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**MINUTES**

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**of the  
21<sup>st</sup> General Assembly**

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**EVANGELICAL PRESBYTERIAN CHURCH**

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**June 21-23, 2001  
Greenwood Village, Colorado**

## **OFFICERS OF THE 22<sup>nd</sup> GENERAL ASSEMBLY**

**MODERATOR:** Reverend Darryl “Bud” Sparling  
Parker Presbyterian Church  
9100 East Parker  
Parker, CO 80138

**STATED CLERK:** Reverend Michael Glodo  
Evangelical Presbyterian Church  
29140 Buckingham Avenue, Suite 5  
Livonia, MI 48154

Internal Revenue Service Number  
for the  
Evangelical Presbyterian Church  
38-2329622

**PLEASE ADDRESS OFFICIAL CORRESPONDENCE TO:**  
The Reverend Mr. Michael Glodo, Stated Clerk  
Evangelical Presbyterian Church  
29140 Buckingham Avenue, Suite 5  
Livonia, Michigan 48154

## **NEXT MEETING OF GENERAL ASSEMBLY**

**SECOND PRESBYTERIAN CHURCH  
4055 POPLAR AVENUE  
MEMPHIS, TN 38111  
JUNE 20-22, 2002**

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**MINUTES**

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of the

**21<sup>st</sup> General Assembly**

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**EVANGELICAL PRESBYTERIAN CHURCH**

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*“For such a time as this”*

Matthew 5: 14-16

## FOREWORD

The five sections of this volume are as follows:

**JOURNAL:** The minutes of the daily sessions of the Assembly. Though the Journal does not contain the documents that appear in the second section (Appendices), it does contain the recommendations made in those documents. Those recommendations appear in the Journal at the point where they were considered. For ease of reference and cross-reference, the Journal is divided into articles. An index of this section appears at the end of the Journal. The reports of the 21st General Assembly standing committees are included at the end of the Journal section.

**APPENDICES:** The reports submitted to the Assembly by presbyteries, committees of the Church, and by other bodies, for the Assembly's consideration. Reports appear in the Appendix in alphabetical order. All references to papers in the Appendix are by page number in the Journal.

**DOCUMENTS:** The primary documents adopted by the Assembly to govern its life and mission.

**DIRECTORY:** The members of the permanent committees of the Assembly are listed in this section. As a directory of the churches, ministers and presbytery officers is published separately, they are not included in these minutes.

**ANNUAL FINANCIAL AND STATISTICAL REPORTS:** A summary of the reports of the churches' financial and statistical statuses in the preceding year.

The Stated Clerk welcomes suggestions for the improvement of these annual volumes.

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## MODERATOR, 21<sup>ST</sup> ASSEMBLY

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The Reverend Mr. Darryl "Bud" Sparling was elected Moderator of the 21<sup>st</sup> General Assembly.

God used Bud Sparling's combat experience in the Vietnam War to call him into the gospel ministry. Resigning from the Regular Army, he entered Princeton Theological Seminary in August 1965. Upon graduation in 1969 he was ordained by the Presbyterian Church, USA and returned to active duty as an Army Chaplain, serving in various assignments in the US, Korea and Germany. He was received by the EPC Presbytery of the West in 1982, served on staff at Faith Presbyterian in Aurora, Colorado and, with that church's blessing and support, planted a daughter congregation, Covenant Community Presbyterian Church.



Rev. Sparling now serves part time as Associate Pastor of Parker Presbyterian Church, Parker, Colorado, and through EPC World Outreach with Youth for Christ, USA. In this capacity, Rev. Sparling, with his wife, Carol, visit missionaries, providing care and encouragement. Desiring to do the same for our EPC missionaries, the Sparlings were approved by EPC World Outreach before making their first mission visit in September 1992. Since then, they have made two or three trips each year, visiting missionaries in nearly fifty countries.

Rev. Sparling is Vice Chair of the Board of Military Community Youth Ministries, which he helped found in 1981. Its mission is evangelism and discipleship directed to the dependent youth of our Armed Forces. MCYM employs more than fifty full-time staff serving in more than thirty major military base communities in the US, Germany, Italy, the UK, Belgium, the Netherlands and South Korea.

Currently a candidate for the D.Min degree in spiritual formation at Denver Theological Seminary, Rev. Sparling earned his M.Div and Th.M degrees from Princeton Theological Seminary and an M.A. in Counseling from the University of Northern Colorado. He also completed four quarters of Clinical Pastoral Education at Fitzsimons Army Medical Center. Rev. Sparling is also a Bethel teacher and a Stephen Minister trainer.

At the Presbytery level, Rev. Sparling has served as Moderator, chaired the Ministerial Committee, served on the Church Development Committee and is now on the Care of Candidates Committee. He was confirmed by the Presbytery as an adjunct professor of Denver Seminary to teach Presbyterian Polity. In addition he facilitates a required spiritual formation group for students. On the Assembly level, he is on the Permanent Judicial Commission and has participated on the subcommittee on chaplains since its inception. He was also part of the 3-person ad hoc committee that rewrote the *Book of Discipline*, ratified by the 17<sup>th</sup> General Assembly.

The Sparlings have been married forty-one years, have three adult children and seven grandchildren.

## MODERATORS OF GENERAL ASSEMBLY

Assembly Year	Name	Presbytery	Location
1 <sup>st</sup>	1981	TE Calvin Gray	Midwest Livonia, MI
2 <sup>nd</sup>	1982	RE Irvin Rinehart	West Aurora, CO
3 <sup>rd</sup>	1983	TE James Van Dyke	Southeast St. Louis, MO
4 <sup>th</sup>	1984	RE Donald Harms	Midwest Jackson, MS
5 <sup>th</sup>	1985	TE James Morrison	East Aurora, CO
6 <sup>th</sup>	1986	RE Roger Vonder Bruegge	Central South Livonia, MI
7 <sup>th</sup>	1987	TE E. Perry Mobley	Southeast Rome, GA
8 <sup>th</sup>	1988	RE Richard Heidtman	Midwest Englewood, CO
9 <sup>th</sup>	1989	TE Andrew Jumper	Central South St. Louis, MO
10 <sup>th</sup>	1990	RE James Rimmel	Allegheny Bethesda, MD
11 <sup>th</sup>	1991	TE William Flannagan	Central South Livonia, MI
12 <sup>th</sup>	1992	RE John Adamson	Central South Memphis, TN
13 <sup>th</sup>	1993	TE W. Graham Smith	East Aurora, CO
14 <sup>th</sup>	1994	RE William Johns	Southeast Pompano Beach, FL
15 <sup>th</sup>	1995	TE Wayne Hoffman	Mid-America Charlotte, NC
16 <sup>th</sup>	1996	RE Claude Russell	West Englewood, CO
17 <sup>th</sup>	1997	TE Richard Little	Mid-Atlantic St. Louis, MO
18 <sup>th</sup>	1998	RE Alan Smith	East Highlands Ranch, CO
19 <sup>th</sup>	1999	TE James McGuire	Midwest Rome, GA
20 <sup>th</sup>	2000	RE John M. Graham, III	Southeast Northville, MI
21 <sup>st</sup>	2001	TE Darryl "Bud" Sparling	West Greenwood Village, CO

## STATED CLERKS OF GENERAL ASSEMBLY

Years	Name	Presbytery of Origin
1981-2000	Dr. L. Edward Davis, Stated Clerk Emeritus	Midwest
2001-	Reverend Michael Glodo, Stated Clerk	Florida

## TRUSTEES OF GENERAL ASSEMBLY

### *Class of 2004*

Elder Zelda Artz 1220 S. Buchanan St. Arlington, Virginia 22204 703/671-1760	Rev. Erik Ohman Parker Presbyterian Church 9100 E. Parker Parker, CO 80134 303/841-2125	Elder Mark Sharpnack 320 Lynette Place Pittsburgh, PA 15237 412/364-5404
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### *Class of 2003*

Dr. Bill Hyer Christ Church EPC 3120 Highway 81 North Anderson, SC 29621 864/226-2979	Elder Knox Sherer 101 Sandymeade Ct. Matthews, NC 28105 704/569-0002	Elder Virginia Patterson 414-3 Cromwell Circle Bartlett, IL 60103 630/483-3829
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*Class of 2002*

Elder John Adamson  
Second Presbyterian  
4055 Poplar Ave.  
Memphis, TN 38111  
901/454-0034

Dr. Willard Davis  
1760 Monrovia Street  
Palm Bay, Florida  
407/953-6548

Rev. Harold K. Polk, Jr.  
Calvary Presbyterian  
6100 Richfield Road  
Flint, MI 48506  
810/736-4100

Reverend Darryl "Bud" Sparling  
Moderator  
Parker Presbyterian Church  
9100 E. Parker Avenue  
Parker, CO 80138  
303/841-2125

Reverend Michael Glodo, Stated Clerk  
Evangelical Presbyterian Church  
29140 Buckingham Avenue, Suite 5  
Livonia, MI 48154  
734/261-2001

Mr. John M. Graham III, Chairman  
Smith, Shaw & Maddox, LLP  
Suntrust Bank Building, 4<sup>th</sup> Floor  
100 East Second Avenue, PO Box 29  
Rome, GA 30162-0029  
706/291-6223

Dr. James McGuire, Immed. Past Chmn.  
Ward Presbyterian Church  
40000 Six Mile Road  
Northville, MI 48167  
248/374-7400





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**MINUTES**  
of the  
**21<sup>st</sup> GENERAL ASSEMBLY**

**JOURNAL**

**Minutes - Thursday morning**

**First Session**  
**June 21, 2001**

**21-1 MORNING WORSHIP**

Worship began at 8:30 A.M. in the sanctuary of Greenwood Community Church, Greenwood Village, Colorado. Rev. Perry Mobley prayed the invocation. Rev. Tom Melton opened the service with prayer following a time of congregational singing. Mr. Michael Jordan, Music Director, led the Assembly in music. Rev. Melton preached from John 13:12-17 on the theme "Caddies for God." Following prayer and a hymn of worship, the service concluded with prayer.

**21-2 CONVENING OF THE 21<sup>st</sup> GENERAL ASSEMBLY**

The 21<sup>st</sup> General Assembly of the Evangelical Presbyterian Church was called to order with prayer at 9:45 a.m. by the Moderator, Elder John Graham.

*Lord, as we gather quietly in this place to attend to the business of your church, pour out your Spirit upon us so that we might have divine guidance. Give us, we pray, holy wisdom to make decisions pleasing to you. Give us brotherly love for one another that we may not be divided by differences of opinion. May we always give kind consideration to the feelings of others and may our hearts be open to different views. Grant especially, Holy Father, that we may be open to change and that our minds might be pliable to the working of the Holy Spirit. Bless the times of worship, may our fellowship be pleasing to you, may our business be done according to your will. We commit this Assembly to you, to the upbuilding of your kingdom here on earth, and to our Savior Jesus Christ, in whose name we pray.*  
*Amen.*

**ON MOTION** Rev. Bob Garment, Elder Frank Johnson, and Rev. Howard Shockley were elected to serve as Recording Clerks for the 21<sup>st</sup> General Assembly.

Mr. Bob Greene, chairman of the Local Arrangements Committee, opened his report with prayer. Mr. Greene welcomed the Assembly and made various announcements concerning facilities and arrangements.

**21-3 DECLARATION OF QUORUM AND ASSEMBLY ENROLLMENT**

The Stated Clerk declared a quorum to be present (Cf. G.16-24, "... at least five Ministers and five Ruling Elders representing at least three Presbyteries"). The roll of the Assembly follows:

**PRESBYTERY OF THE CENTRAL SOUTH**

<u>City</u>	<u>Church</u>	<u>Ruling Elders</u>	<u>Ministers</u>
Birmingham AL	Redeemer		Lee Kizer
Anna, IL	First	Glenn Parker	Steve Wilkinson Ron Cox
Alexandria, LA	Grace	Merrill Blackburn	David Moncla Bob Vincent
Zachary, LA	Zachary		Gordon Calbreath
Brandon, MS	Lakeside	Bill Holmes	Greg Anthony Jim Blaha
Columbus, MS	Covenant		Bob Wilbur
Laurel, MS	Westminster	Victor Jones, Jr. Hardie Perritt	Russell Louden
Louisville, MS	Louisville	Gloria Joiner	Chris Kiepe
Meridian, MS	First	Jim Cantey	
West Point, MS	First	Gordon Hazard Tom Thompson	
Cape Girardeau, MS	Christ		Art Hunt
Cordova, TN	Hope	Kathy Flake Randy Flake	Steve Bristol Eli Morris Chris Pekary Craig Strickland
Atoka, TN	Atoka		Ken Van Kampen
Memphis, TN	Second	John Adamson Dick Cowan Wilton Hazelwood Ron Hickman Jon Housholder Jim Hunter Hawley Ingram, Jr. Milton Knowlton Jim McCormick Traverse Read, III	Rocky Anthony Chris Deneen Charles Jacob Bill McCutchen Paul Swets Sanders Willson
Carrollton, TX	CrossPointe		Bill Gunter Rhett Payne, III
Elysian Fields, TX	Golden Rule		Gene Huntzinger
Houston, TX	Christ	Reese Baker Charles Haden Roger Wernette	John Crimmins Ron Horgan
	City of Refuge	Dan Tidwell	Rufus Smith, IV
Katy, TX	Cornerstone	Carl Green Brien Williams	Buck Oliphant
Marshall, TX	EPC	Orin Littlejohn Hillard Strong	Wayne Uppendahl
San Antonio, TX	Hope		Tom Masterson
		<i>Other ministers on the roll of presbytery:</i>	Dan Burns Ron Pierce Juan Singh David Todd Allen White

**PRESBYTERY OF THE EAST**

<u>City</u>	<u>Church</u>	<u>Ruling Elders</u>	<u>Ministers</u>
Bethesda, MD	Fourth	Charles Brady John Hocker Michael Strauss Robert White	Frank Young
Voorhees, NJ	Ashland	Gregory Goss Frank Johnson	Ian Lamont
Montgomery, NY	Goodwill	Joseph Slesinski, III	
New Castle, PA	New Covenant	George Polivka Carl Sacherich	
Pittsburgh, PA	New Hope		Rodger Woodworth
Wexford, PA	North Park	Bill Gross Mark Sharpnack	Rick Stauffer Robert Hopper
Alexandria, VA	Faith	Zelda Artz Alan Smith Steele Stewart, Jr. Ted Tubbesing	Dan Rose Neil Smith
Montclair, VA	Montclair	David Meier	Ken Jones
		<i>Other ministers on the roll of presbytery:</i>	Scott Janney Glenn Marshall Ed McDonald, III Sam Rowen Nancy Stewart John Stringer

**PRESBYTERY OF FLORIDA**

<u>City</u>	<u>Church</u>	<u>Ruling Elders</u>	<u>Ministers</u>
Brooksville	Faith	Karl Baldner  Donald Nelson Felix Sharpe	Ron DiNunzio Tom Bronson
Ft. Pierce	Trinity	Connie Jennings	Bob Garment
Homestead	First	Debbie Hess	Bob Hess
Plant City	EPC	Larry Doak Randy Larson	Don Mason
Pompano Beach	New Covenant	Doug Balch Tom Dinan John Hosford, III	Jim Letizia
		<i>Other ministers on the roll of presbytery:</i>	Willard Davis John Fain Bruce Gimbel Mark Jumper

**PRESBYTERY OF MID-AMERICA**

<u>City</u>	<u>Church</u>	<u>Ruling Elders</u>	<u>Ministers</u>
Alton, IL	Trinity		David Baer
Warrenville, IL	Immanuel	Paul Heidebrecht Michael LeRoy Carolyn Nystrom	Mateen Elass
Des Moines, IA	Westkirk	Jack Wilson	Wayne Hoffman Jim Thyne

Lawrence, KS	Grace		Brent Holladay Bill Vogler
Overland Park, KS	Covenant Chapel		Brad Buescher Tom Ryan
Columbia, MO	The Crossing		Dave Cover Keith Simon
Bridgeton, MO	Sutter	Stan Davis	
Kirkwood, MO	Greentree		Tom Ricks
Lee's Summit, MO	Lakeland		Dan Wilburn
St. Louis, MO	Central	Ted Beattie Dexter Kuhlman Joe Gruneisen Dale Schaefer	Doug Graham Barney Heyward Brad Werner
	Emmanuel	Gerald Selle	
<i>Other ministers on the roll of presbytery:</i>			Phil Muir Charles Plant

#### PRESBYTERY OF THE MID-ATLANTIC

<u>City</u>	<u>Church</u>	<u>Ruling Elders</u>	<u>Ministers</u>
Burgaw, NC	New Covenant	Bill George Gregory McKoy	Steve Keller
Cary, NC	Fellowship	Bob Mathews	David McLean
Charlotte, NC	Forest Hill	Tim Jordan Charles Overstreet Carol Plueddemann Allen Roes Knox Sherer	Robbi Fischer David Ruff Jeffrey Park
	St. Giles	Ron Hartman Tip Johnson	Percy Burns
Cornelius, NC	Lake Forest		Michael Moses
Gastonia, NC	Linwood	Jerry Robinson	
Lewisville, NC	River Oaks	Sonny Flowers	David Beaty
Southern Pines, NC	Christ	John Rudd	Don Hardman
Wilmington, NC	Myrtle Grove	M.H. Allen Doug Carlson Jack Loflin Donald Nyenhuis Don Phillips Tony Register	Ken Burbridge Dick Robinson
Winston-Salem, NC	Reynolda	Charles Miller Charles Redden Frances Wall James Wall	James Glasgow Alan Wright
Anderson, SC	Christ	Henry Phelps	Bill Hyer Adger McKay
Columbia, SC	Cregmore		Roger Wood
Florence, SC	Trinity	Ed Clements Jim Johnson Larry Lutgen	Bryan Slater
Gaffney, SC	Overbrook		James Brown, Jr.
Chesapeake, VA	Abundant Life Bridgeway		Daniel Gilbert Langdon

Greenwood, VA	Lebanon	Richard Holcomb	Montgomery
Hampton, VA	Northampton		Howard Finkel
Richmond, VA	Hope		Daniel Berry, III
Virginia Beach, VA	Kempsville	Ken Millice	David Dwight
		Earle Woodberry	Bruce Anderson
Bluefield, WV	Westminster	Steve Ferris	Richard Kidd
Cross Lanes, WV	Perraw	Mark Addesa	Keith Cobb
		John Young	Jack Maxwell

*Other ministers on the roll of presbytery:*

Don Fortson, III  
Perry Mobley  
Howard Shockley  
Peter Starn  
Richard Vroon

**PRESBYTERY OF THE MIDWEST**

<u>City</u>	<u>Church</u>	<u>Ruling Elders</u>	<u>Ministers</u>
Columbia City, IN	Trinity	J. Ann Dillon	Ross O'Dell
Ann Arbor, MI	Covenant		Mark Vanderput
	Knox	Tom Crane	Mike Frison
		Dick Hile	
Brighton, MI	Cornerstone	John Barber	
		Chuck Lindquist	
Clarkston, MI	North Oaks		Steve Brown
Farmington Hills, MI	Grace	Bill Bumford	
Flint, MI	Calvary	David Crothers	Craig Vanbiber
		Eleanor Crothers	
		Jerald Dosh	
		Dick Heidtman	
		Lee Putnam	
		Truman Todd	
	Peace	Jack Latesky	David Galbraith
Harrison Twp., MI	Knox	Palmer Heenan	Chris Gibson
		Carl Seitz	Waring Porter
Lake City, MI	Lake City	Richard Young	
Lake Orion, MI	Faith	Thomas Henson	Jerry Brundle
			Wally Hostetter
Mt. Pleasant, MI	Mt. Pleasant		Jamie Cupschalk
			Scott McKee
Northville, MI	Ward	John Baird	David Brown
		Ken Casey	Edward Davis
		Ron Grant	Neil Ellison
		Rich Halmekangas	Michael Gatliff
		Robert Julin	Phil Linton
		Peter Lawrie	James McGuire
		Barbara Mansfield	John Quigley
		Bob Marlow	Doug Walker
Owosso, MI	Community	Ron DeHaas	Don Galardi
			James Rose
Oxford, MI	New Hope		Doug Thompson
Plymouth, MI	Trinity		Bill Moore
Pontiac, MI	Oakland Avenue		Tom Dages

South Lyon, MI	Fellowship EPC		Del Belcher Mark Hudson
Trenton, MI	First	Ray Sawmiller Roy Schrameck	Ian Leslie
Youngstown, OH	Tabernacle	Michael Owen Jim Rimmel	
<i>Other ministers on the roll of presbytery:</i>			Jeffrey Chadwick Glen Francis Michael Glodo David Hicks Ed McCallum William Meyer George Woodcock

### PRESBYTERY OF THE SOUTHEAST

<u>City</u>	<u>Church</u>	<u>Ruling Elders</u>	<u>Ministers</u>
Lavonia, GA	Faith		Joe Renfro
Rome, GA	First	Lew Gholston John Graham, III Bill Johns Barry Smith	Bill Flannagan Scott Jackson
Denniston, KY	Flatrock		Glenn Ferrell
Erlanger, KY	New Beginning		Steve Riser
Highlands, NC	Community	Philip Coppage Hubbard Sherry	Steve Kerhoulas
Plumtree, NC	Plumtree	Gerald Arthur	
Chattanooga, TN	Brainerd	William Johnson John Perry Perry Spell	Ron Ragon David Wahlstedt Allen Wallace
	Lookout Valley Valleybrook	George Schneider	Ed Murrey Bill Sharp
Knoxville, TN	Cedar Springs	Walter Clothier, Sr. George Dilworth Seaton Garrett, Jr. Tim Goddard Joe Johnson Fred Klimas	Jimmy Davis John Wood Roy Zinn
	Christ	Bruce White	Tommy Jordan
<i>Other ministers on the roll of presbytery:</i>			George Callahan Jim Van Dyke

### PRESBYTERY OF ST. ANDREWS

<u>City</u>	<u>Church</u>	<u>Ruling Elders</u>	<u>Ministers</u>
Buenos Aires	La Mision de la IEP		Miguel Robles

### PRESBYTERY OF THE WEST

<u>City</u>	<u>Church</u>	<u>Ruling Elders</u>	<u>Ministers</u>
Phoenix, AZ	Canyon Creek Morningside		Timm Jackson Bob Barrett



Sun City West, AZ	Grace	Walter Brown Millard Kerr	Cooper McWhirter
Clayton, CA	Clayton		Shawn Robinson
Folsom, CA	Faith		John Cedar
San Diego, CA	Covenant	Charles Hill	
San Ramon, CA	San Ramon	Don Busboom Beth Weisiger Carl Weisiger	
Santa Maria, CA	Santa Maria	Evelyn Cisney Dean Hicks	
Arvada, CO	Arvada		Doug Overall
Aurora, CO	Covenant Faith	Dayna Boynton Paula Kendrick Janis Mangham Buck Russell Sandy Russell	Marc Huebl Doug Klein Fred Stifel
Denver, CO	Celebration Cornerstone	Joe Huff William Shaffer	Steve Garcia Ken Glasier
	New Community	Greg Horstman Mike Sadler	Louis Angone
Englewood, CO	Cherry Creek	Joel Bennick Jan Bole Isabel Cinnamon Steven Fuscher Paul Heitzenrater Merritt Howard Alan Johnson C. Scott Kayser Bob Lee Barb Matthews Cecil Matthews Candace McCune Randy Oakes Irvin Rinehart Ken Roberts Wendy Oakes	Brett Garretson Marty Martin Don Sweeting
Ft. Collins, CO	Greenwood		Tom Melton
Golden, CO	Christ Fellowship Lookout Mountain		Ed Davis Aram Haroutunian Gary Reddish
Highlands Ranch, CO	Cherry Hills	Ellen Armstrong Jack Christensen Marlys DeVries Gary Fields Dutch Franz Sam Searcy Kevin Whitley Jamie Whyte	Jim Dixon Ramona Spilman
Lakewood, CO	Bear Creek	Mike Bahm Ted Brandsma	Jim Coleman Bruce Spear
Littleton, CO	Ken Caryl Trinity		Tim Wilbanks Fred Lian

Loveland, CO	Faith	Ron Adams	Jim Murphy Jonathan Tagg
Parker, CO	Parker	Sarah Arnold Bern Draper	Erik Ohman Darryl Sparling
Vail, CO	Covenant Pres. Chapels		Eugene Scott
Leoti, KS	Christ Covenant		David Brogren
Redmond, WA	Northwest	Jon Brooks	Ed Randal
Renton, WA	First	Greg Baggenstos Peter Mogren	Jeff Jeremiah

*Other ministers on the roll of presbytery:*

Sam Adamson  
James Bidderman  
David Boswell  
Kent Bull  
Mark Ingles  
Greg Livingstone  
Mark Moore  
Tom Pitman  
Bill Read  
Chris Smith  
Winsor Stough  
Brad Strait  
John Taylor  
Dean Wolf  
George Wood  
Brad Yorton

Final enrollment of the Assembly:

Ruling Elders:	195	Number of churches represented: <b>129</b>
Teaching Elders:	<u>212</u>	(67%)
<u>Total Commissioners:</u>	<b>407</b>	
Observers:	<u>174</u>	
Total Enrollment:	<b>581</b>	

Elders and ministers excused: Rev. David Chadwick (Charlotte, NC); Rev. Dennis Flach (Natchez, MS); Rev. Patrick Kendall (Cordova, TN); Rev. Richard Little (Winston-Salem, NC); Rev. Ron Meyer (Vienna, VA); Elder George Paulson, Elder Del Sonnabend and Rev. Ron Odum (Cornerstone, Franklin, NC); Rev. Bill Solomon (Wilmington, NC); Rev. Michael Winship (Butler, PA).

Rev. Jeff Chadwick introduced EPC missionaries present at the Assembly:

Paul & Elizabeth Branch*	Argentina
Dan Burns	Kazakhstan
John & Dawn Fain	US/International
Lance and Lisa Lawrence*	Muslim world
Greg & Sally Livingstone	Muslim world
Sean & Angie McElvey*	Southeast Asia
Phil Muir	US/International
Miguel Robles	Argentina
Sam Rowen	US/East Asia
Juan & Adriana Singh	US/Hispanic ministry
Bud & Carol Sparling	US/International

Allen & Pat White	Kazakhstan
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(\*New WOC missionaries commissioned at 21<sup>st</sup> General Assembly)

Rev. Chadwick also introduced Rob and Iris Antonucci, WOC missionaries currently on leave of absence but part of Greenwood Church and the local Assembly team. Miriam Seaver, WOC Administrative Assistant in the Office of the General Assembly was also recognized.

#### 21-4 ADOPTION OF DOCKET

The Stated Clerk noted the scheduling of two special orders of the day for Friday. On Friday at 1:30 P.M. the Assembly will consider the report of the Ad Interim Committee on Insurance, followed by the Board of Pension and Benefits report. On Saturday at 9:00 A.M., the Ad Interim Committee on Theology will bring its report.

ON MOTION the docket as amended was adopted.

### DOCKET Thursday, June 22, 2001

#### First Session

- |            |   |
|------------|---|
| 8:30       | Opening worship service (Sanctuary) <ul style="list-style-type: none"> <li>• Rev. Tom Melton, preaching</li> <li>• Introduction of missionaries</li> </ul>  |
| 9:30       | Assembly convenes (Sanctuary) <ul style="list-style-type: none"> <li>• Opening session. Constituting prayer. Election of Recording Clerks.<br/>Local arrangements and announcements. Call for quorum.<br/>Docket.</li> <li>• Election of 21st General Assembly Moderator. Passing of the gavel.</li> <li>• The Moderator's Reflections</li> <li>• Partial report of the Nominating Committee</li> <li>• Ratification vote on descending overtures. Adoption of 20<sup>th</sup> General Assembly (2000) Minutes.</li> <li>• Report of the Stated Clerk. Matters received and referred.<br/>Committee instructions. Introduction of standing committee chairmen.</li> <li>• Introduction of chaplains. New churches. Face to Face.</li> </ul> |
| 11:00-2:00 | Park Meadows shopping trip (non-commissioners)  |
| 12:00-1:30 | Box lunch (ticket required)<br>EPC Small Group Network box lunch<br>Newly Ordained Ministers box lunch  |
| 11:15-2:00 | Pastors' Wives Luncheon and Fellowship  |
| 1:00-2:15  | Planting & Growing Women's Ministries in the Local Church<br>(Hotel)  |
| 3:30-5:00  | Informational Seminar on EPC Health Insurance (Sanctuary)   |

#### Second Session

- |           |   |
|-----------|---|
| 1:30-5:00 | Standing committees meet (Church)       |
| 2:30-4:30 | Women's Ministries Presentation (Hotel) |

- 5:30-7:00      Chaplains Dinner (Hotel)  
                    Church Planters Dinner (Hotel)
- 7:30              Evening Worship Service
  - Mr. John Graham, presiding
  - Dr. Clive Calver, President of World Relief, Keynoter
  - Investiture of 21st Assembly Moderator
- 9:00              Refreshments and Exhibits

**21-5      ELECTION OF 21<sup>ST</sup> GENERAL ASSEMBLY MODERATOR**

Elder Dick Heidtman, chairman of the Nominating Committee, opened with prayer, and placed in nomination the name of Rev. Darryl “Bud” Sparling as Moderator of the 21<sup>st</sup> General Assembly. No further nominations were forthcoming from the floor.

The Moderator then introduced Elder Buck Russell to speak on behalf of Rev. Sparling.

**ON MOTION** Rev. Darryl “Bud” Sparling was elected Moderator of the 21<sup>st</sup> General Assembly.

The retiring moderator posed the constitutional questions to the incoming moderator and declared Rev. Sparling duly elected as Moderator of the 21<sup>st</sup> General Assembly. He then passed the moderator’s cross and the gavel to the Rev. Sparling. The Assembly stood and warmly received the new moderator.

Rev. Sparling introduced his wife Carol and shared some personal comments as he accepted the position of Moderator. Retiring moderator John Graham offered prayer for the new moderator and his wife.

**21-6      THE MODERATOR’S ADDRESS**

The retiring moderator, Elder John Graham, offered reflections on his year of ministry as Moderator of the 20<sup>th</sup> General Assembly.

**Moderator’s Reflections  
John M. Graham, III  
Moderator, 20<sup>th</sup> General Assembly**

Let us pray. Oh Father for such a time as this, I echo my brother Bud’s prayers, lift them back up to you again, from each of us because there is nothing I can add to that wonderful prayer. In Jesus name, amen.

Bad Airports, bad planes, smaller seats during the year because I have had a lot of good food as I traveled around. Sixty-eight days away from Rome, an opportunity to visit every presbytery, plus Brazil, and absolutely no regrets. Ed Davis told me last year (or about 53 weeks ago I guess) that it would be wonderfully strange, and his prophecy was true. In fact I’m very thankful for the opportunity that I had because it was a life changing and growing experience for me that I didn’t realize would occur at the outset. And I have some people I would want to thank, but if I named everyone I would leave someone out. But I do want to thank all of the clerks and moderators of each of the presbyteries who made me feel at home and gathered me to where I should be, when I should be there, and asked me to sit down when it was time. I want to thank all of the former moderators, this group of men that I have been in communication with now for the last year. And in particular, if you’re from Rome, don’t drink the

water there because you might become moderator. I'm the fourth moderator from Rome. Former Moderators Bill Flannagan, Bill Johns, and Jim Van Dyke were there to hold me accountable, and I thank them. And of course I thank Ed Davis and Mike Glodo because I went through the transition and change of Stated Clerks. I saw these men serve faithfully and honestly to continue the work of the Lord in this denomination. "For such a time as this" was not lightly chosen as the theme for the 20<sup>th</sup> and 21<sup>st</sup> General Assemblies. In reflecting back, I believe that that transition went exceedingly well, above all of our expectations. I want to thank the EPC staff. Marilyn took me under her wing and cared for me one time when I was pretty sick in Detroit. To watch the General Assembly staff strive to serve, and to watch them seek to find ways to be a part of this family in a way that indicates their love for the Lord, is wonderful.

Over the course of the year, I met our church family. I remarked at some of the Presbytery meetings that it's like the Graham family reunion. I am very thankful that you people out there are not exactly alike. (I would hate for everybody in the Graham family to be exactly alike!) That would be pretty dull. But I know that each member of this family--in the smallest churches and in the largest churches, in those who live on the eastern shore and the cowboys out here--are all equally important in our family. We are a family. We act like a family but that doesn't mean that we're perfect. *Acting* like a family is not always the best way to act! But mostly, good family qualities exist in the EPC. Over the course of the year I formulated 21 questions. One of the questions I asked myself during the year was what two words would best describe the EPC. I chose "small" and "visionary" and concluded that is exactly where God wants us to be "for such a time as this."

Another question that I may have asked was, of the four words in our name--the, Evangelical, Presbyterian and Church--which is most important? You can play that in your minds. I am going to write my reflections on those twenty-some questions. I commend to you Mike Glodo's report especially when he talks about the importance of some of the words in our title. He talks about a ship that needs sails and ballast. I was delighted to see Mike's first report to this General Assembly to be one of not just statistics, but one spoken from his heart.

I also asked myself "Is it true that we are chosen, but we're not frozen?" I think I first asked that in Jim Letizia's church in Florida because it's not frozen down there in Florida. And you can reflect upon that.

I think that during the year I did what moderators do best and used it as a theme, because I had to remember it. I chose the initials E, P, and C and tried to encourage, tried to pray, and tried to communicate. And I want to thank those of you who responded to me, in preaching sermons on that topic, or in communications that you gave to others, and certainly in prayers for me. I do want to make one observation before I conclude with something very important. Our family needs to do a better job, I think, in the development of ruling elders, and for you teaching elders, in the usage of ruling elders. I would encourage you to be a promise keeper for all of us for as ruling elders. We must always remember that our teaching elders are heroes, and we must remember to commit ourselves to pray for our pastors every day.

Finally, I want to thank those people who held me accountable this year, especially my wife, Frances Ann. I'd like for her to come up here. This lady is very gifted. She has a gift of discernment and she has a gift of holding me accountable. And Carol, I would just encourage you to do the same for Bud. (Did I hear an "Amen!" over there?) My reflections are that of great gratitude and thankfulness for this opportunity. May God bless us all. Thank you very much.

**PARTIAL REPORT OF THE NOMINATING COMMITTEE**

The chairman, Elder Dick Heidtman, opened the report with prayer. The chairman noted that all pre-registered commissioners have been assigned to standing committees and that those assignments would be posted prior to the convening of the committees.

The chairman presented the slate of nominations for permanent committees for first reading as follows:

**COMMITTEE ON ADMINISTRATION**

Class of 2004	Elder Zelda Artz (East)
	Rev. Erik Ohman (West)
	Elder Mark Sharpnack (East)

**COMMITTEE ON CHRISTIAN EDUCATION & PUBLICATIONS**

Class of 2004	Elder Doug Balch (Florida)
	Rev. _____

**COMMITTEE ON FRATERNAL RELATIONS**

Class of 2004	Rev. Craig Vanbiber (Midwest)
	Elder Frances Wall (Mid-Atlantic)

**COMMITTEE ON MINISTERIAL VOCATION**

Class of 2004	Elder Jerry Alpert (Mid-America)
	Rev. George Yates (East)

**COMMITTEE ON NATIONAL OUTREACH**

Class of 2004	Rev. Eli Morris (Central South)
	Elder Ron Whalen (Mid-Atlantic)
	Elder Ted Brandsma (West)
Class of 2003	Rev. Rufus Smith (Central South)
Class of 2002	Rev. Todd Hahn (Mid-Atlantic)

**COMMITTEE ON PRESBYTERY REVIEW**

Class of 2004	Elder _____
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**COMMITTEE ON STUDENT & YOUNG ADULT MINISTRIES**

Class of 2004	Rev. Jim Byrne (East)
	Fred Albaugh (Midwest)

**COMMITTEE ON THEOLOGY**

Class of 2004	Elder Thom Schultz (Florida)
	Rev. Bruce Demarest (West)

**COMMITTEE ON WOMEN'S MINISTRIES**

Class of 2004	Vicki Oliver (Midwest)
	Sue Smith (Southeast)

**COMMITTEE ON WORLD OUTREACH**

Class of 2004	Elder Hawley Ingram, Jr. (Central South)
	Rev. Gene Huntzinger (Central South)
	Elder Louise Hunt (Southeast)

**BOARD OF PENSION AND BENEFITS**

Class of 2004	Elder Robert Julin (Midwest)
	Rev. Ron Horgan (Central South)

PERMANENT JUDICIAL COMMISSION

Class of 2004

Elder Reese Baker (Central South)

Rev. \_\_\_\_\_

Elder \_\_\_\_\_

Class of 2002

Rev. George Wood (West)

**21-8 RATIFICATION VOTE ON DESCENDING OVERTURES**

The Stated Clerk offered prayer and reviewed the procedures for ratification of descending overtures. **Overture 00-A** on amending *Book of Government* §5-1 and §5-2 regarding the governance of mission churches, was referred to the presbyteries.

**Overture 00-A**

Present wording	Proposed wording
<p><b>5-1</b> Presbytery has the exclusive right to organize, dissolve, dismiss or to receive from some other body a particular church. While a Church Session has the duty and right to establish missions of the congregation or initiate extension work, this should be done always in consultation with the Presbytery. However, to organize into a particular church is a right reserved to the Presbytery.</p>	<p><b>5-1</b> Presbytery has the exclusive right to organize, dissolve, dismiss or to receive from some other body a particular church. While a Church Session has the duty and right to establish missions of the congregation or initiate extension work, this <del>should</del> <u>shall</u> be done <del>always</del> <u>always</u> in <del>consultation</del> <u>cooperation</u> with the Presbytery. However, to organize into a particular church is a right reserved to the Presbytery.</p>
<p><b>5-2 The development of a mission church:</b> A mission church consists of a number of professing Christians, with their children, associated together for divine worship and godly living, agreeable to the Scriptures, and submitting to the lawful government and discipline of the Evangelical Presbyterian Church.</p>	<p><b>5-2 The development of a mission church:</b> A mission church consists of a number of professing Christians, with their children, associated together for divine worship and godly living, agreeable to the Scriptures, and submitting to the lawful government and discipline of the Evangelical Presbyterian Church.</p>
<p>The mission church, because of its transitional nature, requires a temporary system of government. Depending on the circumstances, and at its own discretion, Presbytery shall provide for such government in one of several ways:</p>	<p>A mission church is distinguished from a particular church in that it has no permanent governing body, and thus must be governed or supervised by others. However, its goal is to mature and be organized as a particular church as soon as this can be done in good order.</p>
<p><b>A.</b> Appoint an Evangelist as prescribed in 10-3C of the <b>Book of Government</b> and entrust appropriate powers to that person.</p>	<p><b>A. Governance:</b> The mission church, because of its transitional nature, requires a temporary system of government. Depending on the circumstances, and at its own discretion, Presbytery shall provide for such government in one of several ways:</p>
<p><b>B.</b> Cooperate with the Session of a par-</p>	<p><b>1. Presbytery may</b> appoint an Evangelist as prescribed in 10-3C of the <b>Book of Government</b> and entrust appropriate powers to that person.</p>

particular church in arranging a mother-daughter relationship with a mission church. The Session may then serve as the temporary governing body of the mission church.

C. Appoint a commission to serve as a temporary Session of the mission church.

At the discretion of the temporary governing body, members may be received into the mission church as prescribed in Chapter 9. These persons then become confirmed or baptized members of the Evangelical Presbyterian Church. Mission churches shall maintain membership rolls in the same manner as, but separate from other particular churches.

Mission churches and their members shall have the right of judicial process to the court having oversight of their temporary governing body. It is the further intention of the Evangelical Presbyterian Church that mission churches enjoy the same status as particular churches in relationship to civil government.

~~2. Cooperate with The Session of a particular church in arranging a mother-daughter relationship with a mission church. The Session may then serve as the temporary governing body of the mission church.~~

3. Presbytery or Session may appoint a commission to serve as a temporary Session of the mission church.

B. Membership: ~~At the discretion of the temporary governing body, members may be received into the mission church as prescribed in Chapter 9. The temporary governing body shall receive members into the mission church as prescribed in Chapter 9.~~ These persons then become confirmed or baptized members of the Evangelical Presbyterian Church. Mission churches shall maintain membership rolls in the same manner as, but separate from, other particular churches.

Mission churches and their members shall have the right of judicial process to the court having oversight of their temporary governing body. It is the further intention of the Evangelical Presbyterian Church that mission churches enjoy the same status as particular churches in relationship to civil government.

**C. Minutes**

The temporary governing body of the mission church shall record and submit its minutes to the Presbytery for review in the same manner as a particular church.

Presbyteries voted on **Overture 00-A** as follows:

	<u>Yes</u>	<u>No</u>
Central South	51	7
East	27	0
Florida	8	12
Mid-America	21	0
Mid-Atlantic	60	6
Midwest	48	0
Southeast	50	0
St. Andrews	[Not reported]	
West	64	0

**ON MOTION Overture 00-A**, was ratified.

**Overture 00-B** on amending *Book of Government* §11-13 to allow presbyteries to place on inactive status any teaching elder who accepts a call disapproved by Presbytery.



**Overture 00-B**

Present Wording	Proposed Wording
<p><b>11-13</b> In the event a Minister desires to accept a call not approved by Presbytery, that person may request inactive status from office under the conditions set forth elsewhere. (Section 15-8).</p>	<p><b>11-13</b> In the event a Minister desires to accept a call <del>not approved</del> disapproved by Presbytery, that person <del>may request inactive status from office under the conditions set forth elsewhere.</del> (Section 15-8). shall be placed on inactive status.</p>

Presbyteries voted on **Overture 00-B** as follows:

	Yes	No
Central South	49	0
East	27	0
Florida	20	0
Mid-America	21	0
Mid-Atlantic	69	1
Midwest	52	0
Southeast	50	0
St. Andrews	[Not reported]	
West	64	0

**ON MOTION Overture 00-B** was ratified.

- 21-9 RECEPTION OF THE MINUTES OF THE 20<sup>th</sup> GENERAL ASSEMBLY**  
 Adoption of the Minutes will be accomplished by the Committee on Administration as allowed in *Robert's Rules of Order*. The Stated Clerk asked that additions or corrections to this document be forwarded to the General Assembly Office no later than September 1, 2001.

**ON MOTION** the minutes were received.

- 21-10 REPORT OF THE STATED CLERK**  
 Rev. Glodo opened his report with prayer. He commended the previous Stated Clerk, Edward Davis, and the Assembly staff for their support and help for the past six months since he began his term. Churches in the EPC now number 189, with three new ones added and eleven churches either dissolved or dismissed this year. Though the number of churches decreased this year, the number of members increased. The EPC is a denomination of large churches. Eighty-six percent of our members belong to 35% of our churches. Fourteen percent of our members attend 64% of our churches.

Rev. Glodo reported the benevolence and per member giving for the year 2000-2001, making particular note that missionary support giving rose 11% for that period. This year, giving toward benevolence askings reached 76% of the goal, compared to 71% in 1999. Per member giving rose 2.4% while at the same time active membership increased 9%. Actual per member giving averaged \$13.97, down from \$14.28 in 1999. Fulfilling 90% or more of their per capita goals were 105 churches, including 40 churches of all sizes who exceeded their per member goal. Now, for the first time in several years, the Committee on Administration is asking for an increase in the per member factor. The Stated Clerk reminded our churches that it is time for each one to assess whether it is doing what it can to support our denomination in light of our avowed connection together. (See p.

265 ff for full report of the Stated Clerk.)

## 21-11 MATTERS RECEIVED AND REFERRED

The Stated Clerk moved the referral of the following communications, overtures and recommendations as indicated.

### COMMUNICATIONS

- **Communication 01-1** from General Assembly Moderator John Graham regarding moderatorial nominations. *Referred to the Floor (p.50)*
- **Communication 01-2** from Second Presbyterian Church (Memphis, Tenn.) offering to host the 22<sup>nd</sup> General Assembly in June 2002. *Referred to the Committee on Administration (p.52)*
- **Communication 01-3** from Arman Arenbaev, Partnership of Reformed Churches in Kazakhstan regarding the formation of a national presbytery. *Referred to the Committee on World Outreach (p.52)*
- **Communication 01-4** from the Evangelical Council on Financial Accountability regarding approval of the EPC Annual Membership Review by the ECFA. *Received as information*
- **Communication 01-5** from Lt. Col. Howard Stendahl, Chief of Chaplain Accessions USAF, regarding thanks for clergy chaplain endorsements. *Received as information*
- **Communication 01-6** from Dr. L. Edward Davis, Stated Clerk Emeritus, and Rev. Michael Glodo, Stated Clerk, regarding the annual Gratitude Gift. *Received as information*
- **Communication 01-7** News Release from the Office of the General Assembly announcing the appointment of P.K. Fields-Helm as EPC Women's Ministries Director. *Received as information*
- **Communication 01-8** from the Inter-Church Relations Committee of the Associate Reformed Presbyterian Church bringing fraternal greetings. *Referred to the Committee on Fraternal Relations (p.33)*

### OVERTURES

- **Overture 01-1** from the Presbytery of the Central South to amend the *Book of Government* §16-15 to allow presbyteries to elect moderators for second terms. *Referred to the Committee on Overtures and Resolutions (p.59)*
- **Overture 01-2** from the Presbytery of the Southeast to amend the *Book of Government* §11-5F to include in the terms of call for pastors of particular churches the costs for attending presbytery and General Assembly meetings. *Referred to the Committee on Ministerial Vocation (p.43)*

## RECOMMENDATIONS

### FROM THE COMMITTEE ON ADMINISTRATION

- **Recommendation #1**  
That the 22<sup>nd</sup> (2002) General Assembly be held at Second Presbyterian, Memphis, Tenn., rather than in 2004 as previously approved.  
*Referred to the Committee on Administration (p.51)*
- **Recommendation #2**  
That the 2001 Administration Budget (p. 149) be adjusted by increasing "Contingencies" line item by \$12,500 for a total of \$17,500 and "Technology Support" line item by \$15,000 for a total of \$28,000. The total budget would then be increased to \$1,121,500.  
*Referred to the Committee on Administration (p.51)*
- **Recommendation #3**  
That the Proposed 2002 Administration Budget (p. 150) for \$1,155,700 be approved and that the *per member* asking be increased from \$18 to \$22 to adequately fund the proposed budget.  
*Referred to the Committee on Administration (p.51)*
- **Recommendation #4**  
That the Proposed 2002 Benevolence Askings Budget (p. 151) for \$655,000 be approved.  
*Referred to the Committee on Administration (p.52)*
- **Recommendation #5**  
That the 2001 Thanksgiving Offering be received and designated National Outreach for the home mission ministry of Rev. Glenn Ferrell in eastern Kentucky.  
*Referred to the Committee on Administration (p.52)*
- **Recommendation #6**  
That the Vision 21 plan be adopted, with the adjusted dates for implementation (pp. 131-132).  
*Referred to the Committee on Administration (p.51)*

### FROM THE BOARD OF PENSION AND BENEFITS

- **Recommendation #7**  
Amend Pension Plan sections 4.01 and 5.02a to allow all active ministers to participate in the pension plan.  
*Referred to the floor (p.39)*
- **Recommendation #8**  
That the General Assembly designate up to 100% of a minister's early or normal retirement pension or disability pension for 2000, 2001 and 2002 as a housing allowance for the United States income tax purposes (IRS Ruling I.107-1) but only to the extent that the pension is used to rent or provide a home.  
*Referred to the floor (p.39)*

- **Recommendation #9**  
That the Medical Benevolence Fund (*Acts of the Assembly 90-16*) be amended to raise the household eligibility cap to \$35,000 annual income.  
*Referred to the floor (p.40)*
- **Recommendation #10**  
Amend the Insurance Plan to cover Speech Therapy when medically prescribed following a stroke, accident or congenital and developmental problems.  
*Referred to the floor (p.40)*
- **Recommendation #11**  
Amend the Insurance Plan to include coverage of treatment of Keratoconus with contact lenses to maximum of \$500 annually. *Referred to the floor (p.40)*
- **Recommendation #12**  
Amend the Plan to rename the current plan the "Premium Coverage Plan" and add an additional coverage plan to be known as the "Basic Coverage Plan" to begin January 2002 with an initial premium 25% lower than the present plan exclusive of health care trend costs. This plan would have the structure indicated below; and  
  
For the year 2002, churches will be able to opt for either the *Premium Coverage or Basic Coverage* insurance plan for each eligible pastor or employee. November 1, 2001 through November 30, 2001 will be an open enrollment period for eligible pastors or employees; and  
  
That the Committee on Administration be authorized to approve benefits/ deletions that are proposed by the Board of Pension and Benefits. Those changes to be reported annually to the Assembly by the Board. *Referred to the floor (p. 40)*  
  
*(Note: The original Recommendations 13 and 14 were intended by the Board of Pension & Benefits to be part of Recommendation 12 and are now included therein. These two recommendations became the second two paragraphs of the Recommendation 12.)*

#### **FROM THE AD INTERIM COMMITTEE ON INSURANCE**

- **Recommendation #15**  
That the EPC medical plan be redesigned to offer 2 plan options: (1) one plan that has basic coverage benefits and is less costly; and (2) another plan that has a richer benefits design and a corresponding higher premium rate. The cost of these 2 options should further be adjusted on the basis of rating differences for age and geographic location.  
*Referred to the floor (p. 38)*
- **Recommendation #16**  
That the EPC medical plan be redesigned to manage against anti-selection by rewriting the eligibility and re-entry restrictions to prevent churches from using the EPC plan as a plan of last resort for their sickest participants. These new restrictions will necessarily limit eligibility for potential participants who have previously opted out of the EPC plan.  
*Referred to the floor (p.38)*
- **Recommendation #17**  
That a "grace" period for non-participating ordained ministers be implemented while

the EPC medical plan is being redesigned to make it a more competitive and more attractive plan. At the time that the plan has been completely redesigned there will be a final opportunity to “opt in” for eligible ministers and church employees after which time the more stringent eligibility and re-entry restrictions will go into effect.

*Referred to the floor (p.38)*

- **Recommendation #18**

That the Board of Pension and Benefits retain professional expertise to implement the redesign of the EPC medical plan as outlined in all of the proposed recommendations from the Ad Interim Committee, and that professional expertise be retained to assist the Board of Pension and Benefits in the ongoing management of the EPC medical plan. Decisions regarding what benefits are to be offered under the plan need to be made in consultation with professional expertise, and final approval authority on the benefits changes should rest with the Committee on Administration rather than on the floor of the General Assembly.

*Referred to the floor (p.38)*

- **Recommendation #19**

That the Board of Pension and Benefits immediately implement an ongoing and thorough 2-way communication plan designed to better interact with the churches and plan participants the goals of the EPC medical plan, the available benefits, the methods of determining costs and the overall administration of the plan. This shall be done in consultation with profession expertise.

*Referred to the floor (p.39)*

#### FROM THE MINISTERIAL VOCATION COMMITTEE

- **Recommendation #20**

That the document on “Guidelines for Intentional Interim Pastoral Ministry” (pp. 190-208) be approved for inclusion in the *Procedure Manual for Ministerial and Candidates Committees*.

*Referred to the Committee on Ministerial Vocation (p.43)*

- **Recommendation #21**

That a revised “Advisory Paper on Performance Review” (pp. 209-215) be approved for inclusion in the *Procedure Manual for Ministerial and Candidates Committees*.

*Referred to the Committee on Ministerial Vocation (p.44)*

#### FROM THE NATIONAL OUTREACH COMMITTEE

- **Recommendation #22**

That the National Outreach Home Missions Manual (pp. 222-229) be approved.

Grounds: The manual will provide the NOC with a systematic approach to recruiting, calling and sending home missionaries into service in the USA.

*Referred to the Committee on National Outreach (p.42)*

#### FROM THE THEOLOGY COMMITTEE

- **Recommendation #23**

That the permanent committee be granted another year to complete the Position Paper on the Sanctity of Marriage.

*Referred to the Committee on Theology (p.37)*

- **Recommendation #24**

That the General Assembly authorize a study and pastoral letter to evaluate the "Openness of God" doctrine as it relates to the confessional standards of our denomination. *Referred to the Committee on Theology (p.37)*

### FROM THE WORLD OUTREACH COMMITTEE

- **Recommendation #25**

In response to the invitation received from the Reformed partnership of churches in Kazakhstan with whom our World Outreach team ministers, the World Outreach Committee recommends that the 21<sup>st</sup> General Assembly of the Evangelical Presbyterian Church act to establish a commission with the power to:

- a. Examine, ordain, and install officers on the Kazakhstan field according to the legislative principles of the EPC, as appropriate to that field. This would include the power to examine, ordain, and install teaching elders who have satisfied educational requirements consistent with those outlined in the World Outreach Missions Manual 302.3(C).
- b. Establish a provisional, indigenous, national presbytery in Kazakhstan of which the particular churches and the teaching elders referred to above would be members.
- c. Administer the government of such a presbytery according to biblical principles as reflected in the principles of Presbyterian government.
- d. Work in partnership with national leadership to develop a form of government that is biblically sound and missiologically appropriate.

**Composition of the Commission:**

This commission shall consist of eight members, who shall include all ordained World Outreach personnel on the field (3), the Director of World Outreach and the Stated Clerk of the General Assembly, plus three Ruling Elders who shall be appointed by the moderator of the 21<sup>st</sup> General Assembly. The quorum for this commission shall be a majority of its members at any given time.

**Duration and Reporting Responsibilities of the Commission:**

The duration of this commission shall be until the 23<sup>rd</sup> General Assembly, subject to extension at that time. It shall report to the 22<sup>nd</sup> General Assembly on the progress of its work in Kazakhstan and shall report regularly to the World Outreach Committee. It shall bring recommendations to the 23<sup>rd</sup> General Assembly regarding any legislative actions that might facilitate future similar works.

*Referred to the Committee on World Outreach (p.52)*

*No recommendations were forthcoming from the Committees on Christian Education & Publications, Fraternal Relations and Women's Ministries.*

### FROM THE PERMANENT JUDICIAL COMMISSION

- **Recommendation #26**

That the following action be taken by the 21<sup>st</sup> General Assembly in regard to G.10-3:

1. Delete the current Section F: "Calling Outside of Bounds."
2. Amend "Section G. Pastor Emeritus" to become Section F.
3. Add to Section 10-3 after Section 10-3.F, with no introductory statement and not indented, the following:  
"Whenever a Minister is called to one of the positions provided for under paragraphs A to E above that is outside the authority of a court of the church

and after being fully satisfied that the ministry is consistent with the calling to the ministry of the Word, the Presbytery may grant permission for the Minister to labor outside of bounds. It shall be required of the Minister of the Word to make an annual report to the Presbytery of faithfulness to the Gospel, and have such permission of the Presbytery renewed annually at its discretion. In any event, that person shall be diligent to serve actively in the court of which he is a member.”

Present wording	Proposed wording
<p><b>10-3F Callings Outside of Bounds:</b> It may occur that a Minister is called to labor in some capacity outside the authority of a court of the Church. After being fully satisfied that the ministry is consistent with the calling to the ministry of the Word, the Presbytery may grant permission for the Minister to labor outside of bounds. It shall be required of the Minister of the Word to make annual report of faithfulness to the Gospel and have such permission of the Presbytery renewed annually at its discretion. In any event, that person shall be diligent to serve actively in the court of which he is a member.</p> <p><b>G. Pastor Emeritus:</b> When any Pastor or Associate Pastor shall terminate a pastorate because of age or incapacity, and the congregation is moved by affection and gratitude to continue an associate in an honorary relationship, it may, at a regularly called congregational meeting, elect him or her Pastor Emeritus, with or without honorarium, but with no pastoral authority or duty. This action shall be taken only after consultation with the Ministerial Committee of the Presbytery concerning the wisdom of this relationship for the peace of the church. This action will be subject to the approval of the Presbytery and shall take effective upon the approval of the Presbytery.</p>	<p><del><b>10-3F Callings Outside of Bounds:</b> It may occur that a Minister is called to labor in some capacity outside the authority of a court of the Church. After being fully satisfied that the ministry is consistent with the calling to the ministry of the Word, the Presbytery may grant permission for the Minister to labor outside of bounds. It shall be required of the Minister of the Word to make annual report of faithfulness to the Gospel and have such permission of the Presbytery renewed annually at its discretion. In any event, that person shall be diligent to serve actively in the court of which he is a member.</del></p> <p><b>G. F. Pastor Emeritus:</b> When any Pastor or Associate Pastor shall terminate a pastorate because of age or incapacity, and the congregation is moved by affection and gratitude to continue an associate in an honorary relationship, it may, at a regularly called congregational meeting, elect him or her Pastor Emeritus, with or without honorarium, but with no pastoral authority or duty. This action shall be taken only after consultation with the Ministerial Committee of the Presbytery concerning the wisdom of this relationship for the peace of the church. This action will be subject to the approval of the Presbytery and shall take effective upon the approval of the Presbytery.</p> <p>Whenever a Minister is called to one of the positions provided for under paragraphs A to E above that is outside the authority of a court of the church, and after being fully satisfied that the ministry is consistent with the calling to the ministry of the Word, the Presbytery may grant permission for the Minister to labor out-</p>

	side of bounds. It shall be required of the Minister of the Word to make an annual report to the Presbytery of faithfulness to the Gospel, and have such permission of the Presbytery renewed annually at its discretion. In any event, that person shall be diligent to serve actively in the court of which he is a member.
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*Referred to the floor (p.60)*

#### FROM THE PRESBYTERY REVIEW COMMITTEE

- **Recommendation #27**

That the Assembly accept the responses of the Presbytery of the Central South to exceptions issued by the 20<sup>th</sup> General Assembly with the exception of #7 (see PRC-1) regarding the change of status of Rev. Roberts (Minutes 48-22), and that the Presbytery be instructed to advise the Office of the Stated Clerk as to the circumstances surrounding this action; specifically, whether Rev. Roberts initiated the action or if he had been without call for at least one year at the time the action was taken (G.15-8).

Grounds: There is insufficient information in the presbytery's response to evaluate the constitutionality of their action. *Referred to the floor (p.54)*

- **Recommendation #28**

That the Assembly accept the responses of the Presbytery of the East to the exceptions issued by the 20<sup>th</sup> General Assembly with the exception of #4 (see PRC-2) regarding The Evangelical Alliance, and that the Presbytery is directed to provide the Office of the Stated Clerk with their rationale for determining that an ordination in The Evangelical Alliance is comparable to ordination in the EPC (Acts of Assembly 82-07) and on what basis the Presbytery determined that this organization is a Reformed body.

Grounds: The Minutes of Presbytery indicate that they examined Dr. Frank Young on views that means the Presbytery considered The Evangelical Alliance to be a Reformed body. As there may be some question about whether this is the case, the Assembly is asking for the Presbytery's rationale in order to determine the constitutionality of the Presbytery's action. *Referred to the floor (p.54)*

- **Recommendation #29**

That the Assembly accept the responses of the Presbytery of Florida (see PRC-3) to exceptions issued by the 20<sup>th</sup> Assembly as adequate with the exception of #1 and #8 (referred to the Permanent Judicial Commission), and #6 and #9, and that the Presbytery acknowledge its actions to be in error, record it in their minutes and correct their actions where possible. *Referred to the floor (p.54)*

- **Recommendation #30**

That the Assembly accept the responses of the Presbytery of Mid-America to exceptions issued by the 20<sup>th</sup> General Assembly as adequate (see PRC-4). *Referred to the floor (p.54)*



- **Recommendation #31**

That the Assembly accept the responses of the Presbytery of the Mid-Atlantic to exceptions issued by the 20<sup>th</sup> General Assembly as adequate (see PRC-5).

*Referred to the floor (p.54)*

- **Recommendation #32**

That the Assembly rule the Presbytery of the Midwest out of order in that they have taken no action on exceptions issued by the 20<sup>th</sup> General Assembly as required by the *Rules for Assembly*.

Grounds: The Office of the Stated Clerk of the General Assembly is in receipt of a letter from the Stated Clerk of the Midwest Presbytery recommending responses to actions (see PRC-6), but the Presbytery has not acted on them.

*Referred to the floor (p.54)*

- **Recommendation #33**

That the Assembly accept the responses of the Presbytery of the Southeast as adequate with the exception of #6 (see PRC-7) regarding motions made by people who are not members of the Court and that the Presbytery correct its procedures in the future.

Grounds: The Presbytery acknowledged that the person presenting a Committee report was not a member of the Court. Even though a recommendation came to the Presbytery from a Committee, none of the members of the Committee are members of Presbytery. The Presbytery should take care that all motions are made by commissioners.

*Referred to the floor (p.55)*

- **Recommendation #34**

That the Assembly acknowledge the receipt of a translation of the 54<sup>th</sup> Meeting of the Presbytery of St. Andrews and renew its instruction to submit an English translation of the 53<sup>rd</sup> Stated Meeting.

*Referred to the floor (p.55)*

- **Recommendation #35**

That the Minutes of the Presbytery of the Central South be approved with the following exceptions:

50.24 – Changes in terms of call do not contain sufficient information to determine if the actions are constitutional. The Assembly remands the Minutes of the 50<sup>th</sup> Stated Meeting to the Presbytery of the Central South for clarification by adding an appropriate summary of each change and noting that appropriate forms were used.

51.22 – The calls of Rev. Harrington and Rev. Todd are calls outside the jurisdiction of the Presbytery and should have been approved as out of bounds calls (G.10-3,F). No terms of call were approved.

52.19 – Changes in call to office and changes in terms of call do not contain sufficient information to determine if actions are constitutional. The Assembly remands the Minutes of the 52<sup>nd</sup> Stated Meeting to the Presbytery of the Central South for clarification by adding an appropriate summary of each change, including indication that a service of retirement was held for Rev. Horel, that an out of bounds call was approved for Dr. Druary, that appropriate actions were taken to dissolve the relationship of Dr. Brainerd and Grace Presbytery an, indicate the length of time Dr. Brainerd is serving as stated supply and at what church he is serving. Changes in terms of call for Rev. Schulte and Rev. Mathieu

need clarification as to their previous status and to what Presbytery they have been dismissed. *Referred to the floor (p.55)*

- **Recommendation #36**

That the Minutes of the Presbytery of the East be approved with the following exceptions:

58 and 59 – No unexcused absences are listed (*Rules for Assembly* 8-11.G.1).

59 (p. 38) – No advisor was appointed for Daniel Rose (G.12-2.D).

59 (p. 38) – Louis Woods' call is to an agency outside the jurisdiction of Presbytery but his call was not approved as out of bounds. No commission was established to ordain Mr. Woods.

59 (p. 39), 60 (p. 44) – Motions may not be made by a person who is not a member of the Court.

59 (p. 44) – The Minutes contain no record that Todd Smedley and Ron Wilson fulfilled the six-month membership requirement for candidates (G.12-2A).

60 (p. 42) – The record concerning Mr. Sacherich does not contain sufficient information to determine if actions are constitutional. The action of Presbytery in May 1999 referred to in the 60<sup>th</sup> Stated Meeting is missing from the record.

60 (p. 43) – The Minutes contain no record that Daniel Rose and Erich Lee signed the Ministerial Obligation Form (G.16-16L).

60 (p. 43) – The primary responsibilities of Daniel Rose as Assistant Pastor are not stipulated (G.11-7).

60 (p. 45) – There is no record of congregational or Session action to dissolve the call of Rev. Bates (G.15-2 or G.11-7) or his current status.

The Minutes contain no record of the required Annual Reporting of Work of Ministers of the Word, approval of changes in terms of call, and approved budget (G.16-27A.1 and 8; *Rules for Assembly* 8-11G.16). *Referred to the floor (p.55)*

- **Recommendation #37**

That the Assembly declare the Presbytery of Florida to be out of order in that copies of certified minutes have not been submitted at least five weeks prior to the meeting of the General Assembly (*Acts of the Assembly* 98-05).

*Referred to the floor (p.56)*

- **Recommendation #38**

That the Minutes of the Presbytery of the Mid-America be approved with the following exceptions:

27.13.01 – Minutes do not indicate that Scott Lawry has been a member of an EPC church for six months (G.12-2A)

No record of required annual review of the work of Ministers of the Word (G.16-27A.1) *Referred to the floor (p.56)*

- **Recommendation #39**

That the Minutes of the Presbytery of the Mid-Atlantic be approved with the following exceptions:

35.20 – There is no indication in the record that Presbytery completed the required elements of receiving candidates, namely, questions to the candidates, charge to the candidates, assigning advisors (G.12-2).

35.20.M – Rev. Barker was divested without censure but not assigned to a church (G.15-8).

35.21 – No record that Rev. Creech and Rev. Keller signed the required Ministerial Obligation Form (G.16-16L).

36.20 – There is no indication in the record that required Out of Bounds Forms are being used (*Acts of the Assembly* 98-03). Further, there is no indication in future minutes that proper documentation has been received for the Out of Bounds call of Rev. Carr (36.20.H) even though he is listed as an out of bounds minister in the attendance record of the 37<sup>th</sup> Meeting.

36.20.K – No indication in the record that the Session or Congregation acted to dissolve the relationship of Rev. Boulware (G.15-2 or G.11-7). Further, there is no indication in future minutes that Rev. Boulware was received by St. Augustine Presbytery (PCUSA).

There is no record of the required annual review of the work of Ministers of the Word (G.16-27A,1) *Referred to the floor (p.56)*

• **Recommendation #40**

That the Minutes of the Presbytery of the Midwest be approved with the following exceptions:

85-8 – The required annual approved Presbytery budget and related financial reports are not included in the Minutes (*Rules for Assembly* 8-11G-16).

85-10.B-3 – There is no evidence in future Minutes that the transfer of Scott McKee from the PCUSA was obtained.

85-6 – There is no indication in the record that Rev. Rose signed the required Ministerial Obligation Form (G.16-16L).

The Called Meeting of April 10, 2000 has no record that the meeting was called with proper notice and there is no statement of the purpose of the meeting (G.16-17).

