC member to disqualify himself if he has a granddaughter who is a member of a PCA church within a Presbytery against which a complaint has been filed, even though neither she nor her church is involved in the matter in any way.

Automatic disqualification on the basis of family relationships extending to the third degree of relationship is overly restrictive absent other bases, particularly as that would relate to relatives who are members of a congregation in the bounds of a presbytery party to a case, but have no involvement in the case. Even with the proposed revisions, the controlling broad language of *OMSJC 2.10.d*, “*A member shall disqualify himself in any proceeding in which the member’s impartiality might reasonably ... be questioned....*” affords ample protection for justice through the application of the member’s judgment.