Called Meeting April 10, 2000 – There is no record that Rev. Galbraith signed the required Ministerial Obligation Form (G.16-16L).

89-14 No record of Jeff Juday signing required Ministerial Obligation Form, and the nature of the call is not indicated.

89-15 There is no indication in the record that Presbytery completed the required elements of receiving candidate Joe Laher, namely, questions to the candidates, charge to the candidates, assigning advisors (G.12-2).

No record of required annual review of the work of Ministers of the Word on the active roll (G.16-27A,1). *Referred to the floor (p.57)*

• **Recommendation #41**

The Committee recommends that the Minutes of the Presbytery of the Southeast be approved with the following exceptions:

50.16 – A motion was made by someone who is not a member of the Court.

51.17 – The ruling of the Stated Clerk approved by Presbytery is unconstitutional. The distinction of contractual and non-contractual arrangements with people filling the pulpit is not stipulated in the *Book of Government* and is at the heart of the Presbytery Clerk's "ruling." There is no difference between "inviting a minister to preach several times" and the category of Occasional Supply in G.11-8C.

There is no record of the required annual review of the work of Ministers of the Word on the active roll (G. 16-27A,1).

52.21 – The Presbytery assigned a minister of a different Presbytery to serve as an advisor for one of its candidates. A minister of one presbytery is not under the jurisdiction of another (G.16-5, 6). By this action the Presbytery has given up an important component of its oversight of the candidate care process. The ministerial advisor should be a member of the Presbytery of which the candidate is under care. *Referred to the floor (p.57)*

- **Recommendation #42**

The Committee recommends that the Assembly rule the St. Andrews Presbytery Out of Order in that the Minutes of the 60<sup>th</sup> Stated Meeting (November 2000) were not made available five weeks prior to the General Assembly (Acts of the Assembly 98-05). *Referred to the floor (p.57)*

- **Recommendation #43**

That the Assembly approve the translated Minutes of the 57<sup>th</sup>, 58<sup>th</sup> and 59<sup>th</sup> meetings of the Presbytery of St. Andrews with the following exceptions: 57.2 and 59.2 – The Minutes do not indicate that Mr. Robertson had been a member of Olivos church for six months or that he has the endorsement of the Session.

There is no record that the Minutes of 57<sup>th</sup> Stated Meeting have been approved.

59.5.3.6 – The reason and nature of the Commission formed is unclear. It may be a Judicial Committee (D.6-1.C) but the minutes indicate it is a commission. If so, the Commission does not meet the membership requirements of G.16-26B,2-E (five members, as close as possible to a 2:1 ratio of Ruling and Teaching Elders.) *Referred to the floor (p.58)*

- **Recommendation #44**

The Committee recommends that the Minutes of the Presbytery of the West be approved with the following exceptions:

60-7.E and F – There is no record in previous minutes of the Ministerial Committee being given the authority to act as a commission with regard to Rev. Tagg and Rev. Martin.

61-7.D – There is no record of when the commission to install Rev. Tagg was established.

61-9.A and 62-15– The Nominating Committee was improperly appointed as a Commission. A Commission must have at least five members (G.16-26,B-1.A).

16-13.F – The Administrative Commission for Thai EPC does not meet the qualification of being composed of “as near to two Ruling Elders to one Minister as possible” (G.16-26,B-2.E). The Commission is composed of one ruling elder and four teaching elders.

There is no record of the required annual review of the work of Ministers of the Word on the active roll (G.16-27.A,1). *Referred to the floor (p.58)*

- **Recommendation #45**

1. That the Assembly send the following advice to all Presbyteries:

Because Presbytery minutes are legal records and may need to be read by people unfamiliar with the individuals at the meeting, Presbyteries are reminded to use at least last names when referring to commissioners.

2. To show evidence that required forms are used (Acts of the Assembly 98-03), Presbyteries are advised to either include the forms as attachments or include a reference in their minutes that the forms are on file.

3. Presbyteries are advised that when pending actions are recorded, future minutes record the completion of those actions (e.g., call approved pending transfer). *Referred to the floor (p.58)*

- **Recommendation #46**

That the *Rules for Assembly* 9-1K.1 regarding the membership of the Presbytery Review Committee be amended by deleting the phrase “of Presbytery.”

Present wording	Proposed wording
9-1K-1 Membership: Committee to consist of three members, including at least one former stated clerk of Presbytery.	9-1K-1 Membership: Committee to consist of three members, including at least one former stated clerk of Presbytery.

**Grounds:** The amendment expands the pool of people eligible for membership requirements. *Referred to the floor (p.59)*

### FROM THE AD INTERIM COMMITTEE ON THEOLOGY

- **Recommendation #47**

That no changes be made to Vow 3 (G.14-1A and E).

*Referred to the floor (p.47)*

- **Recommendation #48**

That Vow 4 (G.14-1A and E) be amended to include a reference only to the Westminster Confession of Faith and the Larger and Shorter Catechisms, and to eliminate the phrase "essentials of the faith." Vow 4 would then read, "

Present wording	Proposed wording
4. Do you promise that if at any time you find yourself out of accord with any of the essentials of the faith you will on your own initiative make known to your Presbytery the change which has taken place in your views since the assumption of this ordination vow?	4. Do you promise that if at any time you find yourself out of accord <del>with any of the essentials of the faith</del> - <u>with the system of doctrine as taught in the Scriptures and as contained in the Westminster Confession of Faith and the Catechisms of this Church</u> you will on your own initiative make known to your <del>Presbytery</del> <u>Presbytery/Church Session</u> the change which has taken place in your views since the assumption of this ordination vow?

*Referred to the floor (p.47)*

- **Recommendation #49**

That a new Vow 5 be added which requires the adoption and affirmation of "Essentials of Our Faith" document, thereby making it constitutional. The new Vow 5 would then read, "Do you affirm and adopt the 'Essentials of Our Faith' without exception?"

*Referred to the floor (p.47)*

- **Recommendation #50**

That the numbering of the affected paragraphs G.14-1A and E be changed to reflect the new Vow 5, thus renumbering the present Vows 5-10 to Vows 6-11.

*Referred to the floor (p.48)*

- **Recommendation #51**

That the following paragraph be added to G.13 as a new §13-6 which shall read:

“The candidate or transferring Teaching Elder shall provide a written statement of any exceptions to the *Westminster Confession of Faith* and the Larger and Shorter Catechisms of this Church, and the Presbytery must act to allow or disallow the exceptions. The Presbytery shall not allow any exceptions to “Essentials of Our Faith.” If the Teaching Elder develops exceptions to the *Westminster Confession of Faith* and the Larger and Shorter Catechisms after ordination, he/she must report those exceptions to the Presbytery and the Presbytery must act to allow or disallow these exceptions. *Referred to the floor (p.48)*

- **Recommendation #52**

That the numbering of paragraphs G.13-6 through 13-9 be renumbered to accommodate the new 13-6. *Referred to the floor (p.48)*

- **Recommendation #53**

That an explanatory statement, as follows, be added following “Essentials of Our Faith” and that together they be adopted as a constitutional part of and printed with the *Book of Order*. Further, that the explanatory statement be added to “Essentials of Our Faith” as previously authorized (Acts of Assembly 85-15) to be printed in the EPC edition of *The Westminster Confession of Faith: An Authentic Modern Version*. The explanatory statement shall read as follows:

**Explanatory Statement to “Essentials of Our Faith”**

The *Westminster Confession of Faith* is a confessional statement of orthodox Presbyterianism. The *Westminster Confession of Faith* is our standard of doctrine as found in Scripture. It is a positive statement of the Reformed Faith. The *Westminster Confession of Faith* constitutes a system of biblical truth that an officer of the Evangelical Presbyterian Church is required to believe, acknowledging that each individual court has the freedom to allow exceptions which do not infringe upon the system of doctrine in the *Westminster Confession of Faith*.

“Essentials of Our Faith” is an irenic statement of historic evangelicalism. The purpose of “Essentials of Our Faith” is to define core beliefs of the Christian Faith. It expresses historic Christian beliefs common to all true believers and churches throughout the world. “Essentials of Our Faith” is not intended to be the exclusive test of orthodoxy for ordination. It is not intended to be used as an explicit standard for minimal core beliefs for candidates, ordination or ministerial examinations. It is not to be construed as a substitute for the *Westminster Confession of Faith*.

Both the *Westminster Confession of Faith* and “Essentials of Our Faith” are important documents in the Evangelical Presbyterian Church. The *Westminster Confession of Faith* and “Essentials of Our Faith” are not alternative statements of truth, nor are they competitive statements of truth. They each serve important and harmonious purposes within the Evangelical Presbyterian Church. The *Westminster Confession of Faith* preserves our commitment to the historic orthodoxy of the Reformed Faith, “Essentials of Our Faith” preserves our commitment to historic evangelicalism. *Referred to the floor (p.48)*

- **Recommendation #54**

That no action be taken on Overtures 99-C, 99-D, 99-E, 99-I and Recommendation 27 (19<sup>th</sup> General Assembly). *Referred to the floor (p.48)*

- **Recommendation #55**

That the paper entitled "What it means to receive and adopt the Westminster Standards" (p. 128) written by committee member Donald Fortson, be conveyed by the Assembly to the permanent Committee on Theology for further study and comment back to the Assembly.

*Referred to the floor (p.49)*

The communications, overtures and recommendations were referred as noted.

## 21-12 COMMITTEE INSTRUCTIONS AND INTRODUCTIONS

The Stated Clerk instructed the commissioners as to their forthcoming committee work, and introduced the standing committee chairmen:

Administration.....	Elder Wilton Hazelwood
Christian Education & Publications...	Elder Joe Gruneisen
Fraternal Relations.....	Elder Don Nelson
Memorials & Appreciation.....	Rev. Mike Gatliff
Ministerial Vocation.....	Elder Ron DeHaas
National Outreach.....	Rev. David Brown
Overtures & Resolutions.....	Rev. Marc Huebl
Student & Young Adult Ministries...	Elder Ron Hickman
Theology.....	Rev. Buck Oliphant
Women's Ministries.....	Rev. Nancy Stewart
World Outreach.....	Elder Tony Register

Rev. Mark Jumper, the chairman of the Subcommittee on Chaplains of the Ministerial Vocation Committee, introduced the chaplains who were present:

- Rev. Sam Adamson (Memorial Hospital, Colorado Springs, CO)
- Rev. Jim Bidderman (Arizona Department of Corrections – Safford)
- Rev. Bruce Gimbel (Jericho Road Ministries, Florida)
- Rev. Mark Ingles (U.S. Air Force)
- Rev. Mark Jumper (U.S. Naval Submarine Base, Groton, CT)
- Rev. Jim Letizia (U.S. Air Force, Civil Air Patrol--Florida Wing)
- Rev. Ron Pierce (FBI, Mobile County Sheriffs Department)
- Rev. Bud Sparling, (U.S. Army, Retired)
- Rev. Nancy Stewart (Shady Grove Adventist Hospital)
- Rev. David Todd (Marine Corps Air Station, Buford, SC)
- Rev. Brad Yorton (U.S. Navy, Bremerton, WA)

Rev. Jumper invited people interested in chaplain ministry to join them at the chaplains' dinner being held Thursday evening.

## 21-13 INTRODUCTION OF NEW CHURCHES

The Stated Clerk introduced representatives from newly received Evangelical Presbyterian churches. The Moderator officially welcomed the new churches and their representatives and offered prayer for them:

1. Cedar Springs Presbyterian Church, Knoxville, TN (Southeast Presbytery); received from the Presbyterian Church in America
2. Trion Presbyterian Church, Trion, GA (Southeast Presbytery); daughter of Brainerd Presbyterian, Chattanooga, TN

3. Ken Caryl Community Church, Littleton, CO (West Presbytery);  
Presbytery church plant

**21-14 FACE TO FACE OPPORTUNITIES**

Opening with prayer, Elder Jim Cantej, on behalf of the Ministerial Vocation Committee, invited churches seeking personnel to introduce themselves and give a brief statement of need. He instructed interested ministers and other personnel on the process of contacting these churches.

The following churches are looking for personnel as follows:

<u>Church</u>	<u>Location</u>	<u>Position</u>
Ward EPC	Livonia, MI	Director of College Ministries
Grace Chapel	Farmington Hills, MI	Pastor
Cornerstone PC	Brighton, MI	Minister of Youth
Santa Maria	Santa Maria, CA	Pastor
St. Andrews EPC	Auburn, IN	Youth Minister
Reynolda EPC	Winston-Salem, NC	Children's Ministries Director
Tabernacle EPC	Youngstown, OH	Pastor
Plumtree EPC	Plumtree EPC	Pastor
Trinity EPC	Plymouth, MI	Youth Director
Knox EPC	Ann Arbor, MI	Pastor
Clayton Comm.	Clayton, CA	Pastor of Maturity
Kempsville EPC	Virginia Beach, VA	Pastor of Congregational Care
New Covenant	Pompano Beach, FL	Youth Pastor & Worship Leader
Lookout Valley	Chattanooga, TN	Pastor
First Presbyterian	Meridian, MS	Pastor

Following announcements the Moderator adjourned the First Session with prayer at noon.

**MINUTES - THURSDAY AFTERNOON**

**Second Session  
June 21, 2001**

**21-15 STANDING COMMITTEES MEET**

Standing committees met in session from 1:30-5:00 p.m. From 3:30-5:30, the Ad Interim Insurance Committee and the Board of Pension and Benefits held an informational meeting for those commissioners who desired to attend.

**21-16 EVENING WORSHIP SERVICE**

The Assembly convened at 7:30 p.m. in the sanctuary of the Greenwood Community Church. Rev. Charles Jacob opened the service with prayer. Rev. Michael Glodo presided over the service of investiture for the new Moderator, Rev. Darryl "Bud" Sparling, posing the following questions to the newly elected Moderator: Among the tokens of office conferred were a special Evangelical Presbyterian Church stole and the Moderator's cross. Retiring Moderator, Elder John Graham, led the Assembly in prayer for Rev. Sparling. The National Outreach Director, Rev. Bill Meyer, presented the Bartlett Hess Church Vitality Award to Brainerd Presbyterian Church (Chattanooga, Tenn.). Receiving the award on behalf of the Brainerd congregation were Rev. Ron Ragon, pastor, and other representatives of the church.



Rev. L. Edward Davis, Stated Clerk Emeritus, introduced the guest speaker, Dr. Clive Calver, president of the World Relief Corporation. Dr. Calver preached from Matthew 14:22-23 on the theme "Get Out of the Boat." The offering received will be applied to the expenses of the General Assembly. The service concluded with prayer by the Moderator.

**Order of Worship  
Thursday evening, June 21, 2001**

Announcements	Bob Greene, Local Arrangements Coordinator
Musical Call to Worship	
Opening Prayer	Charles Jacob
Worship in song	
Confession of Faith: The Apostles' Creed	John Graham, Moderator 20 <sup>th</sup> General Assembly
Bartlett Hess Vitality Award	Bill Meyer, NOC Director
Special Music	
Investiture of the 21 <sup>st</sup> General Assembly Moderator	John Graham
Introduction of Clive Calver	Edward Davis, Stated Clerk Emeritus
Message:	"Get Out of the Boat" (Matthew 14:22-23) Clive Calver
Offering and Offertory	
Worship in Song	
Closing Prayer	Darryl "Bud" Sparling, Moderator 21 <sup>st</sup> General Assembly

**MINUTES - FRIDAY MORNING**

**Third Session  
June 22, 2001**

**21-17 MODERATOR'S SERVICE OF COMMUNION AND PRAYER**

Rev. Mike Glodo opened the service with prayer and Mr. Michael Jordan led the Assembly in worship through music. Retiring Moderator John Graham preached from I Corinthians 11:28 and Hebrews 10:19-24 on "Preparation... Examinations and Exhortations." Rev. Scott Jackson (First, Rome) led the congregation in the service of holy communion. The service concluded with the singing of praises and individual prayer on the Assembly floor.

**Order of Worship  
Friday Morning, June 22, 2001**

Call to worship	Michael Glodo, Stated Clerk
Worship in song	Michael Jordan, GCC Music Director
Opening prayer	John Graham, Moderator 20 <sup>th</sup> General Assembly
Offering*	
Offertory	
Scripture reading	I Corinthians 11:28; Hebrews 10:19-24
Moderator's Communion Message	John Graham
	"Preparation... Examination and Exhortations"
Song of Preparation	Michael Jordan
Words of Institution	John Graham
	James Van Dyke, Moderator 3 <sup>rd</sup> General Assembly
Closing prayer	

Distribution of the Elements	Elders of Greenwood Community Church
Prayer opportunity	Past Moderators and Spouses
Season of prayer	
Closing song	Michael Jordan
Closing prayer	Bill Flannagan, Moderator, 11 <sup>th</sup> General Assembly

*\*The offering is designated for the Moderators Scholarship Fund.*

**21-18 CONVENING OF THIRD SESSION & ADOPTION OF DOCKET**

Moderator Bud Sparling called the business session to order with prayer at 10:35 a.m. The docket for Friday was presented and adopted.

**DOCKET**  
**Friday, June 22, 2001**

Third Session

7:00	Committees reconvene as necessary
8:30-9:45	Moderator's Service of Communion and Prayer
9:45-10:15	Break and Exhibits
10:15-12:00	Business Session
	Opening prayer. Adoption of day's docket.
	Reading of Minutes
	<ul style="list-style-type: none"> <li>• Local arrangements and announcements</li> <li>• Introduction of fraternal guests. Tom Draayer (Christian Reformed Church)</li> <li>• Dr. Luder Whitlock, President, RTS</li> <li>• Dr. Clive Calver, World Relief</li> <li>• Report of Fraternal Relations Committee</li> <li>• Report of Women's Ministries Committee</li> <li>• Ministry Report: Women's Ministries</li> <li>• Second reading of nominations</li> <li>• Report of the Student &amp; Young Adult Ministries Committee</li> <li>• Report of the Christian Education &amp; Publications Committee</li> </ul>
12:00-1:30	Luncheon for commissioners and guests (tent)
12:00-2:30	Women's Ministries Luncheon (Hyatt)

Fourth Session

1:30	Business Session
	<ul style="list-style-type: none"> <li>• Order of the Day: Report of Ad Interim Committee on Insurance</li> <li>• Report of the Board of Pension and Benefits</li> <li>• Business carried over from the morning session</li> <li>• Report of the National Outreach Committee</li> <li>• Report of the Theology Committee</li> <li>• Report of the Ministerial Vocation Committee</li> </ul>
5:00-7:30	Dinner (on your own)
7:30	Worship Service (Sanctuary)

Stated Clerk Michael Glodo reported the Assembly enrollment to date to be 204 ministers, 189 ruling elders and 174 observers. (See p. 8 for the final enrollment figures.) Rev. Glodo apprised the Assembly of the procedure for dispensing of the reading of the daily minutes as prescribed in the *Rules for Assembly*, §§8-12. Rev. Howard Shockley updated the Assembly on the condition of Rev. Jack Maxwell who suffered a mild stroke Thursday evening. He is in good spirits and doing well.

Mr. Bob Greene, chairman of the Local Arrangements Committee, made various announcements concerning facilities and arrangements.

## 21-19 INTRODUCTION OF FRATERNAL GUESTS

Elder Don Nelson, chairman of the Assembly Committee on Fraternal Relations, introduced various guests and each brought greetings to the Assembly. **Rev. Tom Draayer** (Christian Reformed Church) greeted the court noting that a number of Christian Reformed ministers had transferred into the EPC thus demonstrating the collegial relationship that blesses the two denominations. **Dr. Luder Whitlock**, president of Reformed Theological Seminary, announced his retirement from RTS and applauded the warm relationship he has enjoyed over the years with the EPC. **Dr. Clive Calver**, president of World Relief, greeted the Assembly and shared information on the status of the organization's work in Turkey and around the world.

## 21-20 REPORT OF THE COMMITTEE ON FRATERNAL RELATIONS

Elder Don Nelson, Chairman, opened the report with prayer. (See p. 69 for the report of the standing committee.)

### A. Business Referred to Committee

1. **Communication 01-8**
2. Minutes of the permanent committee

### B. Recommendations

1. That **Communication #01-8** from the Associate Reformed Presbyterian Church be received as information and that the following response be made:

*The Evangelical Presbyterian Church receives with gratitude to God the greetings of our brothers and sisters in Christ of the Associate Reformed Presbyterian Church. We return our own greetings, with love and joy, in the name of the Father, the Son and the Holy Spirit.*

*The EPC's theme at this year's General Assembly has been, as we completed our year of 20<sup>th</sup> anniversary celebration, "For such a time as this," with a special focus on Matthew 5:14-16, "You are the light of the world. Let your light so shine before men so that they may see your good works and glorify your Father who is in Heaven." We pray that our lights together may shine for the greater glory of the Father of Light.*

*May you be blessed in your work for the Kingdom, and may we join together in that work as our Lord leads and enables.*

*Sincerely in Christ, ,*

*—Adopted*

2. The minutes of the permanent committee were approved with notations to be forwarded to the permanent committee.

The standing committee commended the permanent committee for the quality of their minutes and their hard work this past year.

**ON MOTION** the report as a whole was adopted.

## **21-21 REPORT OF THE COMMITTEE ON WOMEN'S MINISTRIES**

Rev. Nancy Stewart, Chairman, opened the report with prayer. (*See p.76 for the report of the standing committee.*)

### **A. Business Referred to Committee**

1. Minutes of the permanent committee

### **B. Recommendations**

1. The minutes of the permanent committee were approved with notations to be forwarded to the permanent committee.

The committee commended the permanent committee for the quality of their minutes and their hard work this past year.

**ON MOTION** the report as a whole was adopted.

## **21-22 MINISTRY REPORT: WOMEN'S MINISTRIES DIRECTOR**

Mrs. P.K. Fields-Helm, newly-appointed Director of Women's Ministries opened her report with prayer. She began her new responsibilities as Women's Ministries Director in April. Mrs. Fields-Helm reported that the Faith Focus benevolence asking designated for the Kazakhstan youth program netted \$40,000 (\$25,000 more than the asking amount of \$15,000). The mission of Women's Ministries is to build up the Body of Christ. At the upcoming 7<sup>th</sup> National Women's Conference in Kansas City, Missouri (October 25-28, 2001), the theme is "With All Our Hearts."

**ON MOTION** the report as a whole was received.

## **21-23 PARTIAL REPORT OF THE NOMINATING COMMITTEE**

The chairman, Elder Dick Heidtman, opened the report with prayer. He presented the slate of nominations for permanent committees for the second reading as follows:

### **COMMITTEE ON ADMINISTRATION**

Class of 2004

Elder Zelda Artz (East)

Rev. Erik Ohman (West)

Elder Mark Sharpnack (East)

**COMMITTEE ON CHRISTIAN EDUCATION & PUBLICATIONS**

Class of 2004 Elder Doug Balch (Florida)  
Rev. Brad Strait (West)

**COMMITTEE ON FRATERNAL RELATIONS**

Class of 2004 Rev. Craig VanBiber (Midwest)  
Elder Frances Wall (Mid-Atlantic)

**COMMITTEE ON MINISTERIAL VOCATION**

Class of 2004 Elder Jerry Alpert (Mid-America)  
Rev. George Yates (East)

**COMMITTEE ON NATIONAL OUTREACH**

Class of 2004 Rev. Eli Morris (Central South)  
Elder Ron Whalen (Mid-Atlantic)  
Elder Ted Brandsma (West)  
Class of 2003 Rev. Rufus Smith (Central South)  
Class of 2002 Rev. Todd Hahn (Mid-Atlantic)

**COMMITTEE ON PRESBYTERY REVIEW**

Class of 2004 Elder Harold "Jay" Curtis (Florida)

**COMMITTEE ON STUDENT & YOUNG ADULT MINISTRIES**

Class of 2004 Rev. Jim Byrne (East)  
Fred Albaugh (Midwest)

**COMMITTEE ON THEOLOGY**

Class of 2004 Rev. Bruce Demarest (West)  
Elder Thom Schultz (Florida)

**COMMITTEE ON WOMEN'S MINISTRIES**

Class of 2004 Vicki Oliver (Midwest)  
Sue Smith (Southeast)

**COMMITTEE ON WORLD OUTREACH**

Class of 2004 Elder Hawley Ingram, Jr. (Central South)  
Rev. Gene Huntzinger (Central South)  
Elder Louise Hunt (Southeast)

**BOARD OF PENSION AND BENEFITS**

Class of 2004 Elder Robert Julin (Midwest)  
Rev. Ron Horgan (Central South)

**PERMANENT JUDICIAL COMMISSION**

Class of 2004 Elder Reese Baker (Central South)  
Rev. Percy Burns (Mid-Atlantic)  
Elder Dale Schaefer (Mid-America)  
Class of 2002 Rev. George Wood (West)

**21-24 REPORT OF THE COMMITTEE ON STUDENT & YOUNG ADULT MINISTRIES**

Elder Ron Hickman, chairman, opened his report with prayer. (*See p.75 for report of the standing committee.*)

- A. Business Referred to Committee
  - 1. Minutes of the permanent committee
- B. Recommendations
  - 1. The minutes of the permanent committee were approved with notations to be forwarded to the permanent committee.

**ON MOTION** the Assembly approved the opportunity for Student & Young Adult Ministries director, Mr. Bob Watson, to give a ministries report at a later time.

The committee commended the permanent committee for the quality of their minutes and their hard work this past year.

**ON MOTION** the report as a whole was adopted.

**21-25 REPORT OF THE COMMITTEE ON CHRISTIAN EDUCATION AND PUBLICATIONS**

Elder Joe Gruneisen, chairman, opened the report with prayer. (*See p.68 for report of the standing committee.*)

- A. Business Referred to Committee
  - 1. Minutes of the permanent committee
- B. Recommendations
  - 1. The minutes of the permanent committee were approved with notations to be forwarded to the permanent committee.
- C. Further Recommendations from the Standing Committee
  - 1. That the permanent Christian Education & Publications Committee consider creating a resource database for 1) teacher & leader training; and 2) resource of material for different age groups and by topics and also, possibly added to our denomination's web page.  
  
Grounds: 1) Proper training/tools would be given to leadership; and 2) There is currently confusion in knowing where to locate resource and teaching materials. \_\_\_**Adopted**
  - 2. That the permanent Ministerial Vocation Committee consider creating a resource database for pastoral care.  
  
Grounds: Grave concerns were expressed about the high burnout and divorce rate of pastors. Preventive steps should be prayerfully studied to help avert tragedies. \_\_\_**Adopted**

The committee commended the permanent committee for the quality of their minutes and their hard work this past year, and specifically for the men's ministry work and pre-assembly workshops.

**ON MOTION** the report as a whole was adopted.

**21-26 REPORT OF THE COMMITTEE ON THEOLOGY**

The chairman, Rev. Buck Oliphant, opened the report with prayer. (*See p.76 for report of the standing committee.*)

- A. Business Referred to Committee
  - 1. **Recommendation #23**
  - 2. **Recommendation #24**
  - 3. Minutes of the permanent committee
  
- B. Recommendations
  - 1. That **Recommendation #23** "That the permanent Theology Committee be granted another year to complete the Position Paper on the Sanctity of Marriage" be adopted. Adopted
  
  - 2. That **Recommendation #24** "That the General Assembly authorize a study and pastoral letter to evaluate the 'Openness of God' doctrine as it relates to the confessional standards of our denomination" be adopted.

Motion to give the privilege of the floor to a non-commissioner to explain the "openness of God" doctrine was ruled out of order.

Motion was made to amend the recommendation by deleting the words "and pastoral letter."

A standing count of the commissioners was taken. The vote was 152 for, 136 against. The amendment was adopted.

**ON MOTION** the recommendation as amended was adopted "that the General Assembly authorize a study to evaluate the 'Openness of God' doctrine as it relates to the confessional standards of our denomination."

- 3. The minutes of the permanent committee were approved with notations to be forwarded to the permanent committee.

The standing committee expressed sincere thanks and appreciation to the permanent committee for their leadership and diligent work this year.

**ON MOTION** the report as a whole was adopted.

**21-27 ADJOURNMENT FOR LUNCH**

The Moderator prayed, then adjourned the Assembly for lunch at 12:12 p.m.

**MINUTES – FRIDAY AFTERNOON**

**Fourth Session  
June 22, 2001**

**21-28 RECONVENING OF THE ASSEMBLY**

The Moderator reconvened the Assembly with prayer at 1:37 p.m.

**21-29 ORDER OF THE DAY: REPORT OF THE AD INTERIM COMMITTEE ON INSURANCE**

Elder Candy McCune opened the report with prayer. Elder Jon Brooks, chairman, presented background information on the work of the committee. The *Ad*

*Interim* Committee distributed a revised list of their recommendations to the Assembly, adapting the language of their report more suitably to the recommendation format.

1. That **Recommendation 15** be adopted “that the EPC medical plan be redesigned to offer two plan options: (1) one plan that has basic coverage benefits and is less costly, and (2) another plan that has a richer benefits design and a corresponding higher premium rate. The cost of these two options should further be adjusted on the basis of rating differences for age and geographic location.”

Discussion followed. Motion was then made to postpone any action on the Ad Interim Committee’s recommendations until participants and interested participants have ample opportunity to view the policy(ies) with their revisions, coverage and premiums. The motion to postpone failed.

**ON MOTION** Recommendation #15 was adopted.

*The Assembly paused briefly during the report to pray for Rev. Gary Koerth, Associate Pastor of Tabernacle EPC, whose father, Edward Koerth, died on Sunday. Elder Mike Owen led the Assembly in prayer.*

**ON MOTION** that Recommendations 16-19 of the revised Ad Interim Committee on Insurance Report be considered as a whole.

2. That **Recommendation 16** be adopted “that the EPC medical plan be redesigned to manage against anti-selection by rewriting the eligibility & re-entry restrictions to prevent churches from using the EPC plan as a plan of last resort for their sickest participants. These new restrictions will necessarily limit eligibility for potential participants who have previously opted out of the EPC plan.”
3. That **Recommendation 17** be adopted “that a ‘grace’ period for non-participating ordained ministers be implemented while the EPC medical plan is being redesigned to make it a more competitive and more attractive plan. At the time that the plan has been completely redesigned there will be a final opportunity to “opt in” for eligible ministers and church employees after which time the more stringent eligibility & re-entry restrictions will go into effect.”
4. That **Recommendation 18** be adopted “that the Board of Pension & Benefits retain professional expertise to implement the redesign of the EPC medical plan as outlined in all of the proposed recommendations from the Ad Interim Committee and that professional expertise be retained to assist the Board of Pensions & Benefits in the ongoing management of the EPC medical plan. Decisions regarding what benefits are to be offered under the plan need to be made in consultation with professional expertise and final approval authority on benefits changes should rest with the Committee on Administration rather than on the floor of the General Assembly.



5. That **Recommendation 19** be adopted "that the Board of Pension & Benefits immediately implement an ongoing and thorough 2-way communication plan designed to better interact with the churches and plan participants the goals of the EPC medical plan, the available benefits, the methods of determining costs and the overall administration of the plan. This shall be done in consultation with professional expertise."

Motion was made to change the word "implement(ed)" in the first sentences of Recommendations 17, 18 and 19 to "explored," "explore" and "develop" respectively. —Adopted

**ON MOTION Recommendation 16** was adopted, and **Recommendations 17, 18 and 19** were adopted as amended.

**ON MOTION** the *Ad Interim* Committee on Insurance was dismissed with appreciation.

**ON MOTION** the report as a whole was adopted.

## 21-30 **ORDER OF THE DAY: REPORT OF THE BOARD OF PENSION AND BENEFITS**

Elder Orin Littlejohn, chairman, opened the report with prayer. He asked the Assembly to correct three clerical errors in the report: in recommendation #1 (cf. Recommendation #7 below) delete the words "under call." Recommendation #12 (cf. recommendation #6, p. 136), in the second line delete the rest of the sentence following the words "January 2002" and delete the last footnote beginning "Reminder."

The chairman summarized the work of the Board this year in the areas of insurance and pension. (See p. 133ff) for the complete report of the Board of Pension and Benefits.) He placed the following recommendations before the Assembly:

1. That **Recommendation #7** be adopted to amend the Pension Plan §4.01 and §5.02a to allow all active ministers to participate in the pension plan.

Grounds: This would allow ministers who are a part of our denomination and who have been precluded from participation in the Plan to become active participants. —Adopted

2. That **Recommendation #8** be adopted "that the General Assembly designate up to 100% of a minister's early or normal retirement pension or disability pension for 2000, 2001 and 2002 as a housing allowance for the United States income tax purposes (IRS Ruling I.107-1) but only to the extent that the pension is used to rent or provide a home."

Grounds: This is an action of the Assembly that our counsel has advised us is necessary to adopt each year. —Adopted

3. That **Recommendation #9** “that the Medical Benevolence Fund (*Acts of the Assembly* 90-16) be amended to raise the household eligibility cap to \$35,000 annual income.” \_\_\_Adopted<sup>x</sup>

4. That **Recommendation #10** be adopted “to amend the Insurance Plan to cover Speech Therapy when medically prescribed following a stroke, accident, or congenital and developmental problems.”

Grounds: Speech therapy is considered routine treatment in caring for stroke patients or certain congenital abnormalities. \_\_\_Adopted

5. That **Recommendation #11** be adopted “to amend the Insurance Plan to include coverage of treatment of Keratoconus with contact lenses to maximum of \$500 annually.”

Grounds: Without such treatment the patient frequently has progressive loss of vision. \_\_\_Adopted

### **Recommendation #12**

Amend the Plan to rename the current plan the “Premium Coverage Plan” and add an additional coverage plan to be known as the “Basic Coverage Plan” to begin January 2002. This plan would have the structure indicated below, and for the year 2002, churches will be able to opt for either the *Premium Coverage* or *Basic Coverage* insurance plan for each eligible pastor or employee. November 1, 2001 through November 30, 2001 will be an open enrollment period for eligible pastors or employees, and that the Committee on Administration be authorized to approve benefits/deletions that are proposed by the Board of Pension and Benefits. Those changes are to be reported annually to the Assembly by the Board.

Grounds: Both the Ad Interim Committee’s and the Board’s consultants indicate the current plan is priced reasonably for the level of coverage it provides. Providing a low-cost option provides an alternative for churches for whom cost is a primary factor in choosing coverage. Some churches might wish to choose the basic coverage and pay deductibles and out of pocket maximums as an additional benefit for some employees. Based on the advice of our insurance consultant, this plan would initially be approximately 25% less in premiums than the current plan. Future premium levels would be determined by participation levels and actual experience. Also, with the adoption of a new basic coverage option and other changes making our plan more attractive, open enrollment will allow churches to re-enroll or add participants. The Board believes adoption of the other recommendations will accomplish this without the net effect of adverse selection.

This restructuring will allow more deliberate assessment of changes by the COA than the Assembly itself can perform in the space of its limited time and knowledge of insurance principles. Further, this changes the unusual situation that now exists in which plan participants constitute a significant proportion of those who vote on benefits structures.

**ON MOTION Recommendation 12** was divided into two parts for consideration.

**ON MOTION** the Plan was amended to rename the current plan the "Premium Coverage Plan" and add an additional coverage plan to be known as the "Basic Coverage Plan" to begin January 2002. This plan would have the structure indicated below. For the year 2002, churches will be able to opt for either *the Premium Coverage* or *Basic Coverage* insurance plan for each eligible pastor or employee. November 1, 2001 through November 30, 2001 will be an open enrollment period for eligible pastors or employees.

<b>Deductibles</b>	<b>Premium Coverage</b>	<b>Basic Coverage</b>
In PPO, Single	\$250	\$500
In PPO, Couple	\$500	\$1,000
In PPO, Family	\$750	\$1,500
Non-PPO, Single	\$300	\$1,000
Non-PPO, Couple	\$600	\$2,000
Non-PPO, Family	\$900	\$3,000
Doctor's Office Deductible, each visit	-0-	\$15
Hospital Deductible, each confinement*	-0-	\$250
<b>General Coverages (co-pays)**</b>		
In PPO	90%	80%
Non-PPO	80%	60%
<b>Maximum Out-of-Pocket</b>		
In PPO, Single	\$575	\$2,000
In PPO, Family	\$1,150	\$6,000
Non-PPO, Single	\$1,000	\$4,000
Non-PPO, Family	\$2,000	\$12,000

**ON MOTION** the Committee on Administration was authorized to approve benefit additions and/or deletions that are proposed by the Board of Pension and Benefits. Those changes are to be reported annually to the Assembly by the Board.

The Board of Pension and Benefits wishes to conclude with a word of special thanks to the Ad Interim Committee for their input and probing questions.

**ON MOTION** the report as a whole was adopted.

## **21-31 REPORT OF THE COMMITTEE ON NATIONAL OUTREACH**

The chairman, Rev. David Brown, opened the report with prayer. (*See p.73 for report of the standing committee.*)

- A. Business Referred to Committee
  - 1. **Recommendation # 22**
  - 2. Minutes of the permanent committee

B. Recommendations

1. That **Recommendation # 22** "that the National Outreach Home Missions Manual (pp. 222-229) be approved" be amended as follows and adopted as amended:

- a) Amend §102 by changing the wording of the final sentence to read: "To be called as a home missionary of the EPC, three aspects of the call are required."

§102.1 "The inner, personal aspect of the call"

§102.2 "The outward aspect of the call"

§102.3 "The confirming aspect of the call."

Grounds: The call is singular, not three "calls."

- b) Amend the Home Missions Manual, §202.1B by adding a second sentence that reads:

"Each candidate must include a description of the vision, priorities and goals of his or her ministry."

Grounds: Specificity in a candidate's vision, priorities and goals will help both candidates and NOC to assess opportunities and move toward the fulfillment of the home mission purpose with clearer understanding. Adopted

2. That further changes to the Manual be made by the National Outreach Committee upon approval by the Committee on Administration.

Grounds: This enables the NOC to further refine and clarify the Home Missions Manual. Adopted

3. That the minutes of the permanent committee be approved with notations to be forwarded to the permanent committee. Adopted

The committee commended the permanent committee for the quality of their minutes and their hard work this past year.

## 21-32 MINISTRY REPORT: NATIONAL OUTREACH DIRECTOR

The National Outreach Director, Rev. Bill Meyer, invited two church planters to report on different aspects of home missions. Rev. Glenn Ferrell, National Outreach home missionary, reported on his ministry in Denniston, Kentucky. He gave his testimony as to his Christian experience and conversion. His introduction to Christ came from a Presbyterian minister who visited his home and invited him and his sisters to vacation Bible school. Rev. Ferrell observed that to be effective in a rural ministry, one has to be part of it for about 10 years. He serves in a 3-county area where approximately 85% of residents are unchurched. He asked commissioners to consider the inclusion of this ministry in their budgets for the next year so it will be fully funded. Rev. Ferrell also asked for prayer for his family, especially his wife, Barbara, who has had a debilitating disease for the past eight years. Rev. Daniel Gilbert led the Assembly in prayer for the Ferrells and their ministry.

Rev. Tom Masterson, church planter in San Antonio, Texas was given the floor to report on his ministry. He was pleased to report that because of the generosity and prayers of God's people in the EPC, many others are being won to Christ. Rev. Meyer led the Assembly in prayer for the Mastersons and Hope Church.

Rev. Meyer reminded the Assembly that there are more places in the U.S. like eastern Kentucky and San Antonio that are ready and waiting for church planters to arrive.

**ON MOTION** the report as a whole was received.

## 21-33 **REPORT OF THE COMMITTEE ON MINISTERIAL VOCATION**

Elder Ron DeHaas, chairman, opened the report with prayer. (*See p. 71 for report of the standing committee.*)

### A. Business Referred to Committee

1. **Overture #01-2**
2. **Recommendation #20**
3. **Recommendation #21**
4. **Minutes** of the permanent committee

### B. Recommendations

1. **Overture # 01-2** "to amend the *Book of Government*, Chapter Eleven (11-5F) by adding as number eight (8) the following: Cost of attendance at Presbytery and General Assembly meetings for the particular church pastor." Further, that the present number "8" be renumbered "9."

Upon the advice of the Permanent Judicial Commission, this overture was not properly before the Assembly, having arrived subsequent to the stated deadline (cf. *Rules for Assembly*, §6-4). The committee, however, looked at the substance of the overture for informational purposes, and took the opportunity to encourage presbyteries to seek ways to help pastors financially in their desire to attend presbytery and General Assembly meetings.

### 2. **Recommendation #20**

"That the document on 'Guidelines for Intentional Interim Pastoral Ministry' (pp.190-208) be approved for inclusion in the *Procedure Manual for Ministerial and Candidates Committees*" be adopted.

#### Grounds:

This does not bind a Session to use this pool of Interim Pastors, but the goal is to help guide the church through transition and to strengthen the ties of the individual church with the EPC. — *Adopted*

3. **Recommendation #21**

"That a revised 'Advisory Paper on Performance Review' (pp. 209-215) be approved for inclusion in the *Procedure Manual for Ministerial and Candidates Committees*." \_\_\_Adopted

4. That the minutes of the permanent committee be approved with notations to be forwarded to the permanent committee. \_\_\_Adopted

C. Further recommendations

1. Motion was made that the permanent MVC be directed to investigate ways to implement pastoral care for teaching elders and their wives at the Session, Presbytery and General Assembly levels; and to develop an approved resource list of all available counseling and pastoral care agencies, and to encourage the development of closer relationships through frequent teaching elder retreats.

Grounds:

- a. Currently there are processes or resources in place for the promotion of pastoral care;
  - b. Vision 21 has among its stated objectives:
    - 1) Conduct "Pastors' Conferences" biannually;
    - 2) Establish an encouragement network;
    - 3) Increase fellowship;
    - 4) Identify a team of experts who are gifted and skilled to minister to pastors;
    - 5) Create a program to provide nurture, care, and professional development of pastors;
  - c. There is a need at the Session level for involvement in pastoral care that should include leave time and other means of support for receiving care.
  - d. There is a need at the Presbytery level of involvement in pastoral care that should include a chaplain for the pastors.
  - e. There is a need at the General Assembly level of involvement in pastoral care for a process of obtaining such care.
  - f. We are seeing an increasing incidence of need for pastoral care in recent times, but we lack the resources and processes to meet these needs. \_\_\_Adopted
2. That the permanent committee consider requesting a line item of Benevolence Askings for pastoral care to be administered by the permanent Ministerial Vocation Committee, and to investigate other means of funding at the Session, Presbytery and General Assembly levels.

Grounds:

- a. Pastoral care extends beyond the local church.
- b. Both Vision 21 and prior General Assembly action have laid the groundwork for such action.

\_\_\_Adopted

The standing committee commended the permanent committee for the quality of their minutes and their hard work this past year.

**21-34 ADJOURNMENT FOR DINNER**

The Moderator adjourned the court with the singing of the Doxology at 4:57 P.M. and announced the reconvening for worship at 7:30 P.M.

**21-35 EVENING WORSHIP SERVICE**

The Assembly convened at 7:30 P.M. in the sanctuary of Greenwood Community Church. The Greenwood praise ensemble led by Michael Jordan, opened the service with congregational praise. Moderator Bud Sparling offered an opening prayer after which Rev. Jeff Chadwick, World Outreach Director led the commissioning service for EPC missionaries. Rev. Ramona Spilman offered prayer and Dr. Clive Calver preached from Exodus chapters 3 and 4 on the theme "There Are No Excuses Anymore." Following the offering and congregational singing, the Moderator closed the time of worship with prayer and a benediction.

**Order of Worship  
Friday Evening, June 22, 2001**

Musical Call to Worship	
Worship in Song	Michael Jordan, Music Director
Invocation	Bud Sparling, Moderator, 21 <sup>st</sup> General Assembly
Worship in Song	Michael Jordan
Recognition & Commissioning of Missionaries	Jeff Chadwick, WO Director
Paul & Elizabeth Branch, Argentina	Phil Linton, WOC Chairman
Lance & Lisa Lawrence, Muslim World	
Sean & Angie McElvey, Southeast Asia	
Acknowledgements	Michael Glodo, Stated Clerk
Congregational Prayer	Ramona Spilman
Special Music	Michael Jordan
Introduction of Dr. Clive Calver, Keynoter	Sanders Willson
Message	"There are No Excuses Anymore" Clive Calver Exodus 3-4
Response to God's Word	Dan Burns
Offertory	
Worship in Song	
Closing Prayer	Bud Sparling, Moderator

**MINUTES - SATURDAY MORNING**

**Fifth Session  
June 23, 2001**

**21-36 MORNING WORSHIP**

The morning worship service was opened at 8:30 with congregational singing and prayer. The Stated Clerk led the Call to Worship. He also read a note of thanksgiving from Rev. Jack Maxwell for the prayers of the Assembly during his sudden illness and hospitalization on Thursday night. Rev. Don Sweeting preached from John 21:1-22 on the theme "The Restoration of Peter." The service ended with singing of praises and prayer.

**21-37 RECONVENING OF THE ASSEMBLY**

Moderator Bud Sparling called the Assembly to order at 9:30 A.M. with prayer. The docket for the day was adopted as distributed.

**Docket**  
**Fifth Session**

8:30	Worship Service (Dr. Don Sweeting, Speaker)
9:00-12:30	Business Session <ul style="list-style-type: none"><li>• Local arrangements and announcements</li></ul>
9:00	Order of the Day: Report of the Ad Interim Committee on Theology <ul style="list-style-type: none"><li>• Final reading of nominations and elections</li><li>• Administration Committee Report</li><li>• World Outreach Committee Report</li><li>• Ministry Report: World Outreach</li><li>• Presbytery Review Committee Report</li><li>• Permanent Judicial Commission Report</li><li>• Ministry Report: Student &amp; Young Adult Ministries</li><li>• Overtures and Resolutions Committee Report</li><li>• Memorials and Appreciation Committee Report</li></ul>
12:30	Concluding worship and adjournment
1:30	Transportation from church to airport

Bob Greene, chairman of the Local Arrangements Committee, made various announcements concerning airport transportation for Saturday afternoon.

- 21-38 REPORT OF THE AD INTERIM COMMITTEE ON THEOLOGY**  
Reporting for the *Ad Interim* Committee on Theology were co-chairmen Rev. Jimmy McGuire and Rev. L. Edward Davis. Rev. McGuire opened with prayer. (See pp.125-128 for full report of the committee.)

The Ad Interim Committee on Theology was created by the 19th General Assembly with the stated purpose as follows:

That the 19<sup>th</sup> Assembly constitute an *ad interim* committee to consist of two (2) representatives chosen from and by each presbytery for the purpose of:

1. Listening to all in our denomination who desire to express their views of how we can live and serve more fruitfully together;
2. Drawing conclusions about the nature of our problems relating to ordination vows 3 and 4 as well as the problems addressed in Overtures 99-C, 99-D, 99-E, and 99-I, and to receive and refer to the *Ad Interim* Committee for study any overtures concerning these issues until such time as the committee reports; and
3. Making appropriate recommendations to the 21st General Assembly for solving our problems and improving our denomination.

The chairman reported that the *Ad Interim* Committee secured the services of two experts in the field of surveying information from large groups who surveyed all currently active ministers and elders in the EPC. There was an excellent response to the survey. From that information the Committee gleaned several critical opinions. These were:

- The Westminster Confession of Faith must remain the defining theological document of the EPC.



- “Essentials of Our Faith” should be made constitutional, but in such a way that it cannot be used to supplant the Westminster Confession of Faith as the final authority in doctrinal matters.
- The right of Presbyteries to examine candidates and ministers for ordination, and to approve exceptions to the Westminster Confession of Faith, must be maintained.

In its work, the Committee considered and rejected many proposals, among which were the following:

- Make no recommendations for change, and live with the tension.
- Add “Essentials of Our Faith” to the constitutional documents without reference to the ordination vows.
- Amend Vows 3 and 4 to include “Essentials of Our Faith.”
- Leave “Essentials of Our Faith” as non-constitutional, but adopt a commentary on how it is to be used.
- Write a commentary on what it means to “receive and adopt” the Westminster Confession of Faith.

The committee presented the following recommendations:

- **Recommendation #47**  
That no changes be made to Vow 3 (G.14-1.A and E) Adopted
- **Recommendation #48**  
That Vow 4 (G. 14-1.A and E) be amended to include a reference only to the Westminster Confession of Faith and the Larger and Shorter Catechisms, and to eliminate the phrase “essentials of the faith.” Vow 4 would then read, “

Present wording	Proposed wording
4. Do you promise that if at any time you find yourself out of accord with any of the essentials of the faith you will on your own initiative make known to your Presbytery the change which has taken place in your views since the assumption of this ordination vow?	4. Do you promise that if at any time you find yourself out of accord <del>with any of the essentials of the faith</del> <u>with the system of doctrine as taught in the Scriptures and as contained in the Westminster Confession of Faith and the Catechisms of this Church</u> you will on your own initiative make known to your <del>Presbytery</del> <u>Presbytery/ Church Session</u> the change which has taken place in your views since the assumption of this ordination <del>vow?</del>

Motion was made to amend the proposed wording by retaining the word “vow” in the last sentence. Adopted

**ON MOTION** to adopt the motion as amended.

- **Recommendation #49**  
That a new Vow 5 be added which requires the adoption and affirmation of “Essentials of Our Faith” document, thereby making it constitutional.

The new Vow 5 would then read, "Do you affirm and adopt 'Essentials of Our Faith' without exception?" Adopted

- **Recommendation #50**

That the numbering of the affected paragraphs G.14-1. A and E be changed to reflect the new Vow 5, thus renumbering the present Vows 5 - 10 to vows 6 - 11. Adopted

- **Recommendation # 51**

That the following paragraph be added to G.13 as a new 13-6 that shall read,

The candidate or transferring Teaching Elder shall provide a written statement of any exceptions to the Westminster Confession of Faith and the Larger and Shorter Catechisms of this Church, and the Presbytery must act to allow or disallow the exceptions. The Presbytery shall not allow any exceptions to "Essentials of Our Faith." If the Teaching Elder develops exceptions to the Westminster Confession of Faith and the Larger and Shorter Catechisms after ordination, he/she must report those exceptions to the Presbytery and the Presbytery must act to allow or disallow these exceptions. Adopted

- **Recommendation #52**

That the numbering of paragraphs G.13. 6-9 be renumbered to accommodate the new 13-6. Adopted

- **Recommendation #53**

That an explanatory statement, as follows, be added following "Essentials of Our Faith" and that together they be adopted as a constitutional part of and printed with *The Book of Order*. Further, that the explanatory statement be added to "Essentials of Our Faith" as previously authorized (Acts of Assembly 85-15) to be printed in the EPC edition of *The Westminster Confession of Faith: An Authentic Modern Version*. The explanatory statement shall read as follows:

**Explanatory Statement to "Essentials of Our Faith"**

The Westminster Confession of Faith is a confessional statement of orthodox Presbyterianism. The Westminster Confession of Faith is our standard of doctrine as found in Scripture. It is a positive statement of the Reformed Faith. The Westminster Confession of Faith constitutes a system of biblical truth that an officer of the Evangelical Presbyterian Church is required to believe, acknowledging that each individual court has the freedom to allow exceptions which do not infringe upon the system of doctrine in the Westminster Confession of Faith.

"Essentials of Our Faith" is an irenic statement of historic evangelicalism. The purpose of "Essentials of Our Faith" is to define core beliefs of the Christian faith. It expresses historic Christian beliefs common to all true believers and churches throughout the world. "Essentials of Our Faith" is not intended to be the exclusive test of orthodoxy for ordination. It is not intended to be used as an explicit standard for minimal core beliefs for candidates, ordination or ministerial examinations. It is not to be construed as a substitute for the Westminster Confession of Faith.

Both the Westminster Confession of Faith and "Essentials of Our Faith" are important documents in the Evangelical Presbyterian Church. The Westminster Confession of Faith and "Essentials of Our Faith" are not alternative statements of truth, nor are they competitive statements of truth. They each serve important and harmonious purposes within the Evangelical Presbyterian Church. The Westminster Confession of Faith preserves our commitment to the historic orthodoxy of the Reformed Faith. "Essentials of Our Faith" preserves our commitment to historic evangelicalism. —Adopted

- **Recommendation #54**

That no action be taken on Overtures 99-C, 99-D, 99-E, 99-I and Recommendation 27. (19<sup>th</sup> General Assembly) —Adopted

- **Recommendation #55**

That the paper entitled "What it means to receive and adopt the Westminster Confession of Faith," written by committee member Donald Fortson, be conveyed by the Assembly to the permanent Committee on Theology for further study and comment back to the Assembly. —Adopted

**ON MOTION** the report as a whole was received.

**ON MOTION** to dismiss the committee with appreciation.

The Moderator led in a prayer of thanksgiving for the committee's work and for God's providential care in guiding their work.

## 21-39 **FINAL REPORT OF THE NOMINATING COMMITTEE**

Chairman Dick Heidtman opened the report with prayer.

**ON MOTION** the final slate of nominees to permanent committees was elected as follows:

### **COMMITTEE ON ADMINISTRATION**

Class of 2004	Elder Zelda Artz (East)
	Rev. Erik Ohman (West)
	Elder Mark Sharpnack (East)

### **COMMITTEE ON CHRISTIAN EDUCATION & PUBLICATIONS**

Class of 2004	Elder Doug Balch (Florida)
	Rev. Brad Strait (West)

### **COMMITTEE ON FRATERNAL RELATIONS**

Class of 2004	Rev. Craig Vanbiber (Midwest)
	Elder Frances Wall (Mid-Atlantic)

### **COMMITTEE ON MINISTERIAL VOCATION**

Class of 2004	Elder Jerry Alpert (Mid-America)
	Rev. George Yates (East)

### **COMMITTEE ON NATIONAL OUTREACH**

Class of 2004	Rev. Eli Morris (Central South)
	Elder Ron Whalen (Mid-Atlantic)
	Elder Ted Brandsma (West)
Class of 2003	Rev. Rufus Smith (Central South)

Class of 2002	Rev. Todd Hahn (Mid-Atlantic)
<b>COMMITTEE ON PRESBYTERY REVIEW</b>	
Class of 2004	Elder Harold "Jay" Curtis (Florida)
<b>COMMITTEE ON STUDENT &amp; YOUNG ADULT MINISTRIES</b>	
Class of 2004	Rev Jim Byrne (East) Fred Albaugh (Midwest)
<b>COMMITTEE ON THEOLOGY</b>	
Class of 2004	Rev. Bruce Demarest (West) Elder Thom Schultz (Florida)
<b>COMMITTEE ON WOMEN'S MINISTRIES</b>	
Class of 2004	Vicki Oliver (Midwest) Sue Smith (Southeast)
<b>COMMITTEE ON WORLD OUTREACH</b>	
Class of 2004	Elder Hawley Ingram, Jr. (Central South) Rev. Gene Huntzinger (Central South) Elder Louise Hunt (Southeast)
<b>BOARD OF PENSION AND BENEFITS</b>	
Class of 2004	Elder Robert Julin (Midwest) Rev. Ron Horgan (Central South)
<b>PERMANENT JUDICIAL COMMISSION</b>	
Class of 2004	Elder Reese Baker (Central South) Rev. Percy Burns (Mid-Atlantic) Elder Dale Schaefer (Mid-America)
Class of 2002	Rev. George Wood (West)

**Communication 01-1** from Moderator John Graham was presented for approval of nominees for the Nominating Committee and chairman of the Board of Pension and Benefits, as well as the appointment of the chairman of the Nominating Committee.

**ON MOTION** Elder Orin Littlejohn was elected chairman of the Board of Pension and Benefits.

**ON MOTION** the Assembly elected the following to the permanent Nominating Committee:

Class of 2004:	Elder Connie Jennings (Florida) Elder Alan Smith (East) Rev. Don Van Dyke (Midwest)
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**ON MOTION** the Assembly confirmed the Moderator's appointment of Rev. Bill Vogler (Mid-America) as chairman of the 2001-2002 Nominating Committee.

**ON MOTION** the report as a whole was adopted.

21-40 **REPORT OF THE COMMITTEE ON ADMINISTRATION**

Elder Wilton Hazelwood, chairman, opened the report with prayer. (See p. 66 for report of the standing committee.)

- A. Business Referred to Committee
  - 1. **Recommendation # 1**
  - 2. **Recommendation # 2**
  - 3. **Recommendation # 3**
  - 4. **Recommendation # 4**
  - 5. **Recommendation # 5**
  - 6. **Recommendation # 6**
  - 7. **Communication # 01-2**
  - 8. **Minutes** of the permanent committee

B. Recommendations

In order to consider **Recommendation #6**, the standing committee recommended "that Elder Bill Johns be granted the privilege of the floor for a five-minute presentation on Vision 21 and if more time is required, that the Moderator grant an extension under the *Rules for Assembly*."

\_\_\_Adopted

The chairman then introduced Elder Bill Johns, chairman of the 2001 Committee, who presented the Vision 21 report. Mr. Johns reviewed the history and progress of Vision 21, noting that the 20<sup>th</sup> General Assembly (2000) adopted Vision 21 in principle.

- 1. That **Recommendation #6** "that the Vision 21 plan be adopted, with the adjusted dates for implementation." (Cf. pp.131-132) for schedule of adjusted dates.) \_\_\_Adopted
- 2. That **Recommendation # 1** "that the 22nd (2002) General Assembly be held at Second Presbyterian, Memphis, TN, rather than in 2004 as previously approved" be adopted. \_\_\_Adopted
- 3. That **Recommendation #2** "that the 2001 Administration Budget be adjusted by increasing 'Contingencies' line item by \$12,500 for a total of \$17,600 and 'Technology Support' line item by \$15,000 for a total of \$28,000. The total budget would then be increased to \$1,121,500" be adopted. (See p. 149.) \_\_\_Adopted

That **Recommendation #3** "that the Proposed 2002 Administration Budget for \$1,155,700 be approved and that the per member asking be increased from \$18 to \$22 to adequately fund the proposed budget" be adopted. (See p. 150.) \_\_\_Adopted

(The standing committee, though not proposing an amendment to Recommendation #3, felt the permanent Committee on Administration would be wise to adjust the per member asking more often in smaller increments, thereby making these adjustments easier on church budgets.)

4. That **Recommendation #4** "that the Proposed 2002 Benevolence Askings Budget for \$655,000 be approved" be adopted. (See p. 151.) \_\_\_Adopted
5. That **Recommendation #5** "that the 2001 Thanksgiving Offering be received and designated to National Outreach for the home mission ministry of Rev. Glenn Ferrell in eastern Kentucky" be adopted. \_\_\_Adopted
6. That **Communication # 01-2** be received as information. \_\_\_Adopted
7. That the minutes of the permanent committee be approved with notations to be forwarded to the permanent committee. \_\_\_Adopted

The committee commended the permanent Committee on Administration for their quality minutes and hard work during the past year.

**ON MOTION** the report as a whole was adopted.

#### **21-41 REPORT OF THE COMMITTEE ON WORLD OUTREACH**

The chairman, Elder Tony Register, opened the report with prayer. (See p. 78 for report of the standing committee.)

- A. Business Referred to Committee
  1. **Recommendation #25 (Communication 01-3)**
  2. Minutes of the permanent committee
- B. Recommendations
  1. That **Recommendation # 25** be approved that "In response to the invitation received from the Reformed Partnership of Churches in Kazakhstan with whom our World Outreach team ministers, the World Outreach Committee recommends that the 21st General Assembly of the Evangelical Presbyterian Church act to establish a commission with the power to:
    - a. Examine, ordain, and install officers on the Kazakhstan field according to the legislative principles of the EPC, as appropriate to the field. This would include the power to examine, ordain, and install teaching elders who have satisfied educational requirements consistent with those outlined in the World Outreach Missions Manual 302.3( c).
    - b. Establish a provisional, indigenous, national presbytery in Kazakhstan of which the particular churches and the teaching elders referred to above would be members.
    - c. Administer the government of such a presbytery according to biblical principles as reflected in the principles of Presbyterian government.
    - d. Work in partnership with national leadership to develop a form of government that is biblically sound and missiologically appropriate.

Composition of the commission:

This commission shall consist of eight members, who shall include all ordained World Outreach personnel on the field (3), the Director of World Outreach, the Stated Clerk of the General Assembly, plus three ruling elders who shall be appointed by the Moderator of the 21st General Assembly. The quorum for this commission shall be a majority of its members at any given time.

Duration and reporting responsibilities of the Commission:

The duration of this commission shall be until the 23rd General Assembly, subject to extension at that time. It shall report to the 22nd General Assembly on the progress of its work in Kazakhstan and shall report regularly to the World Outreach Committee. It shall bring recommendations to the 23rd General Assembly regarding any legislative actions that might facilitate future similar works. (Cf. pp. 287-290 for information and rationale.)

The committee reviewed and approved the minutes of the permanent committee with notations to be forwarded to the permanent committee.

The standing committee wishes to commend the permanent committee for the quality of their minutes and their hard work this past year.

**ON MOTION** the report as a whole was adopted.

**21-42 MINISTRY REPORT: WORLD OUTREACH DIRECTOR**

Rev. Jeff Chadwick opened with prayer. He thanked the Assembly for approving the Kazakhstan proposal because it means we are saying to the Kazakhstan team that we support what they are doing and empowering them to continue this important work.

Our missionary force now numbers 62 individuals in 16 countries. Missionary support giving last year rose by 11%, approaching \$1.5 million given by our churches. A new "EPC only" team (not paired with a cooperative agency) is being formed in Kuala Lumpur by Rev. Greg and Sally Livingstone to an area where there is no established church and only a small number of believers present. Rev. Chadwick challenged the churches to add at least one EPC World Outreach missionary couple to their support bases. He also asked the churches to review their approved Assembly benevolence askings and add at least one more project to their support base this year.

**ON MOTION** the World Outreach Director's report was received.

**21-43 REPORT OF THE COMMITTEE ON PRESBYTERY REVIEW**

Rev. George Woodcock, chairman, led the Assembly in prayer to open his report. (See p. 245ff for the complete report of the Committee on Presbytery Review.)

The Assembly considered Recommendations #27-34 as a whole.

**Recommendations regarding responses to exceptions issued by the 20th General Assembly:**

- A. That **Recommendation #27** be adopted “that the Assembly accept the responses of the Presbytery of the Central South to exceptions issued by the 20th General Assembly with the exception of #7 (PRC-1) regarding the change of status of Rev. Roberts (Minutes 48-22), and that the Presbytery be instructed to advise the Office of the Stated Clerk as to the circumstances surrounding this action; specifically, whether Rev. Roberts initiated the action or if he had been without call for at least one year at the time the action was taken (G.15-8).”

Grounds: There is insufficient information in the presbytery's response to evaluate the constitutionality of their action.

- B. That **Recommendation #28** be adopted “that the Assembly accept as adequate the responses of the Presbytery of the East to the exceptions issued by the 20th General Assembly with the exception of #4 (see PRC-2) regarding The Evangelical Alliance, and that the Presbytery is directed to provide the Office of the Stated Clerk with their rationale for determining that an ordination in The Evangelical Alliance is comparable to ordination in the EPC (Acts of Assembly 82-07) and on what basis the Presbytery determined that this organization is a Reformed body.”

Grounds: The Minutes of Presbytery indicate that they examined Dr. Frank Young on views, which means the Presbytery considered the Evangelical Alliance to be a Reformed body. As there may be some question about whether this is the case, the Assembly is asking for the Presbytery's rationale in order to determine the constitutionality of the Presbytery's action.

- C. That **Recommendation #29** be adopted “that the Assembly accept the responses of the Presbytery of Florida (see PRC-3) to exceptions issued by the 20th Assembly as adequate with the exception of #1 and #8 (referred to the Permanent Judicial Commission), and #6 and #9, and that the Presbytery acknowledge its actions to be in error, record it in their minutes and correct their actions where possible.”
- D. That **Recommendation #30** be adopted “that the Assembly accept the responses of the Presbytery of Mid-America to exceptions issued by the 20th General Assembly as adequate (see PRC-4).”
- E. That **Recommendation #31** be adopted “that the Assembly accept the responses of the Presbytery of the Mid-Atlantic to exceptions issued by the 20th General Assembly as adequate (see PRC-5).”
- F. That **Recommendation #32** be adopted “that the Assembly rule the Presbytery of the Midwest out of order in that they have taken no action on exceptions issued by the 20th General Assembly as required by the *Rules for Assembly*.”

Grounds: The Office of the Stated Clerk of the General Assembly is in receipt of a letter from the Stated Clerk of the Midwest Presbytery recom-



mending responses to actions (see PRC-6), but the Presbytery has not acted on them.

- G. That **Recommendation #33** be adopted "that the Assembly accept the responses of the Presbytery of the Southeast as adequate with the exception of #6 (see PRC-7) regarding motions made by people who are not members of the Court and that the Presbytery correct its procedures in the future."

Grounds: The Presbytery acknowledged that the person presenting a Committee report was not a member of the Court. Even though a recommendation came to the Presbytery from a Committee, none of the members of the Committee are members of Presbytery. The Presbytery should take care that all motions are made by commissioners.

- H. That **Recommendation #34** "that the Assembly acknowledge the receipt of a translation of the 54th Meeting of the Presbytery of St. Andrews and renew its instruction to submit an English translation of the 53rd Stated Meeting."

ON MOTION Recommendations 27-34 were adopted.

**Recommendations regarding Minutes subject to review by the 21st General Assembly.**

The Assembly considered Recommendations #35-44 as a whole.

- A. That **Recommendation #35** be adopted "that the Minutes of the Presbytery of the Central South be approved with the following exceptions:
1. 50.24 Changes in terms of call do not contain sufficient information to determine if the actions are constitutional. The Assembly remands the Minutes of the 50th Stated Meeting to the Presbytery of the Central South for clarification by adding an appropriate summary of each change and noting that appropriate forms were used.
  2. 51.22 The calls of Rev. Harrington and Rev. Todd are calls outside the jurisdiction of the Presbytery and should have been approved as out of bounds calls (G.10-3,F). No terms of call were approved.
  3. 52.19 Changes in call to office and changes in terms of call do not contain sufficient information to determine if actions are constitutional. The Assembly remands the Minutes of the 52nd Stated Meeting to the Presbytery of the Central South for clarification by adding an appropriate summary of each change, including indication that a service of retirement was held for Rev. Horel, that an out of bounds call was approved for Dr. Druary, that appropriate actions were taken to dissolve the relationship of Dr. Brainerd and Grace Presbyterian, indicate the length of time Dr. Brainerd is serving as stated supply and at what church he is serving. Changes in terms of call for Rev. Schulte and Rev. Mathieu need clarification as to their previous status and to what Presbytery they have been dismissed."
- B. That **Recommendation #36** be adopted "that the minutes of the Presbytery of the East be approved with the following exceptions:
1. 58 and 59 No unexcused absences are listed (*Rules for Assembly* 8-11.G,1).

2. 59 (p. 38) No advisor was appointed for Daniel Rose (G.12-2,D).
  3. 59 (p. 38) Louis Woods' call is to an agency outside the jurisdiction of Presbytery but his call was not approved as out of bounds. No commission was established to ordain Mr. Woods.
  4. 59 (p. 39), 60 (p. 44) Motions may not be made by a person who is not a member of the Court
  5. 59 (p. 44) The Minutes contain no record that Todd Smedley and Ron Wilson fulfilled the six-month membership requirement for candidates (G.12-2,A).
  6. 60 (p. 42) The record concerning Mr. Sacherich does not contain sufficient information to determine if actions are constitutional. The action of Presbytery in May, 1999 referred to in the 60th Stated Meeting is missing from the record.
  7. 60 (p. 43) The Minutes contain no record that Daniel Rose and Erich Lee signed the Ministerial Obligation Form (G.16-16,L).
  8. 60 (p. 43) The primary responsibilities of Daniel Rose as Assistant Pastor are not stipulated (G.11-7).
  9. 60 (p. 45) There is no record of Congregation or Session action to dissolve the call of Rev. Bates (G.15-2 or G.11-7) or his current status.
  10. The Minutes contain no record of the required annual reporting of work of Ministers of the Word, approval of changes in terms of call, and approved budget (G.16-27A.1 and 8; *Rules for Assembly* 8-11.G,16)."
- C. That **Recommendation #37** be adopted "that the Assembly declare the Presbytery of Florida to be out of order in that copies of certified minutes have not been submitted at least five weeks prior to the meeting of the General Assembly (Acts of the Assembly 98-05)."
- D. That **Recommendation #38** be adopted "that the Minutes of the Presbytery of the Mid-America be approved with the following exceptions:
1. 27.13.01 Minutes do not indicate that Scott Lawry has been a member of an EPC church for six months (G.12-2,A)
  2. No record of required annual review of the work of Ministers of the Word (G.16-27.A,1)."
- E. That **Recommendation #39** be adopted "that the Minutes of the Presbytery of the Mid-Atlantic be approved with the following exceptions:
1. 35.20 There is no indication in the record that Presbytery completed the required elements of receiving candidates, namely, questions to the candidates, charge to the candidates, assigning advisors (G.12-2).
  2. 35.20.M TE Barker was divested without censure but not assigned to a church (G.15-8).
  3. 35.21 No record that Rev. Creech and Rev. Keller signed the required Ministerial Obligation Form (G.16-16,L).
  4. 36.20 There is no indication in the record that required Out of Bounds Forms are being used (Acts of the Assembly 98-03). Further, there is no indication in future minutes that proper documentation has been received for the Out of Bounds call of TE Carr (36.20.H) even though he is listed as an out of bounds minister in the attendance record of the 37th Meeting."

5. 36.20.K No indication in the record that the Session or Congregation acted to dissolve the relationship of Rev. Boulware (G.15-2 or G.11-7). Further, there is no indication in future minutes that Rev. Boulware was received by St. Augustine Presbytery (PCUSA).
  6. There is no record of the required annual review of the work of Ministers of the Word (G.16-27.A,1)"
- F. That **Recommendation 40** be adopted "that the Minutes of the Presbytery of the Midwest be approved with the following exceptions:
1. 85-8 The required annual approved Presbytery budget and related financial reports are not included in the Minutes (*Rules for Assembly* 8-11.G-16).
  2. 85-10.B-3 There is no evidence in future Minutes that the transfer of Scott McKee from the PCUSA was obtained.
  3. 85-6 There is no indication in the record that Rev. Rose signed the required Ministerial Obligation Form (G.16-16L).
  4. The Called Meeting of April 10, 2000 has no record that the meeting was called with proper notice and there is no statement of the purpose of the meeting (G.16-17).
  5. Called Meeting April 10, 2000 There is no record that Rev. Galbraith signed the required Ministerial Obligation Form (G.16-16L).
  6. 89-14 No record of Jeff Juday signing required Ministerial Obligation Form, and the nature of the call is not indicated.
  7. 89-15 There is no indication in the record that Presbytery completed the required elements of receiving candidate Joe Laher, namely, questions to the candidates, charge to the candidates, assigning advisors (G.12-2).
  8. No record of required annual review of the work of Ministers of the Word on the active roll (G.16-27A.1)."
- G. **Recommendation #41:** The Committee recommends that the Minutes of the Presbytery of the Southeast be approved with the following exceptions:
1. 50.16 A motion was made by someone who is not a member of the Court.
  2. 51.17 The ruling of the Stated Clerk approved by Presbytery is unconstitutional. The distinction of contractual and non-contractual arrangements with people filling the pulpit is not stipulated in the *Book of Government* and is at the heart of the Presbytery Clerk's "ruling." There is no difference between "inviting a minister to preach several times" and the category of Occasional Supply in G.11-8,C.
  3. There is no record of the required annual review of the work of Ministers of the Word on the active roll (G.16-27.A,1).
  3. 52.21 – The Presbytery assigned a minister of a different Presbytery to serve as an advisor for one of its candidates. A minister of one presbytery is not under the jurisdiction of another (G.16-5, 6). By this action the Presbytery has given up an important component of its oversight of the candidate care process. The ministerial advisor should be a member of the Presbytery of which the candidate is under care.
- H. **Recommendation #42:** The Committee recommends that the Assembly rule the St. Andrews Presbytery out of order in that the Minutes of the 60th

Stated Meeting (November 2000) were not made available five weeks prior to the General Assembly (Acts of the Assembly 98-05).

- I. **Recommendation #43:** The Committee recommends that the Assembly approve the translated Minutes of the 57th, 58th and 59th meetings of the Presbytery of St. Andrews with the following exceptions:
  1. 57.2 and 59.2 The Minutes do not indicate that Mr. Robertson had been a member of Olivos church for six months or that he has the endorsement of the Session.
  2. There is no record that the Minutes of 57th Stated Meeting have been approved.
  3. 59.5.3.6 The reason and nature of the Commission formed is unclear. It may be a Judicial Committee (D.6-1.C) but the minutes indicate it is a commission. If so, the Commission does not meet the membership requirements of G.16-26.B,2-E (five members, as close as possible to a 2:1 ratio of Ruling and Teaching Elders).
  
- J. **Recommendation #44:** The Committee recommends that the Minutes of the Presbytery of the West be approved with the following exceptions:
  1. 60-7.E and F There is no record in previous minutes of the Ministerial Committee being given the authority to act as a commission with regard to Rev. Tagg and Rev. Martin.
  2. 61-7.D There is no record of when the commission to install Rev. Tagg was established.
  3. 61-9.A and 62-15 The Nominating Committee was improperly appointed as a Commission. A Commission must have at least five members (G.16-26,B-1.A).
  4. 16-13.F The Administrative Commission for Thai EPC does not meet the qualification of being composed of "as near to two Ruling Elders to one Minister as possible" (G.16-26,B-2.E). The Commission is composed of one ruling elder and four teaching elders.
  5. There is no record of the required annual review of the work of Ministers of the Word on the active roll (G. 16-27.A,1).

**ON MOTION** Recommendations #35-44 were adopted.

#### **Other Recommendations**

- A. That **Recommendation #45** be adopted that the Assembly send the following advice to all Presbyteries:
  1. Because Presbytery minutes are legal records and may need to be read by people unfamiliar with the individuals at the meeting, Presbyteries are reminded to use at least last names when referring to commissioners.
  2. To show evidence that required forms are used (Acts of the Assembly 98-03), Presbyteries are advised to either include the forms as attachments or include a reference in their minutes that the forms are on file.
  3. The body of the Minutes must include enough information to show that actions taken are constitutional. References to attachments or statements such as "forms are on file" are not sufficient in themselves.

4. Presbyteries are advised that when pending actions are recorded, future minutes record the completion of those actions (e.g., call approved pending transfer). \_\_\_Adopted

- B. That **Recommendation #46** "that the *Rules for Assembly* 9-K.1 regarding the membership of the Presbytery Review Committee be amended by deleting the phrase 'of Presbytery.'"

Present wording	Proposed wording
9-1.K-1 Membership: Committee to consist of three members, including at least one former stated clerk of Presbytery.	9-1.K-1 Membership: Committee to consist of three members, including at least one former stated clerk.

Grounds: The amendment expands the pool of people eligible for membership requirements. \_\_\_Adopted

**21-44 REPORT OF THE OVERTURES AND RESOLUTIONS COMMITTEE**

The chairman, Rev. Marc Huebl, prayed prior to presenting the committee's report.

- A. Business Referred to Committee

1. **Overture 01-1**

- B. Recommendations

1. That **Overture 01-1** not be adopted to amend G.16-15 by adding the following two sentences at the end of the third sentence:  
 "A Presbytery may, at its discretion and in accordance with its by-laws, re-elect a Moderator to a second consecutive one-year term. A Moderator shall serve no more than two consecutive terms."

Grounds: The Permanent Judicial Commission (cf. §21-46) advised that the proposed amendment is superfluous and limiting. The current wording does not preclude a Moderator from being elected to more than one term. \_\_\_Adopted

The chairman thanked the commissioners who worked together with him on this committee.

**ON MOTION** the report as a whole was adopted.

**21-45 REPORT OF THE PERMANENT JUDICIAL COMMISSION**

Elder Jim Rimmel, moderator of the Permanent Judicial Commission, opened with prayer before giving the commission's report.

1. **Overtures received:**

**Overture 01-1** (p. 162) was received from the Central South Presbytery to amend G.16-15. The PJC recommended that Overture 01-1 not be adopted.

Rationale:

The PJC has concerns with the clarity of Overture 01-A. While seeking to give Presbyteries the ability to re-elect a moderator for an additional one year term, the present wording of G.16-15 does not preclude such an action and the second sentence of the overture may be interpreted as precluding a person from serving as moderator at any time in the future after the two one-year consecutive terms. Overture 01-A is superfluous and limiting. The PJC believes that the current wording of G.16-15 allows a Moderator to be elected for more than one term.

2. **Stated Clerk of Florida – Presbytery Response to 20<sup>th</sup> General Assembly**

The stated clerk of the Florida Presbytery responded to the 20<sup>th</sup> General Assembly regarding two exceptions pertaining to two cases of divestiture without censure. This response was referred directly to the Permanent Judicial Commission by the Stated Clerk.

The actions of the Presbytery of Florida were in accordance with G.15-1 that allows for, among other things, divestiture without censure (on non-disciplinary grounds).

Rationale: In both cases, G.15-1 provides alternative “conditions under which an officer may be removed.” Not all “conditions” require process under the *Book of Discipline*.

Note: The PJC makes no determination as to the merits of the actions of the Presbytery of Florida in these matters.

On a transfer to non-reformed denominations, the 20th General Assembly stated that the Presbytery of Florida acted on a misstatement in one case of divesting with censure, such misstatement being “The EPC does not transfer to non-reformed denominations.”

The PJC is not aware of any constitutional basis for transfer of ordination to a non-EPC body. The statement by the PRC does not appear to have constitutional basis and should not be used as a basis for actions by other bodies in the EPC. \_\_\_Adopted

3. **Requests for Interpretation from the Stated Clerk re: G.16-14 and 16-20**

- A. The PJC sustained the opinion of the Stated Clerk from his letter to Howard Shockley, Stated Clerk of the Presbytery of the Mid-Atlantic dated March 5, 2001, regarding ruling elder commissioners from churches with pastoral vacancies.

Rationale: This opinion is in keeping with the underlying intent of G.16-14 and G.16-20. \_\_\_Adopted

B. **Re: G.10-3**

Recommendations of the PJC on the letter of the Stated Clerk to Alton Bennett, Stated Clerk of the Presbytery of the Midwest dated May 14, 2001.

The PJC sustained the opinion of the Stated Clerk as set forth in paragraphs 3 and 5 of the letter.

Regarding the remaining part of the letter, the PJC **recommends** the following action be taken by the 21<sup>st</sup> General Assembly in regard to **G.10-3 (Recommendation #26)**:

1. Delete the current Section F: "Calling Outside of Bounds."
2. Amend "Section G. Pastor Emeritus" to become Section F.
3. Add as an addition to Section 10-3 after Section 10-3.F, with no introductory statement, and not indented, the following:

"Whenever a minister is called to one of the positions provided for under paragraphs A to E above that is outside the authority of a court of the church and after being fully satisfied that the ministry is consistent with the calling to the ministry of the Word, the Presbytery may grant permission for the Minister to labor outside of bounds. It shall be required of the Minister of the Word to make an annual report to the Presbytery of faithfulness to the Gospel, and have such permission of the Presbytery renewed annually at its discretion. In any event, that person shall be diligent to serve actively in the court of which he is a member." *—Adopted*

4. Recommendation of the PJC on the Report of the Ad Interim Committee on Theology:  
Moderator Rimmel noted the advice of the PJC to the Ad Interim Committee on Theology regarding its recommendations numbered 1 through 7. The PJC found no constitutional problems therein and recommended their adoption. No opinion was offered on recommendations 8 and 9.

**ON MOTION** the report as a whole was received.

**21-46 STUDENT & YOUNG ADULT MINISTRIES (SYAM) DIRECTOR MINISTRIES REPORT: BOB WATSON**

Bob Watson, Director of Student & Young Adult Ministries, opened with prayer. He was pleased to say that our young people are involved in ministry, in evangelism, in nurture and outreach as well as providing physical assistance to those needing help in building homes. Over 600 young people last year participated in SYAM mission trips. Just last week the summer season of youth mission trips has begun, and more than 100 students from six churches were participating in two mission trips—one in North Carolina and one in Appalachia. Another 650 young people will participate in six more upcoming missions projects this summer.

Mr. Watson is encouraged by the increased participation of the churches in SYAM mission trips and workshops. He asked the churches to encourage and support those who are interested in providing leadership to their youth.

**ON MOTION** the report as a whole was received.

**21-47 REPORT OF THE COMMITTEE ON MEMORIALS & APPRECIATION**

Rev. Mike Gatliff, chairman, opened the report with prayer. The Assembly remembered with profound gratitude the ministers and elders who died this year

and who now are among the great cloud of witnesses watching over us. We not only remember them but also their testimony for Jesus. They are:

NAME	CHURCH & CITY/STATE	DATE OF DEATH	YEARS OF SERVICE
Elder Edward Buchheit	Tabernacle, Youngstown, OH	February 12, 2001	3
Elder James Currie	Ward, Northville, MI	September 5, 2000	13
Elder Henry Demler	Peace, Flint, MI	May 11, 2000	20+
Elder James R. Fuglaar	First, Houma, LA	March 22, 2001	6
Elder Leon A. Grosmaire	Second, Memphis, TN	October 18, 2000	26
Elder J. Charles Mallinak	New Covenant EPC, New Castle, PA	March 1, 2000	3
Elder Dr. Robert Popper	Second, Memphis, TN	November 25, 2000	26
Elder Arthur ("Archie") Jackson Russell	Morningside EPC, Phoenix, AZ	April 24, 2000	6
Elder Emeritus Frederick C. Sternberg	Central, St. Louis, MO	March 15, 2001	24
Elder Gerald Streichert	Calvary, Flint, MI	March 26, 2001	6
Elder Fred Tuel	New Covenant, Pompano Beach, FL	April 26, 2000	20
Elder James L. Young	Lake City EPC, Lake City, MI	June 13, 2000	21
Elder Earl Zimmer	Calvary, Flint, MI	May 18, 2001	3

This 21st General Assembly also remembers Katherine Deibler, the loving wife of Rev. Ellis Deibler, who went to be with the Lord on June 9, 2001 after suffering from cancer. Ellis has been working for years as a translator for the Summer Institute of Linguistics, Wycliffe and other organizations. During the course of her illness, the Deiblers incurred extremely high expenses. We commend to the Assembly the fact that the Presbytery of the Mid-Atlantic has established the "Presbytery of Mid-Atlantic/Katherine Deibler Memorial Fund." We also refer this need to the Board of Pension & Benefits for possible assistance.



To Rev. Tom Melton and the entire church family (staff and congregation) we give highest praise and grateful thanks for making this 21st General Assembly a meaningful and memorable event. We were received with love and will return home with love. It is impossible to name all the names. However we would like to thank the Session of Greenwood Community Church and the following:

<b>Local Arrangements:</b> Bob Greene, Lara Bosler, Jill Melton, Nancy Sadler	<b>Sound &amp; Office:</b> Michael Curtis
<b>World Outreach Coordinator:</b> Rob Antonucci	<b>Food Service:</b> Norma Jean Berndt
<b>Worship Leader:</b> Michael Jordan	<b>Golf Tournament:</b> Doug Ashley
<b>Speaker for Pastors' Wives Luncheon:</b> Carol Wiersma	<b>Staffing and Volunteers:</b> Numerous GCC Congregation Members
<b>Friday Communion Service Hosts:</b> GCC Elders	<b>Hostess for Pastors' Wives Luncheon:</b> Verna Pauls
<b>GCC Office Staff:</b> Shelly O'Hayre, Bonnie Snider, Betty Billingsley	<b>Speaker: Women's Ministries Luncheon:</b> Judi Amen
<b>Children's Programs:</b> Darla Nelson, Kathleen Bigler, Patty Gerze, Linda Buchenau, Kathy McDonald, Pat Harrison	<b>Video Taping Equipment Loan:</b> Garron Bateman & Digitrek
<b>Building Supervisor:</b> Kevin Kough	<b>Youth Programs:</b> Doug Ashley Ben Martin

We must also mention "Club Valentino" on Wednesday night where we shared laughter and joy; witnessed a method of outreach; saw a demonstration of family and discovered gifts of talents in so many. We also give thanks to the musicians who supported the services.

We appreciate the work of John Graham, Moderator of the 20<sup>th</sup> General Assembly and Bud Sparling, Moderator of this Assembly and the celebration of the theme of "For Such a Time as This." We are grateful for the services of John and Frances Ann Graham during John's time as moderator and for the encouragement, prayer and communication (EPC) they have brought to us.

Thank you, Stated Clerk Mike Glodo, and your staff from Michigan. Thanks also to our Recording Clerks, Frank Johnson, Howard Shockley and Bob Garment.

The pre-Assembly workshop was outstanding. We thank those who worked so hard to make it work and also Dr. Leith Anderson for his gifted contribution. Thanks to Clive Calver, our keynoter for the evening services, we give thanks for your love and your messages.

We also express our appreciation to the chairman and recording clerks of the standing committees and their members.

The work done by the Ad Interim Committee on Insurance and the Ad Interim Committee on Theology was superior, and we give thanks to all who served so well and for the results of their labor.

Finally, we want to thank our Lord, Jesus Christ, for His gift of salvation so freely given by His grace.

**ON MOTION** the report as a whole was adopted.

## 21-48 CONCLUDING WORSHIP AND ADJOURNMENT

**ON MOTION** the Moderator adjourned the Assembly at 12:20 P.M. He concluded with the following order of worship.

During the days of our General Assembly, God has richly blessed us. In our committee meetings, in our fellowship together, in our times of worship, in our business meetings and in times of debate as we have deliberated weighty matters, we have felt God's presence and the leading of His Holy Spirit. As we come to the close of this historic Assembly, come and let us worship the Lord with gladness and come before His presence with thanksgiving. Let us worship Almighty God.

Let us pray. Holy Father, Everlasting God, Saving Son Christ Jesus, Sustaining Holy Spirit we commit our work now to you. We ask you to bless what we have done here. If it is well pleasing to you, prosper it that your name might be glorified. If we have failed to perceive your will in some matters, let these efforts come to naught. We thank you for the friendships we have made, for the experiences we have shared, for the opportunity we have had to build your church. Keep us safe as we journey to our homes. Inspire us, Lord, to return to our fields of service with renewed commitment. God, pour out your Spirit upon the Evangelical Presbyterian Church that it might be pleasing to you. May we ever be dedicated to serving our Savior, Jesus Christ, to whom with you and the Holy Spirit be praise and glory forever. Amen.

As Moderator of the 21<sup>st</sup> General Assembly of the Evangelical Presbyterian Church, meeting in session these 21st through 23rd days of June, 2001, I declare that we have fulfilled the mission which brought us together and that we have finished the work of this Assembly. Therefore, this meeting of the Assembly is adjourned to convene again on the 20th day of **June, 2002** at **Second Presbyterian Church, Memphis, Tennessee**. To God's Name be power, glory and dominion, both in the Church and the world, now and forever more. Amen.

Let us pray. Lord God, we commit ourselves to you afresh. We dedicate ourselves to serve Jesus Christ as our Lord and Savior and to work diligently in His Church here on earth, looking with anticipation to that great day when He shall come again and the Church militant shall become the Church triumphant. We commit ourselves, Lord, to one another to love each other with kindly affection, to build up one another in the Lord, to pray for one another, that we might indeed be a visible expression of your family here on earth. In our Savior's precious Name, we commit ourselves.

The Assembly stood together and sang the concluding hymn, "Lead On, O King Eternal." The Moderator concluded with the benediction: The peace of God, which passes all understanding, keep your hearts and minds in the knowledge and love of God, and of his Son, Jesus Christ, our Lord, and the blessing of God Almighty the Father, the Son, and the Holy Spirit, be upon you and remain with you always. Amen.

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## REPORT OF THE COMMITTEE ON ADMINISTRATION

The meeting was opened with prayer by the chairman, Wilton Hazelwood, on Thursday, June 21, 2001. Tom Ryan served as committee clerk. The committee convened one time during the Assembly.

### A. Business Referred to Committee

1. Recommendation # 1
2. Recommendation # 2
3. Recommendation # 3
4. Recommendation # 4
5. Recommendation # 5
6. Recommendation # 6
7. Communication # 01-2
8. Minutes of the permanent committee

### B. Recommendations

**ON MOTION** that **Recommendation # 1** "that the 22nd (2002) General Assembly be held at Second Presbyterian, Memphis, TN, rather than in 2004 as previously approved" be adopted.

**ON MOTION** that **Recommendation #2** "that the 2001 Administration Budget be adjusted by increasing 'Contingencies' line item by \$12,500 for a total of \$17,600 and 'Technology Support' line item by \$15,000 for a total of \$28,000. The total budget would then be increased to \$1,121,500" be adopted.

**ON MOTION** that **Recommendation #3** "that the Proposed 2002 Administration Budget for \$1,155,700 be approved and that the *per member* asking be increased from \$18 to \$22 to adequately fund the proposed budget" be adopted.

**ON MOTION** that **Recommendation #4** "that the Proposed 2002 Benevolence Askings Budget for \$655,000 be approved" be adopted.

**ON MOTION** that **Recommendation #5** "that the 2001 Thanksgiving Offering be received and designated to National Outreach for the home mission ministry of Rev. Glenn Ferrell in eastern Kentucky" be adopted.

**ON MOTION** that Elder Bill Johns be granted the privilege of the floor for a five minute presentation on Vision 21 and if more time is required, that the Moderator grant an extension under the *Rules for Assembly*.

**ON MOTION** **Recommendation #6** "that the Vision 21 plan be adopted, with the adjusted dates for implementation" be adopted.

**Communication # 01-2** was received as information.

There was considerable discussion in the Standing Committee regarding the need to adjust the per member asking amount. The standing committee, though not amending the recommendation, felt the permanent Committee on Administration would be wise

to adjust the per member asking more often in smaller increments, thereby making these adjustments easier on church budgets.

The standing committee approved the minutes of the permanent committee with minor notations and refers them back to the permanent committee. The committee wishes to commend the permanent committee for the quality of their minutes and their hard work this past year.

Respectfully submitted,

Wilton Hazelwood, Chairman

Elder Tom Ryan, Recording Clerk

## REPORT OF THE COMMITTEE ON CHRISTIAN EDUCATION AND PUBLICATIONS

The meeting was opened with prayer by the chairman, Joe Gruneisen, on Thursday, June 21, 2001. Debra Hess served as committee clerk. The committee convened one time during the Assembly.

A. Business Referred to Committee

1. Minutes of the permanent committee

B. Recommendations

1. That the Minutes of the permanent committee be approved, with notations being forwarded to the permanent committee.
2. The standing committee also recommends to the permanent Christian Education & Publications Committee that it consider creating a resource database for 1) teacher & leader training, and 2) resource of material for different age groups and by topics and also, possibly added to our denomination's web page.
3. Grounds: 1) Proper training/tools be given to leadership for the alternate goal of teaching of our Lord. 2) Great confusion in knowing where to locate resource and teaching materials.
4. The standing committee recommends to the permanent Ministerial Vocation Committee that it consider creating a resource database for Pastoral Care.

Grounds: Grave concerns were expressed on high burnout and divorce rate of pastors and that preventive steps would be prayerfully studied to prevent tragedies.

Visitors:

**Judy Bryson**, representing Pioneer Clubs, (630) 293-1600 ext. 5725, talked about the fact that their passion is for children, but they are also concerned with families. They are an interdenominational group approved by EPC. (Web page: [www.pioneerclubs.org](http://www.pioneerclubs.org) )

**Arnold Berntsen**, representing Cook Publishing, 800-708-5550 talked about new reformed curriculum that has been out for almost one year and answered many questions from committee.

Assistant Stated Clerk **Ed McCallum** addressed the committee on updates on men's ministry news. To request references, email Mr. McCallum at [ed.mccallum@epc.org](mailto:ed.mccallum@epc.org).

Permanent Christian Education Committee members present were Sandy Hazelwood ([shazelwood@2pc.org](mailto:shazelwood@2pc.org)) 901-454-0034 ext. 112, and David Ruff. Sandy would like to start a resource list for children networking. Please contact her with any information that may help. The Committee wishes to commend the permanent Committee for the quality of their minutes and their hard work this past year, and specifically for the men's ministry work and pre-assembly workshops.

Respectfully submitted,

Joe Gruneisen, Chairman

Debra Hess, Clerk

## REPORT OF THE COMMITTEE ON FRATERNAL RELATIONS

The meeting was opened with prayer by Chairman RE Don Nelson at 1:30 p.m. on Thursday, June 21, 2001. TE Mark Jumper served as committee clerk. The committee convened one time during the Assembly.

The roll was called, with the following results:

PRESENT: RE Ted Beattie, TE Kent Bull, RE Bill Bumford, TE Ron Cox, RE Tim Daly, TE Steve Garcia, , RE John Hocker, RE Jon Housholder, RE Bob Marlow, TE Maurice Martin, Jr., RE Carl Sacherich, RE Perry Spell, RE Steele Stewart, Jr., RE Hillard Strong, RE Truman Todd, TE Frank Young.

ABSENT: TE Robert Beltz, RE Marlys DeVries, RE Frank Frazier, TE Scott Jackson, TE Greg Livingstone, TE Mark Moore, RE Miguel Robles, TE Bill Sharp, TE Peter Stam.

TE Paul Heidebrecht, chairman of the General Assembly's permanent Committee on Fraternal Relations, was introduced by the chairman. He introduced the permanent committee members TE Ramona Spilman and RE Steele Stewart. Mr. Heidebrecht noted that it has not been possible, due to limited resources, to send representatives to the various fellowship groups. He noted that the EPC still belongs to the World Alliance of Reformed Churches (WARC), though we do not actively participate, and that it has been advantageous to the EPC, in its relationship with the PCUSA, to retain that membership, in that the PCUSA is thereby required to deal with us on some level of recognition and comity. Stated Clerk Mike Glodo recently attended the World Reformed Fellowship (WRF), recently formed of a merger of other fellowship bodies, made up of more conservative denominations worldwide. The committee received this verbal report as information.

A discussion ensued relating to possible developments in the PCUSA, and the response of the EPC to the possible approach of numerous congregations, many large, seeking information about joining the EPC. Stated Clerk Mike Glodo arrived in response to the committee's invitation and answered questions regarding the need of action at the General Assembly level in response to current events. No action was taken by the committee.

### A. Business Referred to Committee

**Communication #01-8** was read by the chairman to the committee.

Minutes of the permanent committee were referred to individual standing committee members for review and recommendation.

### B. Recommendations

1. Recommendation #1: That the letter from the Associate Reformed Presbyterian Church be received as information, and that the following response be made:

The Evangelical Presbyterian Church receives with gratitude to God the greetings of our brothers and sisters in Christ of the Associate Reformed Presbyterian Church. We return our own greetings, with love and joy, in the name of the Father, the Son and the Holy Spirit.

The EPC's theme at this year's General Assembly has been, as we completed our year of 20<sup>th</sup> anniversary celebration, "For such a time as this," with a special focus on Matthew 5:14-16, "You are the light of the world. Let your light so shine before men so that they may see your good works and glorify your Father who is in Heaven." We pray that our lights together may shine for the greater glory of the Father of Lights.

May you be blessed in your work for the Kingdom, and may we join together in that work as our Lord leads and enables.

Sincerely in Christ,

**ON MOTION** to approve the recommendation.

The Standing Committee approved the minutes of the permanent committee with the following minor corrections, and refers them back to the permanent committee.

P. 193, 2<sup>nd</sup> paragraph, "directions from" vice "directions form."

P. 194, 1<sup>st</sup> paragraph, "this would involve changes" vice "this would involved changes."

P. 194, last paragraph, "the Fraternal Relations Committee sends" vice "the Fraternal Relations Committee send."

The Committee wishes to commend the permanent committee for the quality of their minutes and their hard work this past year."

The meeting was adjourned at 3:00 p.m.

Respectfully submitted,  
Don Nelson, Chairman

Mark Jumper, Clerk



## REPORT OF THE COMMITTEE ON MINISTERIAL VOCATION

The meeting was opened with prayer by the chairman, Ron DeHaas, on Thursday, June 21, 2001. Wayne Uppendahl served as committee clerk. The committee convened one time during the Assembly.

### A. Business Referred to Committee

1. Overture #01-2
2. Recommendation #20
3. Recommendation #21

### B. Recommendations

1. Ascending **Overture # 01-2** (information only, no action required)  
Overture "to amend the Book of Government, Chapter Eleven (11-5F) by adding as number eight (8) the following: Cost of attendance at Presbytery and General Assembly meetings for the particular church pastor." Further, that the present number "8" be renumbered "9".

The committee was informed by the Permanent Judicial Commission that this overture is not properly before the committee due to the fact that the overture was submitted to the General Assembly Office after the deadline for this year's consideration.

- a. Motion made and seconded to consider this overture in the event it is brought to the floor. Voted and passed.
  - b. Motion made and seconded to support this overture, if it comes to the floor, fails.
  - c. Motion made and seconded to direct the chairman to request Presbyteries that they make Sessions aware of the available scholarship funds for pastors to come to Presbytery and to General Assembly (e.g., Moderator's Scholarship Fund). Adopted
2. That **Recommendation #20** "that the document on "Guidelines for Intentional Interim Pastoral Ministry" (pp. 197-209) be approved for inclusion in the *Procedure Manual for Ministerial and Candidates Committees*" be approved.

Grounds: This does not bind a Session to use this pool of Interim Pastors, but the goal is to help guide the church through transition and to strengthen the ties of the individual church with the EPC. Adopted

3. That **Recommendation #21** "that a revised "Advisory Paper on Performance Review" be approved for inclusion in the *Procedure Manual for Ministerial and Candidates Committees*" be adopted. Adopted

### C. Other recommendations

That the permanent MVC be directed to investigate ways to implement pastoral care for teaching elders and their wives at the Session, Presbytery, and General Assembly levels, and to develop an approved resource list of all available counseling and pastoral care agencies, and to encourage the development of closer relationships through frequent teaching elder retreats.

Grounds:

- a. Currently there are processes or resources in place for the promotion of pastoral care.
  - b. Vision 21 has among its stated objectives:
    - 1) Conduct "Pastors' Conferences" bi-annually
    - 2) Establish an encouragement network
    - 3) Increase fellowship
    - 4) Identify a team of experts who are gifted and skilled to minister to pastors
    - 5) Create a program to provide nurture, care, and professional development of pastors.
  - c. There is a need at the Session level for involvement in pastoral care that should include leave time and other means of support for receiving care.
  - d. There is a need at the Presbytery level of involvement in pastoral care which should include a chaplain for the pastors.
  - e. There is a need at the General Assembly level of involvement in pastoral care for a process of obtaining such care.
  - f. We are seeing an increasing incidence of need for pastoral care in recent times, but we lack the resources and processes to meet these needs.
2. Motion to request that the permanent Committee consider requesting a line item of Benevolence Askings for pastoral care to be administered by the permanent MVC, and to investigate other means of funding at the Session, Presbytery and General Assembly levels. Passed

Grounds:

- a. Pastoral care extends beyond the local church.
  - b. Both Vision 21 and prior General Assembly action have laid the groundwork for such action.
3. The standing committee approved the minutes of the permanent committee with minor notations and refers them back to the permanent Committee.

The Committee wishes to commend the permanent committee for the quality of their minutes and their hard work this past year.

Respectfully submitted,

Ronald DeHaas, Chairman

Wayne Uppendahl, Clerk

## REPORT OF THE COMMITTEE ON NATIONAL OUTREACH

The meeting was opened with prayer by the Chairman David Brown on Thursday, June 21, 2001 at 1:30 p.m. Rev. Brown also shared scriptures from Matt. 11:12 & Acts 14:21-23. Doug Balch served as committee clerk. The committee convened one time during the Assembly.

### A. Business Referred to Committee

1. **Recommendation # 22**
2. Minutes of the permanent committee

### B. Recommendations

1. That **Recommendation # 22** "that the National Outreach Home Missions Manual (pp. 220-225) be approved as amended by the standing committee as follows:
  - a) Amend #102 by changing the wording of the final sentence to read:  
"To be called as a home missionary of the EPC, three aspects of the call are required,"
    - 102.1 "The inner, personal aspect of the call"
    - 102.2 "The outward aspect of the call"
    - 102.3 "The confirming aspect of the call"

Grounds: The call is singular, not three "calls."
  - b) Amend the Home Missions Manual, Section 202.1 B by adding a second sentence which reads:  
"Each candidate must include a description of the vision, priorities and goals of his or her ministry."  

Grounds: Specificity in a candidate's vision, priorities and goals will help both candidates and NOC to assess opportunities and move toward the fulfillment of the home mission purpose with clearer understanding.

**ON MOTION** to adopt Recommendation 22.

2. That further changes to the manual be made by the National Outreach Committee upon approval by the Committee on Administration.

Grounds: This enables the NOC to further refine and clarify the Home Missions Handbook.

#### Discussion:

William Meyer explained that NOC took the World Outreach Manual and amended it to conform to the needs of NOC and the Home Mission Manual. Rodger Woodworth also provided information regarding Recommendation #22 and the encouragement of Home Missionaries. Both were very helpful in explaining the intent of the committee.

### C. Other Matters

1. Report from William Meyer, Director of National Outreach
2. Roger Woodworth gave greetings from the National Outreach Committee.

The standing committee approved the minutes of the permanent committee with minor notations that closing prayer was not recorded. The standing committee refers this back to the permanent committee.

The committee wishes to commend the permanent committee for the quality of their minutes and their hard work this past year. The meeting was closed with a season of prayer.

Respectfully submitted,

David Brown  
Chairman

Douglas Balch  
Recording Clerk

## REPORT OF THE COMMITTEE ON STUDENT & YOUNG ADULT MINISTRIES

The meeting was called to order and opened with prayer by the chairman, Ron Hickman, on Thursday, June 21, 2001, at 1:30 p.m. Allen White served as committee clerk. The committee convened once during the Assembly. A roll was taken of attendees, noting that 26 persons were present, including the director, clerk, and guest speakers.

It was further noted that no business had been referred to the SYAM committee other than the required review of the minutes of the permanent committee. Copies of the minutes were distributed to committee members Rocky Anthony, Gerald Arthur, and Chris Deneen for review.

SYAM Director Bob Watson and permanent committee member Sonny Flowers (the permanent committee chairman, Jim Byrne, was not able to attend General Assembly) and former permanent committee member Rick Stauffer were introduced and invited to speak about SYAM issues and activities. Bob verbally presented and elaborated upon the committee report that is contained in the Commissioner's Handbook (pp. 266-267). Sonny then told about the success of the Mid-Atlantic Presbytery youth leaders' meeting held during the January Presbytery meeting at Wilmington, NC, and recommended this action (youth leaders' gatherings during Presbytery meetings) to other presbyteries as a means of promoting youth interests and activities within the presbyteries.

The floor was then opened to questions. Following these discussions, and receiving no new business matters for consideration, the meeting was closed with prayer and a special blessing upon Bob Watson and Sonny Flowers as Standing Committee members laid hands on them.

- A. Business Referred to Committee
  - 1. Minutes of the permanent committee
- B. Recommendations
  - 1. The Standing Committee approved the minutes of the permanent committee with minor notations and referred them back to the permanent committee.
- C. Other Matters
  - 1. Report from Robert Watson, Director of Student & Young Adult Ministries
  - 2. Report from Sonny Flowers, permanent committee member from River Oaks EPC, Lewisville, NC

The Committee wishes to commend the permanent committee for the quality of their minutes and their hard work this past year.

Respectfully submitted,

Ron Hickman, Chairman

Allen White, Recording Clerk

## REPORT OF THE COMMITTEE ON THEOLOGY

The meeting was opened with prayer by the chairman, Rev. Buck Oliphant, on Thursday, June 21, 2001. Elder Mike Bahm served as committee clerk. The committee convened one time during the Assembly.

### A. Business Referred to Committee

1. **Recommendation #23**
2. **Recommendation #24**
3. Minutes of the permanent committee

### B. Recommendations

1. That **Recommendation #23** "That the permanent committee be granted another year to complete the Position Paper on the Sanctity of Marriage" be adopted.
2. That **Recommendation #24** be adopted "That the General Assembly authorize a study and pastoral letter to evaluate the 'openness of God' doctrine as it relates to the confessional standards of our denomination" be adopted..
3. The standing committee approved the minutes of the permanent committee with minor notations and refers them back to the permanent committee.

The chairman asked TE Elder Jim Dixon, member of the Ad Interim Committee on Theology, to address the work of the Committee and the report coming to the floor of the General Assembly. The standing committee commended the Ad Interim Committee on their work in producing the report.

The Standing Committee expressed sincere thanks and appreciation to the permanent committee for their leadership and diligent work this past year.

Respectfully submitted,

Buck Oliphant, Chairman

Mike Bahm, Recording Clerk

## REPORT OF THE COMMITTEE ON WOMEN'S MINISTRIES

The meeting was opened with prayer by the chair, Rev. Nancy Stewart, on Thursday, June 21, 2001. Dr. Gary Reddish served as Recording Clerk. The committee convened one time during the Assembly. Vicki Oliver, chairman of the permanent committee, attended as representative. Beth Busboom was an observer.

### A. Business Referred to Committee

**Minutes** of the Women's Ministries Committee for 2000-2001 were reviewed. Jim Hunter, Beth Weisiger and Sandy Russell found the minutes in good order. A motion was made by Jim Hunter and seconded by Wendy Oakes to accept the minutes as presented. The motion was approved unanimously.

### B. Other Matters

P.K. Fields-Helm, Director of Women's Ministries, joined the committee to share her call and vision for Women's Ministries in the EPC. Wendy Oakes prayed for Mrs. Fields-Helm at the conclusion of her comments.

The meeting was adjourned by Rev. Nancy Stewart with prayer at 2:25 p.m.

The Committee wishes to commend the permanent committee for the quality of their minutes and their hard work this past year.

Respectfully submitted,

Rev. Nancy Stewart, Chairman

Rev. Gary Reddish, Recording Clerk

## REPORT OF THE COMMITTEE ON WORLD OUTREACH

The meeting was opened with prayer by the Chairman Tony Register on Thursday, June 21, 2001. Chris Gibson served as committee clerk. The committee convened at 1:30 P.M. one time during the Assembly.

- A. Business Referred to Committee
  - 1. **Recommendation #25 (cf. Communication 01-3)**
  - 2. Minutes of the permanent committee
- B. Recommendations
  - 1. That **Recommendation # 25** be approved that "In response to the invitation received from the Reformed Partnership of Churches in Kazakhstan with whom our World Outreach team ministers, the World Outreach Committee recommends that the 21st General Assembly of the Evangelical Presbyterian Church act to establish a commission with the power to:
    - a. Examine, ordain, and install officers on the Kazakhstan field according to the legislative principles of the EPC, as appropriate to the field. This would include the power to examine, ordain, and install teaching elders who have satisfied educational requirements consistent with those outlined in the World Outreach Missions Manual 302.3( c).
    - b. Establish a provisional, indigenous, national presbytery in Kazakhstan of which the particular churches and the teaching elders referred to above would be members.
    - c. Administer the government of such a presbytery according to biblical principles as reflected in the principles of Presbyterian government.
    - d. Work in partnership with national leadership to develop a form of government that is biblically sound and missiologically appropriate.

### Composition of the commission:

This commission shall consist of eight members, who shall include all ordained World Outreach personnel on the field (3), the Director of World Outreach, the Stated Clerk of the General Assembly, plus three ruling elders who shall be appointed by the Moderator of the 21st General Assembly. The quorum for this commission shall be a majority of its members at any given time.

### Duration and reporting responsibilities of the Commission:

The duration of this commission shall be until the 23rd General Assembly, subject to extension at that time. It shall report to the 22nd General Assembly on the progress of its work in Kazakhstan and shall report regularly to the World Outreach Committee. It shall bring recommendations to the 23rd General Assembly regarding any legislative actions that might facilitate future similar works. (Cf. pp. 287-289 for information and rationale.)

Chairman Tony Register asked Rev. Jeff Chadwick, Rev. Dan Burns and Rev. Philip Linton to speak to the recommendation. Rev. Sam Adamson moved that Recommendation #25 be recommended to the General Assembly for approval. The motion was seconded by Theodore Tubbesing and adopted.



C. Other Matters

1. Rev. Jeff Chadwick, Director of World Outreach, gave a verbal overview of what the Lord is doing through our EPC missionaries in Argentina, Kazakhstan, the Middle East and how God is raising up a new team for Malaysia. He also gave updates on individuals and answered questions.
2. The committee paused in its business to pray once for Ellis Deibler in the loss of his wife Katherine and a second time for Dan Burns, Greg Livingstone and the people and works they represent.

The committee reviewed and approved the minutes of the permanent committee with notations and refers them back to the permanent Committee.

The Committee wishes to commend the permanent Committee for the quality of their minutes and their hard work this past year. The committee adjourned with a season of prayer.

Respectfully submitted,

Tony Register, Chairman

Chris Gibson, Recording Clerk



**PART II**  
**APPENDICES**



## MEMORANDUM

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TO: Clerks of Session, Stated Clerks of Presbyteries and Chairman of Ministerial Committees

FROM: The Ad Interim Committee on Insurance

DATE: May 17, 2001

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### FINAL REPORT

The Ad Interim Committee on Insurance created by the 20<sup>th</sup> General Assembly was charged with investigating the issues surrounding health care insurance for EPC ministers, missionaries, retirees and staff and reporting on their findings well in advance of the 21<sup>st</sup> General Assembly meeting date. Our Committee of four was appointed at the 20<sup>th</sup> General Assembly and fairly reflected all viewpoints on the medical plan issues.

We conducted a thorough investigation with full discussions. We spent many hours in phone conferences, engaged a national health care consultant and met with the Board of Pensions & Benefits at each of their regularly scheduled meetings. The Board provided us with complete information on the current self-funded PPO health care plan and answered our questions regarding history and purpose of the plan as well as present corrective measures being taken. With the assistance of The Segal Company, a survey was sent to all EPC churches to obtain further information regarding plan participation, benefits, preferences, needs and potential. This information as well as current fund information and history were evaluated with the assistance of the Segal Company as they applied their expertise and knowledge of the health care industry. The report from The Segal Company is included in its entirety for your review.

Since the 2<sup>nd</sup> General Assembly, the General Assembly has conceptually endorsed a self-funded plan as the primary goal. Self-insurance is a common way of providing insurance coverage for large and small groups alike. Self-insurance basically means that the EPC (not some outside entity or insurance company) is free to determine where to provide coverage, to whom coverage is provided, the kinds of benefits covered and how much will be charged in premiums.

Our committee's first task was to determine the purpose of the EPC medical plan as it exists today. As confirmed by our research of its history and our questioning of the Board of Pension, the primary reasons for the original creation and the present existence of the EPC self-funded PPO are as follows:

- a. To provide medical coverage for all ordained EPC ministers which includes retirees, missionaries and those who cannot get coverage in the marketplace;
- b. To ensure that any ordained minister moving between EPC churches or assignments will not lose that medical coverage;

- c. To provide affordable and comprehensive medical coverage while meeting the above comprehensiveness and portability goals.

Based on a full review of our information from all available sources, the Ad Interim Committee presents the following findings and recommendations. It is our sincere prayer that the work of this committee will promote understanding of the issues that need to be addressed, help eliminate divisiveness related to the issues surrounding the EPC plan, and result in the provision of health care insurance within the EPC that is truly a benefit for all who participate and meets the goals of the EPC.

#### **Main Conclusions:**

- The current self-insured PPO plan is financially viable and is the preferred method of providing health care benefits to EPC ministers, missionaries, retirees and staff based on the EPC's mission and a review of the various models of coverage available.
- The self-insured PPO plan could be modified to make it an even more competitive plan to a greater number of potential participants, thus increasing participation and adding further stability to accomplish the goals of the plan.

#### **Findings:**

- 1) The fully insured national model and the local/regional insurance models don't work effectively for the EPC as a collective whole due to restrictions that would eliminate some EPC members from coverage (i.e., some retirees, missionaries, and those with chronic illnesses) and restrict portability of coverage.
- 2) Segal's analysis showed that while the EPC's average cost per participant is close to the national average for similar plans (\$5,952 vs. \$5,572) there is still room to improve. Improvement can occur if the plan becomes more attractive to new groups who are currently not participating in the EPC plan and the plan can maintain a stationary population as opposed to one that is continually losing less expensive enrollees.
- 3) The current rate structure does not adequately take into consideration the age of the plan member or their proximity to urban locations – both of which directly impact plan utilization and cost. Ultimately, making changes to the rating structure for age and location will help make the cost of the plan more competitive for those who currently find the plan too expensive.
- 4) Segal's analysis showed that while the benefits design is competitive in some areas, it could be improved in others. Providing more options in the benefit/pricing structure will help meet the needs of those who seek a richer benefits package as well as those who only desire basic health care coverage.
- 5) Cost is more of a factor than benefits when it comes to those who choose not to participate in the EPC plan.
- 6) The current 90/80 PPO plan design does not effectively achieve its goal of network cost savings. A 90/70 PPO in/out discount would be more standard. Some employer plans have a 30% or 40% differential.

### Recommendations:

- 1) The EPC should design and offer 2 different plan options: (1) one option that has basic coverage benefits and is less costly, and (2) another option that has a rich benefits design and a corresponding higher premium rate. The cost of these 2 options should further be adjusted on the basis of rating differences for age and proximity to urban locations as described above.
  
- 2) We recommend a policy to restrict the re-entry of churches or individuals that drop out of the EPC plan. Segal has pointed out that the basic negative plan dynamic that EPC must manage against is having its plan be the one that individuals and/or groups choose to join when they have or anticipate having a large amount of claims. This is called "anti-selection" or "adverse selection." A medical plan's financial health and ultimate viability depends on having the right mix of healthy and sick participants so that the basic rule of insurance works – the rule of spreading the risk. Members who opt out of the plan due to their being able to find cheaper coverage raise the average cost of covering the remaining actives and retirees. It is most important that the EPC plan maintain a stationary population and avoid continually losing less expensive enrollees. Currently, churches or individuals can shop around for health insurance and use the EPC plan to fall back on if they are unable to insure some or all of their members (i.e., retirees or EPC plan members transferring into the church). The re-entry restrictions are necessary to maintain the financial integrity of the plan and diminish the likelihood of anti-selection.
  - a) The most controversial and divisive issue has been the requirement that all ordained ministers must be in the EPC plan in order to ensure sufficient participation in the medical plan so that viability can be maintained.
  - b) The restriction of re-entry into the plan is seen by the Committee as a more effective and less divisive answer to the need for managing the plan to prevent anti-selection. However, those who opt out of the plan must be well informed of the consequences of doing so as outlined by the plan administrator.
  - c) The advantage of the EPC plan, and an underlying reason for its existence, is that it does not necessarily have to employ all of the strict underwriting and coverage requirements that are present in the small group private insurance/managed care marketplace. The plan can choose, and does at times choose, to extend coverage and pay some claims that other medical plans will not. However, in order to be able to provide this compassionate level of coverage, anti-selection must be managed and plan viability maintained by some method to ensure sufficient participation for plan viability.
  - d) Plan rates will not necessarily rise (other than for typical medical trends) unless the plan is selected against by existing enrollees. An aging population will impact selection, but to the extent that older employees in a church are replaced by younger employees, a stationary situation can be achieved.
  
- 3) During the time period that changes are being made to enhance the EPC plan and address issues of benefits and cost, which we expect will be the next few years, a "grace period" should be extended to ministers who are not currently participating in the plan. However, after the changes have been implemented, there will need to be a date by which churches and ministers must opt in or out of the plan with full knowledge of the consequences of that decision due to restricted re-entry into the EPC plan. There will need to be clear definition of who opts in and out – the church or

the ordained minister – and clear communication to EPC ministers, staff and churches as to the consequences of the decision to opt out.

- 4) Premiums have had to increase drastically the last 2 years resulting in decreased confidence in the solvency of the plan. While the Board of Pensions and Benefits has made the rate changes necessary to assure present plan solvency, they should consider utilizing professional expertise in the management of the plan to avoid similar situations in the future. They should also set funding and growth objectives and look into the creation of a rate stabilization fund.
  - a. Benefit plan design changes are the most immediate way to lower the premium levels. The decision regarding what benefits are to be offered under the plan should be made by a smaller group that has access to professional expertise in the area rather than on the floor of General Assembly.
  - b. Developing both rating and contribution factors based on appropriate age/ gender and family size adjustments should be considered along with a plan to update the rating process each year. Experience rating based on EPC's own claims experience should be added.
- 5) An ongoing and thorough communication plan needs to be implemented to better explain the goals of the medical plan, the available benefits, the methods of determining costs and the overall administration of the plan to plan participants (or potential participants) and churches. Clear communication will also support enrollment growth.
  - a. The survey results indicate employees would trade coverage for lower premiums, but most think their coverage is not comparable. However, the experts who reviewed the plan and know the current market indicated the plan appears to be a typical PPO plan with relatively rich benefits. Thus, education of employees is very desirable. With medical costs increasing, it is important for EPC members to understand why they are going up and if premiums need to be increased, why this is so.
  - b. This committee has reviewed reams of material with the assistance of hired and volunteer experts and has sat in on the meetings of the Board of Pensions as they struggled with the issues presented above. For the members on our committee who were not familiar with health insurance terminology or process, it has been a lengthy educational process. Thus, clearly communicating more than this summary to the EPC members is a difficult task but one that we recognize is important. Together with this report, we plan to have a representative from The Segal Company present at General Assembly and provide more lengthy opportunities for education and exchange than a few minutes' presentation on the General Assembly floor. We ask that the EPC members take the responsibility of spending the time to read and review the material and attend the additional sessions at GA before it comes before the General Assembly. We have reviewed these recommendations with the Board of Pension and Benefits for information.



**Evangelical Presbyterian Church**

*Final Report  
April 20, 2001*

**Submitted by THE SEGAL COMPANY**

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## SECTION 1

**Introduction**

## SECTION 2

**Key Plan Tenets**

## SECTION 3

**Issues & Recommendations**

## SECTION 4

**Summary**

## Appendices

**Appendix**

- A. Demographics of Covered Employees
- B. Marketplace Comparison
- C. Employee Survey Instrument
- D. Employee Survey Results

## Introduction

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During the 20<sup>th</sup> General Assembly of the Evangelical Presbyterian Church (EPC) in 2000, four non-voting members were appointed to the Board of Pension & Benefits of the Church for one-year terms. These four formed an investigatory subcommittee (the Ad Interim Committee) to review EPC's medical plan and report back to the Board prior to the 21<sup>st</sup> General Assembly in 2001. The general charge from the Board to the Committee was to investigate the viability of the EPC plan and suggest changes and/or other options.

In August 2000 the Board heard a presentation from Group Health Managers—the plan's new (as of 1/1/2000) third party administrator (TPA). It also communicated a substantial rate increase for 2001 (overall average of 18%) to plan participants in a letter dated September 15, 2000—this following a 49% increase the previous year.

On October 18, 2000, the Committee conducted a conference call with representatives of The Segal Company (Segal) in which the EPC plan's history was discussed, current arrangements, policies, roles and procedures were explained, and Segal's qualifications and suggested analytical approach queried. On or about October 19, 2000 the Committee hired The Segal Company to assist with this review. It was determined that the major focus of our work would be to:

1. Evaluate the current self-insured arrangement with regard to plan design, benefit levels, plan funding, underwriting and participation;
2. Present preliminary program options relative to regional versus national programs; and
3. Advise the Committee in a discussion of future strategies and opportunities.

Upon being hired, Segal submitted a data request to the plan's staff; interviewed Janet Bain on October 31, 2000; and participated in an initial kickoff conference call held on November 8, 2000.

Prior to this conference meeting, Segal had analyzed data and information that had been supplied and then summarized much of it in a series of exhibits and tables (see Appendix A & B) that were presented and discussed on November 8, 2000.

Coming out of this November discussion, the Committee decided, in response to an inquiry by Segal concerning the number, profile and needs of Church employees eligible for the plan that a survey of eligible Church employees would be advantageous in order to determine valuable information to guide future decisions about the program. Segal supplied sample survey questions to the Committee in December 2000. The survey was conducted by the Committee (see Appendix C) and final results were given to Segal in early March 2001. A report on survey results and analysis was delivered by Segal to the Committee on March 23, 2001 (see Appendix D).

This report represents our final discussion and recommendations to the Committee based upon our review and analysis of data, our analysis of survey results and our discussion with Committee members.

From its inception, EPC had a number of key objectives driving the formation and maintenance of its medical plan. The desire to provide coverage to church ministry and staff who may not be able to get comprehensive and competitively priced coverage for their own small groups, was primary. Pooling its numbers to achieve underwriting advantages, economies of scale and more informed management supported this intent.

Three other key intentions of the plan are now in need of reconfirmation and the Committee has asked Segal to review them. These are:

- provision of coverage for church retirees;
- portability of plan coverage for employees, and
- the necessity for full participation of ordained ministers.

The number of EPC retirees with health coverage has become a concern. Some EPC employees do not participate in the plan but they retire from the church and do not then have health benefits during retirement from the plan that covered them as active employees. EPC wants to encourage participation in the plan for active employees because typically their benefits from a non-EPC plan end upon their retirement from active, full-time work. For plan viability purposes, EPC should avoid taking retirees onto its plan only at time of retirement when claims are typically at their highest.

Portability of plan coverage is particularly important as ministers transfer from one church to another throughout the country. It is believed that consistency in plan benefits in all locations is necessary to keep the plan attractive, maintain employee participation, and not create barriers to the necessary movement of clergy throughout the EPC system.

The bylaws of EPC requires that all ministers employed by the presbytery be enrolled in the plan. This was one of the main rationales for the creation of the plan and also provides some degree of underwriting stability (avoiding anti-selection) to the plan. The 2001 survey shows that not all ministers are now participating—over one quarter do not.

## Issues, Findings and Recommendations

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### I. FINANCIAL VIABILITY

#### **Issue:**

The EPC plan prior to 2000 had been losing approximately \$500,000 of net assets per year.

#### **Current State:**

Corrective rate increases were implemented in 2000 (49%) and 2001 (18%). Growth of enrollment in the plan is stagnant

#### **Discussion:**

As of the end of 1999, the EPC health plan had net assets of \$936,000 down from \$1,912,000 at the end of 1997. Also after 1999, the estimated reserve for incurred but not reported claims was \$855,000. Thus, barring any unusual circumstances, the plan had enough assets to cover its obligations as of the end of 1999, but no room for error.

Based on our overall review of claims and the rate increases implemented, the plan should not lose any more money and may have a small surplus. As long as rates are increased as required by the claim experience, the plan should remain solvent. The large increases in 1999 and 2000 were required due to rate decisions made in previous years. Prior to 1997, the plan used a professional underwriter to set rates. After 1997, the plan relied upon its former third party administrator (TPA) to assist in setting rates and we were told that the roots of the current rates are from old Provident Life & Accident premiums. The plan did not increase rates for several years and even had a rate decrease of 10% in one year. No rate stabilization fund has been created either.

Based upon the plans current total participation, its size is large enough for the program to be competitive in terms of its pricing structure against other similar plans. However, the program is of such a size and nature that it requires regular management. When the program was smaller, the likelihood of having multiple high claimants was small. At the current program's size there is higher likelihood of encountering multiple large claims. This requires that the plan's managers constantly review whether or not these are

adequate reserves to fund these claims. Also, the disbursement of members across the country requires that the program be constantly in touch with regional costs and plan designs.

The overall cost of the plan is estimated to be slightly greater than \$5,925 per employee in 2001. Projected US survey data (Kaiser Family Foundation Survey) puts the national average at \$5,572. This indicates that the cost of the program, given the generally higher level of benefits offered under the EPC program when compared to other PPO programs, is generally cost competitive with other plans.

The program currently sets rates based on three geographic zones. As shown in Appendix A, there is significant differences in the types of individuals enrolling in each zone. There are also instances where people living in adjoining zip codes are in different EPC rate zones. The zones are not clearly defined and were established several years ago. It is time to reassess these zones, since there has been a significant change nationally in how and where health care is delivered.

The program costs also are influenced by the average age of the participants—which is in the mid-forties. Newer churches will probably have younger employees and no retirees. As a result these churches would be able to obtain a lower cost through another plan due to its younger workforce. The current program does not seem to account for the fact that a new group may not represent the same demographic risk as the currently enrolled members.

In order for the plan to assure its viability, the program needs to be attractive to new groups. If no new groups are brought in, then eventually rates will rise to a level, where the younger and healthier groups that can find less expensive coverage will be forced to leave in order to have affordable health costs. Based on the survey, only 44.5% of eligible church employees participate in the program. This indicates that there is the opportunity for the plan to add members.

**Recommendations:**

The Board should set funding and growth objectives for the plan. By setting these objectives, the Board will set the parameters for the required premiums the plan will charge. This will help prevent a situation where rates will be set at a level requiring the fund to use reserves to pay for expected costs.

The program's zones should be adjusted. A zone structure of "large urban", "urban", and "rural" should be adopted. This type of rating would more accurately reflect the cost of healthcare in the country today and would prevent a situation where a church 100 miles outside of Chicago is given the same rates as a church in a suburb of Chicago.

The program should also consider adopting age rating. This will help alleviate the situation where a church with younger employees can obtain cheaper insurance outside the EPC plan. It will also help to prevent, or at least slow, the increase in the average age of program participants by drawing in younger healthier individuals.



## **II. COVERAGE PROVISIONS**

### **Issue:**

The plan is viewed by some as containing outdated provisions and as being generally non-competitive in its coverage.

### **Current State:**

The EPC plan is a PPO (Preferred Provider Organization) plan with in and out-of-network benefits. Enrollees choose to use network providers on a case-by-case, as needed basis.

### **Discussion:**

Depending upon the region of the country one is comparing against, from 59% to 77% of all employers (see Appendix B) offer their employees a PPO plan – most often along with another type of plan as well. Most of these plans offer 90% coverage for in-network care and 70% for that received from non-network providers. EPC's plan provides richer out-of-network coverage at 80%.

Additionally, most PPO plans require a \$10 - \$15 co-payment when a participant visits a physician's office. EPC's plan requires no co-payment, but does have a deductible. Co-payment plans are popular with employees. EPC's deductible levels compare similarly to national averages for individuals, but are slightly higher for both in and out-of-network care for families.

PPO plans also typically have thresholds for the amount participants need to pay themselves (through deductibles, co-payments and/or coinsurance) before the plan begins to pay 100% of the cost. Here, the EPC plan's in-network and out-of-network maximums are only half or less of national averages – thus providing total coverage of cost sooner during a participant's course of treatment.

Most medical plans of EPC's size utilize a prescription drug card issued by a firm that specializes in managing pharmacy benefits. EPC's plan utilizes a discount card that was brought to the program by its third party administrator and does not appear to be a true managed pharmacy arrangement. Employees still submit claims to the TPA. The plan covers name brand drugs at 50% and generic drugs at 80%. National averages for this coverage are about equal for generic drugs but somewhat higher for brand drugs at 70% - 75%.

The Committee's 2001 survey results are interesting and not completely conclusive on this issue of comparability of plan coverage. To the extent that the survey sensed some discontent with the program, most of this can be attributed to the cost (premiums) of the plan. Some of the survey results on this issue are:

- Employees (98%) feel strongly that having a choice of plans and physicians is important.
- Employees would trade lower coverage for lower premiums.
- 56% of respondents do not want to join an HMO.
- 41% of respondents would be willing to limit their freedom to choose providers if there was a cost savings to them.
- 95% expressed satisfaction with the quality of the care they have received from providers in the plan.
- Only 43% of respondent think the benefits offered through EPC are as good as their other options.

**Recommendations:**

EPC should consider adding a second "low" option plan with lower coverage and a corresponding lower premium cost. We were told that this has been considered in the past. We believe that this is a good idea because it will reinforce EPC's original mission and provide employees choice. The result is that this should attract more employees into the program and offer a more attractive option to EPC's lower paid employees.

EPC should work with its TPA to explore contracting with a prescription benefit manager (PBM) to provide a more comprehensive drug card with the capability to manage the costs of prescription drugs within the program.

EPC should implement an ongoing and thorough communication program that explains the mission of the program, the benefit coverage and the happenings of the plans.

### **III. COVERAGE FOR ORDAINED MINISTERS AND RETIREES**

#### **Issue:**

The EPC board requires medical coverage be provided to active and retired ordained ministers.

#### **Current State:**

Retired and active ministers are able to participate in the EPC plan. Not all active ministers participate and EPC does not know whether these ministers, in fact, have medical coverage. Retired ministers are able to join the plan at the time of retirement even if not covered previously.

#### **Discussion:**

The survey found that 27% of ordained ministers do not participate in the plan. It is probable that a majority of these individuals obtain coverage either through a separate church plan or through their spouse's plan. In the long-term, this type of arrangement does not benefit the EPC plan.

Under the current approach active employee's in the EPC plan subsidize the cost for retirees due to the fact that generally retiree claims are higher than those of younger employees. An ordained minister that is covered while active contributes to the cost of retirees and is then subsidized by active ministers when he or she retires. If the minister is covered under another plan while active, then the EPC plan's active employees must be charged more to subsidize the minister's costs once he or she retires and becomes covered by the EPC plan. Also a church that does not cover its retirees, but has the EPC plan provide the coverage, avoids having to pay the cost of the retirees and in effect is having its plan subsidized by EPC plan participants..

#### **Recommendations:**

The Board should enforce the requirement that all ordained ministers be covered under the EPC plan. This will result in the plan having a more stable and constant active population to support the costs of retirees. It also assures the Board that the ministers will always have coverage.

#### **IV. PLAN PARTICIPATION**

##### **Issue:**

How does the plan become more attractive to eligible church members?

##### **Current State:**

Participation in the EPC medical plan is open to all church employees who work at least 30 hours per week. Individuals and churches can drop in and out of the plan, and there are no minimum participation requirements related to the number of each church's employees who join.

##### **Discussion:**

From plan enrollment information, it appears that participation in the EPC health plan varies considerable by location and other demographic characteristics. For instance:

- Over 50% of enrollees in Zone 2 are ministers while barely 25% in Zone 3 are.
- Almost half of enrollees in Zone 2 are enrolled as "employee plus spouse" with only 20% choosing "single" coverage. In Zone 3 almost 40% of enrollees are "single" while less than 30% have coverage as "employee plus spouse."

Additionally, the survey conducted by the Ad Interim Committee in early 2001, showed the following participation information:

- Of the 753 employees (representing 25 churches) who responded to the survey, only 44.5% participate in the medical plan.
- The states within which more than 20 Church employees reside and which have low participation are – Colorado, Michigan, Missouri, Pennsylvania, Virginia and West Virginia (see Appendix D).

- Of the respondents who do not participate in the plan:
  - 49 are ordained ministers.
  - 62% are female.
  - Average age of non-participants (45 years) is equal to all employees (44.7 years).
  - 58% of all survey respondents earn less than \$30,000. Of those not participating in the plan, 71% earn less than \$30,000 annually.

When asked a series of questions that should reveal information concerning coverage preferences and/or reasons for participation, the following was learned (see Appendix D).

- 57% of respondents think that the medical benefits offered by EPC are not as good as other plans.
- 62% indicated that the specialists and hospitals in the EPC PPO network are those they would utilize.
- 64% think that their claims are processed quickly, and when there is a problem, 75% think that it is addressed promptly.
- Respondents want lower premiums even if it means higher out-of-pocket costs when they use the plan.
- Those respondents not in the plan indicated “too expensive” most frequently as the reason they are not enrolled.
- 47% said that past changes to the plan have not been well explained, but 83% indicated that they understand their options.

**Recommendations:**

EPC should offer a second option plan that has lower coverage levels and a lower premium. This will allow a choice for Church members and one that is more affordable for the lowest paid employees.

EPC should consider restricting the re-entry of churches and church members that drop coverage. This will help the financial integrity of the plan and diminish the likelihood of anti-selections occurring. This will also help present an insurance company from "buying" a church's coverage for one year and then raising rates considerably in two years.

Church benefits should be communicated to employees in a comprehensive communications campaign that is clear, simple, constant and has an identifiable look. This will increase understanding and should support enrollment growth.

## **V. FUNDING ARRANGEMENT**

### **Issue:**

The question has arisen as to whether the EPC medical plan should remain self-funded.

### **Current State:**

The EPC medical plan is currently a self-funded PPO plan with catastrophic stop loss reinsurance (\$75,000 per claim). Cash flow is managed by a small core administrative staff interacting with a contracted TPA. The plan is offered to all church staff and mandatory for ordained ministers. Church staff can join and drop coverage annually.

### **Discussion:**

A recent national survey reported that 55%-78% (depending upon the region of the US) of large plans are self-funded.

Small employers, which includes most of the member churches, typically obtain insurance through local or regional plans. These programs generally are fully insured, offer rich benefit designs and may have strict requirements (depending on each state's insurance laws) for participation. These requirements may include a maximum percentage of retirees that can be covered under the plan, individual medical underwriting (asking medical questions of individuals within the small group), and minimum participation requirements for the group. There may also be limitations for covering individuals that are assigned duties outside of the United States for an extended period of time.

Currently, each EPC church may decide to cover its employees or not and EPC employees may choose to be covered by the program or not. Ordained ministers are expected to be covered by the program. The census information provided as part of the 2001 employee survey and summarized in Appendix D shows that participation by church varies widely. Some churches have 100% participation and others have very low participation. Given the variance in participation in the plan by member churches, it is unlikely that all churches would be able to obtain insurance coverage elsewhere for employees. The larger churches with high participation would be able to find coverage, however, the smaller churches would have difficulty due to insurance carriers' minimum participation and other underwriting requirements. Most health insurers require a minimum participation level of 75% in order to underwrite the coverage. These same carriers also limit the percentage of retirees that a group can have before they will agree to underwrite the risk to less than

10% of the population. Also, the smaller the church, the more likely the carrier will require individual underwriting which makes it difficult for employees with chronic illnesses to be covered at a true group rate.

The result of these limitations is that it would be difficult for each church to find coverage on their own. Also, if the entire program was insured, some of the limitations related to retirees and participation would be imposed by the carrier, even for the large national group, thus creating obstacles for EPC to carry out its mission for the program. A mission focused on access to coverage for everyone (actives and retirees), affordability, comprehensive coverage and portability.

**Recommendations:**

EPC should continue the current self funded approach. Changing to a local or regional approach would create a situation where some churches could obtain coverage and others could not. Also, by continuing the current program, missionaries of the church will be assured of maintaining coverage as well as individuals that are relocated within the United States.

It is our understanding that the plan's current stop loss contract is a 15/12 arrangement—meaning it protects against excessive claims that are incurred during a 15 month period (beginning three months prior to the beginning of the plan year—or October 1) and paid during the 12 month plan year (January 1-December 31). EPC should look into transitioning eventually to a 12/15 stop loss contract to provide protection should it ever decide to move to a fully insured arrangement or discontinue the plan altogether.



## VI. GOVERNANCE

### **Issue:**

Sponsorship of a self-funded multiple employer plan requires active and informed management.

### **Current State:**

EPC's Board of Pensions and Benefits relies on a small administrative staff to manage the program. Claims are adjudicated by a third party administrator (Group Health Managers) that contracts a managed care preferred provider network – ProAmerica.

### **Discussion:**

Most, if not all, programs of this nature are run by trustees or standing management committees. Currently, EPC manages the program through its Board of Pensions and Benefits with a heavy reliance upon the program's third party administrator. No professional underwriter has been involved in setting rates over the past four to six years, and changes in plan provisions are approved by the EPC General Assembly. Given that general medical plan inflation is again above 10%; that the EPC program has been losing net assets annually over the past three years—a period of very low inflation; and, that the two last years have required large premium increases, it is critical that EPC proactively manage the program and utilize either internal or external expertise that can make sound underwriting and other plan management decisions.

It is our understanding that in the past, some basic plan management information has been suspect, such as PPO savings and stop loss tracking, and that administration fee delineation needs to be better understood, such as PPO access fees, utilization management charges, stop loss premiums, etc. While the mission of the program needs to always be kept in sight, sound plan financial management must be the primary driver. The formation of this Ad Interim Committee is a good first step.

### **Recommendations:**

The EPC's Board of Pension and Benefits needs to employ closer scrutiny of the health program operation and ensure that informed expertise be involved in the plan management. It should quarterly prepare a report that:

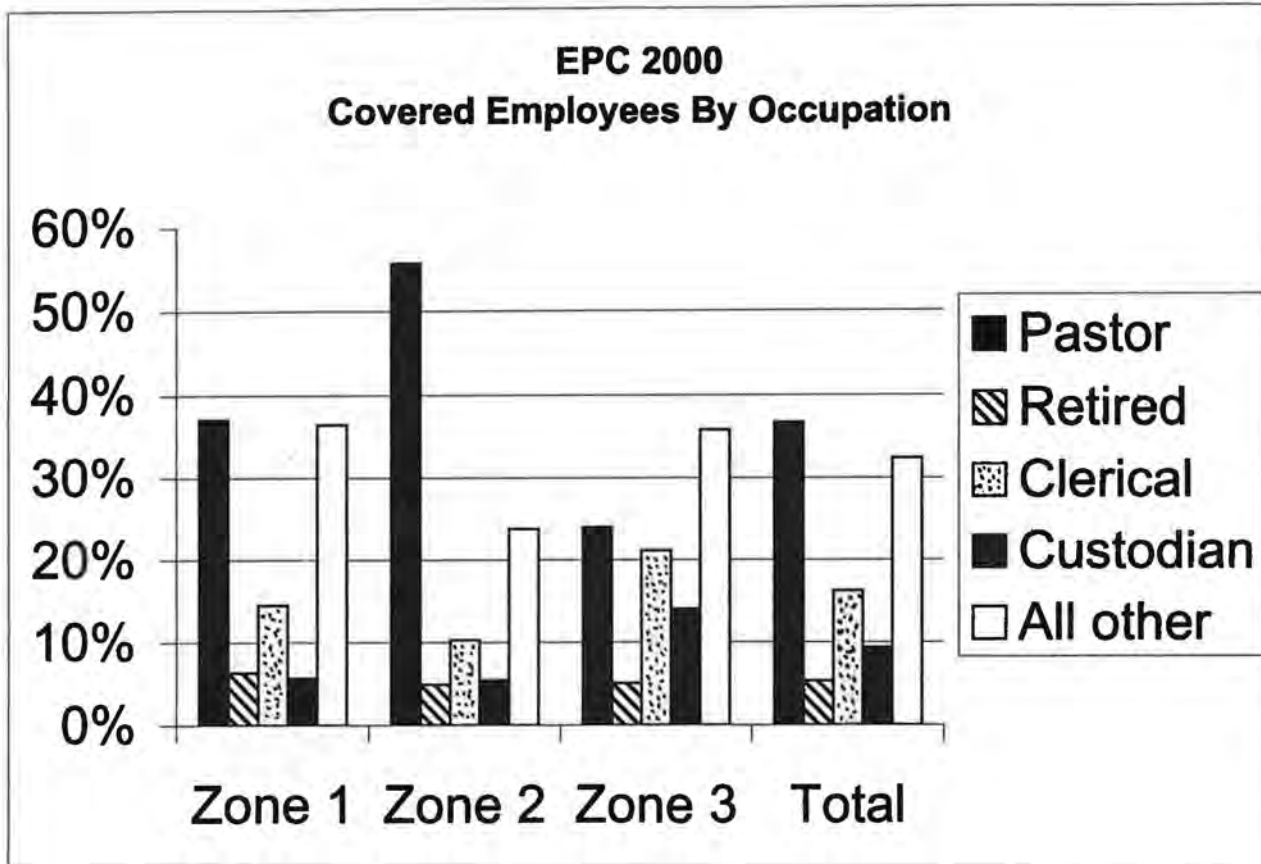
- Analyzes claims.
- Reviews vendor's performance.
- Presents plan financials.
- Tracks demographics.
- Reports employee appeals.
- Reviews the adequacy of plan communications.

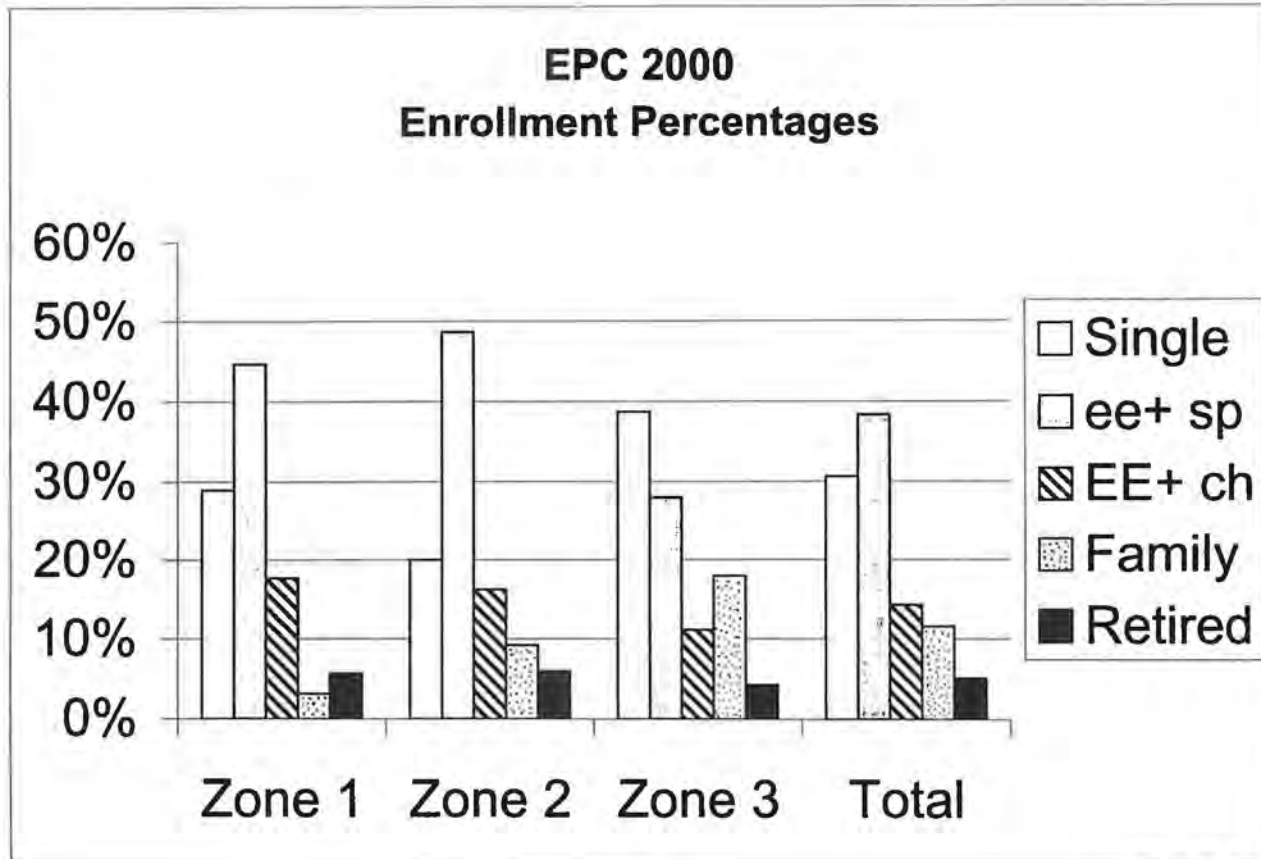
Annually it should utilize experts to:

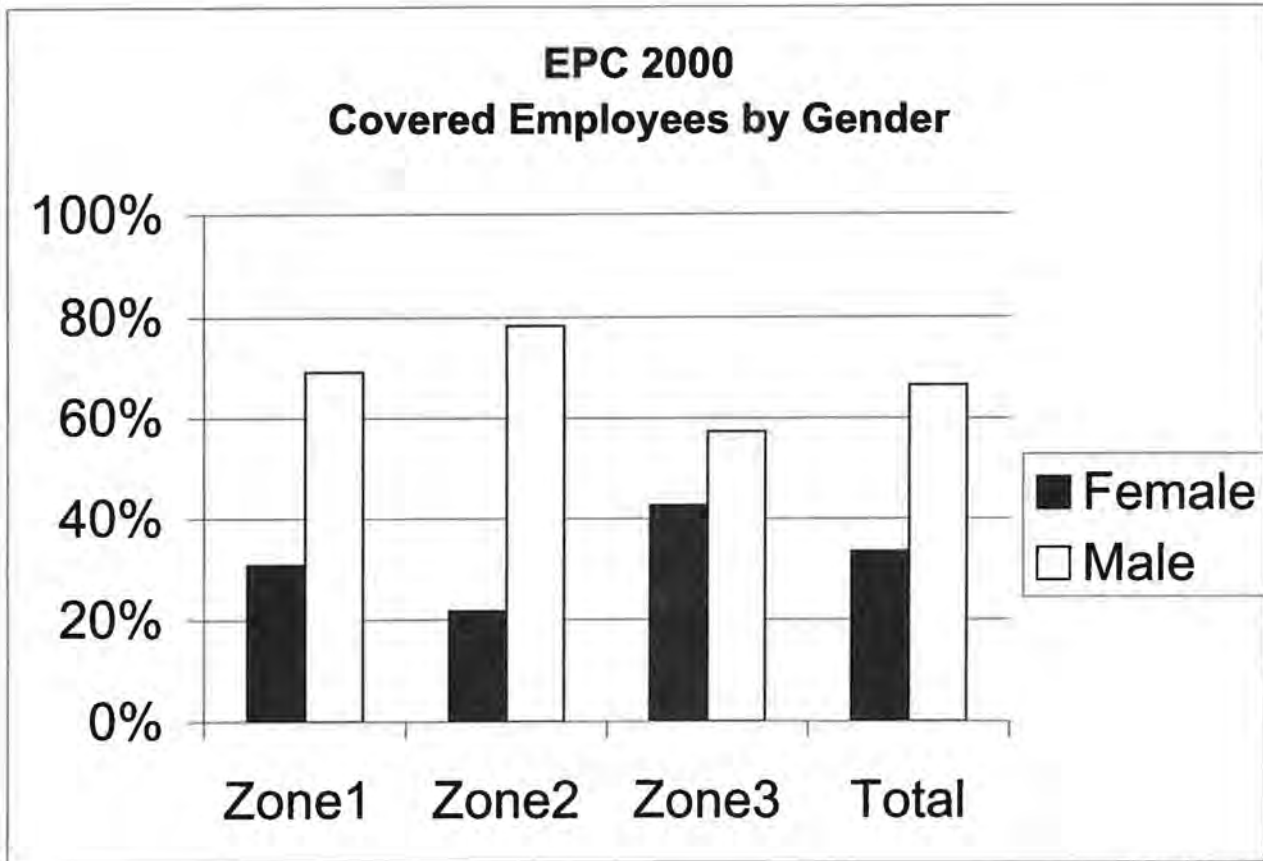
- Re-price the program.
- Assess vendor performance.
- Analyze effectiveness of the managed care program.
- Develop the enrollment communications campaign.
- Assess the need for plan design and coverage adjustments.
- Gain input from church employees.

## Summary

Recommendations:	Priorities		
	High	Medium	Low
The Board should set funding and growth objectives for the plan.	X		
The program's zones should be adjusted.	X		
The program should consider adopting age rating.		X	
EPC should consider adding a second "low" option plan with lower coverage and a corresponding lower premium cost.		X	
EPC should work with its TPA to explore contracting with a prescription benefit manager (PBM).			X
EPC should implement an ongoing and thorough communication program	X		
The Board should enforce the requirement that all ordained ministers be covered under the EPC plan.			X
EPC should consider restricting the re-entry of churches and church members that drop coverage.		X	
EPC should continue the current self funded approach.	X		
EPC should look into transitioning eventually to a 12/15 stop loss contract.			X
The EPC's Board of Pension and Benefits needs to employ closer scrutiny of the health program operation.	X		

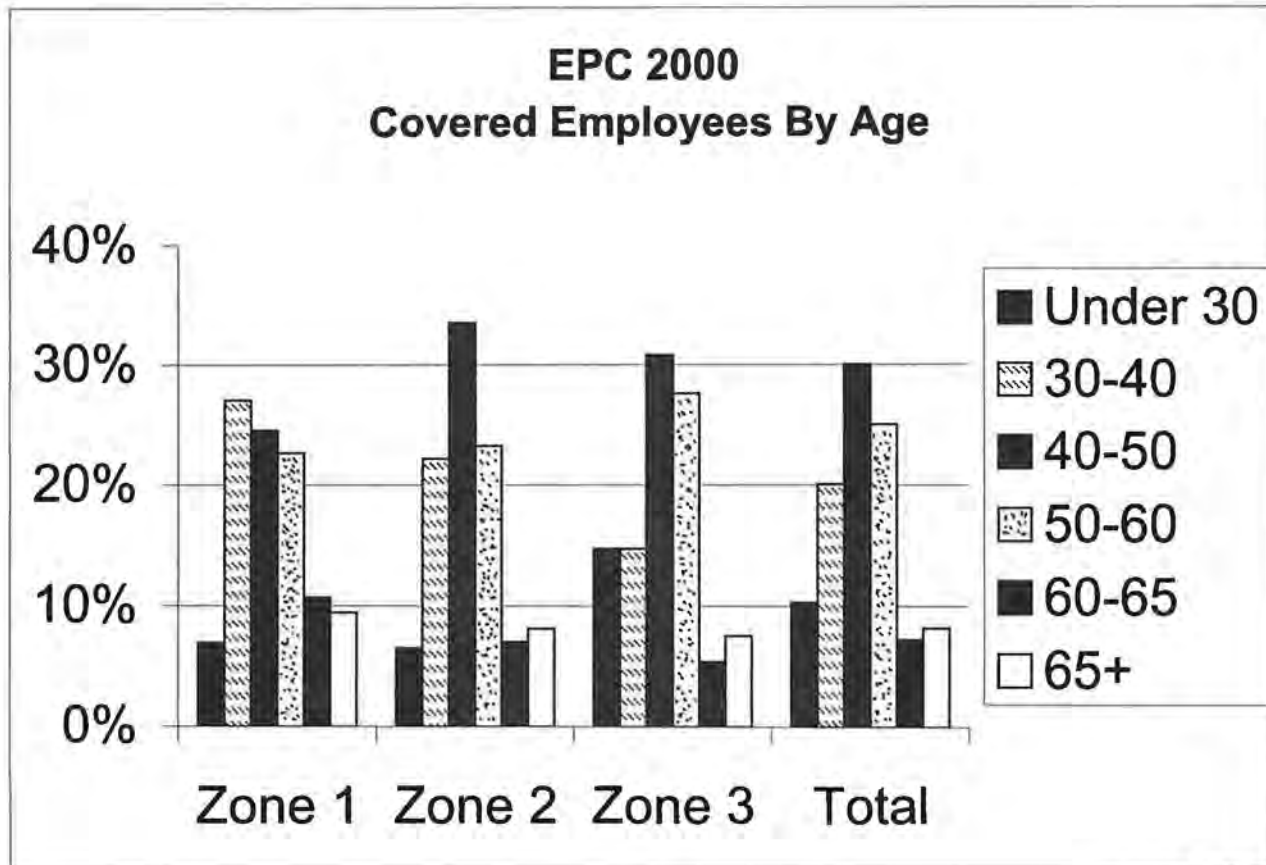






**Exhibit III**

April 20, 2001



## EPC Medical Plan Design vs. Marketplace\* 2000

### Medical Benefits:

<u>Item</u>	<u>Evangelical Presbyterian Church</u>	<u>West</u>	<u>Midwest</u>	<u>Northeast</u>	<u>South</u>
General	EPC provides a PPO Plan	70% of surveyed firms offer a PPO plan	73% of surveyed firms offer a PPO plan	59% of surveyed firms offer a PPO plan	77% of surveyed firms offer a PPO plan
		32% of surveyed firms offer a POS plan	25% of surveyed firms offer a POS plan	49% of surveyed firms offer a POS plan	25% of surveyed firms offer a POS plan
		61% of surveyed firms offer an HMO plan	47% of surveyed firms offer an HMO plan	64% of surveyed firms offer an HMO plan	42% of surveyed firms offer an HMO plan
		28% of surveyed firms offer a Traditional Indemnity plan	31% of surveyed firms offer a Traditional Indemnity plan	38% of surveyed firms offer a Traditional Indemnity plan	24% of surveyed firms offer a Traditional Indemnity plan
		35% of employees are enrolled in a PPO plan	41% of employees are enrolled in a PPO plan	27% of employees are enrolled in a PPO plan	47% of employees are enrolled in a PPO plan
		16% of employees are enrolled in a POS plan	16% of employees are enrolled in a POS plan	28% of employees are enrolled in a POS plan	14% of employees are enrolled in a POS plan
		42% of employees are enrolled in an HMO plan	29% of employees are enrolled in an HMO plan	31% of employees are enrolled in an HMO plan	29% of employees are enrolled in an HMO plan
7% of employees are enrolled in a Traditional Indemnity plan	14% of employees are enrolled in a Traditional Indemnity plan	14% of employees are enrolled in a Traditional Indemnity plan	10% of employees are enrolled in a Traditional Indemnity plan		

\*Source: Mercer/Foster Higgins National Survey of Employer-sponsored Health Plans 1999



<u>Item</u>	<u>Evangelical Presbyterian Church</u>	<u>West</u>	<u>Midwest</u>	<u>Northeast</u>	<u>South</u>
<b>Coinsurance</b>	<u>PPO:</u> In-network 90% Out-of-network 80%	PPO Plans: In-Network 90% Out-of-Network 70%  POS Plans: In-Network 100% Out-of-Network 70%  HMO Plans: In-Network 100% Out-of-Network n/a  Traditional Indemnity Plans: None required - 3% <20% of expense - 6% 20% of expense - 84% >20% of expense - 7%	PPO Plans: In-Network 90% Out-of-Network 70%  POS Plans: In-Network 100% Out-of-Network 70%  HMO Plans: In-Network 100% Out-of-Network n/a  Traditional Indemnity Plans: None required - 5% <20% of expense - 20% 20% of expense - 71% >20% of expense - 4%	PPO Plans: In-Network 90% Out-of-Network 80%  POS Plans: In-Network 100% Out-of-Network 80%  HMO Plans: In-Network 100% Out-of-Network n/a  Traditional Indemnity Plans: None required - 11% <20% of expense - 3% 20% of expense - 81% >20% of expense - 6%	PPO Plans: In-Network 80% Out-of-Network 70%  POS Plans: In-Network 100% Out-of-Network 70%  HMO Plans: In-Network 100% Out-of-Network n/a  Traditional Indemnity Plans: None required - 6% <20% of expense - 11% 20% of expense - 79% >20% of expense - 3%
<b>Copayment</b>	<u>PPO:</u> None	PPO Plans: \$10 copay  POS Plans: \$10 copay  HMO Plans: \$9 copay  Traditional Indemnity Plans: n/a	PPO Plans: \$10 copay  POS Plans: \$10 copay  HMO Plans: \$10 copay  Traditional Indemnity Plans: n/a	PPO Plans: \$10 copay  POS Plans: \$10 copay  HMO Plans: \$9 copay  Traditional Indemnity Plans: n/a	PPO Plans: \$15 copay  POS Plans: \$10 copay  HMO Plans: \$11 copay  Traditional Indemnity Plans: n/a

<u>Item</u>	<u>Evangelical Presbyterian Church</u>	<u>West</u>	<u>Midwest</u>	<u>Northeast</u>	<u>South</u>
<b>Deductible</b>	<u>PPO:</u> Individual In-network \$250 Individual out-of-network \$300 Family in-network \$750; Family out-of-network \$900	<b>PPO Plans:</b> Individual in-network \$200 Individual out-of-network \$250 Family in-network \$500 Family out-of-network \$600  <b>POS Plans:</b> Individual in-network n/a Individual out-of-network \$250 Family in-network n/a Family out-of-network \$750  <b>HMO Plans:</b> Inpatient hospital services \$100  <b>Traditional Indemnity plan:</b> Individual \$200 Family \$500	<b>PPO Plans:</b> Individual in-network \$250 Individual out-of-network \$250 Family in-network \$500 Family out-of-network \$600  <b>POS Plans:</b> Individual in-network n/a Individual out-of-network \$300 Family in-network n/a Family out-of-network \$600  <b>HMO Plans:</b> Inpatient hospital services \$200  <b>Traditional Indemnity plan:</b> Individual \$200 Family \$450	<b>PPO Plans:</b> Individual in-network \$200 Individual out-of-network \$250 Family in-network \$450 Family out-of-network \$600  <b>POS Plans:</b> Individual in-network n/a Individual out-of-network \$250 Family in-network n/a Family out-of-network \$600  <b>HMO Plans:</b> Inpatient hospital services \$200  <b>Traditional Indemnity plan:</b> Individual \$200 Family \$450	<b>PPO Plans:</b> Individual in-network \$250 Individual out-of-network \$300 Family in-network \$600 Family out-of-network \$750  <b>POS Plans:</b> Individual in-network n/a Individual out-of-network \$350 Family in-network n/a Family out-of-network \$900  <b>HMO Plans:</b> Inpatient hospital services \$200  <b>Traditional Indemnity plan:</b> Individual \$250 Family \$500
<b>Out-of-pocket maximums for Single Coverage</b>	<u>PPO:</u> In-network \$575 Out-of-network \$1,000	<b>PPO Plans:</b> In-network \$1,400 Out-of-Network \$2,250  <b>POS Plans:</b> In-network \$1,500 Out-of-Network \$3,000  <b>HMO Plans:</b> In-network n/a  <b>Traditional Indemnity plans:</b> \$1,500	<b>PPO Plans:</b> In-network \$1,000 Out-of-Network \$2,000  <b>POS Plans:</b> In-network \$1,000 Out-of-Network \$2,000  <b>HMO Plans:</b> In-network n/a  <b>Traditional Indemnity plans:</b> \$1,200	<b>PPO Plans:</b> In-network \$1,200 Out-of-Network \$1,500  <b>POS Plans:</b> In-network \$1,250 Out-of-Network \$2,250  <b>HMO Plans:</b> In-network n/a  <b>Traditional Indemnity plans:</b> \$1,300	<b>PPO Plans:</b> In-network \$1,500 Out-of-Network \$2,500  <b>POS Plans:</b> In-network \$1,200 Out-of-Network \$2,500  <b>HMO Plans:</b> In-network n/a  <b>Traditional Indemnity plans:</b> \$1,500

<u>Item</u>	<u>Evangelical Presbyterian Church</u>	<u>West</u>	<u>Midwest</u>	<u>Northeast</u>	<u>South</u>
<b>Prescription Drug Coverage</b>	<p><i>PPO</i>: 80% copay for generic drugs and a 50% copay for brand-name drugs.</p> <p><i>Non-PPO</i>: 80% copay for generic drugs and a 50% copay for brand-name drugs.</p>	<p><b>PPO Plans:</b> 82% of employers provide mail-order benefits 77% of employers provide card benefits</p> <p><b>POS Plans:</b> 94% of employers provide mail-order benefits 68% of employers provide card benefits</p> <p><b>HMO Plans:</b> 74% of employers provide mail-order benefits 66% of employers provide card benefits</p> <p><b>Traditional Indemnity plans:</b> 69% of employers provide mail-order benefits 61% of employers provide card benefits</p>	<p><b>PPO Plans:</b> 73% of employers provide mail-order benefits 72% of employers provide card benefits</p> <p><b>POS Plans:</b> 77% of employers provide mail-order benefits 83% of employers provide card benefits</p> <p><b>HMO Plans:</b> 72% of employers provide mail-order benefits 79% of employers provide card benefits</p> <p><b>Traditional Indemnity plans:</b> 72% of employers provide mail-order benefits 81% of employers provide card benefits</p>	<p><b>PPO Plans:</b> 85% of employers provide mail-order benefits 82% of employers provide card benefits</p> <p><b>POS Plans:</b> 84% of employers provide mail-order benefits 74% of employers provide card benefits</p> <p><b>HMO Plans:</b> 75% of employers provide mail-order benefits 73% of employers provide card benefits</p> <p><b>Traditional Indemnity plans:</b> 70% of employers provide mail-order benefits 67% of employers provide card benefits</p>	<p><b>PPO Plans:</b> 74% of employers provide mail-order benefits 73% of employers provide card benefits</p> <p><b>POS Plans:</b> 81% of employers provide mail-order benefits 71% of employers provide card benefits</p> <p><b>HMO Plans:</b> 78% of employers provide mail-order benefits 71% of employers provide card benefits</p> <p><b>Traditional Indemnity plans:</b> 65% of employers provide mail-order benefits 67% of employers provide card benefits</p>
<b>Utilization Review</b>	Requires pre-treatment review for all hospital admissions. Claims in which a review was not obtained are subject to a \$150 penalty which is applied to charges which otherwise would have been paid.	Employers whose claims administration cost includes Utilization Review: 85%	Employers whose claims administration cost includes Utilization Review: 84%	Employers whose claims administration cost includes Utilization Review: 89%	Employers whose claims administration cost includes Utilization Review: 84%

<u>Item</u>	<u>Evangelical Presbyterian Church</u>	<u>West</u>	<u>Midwest</u>	<u>Northeast</u>	<u>South</u>
Monthly contributions paid by employee	<i>PPO:</i> Unknown	Average PPO employee contributions (percent of premium): Single \$53 (24%) Family \$177 (37%)	Average PPO employee contributions (percent of premium): Single \$45 (23%) Family \$150 (33%)	Average PPO employee contributions (percent of premium): Single \$49 (24%) Family \$142 (28%)	Average PPO employee contributions (percent of premium): Single \$50 (26%) Family \$182 (44%)
		Average POS employee contributions (percent of premium): Single \$40 (25%) Family \$173 (45%)	Average POS employee contributions (percent of premium): Single \$38 (20%) Family \$131 (31%)	Average POS employee contributions (percent of premium): Single \$45 (21%) Family \$123 (27%)	Average POS employee contributions (percent of premium): Single \$44 (24%) Family \$158 (36%)
		Average HMO employee contributions (percent of premium): Single \$34 (20%) Family \$140 (35%)	Average HMO employee contributions (percent of premium): Single \$38 (22%) Family \$140 (33%)	Average HMO employee contributions (percent of premium): Single \$42 (23%) Family \$124 (28%)	Average HMO employee contributions (percent of premium): Single \$37 (22%) Family \$181 (42%)
		Average Traditional Indemnity employee contributions (percent of premium): Single \$37 (26%) Family \$148 (43%)	Average Traditional Indemnity employee contributions (percent of premium): Single \$37 (21%) Family \$134 (33%)	Average Traditional Indemnity employee contributions (percent of premium): Single \$58 (26%) Family \$139 (28%)	Average Traditional Indemnity employee contributions (percent of premium): Single \$44 (26%) Family \$171 (38%)
Employer Cost per Employee per Year	2000: \$5,021 2001: \$5,925	2000: \$4,903 2001: \$5,393	2000: \$4,725 2001: \$5,198	2000: \$5,184 2001: \$5,702	2000: \$4,005 2001: \$4,406
		Kaiser Survey = (national)	2000: \$5,065 2001: \$5,572		

<u>Item</u>	<u>Evangelical Presbyterian Church</u>	<u>West</u>	<u>Midwest</u>	<u>Northeast</u>	<u>South</u>
<b>Funding Arrangement</b>	PPO: Self-funded with stop loss insurance.	PPO Plans: 65% self-funded.	PPO Plans: 78% self-funded.	PPO Plans: 56% self-funded.	PPO Plans: 76% self-funded.
		POS Plans: 28% self-funded	POS Plans: 65% self-funded	POS Plans: 39% self-funded.	POS Plans: 55% self-funded
		HMO Plans: 11% self-funded.	HMO Plans: 8% self-funded	HMO Plans: 7% self-funded	HMO Plans: 14% self-funded
		Traditional Indemnity plans: 78% self-funded.	Traditional Indemnity plans: 82% self-funded.	Traditional Indemnity plans: 58% self-funded.	Traditional Indemnity plans: 76% self-funded

**PART I: Church Insurance Census: To be completed by Clerk of Session or Business Administrator for ALL church employees even if not enrolled in the plan.**  
(see reverse side for instructions).

Church name	City	State	Church Zip Code	Employee #	Gender (M/F)?	Ordained (Y/N)?	Married (Y/N)?	# Dependents (incl. spouse)?	Age of Employee?	Years of service with church?	Salary category? (1 - 6)	EPC plan participant (Y/N)?	Enrollment category? (1-4)	Dep. not cov'd reason? (1-4)	Non-participate reasons? (1-4)	Alternate coverage provided by church (Y/N)?	Comments:
1																	
2																	
3																	
4																	
5																	
6																	
7																	
8																	
9																	
10																	
11																	
12																	
13																	
14																	
15																	

Use the following instructions and number codes to answer the questions on the census survey for your church.  
If a question is not applicable to the employee, please leave the box empty.  
It is very important in our analysis that we gather complete information for ALL employees of your church.

**Years of service with your church:**

Please enter the number of whole years employed with current church as of last anniversary of employment.  
(Use a "0" for employees with less than 6 months and a "1" for employees with 6 to 12 months of employment)

**Salary Categories:**

- |                          |                          |
|--------------------------|--------------------------|
| 1 = less than \$20,000   | 4 = \$40,000 to \$49,999 |
| 2 = \$20,000 to \$29,999 | 5 = \$50,000 to \$59,999 |
| 3 = \$30,000 to \$39,999 | 6 = \$60,000 and greater |

**If enrolled, indicate Enrollment Category (choose employee's current enrollment status):**

- 1 = Single      2 = Husband & Wife      3 = Parent & Child      4 = Family

**If employee is covered and dependent(s) (including spouse) are not, please indicate the reason most applicable:**

- 1 = They are covered under my spouse's plan  
2 = They are covered under some other plan (please describe in comments field)  
3 = They are not covered due to cost  
4 = Other (please describe in comments field)

**If employee is not currently enrolled, indicate Non-Participation Reasons (choose the reason(s) most applicable):**

- 1 = I am not eligible  
2 = I have coverage through my spouse's plan because it is less costly  
3 = I have coverage through my spouse's plan because it has better benefits  
4 = I have coverage through my spouse's plan because it has more choices  
5 = I have individual coverage  
6 = I have no coverage

**Alternate Coverage:**

If employee is not currently enrolled, please indicate if your church is providing an alternate health insurance plan.

## EPC Health Plan Benefits &amp; Service Survey

## Part II: Benefits Information

(Part II may be completed by all Church employees regardless of whether they have been enrolled in the EPC Health Plan or not)

Complete the following questions by placing the number of the one answer that most clearly describes your current practice or considered opinion, in the box to the right.

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion	
1. Freedom to choose my own doctor is important to me.	1	2	3	4	5	1. <input type="text"/>
2. I would consider enrolling in a plan which required me to <u>pay more</u> when I saw a doctor (deductible, co-pay) if the monthly plan premium was substantially <u>less</u> .	1	2	3	4	5	2. <input type="text"/>
3. A choice of medical plans is important to me.	1	2	3	4	5	3. <input type="text"/>
4. I know what a Preferred Provider Network (PPN) is and understand how it works.	1	2	3	4	5	4. <input type="text"/>
5. Overall, the medical benefits thru EPC are as good as our other options.	1	2	3	4	5	5. <input type="text"/>
6. An HMO option for my medical plan would be attractive.	1	2	3	4	5	6. <input type="text"/>
7. I plan to work here until I retire.	1	2	3	4	5	7. <input type="text"/>
8. I would be willing to spend more of my own money to improve benefits.	1	2	3	4	5	8. <input type="text"/>
9. My family and I have a physician whom we see regularly.	1	2	3	4	5	9. <input type="text"/>
10. I understand the benefits that are available to me.	1	2	3	4	5	10. <input type="text"/>
11. I would be willing to enroll in a dental HMO if my monthly plan premium for dental coverage would be less.	1	2	3	4	5	11. <input type="text"/>
12. The EPC plan's PPO includes the hospitals and specialists I would utilize.	1	2	3	4	5	12. <input type="text"/>



EPC Health Plan Benefits & Service Survey

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>No Opinion</i>	
13. I am willing to give up unlimited choice of physicians if it saves me money.	1	2	3	4	5	13. <input type="text"/>
14. I always request brand name drugs for my prescriptions even though the cost to me is higher.	1	2	3	4	5	14. <input type="text"/>
15. I am willing to give up unlimited choice of physicians in exchange for a lower monthly plan premium.	1	2	3	4	5	15. <input type="text"/>
16. Reasons for past benefit or cost changes have been clearly explained to me.	1	2	3	4	5	16. <input type="text"/>
17. (My family and) I generally rely on specialists for most of my (our) health care needs.	1	2	3	4	5	17. <input type="text"/>

18. If you are enrolled in the EPC plan, what interested you in the plan. Please check the two (2) that most apply.

- |   |   |
|---|---|
| <input type="checkbox"/> It is lower cost         | <input type="checkbox"/> I don't have a personal physician                |
| <input type="checkbox"/> My doctor is in the plan | <input type="checkbox"/> The best hospitals are in the plan               |
| <input type="checkbox"/> The benefits are better  | <input type="checkbox"/> Only option available/Other <input type="text"/> |

19. If you are not enrolled in the EPC plan, please tell us why. Check the two that most apply.

- |  |   |
|--|---|
| <input type="checkbox"/> Doctors/Medical facilities not convenient | <input type="checkbox"/> I don't like the hospital affiliations |
| <input type="checkbox"/> Quality of service not as good            | <input type="checkbox"/> Too expensive                          |
| <input type="checkbox"/> My doctor is not part of the Network      | <input type="checkbox"/> Other <input type="text"/>             |

## EPC Health Plan Benefits &amp; Service Survey

## Part III: Service

(Do not answer Part III questions if you have never been enrolled in the EPC health plan)

Please answer all of the questions to let us know how you feel about the EPC medical plan.  
Check the one answer that most clearly describes your considered opinion.

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>No Opinion</i>	
20. My claims are processed quickly.	1	2	3	4	5	20. <input type="text"/>
21. My claims are processed accurately.	1	2	3	4	5	21. <input type="text"/>
22. If I have a claims problem, I know who to contact to resolve it.	1	2	3	4	5	22. <input type="text"/>
23. When I do have a claims or service problem, it is resolved quickly.	1	2	3	4	5	23. <input type="text"/>
24. When I need to see a doctor, I have been able to get an appointment quickly.	1	2	3	4	5	24. <input type="text"/>
25. I have been happy with the quality of the health care professionals I have seen.	1	2	3	4	5	25. <input type="text"/>
26. I am still currently enrolled in the EPC plan (Y/N)?	(Indicate a Yes or No response)					26. <input type="text"/>

**Mail Survey Responses to:**

**Ad Interim Committee on Insurance  
Evangelical Presbyterian Church  
29140 Buckingham Ave., Suite 5  
Livonia, MI 48154**

**EVANGELICAL LUTHERAN CHURCH  
EMPLOYEE BENEFITS SURVEY RESPONSES  
MARCH 2001**

**Appendix D**

Question	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion	Left Blank
1. Freedom to choose my own doctor is important to me.	307	108	5	2	13	2
2. I would consider enrolling in a plan which required me to pay more when I saw a doctor (deductible, copay) if the monthly plan premium was substantially less.	43	160	96	69	59	10
3. A choice of medical plans is important to me.	169	206	30	3	27	2
4. I know what a Preferred Provider Network (PPN) is and understand how it works.	102	170	79	36	43	7
5. Overall, the medical benefits thru EPC are as good as our other options.	27	84	71	76	165	14
6. An HMO option for my medical plan would be attractive.	29	101	85	83	133	6
7. I plan to work here until I retire.	112	115	36	23	142	9
8. I would be willing to spend more of my own money to improve benefits.	15	74	183	75	84	6
9. My family and I have a physician whom we see regularly.	196	154	52	12	20	3
10. I understand the benefits that are available to me.	95	197	47	13	76	9
11. I would be willing to enroll in a dental HMO if my monthly plan premium for dental coverage would be less.	65	141	61	43	115	12
12. The EPC plan's PPO includes the hospitals and specialists I would utilize.	42	92	49	33	207	14
13. I am willing to give up unlimited choice of physicians if it saves me money.	27	141	131	94	35	9
14. I always request brand name drugs for my prescriptions even though the cost to me is higher.	9	20	185	181	24	8
15. I am willing to give up unlimited choice of physicians in exchange for a lower monthly plan premium.	31	123	129	95	51	8

**EVANGELICAL PRESBYTERIAN CHURCH  
EMPLOYEE BENEFITS SURVEY RESPONSES  
MARCH 2001**

Appendix D

Question	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion	Left Blank
16. Reasons for past benefit or cost changes have been clearly explained to me.	27	123	88	42	141	16
17. (My family and) I generally rely on specialists for most of my (our) health care needs.	36	105	199	48	39	10
20. My claims are processed quickly.	27	102	52	19	73	164
21. My claims are processed accurately.	34	123	28	8	80	184
22. If I have a claims problem, I know who to contact to resolve it.	40	122	41	9	60	165
23. When I do have a claims or service problem, it is resolved quickly.	23	81	36	10	111	168
24. When I need to see a doctor, I have been able to get an appointment quickly.	54	122	18	4	72	167
25. I have been happy with the quality of the health care professionals I have seen.	72	122	7	4	67	165
26. I am still currently enrolled in the EPC plan (Y/N)?*	Yes: 212		No: 60			

\* 165 surveys indicated no response

QUESTION	It is lower cost	My doctor is in the plan	The benefits are better	I don't have a personal physician	The best hospitals are in the plan	Only option available/Other	
18. If you are enrolled in the EPC plan, what interested you in the plan. Check the 2 that most apply.	29	45	30	9	12	194	319
	Doctors/Medical facilities not convenient	Quality of service not as good	My doctor is not part of the network	I don't like the hospital affiliations	Too expensive	Other	
19. If you are not enrolled in the EPC plan, please tell us why. Check the two that most apply.	4	16	12	2	45	154	233

April 20, 2001

**Evangelical Presbyterian Church  
Summary of Census Survey Responses  
Non-Participating Employees  
March 2001**

**Appendix D**

STATE	Total # of Employees/ Potential Participants	Total # of Employees that do not Participate ("Non-Participants")	% of Non-Participants that are Male	Average Age of Non- Participants	% of Non-Participants that are Ordained
AL	3	1	100.0%		100.0%
AZ	3	2	50.0%	56.5	50.0%
CA	1	1	100.0%	65.0	100.0%
CO	137	122	38.5%	43.5	17.2%
FL	13	6	33.3%	42.0	0.0%
GA	21	6	33.3%	50.7	16.7%
IL	11	5	40.0%	42.4	0.0%
IN	8	8	75.0%	45.6	25.0%
KS	14	10	20.0%	39.9	20.0%
KY	1	0	N/A		N/A
LA	8	5	20.0%	33.6	0.0%
MD	6	2	100.0%		100.0%
MI	168	97	29.9%	46.0	5.2%
MO	34	29	37.9%	46.3	3.4%
MS	5	1	100.0%	32.0	100.0%
NC	66	5	20.0%	46.2	0.0%
NY	3	3	33.3%	38.3	33.3%
OH	3	2	100.0%	30.5	0.0%
PA	25	22	45.5%	53.0	9.1%
SC	12	5	40.0%	47.4	20.0%
TN	111	16	50.0%	41.5	0.0%
TX	15	5	20.0%	50.2	0.0%
VA	49	41	41.5%	44.6	9.8%
WA	8	4	75.0%	40.5	50.0%
WI	2	1	0.0%	45.0	0.0%
WV	26	19	36.8%	51.7	0.0%
Total	753	418	38.3%	45.0	11.5%

**Evangelical Presbyterian Church  
Summary of Census Survey Responses  
March 2001**

**Appendix D**

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STATE	Employees			Participation			
	Total # of Employees/ Potential Participants	% of Employees that are Male	Average Age of Employees	% of Employees that Participate	% of Participants that are Ordained	% of Ordained Employees that do not Participate	# of Ordained Employees that do not Participate
AL	3	56.7%	N/A	66.7%	0.0%	100.0%	1
AZ	3	66.7%	53.0	33.3%	100.0%	50.0%	1
CA	1	100.0%	85.0	0.0%	N/A	100.0%	1
CO	137	44.5%	43.8	10.9%	93.3%	60.0%	21
FL	18	53.8%	47.5	53.8%	57.1%	0.0%	0
GA	21	42.9%	45.0	71.4%	33.3%	16.7%	1
IL	11	63.6%	43.9	54.5%	66.7%	0.0%	0
IN	8	75.0%	45.6	0.0%	N/A	100.0%	2
KS	14	35.7%	37.9	28.6%	50.0%	50.0%	2
KY	1	100.0%	54.0	100.0%	100.0%	0.0%	0
LA	8	37.5%	40.1	37.5%	66.7%	0.0%	0
MD	6	100.0%	45.0	66.7%	100.0%	33.3%	2
MI	168	46.4%	46.0	42.3%	38.0%	18.2%	6
MO	34	47.1%	45.5	14.7%	100.0%	16.7%	1
MS	5	100.0%	45.6	80.0%	75.0%	25.0%	1
NC	66	59.1%	45.3	92.4%	29.5%	0.0%	0
NY	3	33.3%	38.3	0.0%	N/A	100.0%	1
OH	3	100.0%	34.3	33.3%	100.0%	0.0%	0
PA	25	52.0%	51.4	12.0%	100.0%	40.0%	2
SC	12	66.7%	46.8	58.3%	57.1%	20.0%	1
TN	111	54.1%	41.9	85.6%	17.9%	0.0%	0
TX	15	46.7%	48.8	66.7%	50.0%	0.0%	0
VA	49	51.0%	43.1	16.3%	100.0%	33.3%	4
WA	8	87.5%	44.0	50.0%	75.0%	40.0%	2
WI	2	50.0%	43.5	50.0%	100.0%	0.0%	0
WV	26	46.2%	51.6	26.9%	28.6%	0.0%	0
<b>Total</b>	<b>753</b>	<b>51.1%</b>	<b>44.7</b>	<b>44.5%</b>	<b>40.0%</b>	<b>26.8%</b>	<b>49</b>

**Evangelical Presbyterian Church**  
**Salary Ranges: Employees and Non-Participants**  
**March 2001**

Appendix D

	Employees						Total # of Non-Participants	% of Non-Participants in Salary Range				
	Total # of Employees	<\$20,000	\$20,000 - \$30,000	\$30,000 - \$40,000	\$40,000 - \$50,000	>\$50,000		<\$20,000	\$20,000 - \$30,000	\$30,000 - \$40,000	\$40,000 - \$50,000	>\$50,000
AZ	3	33%	0%	33%	33%	0%	2	0%	0%	0%	0%	100%
CA	1	0%	100%	0%	0%	0%	0	N/A	N/A	N/A	N/A	N/A
CO	137	30%	22%	15%	11%	20%	122	33%	25%	16%	11%	16%
FL	16	38%	23%	5%	8%	15%	6	87%	33%	0%	0%	0%
GA	21	38%	29%	5%	10%	19%	6	83%	17%	0%	0%	0%
IL	15	13%	13%	13%	9%	9%	5	80%	20%	0%	0%	0%
IN	8	63%	13%	0%	25%	0%	8	63%	13%	0%	25%	0%
KS	14	50%	21%	14%	7%	7%	10	70%	10%	20%	0%	0%
KY	1	0%	100%	0%	0%	0%	0	N/A	N/A	N/A	N/A	N/A
LA	8	75%	0%	25%	0%	0%	5	100%	0%	0%	0%	0%
MD	6	0%	0%	17%	17%	67%	2	0%	0%	50%	0%	50%
MI	168	49%	18%	8%	12%	11%	97	67%	13%	4%	6%	1%
MO	34	12%	44%	26%	6%	12%	29	14%	45%	31%	3%	7%
MS	5	0%	20%	40%	0%	40%	1	0%	0%	100%	0%	0%
NC	66	8%	29%	26%	12%	26%	5	0%	40%	40%	20%	0%
NY	3	33%	33%	0%	0%	33%	3	33%	33%	0%	0%	33%
OH	3	0%	0%	67%	33%	0%	2	0%	0%	100%	0%	0%
PA	25	60%	18%	8%	0%	16%	22	68%	9%	9%	0%	9%
SC	12	58%	8%	17%	0%	17%	5	100%	0%	0%	0%	0%
TN	11	27%	30%	17%	15%	12%	16	44%	25%	13%	6%	0%
TX	15	7%	27%	33%	13%	20%	5	20%	60%	20%	0%	0%
VA	49	39%	29%	8%	10%	12%	41	48%	32%	10%	10%	2%
WA	8	0%	25%	13%	38%	25%	4	0%	25%	25%	25%	25%
WI	2	50%	0%	0%	50%	0%	1	100%	0%	0%	0%	0%
WV	26	85%	8%	4%	4%	0%	19	95%	5%	0%	0%	0%
Total	753	35%	23%	15%	11%	15%	418	50%	21%	12%	7%	7%

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## AD INTERIM COMMITTEE ON THEOLOGY REPORT

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The Ad Interim Committee on Theology was created by the 19th General Assembly with the stated purpose as follows:

That the 19<sup>th</sup> Assembly constitute an *ad interim* committee to consist of two (2) representatives chosen from and by each presbytery for the purpose of:

1. Listening to all in our denomination who desire to express their views of how we can live and serve more fruitfully together;
2. Drawing conclusions about the nature of our problems relating to ordination vows 3 and 4 as well as the problems addressed in Overtures 99-C, 99-D, 99-E, and 99-I, and to receive and refer to the *ad interim* Committee for study any overtures concerning these issues until such time as the committee reports; and
3. Making appropriate recommendations to the 21st General Assembly for solving our problems and improving our denomination.

In pursuit of our assignment, the Ad Interim Committee secured the services of two experts in the field of surveying information from large groups who surveyed all currently active Ministers and Elders in the EPC. There was an excellent response to the survey. From that information the Committee gleaned several critical opinions. These were:

- The Westminster Confession of Faith must remain the defining theological document of the EPC.
- “Essentials of Our Faith” should be made constitutional, but in such a way that it cannot be used to supplant the Westminster Confession of Faith as the final authority in doctrinal matters.
- The right of Presbyteries to examine candidates and ministers for ordination, and to approve exceptions to the Westminster Confession of Faith, must be maintained.

In its work the Committee considered and rejected many proposals, among which were the following:

- Make no recommendations for change, and live with the tension.
- Add “Essentials of Our Faith” to the constitutional documents without reference to the ordination vows.
- Amend Vows 3 and 4 to include “Essentials of Our Faith.”
- Leave “Essentials of Our Faith” as non constitutional, but adopt a commentary on how it is to be used.
- Write a commentary on what it means to “receive and adopt” the Westminster Confession of Faith.

The committee is therefore prepared to offer the following Recommendations:

- **Recommendation #1**  
That no changes be made to Vow 3 (BoG 14-1.A and E)

- **Recommendation #2**

That Vow 4 (BoG 14-1.A and E) be amended to include a reference only to the Westminster Confession of Faith and the Larger and Shorter Catechisms, and to eliminate the phrase “essentials of the faith.” Vow 4 would then read, “

Present wording	Proposed wording
<p>4. Do you promise that if at any time you find yourself out of accord with any of the essentials of the faith you will on your own initiative make known to your Presbytery the change which has taken place in your views since the assumption of this ordination vow?</p>	<p>4. Do you promise that if at any time you find yourself out of accord <del>with any of the essentials of the faith</del> - with the <u>system of doctrine as taught in the Scriptures and as contained in the Westminster Confession of Faith and the Catechisms of this Church</u> you will on your own initiative make known to your <u>Presbytery Presbytery/Church Session</u> the change which has taken place in your views since the assumption of this ordination <del>vow</del>?</p>

- **Recommendation #3**

That a new Vow 5 be added which requires the adoption and affirmation of “Essentials of Our Faith” document, thereby making it constitutional. The new Vow 5 would then read, “Do you affirm and adopt 'Essentials of Our Faith' without exception?”

- **Recommendation # 4**

That the numbering of the affected paragraphs BoG14-1. A and E be changed to reflect the new Vow 5, thus renumbering the present Vows 5 - 10 to vows 6 - 11.

- **Recommendation # 5**

That the following paragraph be added to BoG 13 as a new 13-6 which shall read, “

The candidate or transferring Teaching Elder shall provide a written statement of any exceptions to the Westminster Confession of Faith and the Larger and Shorter Catechisms of this Church, and the Presbytery must act to allow or disallow the exceptions. The Presbytery shall not allow any exceptions to “Essentials of Our Faith.” If the Teaching Elder develops exceptions to the Westminster Confession of Faith and the Larger and Shorter Catechisms after ordination, he/she must report those exceptions to the Presbytery and the Presbytery must act to allow or disallow these exceptions.

- **Recommendation #6**

That the numbering of paragraphs BoG 13. 6-9 be renumbered to accommodate the new 13-6.

- **Recommendation #7**

That an explanatory statement, as follows, be added to the reverse side of the Preface statement of “Essentials of Our Faith” in *The Book of Order* and that both be adopted as a constitutional part of *The Book of Order*. The explanatory statement shall read as follows,

### Explanatory Statement to “Essentials of Our Faith”

The Westminster Confession of Faith is a confessional statement of orthodox Presbyterianism. The Westminster Confession of Faith is our standard of doctrine as found in Scripture. It is a positive statement of the Reformed Faith. The Westminster Confession of Faith constitutes a system of biblical truth that an officer of the Evangelical Presbyterian Church is required to believe, acknowledging that each individual court has the freedom to allow exceptions which do not infringe upon the system of doctrine in the Westminster Confession of Faith.

“Essentials of Our Faith” is an irenic statement of historic evangelicalism. The purpose of “Essentials of Our Faith” is to define core beliefs of the Christian Faith. It expresses historic Christian beliefs common to all true believers and churches throughout the world. “Essentials of Our Faith” is not intended to be the exclusive test of orthodoxy for ordination. It is not intended to be used as an explicit standard for minimal core beliefs for candidates, ordination or ministerial examinations. It is not to be construed as a substitute for the Westminster Confession of Faith.

Both the Westminster Confession of Faith and “Essentials of Our Faith” are important documents in the Evangelical Presbyterian Church. The Westminster Confession of Faith and “Essentials of Our Faith” are not alternative statements of truth, nor are they competitive statements of truth. They each serve important and harmonious purposes within the Evangelical Presbyterian Church. The Westminster Confession of Faith preserves our commitment to the historic orthodoxy of the Reformed Faith. “Essentials of Our Faith” preserves our commitment to historic evangelicalism.

- **Recommendation # 8**

That no action be taken on Overtures 99-C, 99-D, 99-E, 99-I and Recommendation 27. (19<sup>th</sup> General Assembly)

- **Recommendation #9**

That the attached paper entitled “What it means to receive and adopt the Westminster Standards,” written by committee member Donald Fortson, be conveyed by the Assembly to the permanent Committee on Theology for further study and comment back to the Assembly.

### **COMMENTARY**

What is at issue today in the EPC seems to be the practical use of “Essentials of Our Faith” whereby it is understood that this represents the maximum an ordinand is required to believe, thus potentially nullifying the Westminster Confession. This is clearly a misuse of the purpose of “Essentials of Our Faith,” as well as the Westminster Confession of Faith.

The recommendations presented here by the Ad Interim Committee clearly sets forth the position that the Westminster Confession of Faith is the definitive statement of belief, “Essentials of Our Faith” a synopsis of the core of orthodox Christian faith, and that ordination vows do not allow for the setting aside of either. Beyond the seven points stated in “Essentials of Our Faith,” the court of original jurisdiction exercises its judgment as to exceptions it will approve concerning other doctrinal points in the Westminster Confes-

sion. Exceptions are meant to be just that – exceptions, not the rule. In no case can an exception be justified by saying, "If it's not in 'Essentials' I don't have to believe it." Only the court of original jurisdiction has the authority to decide what is an allowable exception.

Attachment

### What It Means to "Receive and Adopt" the Westminster Standards

S. Donald Fortson, III

*Following is the text related to the Ad Interim theology committee's recommendation #9. The Committee elected not to try to write such a paper itself, but is recommending this paper's referral to the permanent Theology Committee for study and report.*

In the early 18<sup>th</sup> Century, American Presbyterians determined that it was necessary to adopt a doctrinal statement in order to declare their common faith. The Synod of Philadelphia in 1729 adopted the Westminster Confession of Faith and the Larger and Shorter Catechisms as the confession of their faith. In the 1729 "Adopting Act," Presbyterians declared their agreement in and approbation of the Confession of Faith, with the Larger and Shorter Catechisms of the Assembly of Divines at Westminster, as being, in all the essential and necessary articles, good forms of sound words and systems of Christian doctrine."

The Adopting Act stipulated that ministers may state their "scruples" with the Confession, i.e., describing places where they had disagreements with particular articles. After hearing the candidates' scruples, a Presbytery would determine whether or not these reservations were about articles "essential and necessary" in doctrine, worship or government. If scruples were judged to be over "extra-essentials," the minister was admitted as a member. This established the principle of liberty of conscience.

When the first General Assembly met in 1798 they endorsed the Adopting Act and established a formula for subscribing the Confession that was included in the Form of government. The subscription formula asked this question of the ministerial candidate: "Do you sincerely **receive and adopt** the confession of faith of this church as containing the system of doctrine taught in the Holy Scriptures." The phrase "system of doctrine" was understood to include not only fundamental catholic Christianity and the evangelical doctrines of the Protestant Reformation but also the unique Reformed or Calvinistic system of doctrine embodied in the Westminster Standards. It was the Reformed system of the confession that distinguished the Presbyterian theological heritage from Roman Catholic, Lutheran or Arminian systems of doctrine.

The 1789 formula of subscription has served American Presbyterians well for over 200 years. Amidst significant doctrinal diversity, schism and reunion, the historic subscription vow has stood the test of time as a median position between the extremes of strict subscription (every word) and a minimal subscription required "essentials of Christianity only." The historic moderator doctrinal position of Presbyterianism has allowed diversity in expressing the Reformed faith while at the same time affirming our distinctives as Reformed people committed to the doctrines of grace.

When a church officer takes the traditional ordination vow in the EPC, he or she is affirming a personal commitment to the doctrines displayed in the Westminster Standards. The subscription vow is understood to be an acknowledgment of the Reformed or Calvinistic "system of doctrine" as expressing one's own belief of what the Holy Scriptures teach. This vow allows one freedom to express reservations about parts of the Confession provided these "scruples" are not about "essential" components of the Reformed system. It is the duty of presbyteries when examining candidates and ministers to determine what constitutes an essential of the "system of doctrine" found in the Confession and Catechisms. The balance of individual liberty and commitment to Reformed theology is a hall mark of Presbyterianism and a value we hold dear.

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## COMMITTEE ON ADMINISTRATION REPORT

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The Committee on Administration convened for two stated meetings: November 2-3, 2000 and April 5-6, 2001. The COA proceeded according to the duties assigned to it in the *Rules for Assembly* (9-1a). This report summarizes the actions of the Committee.



- Committee reports from the Executive, Christian Education and Publications, Ministerial Vocation, Fraternal Relations, National Outreach, World Outreach, Women's Ministries, Finance, and Student and Young Adult Ministries were received and adopted.
- Reaffirmed the work that Stated Clerk Emeritus, Edward Davis, is doing on a history of the EPC from 1980-2000 ("For Such a Time as This") with the understanding that June, 2002 will be the target date for publishing. The COA also recognized with deep appreciation Dr. Davis' dedication, contributions and service during his 20 years as Stated Clerk.
- Granted permission to hold a church planters dinner, a workshop on EPC Ministry to Men and a lunch session for commissioners interested in the Small Group Network as part of the 21<sup>st</sup> General Assembly.
- Approved placement on the Assembly docket for introductions of EPC chaplains.
- Endorsed proposal of 21<sup>st</sup> Assembly host church, Greenwood Community, to place responsibility for airport transportation on the commissioners rather than the host church. In so doing, however, COA also encouraged the church to provide some departure assistance to the airport following adjournment.
- Approved composition of Joint Committee on Missions to be the Moderator (ex-officio), Stated Clerk (ex-officio), and Jimmy McGuire, who was appointed to serve through 2003.
- Approved a plan by the ABS Benefits Plans of Conyers, Georgia to provide medical insurance during international travel by GA staff, office volunteers and missionaries not covered by other agencies.
- Authorized expenditures up to \$10,000 for necessary computer upgrades at the GA Office.
- Approved Karl Drake, PC to conduct the annual financial audits for the GA Office.
- Added the names of Linda Dillow, Kathy Blume and Mimi Wilson to the approved speakers list for Women's Ministries events.
- Approved continuation of the Subcommittee on Pastors' Wives for an additional two years.
- Approved the Summer Jam plans for 2001, noting this is the last year for a single national Jam. Two Summer Jams will resume in 2002.

- Received the report of the Joint Committee on Missions working with the Presbyterian Church of Brazil (IPB) outlining Phase 2, which will cover the next 10 years of partnership.
- Received the report of the Ad Interim Committee to study the relationship of the Westminster Confession of Faith to the document "The Essentials of Faith."
- Approved the report of the Subcommittee on Reflections magazine.
- Approved the following persons to implement **Vision 21** contingent upon its adoption by the General Assembly: Virginia Patterson, Bill Johns, the chairman of COA, the chairman of the Finance Committee, one COA member to be named, and the Stated Clerk.
- Approved asking Clive Calver to be the keynote speaker for the 2001 General Assembly, and Leith Anderson to keynote the pre-assembly workshop, "Ministry in a Post-Modern World."
- Approved the hiring of P.K. Fields-Helm as Women's Ministries Director.
- Approved a recommendation to the Assembly to move the 2002 General Assembly from Kempsville Presbyterian Church, Virginia Beach, Virginia, to Second Presbyterian in Memphis, Tennessee, due to the inability of Kempsville to host in 2002.
- Received the Moderator's and Stated Clerk's reports and recommendations.
- Received a preliminary report from the Ad Interim Committee on Insurance.

#### **Recommendations**

1. That the 22<sup>nd</sup> (2002) General Assembly be held at Second Presbyterian, Memphis, TN rather than in 2004 as previously approved.
2. That the 2001 Administration Budget be adjusted by increasing the "Contingencies" line item by \$12,500 for a total of \$17,500 and the "Technology Support" line item by \$15,000 for a total of \$28,000. The total budget would then be increased to \$1,121,500.
3. That the Proposed 2002 Administration Budget for \$1,155,700 be approved, and that the *per member* asking be increased by \$4 from \$18 to \$22 to adequately fund this budget.
4. That **Vision 21** be adopted, noting the revised dates for implementation (Attachment).
5. That the 2001 Thanksgiving Offering be received and designated to National Outreach for the home mission ministry of Rev. Glenn Ferrell in eastern Kentucky.
6. That the Proposed 2002 Benevolence Askings Budget for \$655,000 be approved.

Your brother in Christ,

Jimmy McGuire, Chairman

June, 2001

## Attachment

### VISION 21 Evangelical Presbyterian Church 2001 Strategic Plan

#### Revision of Dates

*The following constitute changes to the dates in the published Vision 21 booklet that was endorsed conceptually by the 20<sup>th</sup> General Assembly and included in your Commissioners Handbook. These changes are included in the Committee on Administration recommendation to adopt Vision 21.*

#### Family Development (page 8)

- Obj. 1.a Conduct "Pastors' Conferences" bi-annually (2004).
- 1.b Initiate "Teaching Conferences" (2003).
- 1.c Establish "Small Church Conferences" (2005).
  
- Obj. 2.a Establish an internet prayer chain (2002).
- 2.b Develop a web site for prayer (2002).
- 2.c Appoint a prayer coordinator for each General Assembly (2001).
  
- Obj. 3.a Continue development of the coordinating team for the fellowship (2001).
- 3.b Expand the on-line ministry network (2001).

#### Mission Development (page 9)

- Obj. 1. Implement the **World Outreach Master Plan** as the expressed will of the church. (See the World Outreach Master Plan approved by GA 2000.)
- 2.a Implement the **National Outreach Master Plan** as the expressed will of the Church (See the National Outreach Master Plan approved by GA 2000.)
- 2.b Provide a forum for vision casting and networking to accelerate church planting (2002).
  
- Obj. 3.a Challenge each church of 500+ members to plant/mother a new church within the next five years (2005).
- 3.b Challenge each Presbytery to plant a new church within three years (2004).

#### Leadership Development (page 10)

- Obj. 1. Establish a Ministerial Candidates Assessment Center in partnership with the Ministerial Vocation Committee (2003).
  
- Obj. 2.a Establish a mentoring program for pastors (2003).
- 2.b Develop an interim minister roster and pool (2002).
- 2.c Identify a team of experts who are gifted and skilled to minister to pastors (2002).
- 2.d Develop a program to provide internships for college age, seminarians, and second career candidates (2004).
- 2.e Create a program to provide nurture, care and professional development of pastors (2004).

2.f Provide opportunities for educational development (2002).

2.g Provide a Web based information center (2002).

**Congregational Development** (See Organization Development, p.11)

**Organizational Development** (page 11)

- Obj. 1. Establish a Congregational Ministries Division.
- 1.a Position Description approved by 2001 General Assembly (see appendix)
- 1.b COA to develop funding plan for approval by 2002 General Assembly
- 1.c Leadership in place (2003)
- Obj. 2. Establish a Stewardship Department Position Description approved by 2001 General Assembly (see appendix).
- 2.a COA develop funding plan for approval by 2001 General Assembly.
- 2.b Leadership in place (2002)
- Obj. 3. Enhance the work of WOC and NOC.
- 3.a Provide associate support in each department.
- 3.b COA develop funding plan for approval by 2002 General Assembly.
- 3.c Leadership in place (2003)
- Obj. 4. Establish an Evangelical Presbyterian Foundation.
- 4.a Appoint Ad Interim Committee (2001) to study and report to General Assembly (2003).

Respectfully submitted,

RE William Johns, Chair

RE Virginia Patterson, Vice Chair



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## THE BOARD OF PENSION AND BENEFITS REPORT

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Since our last General Assembly meeting in June 2000, the Board of Pension and Benefits has met on three occasions, November 10 and August 25, 2000 and May 18, 2001. During this time considerable attention, evaluation, and reevaluation of our Medical Insurance Plan has taken place. The Pension Plan experienced some ups and downs with the gyrations of the stock market.

The Board has appreciated the opportunity this past year to provide some well-received services. Even with fluctuations in the stock market, our pension plan has remained a very popular program with such features as the freedom of the individual to make investment decisions and the housing allowance retirement provision of a 403(b) plan. Insurance participants were offered the opportunity to purchase additional term life insurance with no age or physical exam restrictions. The EPC benefits program has provided some valuable and appreciated services. At the same time, the Board understands and has sought to address seriously some areas of perceived weakness. With both these strengths and weaknesses in mind, we make the following recommendations.



*Orin Littlejohn, Chairman*

### **Pension Plan Recommendations**

This year the pension plan will offer one new investment option. The Freedom 2040 Fund will be added to the other Freedom Funds already available. This new fund is designed primarily for the younger pastor.

The Pension Plan has been revised in its entirety to conform to new legislative requirements and to clarify itself at a number of points. An updated copy of the amended plan will be sent out soon after General Assembly. None of the changes represent substantive changes which require Assembly approval except the following recommendation.

#### **Recommendation #1**

Amend Pension Plan sections 4.01 and 5.02a to allow all active ministers under call to participate in the pension plan.

**Rationale:** This would allow ministers who are a part of our denomination and who have been precluded from participation in the Plan to become active participants.

#### **Recommendation #2**

That the General Assembly designate up to 100% of a minister's early or normal retirement pension or disability pension for 2000, 2001 and 2002 as a housing allowance for the United States income tax purposes (IRS Ruling I.107-1) but only to the extent that the pension is used to rent or provide a home.

**Rationale:** Self-explanatory. This is an action of the Assembly that our counsel has advised us is necessary to adopt each year.

### **Recommendation #3**

That the Medical Benevolence Fund (*Acts of the Assembly* 90-16) be amended to raise the household eligibility cap to \$35,000 annual income.

**Rationale:** This raises the eligibility cap to keep up with cost of living increases since our last increase to \$25,000 in 1997.

### **Gratitude Gift Fund**

The Gratitude Gift Fund is a fund authorized by the 7<sup>th</sup> General Assembly which is funded out of special Christmas offerings from congregations and which is "to be used by the Pension Committee to supplement income of our retired ministers and missionaries who participate in the denominational program (*Acts of the Assembly* 87-14).

During 2000 the Fund helped 6 individuals with monthly payments and paid health premiums for the month of July for all retirees of record. For the coming year 10 individuals will be given monthly aid and again the Health Insurance premiums will be paid for July for all retirees of record.

### **EPC Group Medical Insurance Plan**

During the past two years you have had to endure rather significant increases in your insurance premiums. This was necessitated by the usual increase in medical costs and drug costs in addition to "playing catch up" with our premiums to compensate for the lack of increases in the mid '90's. This year we will recommend an additional less expensive coverage option that will enable churches, especially young churches with young staff, to be a part of the Plan at a lower cost.

During the year we have met with the Ad Interim Committee on Insurance, evaluated their findings and recommendations, the recommendations of their consultant, The Segal Company, and our own consultant, The Aon Company. In an attempt to consolidate the findings and recommendations we are offering a new "Basic Coverage Plan" in addition to our previous plan that will now be referred to as the "Premium Coverage Plan."

Our consultants have steadfastly held that our Plan is a very viable plan with "rich" benefits in comparison to other similar plans in today's market and certainly is not in a "death spiral." In spite of that we have seen flagrant adverse selection employed which does affect premiums for our Plan.

We are confident that, with the cooperation of the Denominational churches, we can offer an insurance program that will address the needs of our people economically, offer the portability necessary to meet the needs of our pastors who will move from time to time to various parts of the country and assure insurance availability to missionaries and retirees. The changes we offer now would be a good start in trying to keep premiums down. The Board is considering other changes later to further restrain future cost increases.

Before we look at the major recommendations to accomplish this restructuring, we have some relatively routine recommendations.

### **Recommendation #4**

Amend the Insurance Plan to cover Speech Therapy when medically prescribed following a stroke, accident, or congenital and developmental problems.

**Rationale:** Speech therapy is considered routine treatment in caring for stroke patients or certain congenital abnormalities.

**Recommendation #5**

Amend the Insurance Plan to include coverage of treatment of Keratoconus with contact lenses to maximum of \$500 annually.

**Rationale:** Without such treatment the patient frequently has progressive loss of vision.

The following three recommendations comprise the Board's response to the Assembly's expressed concerns about our plan. Though these are presented as separate recommendations, they are in reality interconnected and represent a total solution. Adoption of one or two without all three could produce serious adverse consequences. Therefore, it is our hope that the Assembly will consider them as a whole.

**Recommendation #6**

Amend the Plan to rename the current plan the "Premium Coverage Plan" and add an additional coverage plan to be known as the "Basic Coverage Plan" to begin January. This plan would have the structure indicated below.

**Rationale:** Both the Ad-Interim Committee's and the Board's consultants indicate the current plan is priced reasonably for the level of coverage it provides. Providing a low-cost option provides an alternative for churches for whom cost is a primary factor in choosing coverage. Some churches might wish to choose the basic coverage and pay deductibles and out of pocket maximums as an additional benefit for some employees. Based on the advice of our insurance consultant, this plan would initially be approximately 25% less in premiums than the current plan. Future premium levels would be determined by participation levels and actual experience.

	Premium Coverage	Basic Coverage
<b><u>Deductibles</u></b>		
In PPO, Single	\$250	\$500
In PPO, Couple	\$500	\$1,000
In PPO, Family	\$750	\$1,500
Non-PPO, Single	\$300	\$1,000
Non-PPO, Couple	\$600	\$2,000
Non-PPO, Family	\$900	\$3,000
Doctor's Office Deductible, each visit*	-0-	\$15
Hospital Deductible, each confinement*	-0-	\$250
<b><u>General Coverage (co-pays)**</u></b>		
In PPO	90%	80%
Non-PPO <sup>1</sup>	80%	60%
<b><u>Maximum Out-of-Pocket</u></b>		
In PPO, Single	\$575	\$2,000
In PPO, Family	\$1,150	\$6,000
Non-PPO, Single	\$1,000	\$4,000
Non-PPO, Family	\$2,000	\$12,000

**Recommendation #7.**

For the year 2002 Churches will be able to opt for either the Premium Coverage or Basic Coverage insurance plan for each eligible pastor or employee. November 1, 2001 through November 30, 2001 will be an open enrollment period for eligible pastors or employees.

**Rationale:** With the adoption of a new basic coverage option and other changes making our plan more attractive, open enrollment will allow churches to re-enroll or add participants. The Board believes adoption of the other recommendations will accomplish this without the net effect of adverse selection.

**Recommendation #8**

That the Committee on Administration be authorized to approve benefits/deletions that are proposed by the Board of Pension and Benefits. Those changes to be reported annually to the Assembly by the Board.

**Rationale:** This restructuring will allow more deliberate assessment of changes by the CoA than the Assembly itself can perform in the space of its limited time and knowl-

\* Not credited toward "Maximum Out-of-Pocket."

\*\* Except where the Plan currently specifies lower coverage rate, e.g. 50% on alcohol and drug rehabilitation.

<sup>1</sup>Reminder: For participants where there are no network services available, the Plan reimburses at the network rate.

edge of insurance principles. Further, this changes the unusual situation that now exists in which plan participants constitute a significant proportion of those who vote on benefits structures.

**Conclusion.**

I wish to conclude with a word of special thanks to the Ad Interim Committee for their input and probing questions which made our Board members more cognizant of why we do certain things we do.

Respectfully submitted,

Dr. Orin Littlejohn, Chairman

**Board of Pension and Benefits Members**

Mr. John Baird, Vice Chairman  
Rev. Ron Horgan  
Mr. Bill Johns

Mr. Robert Julin  
Mr. Milton Knowlton

**PENSION STATISTICS**

	Employee	Church	Total Value
Fidelity Fund	\$345	\$4,470	\$4,815
Fidelity Puritan	\$97,949	\$687,656	\$785,606
Fidelity Magellan	\$890,474	\$5,376,475	\$6,266,949
Fidelity Contrafund	\$440,648	\$1,990,024	\$2,430,673
Fidelity Equity Income	\$1,615	\$8,540	\$10,155
Fidelity Growth & Income	\$574,877	\$4,353,535	\$4,928,411
Fidelity Intermediate Bond	\$207,849	\$866,021	\$1,073,870
Fidelity Capital & Income		\$1,958	\$1,958
Fidelity Value	\$10,897	\$34,564	\$45,461
Fidelity Overseas	\$1,884	\$9,358	\$11,242
Fidelity Blue Chip	\$6,467	\$74,837	\$81,304
Fidelity Asset Manager	\$171,046	\$1,833,524	\$2,004,570
Fidelity Worldwide		\$13,302	\$13,302
Fidelity Aggressive Growth	\$51,201	\$362,974	\$414,175
Fidelity Diversified International	\$1,566	\$123,954	\$125,520
Fidelity Dividend Growth	\$2,290	\$60,420	\$62,710
Fidelity Small Cap Selector	\$1,073	\$41,308	\$42,381
Fidelity Mid-Cap Stock	\$18,797	\$232,671	\$251,468
Fidelity Freedom Income		\$6,853	\$6,853
Fidelity Freedom 2000		\$878	\$878
Fidelity Freedom 2010	\$1,450	\$90,188	\$91,638
Fidelity Freedom 2020	\$8,284	\$30,117	\$38,401
Fidelity Freedom 2030		\$845	\$845
Fidelity Retirement Money Market	\$57,781	\$175,878	\$233,659
Fidelity Retire Government Money Market	\$336,677	\$1,079,564	\$1,416,241
Fidelity Spartan U.S. Equity Index	\$1,191	\$50,561	\$51,752
<b>4/30/01 Totals</b>	<b>\$2,884,361</b>	<b>\$17,510,476</b>	<b>\$20,394,837</b>

- 132 Church Participating
- 562 Active Participating Employees
- 108 Inactive Employees

**MEDICAL RESERVE PORTFOLIO**

		# of Shares
Midwest Guaranty Bank (Claims Account)	\$ 38,978	
Merrill Lynch claims (Deposit Account)	54,722	
Merrill Lynch (Administration Account)	1,409	
Merrill Lynch U.S. Treasuries	101,754	
Vanguard Short Term Bond Index Fund	9,835	986.05
Invesco Equity Income	80,405	5,881.86
T.Rowe Price Equity Income	88,779	3,532.79
Lindner Asset Allocation Fund	57,694	2,685.93
American Century Ultra	31,035	1,049.90
Baron Asset Fund	40,238	807.83
Janus Fund	48,753	1,594.79
Franklin Mutual (Mutual Shares Fund ClassZ)	47,422	2,160.46
Vanguard Windsor II	91,742	3,233.77
Fidelity Puritan	44,878	2,371.97
Fidelity Convertible	45,279	2,163.34
Fidelity Contrafund	1,767	39.12
	<b>\$ 784,690</b>	

jb6/13/01

**RESERVE PORTFOLIO**

5/21/98	1,918,496
12/8/98	1,625,212
4/1/99	1,366,502
9/7/99	1,031,256
10/18/99	936,846
11/4/99	854,763
3/2/00	1,033,198
4/27/00	903,271
9/13/00	846,163
12/5/00	732,111
2/21/01	900,059
3/23/01	792,739
4/11/01	804,836
5/1/01	747,002

**TOTAL MEDICAL RESERVES****\$784,690**

Families with Medical Coverage	355
Singles with Medical Coverage	<u>181</u>
Total Employees	536

(27 Retirees Covered)

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**Claims Data**

1992 Claims	\$1,208,000
1993 Claims	\$1,400,000
1994 Claims	\$1,507,000
1995 Claims	\$1,987,335
1996 Claims	\$1,719,928
1997 Claims	\$1,468,401
1998 Claims	\$1,994,155
1999 Claims	\$2,560,015
2000 Claims	\$2,881,526



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## PENSION PLAN

### INDEPENDENT AUDITOR'S REPORT

To the General Assembly of the  
Evangelical Presbyterian Church

We have audited the accompanying statements of net assets and changes in net assets arising from cash transactions of Evangelical Presbyterian Church Pension Plan as of and for the years ended December 31, 2000 and 1999. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe our audits provide a reasonable basis for our opinion.

As described in Note A, these financial statements were prepared on the basis of cash receipts and disbursements, which is a comprehensive basis of accounting other than generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets and changes in net assets arising from cash transactions of Evangelical Presbyterian Church Pension Plan as of and for the years ended December 31, 2000 and 1999, on the basis of accounting described in Note A.



Karl L. Drake, PC  
Certified Public Accountant

February 21, 2001

# EVANGELICAL PRESBYTERIAN CHURCH

## PENSION PLAN

### STATEMENT OF NET ASSETS AND CHANGES IN NET ASSETS

FOR THE YEARS ENDED DECEMBER 31, 2000 AND 1999

	2000	1999
<b>ADDITIONS TO PLAN ASSETS ATTRIBUTED TO:</b>		
Contributions	\$ 2,151,728	\$ 1,908,012
Dividends and Interest	1,611,758	1,612,053
Transfers in	460,664	165,460
Gain <Loss> in Market Value	-2,534,276	1,007,009
<b>TOTAL ADDITIONS</b>	<b>1,689,874</b>	<b>4,692,534</b>
<b>DEDUCTIONS FROM PLAN ASSETS ATTRIBUTED TO:</b>		
Pension Payments	1,164,898	330,854
Transfers Out	96,538	---
Account Fees	8,519	7,348
<b>TOTAL DEDUCTIONS</b>	<b>1,269,955</b>	<b>338,202</b>
<b>INCREASE IN NET ASSETS</b>	<b>419,919</b>	<b>4,354,332</b>
<b>NET ASSETS</b>		
Cash and Investments - Beginning of Year	20,516,356	16,162,024
Cash and Investments - End of Year	<b>\$ 20,936,275</b>	<b>\$ 20,516,356</b>

# EVANGELICAL PRESBYTERIAN CHURCH

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## PENSION PLAN

### NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2000 AND 1999

#### **NOTE A - PLAN DESCRIPTION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES.**

A general description of Evangelical Presbyterian Church Pension Plan (the Plan) and a summary of significant accounting policies applied in the preparation of the accompanying financial statements follows.

##### Basis of Presentation

The accounting records of the Plan are maintained primarily on the cash receipts and disbursements method of accounting whereby revenue and the related assets are recognized when received rather than when earned, and expenses are recognized when paid rather than when the obligation is incurred.

##### Eligibility

The Plan is available to any employees of member churches, and clergy of the Evangelical Presbyterian Church.

##### Plan Funding

The plan is fully funded from contributions received from participants in salary reduction agreements or member churches on behalf of their employees or their pastors.

#### **NOTE B - TAX STATUS**

The Plan is a tax-exempt entity as provided by Internal Revenue Code Section 403(b).

#### **NOTE C - SUBSEQUENT EVENT**

A deposit of \$15,892 belonging to the Pension Plan, was mistakenly deposited into the Medical Insurance Plan bank account. This situation was corrected in February, 2001. A deposit of \$12,724 belonging to the Pension Plan was mistakenly deposited into the general checking account. This situation was corrected in 2001.

#### NOTE D - PLAN INVESTMENTS

At December 31, 2000 and 1999, the Plan's assets were invested in Merrill Lynch and Fidelity investment accounts as follows. All assets are valued at market value.

	2000	1999
Merrill Lynch	\$ 59,314	\$ 36,394
Fidelity Retirement Government MMKT	1,335,213	1,676,995
Fidelity Asset Manager	2,025,657	2,109,024
Fidelity Intermediate Bond	729,753	687,705
Fidelity Growth & Income	5,145,878	5,534,573
Fidelity Contrafund	2,641,348	2,573,531
Fidelity Magellan	6,886,335	7,055,441
Fidelity Puritan	792,624	842,693
Fidelity Fund	3,629	---
Fidelity Equity Income	3,780	---
Fidelity Cap and Income	473	---
Fidelity Value	163	---
Fidelity Overseas	9,460	---
Fidelity Blue Chip	94,977	---
Fidelity Worldwide	12,504	---
Fidelity Aggressive Growth	483,298	---
Fidelity Diversified International	151,914	---
Fidelity Diversified Growth	46,168	---
Fidelity Small Cap	19,805	---
Fidelity Mid Cap	207,500	---
Fidelity Freedom Income	456	---
Fidelity Freedom 2000	335	---
Fidelity Freedom 2010	89,062	---
Fidelity Freedom 2020	25,973	---
Fidelity Retirement MMKT	96,719	---
Spartan US Equity Index	45,321	---
Transfers Pending	28,616	---
	<b>\$ 20,936,275</b>	<b>\$ 20,516,356</b>

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**MEDICAL INSURANCE PLAN**  
**INDEPENDENT AUDITOR'S REPORT**

To the General Assembly of the  
Evangelical Presbyterian Church

We have audited the accompanying statements of net assets and changes in net assets arising from cash transactions of Evangelical Presbyterian Church Medical Insurance Plan as of and for the years ended December 31, 2000 and 1999. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe our audits provide a reasonable basis for our opinion.

As described in Note A, these financial statements were prepared on the basis of cash receipts and disbursements, which is a comprehensive basis of accounting other than generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets and changes in net assets arising from cash transactions of Evangelical Presbyterian Church Medical Insurance Plan as of and for the years ended December 31, 2000 and 1999, on the basis of accounting described in Note A.



Karl L. Drake, PC  
Certified Public Accountant

February 23, 2001

# EVANGELICAL PRESBYTERIAN CHURCH

## MEDICAL INSURANCE PLAN

### STATEMENT OF NET ASSETS AND CHANGES IN NET ASSETS

FOR THE YEARS ENDED DECEMBER 31, 2000 AND 1999

	2000	1999
<b>ADDITIONS TO PLAN ASSETS ATTRIBUTED TO:</b>		
Premiums	\$ 3,301,283	\$ 2,323,609
Dividends and Interest	77,346	81,962
Gain in Market Value	-50,282	34,114
Other Additions	15,892	---
<b>TOTAL ADDITIONS</b>	<b>3,344,239</b>	<b>2,439,685</b>
<b>DEDUCTIONS FROM PLAN ASSETS ATTRIBUTED TO:</b>		
Claims	2,973,880	2,443,402
Premiums	462,962	476,405
Administrative Expenses	35,523	43,506
<b>TOTAL DEDUCTIONS</b>	<b>3,472,365</b>	<b>2,963,313</b>
<b>INCREASE &lt;DECREASE&gt; IN NET ASSETS</b>	<b>-128,126</b>	<b>-523,628</b>
<b>NET ASSETS</b>		
Cash and Investments - Beginning of Year	935,667	1,459,295
Cash and Investments - End of Year	<b>\$ 807,541</b>	<b>\$ 935,667</b>

# EVANGELICAL PRESBYTERIAN CHURCH

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## MEDICAL INSURANCE PLAN

### NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2000 AND 1999

#### **NOTE A - PLAN DESCRIPTION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES.**

A general description of Evangelical Presbyterian Church Medical Insurance Plan (the Plan) and a summary of significant accounting policies applied in the preparation of the accompanying financial statements follows.

##### Basis of Presentation

The accounting records of the Plan are maintained primarily on the cash receipts and disbursements method of accounting whereby revenue and the related assets are recognized when received rather than when earned, and expenses are recognized when paid rather than when the obligation is incurred.

##### Eligibility

The Plan is available to any employees of member churches and their families, and clergy and their families of the Evangelical Presbyterian Church.

##### Premium Revenues

The plan is fully funded from premiums charged to the participants at rates determined by the Board of Directors. A portion of the premiums collected from the participants is remitted to an insurance company for coverage in excess of the amounts self-insured by the Plan.

#### **NOTE B - TAX STATUS**

The Plan is a tax-exempt organization as provided by Internal Revenue Code Section 501(c)(9).

#### **NOTE C - SUBSEQUENT EVENT**

A deposit of \$15,892 belonging to the pension plan was mistakenly deposited into the medical insurance plan bank account. This situation was corrected in February, 2001. The amount appears as "other additions" on the statement of changes in net assets.

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**MEDICAL INSURANCE PLAN**

**NOTES TO FINANCIAL STATEMENTS**

**DECEMBER 31, 2000 AND 1999**

**NOTE D - PLAN INVESTMENTS**

Investments are valued at market value and are maintained in various investment accounts as follows:

	2000	1999
Merrill Lynch	\$ 2,348	\$ 3,598
Merrill Lynch	142,502	189,092
Vanguard Bond Fund	9,954	9,145
Invesco Industrial	92,858	89,102
T. Rowe Price Equity	95,147	84,113
Lindner Dividend	58,840	63,614
American Century	38,495	48,064
Baron Asset	47,645	47,476
Janus Fund	58,934	70,251
Franklin Templeton Mutual Series	45,746	41,587
Vanguard Windsor II	93,277	79,819
Fidelity Puritan	48,273	43,002
Fidelity Equity	---	---
Fidelity Convertible	54,300	56,680
Fidelity Contrafund	2,134	2,267
Standard Federal Bank	---	107,857
Midwest Guarantee Bank	17,088	---
	<u>\$ 807,541</u>	<u>\$ 935,667</u>



**2001 PROPOSED ADMINISTRATION BUDGET ADJUSTMENT**

	<b>2000 Budget</b>	<b>2000 Actual</b>	<b>2001 Budget</b>	<b>2001 Adjust.</b>	<b>2001 Proposed</b>
Disbursements					
Personnel					
Stated Clerk salary	76,600	76,600	80,000		80,000
Stated Clerk Elect – compensation.	25,500	40,000			
Stated Clerk – moving expenses	10,000	18,000			
Program staff salaries	252,200	265,778	286,000		286,000
Support staff salaries	90,000	87,680	105,000		105,000
Staff insurance/ pension	90,000	87,680	90,600		90,600
Exec. expense allow.	7,500	11,523	7,300		7,300
Staff travel expenses	35,000	32,081	35,000		35,000
Executive travel	29,000	31,811	25,000		25,000
Taxes/ workman’s comp.	27,000	28,677	31,000		31,000
Officer/Director liability	6,000	5,750	5,500		5,500
	<b>682,000</b>	<b>676,729</b>	<b>665,400</b>		<b>665,400</b>
<b>Admin.Disburse-ments</b>					
Contingencies	5,000	13,812	5,000	12,500	17,500
Telephone	18,000	9,811	18,000		18,000
Office supplies	9,000	8,745	9,000		9,000
Printing & promotion	70,000	30,720	25,000		25,000
EPC Reflections		50,000	55,000		55,000
Postage	26,000	20,896	26,000		26,000
Technology support	9,000	7,454	13,000	15,000	28,000
Financial audit	3,500	3,500	3,500		3,500
Professional fees	2,000	1,944	2,000		2,000
Miscellaneous	3,500	2,554	4,000		4,000
Office development	7,500	5,012	7,500		7,500
Comm. travel/expense	75,000	82,751	75,000		75,000
GA Administration	20,000	20,603	21,000		21,000
Staff technical training	2,000	1,290	3,000		3,000
Pension Fund adminis.	6,000	13,297	6,500		6,500
Fraternal Relations	9,000	19,194	10,000		10,000
Presbytery devel/suppt.	3,000	1,851	3,000		3,000
Leadership developmt.	500	485	1,000		1,000
Christian Ed/resource	500	729	1,000		1,000
Buckingham rent	114,000	113,262	116,000		116,000
Buckingham utilities	8,000	7,718	8,000		8,000
Buckingham maint/ins.	13,000	13,429	14,600		14,600
Van expense	1,500	1,001	1,500		1,500
	<b>406,000</b>	<b>420,059</b>	<b>428,600</b>		<b>456,100</b>
<b>GRAND TOTALS</b>	<b>1,088,000</b>	<b>1,096,788</b>	<b>1,094,000</b>	<b>27,500</b>	<b>1,121,500</b>

**PROPOSED 2002 ADMINISTRATION BUDGET**

	2000 Budget	2000 Actual	2001 Budget	2002 Proposed
<b>DISBURSEMENTS</b>				
<b>Personnel Disbursements</b>				
Stated Clerk Salary	76,600	76,600	80,000	<u>84,000</u>
Stated Clerk Elect	40,000	40,000		<u>-</u>
<b>    Compensation</b>				
Stated Clerk Elect - Moving	18,000	18,000		<u>-</u>
Program Staff Salaries	277,200	265,778	286,000	<u>307,000</u>
Support Staff Salaries	123,200	78,829	105,000	<u>101,000</u>
Staff Insurance/Pension	99,450	87,680	90,600	<u>101,500</u>
Executive Expense Allowance	11,150	11,523	7,300	<u>7,300</u>
Staff Travel/Expenses	35,000	32,081	35,000	<u>38,000</u>
Executive Travel	29,000	31,811	25,000	<u>25,000</u>
Taxes/Workman's Comp	30,060	28,677	31,000	<u>28,000</u>
Officer/Director Liability	6,000	5,750	5,500	<u>6,000</u>
	<u>745,660</u>	<u>676,729</u>	<u>665,400</u>	<u>697,800</u>
<b>Administration Disbursements</b>				
Contingencies	5,000	13,812	5,000	<u>5,000</u>
Telephone/Internet Access	18,000	9,811	18,000	<u>14,000</u>
Office Supplies	9,000	8,745	9,000	<u>10,000</u>
Printing & Promotion	25,000	30,720	25,000	<u>37,500</u>
EPC Reflections	50,000	50,000	55,000	<u>55,000</u>
Postage	26,000	20,896	26,000	<u>26,000</u>
Technology Support	9,000	7,454	13,000	<u>24,000</u>
Financial Audit	3,500	3,500	3,500	<u>3,500</u>
Professional Fees	2,000	1,944	2,000	<u>2,000</u>
Miscellaneous	3,500	2,554	4,000	<u>4,000</u>
Office Development	7,500	5,012	7,500	<u>6,000</u>
Committee Travel/Expense	75,000	82,751	75,000	<u>80,000</u>
GA Administration	20,000	20,603	21,000	<u>22,000</u>
Staff Technical Training	2,000	1,290	3,000	<u>3,000</u>
Pension Fund Administration	6,000	13,297	6,500	<u>7,000</u>
Fraternal Relations	9,000	9,194	10,000	<u>10,000</u>
Presbytery Devel/Support	3,000	1,851	3,000	<u>3,000</u>
Leadership Development	500	485	1,000	<u>1,000</u>
Christian Ed/Resource	500	729	1,000	<u>1,000</u>
Buckingham Rent	114,000	113,262	116,000	<u>118,000</u>
Buckingham Utilities	8,000	7,718	8,000	<u>9,000</u>
Buckingham int/Insurance	13,000	13,429	14,600	<u>15,400</u>
Van Expense	1,500	1,001	1,500	<u>1,500</u>
	<u>411,000</u>	<u>420,059</u>	<u>428,600</u>	<u>457,900</u>
<b>Grand Totals</b>	<b>1,156,660</b>	<b>1,096,788</b>	<b>1,094,000</b>	<b>1,155,700</b>

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**PROPOSED 2002 BENEVOLENCE ASKINGS**

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**Vision 21 Initial Implementation**

•	Director of Stewardship		
•	Ministerial Vocation		
	> Develop roster and pool of interim ministers		
	> Identify a team gifted and skilled in ministry to pastors		
	> Provide opportunities for educational development		
	<b>Total</b>		<b>\$150,000</b>

**National Outreach**

	Church Planting		250,000
	Military Avenue Church		30,000
	Church Loan Fund		<u>25,000</u>
	<b>Total</b>		<b>\$305,000</b>

**Student & Young Adult Ministries**

	General ministry expenses		\$15,000
	Scholarships for Summer Jam and mission trips		<u>10,000</u>
			<b>25,000</b>

**Women's Ministries**

	Faith Focus		40,000
	Per Woman Asking		<u>30,000</u>
	<b>Total</b>		<b>\$70,000</b>

**World Outreach**

	Argentina Leadership Development		\$5,000
	Argentina–World Outreach Church Planting		10,000
	Argentina–Presbytery Church Planting		10,000
	*Argentina Mercy Ministries		7,500
	Brazil–L. Edward Davis Library		15,000
	Brazil-Hess Theological Week		5,000
	Kazakhstan Team Development		7,500
	Turkey - Muslim Team Development		10,000
	China Seminaries		20,000
	Hispanic Project–Mississippi		<u>15,000</u>
	<b>Total</b>		<b>\$105,000</b>

	<b>GRAND TOTAL</b>		<b>\$655,000</b>
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### **21<sup>st</sup> General Assembly Pre-Assembly Workshop**

The Christian Education and Publications Committee continued their work from the previous Assembly year and finalized plans for the 21<sup>st</sup> General Assembly Pre-Assembly Workshop. The Committee's goal was to coordinate a "hybrid" workshop, combining a well-known practitioner in congregational ministries as a keynoter and provide opportunities for members of the EPC family to learn from each other in breakout sessions. The theme of the Pre-Assembly Conference will be "Ministry in a Post-modern Age." Dr. Leith Anderson, pastor of Wooddale Church in Eden Prairie, Minnesota accepted an invitation to lead two plenary sessions and a question & answer session at lunch. Breakout sessions will be:

- The Changing Face of Disciple-Making: David Ruff
- Communicating Truth in a Postmodern World: Mike Glodo
- The Family Friendly Church: Rick Stauffer and Bruce Anderson
- Leading a Church through Change: Bill Meyer (Moderator)

### Curriculum

One of the practical ways in which the EPC's fraternal relationship with the Christian Reformed Church of North America is expressed is through an agreement between the Office of the General Assembly and CRC Publications. Past Assemblies have encouraged churches to consider using materials in their Christian Education programs that are written from a Reformed perspective, such as those available from CRC Publications. EPC churches receive mailings several times a year from CRC Publications, directed to pastors and those responsible for Christian education, youth and small group ministries. Currently, 7% of sales of CRC Publications materials are returned to the General Assembly for use in its publications. At the Committee's request, Kathy Brace (Children's Ministries Director, Knox Presbyterian Church, Ann Arbor, MI) represented the EPC at some initial planning meetings for a possible revision of CRC Publication's children's curriculum.

At its spring meeting the Committee met with Arnold Berntsen of Cook Communication Ministries and Tom Patete of Great Commission Publications. Cook Communication Ministries has begun a Reformed/Presbyterian edition of their Bible-in-Life Curriculum, which the Committee reviewed. The Committee is considering greater levels of cooperation with both groups. In its discussion of the issues the committee realized a need to clarify what it means for the Assembly to endorse curriculum. The matter has been committed to a task group who will be bringing a proposal to the fall meeting.

### EPC Ministries to Men

Since 1999 the EPC has been a member of the National Coalition of Men's Ministries. Ed McCallum (Assistant Stated Clerk) has attended leadership meetings of the Coalition since 1998 and in October 2000 he was joined by Mark Hudson (Fellowship EPC, South Lyon, MI), Buck Oliphant (Cornerstone EPC, Katy TX) and Gary Westra (Princetown EPC, Duanesburg NY). In November 2000 the Committee approved the following recommendation:

- A. The purpose of EPC Ministries to Men is to assist EPC churches in developing and strengthening disciple-making ministries to men, addressing the contemporary needs of men in order to draw them into fellowship with the Lord, the church and other Christian men, resulting in men of godly character living with integrity in their families, workplace and church.
- B. That the following goals be adopted for 2001:

1. Develop and promote a set of recommended resources appropriate for EPC Ministries to Men.
2. Conduct a survey by phone of EPC churches that have indicated they have men's ministries leaders.
3. Conduct a workshop on Ministry to Men at the 21st General Assembly Pre-Assembly Conference.
4. Develop or adapt a curriculum and forum for training ministers and lay leaders in men's ministries.
5. Maintain membership in the National Coalition of Men's Ministries.
6. Promote an EPC presence at the October 2001 National Coalition of Men's Ministries Conference on Ministries to Men and conduct a breakout session for EPC leaders.

A task force was established to work on implementing the goals. There will be workshop on Men's Ministries immediately following the Pre-Assembly Workshop on June 20. Dr. Dan Erickson (Executive Director, National Coalition of Men's Ministries) and Gary Bateman (Pro-Active Resources) will be presenters and a Men's Ministries Resource Kit will be introduced.

#### **Reflections Magazine**

Due to the increasing production costs of Reflections Magazine, the Committee on Administration approved an advertising policy in April 2000 and the 20<sup>th</sup> General Assembly approved both a mid-year benevolence asking of \$25,000 and a \$5,000 increase in the 2000 administrative budget. In addition, the Assembly approved a \$50,000 benevolence asking in 2001. Contributions to the 2000 benevolence fund for Reflections fell significantly short of the target and as a result, only two issues of Reflections were produced in 2000. The shortage has continued in 2001, and consequently the winter 2001 issue has been published on the Reflections web site ([www.epc-reflections.org](http://www.epc-reflections.org)). The Committee on Administration has formed a subcommittee to work to resolve the financial and editorial issues.

#### **Networks**

Several networks for mutual support and idea sharing are emerging in the EPC. The Small Group Leaders Network will meet during Thursday's lunch at this year's General Assembly. Committee members Sandy Hazelwood and Cher Curtis are working to build a children's ministries network.

Respectfully submitted,

David Ruff, Chairman



## COMMUNICATION 01-1

# Evangelical Presbyterian Church

29140 BUCKINGHAM AVENUE, SUITE 5 LIVONIA, MICHIGAN 48154  
(734) 261-2001 Fax (734) 261-3282

OFFICE OF THE GENERAL ASSEMBLY

June, 2001

The Reverend Mr. Michael Glodo  
Evangelical Presbyterian Church  
29140 Buckingham Avenue, Suite 5  
Livonia, Michigan 48154

Dear Mike:

The *Rules for Assembly* state that the Moderator is to appoint a chairman for the Nominating Committee, and to nominate persons to fill vacancies on the Nominating Committee. The Moderator is also to nominate the chairman for the Board of Pension and Benefits for the forthcoming Assembly year.

I am pleased to offer the following names:

1. **Nomination:** Board of Pension and Benefits Chairman  
RE Orin Littlejohn (Central South)
2. **Nominations:** Nominating Committee, Class of 2004  
RE Connie Jennings (Florida)  
TE Don Van Dyke (Midwest)  
RE Alan Smith (East)
3. **Appointment:** 2001-2002 Nominating Committee Chairman  
TE Bill Vogler (Mid-America)

It is my blessing and privilege to place these names before the Assembly and in so doing, to commend these fine people for service to our denomination and to our Lord.

In Christ,

John Graham, Moderator  
20<sup>th</sup> General Assembly

COMMUNICATION 01-2



SECOND PRESBYTERIAN CHURCH  
4055 POPLAR AVENUE  
MEMPHIS, TENNESSEE 38111-7699  
901-454-0034  
FAX 901-327-1204  
www.2pc.org

Michael Glodo, Stated Clerk  
Evangelical Presbyterian Church  
29140 Buckingham Avenue, Suite 5  
Livonia, MI 48154-4586

RE: 22<sup>nd</sup> General Assembly June 20 – 22, 2002

Dear Mike,

Confirming our conversation this past Monday, the Session of Second Presbyterian Church at its meeting on January 22, 2001 unanimously voted to host the 22<sup>nd</sup> General Assembly in June, 2002. Since we had already asked to be host in 2004, this was simply a change in calendar dates and we look forward to hosting the Assembly at that time.

If you need any further information please let me know.

Yours very truly,

John C. Adamson  
Executive Administrator

JCA/dsh

## COMMUNICATION 01-3

### ЦЕРКОВЬ 'АЛМАГУЛЬ'

Республика Казахстан, г. Алматы  
Бостандыкский р-н, 480060



Шопена, дом 21  
тел. и факс 49-74-89

Генеральной Ассамблее Евангельской Пресвитерианской Церкви.

Приветствуют вас братья и сестры из Казахстана. Мы очень признательны вам за партнерство в прошлом и также надеемся на партнерство в будущем. Как вы наверное уже знаете, несколько лет назад мы начали процесс формирования объединения реформаторских церквей. Сейчас в это объединение входят три церкви. В дальнейшем мы хотели бы продолжать развитие объединения. Как новая национальная церковь в Средней Азии, мы хотели бы попросить вас о помощи развития нашего объединения. Как братский партнер сможете ли вы помочь нам перейти на следующую стадию нашего национального объединения.

Спасибо за ваше понимание и поддержку.

Искренне ваш

Арман Аренбаев,  
представитель Объединения Реформаторских Церквей

To the General Assembly of the Evangelical Presbyterian Church:

Greetings from your brothers and sisters in Kazakhstan. We greatly appreciate your partnership with us both in the past and in our hopes for the future. As you already know, several years ago we began the process of forming a presbytery of Reformed churches. Currently there are three churches in our presbytery [with one additional church in formation]. In the future we desire to expand our presbytery. As an emerging national church in Central Asia, we would like to ask for your help in developing our presbytery. As our fraternal partner, will you help us move to the next stage in the development of our national presbytery?

Thank you for your understanding and support.

Sincerely yours,

Arman Arenbaev  
Representative of the Presbytery of Reformed Churches





COMMUNICATION 01-4

## Evangelical Council for Financial Accountability

February 22, 2001

Dr. L. Edward Davis  
Evangelical Presbyterian Church  
29140 Buckingham Ave., Suite 5  
Livonia, MI 48154-4572

Dear Dr. Davis:

It is my privilege to inform you that the 2000 Annual Membership Review (AMR) of Evangelical Presbyterian Church has been approved. Thank you for your ongoing commitment to the work of ECFA.

ECFA is pleased to count Evangelical Presbyterian Church among those organizations that continue to faithfully adhere to the ECFA *Standards of Responsible Stewardship*.

Please review the enclosed "Member Profile" of your organization and alert us of any necessary changes. Since the "Member Profile" is provided to the public upon request and is now available on the ECFA web site, we want to be sure the information is accurate.

We encourage you to proudly display the ECFA logo and regularly communicate your ECFA membership with donors and constituents.

Please let us know how ECFA may be of service to you and your ministry. God bless you and your work for His kingdom.

Sincerely,

David F. Brugger  
Manager of Member Certification

Enclosures

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DEPARTMENT OF THE AIR FORCE  
AIR FORCE RECRUITING SERVICE (AETC)

COMMUNICATION 01-5

4 April 2001

Rev Michael Glodo  
Evangelical Presbyterian Church  
29140 Buckingham Avenue Suite 5  
Livonia MI 48154

Dear Reverend Mr Glodo

Each year we at the Air Force Recruiting Service, Chaplain Accessions Section wish to express our gratitude to the members of the National Conference on Ministry to the Armed Forces (NCMAF) for their endorsements of clergy to the Air Force Chaplain Service. Each endorsement is a trust from you, the religious communities of our nation, to the Air Force, and we thank you.

The Air Force Core Values of *Integrity, Service Before Self, and Excellence in All We Do* guide our recruiting efforts. With these values in mind, we are seeking 40-45 new chaplains this coming fiscal year, clergy who can provide ministry to persons of their own faith, and provide for the free exercise of religion for all people. As always, we need men and women who can be good officers as well as faithful chaplains. The Air Force continues to experience a high operational tempo, requiring mobile clergy who are ready to perform ministry anytime, anyplace.

Enclosed with this letter you will find information for endorsers from the Chief of the Air Force Chaplain Service, and our current "Update" from Recruiting Service. These documents provide guidance from our Chief, dates for selections boards, and points of contact for all our programs, active and reserve.

Again, we thank you for your ministry, and pray the Lord's continued blessing on your efforts.

Very Respectfully,

A handwritten signature in black ink, appearing to read "Howard D. Stendahl".

HOWARD D. STENDAHL, Ch, Lt Col, USAF  
Chief, Chaplain Accessions

Attachment:  
Ecclesiastical Endorsers of Air Force Chaplains  
Chaplain Service Update



*"The fruit of*

*the Spirit*

*is love,*

*joy, peace..."*

(Gal. 5:22)

Evangelical  
Presbyterian Church

29140 Buckingham Ave., Suite 5  
Livonia, Michigan 48154  
Phone: 734-261-2001  
Fax: 734-261-3282  
Email: epchurch@epc.org

## COMMUNICATION 01-6

October, 2000

Dear Clerk of Session:

The Christmas season approaches and our hearts begin to glow in this glorious time of joy and refreshment!

Each year as we celebrate the advent of our Savior, our churches receive the *Gratitude Gift Offering*. This fund exists to offer financial help to retired ministers and missionaries in need of assistance. Please prayerfully consider participating with your sister churches this year.

The need grows yearly. Currently we have 50 retired ministers on the rolls of the presbyteries. With spouses, the total is 97 people. What a beautiful legacy! Let's make a difference in their lives through the *Gratitude Gift*. As a family of churches, let's "come alongside" with our love.

Last year, 46 churches participated in the 1999 *Gratitude Gift* offering, contributing approximately \$45,611. We are asking your Session to participate this year, and to make this a priority. *Your* influence can move others to respond.

In addition to a special letter from the Moderator, we have enclosed samples of the *Gratitude Gift* bulletin insert and offering envelope. Following your Session meeting, please complete the response postcard, indicating your decision. If your church is participating, please note the number of inserts and envelopes you would like.

Looking forward to hearing from you, we remain

In the joy of His gift,

Edward Davis  
Stated Clerk

Michael Glodo  
Stated Clerk-Elect

mb  
Enclosures  
cc: The Pastor

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# EVANGELICAL PRESBYTERIAN CHURCH

News Release

29140 Buckingham Avenue, Suite 5 • Livonia, MI 48154 • (734) 261-2001 • Fax (734) 261-3282  
E-mail: EPCHURCH@aol.com

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## EPC Names New Women's Ministries Director: *P.K. Fields-Helm Joins GA Staff*

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The Evangelical Presbyterian Church is pleased to announce the appointment of a new Women's Ministries Director, Mrs. P. K. Fields-Helm. Her appointment was approved at the April 5-6 meeting of the Committee on Administration. Mrs. Fields-Helm succeeds Donna Alberta, the original director, and Jan Juday who left in January 2000 to accept a position at her local church. The Women's Ministries Director is responsible for overseeing the local, presbytery and general assembly work of women's ministries.

P. K. brings a substantial amount of church ministry and professional credentials to the position. Professionally, she has operated her own interior design business over almost thirty years and has been active in Detroit area philanthropies.

While her professional experience is considerable, P. K.'s heart and major life experiences have been in ministry. With a Master of Arts and a Master of Religious Education from The Southern Baptist Seminary in Louisville, Kentucky, she has served in a variety of ministry areas. These include church planting, worship leadership, counseling, home Bible studies, pastors' wives development, Christian education and singles ministries.



P. K. first became acquainted with the EPC when she came to Ward Presbyterian Church for their singles ministries program, Single Point. Her involvement led to leadership, including her contribution to Victor Press' *Single to Single* volume. Ward is also where she met and married her husband Daniel Helm.

EPC Women's Ministries provides a variety of resources, events and programming, including a national women's conference and the annual Faith Focus outreach program. Those with an interest in EPC Women's Ministries can look forward to the energy, creativity and experience that P. K. Fields-Helm will bring to her new calling.

*For further information, contact:*

Office of the Stated Clerk  
Evangelical Presbyterian Church  
29140 Buckingham Avenue, Suite 5  
Livonia, MI 48154  
734/261-2001  
[epchurch@aol.com](mailto:epchurch@aol.com)

## COMMUNICATION 01-8

### The Inter-Church Relations Committee of the Associate Reformed Presbyterian Church

The Rev. Robert J. Cara, Ph.D., Chairman  
c/o Reformed Theological Seminary-Charlotte  
2101 Carmel Road  
Charlotte, NC 28226-6399  
Office Phone: (704) 366-5066  
Home Phone: (704) 531-9157  
Fax (704) 366-9295  
E-mail: rcara@rts.edu

The Rev. John H. Dawson, Secretary  
c/o Lakeside Fellowship ARP Church  
381 Williamson Road  
Mooresville, NC 28117  
Office Phone: (704) 663-6775  
E-mail: jhdawson@viafamily.com

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May 17, 2001

The Rev. Mike Glodo, Stated Clerk  
Evangelical Presbyterian Church  
29140 Buckingham Avenue, Suite 5  
Livonia, MI 48154

Dear Rev. Glodo:

I am delighted as Chairman of the Inter-Church Relations Committee of the Associate Reformed Presbyterian Church to extend to the Evangelical Presbyterian Church fraternal greetings in the name of our Lord Jesus Christ. The ARP emphasis for the upcoming year is "walking worthy of the Lord" (Col 1:10). May we both walk worthy of the Lord.

To state the obvious, we have a wonderful working-relationship with you. This is best exemplified in our ARP/EPC joint assessment center of potential church planters. However, we want to continue to expand this working relationship.

May the Lord be with you and guide at your General Assembly.

Sincerely,



Robert J. Cara  
Chairman, Inter-Church Relations Committee

cc: The Rev. C. Ronald Beard, ARP Principal Clerk

## OVERTURE 01-1

From the Presbytery of the Central South, adopted at its Stated Meeting April 27, 2001, this amendment proposes adding to the *Book of Government* §16-15, the following two sentences at the end of the third sentence:

“A Presbytery may, at its discretion and in accordance with its bylaws, re-elect a Moderator to a second consecutive one-year term. A Moderator shall serve no more than two consecutive terms.”

<b>Present wording</b>	<b>Proposed wording</b>
<p><b>16-15</b> Officers of the Presbytery: The Moderator of Presbytery shall be elected by that court. He may be a Teaching or Ruling Elder. Election may be for that stated meeting of the court, or, at the discretion of the Presbytery, for one year. The person elected must be a member of the court, but once elected shall be a member of the court for the length of term to which elected. In the event of death or inability to serve, the most recently elected Moderator shall serve until the court can elect a new Moderator. If no former Moderator is present, the Minister present with the earliest date of ordination shall convene the court until a Moderator is elected. The court shall also elect a Stated Clerk. Such election shall be for a specified period of time, and the person must be eligible for membership in the court. Upon election, the Stated Clerk shall be a full member of the court.</p>	<p><b>16-15</b> Officers of the Presbytery: The Moderator of Presbytery shall be elected by that court. He may be a Teaching or Ruling Elder. Election may be for that stated meeting of the court, or, at the discretion of the Presbytery, for one year. <i>A Presbytery may, at its discretion and in accordance with its bylaws, re-elect a Moderator to a second consecutive one-year term. A Moderator shall serve no more than two consecutive terms.</i> The person elected must be a member of the court, but once elected shall be a member of the court for the length of term to which elected. In the event of death or inability to serve, the most recently elected Moderator shall serve until the court can elect a new Moderator. If no former Moderator is present, the Minister present with the earliest date of ordination shall convene the court until a Moderator is elected. The court shall also elect a Stated Clerk. Such election shall be for a specified period of time, and the person must be eligible for membership in the court. Upon election, the Stated Clerk shall be a full member of the court.</p>

Grounds: It is not unusual for a presbytery moderator to hit his stride only after one or two meetings. The option to extend a second term to a moderator would allow a presbytery to benefit from a more experienced leader. This wording does not require presbyteries to offer consecutive terms; it does require that they discuss the matter and vote to include the option in their bylaws.

Dennis C. Flach, Stated Clerk  
 Presbytery Of the Central South

OVERTURE 01-2



**Presbytery Of the Southeast**  
**Evangelical Presbyterian Church**  
1222 Village Green Drive Chattanooga (Hixson), Tennessee 37343  
Phone (423) 847-3215 Fax (423) 842-9970

21<sup>st</sup> General Assembly  
Evangelical Presbyterian Church

Subject: Ascending Overture

The Presbytery of the Southeast, in its 53<sup>rd</sup> Stated Meeting, 5 May 2001, voted to overture the 21<sup>st</sup> General Assembly of the Evangelical Presbyterian Church to change the Book of Order to require funding of Presbytery and General Assembly attendance in a particular church pastor's Terms of Call, as follows:

**WHEREAS**, the Evangelical Presbyterian Church desires to be a denomination in which there is full participation in the courts of the church; and

**WHEREAS**, full participation as measured by the attendance at the meetings of the Presbytery and General Assembly gives greater expectation of all congregations being better informed as to the issues facing Christendom in general and the Evangelical Presbyterian Church in particular; and

**WHEREAS**, the concept of connectionalism suffers when pastors are not able to attend meetings of the church courts; and

**WHEREAS**, some pastors never or seldom attend a meeting of the General Assembly; and

**WHEREAS**, a number of small church pastors' income presents a serious limitation on their ability to personally finance trips to Presbytery and General Assembly meetings;

**THEREFORE**, the Presbytery of the Southeast respectfully overtures the 21<sup>st</sup> General Assembly to amend the Book of Government, Chapter Eleven (11-5F) "by adding as number eight (8) the following: "Cost of attendance at Presbytery and General Assembly meetings for the particular church pastor." Further, that the present number "8" be renumbered "9."

Soli Deo Gloria,

Rev. William R. (Bill) Sharp  
Stated Clerk  
Presbytery of the Southeast

DESCENDING OVERTURES  
Sent by Order of the  
20<sup>TH</sup> GENERAL ASSEMBLY

OVERTURE 00-A

*Shall the Book of Government §5-1 and §5-2 be amended as follows?*

Present wording	Proposed wording
<p><b>5-1</b> Presbytery has the exclusive right to organize, dissolve, dismiss or to receive from some other body a particular church. While a Church Session has the duty and right to establish missions of the congregation or initiate extension work, this should be done always in consultation with the Presbytery. However, to organize into a particular church is a right reserved to the Presbytery.</p>	<p><b>5-1</b> Presbytery has the exclusive right to organize, dissolve, dismiss or to receive from some other body a particular church. While a Church Session has the duty and right to establish missions of the congregation or initiate extension work, this <del>should</del> <u>shall</u> be done <del>always</del> <u>always</u> in <del>consultation</del> <u>consultation</u> <del>cooperation</del> <u>cooperation</u> with the Presbytery. However, to organize into a particular church is a right reserved to the Presbytery.</p>
<p><b>5-2 The development of a mission church:</b> A mission church consists of a number of professing Christians, with their children, associated together for divine worship and godly living, agreeable to the Scriptures, and submitting to the lawful government and discipline of the Evangelical Presbyterian Church.</p>	<p><b>5-2 The development of a mission church:</b> A mission church consists of a number of professing Christians, with their children, associated together for divine worship and godly living, agreeable to the Scriptures, and submitting to the lawful government and discipline of the Evangelical Presbyterian Church.</p>
<p>The mission church, because of its transitional nature, requires a temporary system of government. Depending on the circumstances, and at its own discretion, Presbytery shall provide for such government in one of several ways:</p>	<p>A mission church is distinguished from a particular church in that it has no permanent governing body, and thus must be governed or supervised by others. However, its goal is to mature and be organized as a particular church as soon as this can be done in good order.</p>
<p>A. Appoint an Evangelist as prescribed in 10-3C of the <b>Book of</b></p>	<p><b>A. Governance:</b> The mission church, because of its transitional nature, requires a temporary system of government. Depending on the circumstances, and at its own discretion, Presbytery shall provide for such government in one of several ways:</p>
	<p><u>1. Presbytery may</u> appoint an Evangelist as prescribed in 10-3C of</p>



**Government** and entrust appropriate powers to that person.  
B. Cooperate with the Session of a particular church in arranging a mother-daughter relationship with a mission church. The Session may then serve as the temporary governing body of the mission church.

C. Appoint a commission to serve as a temporary Session of the mission church.

At the discretion of the temporary governing body, members may be received into the mission church as prescribed in Chapter 9. These persons then become confirmed or baptized members of the Evangelical Presbyterian Church. Mission churches shall maintain membership rolls in the same manner as, but separate from other particular churches.

Mission churches and their members shall have the right of judicial process to the court having oversight of their temporary governing body. It is the further intention of the Evangelical Presbyterian Church that mission churches enjoy the same status as particular churches in relationship to civil government.

the **Book of Government** and entrust appropriate powers to that person.  
~~2. Cooperate with~~ The Session of a particular church ~~in arranging a mother-daughter relationship with a mission church.~~ The Session may then serve as the temporary governing body of the mission church.

~~3. Presbytery or Session may~~ appoint a commission to serve as a temporary Session of the mission church.

**B. Membership:** ~~At the discretion of the temporary governing body, members may be received into the mission church as prescribed in Chapter 9.~~ The temporary governing body shall receive members into the mission church as prescribed in Chapter 9. These persons then become confirmed or baptized members of the Evangelical Presbyterian Church. Mission churches shall maintain membership rolls in the same manner as, but separate from, other particular churches.

Mission churches and their members shall have the right of judicial process to the court having oversight of their temporary governing body. It is the further intention of the Evangelical Presbyterian Church that mission churches enjoy the same status as particular churches in relationship to civil government.

**C. Minutes**  
The temporary governing body of the mission church shall record and submit its minutes to the Presbytery for review in the same manner as a particular church.

**Grounds:** Experience in planting churches has shown that this section of the *Book of Government* needs greater clarity. The proposed substitution clarifies the nature of cooperation expected between Sessions and Presbyteries and the different means by which mission churches are governed. The substitution also clarifies the necessity and means by which membership rolls in mission churches are kept. Item C "Minutes" is intended to insure a means of review and control of mission churches.

## OVERTURE 00-B

*Shall the **Book of Government** §11-13 be amended by substituting the proposed wording for the present wording?*

<b>Present Wording</b>	<b>Proposed Wording</b>
<b>11-13</b> In the event a Minister desires to accept a call not approved by Presbytery, that person may request inactive status from office under the conditions set forth elsewhere. (Section 15-8).	<b>11-13</b> In the event a Minister accepts a call disapproved by Presbytery, that person shall be placed on inactive status.

Grounds: Making inactive status mandatory rather than voluntary appropriately limits Presbytery's legal exposure for ministry exercised by one of its members but not sanctioned by the Presbytery.

### VOTE OF THE PRESBYTERIES

<b>Overture 00-A</b>	<b>Yes</b>	<b>No</b>	<b>Passed/Failed</b>
Central South.....	51	7	
East.....	27	0	
Florida.....	8	12	
Mid-America.....	21	0	
Mid-Atlantic.....	60	6	
Midwest.....	48	0	
Southeast.....	50	0	
St. Andrews.....	[Not reported]		
West.....	64	0	___ <b>PASSED</b>

<b>Overture 00-B</b>	<b>Yes</b>	<b>No</b>	<b>Passed/Failed</b>
Central South.....	49	0	
East.....	27	0	
Florida.....	20	0	
Mid-America.....	21	0	
Mid-Atlantic.....	69	1	
Midwest.....	52	0	
Southeast.....	52	0	
St. Andrews.....	[Not reported]		
West.....	60	0	___ <b>PASSED</b>

**Karl L. Drake, P.C.**  
Certified Public Accountant

**FINANCIAL AUDIT**

3775 Kimmel Road  
Horton, Michigan 49246

(517) 563-8856 Phone / 563-2552 Fax  
Email: kdrake@voyager.net

**INDEPENDENT AUDITOR'S REPORT**

To the General Assembly of the  
Evangelical Presbyterian Church

We have audited the accompanying statement of financial position of the Evangelical Presbyterian Church (a non-profit organization) as of December 31, 2000, and the related statements of activities, functional expenses and cash flows for the year then ended. These financial statements are the responsibility of the Organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Evangelical Presbyterian Church as of December 31, 2000, and the changes in net assets and cash flows for the year then ended in conformity with generally accepted accounting principles.



Karl L. Drake, P.C.  
Certified Public Accountant

February 23, 2001

# EVANGELICAL PRESBYTERIAN CHURCH

## STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2000  
(With Comparative Totals for 1999)

### ASSETS

	2000	1999
<b>CURRENT ASSETS</b>		
Cash and Equivalents:		
Unrestricted	\$ 1,455,736	\$ 1,254,990
Restricted	977,878	1,053,643
Investments:		
Unrestricted	635,984	622,182
Restricted	1,287,005	1,222,975
Accounts Receivable	3,924	4,491
Inventory	58,770	45,369
<b>TOTAL CURRENT ASSETS</b>	<u>4,419,297</u>	<u>4,203,650</u>
<b>PROPERTY AND EQUIPMENT</b>		
Furniture and Equipment	124,594	147,677
Less Accumulated Depreciation	-82,164	-90,160
<b>NET PROPERTY AND EQUIPMENT</b>	<u>42,430</u>	<u>57,517</u>
<b>OTHER ASSETS</b>		
Notes Receivable	215,286	272,073
Deposits	6,129	6,129
<b>TOTAL OTHER ASSETS</b>	<u>221,415</u>	<u>278,202</u>
<b>TOTAL ASSETS</b>	<u><b>\$ 4,683,142</b></u>	<u><b>\$ 4,539,369</b></u>

### LIABILITIES AND NET ASSETS

<b>CURRENT LIABILITIES</b>		
Accounts Payable	\$ 26,736	\$ 33,852
Accrued Expenses	3,171	1,043
<b>TOTAL CURRENT LIABILITIES</b>	<u>29,907</u>	<u>34,895</u>
<b>NET ASSETS</b>		
Unrestricted	239,370	384,744
Temporarily Restricted	4,370,802	4,077,024
Permanently Restricted	43,063	42,706
<b>TOTAL NET ASSETS</b>	<u>4,653,235</u>	<u>4,504,474</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<u><b>\$ 4,683,142</b></u>	<u><b>\$ 4,539,369</b></u>

## STATEMENT OF ACTIVITIES

**FOR THE YEAR ENDED DECEMBER 31, 2000**  
(With Comparative Totals for 1999)

	Unrestricted	Temporarily Restricted	Permanently Restricted	2000 Total	1999 Total
<b>REVENUES</b>					
Contributions	\$ 830,030	\$ 2,358,708	\$ 357	\$ 3,189,095	\$ 3,311,827
Investment Income	92,399	85,002	---	177,401	260,688
Program Income	39,980	3,332,455	---	3,372,435	2,356,596
Other Income	6,498	---	---	6,498	34,864
Assets Released					
From Restrictions	5,482,387	-5,482,387	---	---	---
<b>TOTAL REVENUES</b>	<b>6,451,294</b>	<b>293,778</b>	<b>357</b>	<b>6,745,429</b>	<b>5,963,975</b>
<b>EXPENSES</b>					
Program Expenses	5,476,403	---	---	5,476,403	5,115,422
General and Admin.	1,104,905	---	---	1,104,905	1,000,411
Fund Raising	15,360	---	---	15,360	19,864
<b>TOTAL EXPENSES</b>	<b>6,596,668</b>	<b>---</b>	<b>---</b>	<b>6,596,668</b>	<b>6,135,697</b>
<b>INCREASE &lt;DECREASE&gt;</b>					
<b>IN NET ASSETS</b>	<b>-145,374</b>	<b>293,778</b>	<b>357</b>	<b>148,761</b>	<b>-171,722</b>
<b>NET ASSETS</b>					
BEGINNING OF YEAR	384,744	4,077,024	42,706	4,504,474	4,676,196
<b>NET ASSETS</b>					
END OF YEAR	\$ 239,370	\$ 4,370,802	\$ 43,063	\$ 4,653,235	\$ 4,504,474

See Accompanying Notes to Financial Statements.

**EVANGELICAL PRESBYTERIAN CHURCH**

**STATEMENT OF FUNCTIONAL EXPENSES**

**FOR THE YEAR ENDED DECEMBER 31, 2000**  
**(With Comparative Totals for 1999)**

	PROGRAM SERVICES			
	Medical Ins. Plan	World Outreach	Church Assistance	Church Development
Compensation	\$ ---	\$ ---	\$ ---	\$ ---
Employee Benefits	---	---	---	---
Payroll Taxes	---	---	---	---
Repairs and Maintenance	---	---	---	---
Travel	---	---	---	---
Committee Expenses	---	---	---	---
Contingencies	---	---	---	---
Printing and Promotion	---	---	---	---
Professional Fees	---	---	---	---
Rent and Property Taxes	---	---	---	---
Van Expense	---	---	---	---
Office Supplies	---	---	---	---
Telephone	---	---	---	---
Utilities	---	---	---	---
Insurance	---	---	---	---
Postage	---	---	---	---
Development	---	---	---	---
Fraternal Relations	---	---	---	---
Support and Training	---	---	---	---
General Assembly Expense	---	---	---	---
Miscellaneous	---	---	---	---
Premiums	462,962	---	---	---
Claims	2,973,880	---	---	---
Administrative Expense	35,523	---	---	---
Restricted Expenses	---	1,235,422	323,057	24,421
Technology Support	---	---	---	---
<b>Totals Before Adjustments</b>	<b>\$ 3,472,365</b>	<b>\$ 1,235,422</b>	<b>\$ 323,057</b>	<b>\$ 24,421</b>
Fixed Asset Capitalization	---	---	---	---
Depreciation	---	---	---	---
<b>Adjusted Totals</b>	<b>\$ 3,472,365</b>	<b>\$ 1,235,422</b>	<b>\$ 323,057</b>	<b>\$ 24,421</b>

Special Projects	Church Loan	General and Administrative	Fund Raising	2000 Total	1999 Total
\$ ---	\$ ---	\$ 479,207	\$ ---	\$ 479,207	\$ 398,939
---	---	99,203	---	99,203	74,796
---	---	29,346	---	29,346	26,100
---	---	14,431	---	14,431	11,601
---	---	63,892	---	63,892	54,711
---	---	82,751	---	82,751	71,209
---	---	19,523	---	19,523	51,190
---	---	65,360	15,360	80,720	106,678
---	---	5,444	---	5,444	3,300
---	---	113,262	---	113,262	90,137
---	---	1,001	---	1,001	1,252
---	---	8,745	---	8,745	8,920
---	---	9,811	---	9,811	15,497
---	---	7,718	---	7,718	6,092
---	---	5,750	---	5,750	5,000
---	---	20,896	---	20,896	24,141
---	---	7,348	---	7,348	23,977
---	---	9,194	---	9,194	9,574
---	---	2,019	---	2,019	195
---	---	20,603	---	20,603	20,570
---	---	1,552	---	1,552	4,256
---	---	---	---	462,962	476,405
---	---	---	---	2,973,880	2,443,402
---	909	13,297	---	49,729	50,356
420,229	---	---	---	2,003,129	2,151,434
---	---	9,464	---	9,464	14,579
<b>\$ 420,229</b>	<b>\$ 909</b>	<b>\$ 1,089,817</b>	<b>\$ 15,360</b>	<b>\$ 6,581,580</b>	<b>\$ 6,144,311</b>
---	---	-7,721	---	-7,721	-34,463
---	---	22,809	---	22,809	25,849
<b>\$ 420,229</b>	<b>\$ 909</b>	<b>\$ 1,104,905</b>	<b>\$ 15,360</b>	<b>\$ 6,596,668</b>	<b>\$ 6,135,697</b>

See Accompanying Notes to Financial Statements.

# EVANGELICAL PRESBYTERIAN CHURCH

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2000  
(With Comparative Totals for 1999)

	2000	1999
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Increase <Decrease> in Net Assets	\$ 148,761	\$ -171,722
Adjustments to Reconcile Increase in Net Assets to Cash Flows From Operating Activities:		
Depreciation	22,808	25,849
Changes in Assets and Liabilities:		
Decrease <Increase> in accounts receivable	567	-3,468
Decrease <Increase> in inventory	-13,401	16,389
Increase <Decrease> in accounts payable	-7,116	26,908
Increase <Decrease> in accrued liabilities	2,128	67
Decrease <Increase> in notes receivable	56,787	69,941
<b>NET CASH FLOWS FROM &lt;USED BY&gt; OPERATING ACTIVITIES</b>	<u>210,534</u>	<u>-36,036</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Sale <Purchase> of Fixed Assets	-7,721	-34,463
Sale <Purchase> of Investments	-77,832	-682,811
<b>NET CASH FLOWS FROM &lt;USED BY&gt; INVESTING ACTIVITIES</b>	<u>-85,553</u>	<u>-717,274</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>	<u>---</u>	<u>---</u>
<b>INCREASE &lt;DECREASE&gt; IN CASH</b>	124,981	-753,310
CASH - BEGINNING OF YEAR	2,308,633	3,061,943
<b>CASH - END OF YEAR</b>	<u>\$ 2,433,614</u>	<u>\$ 2,308,633</u>
<b>OTHER DISCLOSURES</b>		
Cash used for:		
Income taxes	---	---
Interest	---	---



# EVANGELICAL PRESBYTERIAN CHURCH

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## NOTES TO FINANCIAL STATEMENTS

### NOTE 1 - NATURE OF ACTIVITIES

The Evangelical Presbyterian Church is a church denomination with member churches who are evangelical in spirit.

### NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### GENERAL

The financial statements include only the accounts of the Evangelical Presbyterian Church and do not include the accounts of affiliated local Presbyteries or member churches.

#### PROMISES TO GIVE

Contributions are recognized when the donor makes a promise to give to the Organization that is, in substance, unconditional. Contributions that are restricted by the donor are reported as increases in unrestricted net assets if the restrictions expire in the fiscal year in which the contributions are recognized. All other donor-restricted contributions are reported as increases in temporarily or permanently restricted net assets depending on the nature of the restrictions. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets.

#### ESTIMATES

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

#### INCOME TAXES

The Organization is a not-for-profit organization that is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. The Organization is not a private foundation under Code Section 509.

#### PROPERTY AND EQUIPMENT

Donations of property and equipment are recorded as support at their estimated fair value. Such donations are reported as unrestricted support unless the donor has restricted the donated asset to a specific purpose. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as restricted support. Absent donor stipulations regarding how long those donated assets must be maintained, the Organization

reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Organization reclassifies temporarily restricted net assets to unrestricted net assets at that time. Property and equipment are depreciated using the straight-line method. Depreciation expense for the years 2000 and 1999 totaled \$22,809 and \$25,849 respectively.

INVENTORY

Inventory consists primarily of books and other publications. Inventory is stated at the lower of cost or market on the first-in, first-out basis.

INVESTMENTS

Investments are carried at market value, including accrued interest.

CONTRIBUTED SERVICES

During the year ended December 31, 2000, the value of contributed services meeting the requirements of recognition in the financial statements was not material and has not been recorded.

**NOTE 3 - NOTES RECEIVABLE**

Notes receivable consists of loan agreements made to member churches at interest rates below the current market rates. The churches make principal and interest payments on a monthly basis. All notes other than Ashville EPC are included in the Church Loan Fund. Details of this account consist of the following:

	2000	1999
Westkirk	\$ --	\$ 11,250
Argentina	18,750	24,167
Faith EPC	19,167	24,583
North Park EPC	20,000	25,000
Elkton EPC	20,000	25,000
Tabernacle EPC	23,500	28,500
Cornerstone EPC	25,833	30,833
Christ Fellowship	25,536	30,657
Covenant Community	27,500	32,500
Covenant	35,000	39,583
<b>Total</b>	<b>\$ 215,286</b>	<b>\$ 272,073</b>

# EVANGELICAL PRESBYTERIAN CHURCH

## NOTES TO FINANCIAL STATEMENTS

### NOTE 4 - NET ASSET RESTRICTIONS

At December 31, 2000 and 1999, temporarily restricted net assets consisted of the following:

	2000	1999
World Outreach	\$ 1,248,116	\$ 1,211,386
Church Development	74,051	43,897
Church Loan	702,793	659,062
Programs	1,538,301	1,227,012
Medical Insurance Plan	807,541	935,667
	<u>\$ 4,370,802</u>	<u>\$ 4,077,024</u>

At December 31, 2000 and 1999, permanently restricted net assets consisted of the following:

	2000	1999
Ministerial Endowment	<u>\$ 43,063</u>	<u>\$ 42,706</u>

### NOTE 5 - SELF INSURANCE

The Evangelical Presbyterian Church currently utilizes a self-funded medical program using an insurance company to administer the claims. The program covers employees of member churches and their families, and clergy and their families. The program loss is limited by the use of a reinsurance policy.

Following is a summary of transactions for the self-insurance program for 2000 and 1999.

	2000	1999
Premiums Collected	\$ 3,301,283	\$ 2,323,609
Interest Income	77,346	81,962
Gain <Loss> in Market Value	-50,282	34,114
Other Income	15,892	---
Premiums Paid	-462,962	-476,405
Claims Paid	-2,973,880	-2,443,402
Administrative Expense	-33,523	-43,506
Excess Of Revenues Over <Under>Expenses	<u>\$ -128,126</u>	<u>\$ -523,628</u>

#### NOTE 6 - PENSION PLAN

The General Assembly Office participates in a multi-employer pension plan administered by the Board of Pensions and Benefits as elected by the General Assembly of the Evangelical Presbyterian Church. The plan is a defined contribution type. Contributions by the General Assembly Office to the plan for participants for 2000 and 1999 were \$49,326 and \$40,113 respectively. Any employee may participate in the salary reduction aspect of the plan. Also, the Assembly may make contributions for the benefit of employees at its discretion.

Following is a summary of transactions for the pension plan for 2000 and 1999.

	2000	1999
Contributions	\$ 2,123,112	\$ 1,908,012
Dividends and Interest	1,611,758	1,612,053
Gain <Loss> in Market Value	-2,534,276	1,007,009
Transfers In <Out>	364,126	165,460
Pension Payments	-1,164,898	-330,854
Administrative Expense	-8,519	-7,348
Excess of Revenues Over Expenses	<u>\$ 391,303</u>	<u>\$ 4,354,332</u>

#### NOTE 7 - CHANGES TO PRIOR YEAR FINANCIAL STATEMENTS

Certain 1999 amounts have been reclassified to conform to current year's financial statement presentation.

#### NOTE 8 - LEASE AGREEMENT

The Assembly entered into a lease agreement for office space effective February 1, 1993. The lease had a five-year term with monthly rent of \$4,512 during the first year. This lease was extended for three additional years, expiring January 31, 2001. Effective August 1, 1999, additional office space was leased, resulting in a new 5 year lease agreement being entered into. Monthly payments began at \$8,342 and increase annually. Total minimum lease payments are as follows:

2001	\$ 104,406
2002	107,532
2003	110,755
2004	65,730

A security deposit of \$6,129 was paid to secure the lease. Total lease expense for 2000 and 1999 was \$101,359 and \$75,018, respectively.

# EVANGELICAL PRESBYTERIAN CHURCH

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## NOTES TO FINANCIAL STATEMENTS

### NOTE 9 - CASH AND CASH EQUIVALENTS

The Assembly considers all highly liquid debt instruments with maturities of three months or less to be cash equivalents.

At December 31, 2000, cash and cash equivalents included:

	Carrying Value	Book Value
Amounts covered by FDIC Insurance	\$ 117,088	\$ 117,088
Amounts covered by SIPC Insurance	699,170	699,170
Amounts covered by brokerage company insurance	500,000	500,000
Amounts uninsured	1,124,356	1,117,356
Total Cash and Equivalents	<u>\$ 2,440,614</u>	<u>\$ 2,433,614</u>

Deposits in transit and outstanding checks cause differences between bank carrying value and book value.

**SUPPLEMENTAL INFORMATION**  
**EVANGELICAL PRESBYTERIAN CHURCH**

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**ADMINISTRATION**

**BALANCE SHEET**

**DECEMBER 31, 2000**

**ASSETS**

**CURRENT ASSETS**

Comerica Checking Account	\$ 755,243
Comerica Payroll Account	11,404
Petty Cash	500
Petty Cash - Key Cities	500
Vanguard - General Fund MM	687,328
Fidelity AM - General Fund	635,984
Vanguard Thompson Fund	30,596
Fidelity Puritan - Knox Fund	180,380
American Centuries - Knox Fund	440,501
Fidelity Puritan - Medical Benevolence	61,161
American Centuries - Medical Benevolence	196,369
Smith Barney - Ministerial Endowment	51,523
Investment - Stock	10,066
Literature Inventory	58,770
Accounts Receivable	27
Accounts Receivable - Inventory	3,896
TOTAL CURRENT ASSETS	<u>3,124,248</u>

**LAND, BUILDING AND FIXTURES**

Furniture and Fixtures	124,594
Accumulated Depreciation	-82,164
TOTAL LAND, BUILDINGS AND EQUIPMENT	<u>42,430</u>

**OTHER ASSETS**

Deposit	<u>6,129</u>
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**TOTAL ASSETS** \$ 3,172,807

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**LIABILITIES AND FUND BALANCE**

LIABILITIES

CURRENT LIABILITIES

Accounts Payable \$ 23,736

Federal Taxes W/H 3,171

TOTAL CURRENT LIABILITIES 29,907

DESIGNATED ACCOUNTS 2,825,640

TOTAL LIABILITIES 2,855,547

FUND BALANCE 317,260

**TOTAL LIABILITIES AND FUND BALANCE \$ 3,172,807**

# EVANGELICAL PRESBYTERIAN CHURCH

## ADMINISTRATION

### INCOME STATEMENT

YEAR ENDED DECEMBER 31, 2000

	BUDGET	ACTUAL	VARIANCE
<b>REVENUE</b>			
Per Member Giving	\$ 930,000	\$ 830,030	\$ -99,970
Interest Income	120,000	92,299	-27,701
Missionary Administration	36,000	39,980	3,980
Knox Fund Interest	59,000	39,848	-19,152
Other Income	11,660	6,498	-5,162
<b>TOTAL REVENUE</b>	<b>1,156,660</b>	<b>1,008,655</b>	<b>-148,005</b>
<b>EXPENSE</b>			
<b>PERSONNEL</b>			
Stated Clerk Salary	76,600	76,600	—
Stated Clerk Elect - Salary and Expense	58,000	58,000	—
Program Staff Salaries	277,200	265,778	11,422
Support Staff Salaries	123,200	78,829	44,371
Staff Insurance/Pension	99,450	87,680	11,770
Professional Expense Allowance	11,150	11,523	-373
Staff Travel/Expenses	35,000	32,081	2,919
Executive Travel	29,000	31,811	-2,811
Taxes/Workers Compensation	30,060	28,677	1,383
Officers and Directors Liability Insurance	6,000	5,750	250
<b>TOTAL PERSONNEL</b>	<b>745,660</b>	<b>676,729</b>	<b>68,931</b>
<b>ADMINISTRATION</b>			
Contingencies	5,000	13,812	-8,812
Telephone	18,000	9,811	8,189
Office Supplies	9,000	8,745	255
Printing and Promotion	25,000	30,720	-5,720
EPC Reflections	50,000	50,000	—



ADMINISTRATION (Continued)

	BUDGET	ACTUAL	VARIANCE
Postage	\$ 26,000	\$ 20,897	\$ 5,103
Technology Support	9,000	7,454	1,546
Financial Audit	3,500	3,500	---
Professional Fees	2,000	1,944	56
Miscellaneous	3,500	2,554	946
Office Development	7,500	5,012	2,488
Committee Travel	75,000	82,751	-7,751
General Assembly Administration	20,000	20,603	-603
Staff Technical Training	2,000	1,290	710
Pension Fund Administration	6,000	13,297	-7,297
Fraternal Relations	9,000	9,194	-194
Presbytery Development	3,000	1,851	1,149
Leadership Development	500	485	15
Christian Education Resources	500	729	-229
Buckingham Rent/Taxes	114,000	113,262	738
Buckingham Utilities	8,000	7,718	282
Buckingham Maintenance/Insurance	13,000	13,429	-429
Van Expense	1,500	1,000	500
<b>TOTAL ADMINISTRATION</b>	<b>411,000</b>	<b>420,058</b>	<b>-9,058</b>
<b>TOTAL EXPENSE</b>	<b>1,156,660</b>	<b>1,096,787</b>	<b>59,873</b>
<b>NET SURPLUS</b>	<b>\$ ---</b>	<b>\$ -88,132</b>	<b>\$ -88,132</b>

**EVANGELICAL PRESBYTERIAN CHURCH**

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**CHURCH DEVELOPMENT**

**BALANCE SHEET**

**DECEMBER 31, 2000**

<b>ASSETS</b>	
Cash Bank - Checking	\$ ---
<b>TOTAL ASSETS</b>	<u>---</u>
<b>FUND BALANCE</b>	
Inter Fund Account	<u>-74,051</u>
Net Surplus	<u>74,051</u>
<b>TOTAL FUND BALANCE</b>	<u>\$ ---</u>

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## CHURCH DEVELOPMENT

### INCOME STATEMENT

YEAR ENDED DECEMBER 31, 2000

REVENUE	BUDGET	ACTUAL	VARIANCE
Central South Presbytery	\$ 8,500	\$ 17,000	\$ 8,500
East Presbytery	800	1,000	200
Mid-Atlantic Presbytery	6,400	6,400	---
Midwest Presbytery	6,000	6,000	---
Southeast Presbytery	6,000	5,280	-720
West Presbytery	3,000	6,000	3,000
Florida Presbytery	1,000	1,000	---
Mid-America Presbytery	5,000	8,130	3,130
CPAC Income	4,000	1,875	-2,125
CDC Other Income	---	1,890	1,890
CDC Carryover	16,800	43,897	27,097
<b>TOTAL REVENUE</b>	<b>57,500</b>	<b>98,472</b>	<b>40,972</b>
<b>EXPENSE</b>			
Church Consultation/Travel	10,000	3,303	6,697
CPAC Training	12,500	6,804	5,696
Presbytery Development/Travel	10,000	1,133	8,867
Mission Pastor Training	10,000	1,572	8,428
Research/Development	5,000	1,905	3,095
Church Development Miscellaneous	10,000	9,704	296
<b>TOTAL EXPENSE</b>	<b>57,500</b>	<b>24,421</b>	<b>33,079</b>
<b>NET SURPLUS</b>	<b>\$ ---</b>	<b>\$ 74,051</b>	<b>\$ 74,051</b>

**EVANGELICAL PRESBYTERIAN CHURCH**

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**CHURCH LOAN FUND**

**BALANCE SHEET**

**DECEMBER 31, 2000**

<b>CURRENT ASSETS</b>	
Comerica Checking Account	\$ ---
Fidelity AM - CLF	216,697
Salomon SB - CLF Money Market	270,810
<b>TOTAL CURRENT ASSETS</b>	<u><b>487,507</b></u>
<b>OTHER ASSETS</b>	
Notes Receivable - Westkirk	---
Notes Receivable - Argentina	18,750
Notes Receivable - Faith EPC	19,167
Notes Receivable - North Park EPC	20,000
Notes Receivable - Elkton EPC	20,000
Notes Receivable - Tabernacle EPC	23,500
Notes Receivable - Cornerstone EPC	25,833
Notes Receivable - Christ Fellowship	25,535
Notes Receivable - Covenant Community	27,500
Notes Receivable - Covenant Presbyterian	35,000
<b>TOTAL OTHER ASSETS</b>	<u><b>215,285</b></u>
<b>TOTAL ASSETS</b>	<u><u><b>\$ 702,792</b></u></u>
<b>TOTAL FUND BALANCE</b>	<u><u><b>\$ 702,792</b></u></u>

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**CHURCH LOAN FUND****INCOME STATEMENT****YEAR ENDED DECEMBER 31, 2000**

	BUDGET	ACTUAL	VARIANCE
<b>REVENUE</b>			
Contributions	\$ 10,500	\$ 11,170	\$ 670
Interest-Smith Barney Shearson	12,000	18,190	6,190
Westkirk Interest	38	38	---
Westkirk Challenge	12	12	---
Argentina Interest	750	775	25
Argentina Challenge	450	---	-450
Faith EPC Interest	750	788	38
Faith EPC Challenge	500	---	-500
North Park EPC Interest	1,242	1,242	---
North Park EPC Challenge	500	---	-500
Elkton EPC Interest	1,280	1,280	---
Elkton EPC Challenge	500	500	---
Tabernacle Interest	855	855	---
Tabernacle Challenge	570	570	---
Comerstone EPC Interest	1,602	1,602	---
Comerstone EPC Challenge	600	599	-1
Christ Fellowship Interest	1,585	1,585	---
Christ Fellowship Challenge	613	613	---
Covenant Community Interest	1,436	1,600	164
Covenant Community Challenge	640	640	---
Covenant Presbyterian Interest	2,016	1,848	-168
Covenant Presbyterian Challenge	800	733	-67
<b>TOTAL REVENUE</b>	<b>39,239</b>	<b>44,640</b>	<b>5,401</b>
<b>EXPENSE</b>			
Administration Fee	1,000	910	91
<b>NET SURPLUS</b>	<b>\$ 38,239</b>	<b>\$ 43,730</b>	<b>\$ 5,492</b>

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## FRATERNAL RELATIONS COMMITTEE REPORT

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The Fraternal Relations Committee met on May 1, 2001 via teleconference call. The entire committee was present (Perry Mobley, Russ Ragon, Ramona Spilman, Frances Wall, Steele Stewart, Paul Heidebrecht) along with the Stated Clerk, Michael Glodo.

### **Matters Assigned by the 20<sup>th</sup> General Assembly**

The permanent Fraternal Relations Committee received several directions from the 20<sup>th</sup> General Assembly. First, it was asked to explore and strengthen our existing relationships with the Christian Reformed Church (CRC) and the Associate Reformed Presbyterian Church (ARP). The committee is pleased to report that both of these relationships are prospering.



*Paul Heidebrecht, chairman*

In the case of the CRC, the former and present stated clerks, L. Edward Davis, and Michael Glodo, visited Calvin Seminary in Grand Rapids, Michigan this past year to learn more about the CRC's efforts in theological education. Calvin Seminary would welcome EPC students. The seminary is also willing to make its theological journal available to EPC ministers at the same reduced rate as is given to CRC ministers. The Fraternal Relations Committee believe that EPC-CRC relationship is very warm and cordial and that it does not need to be formalized by any document or agreement.

The ARP and EPC do have a statement entitled the **Geneva Agreement** (adopted in 1992) that outlines our desire to cooperate and encourage each other as Presbyterian bodies. This agreement includes periodic meetings between our fraternal relations/ interchurch committees and also Assembly and Synod staff. The Fraternal Relations Committee has received an invitation from Dr. John L. Carson, president of Erskine College and Seminary in Due West, South Carolina, to meet on the campus with the ARP Inter-Church Committee. The Fraternal Relations Committee has asked Michael Glodo to arrange such a meeting for this fall.

Another sign of our close bond with the ARP is their invitation to have an EPC member on the Erskine board of trustees. That position was capably filled by one of our former moderators, James Rimmel, for many years. Our former stated clerk, L. Edward Davis, who was recognized at Erskine last year with an honorary doctorate, will replace him.

The 20<sup>th</sup> Assembly also asked the Fraternal Relations Committee to list the colleges and seminaries of the CRC and ARP. Both churches have one college and one seminary. Representatives of Calvin College and Seminary and Erskine College and Seminary have both been invited to attend the 21<sup>st</sup> Assembly. The Fraternal Relations Committee was informed of the broad outline of the proposal and is awaiting the full report to determine how it can be of any help.

Finally, the Fraternal Relations Committee was advised by the Permanent Judicial Commission to consider proposing that the EPC observe the comity agreements of the Presbyterian and Reformed bodies in NAPARC (North American Presbyterian and Reformed Council) even though the EPC is not a member of NAPARC. This suggestion from PJC was made in reference to the issue of ministers under discipline in another body being received into the EPC. The committee assumes this would involve changes in the *Book of*

*Order* and has no recommendation at the present time. The committee also encourages presbyteries to exercise caution and to study carefully requests to be received into the EPC from ministers under discipline in NAPARC churches. Even though the EPC was not admitted into NAPARC, we wish to remain on the best of terms with our brothers and sisters in the NAPARC churches.

### **World Reformed Fellowship**

This past year two international bodies, the World Fellowship of Reformed Churches (WFRC) and the International Reformed Fellowship, were merged into one fellowship. The founding meeting of the World Reformed Fellowship was held in Orlando, Florida and our Stated Clerk, Michael Glodo, represented the EPC.

This new merged body continues to be a fellowship, not a council, which means that gatherings are for the purpose of mutual encouragement and cooperation. Member churches are not obligated to agree with the positions and actions of other churches. Membership is open to all bodies that adhere to one of the historic confessions of Reformed faith.

The World Reformed Fellowship meets in conjunction with the World Evangelical Fellowship (which met in Malaysia in May). The EPC is a member of the World Evangelical Fellowship and also one of its member bodies, the National Association of Evangelicals.

Every year the Fraternal Relations Committee send fraternal delegates to the CRC and ARP synods and every other year an observer to the General Assembly of the Presbyterian Church in America. These three bodies do the same for us and we welcome these delegates and observers to our Assembly.

Paul H. Heidebrecht, Chairman  
Fraternal Relations Committee  
May 3, 2001

### **Newly Ordained Ministers**

In previous years the Ministerial Vocation Committee coordinated a dinner and speaker for newly ordained ministers in accord with actions of the General Assembly (Acts of the Assembly 94-26). This year there were no funds available in the Benevolence Askings. To fulfill the ongoing mandate of the Assembly, the MVC has arranged for a room at the host church in which ministers ordained in the past two years will be invited to meet for lunch on the opening day of the Assembly. The incoming chairman of the MVC will coordinate the program.

### **Interim Pastors**

The Committee noted that there are an increasing number of transitional situations in the EPC in which churches would benefit from interim pastors. The Committee also recognized the need to develop a pool of available and qualified pool of interim pastors. Toward that end, the Committee is recommending that the Assembly approve the document "Guidelines for Intentional Interim Pastoral Ministries" (MVC-1). The MVC gratefully acknowledges the work done by Dr. Charles Wickman and Dr. Ed Davis in preparing the original paper.

### **Jumper Scholarship Fund**

The 21<sup>st</sup> Assembly has reason to be thankful. The MVC is pleased to announce that the Jumper Scholarship Fund has reached its capitalization goal of \$300,000. The Fund provides scholarships to selected EPC candidates in the Master of Divinity program at Reformed Theological Seminary.

### **Ordination Examinations**

The MVC has begun a project of constructing additional written examinations for ordination. During the next Assembly year the MVC plans to review the work of a task group which will present two new Polity exams, a new Theology and Sacraments exam and a new Bible exam. When the project is complete, there will be three exams in each subject area to be rotated in a three-year cycle.

Since the last Assembly, 13 Candidates have taken the written exams. Eight passed all exams on the first attempt.

### **Candidates Educational Equivalency Program (CEEP)**

The CEEP program is the process by which candidates approved with extraordinary status fulfill requirements for ordination. Rev. Allen White successfully completed the process in October 2000 and was ordained by the Central South Presbytery to serve as a World Outreach Missionary in Kazakhstan.

### **Procedure Manual for Ministerial and Candidates Committees**

The MVC edited the Fourth Edition of the *Procedure Manual for Ministerial and Candidates Committees* and distributed copies to presbytery clerks and chairmen. The new edition incorporated Acts of the General Assembly since 1998 and made the "Forms" section available electronically. The Manual is also valuable for Pastor Search Committees and is available at cost from the Office of the General Assembly.

The 20<sup>th</sup> Assembly provisionally approved an Advisory Paper on Performance Review to be included in the Procedure Manual. The MVC revised the paper and is submitting it to the 21<sup>st</sup> Assembly for approval (MVC-2).



### **Opportunity List**

A listing of churches with open positions is distributed regularly to presbytery Clerks, Moderators, Ministerial and Candidates Chairmen and upon request to EPC candidates and ministers. The format of the Opportunity List has been upgraded and the frequency increased (from every other month to every 6 weeks). With the May/June edition, churches in the Opportunity List will be given the opportunity to be listed on the EPC web site. Only churches that give explicit permission will be listed. This procedure will be evaluated by the MVC during the coming year.

### **Recommendations to the 21<sup>st</sup> General Assembly**

1. That the document on "Guidelines for Intentional Interim Pastoral Ministry" be approved for inclusion in the *Procedure Manual for Ministerial and Candidates Committees*.
2. That a revised "Advisory Paper on Performance Review" be approved for inclusion in the *Procedure Manual for Ministerial and Candidates Committees*.

Respectfully submitted,

Art Hunt, Chairman-Elect

MVC-1  
Guidelines

for Intentional Interim Pastoral Ministry

The Evangelical Presbyterian Church

A Manual for Churches  
2001

**INTRODUCTION**

The *Book of Order* of the Evangelical Presbyterian Church makes provision for its congregations to secure pastors for interim ministries.

“Temporary pastoral relationships. A Church Session may invite a Minister to preach the Word, administer the Sacraments, and perform needed pastoral duties. The invitation must be approved by the Presbytery on recommendation of the Ministerial Vocation Committee unless otherwise stipulated. No person serving in a temporary relationship is eligible to be called as Pastor of that church.” (G. 11-8)

“Interim supply. Invited to serve during the period a congregation is seeking a Pastor. The Interim Supply may be appointed by the Presbytery to moderate the Church Session during the time of service. (G.11-8B)”

The Ministerial Vocation Committee and the General Assembly Office offer these guidelines to local churches considering an interim supply. Further development will occur as the church continues to address this need, in hopes that stronger and healthier congregations will result as permanent pastors are called and new long term ministries get underway.

Appreciation is expressed to Dr. L. Edward Davis, Stated Clerk Emeritus of the General Assembly, Dr. Charles Wickman for their substantial work on this document.

**AND IN THE IN-BETWEEN TIMES**

Your pastor has resigned! Now what?

Most churches are ill-prepared for the interim period between permanent pastors. The congregation may be buoyed up by such ideas as the ministry of the laity as the way God intends for the church to operate, the multiple gifts of God’s people as resourcing the church for such a time and perhaps a history of handling crises well. Congregations, too, are generally energized by the new challenges presented to them, the opportunities the interim presents for new directions and the whole search process as a stimulation to congregational unity.

We may not, however, be aware of the feelings from which the congregation suffers: loss, shock, grief, anger, guilt, panic. We may not be prepared for the old issues that sometimes resurface during this period, the unresolved conflicts that reoccur or what might be the limiting powers of how the congregation has defined itself up to this point

by the pastor who has left. A congregation may not realize that some old but needed leadership retires with the pastor's resignation leaving undesirable vacancies or how people in the background of church life, often untrained and inexperienced, begin to assert themselves. A congregation may not be prepared for the new future which a new pastor will bring. We may not be aware of the opportunities that the interim period presents to focus on certain developmental tasks appropriate to the "in-between" times. Nor is the congregation always aware of the resources available to the church for making the most of the interim period.

There are pastoral needs left unattended to, which some members of the congregation desire quite intensely, such as the elderly facing their own death and wanting the care of a pastor. The moderating of Session and congregational meetings may need objective leadership. Pastoral representation at community functions may be neglected.

Healing may be needed especially if the previous pastor left under duress or has left behind a conflicted congregation. Process time is needed to handle change appropriately. Familiarities and established patterns are being challenged. Denial, anger and bargaining, all part of the normal grief process, need to lead healthily to acceptance. Any sense of crises must be dealt with well and utilized. Any sense of hurry needs to be moderated by careful planning and search, and can be handled in the awareness that the pastoral vacancy has been temporarily filled.

Philip Porcher fantasizes about a congregation in the interim as, in part, "a group of people...walking slowing ahead, often looking backward with longing and lost expressions on their faces. Gradually, they begin to look at each other, some in anger and frustration, others in supportive collaboration, and still others in small groups pulling off to the side..." If your pastor has resigned and if in any measure this is potentially your congregation, it is now time to consider an intentional interim pastor. A congregation may feel that the interim can be handled by the associate staff. This assumes that the church will accept an associate as the head of staff as it accepted that person as an associate. Such is not always the case. It also assumes that the associate is prepared to be an interim, "thinks" interim, and can and does change priorities and style if necessary to do intentional interim work, rather than continuing in the associate's role and adding the head of staff responsibilities to an already busy schedule. In addition, serving as interim makes it difficult for the associate to look for a new position himself in anticipation of the new pastor asking the associate(s) of his choice. Most churches believe that a new pastor must be given the choice of his own key staff people, if he is to do the work a congregation wants of him. He may choose the present staff, but a church ought not require him to do so. Furthermore, an associate acting as head of staff may find it difficult to return to an associate position once the new pastor has come, should he stay.

If a church *does* ask a present associate to serve as interim pastor however, (and this is not recommended) much of what is suggested here should be required, including the drawing of a covenant and intentional work on the specific issues of the interim period.

The search for a new permanent pastor demands a healthy congregation if the next installed pastor is to be what, under God, he is to be to that congregation. No church wants its next permanent pastor to be, in effect, an interim (as has happened again and again).

For these reasons the General Assembly has developed in Intentional Interim Program for churches in the "in-between" times and who are seeking interim pastors and for ordained

pastors available to do interim service. Our hope is that our congregations will enjoy a long term and stable ministry following the interim period, and we believe an interim pastor may be absolutely necessary to such future work. You are urged, therefore, to read this Manual carefully and consider making the “in-between” times a time of coming to terms with your church’s history and discovering a new identity for your future by inviting an intentional interim pastor to serve with you during this critical period in church life.

This Manual draws on the work of others, most of which is mentioned in the bibliography. God bless you as you carefully consider what He would have your congregation do in the “in-between” times.

## **SO WHAT IS AN INTERIM?**

An interim *time* is an “in-between” time. For the church, it is the time between when one pastor leaves and a permanent pastor is installed. The ministry of the church goes on, sometimes in regular and familiar ways, but always with new and unfamiliar challenges. We continue in such a time to be the people of God with the unique and distinct mission committed to us as a church. As to the congregation’s ministry, therefore, there really is no interim period.

An interim *person* is a trained and intentional interim pastor of the Evangelical Presbyterian Church, purposeful about serving God’s people during these “in-between” times, skilled in and willing to provide pastoral care and leadership during the months before a congregation’s next permanent pastor is installed.

Chosen by the Session, an interim pastor serves under a clearly defined, temporary and published covenant, doing what a pastor generally and routinely does and more, and within a limited framework of time and goals. His role is designed to serve a congregation during a dynamic but limited period in its life, particularly in ways appropriate to this time in a church’s history. He may serve full-time or part-time for a portion of the interim or for it all, be resident or not, but never a candidate for the longer term position which the church wishes to fill. Having served as a permanent pastor, he brings unique personality characteristics, skills and perspective to the task. He brings maturity, flexibility and adaptability to his role. His competence may be in handling grief, in an ability to use conflict positively, in an ability to quickly analyze situations, entering and leaving a congregation in a healthy way or in the skill to organize and direct group processes. He recognizes unfinished tasks and leads toward their completion before the permanent pastor arrives, for example, the examination of the membership roles of the church so as to reflect membership realities. The interim pastor moves quickly and purposefully to these tasks and leads in preparing the people of God for a healthy future together. He is intentionally an interim pastor. He is not a single-Sunday supply pastor, preaching only. He is not a temporary supply primarily preaching over a relatively short period of time.

It is conceivable that some ordained people, after a relatively few years of permanent pastoral work, will choose to serve only as interim pastors for the rest of their public ministry. Such people would be interim pastor Specialists, having been especially and intensely trained in the leadership skills needed to guide the people of God in the “in-between” times. No such specialists are trained at the present time to serve in the Evangelical Presbyterian Church. Some interim pastors are people without call at the present and wish to serve in this capacity for a time agreed upon by the church and the interim. Other interim pastors, however, are 60+ years of age, having served in several permanent pastoral positions, are honorably retired and receiving some pension and/or social secur-

ity income. He is simply entering a new phase of his ministry for which he has prepared himself. An Interim Pastor is convinced that his work is a vital part of the church's mission, not simply a fill-in until the "real" pastor arrives. His work is different in many ways but equally essential as the ministry a congregation's permanent pastor will have.

## THE TASKS OF AN INTERIM PASTOR

Research with many different congregations, done by Lorean Mead and the Alban Institute, indicates that a congregation in transition has five basic areas of need. Mead calls these five "developmental tasks." Virtually every denominational interim program acknowledges that these are the primary tasks of interim leadership. The possibility that healthy leadership will be found in the search for a permanent pastor and that he will be able to minister unimpeded is enhanced by working through these issues. An interim pastor addresses these needs in the sequence both the pastor and the church consider appropriate.

1. **COMING TO TERMS WITH HISTORY.** Feelings, termination emotions, need to be resolved: loss, grief, anger, despair, relief, guilt, panic. Old and debilitating ways of responding to crises need to be addressed. The ghosts of pastors past need to be put to rest. A dearly loved immediate past pastor needs to be released in the minds and hearts of the congregation. If the past pastor was pressured to leave by some in the congregation, healing between for and against groups needs to occur. Where the church has come from and how it got there needs to be understood, acknowledged, valued and worked through, whatever is appropriate. Conflicts of long-standing need to be resolved. Until this happens, a congregation is less able to make good decisions about itself.
2. **DISCOVERING A NEW IDENTITY.** Churches in the interim are no longer defined by their past. The pastor who defined them in many ways is no longer present with them. They will not stay the same. A new identity must develop. While the next permanent pastor will bring vision to the church, the congregation must discover what, in general terms, it wishes to become in the future.
3. **FACILITATING SHIFTS OF POWER.** New leadership is necessary, since the "old" pastor was the key decision-maker and leader of the past life of the congregation. Some members fade from active service when the pastor departs. Others get involved. If the previous pastor was a great influence on the congregation, a bold or controversial leader, the more changes in leadership will occur. An interim pastor can help in leadership shifts making them positive and appropriate to the changing situation. The interim pastor may provide leadership training, giving the new pastor a cadre of people who know the when, how and where of church leadership.
4. **RETHINKING DENOMINATIONAL TIES.** Part of a church's identity is its connection with the larger church. The staff, resources and organization of the Evangelical Presbyterian Church will become clearer to a church in transition as it connects more with the denomination in its search process. The Confession, the Essentials, the Catechisms and the *Book of Order*, all of which help define us, should become more familiar to the church as it lives through the interim period. Contacts with the presbytery and General Assembly office will be made frequently by the Pastoral Search Committee and an appreciation for its work will be developed. An interim pastor can help a congregation understand its EPC heritage and denominational structure.

## 5. BUILDING COMMITMENT TO NEW LEADERSHIP AND A NEW

**FUTURE.** The church must move from its past orientation to a future vision. Pastoral styles differ and strengths vary and the congregation must be open to the individuality of its next pastor. A congregation must be spiritually prepared for its new pastor. A commitment to the new pastor must be encouraged, especially when that person is identified and called. Shared vision and working relationships can and must develop among the congregation. The church must become forward-looking, appreciating the past but rolling up its sleeves to a new and exciting ministry in the upcoming days. The interim pastor can engage the congregation in this process.

A congregation must experience the maximum benefit possible in the interim period. The more these tasks are completed, the stronger a people will be for its next pastor. If a congregation assumes that these issues will be successfully addressed without interim leadership, it may be disappointed.

### STEPS TO SECURING AN INTERIM PASTOR in the Evangelical Presbyterian Church

- STEP 1** At a time following the presbytery's approval of the present permanent pastor's change in his ministry, Session determines to seek an interim pastor. A thorough study should be made of this Manual and the benefits of calling an interim, and the counsel of the presbytery ministerial committee sought. Then a decision should be thoughtfully made.
- STEP 2** Session appoints an Interim Search Committee (ISC) as an ad hoc committee of the Session, appointing its chairman, if desired. This should be done before the congregation selects a Pastoral Search Committee.
- STEP 3** The Interim Search Committee informs its presbytery stated clerk of the Session's decision to search for an interim pastor.
- STEP 4** The ISC studies the interim pastor Manual. It profiles the interim pastor it determines to be best suited for the church, considering the church's special needs in the interim, how long it envisions the interim period to be, possible beginning dates, salary and benefits package and other such matters as it considers appropriate. It then develops the covenant to be presented to the interim pastoral candidate. (See appendix for a sample covenant.)
- STEP 5** The ISC studies the interim pastor Profiles and Personal Information Forms (PIF) received from the General Assembly office and the presbytery stated clerk and prays about the choice(s) it will make for further investigation.
- STEP 6** The ISC makes contact with the choice(s) it makes to discover availability and gather other information it may seek. Some interims may be serving a church at the time another church calls, but may still be available within a month or two of that initial conversation. Contact may also be made with the candidate's recommendations at this time.
- STEP 7** The ISC interviews its available choice, further developing and then reviewing the covenant and other pertinent information with the candidate.
- STEP 8** The ISC continues to process, if necessary, until an interim pastor is agreed upon by the ISC and the candidate.
- STEP 9** The ISC recommends the interim pastor and the covenant to the Session. The Session issues the invitation (G. 11-8).
- STEP 10** When an interim pastor is called, the Session receives the necessary approvals from the presbytery or ministerial committee, should this committee be empowered to make this decision (G.11-8).

- STEP 11** The ISC plans for the installation of the interim pastor acts as his counsel, conducts periodic reviews of his covenant and ministry and plans any and all matters related to his termination.
- STEP 12** If an interim resigns and Session determines that a second interim pastor is needed, the ISC repeats its work until the next interim is secured by the congregation.
- STEP 13** Session dismisses the ISC with thanks when the church has secured a permanent pastor and its work is complete.

These steps may be modified, depending upon the needs of the particular church.

### **COVENANTING WITH THE INTERIM PASTOR**

A church and its interim must have a clearly understood working relationship with each other. Unhappy relationships develop when expectations are not clear. A covenant should be drawn, therefore, which fits both the needs of the congregation and the interim. The expectations of both the church (the Interim Search Committee and the Session) and the pastor should be thoroughly discussed and expressed in a covenant similar to the example found in this Manual. Items included should be the tasks involved, the compensation package (salary, housing, vacation time, insurance, and possibly pension allowance), travel reimbursement, disability and other such matters as express the desires and priorities of both parties. A congregation may wish to spell out the priorities for the first two or three months of interim ministry. No assumptions should be made.

The covenant should include a pledge of support and cooperation between the church and the interim pastor. The length of time before it is reviewed should be made clear. How the covenant is terminated by either party can be spelled out. What happens in the event of the church's dissolution or the interim pastor's death can be written into the covenant.

The covenant should be reviewed by the Interim Search Committee and the pastor after 3 months of interim service to see if it reflects the intentions of both the church and the pastor. Renegotiate, if necessary. If needed, changes should be suggested to the Session. At the same time, the ISC should evaluate the ministry of the interim. Thereafter, the covenant should be reviewed no less than every 6 months for the same purposes, should the ministry of the interim continue to be needed by the church.

The original covenant, with its terms of call included, should be presented to the presbytery and/or ministerial committee when the church seeks presbytery approval of the call it issues. Unless major changes are made as time goes on, it would not be necessary to re-submit the covenant to the presbytery. It should also be published for the congregation's perusal. This covenant should be signed by the Interim Search Committee, the Session, the interim pastor and the presbytery. This covenant is not intended to restrict ministry but to release it by clarifying all issues from the start, allowing the church and pastor to do, unimpeded, the critical work the interim period requires.

### **COMPENSATION FOR INTERIM PASTORS**

Each church and interim must work out a compensation package agreeable to both. The compensation for a full-time interim position differs from a part-time position, of course. As guidelines for the Session, consider these suggestions:

1. Salary should be negotiated based on the church's current budget and the compensation package of the previous pastor. It must be remembered that an interim pastor is a "real" pastor and that compensation must be appropriate to his position. In either case (full- or part-time), the benefits package should include health insurance if the pastor is not covered in another way, as well as pension. Remember too that the terms of call must be included in the covenant drawn between the church and the interim and that the presbytery ministerial committee and the presbytery must approve what the church offers. For a retired pastor, there are no required terms of call.
2. One way used by some churches for determining compensation is the unit system. A unit is a block of time, usually 3-4 hours (a morning, an afternoon, an evening) compensated at a certain rate for each unit. A suggested rate is \$60-\$100 per unit. Using the interim pastor Worksheet in the appendix, the number of hours required for an interim's ministry can be determined. So, for example, if a church determines that its interim will serve 10 units per week (30-40 hours) and the compensation is \$75 per unit, the interim would receive a package that adds up to \$750 per week.
3. Travel reimbursement should meet IRS guidelines. Mileage should include the interim's commute from his home each week, if this is how he is to minister to your congregation.
4. Business expenses should be reimbursed by the church.
5. Vacation is to be negotiated on the basis of one paid week of vacation for each 3 months of service. General Assembly and presbytery attendance is not considered vacation.
6. If a church owns a manse, its use should be a matter for the church to determine and, if it determines to make it part of the compensation offered, this should be negotiated with the interim.

These are suggestions. Each situation differs so a compensation package needs to be worked out that is satisfactory to both the church and the interim.

### **TERMINATING THE RELATIONSHIP** *Giving the gift of a healthy farewell*

An interim pastor should plan to leave no less than a week before the new pastor arrives. If a church has very much loved its interim, it is best to leave two to four weeks before, giving the church the opportunity to anticipate its new pastor without too much of an interim's influence and a church's affection still intact. What is important is that the interim pastor be intentional about the conclusion of his ministry.

On some occasions, it may seem appropriate to include the interim pastor in the welcoming of the new pastor, though this should be carefully considered before deciding to do so.

A healthy farewell would include the interim asking the Session and/or Interim Search Committee what is expected of him in the process of termination and the welcoming of the new pastor. Lyle Shaller, eminent church consultant, suggests that as the interim plans to leave, he begins to think of himself as the predecessor. He also suggests that the interim leave behind a packet of useful information for the next pastor. This could include church and city directories, maps, telephone numbers, etc.



As the exit approaches there should be expressions of joy and sadness, talk about the transition to the new pastor and how he will be received, encouraged by the interim, records put into good order, arrangements made regarding pending weddings, etc., conversations about exact dates for the interim's break from the congregation, covenant termination, and the planning of an appropriate farewell event for the interim. He should recognize and affirm the staff and other significant people in the congregation, a sermon or sermon series reviewing the time together, affirming the congregation as it moves forward, the experience of change and such topics would be appropriate.

The interim pastor should encourage the preparation of the pastor's study and the manse, should the congregation plan to provide such for its new pastor. He may need to prepare his own household goods, terminate community commitments, transfer personal records and the like.

An exit interview benefits both the church and the interim pastor. The interim period should be evaluated, the work of the interim discussed, how the congregation is perceived by the interim as he departs, what gains were made and what work needs to be done in the future. Each of the five developmental tasks should be discussed to discover where the congregation is as it enters into a new and exciting phase of life together.

The interim pastor should plan a transition conversation with the next pastor and the Session told that the interim plans such a talk.

As an interim approaches the end of the interim period, he should begin to plan for his next ministry, evaluating his experience and planning for its use in his next pastorate. He should give himself process time. He has been involved in a rather intense time in a congregation's life and needs a break in order to be fresh for his next assignment. He may wish to contact the General Assembly office indicating when he will be available for another interim. Then celebrate with the church, say "good-bye" and LEAVE!

A congregation is wise when it insists on a healthy farewell from its interim pastor.

### CONCLUSION

This Manual is intended to provide guidelines for our churches. It rises out of love for the church and an intense interest in maintaining effective ministry and bringing growth and renewal to a congregation in what may be an uphill part of its journey. Unique opportunities are provided to congregations by the interim period and no church should let this "in-between" time slip by without an intentional effort at taking advantage of those opportunities.

The General Assembly office is ready to assist your congregation further, if needed, in the interim process.

## APPENDICES

### SAMPLE

#### INTERIM MINISTRY COVENANT BETWEEN

The \_\_\_\_\_ Church and The Reverend \_\_\_\_\_ to provide interim pastoral leadership, it is agreed that the Reverend \_\_\_\_\_ will begin to serve as interim pastor of the \_\_\_\_\_ Church on \_\_\_\_\_. It is understood that this Covenant will be reviewed after three months of service to see if it reflects the expectations of Church and Pastor and thereafter at least every six months, until a permanent pastor is called and installed. During this interim, the congregation and interim pastor will work together, with the help of God to:

- Provide for worship and the practice of ministry with the congregation and community.
- Engage in the evaluation of the church, reviewing its past and planning for its future, strengthening the mission and unity of the church.
- Prepare for the coming of a permanent pastor called by the congregation.

It is agreed that under no circumstances shall the interim pastor be a candidate for permanent pastor and that at no time will he meet with the Pastoral Search Committee or assist in the search process unless specifically asked to do so by the Session of the church.

#### **SHARED MINISTRY**

1. The interim pastor agrees to provide (full-time, part-time) pastoral leadership and shall be responsible for the following:
  - Preaching and leading the worship of the Church;
  - Officiating at baptisms, weddings and funerals as requested;
  - Visitation of the sick, shut-ins and counseling members as requested;
  - With presbytery approval, serve as Moderator of the Session and congregation
  - Serve as head of staff;
  - Attend and resource committees as requested;
  - Provide leadership and training for members, including self-study, future planning, membership outreach and stewardship;
  - Lead the church's Confirmation Class;
  - Give intentional leadership to the Five Developmental Tasks of the Interim Period;
  - Represent the church in the community and remain active in the Evangelical Presbyterian Church, its General Assembly and presbytery;
  - Participate in an evaluation of the interim pastorate at the conclusion of this interim period;
  - Other duties:
2. The church will support and cooperate with the interim pastor assuming responsibility for:
  - Attending worship services and other meetings;
  - Continuing financial support of the church and its ministries;
  - Sustaining lay leadership and shared ministry;

- Supporting the pastor in the church's ministry to the community and the world;
- Working on the Five Developmental Tasks of the interim period;
- Participating in the presbytery and General Assembly;
- Informing the interim pastor of the timing of possible and definite leadership transitions, including Candidate Sundays.
- Keeping the interim pastor informed of covenant termination;
- Participating in the evaluation process at the end of the interim period;
- Other:

### COMPENSATION

The church agrees to provide the following compensation to the interim pastor:

_____	Base salary, per month
_____	Housing allowance
_____	Health insurance
_____	Pension
_____	Travel allowance (\$___per mile or ___ allowance)
_____	Social Security offset
_____	Vacation (1 week for each 3 months of service)
_____	Other _____

### DISABILITY

In case of disability because of accident or illness, the church shall be responsible for the interim pastor's full salary and benefits at a rate of one week for each week served up to three months of disability.

### DEATH

In case of the interim pastor's death, the spouse and/or family shall receive full salary and housing for three months, plus any earned vacation pay.

It is agreed that this covenant shall be in effect for \_\_\_\_\_ months after which time it may be renewed. It is further agreed that thirty days notice shall be given by either the church or the interim pastor if either wishes not to renew this covenant. It is also agreed that, when a permanent pastor has been called, this covenant shall conclude as the Session deems best, but, at the most, one week before his installation.

Copies of this Covenant shall be provided to the local church, the interim pastor and the ministerial committee of the presbytery.

By signing this agreement, the church and interim pastor agree on the following statements made by the pastor. *I hereby agree that while serving as interim pastor, I will not allow my name to be submitted as a candidate for the vacant pulpit of the church I am serving. I further agree that, upon my termination and departure as Pastor, I will sever my pastoral relations with this congregation, recognizing that all future pastoral functions should be fulfilled by my successor.*

_____	_____
For the Interim Search Committee	Date
_____	_____
For the Session	Date

The interim pastor	Date
For the Presbytery	Date

**INTERIM PASTOR WORKSHEET**

*To be used by the Interim Search Committee*

Before the Interim Search Committee interviews possible candidates, here is a checklist of activities you see your interim pastor involved in while with your church.

<b>A. WORSHIP</b>	<b>Hours per week</b>
Sunday preparation	_____
Sunday service(s)	_____
Special services	_____
_____	_____
_____	_____
Weddings, funerals	_____
Other	_____
<b>B. PASTORAL CARE</b>	
Hospital visitation	_____
Shut-in visitation	_____
Home visitation	_____
Counseling	_____
<b>C. ADMINISTRATION/LEADERSHIP</b>	
Session	_____
Office work	_____
Committee involvement	_____
_____	_____
_____	_____
<b>D. TEACHING</b>	
Adults	_____
Youth	_____
Children	_____
Confirmation	_____
Other	_____
<b>E. OUTREACH</b>	
Missions	_____
Community	_____
<b>F. STAFF</b>	
Head of staff leadership	_____
Staff meetings	_____
<b>G. DENOMINATION</b>	
Presbytery	_____
General Assembly	_____
<b>H. EVALUATION AND PLANNING</b>	_____
<b>I. OTHER</b>	_____
_____	_____
_____	_____
<b>Total hours per week required</b>	_____

## COMPENSATION FOR RETIRED PASTORS

### *What can be earned*

A retired pastor receiving social security, pension or annuity income may be able to exclude some or all of compensation for interim ministry from income taxes. Certain limits apply and it would be advisable for any retired pastor considering interim ministry to check with a tax-preparer to ensure falling within those limits. The purpose here is to indicate to churches considering an interim, what those limits are, in general, so as to be able to negotiate with a potential interim appropriately.

At this writing, a Social Security recipient can receive wages up to age 62 of \$8,160 annually without it affecting the Social Security benefit. At 65, he can receive \$11,280 and after 70 years of age, receive whatever he earns without it affecting his Social Security income. These amounts change slightly from year to year.

A portion of an interim's compensation may be designated in advance as housing allowance and therefore this allowance the interim can exclude from income taxes. The EPC Pension Plan designates all such income as housing allowance and therefore not subject to income taxes (unless, of course, it exceeds what a pastor can prove to be his housing expenses). Retirement income is all exempt from self-employment tax. Each church and pastor must discuss these matters before entering an interim relationship but generally a church could designate about 50% of work income to housing allowance. If he receives a pension or annuity and it applies to housing (as it does in the EPC), the amount of other income he can exclude from income taxes as housing allowance must take into consideration what he receives as pension for this purpose. An example of the above, for a person 65 years of age, would be:

<b>Work and Pension Income</b>	<b>Total</b>	<b>Subject to income taxes</b>	<b>Subject to Self- Employment taxes</b>
Pension	\$6,500	-0-	-0-
interim pastorate	<u>24,000</u>	<u>\$12,000</u>	<u>\$24,000</u>
Total work/pension income	\$30,000	\$12,000	\$24,000

In addition, of course, the interim pastor can receive Social Security income, most of which should be non-taxable. In any case, the total income received from all sources designated for housing will only be excludable from income taxes to the extent that the pastor is actually spending that amount on housing costs.

It is conceivable that a pastor desiring interim work at 62 years of age or beyond will delay receiving Social Security and/or pension income and therefore whatever that person's compensation may be will be treated, tax and Social Securitywise, as his present income is treated.

Churches and pastors should work together to make the compensation given and received tax-friendly for the pastor. **Be sure to check with a tax-preparer or CPA.**

*Information courtesy of Mr. Jesse Wasserman, CPA*

## ADDITIONAL RESOURCES

Should a congregation seek additional resources or consultation for the interim period, help may be obtained from:

*Temporary Shepherds: A Congregational Handbook for Interim Ministry*, edited by Roger S. Nicholson. (Available from the Alban Institute).

The Alban Institute  
7315 Wisconsin Avenue, Suite 1250 West  
Bethesda, MD 20814-3211  
[www.alban.org](http://www.alban.org)  
301/718-4407  
800/486-1318

Interim Ministry Network  
5740 Executive Drive, Suite 220  
Baltimore, MD 21228  
410/719-0777  
Fax: 410/719-0795  
[www.interimministry.org](http://www.interimministry.org)  
[info@interimministry.org](mailto:info@interimministry.org)

**Guidelines**  
**for Intentional Interim Pastoral Ministry**  
**The Evangelical Presbyterian Church**

**A SUPPLEMENT FOR PASTORS**

2001

**SO YOU THINK YOU WANT TO BE AN INTERIM PASTOR**  
in the Evangelical Presbyterian Church

An interim pastor is a pastor with a temporary contract, brought into a particular church when, for whatever reason, the permanent pastoral position is vacant. This role is designed for serving a people in preparation for its next pastor and within the context of the unique dynamics of a limited period in a church's life. This person is intentionally an interim in expectations and approaches to ministry, serving the regular needs of a people but ministering specifically in terms of the needs of a congregation at this critical transition period in its life. Interim work is seen as the unique challenge that is not only to provide regular ongoing pastoral leadership and compassion care, but also to help in resolving issues of grief and conflict and to assist the congregation in preparing for a new ministry under a new pastor. The interim pastor uses the changes of the transition period for the growth of the church, interprets the interim process to the congregation and contributes to the renewal of the church during this prime time in a congregation's life.

It is axiomatic that an interim is temporarily located and is never a candidate for the longer term position.

The Evangelical Presbyterian Church wishes to develop a pool of available candidates to serve in this position. Some will be full time; others, part time. Some will be compensated fully and others in a limited way by the churches they serve. Some will commute to their interim work and others will move to where the church is located. Some will have taken basic training in interim ministry and others will have only done limited reading on the subject. Some will be awaiting a call to a permanent position and some will be committed to doing only interim work. The full profile form will be held in the General Assembly office and available to churches that ask for it. Churches will be encouraged to secure interim leadership while their pulpit is vacant. Interim service will then come as churches and pastors negotiate an agreement to work together during an interim period.

No attempt is made here to repeat what can be found in the *Intentional Interim Pastors Manual for EPC Churches*. It is expected that a pastor considering interim ministry will read that Manual carefully, especially the tasks of the interim pastor as well as the appendices and this entire supplement for pastors.

Furthermore, no attempt is made here to consider all that is involved in interim ministry. Availability is only half of the process. The rest is the development of the heart and skills needed by churches in the "in-between" times. The bibliography included will direct you to material helpful in considering how best to practice interim service.

No pastor should accept interim ministry without first preparing for this unique role. It should not be assumed that being a pastor for many years perhaps totally qualifies a pastor for interim service. Training in the theory, skills and tasks of interim work is necessary if a pastor is to be of the greatest possible benefit to churches in transition. Included in this supplement is a brief description of training and other services offered by the Interim Ministry Network, Inc., and if you really want to be an interim pastor you ought to consider taking the basic education courses this organization offers.

Also included in this supplement is Steps to Becoming an Interim Pastor and the form to be completed and sent to the General Assembly Office should you wish to be listed as interested in interim ministry. If you choose to be listed as a potential interim, you may wish at the same time to inform your presbytery stated clerk of your availability as well as work with your own network of contacts, informing others that you are prepared to accept such a temporary assignment.

The call to interim service is a 3-point call, as is true for all pastoral assignments in the Evangelical Presbyterian Church: the pastor, the Session and the presbytery. The *Book of Order* states that the invitation to serve as an interim "must be approved by the presbytery on recommendation of the ministerial committee unless otherwise stipulated." (G 11-8) Once called and approved by the presbytery it is assumed that any change in contractual arrangements with a church will be minor and, give the fact that the assignment is generally a year or less, will not require future approval by the presbytery (with the exception of terms of call). It is expected that several questions remain unanswered at this early stage of the church's interim program. Your experience serving as an interim will be helpful, too, in the further development of this effort. We envision that at some future time, an annual caucus of those committed and trained for interim ministry will be held prior to or at General Assembly.

If, after thought and prayer, you wish to prepare for and be listed as a candidate for interim ministry, the General Assembly office will be happy to assist you further.

### **STEPS TO BECOMING AN INTERIM PASTOR** *For pastors in the Evangelical Presbyterian Church*

**STEP 1** Secure the interim pastor Manual from your presbytery stated clerk or the General Assembly Office. Read it carefully.

**STEP 2** Fill in the interim pastor Profile form found in the packet and send it to the General Assembly Stated Clerk's. You must be a current member of a presbytery to be included in the pool of interim pastor candidates.

**STEP 3** Be sure your Personal Information Form (PIF) is updated as necessary and on file in the General Assembly Office.

**STEP 4** Check the bibliography in the Manual and begin to read about the dynamics of interim ministry. If and when you are contacted by a congregation's Interim Search Committee (ISC), respond as appropriate. If you are interested in serving this church, gather some sense of interim needs as the ISC envisions them, secure the interim pastor covenant (if it has already been prepared), and any other information desired. State in this initial contact your absolute decision, should you be called as interim, not to become its permanent pastor (G.11-8).



**STEP 5** If called by a church Session to serve as an interim, be sure to secure the approval of the ministerial committee and the presbytery.

**STEP 6** Serve as your covenant requires, providing one month or more notice should you decide to terminate the interim relationship before a permanent pastor is installed.

**STEP 7** As common courtesy demands, sever all relationships with the church you serve in the interim once your interim service is over.

**IF YOU WANT TRAINING IN INTERIM MINISTRY**  
*The Services and Programs of The Interim Ministry Network, Inc.*

Consideration should be given by interim ministry candidates to taking advantage of the basic education and other services offered by the Interim Ministry Network, Inc. (IMN), an association of more than 700 interim ministry specialists, consultants and denominational leaders. While it is not intended that this be an unqualified endorsement of this organization, the IMN does offer significant help to those who wish to further investigate interim ministry, if not actually serve as intentional interims.

For people wanting an overview of interim ministry, a day long orientation workshop is offered.

Basic education courses are offered for in-depth training as well as Advanced Basic Education and accreditation for members who wish to go further in their commitment to interim service. Special seminars are also offered.

An annual conference is held as a gathering of people engaged in interim ministry.

A journal and newsletter called "In Between Times," is published bimonthly focusing on topics relevant to interim ministry and the interim period of congregational life.

The IMNet, an electronic network of interim pastors, is available for a monthly membership fee. Membership is available to those who want all the benefits offered by the IMN.

Further information can be secured by writing to "The Interim Ministry Network, Inc., 5740 Executive Drive, Suite 220, Baltimore, MD 21228; Phone: 410/719-0777. Fax: 410/719-0795. Website: [www.interimministry.org](http://www.interimministry.org). Email: [info@interimministry.org](mailto:info@interimministry.org)



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Write a brief statement of what you believe the interim pastorate to be. \_\_\_\_\_

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Note any special working restrictions you require (Handicap-accessible, absence on special days, etc.).

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Describe briefly your style of ministry and leadership. \_\_\_\_\_

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List preferences regarding interim pastorates (geographic, size of congregation, etc.).

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List limitations regarding interim pastorates you would accept (geographic, size, length of assignment, etc.)

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Give two (2) telephone references from recent pastorates (permanent or interim):

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I will inform the General Assembly office when I want my name removed from the interim pastors availability roster.

Signed \_\_\_\_\_

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MVC-2  
**PERFORMANCE AND SALARY REVIEW**  
Advisory Paper

History

The 18th General Assembly instructed the Ministerial Vocation Committee (MVC) to study the issue of annual performance review of ministers and return with recommendations. The MVC mailed a questionnaire to each EPC church to solicit information about their practices.

Although many of our larger EPC churches have a fairly sophisticated performance review process in place, some of our churches grapple each year with the practice of evaluating its minister and staff as well with the issue of recommendations for annual increase (or decrease) in salaries. In this process difficult questions arise such as:

- How and when should the minister be evaluated?
- Who should conduct such an evaluation?
- Since the minister is seeking to serve Christ, is a performance review biblical?
- How should recommendations for salary increases be handled?
- Should equal increases be given to each staff of the same local church?
- Should increases be wedded to needs rather than performance?
- Should the annual cost of living increase be a factor of consideration?
- Should salary increases be wedded only to merit increases?

Definitions

The performance review is a *formal evaluation of the performance of the minister(s) and other staff members*. It is an evaluation of the work that has been accomplished, typically since the last evaluation period. The performance review is best conducted against the backdrop of a position description that spells out the expectations of the church toward its minister(s) and other staff members. It is not a judgment regarding the ultimate spiritual life and God-directed service of the individual.

The performance review, however, does focus on the work related to employment in the local church. It is a reality check. It is an opportunity to give and receive feedback about the major responsibilities, goals, projects, accomplishments and skills involved in relation to the minister or staff member's work. It is a time to speak the truth in love about the work of the ministry over the past evaluation period. In the parables, Jesus often taught the importance of accountability (Matt. 21:33-41; 25:1-13, 14-30). Paul (2 Thes. 3:6-10) was hardest on those who thought they could draw on the resources of the Christian community without working. Each of us will give an account to God of the way we have used our time, talents and treasure for His Kingdom.

Many of us are uncomfortable with evaluation. We don't mind being commended, but we don't really want to hear anything negative about our performance. When we receive pay from a church, however, we understand that we are being paid for the work that we are asked to do. Implicit in such an arrangement is an understanding that our work will be evaluated.

Value of a Regular Performance Review

1. It encourages a close examination of the original position description and an

**evaluation of the major responsibilities that came with the position.** The following questions are preparatory for such a performance review: Why was the staff member brought to this local church? What was this person asked to do? How well is the staff member doing in accomplishing the responsibilities of the position description? Has the staff member's role in the church changed? Does the position description need to be changed to reflect new or different responsibilities assigned to the staff member?

- 2. It permits discussion of expectations; the expectations of the church and the expectation of the staff member.** This setting allows for an honest exchange and processing of how well these expectations are being met. Sometimes the staff member thinks he is doing a great job but the supervisor has a different perspective. Or the opposite might be true. The performance review provides a forum for discussing expectations and clearing the "pipe lines" for open communication.
- 3. It fosters an evaluation of results within a limited time period.** Every position description contains implicit and explicit responsibilities that will be undertaken during the time of ministry at the local church. A performance review is an opportunity to reflect on these results as they have been carried out during the past 6 months to 1 year, to discuss accomplishments and failures, successes and frustrations, and to set goals for the next work period. Ultimately we are called to faithfulness in our ministry to the Lord. But faithfulness is wedded to fruitfulness. The performance review sets the stage for evaluating not only the time and plans invested in work, but also the fruit or lack of fruit in the assigned areas of ministry.
- 4. It provides a protection for the staff person.** God looks with great disfavor on those who are lax in doing the Lord's work (Jer. 48:10). As iron sharpens iron, so one may sharpen another. A performance review can be the occasion of sharpening the vision, skills, and a fresh commitment to diligently serving the Lord. It also provides a "paper trail" of evaluation if a minister or staff member were to come under the criticism of members of the congregation as to the effectiveness of his work.

#### Process

The process of performance review differs among our EPC churches. The examples given below are illustrative and not exhaustive. The minister's review is usually handled by the Session or a subset of Session. In some cases, each Session member is asked to complete an evaluation form about the minister, and the results are summarized and communicated to the minister by the Personnel Committee or an Executive Committee composed of the Clerk, the chairman of Finance Committee and the chairman of the Personnel Committee. In other churches, the performance review of the minister is conducted by an Executive Committee composed of a smaller number of elders such as the subset mentioned above. The MVC recommends that the minister be evaluated by a subset of Session who would approach this task with great sensitivity and seriousness.

When there are other staff members, the minister or immediate supervisor conducts their evaluation. In some cases, the minister performs the review of all other pastors and program staff. Or there may be a division of labor within the staff for such reviews. A music director might evaluate the choir director and organist. An assistant minister might evaluate program staff under his oversight. It is the advice of the MVC

that each staff member be evaluated by his immediate supervisor. To complete an adequate performance review, every church should be able to answer in the affirmative the following questions:

1. Does each staff member, including the Pastor have a position description?
2. Does each staff member have goals that have emerged from the position description, which both the staff member and his supervisor understand and to which both have agreed should be pursued within the time period to be evaluated?

Churches should establish a clear confidentiality policy for personnel evaluations as well as a precise grievance/appeal procedure. The results of all evaluations should usually be communicated to the Personnel (or comparable) Committee. That committee should present this information to Session only when it is a part of a grievance or disciplinary procedure.

### Forms

The forms used in EPC churches for the annual performance review vary from simple to sophisticated. In general a performance review form will provide space for comments on the following areas;

1. **Key result area:** major responsibilities as mentioned in the Position Description. Space may also be allotted beside each major responsibility for specific duties related to each responsibility and comments about the achievement of these duties.
2. **Key projects and initiatives:** new programs or events that were initiated in concert with goals and objectives. What are the new areas of ministry that are being undertaken? Was there a major event or program that was initiated this past year? How successful were they?
3. **General Factors and skills related to ministry:** This includes a listing of areas that impact the work of the ministry and may be focal points for evaluation and discussion. The following areas are typically included: quantity of work, quality of work, motivation level, vision, goal setting, spiritual life, staff relationships, congregational relationships, problem solving, communication skills, public preaching and teaching, initiative, creativity, work habits, leadership, administration, mentoring/leadership development, planning and decision making.
4. **Specific goals, ideas, emphases or changes for the next year.** One of the major results of the performance review should be to establish goals and objectives for the next year. As the position description is reviewed, as the projects and activities of the past year are evaluated, and as the needs, opportunities and vision for the coming year are assessed, specific goals should emerge that can be put in writing. To a large degree, these goals become the checkpoints for discussion at the next performance review. Any performance review should begin by reviewing the previous year's evaluation, bringing closure to items that were pending.
5. **Measurements of performance should be conducted on some type of scale.** Some may use a three-fold scale (below average, average and above average).

Others may use a five-fold scale (unacceptable; unsatisfactory, satisfactory; above average; excellent). Most of us like to be “feel-good” people who only affirm and commend our staff members. But for the sake of improvement and in a commitment to the good stewardship of our resources, EPC churches through their Session and minister are called to give honest feedback and evaluation to staff members. Some scale will need to be utilized that reflects a straightforward evaluation. See the suggested form at the end of this article.

6. **Other considerations.** Often both the evaluator and the evaluatee use an evaluation form. Both are instructed to complete the form, then meet to discuss their observations. This process encourages the staff members to evaluate themselves and it also provides a basis for the evaluator to record his evaluation and interact with the staff member. The performance evaluation may also serve as an opportunity to discuss in more detail the personal development of the staff member. Under this heading, the following questions may be explored:
  - a. What are your ministry aspirations for the next 3-5 years?
  - b. What goals would you articulate for your personal and professional development during the next year?
  - c. What plans might you formulate to accomplish goals mentioned above?
  - d. How would you like to spend your next study leave?

The performance review should also be designed to deal with the staff member under evaluation. Senior leadership would be evaluated on issues related to vision, staff development, and overall leadership of the church. Other program staff would be evaluated with a greater focus placed on the accomplishment of goals that were established at the beginning of the evaluation process. Support staff would be evaluated with a priority placed on their work skills.

#### Timing

The timing of a performance review is important to the purposes of the review. Typically a church year follows the momentum of the school year. Plans for programs and ministries are designed to be implemented during the unfolding of the year, often beginning in September as families return from their summer vacations and as school calls children back to their studies.

A major performance review should therefore be scheduled sometime in the late spring. During this review, the work of the previous year can be evaluated and plans for the following year can be discussed. Some churches also conduct a mid-year review during the early winter. A mid-year review gives a platform for feedback on the progress to date and for helpful discussion that might assist in the work that has been planned.

#### Salary Considerations

Most churches have developed some form of salary review for their minister(s) and staff. The larger churches often have a written policy that informs such a process. But many churches wade through hours of discussion each year about the appropriate ways to handle salary increases (or decreases) for the minister(s) and staff. Some of our churches are struggling to survive financially and would love to pay their minister and staff a larger salary but cannot. Some churches are paying their minister and staff a very generous salary.

Salary considerations address two major issues. The first speaks to the adequacy of the base salary of the minister and other staff members. Geography, size of church,



and years of ministry will all impact this figure. Information showing average salary figures for churches correlated to church position and church size are compiled annually. A copy may be available at from the Office of the Stated Clerk and would show you the range of salaries paid for church positions in comparable churches.

The second salary consideration speaks to the annual adjustment in compensation. How does the Session make these decisions? What is a reasonable process to follow in arriving at the recommendations for annual salary?

Each church will develop its own methods of processing these important decisions. One way would be to connect the annual performance review with salary recommendations. If measurements on the performance review were, for example, on a scale of 1-5, then the Personnel Committee could ask that it be provided with a number (1-5) representing the summary of the performance review for each minister and staff member. In conjunction with the Finance Committee, the Personnel Committee could decide what amount of money would be available for increases in staff compensation.

Some churches take into consideration the annual cost of living increase by making it equal to a satisfactory rating on the review. The staff member who received a rating higher than satisfactory would receive a merit increase above the annual cost of living increase; and the staff member who received a rating lower than satisfactory would receive less than the annual cost of living increase.

#### **Principles for Conducting a Performance Review of the Pastor**

If no procedures currently exist in the particular church for the performance review, it would be best if the Pastor initiated the process, perhaps by sitting with the Clerk of Session to discuss how to best implement a performance review. The Clerk, then, can select the review team with the approval of the Pastor. It is advisable to have at least 2 members on the review team so there can be a breadth of appreciation for the work of the Pastor. This team should then meet at least once before sitting down with the Pastor for the actual review. During this meeting the review team members can pray about the process and discuss areas they will cover during the actual review. They should also discuss confidentiality and the format of the report they will submit to the Session or the Personnel Committee after the review. Often there is a reluctance to evaluate a Pastor, but once a process is defined and a review team appointed there must be follow up and accountability to insure the process is completed.

The actual review with the Pastor should be viewed as a time of encouragement, appreciation and rejoicing in what God is doing in the particular church. The review should begin and end with prayer. This time will also provide an opportunity for the review team to identify the gifts of the Pastor and how God has blessed the congregation through the use of these gifts. Goals from the prior review should be discussed and evaluated and new goals for the coming year should be jointly developed. The use of the Pastor's time and resources should also be discussed. This may include such items as time in prayer and study, time with family, etc.

If weaknesses are to be identified, they are best sandwiched between strengths and/or encouragement. Any items brought up as weaknesses should not be based on gossip or hearsay, but on observable performance. Again, this may be an uncomfortable situation for the review team, but we need to remember that Jesus gave honest feedback to his

disciples. His purpose, however, was to build up, not to tear down as Paul reminds us in Ephesians 4:15-16. All of this should be done in a spirit of humility and encouragement rather than with a judgmental attitude. Each member of the review team should consider how they would respond if someone were evaluating their performance as a Session member. You should approach this with the same sensitivity that you would expect from someone who was reviewing your performance.

Finally, nothing discussed during the review should be communicated to others unless agreed to by the Pastor and the members of the review team. Any follow-up report to the Session and/or the Personnel Committee should be in writing and a copy given to the Pastor to review before any other copies are passed on.

SAMPLE  
**ANNUAL PERFORMANCE REVIEW FORM**  
 EPC CHURCH NAME

Staff member name \_\_\_\_\_ Supervisor \_\_\_\_\_  
 Period of Review \_\_\_\_\_  
 Date of current review \_\_\_\_\_

<b>KEY AREAS OF RESPONSIBILITY</b> (from position description)	<b>SPECIFIC DUTIES</b>	<b>RATING</b> (unacceptable-unsatisfactory satisfactory-above average- excellent)
1.	1.	1.
2.	2.	2.
	3.	3.

<b>KEY PROJECTS &amp; INITIATIVE</b>	<b>COMMENTS</b>	<b>RATING</b>
1.	1.	1.
2.	2.	2.
3.	3.	3.

<b>SKILLS/WORK ISSUES</b>	<b>DESCRIPTION</b>	<b>RATING</b>
1.	Administration	
2.	Quality and quantity of work	
3.	Self-motivated	
4.	Leadership development	
5.	Setting goals and priorities	
6.	Planning and organizing	
7.	Problem solving	
8.	Creative thinking	
9.	Diplomacy and team work	
10.	Communication	
11.	Delegation	

**SUMMARY**

<b>GOALS for Next Work Period</b>	<b>Action Plans</b>
1.	
2.	
3.	

**COMMENTS**

\_\_\_\_\_ date: \_\_\_\_\_ By Evaluator  
 (signature)

\_\_\_\_\_ date: \_\_\_\_\_ Evaluatee  
 (signature)             I agree  
                                   I disagree

(If you choose not to sign, please submit a written explanation)

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 CHAPLAINS REPORT
 

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Greetings in the Lord from your "ministers on the inside" . . . from those who minister as clergy staff members of hospitals, prisons, the military and more . . . from your chaplains who represent Christ and the EPC in various institutions around the world.

Chaplaincy by nature is a ministry which tends not to call attention to itself. But it has a vivid influence on the lives of those it touches. Chaplaincy reaches people directly where they live and work. Remarkable opportunities for outreach routinely occur as a chaplain simply "makes the rounds" each day. Chaplains' moral influence with those in leadership positions is especially significant. Chaplains' value as "salt and light" to their institutions is such that the use of chaplains in general is greatly increasing.

Your Chaplains Subcommittee is pleased to report that about two dozen EPC Teaching Elders are exercising their spiritual gift of service by answering God's call to serve as chaplains. A minister who wishes to serve as a chaplain must be endorsed by his or her faith group. This insures that each chaplain provides a ministry which represents an authentic tradition to which that chaplain is accountable. Each faith group has complete authority to withdraw the endorsement of any chaplain who does not maintain the theological, moral and ethical standards of that body. A chaplain who loses endorsement may no longer minister within that chaplain's institution. This gives the faith group its own quality control for every chaplain's ministry.

The EPC's Stated Clerk is our official endorser for chaplains. The work of evaluating chaplain applications is done by the Chaplains Subcommittee of Mark Jumper, chairman with Bud Sparling and Nancy Stewart. The Ministerial Vocation Committee makes final endorsement recommendations and provides chaplain oversight and supervision. The EPC's endorsement is enhanced by our association with the National Association of Evangelicals (NAE). The NAE's Commission on Chaplains provides an endorsement umbrella which gives us a stronger voice in the world of chaplain ministries.

From reports received from our chaplains, here is a report of some of the special ministries which EPC chaplains are providing:

- Bob Balnicky, serving with the Civil Air Patrol near Tampa, FL, has a significant premarital/wedding ministry at MacDill Air Force Base through which 12 couples received Christ as Savior and Lord in the last year.
- Brian Hill is about to go on active duty with the Navy at a West Coast air station.
- Thomas Holmes, U.S. Army chaplain, has been assigned to minister at Ft. Campbell in Kentucky.
- Mark Jumper is starting a pilot program for the Navy in the Northeast using "Character First!" from the Institute of Basic Life Principles. He recently completed a brochure and video describing and promoting chaplain services within the Coast Guard. He preached the baccalaureate sermon at Norwich University, VT; served as Moderator of Florida Presbytery; and is National Secretary of the Military Chaplains Association.
- Doug McCready, a Colonel in the Pennsylvania Army National Guard, is spending the year as an Army Senior Service College Fellow studying international relations and ethics. He finds this a marvelous opportunity to think how faith fits into the fields of government and foreign policy, and to share his faith-based ideas and worldview in class.
- Ron Meyer was promoted to Captain in the U.S. Navy, and recently served as Interim Chaplain of the U.S. Marine Corps in Washington, DC!
- Tom Musselman, U.S. Army retired from military service this year, but continues to pastor the Grace Presbyterian Church in Franklin, North Carolina

- Ron Pierce is Chaplain for the Board of Law Enforcement at Mobile, AL where he provides ministry to local, State and Federal officers following many critical incidences.
- Scott Rash, serving at the Children's Hospital, Denver, CO, finds great meaning as he ministers in various crises. He is also working on devotional writing.
- Bill Springston is an Army Reserve chaplain at Fort Carson, CO where he is encouraged by his strong relationships with non-Christians as well as by his brothers and sisters in Christ who come alongside him in military ministry.
- Nancy Stewart is ministering as chaplain at the Shady Grove Hospital in Rockville, Md.
- Ron Tamburri is the Senior Chaplain for the State of Florida's Gainesville Correctional Institution, and provides leadership throughout the state correctional system.
- David Todd just came on active duty with the Navy last year. He is serving at Marine Corps Air Station Beaufort, SC, where he is Protestant Pastor at the chapel and chaplain to the Corporals School.
- John Torres, an Air Force Reserve chaplain, ministers at Dover Air Force Base, the only "port of mortuary" for the entire military. As the remains of deceased service members return home to the U.S. at Dover from abroad, he finds many unique ministry opportunities with staff and families.
- Brad Yorton, a Navy chaplain stationed at Bremerton, WA, recently completed a six-month deployment in the Western Pacific aboard an aircraft carrier.

Our chaplains are diligent to maintain their spiritual and professional progress. An impressive number state that they read through the Bible every year or two. They also make serious efforts to be involved in local congregations, EPC when possible, where they provide a range of services; and to serve as faithful presbyters.

You can support your chaplains through prayer, particularly praying for their discernment and wisdom as they minister in pluralistic, secular institutions. Your outreach of personal support and friendship is always appreciated. And thanks for any special effort to invite and include chaplains in the activities of your congregation and presbytery. Remember, too: chaplains have much to offer in terms of your own life and programs!

Thank you for supporting your chaplains as they represent you and our Lord around God's world!

Yours in Christ,

Mark Jumper, Chairman

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## MODERATOR'S REPORT

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What two words might best describe the state of our EPC today? Having been blessed with an opportunity to observe and learn for a year, I wondered if I could answer such a question.

As many of you know, I found myself becoming Moderator without an extensive background in either the history or operations of the EPC and with little preparation for the task. This allowed me to sort of begin with a "clean slate," to ask questions and formulate observations. One of those questions is the subject of this report.

I have visited every presbytery and a number of individual churches. The opportunity to travel in Argentina and Brazil and to see the Lord working around this world was a blessing. The most rewarding aspect of all of this was getting to know so many of you and to discover your love of Christ and each other. Thanks to First Presbyterian (Rome) Frances Ann was often able to travel with me on these trips.

There are many words which might (and do) describe the EPC. Among them are distinctive, living, seeking, striving, alive, reformed, outreaching, family, biblically-based. There are probably hundreds of words that are applicable.

But "FOR SUCH A TIME AS THIS" I have selected the words "small" and "visionary." Let me explain. In the body of Christ, the EPC is indeed small, perhaps a mere blip on an MRI. Small in size and small in resources. We are "small" in age. All of us could fit into the population of a small northwest Georgia county and have room left over. With "smallness" comes a very certain fragility. We could easily become lost in the scope of things. One small tear in our fabric could split us apart. A pain in one part of us radiates to the other parts rapidly. Explain to someone who we are and what we are about can only be done in the true admission of this smallness.

But the other word I have chosen is "visionary." We have been given a vision and it will be before us at this General Assembly. It is daring. It is an expansion plan, but not just in size. It seeks to expand our service for our Lord. It contains bold steps that indicate a maturity and a turning from reactive to proactive. **Vision 21** places before us a challenge and a direction. What does it mean to be both small and visionary? To me it means God has us exactly where He wants us for such a time as this. We must be dependent in both our fragility and our vision He is the Sovereign God who holds our family in His hand and plan. I am grateful we are both small and visionary. I am grateful for where He will take us. I am grateful we are a part of His body.

In the General Assembly, each of the commissioners will be confronted with the reality of our smallness and the greatness of our vision. This will be a time for encouragement of each other and a time for special prayer. This will be a time for excellent communication. I ask that all of us listen carefully, respond thoughtfully and fully submit all to Him, our Lord.

Finally, I want to give thanks to both Ed Davis and Mike Glodo. The transition in the office of the Stated Clerk has worked because of the obedience of both these men and their love of our EPC. Both have great wisdom and patience.



## REPORT OF THE NATIONAL OUTREACH COMMITTEE



**Rodger Woodworth, Chairman**



**Bill Meyer, Director**

*“Laboring with God to build a movement of growing and multiplying churches.”*

The National Outreach Committee met in two stated meetings since the 20<sup>th</sup> General Assembly, September 28 – 30, 2000 and March 15 – 17, 2001. The Committee consists of:

Class of 2001	Class of 2002	Class of 2003
TE Eli Morris	RE Bill Bumford	RE Charles Overstreet
RE Ron Whalen	TE Wayne Hoffman	TE Marty Martin
TE Rodger Woodworth	RE Carolyn Nystrom	TE Ron DiNunzio

### **CHURCH PLANTING**

**Key City Project: Hope Church – San Antonio, TX.** The first birthday of Hope Church was celebrated on April 8, 2001 with a congregational dinner and worship service. During the worship, 43 members were received and the church was commissioned as a Mission Church by the Central South Presbytery. Worship attendance is averaging 130 for the first quarter of 2001. Plans are moving ahead toward Hope becoming a particular church in April 2002. Please continue to pray for Rev. Tom Masterson, his family, and Hope Church.

### **Churches begun or authorized since the 20<sup>th</sup> General Assembly**

The Crossing, Columbia, MO Rev. Dave Cover & Rev. Keith Simon Daughter of Greentree Community Church (Kirkwood, MO) & Central Presbyterian (St. Louis, MO)	All Saints Presbyterian, Memphis, TN Rev. Bill McCutchen Daughter of Second Presbyterian (Memphis, TN)
The Core, Voorhees, NJ Rev. Ian Lamont & Mr. Matt Spina Daughter of Ashland EPC (Voorhees, NJ)	Ken Caryl Community, Littleton, CO Rev. Tim Wilbanks
Horsham Community Fellowship Horsham, PA Dr. Scott Janney	

### **Church Planters' Dinner**

At the 20<sup>th</sup> General Assembly, the NOC began hosting a Church Planters' Dinner for evangelists and pastors of churches begun during the past four years. At that first dinner 29

people representing 14 new churches attended. This provides an excellent opportunity for church planters to connect with each other. The second Church Planters' Dinner will be held at the 21<sup>st</sup> General Assembly on Thursday, June 21.

#### **Financial Assistance**

As a result of the generosity and commitment to church planting of the members of the EPC, the National Outreach Committee has been able to provide financial assistance to the following developing churches:

The Crossing, Columbia, MO	Hope Church, San Antonio, TX
Ken Caryl Community Church, Littleton, CO	Flatrock Presbyterian Church, Denniston, KY

#### **CHURCH PLANTING ASSESSMENT CENTERS**

The skills, knowledge, abilities and gifts needed for church planting are quite different from those needed for pastoring an established church. CPACs are designed to assess candidates for church planting. We are currently scheduling two Assessment Centers each year to provide for the increasing number of people interested in becoming church planters. We are encouraged by this and see it is a movement of God to provide pastors for new and growing churches. Our next two CPACs are scheduled as follows:

- July 31 – August 3, 2001, Hope Presbyterian Church, Cordova, TN
- February 26 – March 1, 2002, Hendersonville, NC

#### **CHURCH VITALITY: Bartlett Hess Award for Church Vitality**

This award was established by the General Assembly to recognize churches that are examples of vitality. The NOC is pleased to announce that the Brainerd Presbyterian Church, Chattanooga, TN, Rev. Ron Ragon, Pastor, is the recipient this year. They exemplify the "outreach-focused church" by being active in planting new churches, revitalizing other churches, and sending members into the gospel ministry while growing in size themselves.

Other churches nominated and worthy of recognition are:

- First EPC, Anna, IL – Rev. Steve Wilkinson, Pastor
- Warehouse 242, Charlotte, NC – Rev. Todd Hahn, Pastor
- Celebration Community Church, Denver, CO – Rev. Steve Garcia, Pastor
- Goodwill EPC, Montgomery, NY – Rev. John Torres, Pastor

#### **Individualized Assistance**

Several churches have been assisted by Bill Meyer in developing programs to increase their vitality. He is available to help others.

#### **EVANGELISM**

The Committee continues to encourage churches to use the Lighthouse materials for assisting their members to be more involved in personal evangelism within their sphere of relationships. Lighthouse materials have been sent to all churches throughout the past year.

#### **URBAN MINISTRY**

##### **The Need**

The 2000 Census Report shows that the migration from our inner cities to the suburbs continues. The result is many of our major cities have inner cores that are home to millions of urban poor who are under-reached by the existing church. The NOC continues to encourage our churches and presbyteries to be pro-active in ministry to the urban poor in their communities.

#### **CURRENT MINISTRIES**

New Hope Church in Pittsburgh, PA and Military Ave. in Detroit, MI continue to lead the way as churches located in the inner city ministering to the needs of the urban poor. The



City of Refuge, Houston, TX is a unique blend of urban and suburban believers ministering together to meet the needs of the city.

### HOME MISSIONS

#### **Rev. Glenn Ferrell, Eastern Kentucky**

The 20<sup>th</sup> General Assembly authorized the NOC to add Home Missions to its areas of responsibility. In response to this, Rev. Glenn Ferrell was called as the first Home Missionary of the EPC. Glenn and his family minister in the counties of Menifee, Wolfe and Morgan in Eastern Kentucky. We give thanks for the way this ministry is being supported by the churches of the EPC. However, at this time, support is only at 64% of what is needed. The 2000 Thanksgiving Offering is making up the deficit for this year. Approximately \$1,500 more is needed per month.

#### **Home Missions Manual**

The NOC has developed an operational manual for its Home Missions area of responsibility and submits it to the General Assembly for approval.

### VISION 21

The NOC is very excited about the scope of Vision 21 and is at work developing strategies to assist our churches and presbyteries in its implementation. It is apparent that the Lord is using church planting evangelism as a very dynamic way to reach the 195 million unchurched people of the United States.

### COMMUNICATIONS

The NOC has published three editions of "The Net." The purpose of this quarterly NOC newsletter is to inform our church leaders on what other congregations are doing in the areas of evangelism, church planting, church vitality, urban ministry, and home missions. We encourage churches to submit articles about their ministries in these areas. There is much exciting work being done in our churches and "The Net" is one of the ways we can learn from others. How about sharing your successes with others?

### RECOMMENDATIONS

#### **1. That the NOC Home Missions Manual be approved.**

*Rationale: The Manual will provide the NOC with a systematic approach to recruiting, calling and sending Home Missionaries into service in the USA.*

#### **2. That the 2001 Thanksgiving Offering be received and designated to National Outreach for the Home Mission ministry of Rev. Glenn Ferrell in Eastern Kentucky.**

*Rationale: Additional financial support is needed to continue the ministry.*

Submitted by

Rodger Woodworth, Chairman

Bill Meyer, Director

**NATIONAL OUTREACH  
HOME MISSIONS MANUAL  
2001-2002**

**PART I  
THEOLOGY AND PRACTICE OF MISSIONS**

**100 The National Outreach Committee**

*100.1 Basis of the National Outreach Committee Policy*

The National Outreach Committee (hereinafter referred to as the NOC) of the Evangelical Presbyterian Church (EPC) has been established by the General Assembly as one of its permanent committees. Membership on the NOC is through election by the General Assembly. The relationship of the NOC to the presbyteries and sessions of the denomination is defined by the duties assigned to the NOC by the General Assembly. Its role is to serve and offer coordinating facilities to these churches and presbyteries. It seeks to aid these bodies in searching for candidates for home mission service, in processing candidates, in assisting with support raising, in providing supervision for them, and in keeping the home church aware of and supportive of the ministries of our home missionaries.

*100.2 NOC's Mission Statement*

Home Missions: In partnership, cooperation with, and/or at the request of presbytery, the NOC will enable workers to present the love of Christ to English-speaking people groups in the USA under-reached by the established Church.

*Objectives:*

- To identify under-reached English-speaking people groups in the USA needing Christ's love.
- To find and nurture qualified missionaries who will live with these people groups.
- To assist these workers in securing funds for their ministries.
- To work toward establishing churches among these people groups, or if not possible, to link them with existing churches.

*100.3 The National Outreach Committee's Task*

The National Outreach Committee's broad task is, then, to provide leadership and consultation for the EPC in developing a home mission program, and in seeking to develop and strengthen a spirit of outreach, evangelism, and church development across the denomination.

**101 Definitions**

*101.1 Home Missionary*

A "home missionary" is a person who is called by NOC to work taking the Gospel to English-speaking people groups in the USA who are under-reached by the established Church and/or by conventional church planting strategies.

*101.2 People groups*

Such people groups might include, but are not limited to, rural and urban poor, Native Americans, second or third generation immigrants, prisoners, orphans, disabled.

101.3 *Workers*

Persons called by NOC as home missionaries may be lay persons or ordained ministers. They may include but are not limited to pastors, teachers, youth workers, social workers, health care workers, professional trainers.

**102 Calling to Service as a Home Missionary**

The Holy Spirit working through the church calls Christians to exercise the gifts of ministry that He has given them in many and various ways. To be called as a home missionary of the EPC, three "calls" are required.

102.1 *The Inner, Personal Call*

The potential home missionary becomes aware of a particular need in a people group and senses the Holy Spirit's calling to minister to that need through the gifts he or she has been given.

102.2 *The Outward Call*

The NOC through its candidacy process calls the individual to minister to a specific people group to accomplish a specific ministry.

102.3 *The Confirming Call*

The Church through the Court of Jurisdiction (Session or presbytery) confirms the inner call to the individual and the outward call of the NOC. The Court of Jurisdiction for a member of presbytery is the presbytery, and for a member of a particular church, the session of that church.

102.4 *Terms of Service*

The normal length of a term of service is three years. At the end of the second year of each term, the home missionary and the NOC will begin a process to determine if the home missionary will be called to an additional three-year term. Normally, that process will be concluded at least 6 months prior to the end of the term.

## PART II HANDBOOK FOR CANDIDATES

**200 The Candidate and National Outreach**

Approval by the NOC and acceptance of that approval by a candidate reflects the development of a team. The home missions team is composed of the home missionary, the General Assembly of the EPC through the NOC, as well as the presbytery, the home church of the home missionary, the people, and developing church or other agency being served.

Effective service, mutual cooperation, common goals, and recognition of lines of authority and responsibility are essential. The approved candidate becomes identified with the NOC, thus entering into relationships, which affects the missionary, others, and the work of Christ in a significant way. The home missionary cannot permit the development of a spirit of arbitrary freedom, but must seek gladly the planning and accomplishment of such strategic goals as the whole team considers best. Such cooperation and willing submission to authority will be a vital part of the missionary's witness.

The NOC commits itself to the team concept while exercising its leadership as the manager of the team. Specifically either the NOD or a committee with power appointed by the NOC will act as the team manager.

## 201 **Recruiting and Selecting Home Missionaries**

All parts of the home missions team are encouraged to ask the Lord to make them aware of people groups in need of the gospel and potential home missionaries to meet that need. The following **Application Process** will be used by National Outreach to select and call home missionaries from among those who have been recruited.

## 202 **Application Process**

### 202.1 *Qualifications*

#### A. **Personal Abilities and Field Needs**

Every individual who applies will be evaluated in light of personal gifts and abilities and in light of field needs.

#### B. **Conviction of Call**

While all Christians are responsible for obedience to the Great Commission, each candidate should be able to give reason for believing it is God's will for the missionary to serve in a home mission field.

#### C. **Spiritual**

A vital experience of Christ as Savior and Lord, a measure of spiritual maturity, and evidence of the possession of spiritual gifts for missionary service will be expected of all candidates.

#### D. **Doctrinal**

A firm belief in and love for the Bible as God's Word should be coupled with a basic understanding of and sincere agreement with the Reformed faith as expressed in the doctrinal standards of the EPC. The candidate must also receive and adopt the Westminster Confession of Faith and the Catechisms of this Church as containing the system of doctrine taught in the Holy Scriptures.

#### E. **Educational**

Normal prerequisites include college, seminary, or professional training, or proven ability in one's vocation. All home missionaries are also expected to have a thorough knowledge of the Scriptures. Ordinarily no financial assistance will be given candidates to help them meet minimum professional or Bible-training requirements.

#### F. **Personal**

The candidate's personal traits and abilities, experience, and relationships shall demonstrate potential for adapting to a new culture and representing Christ as a vital member of a mission team.

#### G. **Experience**

A minimum of one to two years' experience in one's vocation will ordinarily be required.

#### H. **Church Relationship**

Prior to approval, candidates will be expected to be members of a congregation or presbytery of the EPC.

### 202.2 *Application Procedures*

#### A. **National Outreach Application Steps**

1. Endorsement of the candidate's session or presbytery
2. Initial correspondence or interview with the National Outreach Director
3. Full application forms including school transcripts and doctrinal statement
4. References, both those named by candidate and others.

5. For candidates not ordained as teaching elders by the EPC, standardized Bible content test administered by the NOD.
6. Candidates seeking service under a cooperative agreement shall submit:
  - (1) a letter verifying acceptance by the cooperating agency
  - (2) a support quota worksheet
  - (3) a position description
7. Interview procedures by NOC (after completion of above 6 steps): The NOC shall examine a candidate's knowledge and acceptance of the biblical faith, and his or her salvation and call to missionary service. The NOC shall also view the candidate's training in the Bible, ability to lead people to Christ, and training in the area in which he or she will serve. The NOC may recommend further training, evaluation, or formal assessment if such is deemed necessary.
8. Approved candidates who are EPC-ordained as teaching elders will be issued a call from the NOC for presentation to their respective presbyteries. Approved candidates or missionaries who are EPC-ordained as a teaching elder subsequent to acceptance by the NOC will also be issued calls at the appropriate time.
9. Approved lay candidates will also be issued calls from the NOC.
10. The calls to all candidates will include the position description, accountability procedures, and financial terms.

**B. Processing Candidates under Cooperative Agreement**

Candidates seeking to serve under a cooperative agreement between the NOC and another mission agency or the local church or presbytery shall meet the candidate requirements of both organizations. All information gathered on a candidate by one agency may be shared with the cooperating agency, with the understanding that such information shall be kept confidential.

**202.3 Approval and Assignment**

The NOC may approve or disapprove a candidate following the final interview with the NOC, or they may grant such approval pending the satisfactory completion of additional requirements. (See 202.2 A. 7) Before departure for a field of service, a candidate shall be assigned a specific term of service. Assignment to a field may be made at the time of approval or at a later date. Salary payments begin with commencement of the assignment, after all support requirements are promised.

**203 Commissioning**

**203.1 Suggested Schedule**

A commissioning service shall normally be held by the appropriate church or presbytery after approval has been given, field assignment made, and there is reasonable evidence of adequate support forthcoming. This shall usually be scheduled within three months prior to departure for the field.

**203.2 Joint Commissioning Service**

When a minister and spouse are both being commissioned, it is appropriate to have a joint service in the local congregation, with both the local session and a commission from presbytery participating.

- 203.3 *Commissioning Certificate*  
A commissioning certificate will be provided, to be signed by the Chairman of Commission and/or the Moderator of Session.
- 204 **Orientation**  
Each approved candidate shall receive orientation regarding the following areas: the NOC financial policies and procedures, public ministry and the raising of prayer support, the NOC medical insurance and annuity programs, general information on the candidate's assigned field, and the procedures for reporting to NOC.
- 205 **Public Ministry**
- 205.1 *Purpose of Public Ministry*  
Approved candidates will visit congregations and presbyteries in the EPC as necessary prior to departure for the field. This public ministry is for the following purposes:
- A. **Sharing** missionary vision and challenging others to make themselves available in response to God's call to missionary service.
  - B. **Encouraging** prayer support for the anticipated ministry by developing personal acquaintances and providing information as an encouragement to such prayer.
  - C. **Establishing** personal acquaintances with candidates as a helpful factor in the consideration of financial support by particular congregations. National Outreach and the Office of the General Assembly shall encourage local pastors and sessions to consider financial support.
- 205.2 *Coordination of Public Ministry*  
The National Outreach Office shall coordinate public ministry schedules, working closely with the home missions team.
- 205.3 *Personal Conduct*  
Candidates shall seek the Lord's enabling grace to be effective in their public ministry. Such characteristics as neatness, promptness, prayerfulness, basic knowledge of missions and of the particular field of service, freshness in Bible-based messages and thoughtfulness shall be encouraged for all candidates.
- 205.4 *Conference on Finances*  
When approved, a candidate shall arrange for a personal conference with the NOD on finances to receive specific information about National Outreach's salary, benefits, and other financial policies and procedures.
- 205.5 *Public Ministry Finances*  
Approved candidates shall forward to the National Outreach office any honoraria they receive. This shall be applied to their accounts. Public ministry expenses shall be either the responsibility of churches served or be charged to a candidate's account. Personal gifts may be received, but candidates shall not encourage such gifts on a regular basis since such make it difficult to present an accurate picture of regular support and needs. The following definitions of honoraria and personal gifts are applicable:
- A. An **honorarium** is given in recognition of services rendered.
  - B. A **gift** is given on a personal basis for use at the discretion of the recipient. It is distinct from either expenses or services rendered. (No tax-deductible receipt shall be given for such a gift.)

205.6 *Responsibility for Financial Support*

Responsibility for raising financial support shall be shared by the home missions team. No one shall be approved for the field until full support has been pledged. The National Outreach office shall actively help the missionary gain full support.

205.7 *Fast Track Support Raising Policy*

**A. Purposes**

1. To provide for new missionaries while they are raising support.
2. To speed up the support development process through new missionaries' full time commitment to support development work.

**B. Qualifications**

1. Have 60% of the missionary's support already pledged.
2. Have sufficient regular income to pay the stipend.
3. Churches contributing to the missionary's account will be notified in advance that his or her support (or a portion of it) will be used for sustenance purposes and is not being accumulated for outgoing expenses.
4. In no case will payment of the stipend create a deficit in the missionary's account.

**C. Missionary Commitment**

1. To commit 40-50 hours per week to support development
2. To participate fully in the coaching program
3. To be evaluated quarterly on initiative, progress, and attitude to determine if fast track should continue

**D. Sustenance/Stipend**

1. The maximum monthly stipend is \$2,000 for couples and \$1,200 for singles. The actual amount will be determined by the National Outreach Director based on a review of the new missionary's needs.
2. The stipend will be paid from the new missionary's account.
3. The stipend will be paid for a maximum of six months.

**206 Pre-Field Orientation**

206.1 *National Outreach Orientation Session*

The National Outreach staff shall conduct orientation sessions for approved candidates (Section 203).

206.2 *Missionary Internship*

Ordinarily all approved candidates shall be required to participate in a program of pre-field training in preparation for service. There are several options for meeting this requirement. The National Outreach Director, in consultation with the candidate, will make the selection.

206.3 *Required Reading*

Basic reading shall be required, including the Missions Manual, introductory books on cross-cultural missions, evangelism, church growth, and material related to the specific context anticipated.

**PART III**  
**HANDBOOK FOR HOME MISSIONARIES**

**300 Accountability System**

*300.1 Ministry Responsibilities*

The home missionary is accountable in the area of ministry responsibilities to the General Assembly through the NOC. He or she is operationally responsible to the NOC through the National Outreach Director or an appointed commission, agency, or local church as appropriate.

*300.2 Doctrinal & Personal Responsibility*

The home missionary is accountable to presbytery or session, whichever is applicable, in the area of doctrinal and lifestyle issues according to the *Book of Order*.

**301 Operational Responsibilities**

*301.1 Regular Reports*

**A. To NOC**

Monthly reports will be sent to the NOD giving a brief description of the ministry activities including a financial report when applicable. Annual reports will be sent to the NOD giving a report on all the ministry goals of the year, and a ministry plan with goals for the next year.

**B. To Presbytery/Home Church**

Copies of the Annual Report to NOC will be sent to the home missionary's presbytery or home church session.

**C. To Supporting Churches/Individuals**

Quarterly newsletters will be sent informing of progress and prayer needs.

*301.2 Financial*

**A. Personal Expenses**

Personal ministry expenses (mileage, continuing education, etc.) will be reimbursed through the General Assembly Financial Manager upon submitting the appropriate forms and documentation.

**B. Ministry Expenses**

Monthly financial reports are required of all ministry project funds for which the missionary has responsibility.

**C. Ministry Property**

Any ministry property (office equipment, computers, supplies, etc.) purchased with ministry/project funds remains the property of the EPC until such time as the NOC determines to transfer the property to the ownership of a particular church or other organization.

*301.3 Salary and Allowances*

**A. Basic Structure and Process**

A support account shall be maintained for each individual or couple. This is the account from which salary and other personal benefits are paid according to the specific terms of call. If a significant and sustained shortage occurs in the support account, National Outreach will consult and work with the missionary in encouraging EPC congregations to restore the account to a positive balance.

**B. Excess Support**

At the end of every fiscal year each missionary account shall be reviewed to identify excess support. Any excess will be handled as follows:

1. A three-month's support balance will be left in the missionary's support account. This is for cash flow management and emergencies.



2. The funds in excess of three month's reserve will be available for use by the missionary for ministry projects that have been approved by the NOC.

**302 Vacations**

Each home missionary is expected to take the annual vacation allotted according to the Terms of Call. The missionary will coordinate vacation days with the NOD and keep a record of such days submitting them to NOC as a part of the Annual Report.

**303 Continuing Education**

Each home missionary is expected to use the study leave allotted according to the Terms of Call after consulting with the NOD as to the appropriateness of subject of the study leave.

**304 Benefits**

*304.1 Medical Insurance*

All missionaries will be covered under the EPC Group Insurance Plan.

*304.2 Pension*

The terms of call for all missionaries will include contributions to EPC Pension Plan based on 10% of the salary plus housing allowance.

**305 Termination**

*305.1 Resignation*

Intent to resign should be given first to the NOD. The home missionary will notify the NOC and the missionary's supporters. Since support funds are the responsibility of the NOC and not of the missionary, funds remaining in the account will be disbursed by the NOC.

*305.2 Recall*

There may be times and circumstances when the NOC believes the continued ministry of the missionary will not achieve the desired objectives. It will be the responsibility of the NOC to work with all the members of the ministry team, presbytery, home church, and missionary to facilitate an equitable conclusion of the missionary's service.

## PART IV FORMS

Since it is the nature of forms to continue needing to be changed, the necessary forms (applications, reports, etc.) for the NOC to carry out the work of Home Missions will not be a part of the Manual, but will be maintained by the NOD.



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**NOMINATING COMMITTEE REPORT**

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**SLATE OF NOMINATIONS – PERMANENT COMMITTEES**

**COMMITTEE ON ADMINISTRATION**

Class of 2004 RE Zelda Artz (East)  
TE Erik Ohman (West)  
RE Mark Sharpnack (East)

**COMMITTEE ON CHRISTIAN EDUCATION & PUBLICATIONS**

Class of 2004 RE Doug Balch (Florida)  
TE \_\_\_\_\_

**COMMITTEE ON FRATERNAL RELATIONS**

Class of 2004 TE Ramona Spilman (West)  
RE Frances Wall (Mid-Atlantic)

**COMMITTEE ON MINISTERIAL VOCATION**

Class of 2004 RE Jerry Alpert (Mid-America)  
TE George Yates (East)

**COMMITTEE ON NATIONAL OUTREACH**

Class of 2004 TE Eli Morris (Central South)  
RE Ron Whalen (Mid-Atlantic)  
RE Ted Brandsma (West)  
Class of 2003 TE Rufus Smith (Central South)  
Class of 2002 TE Todd Hahn (Mid-Atlantic)

**COMMITTEE ON PRESBYTERY REVIEW**

Class of 2004 RE \_\_\_\_\_

**COMMITTEE ON STUDENT & YOUNG ADULT MINISTRIES**

Class of 2004 TE Jim Byrne (East)  
RE Fred Albaugh (Midwest)

**COMMITTEE ON THEOLOGY**

Class of 2004 TE Bruce Demarest (West)  
RE Thom Schultz (Florida)

**COMMITTEE ON WOMEN'S MINISTRIES**

Class of 2004 Vicki Oliver (Midwest)  
Sue Smith (Southeast)

**COMMITTEE ON WORLD OUTREACH**

Class of 2004 RE Hawley Ingram, Jr. (Central South)  
TE Gene Huntzinger (Central South)  
RE Louise Hunt (Southeast)

**BOARD OF PENSION AND BENEFITS**

Class of 2004 RE Robert Julin (Midwest)  
TE Ron Horgan (Central South)

**PERMANENT JUDICIAL COMMISSION**

Class of 2004 RE Reese Baker (Central South)  
TE Bob Garment (Florida)

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**21<sup>st</sup> ASSEMBLY STANDING COMMITTEES**

<b>ADMINISTRATION</b>	<b>CHRISTIAN EDUCATION &amp; PUBLICATIONS</b>
RE Ron Adams	RE Mark Addesa
RE Dayna Boyton	RE Karl Baldner
RE Doug Carlson	RE John Barber
RE Walter Clothier, Sr.	RE Walter Brown
RE Phillip Coppage	RE Jack Christensen
RE Jerald Dosh	TE Keith Cobb
RE Kathy Flake	RE Dick Cowan
RE Dutch Franz	RE Larry Doak
TE Don Galardi	TE Glen Francis
TE Bruce Gimbel	RE Joe Gruneisen, Chairman
TE Ken Glasier	RE Richard Halmekangas
RE Ron Grant	TE Don Hardman
RE Wilton Hazelwood, Chairman	RE Debbie Hess, Recording Clerk
RE Paul Heitzenrater	RE Richard Holcomb
RE Dick Hile	TE Chuck Jacob
RE Bill Holmes	TE Ken Jones
TE Ian Leslie	RE Joe Johnson
RE Larry Lutgen	RE Millard Kerr
RE Robert Maier	RE Fred Klimas
RE Barbara Mansfield	RE Michael LeRoy
RE Candace McCune	TE Philip Muir
RE Charles Miller	RE Hardie Perritt
RE Peter Mogren	TE James Rose
RE Don Phillips	RE Carl Seitz
RE Lee Putnam	TE Mark Vanderput
TE Ed Randal	RE John Young
RE Charles Redden	RE Richard Young
TE Dick Robinson	
RE John Rudd	<b>MEMORIALS &amp; APPRECIATION</b>
TE Tom Ryan	RE David Crothers
TE Bradley Strait	TE Mike Gatliff, Chairman
RE Michael Strauss	RE C. Lewis Gholston, Recording Clerk
RE Dan Tidwell	RE Paula Kendrick
TE David Wahlstedt	
RE James Wall	
RE Carl Weisiger	
TE John Wood	
TE Roy Zinn	

<b>FRATERNAL RELATIONS</b>	<b>MINISTERIAL VOCATION</b>
RE Ted Beattie	RE Ellen Armstrong
TE Kent Bull	RE Zelda Artz
RE Bill Bumford	RE Greg Baggenstos
TE Ron Cox	TE Daniel Berry, III
RE Tim Daly	TE Steve Bristol
RE Marlys DeVries	TE Steve Brown
TE Steve Garcia	TE Willard Davis
RE John Hocker	RE Ron DeHaas, Chairman
RE Jon Housholder	TE Glenn Ferrell
TE Scott Jackson	TE Aram Haroutunian
TE Mark Jumper, Recording Clerk	TE Brent Holladay
TE Greg Livingstone	TE Jeff Jeremiah
RE Bob Marlow	TE Chris Kiepe
TE Maurice Martin, Jr.	TE Jim Letizia
TE Mark Moore	TE Fred Lian
RE Donald Nelson, Chairman	TE Russell Louden, II
TE Miguel Robles	RE Cecil Matthews
RE Carl Sacherich	TE Tom Melton
TE Bill Sharp	TE Eli Morris
RE Perry Spell	TE John Quigley
TE Peter Stam	RE Traverse Read, III
RE Steele Stewart, Jr.	RE Ken Roberts
RE Hillard Strong	TE Jerry Robinson
RE Truman Todd	TE Dan Rose
TE Frank Young	TE Sam Rowen
	RE Ray Sawmiller
<b>NATIONAL OUTREACH</b>	RE Dale Schaefer
RE Doug Balch, Recording Clerk	RE George Schneider
TE David Boswell	TE Juan Singh
RE Charles Brady	TE Ramona Spilman
TE David Brown, Chairman	TE John Stringer
RE Don Busboom	TE Wayne Uppendahl, Recording Clerk
TE Tom Dages	TE Sandy Willson
TE Ed G. Davis	
TE David Dwight	<b>OVERTURES &amp; RESOLUTIONS</b>
TE Brett Garretson	TE James Brown, Jr
TE Daniel Gilbert	RE Jim Cantey
RE Johnny Hosford	RE Tom Crane
RE Merritt Howard	TE Neil Ellison
TE Bill Hyer	RE Steve Ferris
RE William Johnson	TE Bill Flannagan
RE Alan Johnson	RE Steven Fuscher
RE Tim Jordan	TE Seaton Garrett, Jr.
TE Steve Kerhoulas	RE Bill Gross
TE Richard Kidd	RE Ron Hartman
TE Lee Kizer	TE Marc Huebl, Chairman

<b>NATIONAL OUTREACH (cont'd.)</b>	<b>OVERTURES &amp; RESOLUTIONS (cont'd)</b>
RE Chuck Lindquist	TE Tommy Jordan
TE Glenn Marshall	TE Doug Klein
RE Barbara Matthews	TE David Moncla
RE Ken Millice	TE Jeffrey Park
TE Langdon Montgomery	TE Chris Pekary
TE Mike Moses	TE Shawn Robinson
TE Jim Murphy	TE Winsor Stough
RE Randy Oakes	TE Brad Werner, Recording Clerk
TE Rhett Payne, III	RE Brien Williams
RE Felix Sharpe	TE Alan Wright
RE Hubbard Sherry	
TE Rufus Smith, IV	
RE Earle Woodberry	<b>THEOLOGY</b>
	TE Greg Anthony
	RE Mike Bahm, Recording Clerk
<b>STUDENT &amp; YOUNG ADULT MIN.</b>	TE James Blaha
TE Bruce Anderson	TE David Brogren
RE Gerald Arthur	TE Jerry Brundle
TE Rocky Anthony	RE Eleanor Crothers
RE Mark Bell	TE Jim Dixon
TE Jim Bidderman	TE Mateen Elass
RE Tom Bronson	TE Howard Finkel
TE Brad Buescher	TE Donald Fortson, III
TE Percy Burns	TE Douglas Graham
TE Gordon Calbreath	RE Palmer Heenan
TE Jimmy Davis	RE Thomas Henson
RE Stan Davis	RE Dean Hicks
RE Ed Clements	TE Robert Hopper
RE Stan Davis	RE Victor Jones, Jr.
TE Chris Deneen	RE Jack Loflin
TE Ron DiNunzio	TE Cooper McWhirter
RE Randy Flake	TE Buck Oliphant, Chairman
TE Tim Goddard	TE Tom Pitman
RE Ron Hickman, Chairman	TE Charles Plant
TE Mark Ingles	TE Neil Smith
RE Dexter Kuhlman	TE Jim Thyne
RE Randy Larson	TE Doug Walker
RE Ed McDonald	RE Robert White
TE Tom Masterson	TE Robert Wilbur
RE Bob Mathews	TE Bradley Yorton
RE David Meier	
TE Mike Moses	
RE Carolyn Nystrom	
TE Ross O'Dell	

RE Henry Phelps	
<b>STUDENT &amp; YOUNG ADULT MIN</b> (continued)	<b>WOMEN'S MINISTRIES</b>
TE Ron Ragon	RE Sarah Arnold
RE Ray Schrameck	TE John Crimmins
RE Alan Smith	RE George Dilworth
TE Rick Stauffer	RE Tom Dinan
RE Tom Thompson	TE John Fain
TE Allen White, Recording Clerk	TE Wayne Hoffman
TE Dean Wolf	TE Mark Hudson
	RE Jim Hunter
<b>WORLD OUTREACH</b>	RE Hawley Ingram, Jr.
TE Sam Adamson	RE Tip Johnson
RE M.H Allen	RE Gloria Joiner
TE Robert Barrett	RE Jim McCormick
TE Del Belcher	TE David McLean
RE Ken Casey	RE Wendy Oakes
TE John Cedar	TE Gary Reddish, Recording Clerk
RE Isabel Cinnamon	RE Sandy Russell
RE Gary Fields	TE Bruce Spear
TE Mike Frison	TE Nancy Stewart, Chairman
TE Chris Gibson, Recording Clerk	TE Paul Swets
TE James Glasgow	TE David Todd
RE Carl Green	TE Craig Vanbiber
TE Bill Gunter	TE Mark Vanderput
RE Janis Mangham	TE James Van Dyke
TE Jack Maxwell	TE Robert Vincent, Sr.
TE Adger McKay	RE Frances Wall
RE Donald Nyenhuis	RE Beth Weisiger
RE Charles Overstreet	RE Bruce White
RE Michael Owen	RE Jamie Whyte
RE John Perry	TE Tim Wilbanks
TE Bill Read	
RE Tony Register, Chairman	
TE John Taylor	
TE Doug Thompson	
RE Theodore Tubbesing	
RE Jack Wilson	

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**MINUTES OF THE PERMANENT JUDICIAL COMMISSION**

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The Permanent Judicial Commission met on Friday May 18, 2001 at the office of the General Assembly in Livonia, Michigan.

Members present:

<u>Jim Rimmel, Moderator</u>	Midwest
Dave Shira	Central South
Chuck Talbot	Midwest
Reese Baker, Clerk	Central South
Barry Smith	Southeast
Don Mason	Florida
Bob Hess	Florida
Bud Sparling	West



Members excused: Evelyn Cisney

*Jim Rimmel, Moderator*

The meeting opened in prayer by Don Mason. A quorum was declared present. The moderator reviewed the purpose of the Permanent Judicial Commission as set forth in Section 16-27b in the *Book of Order*. The agenda for this meeting was adopted.

**1. Overtures received:**

Overture 01-A was received from the Central South Presbytery to amend G.16-15 by adding the italicized section in the Proposed Wording:

<b>Present wording</b>	<b>Proposed Wording</b>
<p><b>G.16-15</b>                      ...The Moderator of the Presbytery . . .                      [may be elected] for that stated meeting of the court, or, at the discretion of the Presbytery, for one year.</p>	<p><b>G.16-15</b>                      ...The Moderator of the Presbytery . . .                      [may be elected] for that stated meeting of the court, or, at the discretion of the Presbytery, for one year. <i>A Presbytery may, at its discretion and in accordance with its by laws, re-elect a Moderator to a second, consecutive one year term. A Moderator shall serve no more than two consecutive terms.</i></p>

Rationale of the Central South Presbytery for changed wording:

"It is not unusual for a Presbytery Moderator to hit his stride only after one or two meetings. The option to extend a second term to a Moderator would allow a Presbytery to benefit from a more experienced leader. This wording does not require Presbyteries to offer consecutive terms; it does require that they discuss the matter and vote to include the option in their bylaws."

**The PJC recommends that Overture 01-A not be adopted.**

Rationale of the PJC:

The PJC has concerns with the clarity of Overture 01-A. While seeking to give Presbyteries the ability to re-elect a moderator for an additional one year term,

the present wording of G.16-15 does not preclude such an action and the second sentence of the overture may be interpreted as precluding a person from serving as moderator at anytime in the future after the two one-year consecutive terms. Overture 01-A is superfluous and limiting. The PJC believes that the current wording of G.16-15 allows a Moderator to be elected for more than one term.

## 2. Referrals from Stated Clerk of Florida

The referral from the Florida Presbytery's response to the General Assembly adoption of Presbytery Review Committee's exceptions at the 20<sup>th</sup> General Assembly were referred to the PJC by the Stated Clerk.

- A. Referral on Recommendation #41 re 27:16 – "Presbytery has no constitutional authority to divest Richard Adelman without censure without using disciplinary procedures in the *Book of Discipline*."

The actions of the Presbytery of Florida were in accordance with G.15-1 that allows for, among other things, divestiture without censure (on non-disciplinary grounds).

**Rationale:** G.15-1 provides alternative "conditions under which an officer may be removed." Not all "conditions" require process under the *Book of Discipline*.

**Note:** The PJC makes no determination as to the merits of the actions of the Presbytery of Florida in this matter.

**Vote:** 6 for adoption and 2 abstaining (Bob Hess and Don Mason)

- B. Referral on Recommendation #41 re 29:14, item 8: "Presbytery has no constitutional authority to divest Michael Eubanks of office without censure. Presbytery took action based on a misstatement of fact: 'The EPC does not transfer to non-reformed denominations.' There is no such constitutional prohibition. Neither is there a constitutional provision for a *de facto* renunciation of jurisdiction. This matter is referred to the Presbytery of Florida for reconsideration."

The actions of the Presbytery of Florida in divesting Michael Eubanks were constitutional and in accord with G.15-1. A Presbytery does have the authority to divest a person from office without censure under G.15-1.

**Vote:** 6 for adoption and 2 abstaining (Bob Hess and Don Mason)

**Note:** The PJC makes no determination as to the merits of the actions of the Presbytery of Florida in this matter.

- C. Recommendation by the PJC on prior acts of the General Assembly:

The PJC makes note of the statement in the records of the 20th General Assembly in the adoption of the report of the Presbytery Review Committee (PRC). The PRC stated in its report (29:14, adopted by the 20<sup>th</sup> General Assembly) that the Presbytery of Florida acted on a misstatement, such misstatement being "The EPC does not transfer to non-reformed denominations."



Finding of the PJC:

The PJC is not aware of any constitutional basis for transfer of ordination to a non-EPC body. The statement by the PRC does not appear to have constitutional basis and should not be used as a basis for actions by other bodies in the EPC.

Vote: 7 for and 1 against

**3. Requests for Interpretation from the Stated Clerk:**

(G.16-14 and 16-20)

- A. The PJC sustained the opinion of the Stated Clerk from his letter to Howard Shockley, Stated Clerk of the Presbytery of the Mid-Atlantic dated March 5, 2001, regarding ruling elder commissioners from churches with pastoral vacancies as follows:

“It is my opinion, after careful review, that representation of ruling elder commissioners based upon pastoral positions which have become vacant shall remain in effect as long as there is clear intent upon the part of the congregation (in the case of pastors and associate pastors) or session (in the case of assistant pastors) to fill the vacancy. In other words, two ruling elder commissioners may be appointed for representation in a higher court based on a vacant pastoral position so long as that position will be eventually filled. This would, of course, not apply to a newly-created pastoral position which has never been filled.

“Determination of the intent to fill a vacant position shall be made by the stated clerk of the higher court charged with registering commissioners, subject to the appeal process prescribed in our *Book of Order*. The election of a search committee shall be *prima facie* evidence of intent to fill a pastor or associate pastor vacancy. However, timing, wisdom and exigency may at times delay the election of a congregational search committee. The stated clerk of the court should make his determination on any relevant factors that would indicate the likelihood that the search will commence in a reasonable time. Determination of whether a session intends to fill a vacated assistant pastor position should proceed on a similar basis.

“Ruling elder commissioner allowances should not be impeded or exceeded as guided by other constitutional provision for representation, such as that based upon active membership or parity correction.”

Rationale: This opinion is in keeping with the underlying intent of G.16-14 and G.16-20.

- B. Re: G. 10-3

Recommendations of the PJC on the letter of the Stated Clerk to Alton Bennett, Stated Clerk of the Presbytery of the Midwest dated May 14, 2001, a copy of which is attached to these minutes.

The PJC sustained the positions of the Stated Clerk as set forth in paragraphs 3 and 5 of the letter. The paragraphs are set forth below:

**Paragraph 3:**

“By virtue of the facts that the status of “Cooperative Mission Agency” is one granted by an act of the General Assembly and that the authority for approval of a call to “some worthy organization” is granted to the Presbytery by G.10-3D, therefore the Presbytery does have the right to so designate an organization.”

**Paragraph 5:**

“Since G.10-3D specifically mentions organizations other than agencies or courts of the church, the call of Administrator may be to any organization the Presbytery deems worthy, including a mission agency or organization outside the jurisdiction of the Presbytery.”

Regarding the remaining part of the letter, the PJC **recommends** the following action be taken by the 21<sup>st</sup> General Assembly in regard to G.10-3:

1. Delete the current Section F: “Calling Outside of Bounds”
2. Amend “Section G. Pastor Emeritus” to become Section F.
3. Add as an addition to Section 10-3 after Section 10-3.F, with no introductory statement, and not indented, the following:

“Whenever a minister is called to one of the positions provided for under paragraphs A to E above that is outside the authority of a court of the church and after being fully satisfied that the ministry is consistent with the calling to the ministry of the Word, the Presbytery may grant permission for the Minister to labor outside of bounds. It shall be required of the Minister of the Word to make an annual report to the Presbytery of faithfulness to the Gospel, and have such permission of the Presbytery renewed annually at its discretion. In any event, that person shall be diligent to serve actively in the court of which he is a member.”

4. Recommendations of the PJC on the Report of the Ad Interim Committee on Theology:

Recommendation #1:

No change is proposed and so no action has been taken by the PJC.

Recommendation #2:

PJC finds no constitutional problems with Recommendation #2 and recommends the adoption of Recommendation #2.

Recommendation #3:

PJC finds no constitutional problems with Recommendation #3 and recommends the adoption of Recommendation #3.

Recommendation #4

PJC finds no constitutional problems with Recommendation #4 and recommends the adoption of Recommendation #4.

Recommendation #5

PJC finds no constitutional problems with Recommendation #5 and recommends the adoption of Recommendation #5.

Recommendation #6

PJC finds no constitutional problems with Recommendation #6 and recommends the adoption of Recommendation #6.

Recommendation #7

PJC finds no constitutional problems with Recommendation #7 and recommends the adoption of Recommendation #7.

Recommendation #8

No comment from the PJC

Recommendation #9

No comment from the PJC

**Election of new officers of the PJC**

Don Mason elected as the moderator; Chuck Talbot was elected as the clerk.

A motion to adjourn the meeting was passed.

The meeting was closed with prayer.

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James Rimmel, Chairman

---

Reese Baker, Clerk

# Myrtle Grove Presbyterian Church

800 PINER ROAD  
WILMINGTON, NORTH CAROLINA 28409  
TELEPHONE: (910) 791-6179  
FAX: (910) 392-7196

**Pastor**

REV. STEPHEN M. CROTTS

**Associate Pastors**

DR. JAMES M. GLASGOW

REV. KENNETH L. BURBRIDGE

**Pastor Emeritus**

REV. HORACE H. HILTON

January 30, 2001

To: Dr. Howard Shockley

From: Pat Miller *Pat*

Re: Presbytery Commissioners

Ken Burbridge suggested I ask you about MGPC Ruling Elder commissioners to Presbytery:

- We have four EPC pastor (called by congregation) positions - Senior Pastor and three Associates at this time.
- As you know, we will soon have only one filled Associate Pastor position.
- Are we entitled to two Ruling Elder commissioners per position (even if the position is unfilled)? (So, we would have eight for four positions.)
- Or, is it per filled "pastor" position? (That would be two for one filled position.)
- In addition, we understand we have two additional commissioners for meetings in 2001 based upon the RE/TE Parity Correction statement in the January 2001 Presbytery packets. Does this hold true even in our current situation?

[I am assuming that the interim Senior Pastor, temporary pastor for pastoral care and counseling, and the part time, temporary missions pastor positions don't "count" in terms of determining number of Ruling Elder commissioners to which we are entitled.]

Thanks for your help.

cc: Ken Burbridge  
Ron Keller



# Evangelical Presbyterian Church

29140 BUCKINGHAM AVENUE, SUITE 5 LIVONIA, MICHIGAN 48154  
(734) 261-2001 Fax (734) 261-3282

OFFICE OF THE GENERAL ASSEMBLY

March 5, 2001

Rev. Mr. Howard Shockley, Stated Clerk  
Presbytery of the Mid-Atlantic  
The Evangelical Presbyterian Church  
58 Bear Trail  
Fairview, NC 28730

Dear Howard,

I am writing in response to your earlier request regarding ruling elder commissioners from churches with pastoral vacancies.

It is my opinion, after careful review, that representation of ruling elder commissioners based upon pastoral positions which have become vacant shall remain in effect as long as there is clear intent upon the part of the congregation (in the case of pastors and associate pastors) or session (in the case of assistant pastors) to fill the vacancy. In other words, two ruling elder commissioners may be appointed for representation in a higher court based on a vacant pastoral position so long as that position will be eventually filled. This would, of course, not apply to a newly-created pastoral position which has never been filled.

Determination of the intent to fill a vacant position shall be made by the stated clerk of the higher court charged with registering commissioners, subject to the appeal process prescribed in our *Book of Order*. The election of a search committee shall be *prima facie* evidence of intent to fill a pastor or associate pastor vacancy. However, timing, wisdom and exigency may at times delay the election of a congregational search committee. The stated clerk of the court should make his determination on any relevant factors which would indicate the likelihood that the search will commence in a reasonable time. Determination of whether a session intends to fill a vacated assistant pastor position should proceed on a similar basis.

Ruling elder commissioner allowance should not be impeded or exceeded as guided by other constitutional provision for representation, such as that based upon active membership or parity correction.

This provisional opinion will, of course, be forwarded to the Permanent Judicial Commission for review. Until such a time, it serves as binding upon the relevant parties.

In Christ's common service,

Michael J. Gloda  
Stated Clerk

cc: Clerks of Presbyteries



**PRESBYTERY OF THE MIDWEST, E.P.C.**

33604 GRAND RIVER • FARMINGTON, MICHIGAN 48335

(248) 471-9775 • FAX: (248) 476-9838

epcmidwest@juno.com

April 26, 2001

Rev Michael J. Glodo  
Evangelical Presbyterian Church  
29140 Buckingham Avenue, Suite 5  
Livonia, MI 48154

Dear Mike,

I am requesting a Provisional Opinion of the Stated Clerk of the General Assembly regarding the interpretation of BOG 10-3D to wit

Does the phrase, "Some worthy organization deemed proper by the Presbytery" refer only to those agencies approved by the EPC as "Cooperative Mission Agencies" or does the Presbytery have the latitude to recognize an organization on its own that it deems worthy for the purpose of accepting the call of an EPC Minister to serve as Administrator under BOG 10-3D.

Application:

When a missions agency or organization outside of the jurisdiction of the Presbytery issues a call to an EPC Minister, is the proper status of that pastor accepting the call one of "Minister Laboring Out of Bounds" under BOG 10-3F or can he be approved as an "Administrator" under BOG 10-3 assuming that the Presbytery accepts the organization issuing the call even though it is not one of the Cooperative Mission Agencies adopted by the EPC?

Yours in Christ,

Alton L. Bennett  
Stated Clerk



## Evangelical Presbyterian Church

29140 BUCKINGHAM AVENUE, SUITE 5 LIVONIA, MICHIGAN 48154  
(734) 261-2001 Fax (734) 261-3282

May 14, 2001

OFFICE OF THE GENERAL ASSEMBLY

Mr. Alton Bennett, Stated Clerk  
Presbytery of the Midwest  
33604 Grand River  
Farmington, MI 48335

Dear Al,

I am writing in response to your request of April 26 for a provisional ruling regarding the interpretation of *Book of Government* 10-3D. This letter constitutes my full response, superceding my partial response of May 11. Following I restate the two parts of your request with my responses following.

Does "some worthy organization deemed proper by the Presbytery" refer only to those agencies approved by the EPC as "Cooperative Mission Agencies" or does the Presbytery have the latitude to recognize an organization on its own that it deems worthy for the purpose of accepting the call of An EPC Minister to serve as Administrator under BoG 10-3D?

By virtue of the facts that the status of "Cooperative Mission Agency" is one granted by an act of the General Assembly and that the authority for approval of a call to "some worthy organization" is granted to the Presbytery by BoG10-3D, therefore the Presbytery does have the right to so designate an organization.

When a missions agency or organization outside the jurisdiction of the Presbytery issues a call to an EPC Minister, is the proper status of that pastor accepting the call one of "Minister Laboring Out of Bounds" under BoG 10-3F or can he be approved as an "Administrator" under BoG 10-3 assuming that the Presbytery accepts the organization issuing the call even though it is not one of the Cooperative Mission Agencies adopted by the EPC?

Since BoG 10-3D specifically mentions organizations other than agencies or courts of the church, the call of Administrator may be to any organization the Presbytery deems worthy, including a mission agency or organization outside the jurisdiction of the Presbytery.

Relevant to this determination is the question of whether "Calling Outside of Bounds" in BoG 10-3F refers to an additional category of calling or whether it provides additional guidance on the categories of calling previously listed in A through E.

On the one hand, its printing and enumeration might indicate that it provides an a category of calling in addition to those already listed. If so, it would provide a "catch-all"

category for a calling which the Presbytery wished to approve but which did not fit any of the categories of A through E.

On the other hand, it addresses a matter directly relevant to the callings discussed in B through E, if not A as well. Whether implicitly or explicitly stated in paragraphs A-E, a pastor, teacher, evangelist, administrator or chaplain could be called by a court of the church or by some other agency outside the jurisdiction of the EPC. Seen in this light, paragraph F would be understood as elaborating on the preceding paragraphs.

Due to the broad implications of a decision on this matter and the impending meeting of the Permanent Judicial Commission, I am forwarding this aspect of the matter directly to them for the May 18-19 meeting.

Related to your overall request, Presbytery should bear in mind that the worthiness of the organization is not the only standard to be applied. An organization may be worthy, but the particular responsibilities to which the minister is being called may not require ordination or may not offer opportunities through the particular calling to perform uniquely ministerial functions. Therefore, consideration in judging a particular out of bounds calling must take into account the broader constitutional context of our theology of the Minister of the Word. Presbytery should consider such criteria, especially those delineated on page 93 of the *Procedure Manual for Ministerial Candidates and Committees*, since such constitutes an act of the assembly. They state that the approved work must

- Be in demonstrable conformity with the mission of God's people in the world as set forth in Holy Scripture, the Westminster Confession of Faith, and the Book of Order of this Church;
- Be appropriate in nature to the Gospel ministry;
- Give evidence of fidelity to God's Word and faithfulness to the Gospel;
- Be carried on in accountability for its spiritual character and ecclesiastical conduct to the Presbytery and other organizations and agencies of this Church;
- Include responsible participation in the deliberations and work of the Presbytery, and in the worship and service of a congregation...

This provisional opinion will, of course, be forwarded to the Permanent Judicial Commission for review. Until such a time, it serves as binding upon the relevant parties.

In Christ's common service



Michael J. Glodo  
Stated Clerk



## PRESBYTERY REVIEW COMMITTEE

Report to the 21<sup>st</sup> General Assembly

The Presbytery Review Committee is established to implement our important governmental principle of review and control. Prior to its meeting May 21-22, 2001, the Committee members received provisional minutes from the Presbyteries. At its meeting, the Committee first reviewed Presbytery responses to exceptions issued by the 20<sup>th</sup> General Assembly and then reviewed certified copies of approved Minutes from stated and called meetings of Presbyteries subject to review as per *Rules for Assembly* 8-11 and *Acts of the Assembly* 98-05.



*George Woodcock, Chairman*

- I. The Presbytery Review Committee noted a number of positive practices by which we can be encouraged. Among the many noted, the Committee commends the following to all EPC Presbyteries for their enrichment:**

Family connections:

- Church updates: brief reports from several congregations

Stewardship and Finance Committees:

- Developing sound investment policies

Church Development:

- Study of the ABC's of Natural Church Development
- A video tape series on churches starting churches from National Outreach

Candidates & Ministerial Committees:

- A one page biography for each new candidate and minister
- Use of Presbytery Chaplain to minister to the ministers
- Developing a proactive approach to conflict prevention in churches

Procedures:

- Use of an omnibus consent motion for routine, non-controversial matters
- Use of templates for attendance, financial reports and changes in terms of call
- An installation service for Presbytery Moderators including remarks of the retiring Moderator
- A list of upcoming meetings at the end of the Minutes

Enrichment:

- Use of prayer partners to pray for each other as an order of the day
- Evangelism resources made available at Presbytery meetings
- Presbytery workshops for ministry enrichment
- Seminar on how to develop a Christian worldview
- Meeting prior to the business session for discussion, prayer and special speakers

### **Attendance**

- The Mid-Atlantic Presbytery is to be commended for the excellent attendance of its members, an issue with which most of our Presbyteries struggle.

### **Annual Reporting**

- The Central South Presbytery is to be commended for initiating the required report on the work of Ministers of the Word.

## **II. Recommendations regarding responses to exceptions issued by the 20<sup>th</sup> General Assembly:**

- A. That the Assembly accept the responses of the Presbytery of the Central South to exceptions issued by the 20<sup>th</sup> General Assembly with the exception of #7 (see PRC-1) regarding the change of status of Rev. Roberts (Minutes 48-22), and that the Presbytery be instructed to advise the Office of the Stated Clerk as to the circumstances surrounding this action; specifically, whether Rev. Roberts initiated the action or if he had been without call for at least one year at the time the action was taken (G.15-8).

Grounds: There is insufficient information in the presbytery's response to evaluate the constitutionality of their action.

- B. That the Assembly accept as adequate the responses of the Presbytery of the East to the exceptions issued by the 20<sup>th</sup> General Assembly with the exception of #4 (see PRC-2) regarding The Evangelical Alliance, and that the Presbytery is directed to provide the Office of the Stated Clerk with their rationale for determining that an ordination in The Evangelical Alliance is comparable to ordination in the EPC (Acts of Assembly 82-07) and on what basis the Presbytery determined that this organization is a Reformed body.

Grounds: The Minutes of Presbytery indicate that they examined Dr. Frank Young on views, which means the Presbytery considered The Evangelical Alliance to be a Reformed body. As there may be some question about whether this is the case, the Assembly is asking for the Presbytery's rationale in order to determine the constitutionality of the Presbytery's action.

- C. That the Assembly accept the responses of the Presbytery of Florida (see PRC-3) to exceptions issued by the 20<sup>th</sup> Assembly as adequate with the exception of #1 and #8 (referred to the Permanent Judicial Commission), and #6 and #9, and that the Presbytery acknowledge its actions to be in error, record its minutes and correct its actions where possible.
- D. That the Assembly accept the responses of the Presbytery of Mid-America to exceptions issued by the 20<sup>th</sup> General Assembly as adequate (see PRC-4).
- E. That the Assembly accept the responses of the Presbytery of the Mid-Atlantic to exceptions issued by the 20<sup>th</sup> General Assembly as adequate (see PRC-5).
- F. That the Assembly rule the Presbytery of the Midwest out of order in that they have taken no action on exceptions issued by the 20<sup>th</sup> General Assembly as required by *Rules of Assembly*.

Grounds: The Office of the Stated Clerk of the General Assembly is in receipt of a letter from the Stated Clerk of the Midwest Presbytery recommending responses to actions (see PRC-6), but the Presbytery has not acted on them.

- G. That the Assembly accept the responses of the Presbytery of the Southeast as adequate with the exception of #6 (see PRC-7) regarding motions made by people who are not members of the Court and that the Presbytery correct its procedures in the future.

Grounds: The Presbytery acknowledged that the person presenting a Committee report was not a member of the Court. Even though a recommendation came to the Presbytery from a Committee, none of the members of the Committee are members of Presbytery. The Presbytery should take care that all motions are made by commissioners.

- H. That the Assembly acknowledge the receipt of a translation of the 54<sup>th</sup> Meeting of the Presbytery of St. Andrews and renew its instruction to submit an English translation of the 53<sup>rd</sup> Stated Meeting.

### **III. Recommendations regarding Minutes subject to review by the 21<sup>st</sup> General Assembly.**

- A. That the Minutes of the Presbytery of the Central South be approved with the following exceptions:
1. 50.24 – Changes in terms of call do not contain sufficient information to determine if the actions are constitutional. The Assembly remands the Minutes of the 50<sup>th</sup> Stated Meeting to the Presbytery of the Central South for clarification by adding an appropriate summary of each change and noting that appropriate forms were used.
  2. 51.22 – The calls of Rev. Harrington and Rev. Todd are calls outside the jurisdiction of the Presbytery and should have been approved as out of bounds calls (G.10-3F). No terms of call were approved.
  3. 52.19 – Changes in call to office and changes in terms of call do not contain sufficient information to determine if actions are constitutional. The Assembly remands the Minutes of the 52<sup>nd</sup> Stated Meeting to the Presbytery of the Central South for clarification by adding an appropriate summary of each change, including indication that a service of retirement was held for Rev. Horel, that an out of bounds call was approved for Dr. Druary, that appropriate actions were taken to dissolve the relationship of Dr. Brainerd and Grace Presbyterian, indicate the length of time Dr. Brainerd is serving as stated supply and at what church he is serving. Changes in terms of call for Rev. Schulte and Rev. Mathieu need clarification as to their previous status and to what Presbytery they have been dismissed.
- B. That the Minutes of the Presbytery of the East be approved with the following exceptions:
1. 58 and 59 – No unexcused absences are listed (*Rules for Assembly* 8-11.G,1).
  2. 59 (p. 38) – No advisor was appointed for Daniel Rose (G.12-2D).

3. 59 (p. 38) – Louis Woods' call is to an agency outside the jurisdiction of Presbytery but his call was not approved as out of bounds. No commission was established to ordain Mr. Woods.
  4. 59 (p. 39), 60 (p. 44) – Motions may not be made by a person who is not a member of the Court
  5. 59 (p. 44) – The Minutes contain no record that Todd Smedley and Ron Wilson fulfilled the six-month membership requirement for candidates (G.12-2,A).
  6. 60 (p. 42) – The record concerning Mr. Sacherich does not contain sufficient information to determine if actions are constitutional. The action of Presbytery in May 1999 referred to in the 60<sup>th</sup> Stated Meeting is missing from the record.
  7. 60 (p. 43) – The Minutes contain no record that Daniel Rose and Erich Lee signed the Ministerial Obligation Form (G.16-16L).
  8. 60 (p. 43) – The primary responsibilities of Daniel Rose as Assistant Pastor are not stipulated (G.11-7).
  9. 60 (p. 45) – There is no record of Congregation or Session action to dissolve the call of Rev. Bates (G.15-2 or G.11-7) or his current status.
  10. The Minutes contain no record of the required Annual reporting of Work of Ministers of the Word, Approval of Changes in terms of call, and approved budget (G.16-27,A.1 and 8; Rules for Assembly 8-11,G,16).
- C. That the Assembly declare the Presbytery of Florida to be out of order in that copies of certified minutes have not been submitted at least five weeks prior to the meeting of the General Assembly (*Acts of the Assembly* 98-05).
- D. That the Minutes of the Presbytery of the Mid-America be approved with the following exceptions:
1. 27.13.01 – Minutes do not indicate that Scott Lawry has been a member of an EPC church for six months (G.12-2A)
  2. No record of required annual review of the work of Ministers of the Word (G.16-27A,1)
- E. That the Minutes of the Presbytery of the Mid-Atlantic be approved with the following exceptions:
1. 35.20 – There is no indication in the record that Presbytery completed the required elements of receiving candidates, namely, questions to the candidates, charge to the candidates, assigning advisors (G.12-2).
  2. 35.20.M – TE Barker was divested without censure but not assigned to a church (G.15-8).
  3. 35.21 – No record that Rev. Creech and Rev. Keller signed the required Ministerial Obligation Form (G.16-16L).
  4. 36.20 – There is no indication in the record that required Out of Bounds Forms are being used (*Acts of the Assembly* 98-03). Further, there is no indication in future minutes that proper documentation has been received for the Out of Bounds call of TE Carr (36.20.H) even though he is listed as an out of bounds minister in the attendance record of the 37<sup>th</sup> Meeting.
  5. 36.20.K – No indication in the record that the Session or Congregation acted to dissolve the relationship of Rev. Boulware (G.15-2 or G.11-7). Further, there is no indication in future minutes that Rev. Boulware was received by St. Augustine Presbytery (PCUSA).
  6. There is no record of the required annual review of the work of Ministers of the Word (G. 16-27A,1)

- F. That the Minutes of the Presbytery of the Midwest be approved with the following exceptions:
1. 85-8 – The required annual approved Presbytery budget and related financial reports are not included in the Minutes (*Rules for Assembly* 8-11.G-16).
  2. 85-10B-3 – There is no evidence in future Minutes that the transfer of Scott McKee from the PCUSA was obtained.
  3. 85-6 – There is no indication in the record that Rev. Rose signed the required Ministerial Obligation Form (G.16-16L).
  4. The Called Meeting of April 10, 2000 has no record that the meeting was called with proper notice and there is no statement of the purpose of the meeting (G.16-17).
  5. Called Meeting April 10, 2000 – There is no record that Rev. Galbraith signed the required Ministerial Obligation Form (G.16-16L)
  6. 89-14 No record of Jeff Juday signing required Ministerial Obligation Form and the nature of the call is not indicated.
  7. 89-15 There is no indication in the record that Presbytery completed the required elements of receiving candidate Joe Laher, namely, questions to the candidates, charge to the candidates, assigning advisors (G.12-2)
  8. No record of required annual review of the work of Ministers of the Word on the active roll (G. 16-27A,1).
- G. The Committee recommends that the Minutes of the Presbytery of the Southeast be approved with the following exceptions:
1. 50.16 – A motion was made by someone who is not a member of the Court.
  2. 51.17 – The ruling of the Stated Clerk approved by Presbytery is unconstitutional. The distinction of contractual and non-contractual arrangements with people filling the pulpit is not stipulated in the Book of Government and is at the heart of the Presbytery Clerk’s “ruling.” There is no difference between “inviting a minister to preach several times” and the category of Occasional Supply in G.11-8C.
  3. There is no record of the required annual review of the work of Ministers of the Word on the active roll (G. 16-27A,1).
  4. 52.21 -- The Presbytery assigned a minister of a different Presbytery to serve as an advisor for one of its candidates. A minister of one presbytery is not under the jurisdiction of another (G.16-5, 6). By this action the Presbytery has given up an important component of its oversight of the candidate care process. The ministerial advisor should be a member of the Presbytery of which the candidate is under care.
- H. The Committee recommends that the Assembly rule the St. Andrews Presbytery Out of Order in that the Minutes of the 60<sup>th</sup> Stated Meeting (November 2000) were not made available five weeks prior to the General Assembly (*Acts of the Assembly* 98-05).
- I. The Committee recommends that the Assembly approve the translated Minutes of the 57<sup>th</sup>, 58<sup>th</sup> and 59<sup>th</sup> meetings of the Presbytery of St. Andrews with the following exceptions:

1. 57.2 and 59.2 – The Minutes do not indicate that Mr. Robertson had been a member of Olivos church for six months or that he has the endorsement of the Session.
  2. There is no record that the Minutes of 57<sup>th</sup> Stated Meeting have been approved.
  3. 59.5.3.6 – The reason and nature of the Commission formed is unclear. It may be a Judicial Committee (D.6-1.C) but the minutes indicate it is a commission. If so, the Commission does not meet the membership requirements of G.16-26.B,2-E (five members, as close as possible to a 2:1 ratio of Ruling and Teaching Elders.)
- J. The Committee recommends that the Minutes of the Presbytery of the West be approved with the following exceptions
1. 60-7.E and F – There is no record in previous minutes of the Ministerial Committee being given the authority to act as a commission with regard to Rev. Tagg and Rev. Martin.
  2. 61-7.D – There is no record of when the commission to install Rev. Tagg was established.
  3. 61-9.A and 62-15– The Nominating Committee was improperly appointed as a Commission. A Commission must have at least five members (G.16-26,B-1.A).
  4. 16-13.F – The Administrative Commission for Thai EPC does not meet the qualification of being composed of “as near to two Ruling Elders to one Minister as possible” (G.16-26,B-2.E). The Commission is composed of one ruling elder and four teaching elders.
  5. There is no record of the required annual review of the work of Ministers of the Word on the active roll (G. 16-27.A,1).

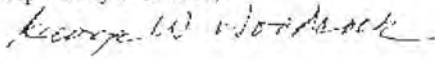
#### IV. Other Recommendations

- A. That the Assembly send the following advice to all Presbyteries:
1. Because Presbytery minutes are legal records and may need to be read by people unfamiliar with the individuals at the meeting, Presbyteries are reminded to use at least last names when referring to commissioners.
  2. To show evidence that required forms are used (*Acts of the Assembly* 98-03), Presbyteries are advised to either include the forms as attachments or include a reference in their minutes that the forms are on file.
  3. The body of the Minutes must include enough information to show that actions taken are constitutional. Reference to attachments or statements such as "forms are on file" are not sufficient in themselves.
  4. Presbyteries are advised that when pending actions are recorded, that future minutes record the completion of those actions (e.g., call approved pending transfer).
- B. That the *Rules for Assembly* 9-K.1 regarding the membership of the Presbytery Review Committee be amended by deleting the phrase “of Presbytery.”

Current wording	Proposed wording
9-1.K-1 Membership: Committee to consist of three members, including at least one former stated clerk of Presbytery.	9-1.K-1 Membership: Committee to consist of three members, including at least one former stated clerk of Presbytery.

Grounds: The amendment expands the pool of people eligible for membership requirements.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "George W. Woodcock".

Rev. George Woodcock, Chairman



## PRESBYTERY OF THE CENTRAL SOUTH

Office of the Stated Clerk  
201 Magnolia Place  
Natchez, Mississippi 39120  
Telephone & Fax (601) 445-5010  
E-Mail: ntncepc@iamerica.net

DATE: 27 December 2000

TO: Presbytery Review Committee 21<sup>st</sup> General Assembly  
FROM: Dennis C. Flach  
SUBJECT: *Presbytery Response To Minutes Reviewed by 20<sup>th</sup> General Assembly*

This responds to the EXCEPTIONS detailed by *Presbytery Review Committee* of the 20<sup>th</sup> General Assembly.

- Exception 1: "Required forms for minutes of commissions to ordain/install are not used."  
Response: The 52<sup>nd</sup> Stated Meeting of the Central South Presbytery was advised of this requirement.
- Exception 2: "System of reporting attendance is inadequate: 1) categories of Teaching and Ruling Elders are not used, 2) discrepancies between names listed as unexcused and the number listed as unexcused, 3) 47<sup>th</sup> Stated Meeting had no names of ruling elders present."  
Response: Beginning with 51<sup>st</sup> Stated Meeting, the clerk has changed the reporting layout and has instructed Standing Committee on Leaves and Absences for accuracy; Ministers, Ruling Elder Commissioners, and Observers are reported categories; the record of Ruling Elder Commissioners attending the 47<sup>th</sup> Stated Presbytery Meeting was lost and minutes reflect same.
- Exception 3: "No record of disposition of exceptions to minutes from 19<sup>th</sup> General Assembly,"  
Response: The 51<sup>st</sup> Stated Meeting of the Central South Presbytery contains all responses to exceptions [see 51-10 *Errata*].
- Exception 4: "47.23 Ministerial Committee report incomplete. No record of status prior to change of call, no terms of call summaries or forms."  
Response: The clerk will avoid the oversight in subsequent minutes.
- Exception 5: "Called meeting 8/28/99 does not contain excused or unexcused absences."  
Response: The 52<sup>nd</sup> Stated Meeting of the Central South Presbytery was advised of this requirement.
- Exception 6: "Attachment 6 for 48<sup>th</sup> Stated meeting missing from certified copies. The clerk is instructed to forward the attachment to the office of the stated clerk no later than July 31, 2000."  
Response: The attachment, which had been supplied by the General Assembly Office as a fax draft 9/13/99 for Dr. Juan Singh "Worksheet Terms of Call", was in presbytery minute book as received from GA Office.
- Exception 7: "48-22 Insufficient information in minutes to determine if actions taken conform to constitutional standards: 1) status of Richard Overton prior to being 'reestablished' is not indicated, 2) no record present of actions to dissolve pastoral relationships of Christ EPC and Dr. Petterson, 3) no basis cited to dismiss Rev. Roberts as Assistant Pastor, 5) no record that Allan Thompson is ordained, 6) no record of actions taken to dissolve pastoral relationship of Rev. Werner and Marshall."  
Response: It was incorrect for minutes to imply a status other than Chaplain for Dr. Overton; Dr. Petterson with Christ EPC and Rev. Werner with EPC Marshall have both had congregational concurrence in their dissolved pastorates; Rev. Allan Thompson, ordained by Southern Baptist denomination, was approved as interim Marshall EPC; the Ministerial Committee, in concert with Hope EPC, did not, on judgment, provide details of Rev. Roberts from Assistant to Inactive - at the 52<sup>nd</sup> Stated Meeting, the matter has



been referred to the Ministerial Committee for discretionary action/reply with the General Assembly.

- Exception 8: "Signatures are missing from copies of certified minutes submitted for review (stated meetings and commission reports). The clerk is instructed to submit copies of completed signature pages to Office of Stated Clerk by July 31, 2000."
- Response: The clerk, by the October 2000 Stated Meeting, secured signatures on all minutes during this review period. Copies were supplied by fax transmittal December 28, 2000.
- Exception 9: "48: attachment 9 (second page, section E): administrative Commission acted unconstitutionally to restrict whom a congregation can elect as its own officers, thereby violating the rights of Crossroads Community Church held in perpetuity (G17-5; 7-2). This action is remanded to Presbytery for correction."
- Response: The clerk acknowledged the unconstitutional action and referred the matter to the 52<sup>nd</sup> Stated Meeting of Presbytery for rescinding.
- Exception 10: "49.19 No term of call form included for Ron Horgan or Frank Varro."
- Response: The clerk acknowledges the oversight and referred as a request of the Ministerial Committee at the 52<sup>nd</sup> Stated Meeting of Presbytery. Terms of call will be included in the 53<sup>rd</sup> Stated Meeting Minutes.
- Exception 11: "49 (attachment 7) terms of call for W. T. Permenter are out of order. A call as pastor has no definite period of time. There is no provision for 2 weeks of study leave."
- Response: The matter is referred to Ministerial Committee for correction to be included in the 53<sup>rd</sup> Stated Meeting Minutes.

**EVANGELICAL PRESBYTERIAN CHURCH**  
**PRESBYTERY OF THE EAST**  
**OFFICE OF THE STATED CLERK**  
**136 CHAUCER PLACE**  
**CHERRY HILL, NJ 08003**  
**August 1, 2000**

**To:** Rev. Dr. Edward Davis, Stated Clerk, General Assembly

**From:** Frank Johnson, Stated Clerk, Presbytery *fr*

**Re:** Responses to Presbytery Review Committee Exceptions

1. Forward appendices to minutes of the 55<sup>th</sup> Stated meeting. Enclosed are:
  - a. report of the Sessions records committee
  - b. copy of the treasurer's report has been requested from Alan Smith; upon receipt, it will be forwarded
  - c. Overture re the formation of the committee to select the new stated clerk
    - i. since it was defeated by Presbytery, the Clerk does not have a copy; will attempt to obtain one at September meeting
2. No advisor appointed for candidates Gray and O'Connell; this was an error by the Clerk; Dr. Robert Norris was appointed advisor to both candidates; minutes have been corrected.
3. Certified minutes of 55<sup>th</sup>, 56<sup>th</sup> and 57<sup>th</sup> meetings were not signed. Said minutes have or will be subsequently signed.
4. 56.F.1. No record of written exam for Dr. Frank Young. The Presbytery accepted his ordination from the Evangelical Alliance. Given this, he was examined on his views as required by the Book of Order and as explained in the minutes.
5. Responses to exceptions of previous year were approved by the Presbytery on October 2, 1999 but the notation was not included in the minutes thereof. The minutes have been corrected.
6. Forward appendices of the 56<sup>th</sup> meeting. Enclosed are: (1) treasurer's report, and, (2) Responses to Exceptions of the Presbytery Review Committee.

I trust this response is satisfactory. If not, please contact me when necessary.

Blessings!

Rev. George Woodcock  
Presbytery Review Committee

Dear George,

This is a written summary of what we discussed yesterday concerning the Minutes of Florida Presbytery. The only substantive matter with which we would take issue is the proper use of BOG 15-5 re: divestiture without censure. Your Committee can't resolve that for us, so we'll probably ask for a clarification from PJC later this year. That won't affect your report for now, of course.

Most of the omissions were due to a printing error which resulted in the draft minutes being substituted for the final approved version which should have been sent to you. If you can work from what you have referred to as the provisional minutes, several exceptions will be resolved. I will send a fresh certified version by the end of July for your final records.

Below are some clarifications specific to certain items. On items 6 and 9, the minutes are accurate and correctly record errors of the court.

Thank you for your help in catching errors - yours is a task where the more conscientious you are, the more people become annoyed with you. Nevertheless, your work is appreciated.

**Recommendation #36**

That the 20th General Assembly instruct the Stated Clerk of the Presbytery of Florida to submit the relevant section of minutes (all sections following 26.24) to the Stated Clerk of the General Assembly by July 31, 2000.

*This seems to contradict Recommendation #41 which refers to the sections requested above*

**Recommendation #41**

That the minutes of the Presbytery of Florida be approved with the following exceptions:

1. 27:16 Presbytery has no constitutional authority to divest Richard Adelman without censure without using disciplinary procedures in the Book of Discipline.

**BOG §15-1** An officer of the church remains ordained to the office and remains obligated to fulfill the vows of ordination. However, there are certain conditions under which the officer may be removed as set forth in the *Book of Discipline*, or a person may be divested of office without censure, or a person may be assigned to Inactive Status. The following regulations shall apply:

*Divestiture without censure is distinguished from disciplinary action by use of the word "or" in BOG 15-1 above. Since there is no constitutional*

*provision for ordination in two ecclesiastical bodies, presbytery utilized the provision of 15-1 to formally recognize Mr. Adelman's unilateral action to join another ordaining body. We do not necessarily expect PRC to make a final determination on such a constitutional question but will seek a clarification on the use of divestiture without censure.*


2. Record of the 28th Stated Meeting appears to be inaccurate. Provisional Minutes of the 28th Stated Minutes have significant differences from the certified copies, yet there is no record of corrections at the 29th Stated Meeting.
3. 28:14 Ministerial Committee report is missing in the certified minutes. Presbytery is directed to correct the minutes and forward corrections to the Office of the Stated Clerk immediately following their Fall 2000 meeting.
4. 28:15 Judicial Committee report is missing in the certified minutes. Presbytery is directed to correct the minutes and forward corrections to the Office of the Stated Clerk immediately following their Fall 2000 meeting.
5. Session Review Committee report is missing, including admonishment of Dan Lacich. Presbytery is directed to correct the minutes and forward corrections to the Office of the Stated Clerk immediately following their Fall 2000 meeting.

*Items 2-5 result from a printing error in which the provisional minutes and the final minutes were reversed. The provisional minutes are the correct version and will be so noted in in the fall 2000 minutes.*

6. 28:14 The Presbytery appears to have ordained Jonathan Tagg improperly, without having official terms of call forms in hand (Acts of the Assembly 98-03).
7. General: Permanent record lacks signatures.
8. 29:14 Presbytery has no constitutional authority to divest Michael Eubanks of office without censure. Presbytery took action based on a misstatement of fact: "The EPC does not transfer to non-reformed denominations." There is no such constitutional prohibition. Neither is there a constitutional provision for a de facto renunciation of jurisdiction. This matter is referred to the Presbytery of Florida for reconsideration.

*See note under item 1*

9. Ministerial Committee did not make the required annual report on the work of Ministers of the Word (G.16-27.A.1). This requirement is not fulfilled by reporting changes in terms of call (G.16-27.A. 8).

  
Robert J. Garment  
Stated Clerk  
Presbytery of Florida



# Presbytery of Mid-America

## THE EVANGELICAL PRESBYTERIAN CHURCH

Dexter Kuhlman, Stated Clerk  
1926 Prospector Ridge  
Ballwin, MO 63011  
(636) 458-1015 Fax (636) 458-6134

November 1, 2000

Rev. Dr. Ed Davis, Stated Clerk  
Evangelical Presbyterian Church  
29140 Buckingham Avenue  
Suite 5  
Livonia, MI 48154

Dear Ed,

The following responses to the exceptions from the 20th General Assembly were approved by the Presbytery at its Twenty-Eighth Stated Meeting.

1. 24.03, 25.03 - No record of unexcused absences. **The attendance rolls have been updated and will note those pastors present, excused and absent.**
2. 25.04 - No copy of rewritten minutes included in certified copy. **An additional certified copy of the rewritten minutes has been sent.**
3. 25.19.1 No record of actions taken to dissolve the pastoral relationship of Mark Quay and New Harvest Community Church. **The congregation of New Harvest approved dissolving the pastoral relationship between TE Mark Quay at a congregational meeting May 23, 1999. A copy of the congregational minutes is attached to the official minutes of the October 1999 Stated Meeting and is on file in the Stated Clerk's office.**
4. 25.20.4 - No service of appreciation and thanksgiving was conducted upon the retirement of Paul Westberg. **Rev. Westberg has not had a current call, and requested to be placed on the retire roll of presbytery. Presbytery has written a letter of appreciation and expressed thanksgiving for the ministry of Rev. Paul Westberg.**
5. 25.20.7 - There is no office of co-pastor in the EPC. **Minutes will reflect only Pastor, Associate or Assistant.**
6. 25.20.09 - Call and terms of call for David Baer as evangelist were not used. Powers of evangelist were not specified. **The Terms of Call for David Baer are listed 25.20.09. The powers entrusted to the evangelist are: to share the Gospel, to administer the sacraments, to develop a church, to conduct preparational meetings of such church, to oversee the**

required preparation of Elders and Deacons and to receive and dismiss members. A copy of the Terms of Call are on file in the Stated Clerk's Office.

7. 25.20.10 - Required forms for minutes of commission to ordain/install have not been used. A copy of the commission's report is attached to October 1999 minutes and on file in the Stated Clerk's Office.

8. 25.20.10 - No record that Presbytery approved new call or terms of call for Corbett Heimburger. The minutes should have noted that Corbett Heimburger's call was from Assistant Pastor to Associate Pastor with no change in the terms of call. 9. 25.21 - A Ruling elder was assigned as advisor for candidates. Book of Government requires a teaching elder. The presbytery will appoint a Teaching Elder as advisor.

10. 26.16 - Required forms for minutes of commission to ordain/install have not been used. A copy of the commission's report is attached to January 2000 minutes and on file in the Stated Clerk's Office.

11. 26.16.01 - Required forms for minutes of commission to ordain/install have not been used. A copy of the commission's report is attached to January 2000 minutes and on file in the Stated Clerk's Office.

12. 26.26.03 - No call or terms of call for Rev. Plant were approved by Presbytery. The Call and Terms of Call for Rev. Plant were approved at the April 2000 Stated Meeting (27.15.05).

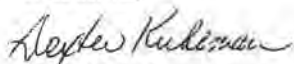
13. 26.16.05 - Minutes do not indicate that the proper steps for receiving a church from another body or independency have been followed: installation of pastor, election or recognition of officers, reception of members (G.5-4). The minutes should have included the proper steps (installation of pastor, election or recognition of officers and reception of members) according to BOG 5-4 in the reception of a church from another body or independency. These steps were followed but not all noted in the minutes.

14. 26.16.07 - Minutes do not indicate that membership of Greentree Community Church were received according to G.5-3. B. A list of members was received by Presbytery at the time of Greentree's request to become a particular church. This was included (recognition of members) with Presbytery's action of a commission to install the pastor, examining and recognizing officers. (G.5-4) The list of members is on file in the Stated Clerk's Office.

15. 26.16.12 - Minutes do not contain required out of bounds call forms. A copy of the Out of Bounds Call for Rev. Mike Moeller is attached to the minutes of the January 2000 minutes and on file in the Stated Clerk's Office.

16. 26.16.14 - Presbytery acted unconstitutionally to set aside the term limit requirement of officers. It is the right of the congregation, not presbytery to determine if it has lifetime officers or to have limited terms. The issue is remanded to the Presbytery of Mid-America for correction. Presbytery corresponded with the church that it is the responsibility of the church not the Presbytery to set aside term limits of its officers. (G15-6)

In His Service,



Dexter Kuhlman

**RESPONSES  
TO THE REPORT OF THE  
20<sup>th</sup> GA PRESBYTERY REVIEW COMMITTEE  
December 12, 2000**

**The Presbytery Review Committee recommends that the Minutes of the Presbytery of the Mid-Atlantic be approved with the following exceptions:**

1. 32.02 – Forest Hill is authorized to have 8 ruling elder commissioners but 10 are registered.

**Response:** Clerical error. Record is corrected to show the first eight enrolled commissioners and others enrolled as observers.

2. 32.27 – The pension for Robert Buchanan is below the 10% minimum requirement.

**Response:** Typographical error. Minutes 32.27.E is corrected to show pension for Robert Buchanan to be \$3,336 (10% minimum requirement).

3. 32.27.M – Required out bounds call form is omitted for Doug Murphy (Acts of the Assembly 98-03).

**Response:** Error by omission. Minutes are corrected to read: "That TE Doug Murphy be approved to labor outside of bounds of Presbytery as Discipleship Pastor of Christ Covenant Church (Independent), Shelby, NC with the following terms of call (as taken from the GA approved form "Call to a Validated Ministry Outside the Bounds of Presbytery"): annual salary of \$30,164; housing allowance of \$13,113; pension of \$4,328; EPC Medical Insurance.

**ON MOTION,**

**ADOPTED."**

4. 32.31 – Presbytery appointed a commission, but no members are named.

**Response:** Error by omission. Minutes are corrected to include the names of the commission as follows: Teaching Elders Dr. Stephen Crotts (Chairman), Dr. Jim Glasgow, Bill Solomon, Dr. Howard Shockley; Ruling Elders Andy Lingenfelter, Ron Keller (Myrtle Grove), Tony Satterfield (North Grove).

5. 7C – Excused and unexcused absences are not recorded (Rules of Assembly 8.11.G.1).

**Response:** Error by omission. Minutes are corrected to include excused and unexcused absences as follows:

**TEACHING ELDERS ABSENT:** Excused: Daniel Gilbert, Robert Buchanan, Don Fortson, III, Bill Hyer, Adger McKay, Wayne Wood, Jim Martin, Keith Cobb, Howard Finkel, David Dwight, Peter Howell, Richard Kidd, Lang Montgomery, Michael Brown, Reid Clark, Bruce Robinson, Alan Wright, Don Fortson, II, Daniel Berry, Stephen Crotts, Peter Stam, Bryan Slater, Ken Burbridge, James Glasgow. Unexcused: Robert Dean, Ellis Deibler, Robert Fischer, Ron Glover, Don Green, Todd Hahn, Charles Hammett, Milt Hines, Jimmie Hollandsworth, Alex Koval, Mike Moses, Ron Read, Jeff Richards, David Steele, Rich Vroon, Charles Wickman."

6. 7C.07.E -- Call and terms of call for Jeff Park not approved by Presbytery. No definite period of time for service is specified (BG 16-27.A-6).

**Response:** Minutes were incorrect in recording that TE Jeff Park "has been called by the Session of Forest Hill Church...etc" in that it was announced that the Ministerial Committee understood that such a call was in progress and is expected to be processed at a future meeting of Presbytery. Minutes are so corrected.

**The PRC noted the following Notations (Presbytery responses following):**

1. Title for Minutes should include the Presbytery's name.

**Response:** Future Minutes will so indicate.

2. 32.14.D – James Brown, Jr. transferred from Midwest, not Mid-America.

**Response:** Minutes are so corrected.

3. 32.27 – Typographical: First paragraph should refer to 13-2, not 13-4.

**Response:** Minutes are so corrected.

**Responses to PRC Exceptions & Notations**  
page 2

4. 32.27.A – No record that Candidates Boulware or Buchanan successfully passed written ordination exams or sign the Ministerial Obligation.  
Response: Presbytery action taken according to BG 13-2 (as recorded in 32.27.A) includes written and oral examinations in the required areas. It has been the practice of this Presbytery, since its inception, to present Candidates for oral examination to Presbytery *after* fulfilling the required length of time as a Candidate, successfully completing required written examinations and oral examination by the Ministerial Committee. Signing of the Ministerial Obligation normally occurs during the oral examination by the Ministerial Committee. Future Minutes will show these specific items.
5. 7C – Insufficient information. No indication that required 10 days notice was given.  
Response: See Minutes, 7C, Addendum 1, p. 110 for copy of notice of called meeting dated July 23, 1999. Meeting was called for August 12, 1999.
6. 7C.07C – Insufficient information. No indication of current status of James Thyne.  
Response: Error by omission. Minutes are corrected to show that TE Thyne be placed on the roll as Minister Without Call.
7. 7C.08.A – The minutes would better read “That Presbytery receive the minutes of the Commission.”  
Response: Agreed, and so noted. Future Minutes will use the correct wording.
8. 33.24 – Insufficient information: Minutes do not indicate that Candidate Jessen fulfilled the length of time required under care or sustained his written exams.  
Response: Cf. Response to # 4.
9. 33.26 is enumerated twice.  
Response: Typographical error is so noted and corrected.
10. 33.28.5 (new numbering) should refer to Addendum G.  
Response: Error by omission. Minutes are corrected to include reference to Addendum G.
11. 34.25.C – Insufficient information in minutes to determine why TE Robinson was not examined.  
Response: Error by omission. TE Robinson, at the time of receiving a call from the Linwood Church was (and continues to be) a member of Presbytery. At the time of the call to Linwood, TE Robinson was serving as Interim Supply to the Cleveland Church. Minutes are so corrected.

**Commendations from the PRC:**

1. The Stated Clerk’s and Treasurer’s Report to the 32<sup>nd</sup> Stated Meeting are excellent.
2. The work of the Spiritual Enrichment Committee in providing workshops for ministry enrichment is commended as an example to other Presbyteries.

**COUNCIL ACTION:** (To recommend, as part of its report, to the 37<sup>th</sup> Stated Meeting of Presbytery)

That the above responses to exceptions and notations be approved for reporting to the 21<sup>st</sup> General Assembly.

*Approved by PMA, 1/19/01*  
*JAShickley*





16 May 2001

Rev. Michael J. Glodo, Stated Clerk  
Evangelical Presbyterian Church  
29140 Buckingham Ave., Suite 5  
Livonia, MI 48154

**Presbytery of the Southeast  
Evangelical Presbyterian Church**

1222 Village Green Drive • Chattanooga (Hixson), Tennessee 37343  
Phone (423) 847-3215 • Fax (423) 842-9970

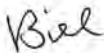
Bill Sharp, Stated Clerk  
John Perry, Treasurer

SUBJECT: Corrections to Presbytery Minutes Exceptions Noted by the 20<sup>th</sup> GA

Dear Mike,

The Presbytery of the Southeast has taken action to correct all exceptions and notations to its minutes reported by the PRC at the 20<sup>th</sup> General Assembly. These actions are recorded in the minutes of the 52<sup>nd</sup> Stated Meeting of our Presbytery using the standard form approved by the 20<sup>th</sup> General Assembly. Accordingly, the relevant paragraph 52-27 (Errata) is enclosed.

Soli Deo Gloria,

  
William R. (Bill) Sharp  
Stated Clerk

**Excerpt of Minutes of the 52<sup>nd</sup> Stated Meeting of  
the Presbytery of the Southeast**

**52-27 Errata:**

The following corrections are made to exceptions noted by the Presbytery Review Committee at the 20th General Assembly (see 52-17):

**Exception 1:** 47-11, 28, 29, 30 Reports not begun with prayer.

**Response:** These reports were indeed opened with prayer, but the Stated Clerk failed to report it in the minutes.

**Exception 2:** 47-12 Service of appreciation and thanksgiving not conducted for either William Gainey or Richard Schussler.

**Response:** Both ministers were placed on the Retired Rolls *en absentia* after being *de facto* retired and inactive for more than five years. Because the two were not attending Presbytery, the court considered it futile to hold services of appreciation and thanksgiving. As soon as the men come to a Presbytery meeting, the court will consider honoring them.

**Exception 3:** 47-12(4) Four Teaching Elders removed from roll with no indication of constitutional provisions for removal.

**Response:** According to its discretion, Presbytery dropped these four ministers from its roll because they had been on the Inactive Roll for more than five years (BOG 15-8).

**Exception 4:** No advisor appointed for Thomas Covington.

**Response:** The Presbytery did, indeed, appoint TE David Wahlstedt (Brainerd, Chattanooga) as the ministerial advisor for Thomas Covington, but failed to report it in the minutes.

**Exception 5:** 47, Attachment C/1 Terms of Call forms for William Swafford are inadequate.

**Response:** The Terms of Call form for William Swafford has been completed and included in the minutes of this meeting.

**Exception 6:** 47-19 people who are not members of the court (Martha Rodenbeck) cannot make motions.

**Response:** Martha Rodenbeck (Chairman, Women's Ministry Committee) presented a motion coming from a committee, therefore, she did not make the motion herself.

**Exception 7:** 47-28. Ministerial Committee report did not begin with prayer.

**Response:** The Ministerial Committee report did, indeed, begin with prayer, but the Stated Clerk did not report it.

**Exception 8:** 47: Attachments C, D, and E lack signatures.

**Response:** The forms were signed at this meeting.

**Exception 9:** 48, Attachment C: No definite period of time is part of the call as Assistant Pastor for John Piers, Terms of Call form is incomplete.

**Response:** That TE John Piers was called by the Brainerd Presbyterian Session for a period of one year is hereby noted in the minutes of this meeting. The Terms of Call form has been completed and filed.

**Exception 10:** 47, 48, 49: Signature of Moderator is missing.

**Response:** The missing signatures have been obtained.

**Presbytery of the West**

4343 S. Buckley Road #220  
Aurora, CO 80015-2760

303/699-2272  
(toll free outside Denver area)  
1-888/ 231-9012  
cmil.mhuebl1@compuserve.com

March 5, 2001

Rev. Michael Glodo  
Stated Clerk  
Evangelical Presbyterian Church  
29140 Buckingham Avenue Suite 5  
Livonia, MI 48154

Dear Rev. Glodo:

I have been sorting through my papers during this transition to a new Presbytery Clerk and I have found a letter from your office from the last Assembly time regarding the notations the Presbytery Review Committee found in their review of the Minutes from the Presbytery of the West.

I will respond to these notations from our Minutes as follows:

1. Minutes 57-3: "Ordination Trial" was used in the Minutes, and recommended to be rephrased "Ordination Exam," keeping the connotation of "trial" for disciplinary procedures. I agree with this and will make changes accordingly.
2. Minutes 57-3: the Minutes were not explicitly clear that the oral examination was sustained upon motion to arrest the exam. This will be made more clear in the recording of future minutes.
3. Minutes 57-19, C, D, E: The candidates presented had fulfilled their membership requirements, but this was not worded in the minutes. Greater care will be taken in future minutes to be sure to record this requirement of candidates seeking ordination.
4. Minutes 57-19, E.1: similar to the above, but a candidate would not be presented for ordination examination unless their "under care" requirements had been met.
5. Minutes 58-10A: similar to the above notation, and will be recorded more accurately in future minutes.

**Presbytery of the West**

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6. Minutes 59-8: the motion to table is unclear. The wording is ambiguous, but the discussion of the matter was what was tabled since an ad-interim committee was motioned to address this situation and report to the Presbytery at its next meeting.

7. Minutes 59-9: Mel Conant's membership requirement to become a candidate under care was not recorded. Mr. Conant has been a member of Greenwood Community Church for several years. This was mentioned at the meeting, but not recorded in the minutes.

I will forward these to the new Stated Clerk of the Presbytery of the West to be included in our May 2001 docket, and that he will be apprised of the necessary information that I have overlooked in the recording of some actions of our Presbytery which are Book of Government requirements.

Thank you very much,

Sincerely,

Rev. Marc Huebl  
Stated Clerk class of 2000

## STATED CLERK'S REPORT



At this 21<sup>st</sup> General Assembly we complete the year long celebration of our twentieth anniversary. This celebration coincides with a time of significant change in the EPC. Our understanding of and response to this period of change will be unavoidably affected by our history. How it will be affected is the critical question.

As the *Evangelical* Presbyterian Church, we are part of that, in many ways, distinctively American movement called "Evangelicalism." The pragmatic, populist disestablishment *ethos* of Evangelicalism holds promise for vitality, growth and adaptability. Our Evangelical roots enthuse us and give us hope for our strategic contribution to the extension of Christ's reign in our near and intermediate term futures. Yet its very adaptability makes it vulnerable to becoming a movement grounded primarily in methodology and experience rather than on belief.

We are also the *Evangelical Presbyterian* Church. Our Presbyterian identity bespeaks our connection with the Reformed tradition and its commitment to biblical truth, sacramental reality and doctrinal integrity. In faithfulness to that part of our past, we profess the absolute and infallible authority of scripture, the necessity of personal faith and repentance to be reconciled to God, the sufficiency of Christ and His work for our salvation, the centrality of the Church to God's purposes and the highest goal of all creatures being the glory of God. When we reflect upon this part of our heritage, we have hope in the unflinching character of God's kingdom and in God Himself as our Mighty Fortress. We also profess a belief in the organic connection of congregations and a system of government which implements that belief. Yet, our emphasis on the historical moment of the Reformation can make us forget our obligation to apply biblical truth in our own historical context.

The greatest mistakes of historians tend to be simplifications. Yet the greatest tendencies toward inaction can come through unending complexity. Many of us (including me on many occasions) would be glad to give up trying to live with the tension of these two strands of our identity. Sometimes it seem it might be easier just be Evangelical or Reformed. But to be faithful to our historic moment and God's work among us, we must fully embrace both our *Evangelical* and *Presbyterian* identity.

Allow me to propose an image that may help us to do this and to live together well while doing so. Without a sail a ship goes *nowhere*. But without weight (ballast) below the water line a ship will go *anywhere*. We must go somewhere, but we must not go just anywhere.

In order to go where we must, those who feel called to hoist the sails must not look down on those who tend the ballast and *vice versa*. Those who perceive their calling as primarily below the waterline must avoid the temptation to add weight in order to counter what they perceive as the reckless abandon of those who work in the riggings and *vice versa*. We need both sail and stability to be the church in the world.

This Assembly and this time of change provide us with a critical opportunity to perform the work of sail and ballast in a trusting, cooperative way. From the major recommendations coming to us down to the minor ones, we have the opportunity to display a capacity of constructive, informative, thoughtful debate carried out in mutual love. Our opportunity lies not only in what we will do when we depart this place, but begins in this very place in this very moment. We have the promise of the presence of the resurrected

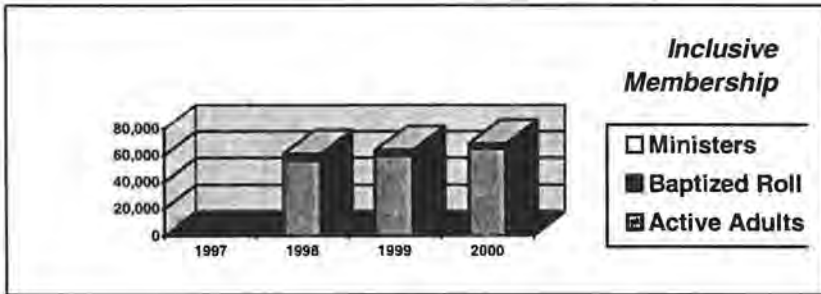
Christ through the Holy Spirit and we have appealed to that promise in our invocation. By the gospel we can be *Evangelical* and *Presbyterian*.

However, let me take the opportunity to remind us all that we have three words in our name, the third one being "church." Our understanding of this third word will likely make more of a difference to our future than our understanding of the first two. We must ask the question of ourselves whether we believe what we confess—that the visible church is the kingdom of Christ on earth.

While I have neither the prerogative nor the time to ask all that this question involves, it is my sworn duty to issue part of its challenge. If Christ loved the church and gave himself up for her, "what shall I render to the LORD for all His benefits toward me?" (Psalm 116:12) How shall we love what He Himself loved to the point of death?

Attendance, participation and contribution to the courts of the church are expressed ways in which we love the church as imitators of Christ (cf. Eph. 5:1-2 and 5:25). There is no collection of reasons and motivations that could have drawn me to this office apart from the single sufficient reason—the church is the bride of Christ.

Service in the courts of the church, though she outwardly does not yet possess the perfections which are already hers in heaven, constitutes service to her faithful Husband. Indifference toward the church, it should be gravely noted, constitutes the same toward Christ. I have visited six presbyteries and seventeen EPC congregations in my six months in office. I have been thrilled, and even moved, to see many younger elders and ministers, some of whom I have had the privilege of teaching, participating vigorously, whole-



heartedly and effectively in the processes of guarding and feeding Christ's lambs through working in the courts of the church.

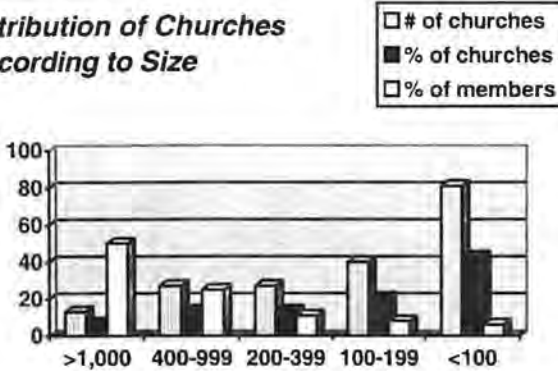
While Vision 21 proposes many efforts—some of which are already being implemented in the presbyteries—to make the process of governance a value-added experience to its participants, that is a minor motivation compared to love for Christ's bride. We should be concerned with the growing number of occasions in which leadership at the presbytery and Assembly levels is thinly-stretched, tired or non-existent. But we should be encouraged greatly by the prospect of the growing number of young churchmen.

By God's common grace, it seems our moment of national indifference might be changing with the changing of generations. Younger generations show an increasing interest in duty similar to their grandparents. Even more by His redemptive grace, we must hope that within the EPC our own builders will see their visionary work in faithful hands as their days number fewer. This is my challenge to you—to see the work of governance as a means which Christ has given us to show our affection for Him.

#### Membership Analysis

**Membership:** Statistically, the EPC now stands at 64,683 active members in 189 churches. This constitutes an increase in active membership of 9%, even though the number of churches decreased by 4%.

### ***Distribution of Churches According to Size***



***Number of Churches:*** These opposite percentage changes draw our attention even more to the statistical reality that we are a large church denomination. This produces the striking statistic that 86% of our members attend 35% of our churches and 14% of our members attend 64% of our churches.

While there might be a variety of qualitative judgments we might be tempted to draw from this picture, there are distinct opportunities represented in it. Vision 21, for example, proposes resourcing dynamics within the presbyteries which attempt to draw upon the advantages of large equipping-capable churches.

A matter of concern observable in the statistical profile pertains to the baptized rolls of our covenant children. Numerous churches report children's baptisms but show no baptized roll. This is due either to weaknesses in reporting or the failure of some sessions to keep baptized rolls.

The EPC welcomed three new congregations this past year and dismissed or dissolved eleven. Those churches are as follows:

#### **New churches added this Assembly year:**

##### Southeast

1. Cedar Springs Presbyterian Church, Knoxville TN (received from PCA), Rev. John Woods
2. Trion Presbyterian Church, Trion, GA (daughter church of Brainerd Presbyterian, Chattanooga, TN), Rev. Stephen Jones

##### West

3. Ken Caryl Community Church, Littleton, CO (Presbytery Church Plant), Rev. Tim Wilbanks

#### **Churches dismissed or dissolved this Assembly year:**

##### Central South

1. Crossroads Community Church, Austin, TX (dissolved)
2. Providence Presbyterian Church, Rowlett, TX (dismissed)

##### Florida

3. The Cornerstone EPC, Daytona Beach, FL (dismissed)

Mid-America

4. New Harvest Community Church, Ballwin, MO (dissolved)
5. East Crossing EPC, Madison, WI (dissolved)
6. West Highlands Presbyterian Church, Lenexa, KS (dissolved)

Mid-Atlantic

7. Bethesda Presbyterian Church, Florence, SC (dismissed)
8. Covenant Community Church, Charlotte, NC (dissolved)
9. Emmanuel Church, Laurens, SC (dismissed)

Midwest

10. DaySpring Community Church, Newark, OH (dismissed)

Southeast

11. Grace! EPC, Asheville, NC (dissolved)

*Summary:*

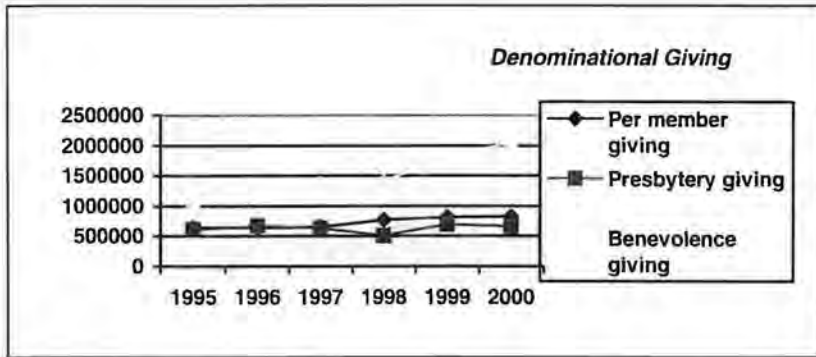
197 churches (June 1, 2000)  
+ 3 new churches  
- 11 dissolved or dismissed  
189 churches (June 1, 2001) (-4%)

*Internal Growth:* Churches reflecting growth and professions of faith are off measurably in comparison to the previous year. This means our growth in total membership would have been negligible were it not for new churches. Adult baptisms showed a healthy increase, though the small percentage increase in infant baptisms is a matter for attention, especially when considered in light of questions about baptized rolls raised above. Sunday school enrollment was down and stands lower than the level of five years ago. Whether this is a matter of concern or not depends on the cause for the decrease. It may be that Christian education is strong in some churches where official class rolls may not be kept.

	1995	1996	1997	1998	1999	2000	+/-
Churches reflecting gains	50%	45%	53%	54%	59%	48%	-11%
Churches reflecting losses	32%	32%	29%	32%	30%	37%	+7%
Churches reflecting no change	12%	8%	13%	14%	11%	15%*	+4%
Professions of faith							
Adult	858	1,062	566	1,117	1,102	908	-17.6%
Youth	504	456	540	541	575	484	-15.8%
Total	1,362	1,518	1,106	1,658	1,677	1,393	-16.9%
Baptisms							
Adult	586	576	691	688	756	860	13.8%
Infant	919	889	843	946	1,087	1,113	2.4%
Total	1,505	1,465	1,534	1,634	1,843	1,973	7.1%
Sunday school enrollment	34,069	35,075	37,158	35,758	34,251	33,021	-3.6%

\*Includes 22 churches not reporting for 2000.





Financial Analysis.

**Total Denominational Giving:** Total denomination-al giving—giving to both the General Assembly and presbyteries—totaled \$3,544,000 this past year. This represents an increase of 7% over the previous year. The components of this giving appear in the accompanying graph. In 2000 our membership gave an average of \$48.47 per member toward the total work of the General Assembly. This represents a 5.5% increase over 1999. While Presbytery giving was down slightly (-4%) and per member giving was up only marginally (+2.4%), benevolence giving reflected a healthy 13.4% increase. These benevolence categories break out as indicated following.

*General Assembly Benevolence Giving by Category:*

<u>Benevolence Category</u>	1995	1996	1997	1998	1999	2000	<i>1999-2000 +/-</i>
Missionary Support	\$711,124	888,614	968,551	968,183	1,167,192	1,297,961	11%
World Outreach	182,263	177,834	161,667	212,368	156,879	126,428	-19
Women's Ministries	33,534	54,541	62,294	41,368	66,087	69,299	5
Special Offerings	46,210	44,724	36,807	37,407	65,179	96,601*	48
National Outreach	59,351	72,471	78,668	71,320	223,045	317,752	42
Church Loan Fund	10,950	11,185	10,553	11,012	10,040	11,170	2
Youth Ministries	297	719	3,290	3,742	3,292	3,971	21
Other Designated Giving	34,543	63,854	52,041	75,087	114,648	126,209**	10
<b>Total</b>	<b>1,078,245</b>	<b>1,313,941</b>	<b>1,373,871</b>	<b>1,469,562</b>	<b>1,807,253</b>	<b>2,049,388</b>	<b>13.4%</b>

\*Special offerings consisted of Lenten offering, \$25,098; Gratitude Gift (Christmas), \$47,924 and Thanksgiving, \$23,588.

Other designated giving—2000:

Medical Benevolence	\$1,530
Moderators Scholarship Fund	4,059
<i>Reflections</i> magazine	7,500
Jumper Scholarship	26,417
Staff Support & Development	1,250
Designated Miscellaneous	6,535
CDC Budget	50,810
Ministerial Endowment	357
New Ministers Dinner	30
Emergency Relief	27,720
<b>TOTAL</b>	<b>126,209</b>

While many healthy and encouraging trends might be noted here, it is particularly encouraging that missionary support rose 11% from 1999 to 2000.

*Benevolence Askings:* Giving toward approved General Assembly Benevolence Askings attained 76% of the goal, compared to 71% in 1999. To some extent this represents a continued trend toward more realistic targets (\$489,000 in 2000 as compared to \$589,000 in 1999). In actual dollars benevolence giving to Assembly-approved askings decreased from \$425,850 to \$370,521.

<u>Approved Benevolence Askings</u>			
<u>Project</u>	<u>Goal</u>	<u>Actual</u>	<u>% of Goal</u>
<u>National Outreach</u>			
Church Planting	\$50,000	\$52,349	105%
Church Loan Fund	35,000	11,170	32
Key City Project	75,000	76,813	102
Appalachian Project	5,000	8,610	172
World Impact/Military Avenue	30,000	35,539	118
New Hope EPC	20,000	4,228	21
<u>Youth Ministries</u>	10,000	3,971	40
<u>Women's Ministries</u>			
Per Woman	25,000	11,920	48
Faith Focus 2000	30,000	31,975	107
<u>World Outreach</u>			
China Seminary	30,000	38,274	128
China Field Development	2,500	145	6
Argentina Field Development	8,000	736	9
Argentina Leadership	5,000	3,939	79
Argentina Church Planting	10,000	17,677	177
Argentina Pastoral Scholarship	1,500	83	6
St. Andrews Presbyterian Church Planting	15,000	1,083	7
Brazil Theological Scholarships	10,000	5,827	58
Brazil Edward Davis Library	10,000	5,083	51
Brazil Missions—Ghana	5,000	168	3
Turkey Team Ministry	10,000	6,984	70

Kazakhstan Team Ministry	8,000	12,060	151
Kazakhstan Building Fund	6,000	776	13
Hispanic Project	10,000	7,164	72
<b>Ministerial Vocation</b>			
Andrew Jumper Scholarship	50,000	26,417	53%
Newly-Ordained Ministers	3,000	30	1
<b>Christian Education &amp; Publications</b>			
<i>Reflections</i> Magazine	25,000	7,500	30
Totals	\$ 489,000	\$ 370,521	76%

**Per Member Giving:** Of the funds entrusted to the Office of the General Assembly, 29% remains in the Office to support its operation. This consists primarily of the per member giving received from churches. As noted previously, per member giving increased 2.4% while active membership increased 9% over the past reporting year. This means that,



■ Benevolence	(26%)
■ Missionary Support	(45%)
□ Administration	(29%)

unless other incomes such as investment earnings exceeds the rate of inflation, fewer resources have to support a greater membership. The General Assembly has, in my opinion, done an excellent job in doing so, both by diligence and commitment and by some modest technology improvements.

However, recent market conditions have reminded us that we cannot make long range decision, such as personnel additions, on the basis of overly-optimistic market returns.

The per member asking for the administration of the Office of the General Assembly this past year was \$18. Actual giving toward that goal in 2000 was \$13.97 per member, down from \$14.28 in 1999. One hundred five congregations fulfilled 90% or more of their per capita goal, including 37 of our 59 churches of 250 members or more. There were even 40 churches, of all sizes, who exceeded their per member goal. There is certainly much to be grateful for in this. But the converse of these statistics speaks for itself.

There are congregations who are providentially prevented from achieving their per member goals, though their sessions and pastors deeply wish otherwise. In such times, we should profess gladly that the "weaker members are necessary" to make us what we are—the body of Christ (1 Cor. 12, esp. v. 22).

Since the permanent Committee on Administration is requesting a per member increase for the first time in several years, it is good to have this picture clearly in mind. It is also a

good time to assess whether each of our churches is doing what it can in light of our avowed connection together.

Conclusion.

This analysis shows us that gratitude should be our fundamental response to what God has done in and through the EPC. It also reveals specific dimension of what the challenge of the future is. To the extent that numbers correlate with our spiritual health, we have seen areas of strength and needed improvement. Please pray for our denomination and for me in particular as we look expectantly for God's leading in meeting the challenge of the new century which has now begun.

Respectfully submitted,

Michael J. Glodo

June 2001

### Group By Presbytery - 21st General Assembly

Church	City	State	1997 Members	1998 Members	1999 Members	2000 Members	Growth 1999- 2000	1998 Worship	2000 Worship	Growth 1998-2000
<b>Central South</b>										
All Saints Presbyterian Church (Mkt)	Memphis	TN				38				
Aloka Presbyterian Church	Aloka	TN	44	36	34	30	-11.8%	54	36	5.6%
Christ EPC	Houston	TX	570	562	488	448	-5.2%	338	328	-2.7%
Christ Presbyterian Church	Cape Girardeau	MO	49	51	53	55	3.8%	48	53	10.4%
Church of the King(L)	Corpus Christi	TX	40	40	52	42	0.0%	70	80	0.0%
Cornerstone EPC	Kelly	TX	93	129	124	136	11.3%	157	144	-8.3%
Covenant Presbyterian Church	Columbus	MS	43	41	42	42	0.0%	59	74	25.4%
CrossPoints Community Church	Campton	TX	108	131	145	152	4.8%	170	180	5.9%
Crossroads Community Church	Austin	TX	36	34	16	0	-100.0%	75	0	-100.0%
EPC of Marshall	Marshall	TX	245	244	251	254	1.2%	170	162	-4.7%
First EPC	Anna	IL	182	187	196	210	7.1%	196	190	-3.1%
First Presbyterian Church	Meriden	MS	382	363	374	388	4.0%	370	430	16.2%
First Presbyterian Church	Houma	LA	60	65	63	65	3.2%	44	47	6.8%
First Presbyterian Church	Waskom	TX	39	29	27	27	0.0%	22	19	-13.6%
First Presbyterian Church	West Point	MS	143	146	130	121	-0.8%	100	100	0.0%
Golden Rule Presbyterian Church	Elysian Fields	TX	14	15	14	17	21.4%	35	31	-11.4%
Grace Covenant (M)	Opelousas	LA	35	35	54	57	5.6%	50	45	-10.0%
Grace Presbyterian Church	Alexandria	LA	241	245	277	237	-14.4%	225	225	0.0%
Grace Presbyterian Church	Montgomery	TX	99	83	86	112	27.3%	85	113	32.9%
Hope Church(M)	San Antonio	TX	0	0	25	25	0.0%	100	130	30.0%
Hope Presbyterian Church	Cordova	TN	1102	1565	2280	3035	34.3%	2501	3303	56.5%
Lakeside Presbyterian Church	Brandon	MS	505	483	634	656	3.5%	300	303	0.0%
Louisville Presbyterian Church	Louisville	MS	35	42	39	38	-2.6%	47	50	6.4%
New Covenant Presbyterian Church	Natchez	MS	24	41	47	47	0.0%	85	52	-38.8%
Providence Presbyterian Church	Roswell	TX	68	82	83	0	-100.0%	150	0	-100.0%
Redeemer EPC	Birmingham	AL	87	82	89	82	-10.1%	85	89	23.5%
Second Presbyterian Church	Memphis	TN	3197	2787	3351	3477	3.8%	1337	1631	22.0%
St. Andrews EPC	Jackson	MS				38			30	
St. Patrick Presbyterian Church	Collinsville	TN			188	185	-10.1%	235	250	6.4%
The City of Refuge (EPC)	Houston	TX	117	56	71	78	9.9%	85	114	54.1%
Trinity Presbyterian Church	Mobile	AL	38	36	0	0	0	0	0	0
Tunica Presbyterian Church	Tunica	LA	126	121	119	123	3.4%	95	100	5.3%
Wesminster Presbyterian Church	Lumb	MS	245	262	268	248	-7.5%	185	180	-2.7%
Zachary Presbyterian Church(St)	Zachary	LA	87	68	71	71	0.0%	50	58	0.0%
<b>31</b>			<b>6043</b>	<b>6542</b>	<b>9505</b>	<b>10416</b>	<b>9.6%</b>	<b>7524</b>	<b>8170</b>	<b>21.9%</b>
<b>East</b>										
Ashtard EPC	Yonkers	NJ	436	472	348	304	-12.6%	215	225	4.7%
Galveston Presbyterian Church	Bulter	PA	141	121	116	117	0.9%	57	48	-14.0%
Dundalk Presbyterian Church	Dundalk	MD	249	248	247	237	-4.0%	200	190	-5.0%
First Presbyterian Church	Alexandria	VA	257	263	261	268	2.7%	226	277	23.1%
Fourth Presbyterian Church	Baltimore	MD	2470	2433	2504	2578	3.0%	1290	1476	14.3%
Goodwill Presbyterian Church	Montgomery	NY	96	112	142	160	12.7%	187	205	54.8%
Montclair Community Church	Montclair	VA	25	37	36	53	30.5%	50	50	0.0%
New Covenant EPC	New Castle	PA	242	254	251	250	-0.4%	207	224	8.2%
New Hope EPC	Pittsburgh	PA	81	31	22	29	31.8%	80	65	-5.6%
North Park EPC	Worford	PA	422	432	448	493	7.8%	530	536	1.1%
Pittsburgh EPC	Dun-Aburg	NY	750	294	316	307	7.7%	230	241	4.8%
<b>15</b>			<b>4886</b>	<b>4886</b>	<b>4883</b>	<b>4818</b>	<b>2.7%</b>	<b>3347</b>	<b>3688</b>	<b>9.2%</b>
<b>Florida</b>										
Abundant Life Presbyterian Church	Lake Mary	FL	27	27	0	0	0	0	0	0
Cypress Point E.P.C	Oviedo	FL	126	51	70	82	17.1%	130	130	0.0%
EPC of Plant City	Plant City	FL	348	356	391	360	-6.4%	250	300	5.7%
First EPC	Bonifayville	FL	298	298	321	322	-0.6%	360	310	-41.7%
First Presbyterian Church of Homestead	Homestead	FL	143	138	129	126	-2.3%	90	90	0.0%
Genesis Presbyterian Church	DeFuniak Springs	FL	58	55	61	72	18.0%	75	80	6.7%
New Covenant EPC	Pompano Beach	FL	815	818	672	716	6.5%	450	450	0.0%
The Cornerstone EPC	Swedley Beach	FL	138	148	70	0	-100.0%	89	0	-100.0%
Trinity EPC	Fl. Pierce	FL	129	92	85	64	-24.7%	87	53	-14.5%
University EPC	Tampa	FL	116	120	112	104	-7.1%	82	65	-3.7%
<b>8</b>			<b>1988</b>	<b>1888</b>	<b>1820</b>	<b>1822</b>	<b>-5.1%</b>	<b>1648</b>	<b>1728</b>	<b>4.8%</b>
<b>Mid-America</b>										
Baldwin Community Presby. Church	Baldwin	IL	45	39	36	10	-72.2%	20	20	0.0%
BayWind Christian Church	Neavene	MN	0	47	0	0		0	0	
Central Christian Church	St. Louis	MO	2668	2663	2625	2526	-3.8%	1051	919	-12.6%
Covenant Chapel	Lansford	KS	230	234	281	298	6.1%	440	447	1.6%
East Docking EPC	Madison	WI	47	51	48	0	-100.0%	72	0	-100.0%
Emmanuel Presbyterian Church	Spover	MO	54	57	68	65	-4.4%	84	85	2.4%
Good Shepherd Community Church	Warrenton	MO	0	0	30	30	0.0%	30	30	33.3%
Grace EPC	Lawrence	KS	298	302	334	352	5.4%	837	693	-17.2%
Greenlee Community Church(St)	Kirkwood	MO	150	85	120	121	0.0%	500	300	0.0%
Heartland Community Church(St)	Owenton Park	KS	526	565	677	677	0.0%	1450	1480	0.0%
Highway Evangelical Presbyterian	Doumaran	WI	85	83	83	100	20.5%	100	100	20.0%
Immanuel Presbyterian Church	Warrensille	IL	281	281	286	302	5.6%	300	310	3.3%
Jesus's Wall	Kansas City	MO	0	0	50	70	40.0%	60	350	415.0%
Lakeside Community Church (M)	Lea's Summit	MO	50	38	33	55	66.7%	205	309	50.7%
New Harvest Community Church	Baldwin	MO	48	48	30	0	-100.0%	30	0	-100.0%
Sulter Presbyterian Church	Bridgton	MO	107	113	119	118	-0.8%	102	103	1.0%
The Crossing(M)	Columbia	MO	0	0	0	0		50	175	250.0%
Trinity Fellowship Church(St)	Allen	IL	0	0	12	37	208.3%	45	45	0.0%
West Highlands Pres. Church	Loneka	KS	48	58	58	0	-100.0%	70	0	-100.0%
Westview EPC	Des Moines	IA	295	305	310	349	9.7%	183	231	19.7%
<b>18</b>			<b>4898</b>	<b>4871</b>	<b>5153</b>	<b>5062</b>	<b>-1.8%</b>	<b>5648</b>	<b>5733</b>	<b>1.5%</b>
<b>Mid-Atlantic</b>										
Abundant Life Church(St)	Chesapeake	VA	71	69	83	115	23.7%	190	180	0.0%
Bethesda Presbyterian Church	Flournoe	SC	83	54	39	0	-100.0%	30	0	-100.0%
Bridgeway EPC	Chesapeake	VA	63	83	52	57	9.6%	70	64	-8.6%
Brunswick Presbyterian Church(St)	Brunswick	NC	77	18	18	16	-0.0%	15	16	0.0%
Chapel Church EPC	Anderson	SC	100	150	174	174	-1.1%	165	175	6.1%
Chapel Fellowship	Southem Pine	NC	47	54	89	89	0.0%	77	80	3.0%
Covenant Presbyterian Church	Abingdon	VA	47	47	47	47	0.0%	35	35	0.0%
Covenant Community Church	Charlottesville	NC	38	51	53	53	0.0%	63	0	-100.0%
Cranston Presbyterian Church	Cranston	NC	37	34	34	29	-14.7%	32	29	-21.9%
Crossings Presbyterian Church	Columbia	SC	71	89	51	26	-16.1%	70	75	7.1%
Emmanuel Church	Laurens	SC	31	31	8	0	-100.0%	8	0	-100.0%
EPC of Ekston	Ekston	VA	133	149	149	141	-3.4%	135	136	0.6%
First EPC	Rosedale	VA	35	18	0	0		0	0	
Fellowship of Christ	Gery	NC	134	144	156	166	6.4%	250	260	0.0%
First EPC of Clover	Clover	SC	45	45	45	38	-21.7%	57	20	-69.1%

\*Disolved \*\*Dismissed Bold = added this Assembly year  
(M)=Mission Church (st) = figures in italics are estimates

## Growth By Presbytery - 21st General Assembly

Church	City	State	1997	1998	1999	2000	Growth 1999-2000	1999	2000	Growth
			Members	Members	Members	Members	2000	Worship	Worship	1999-2000
Forest Hill Presbyterian Church	Charlotte	NC	1502	1579	1604	1609	0.3%	1707	1406	-15.4%
Forest Hill Presbyterian Church (est)	Wichit	NC	75	66	66	66	0.0%	60	60	0.0%
Grace Presbyterian Church	Fredricksburg	VA	26	26	35	42	20.0%	56	60	20.0%
Hops Church EPC	Richmond	VA	0	43	102	144	41.2%	310	310	0.0%
Kempsville Presbyterian Church	Virginia Beach	VA	1777	1456	1317	1323	0.5%	1000	1400	37.0%
Lake Forest Community Church	Comelish	NC	0	100	100	198	98.0%	307	300	-2.3%
Labanon Presbyterian Church	Greensboro	VA	65	75	92	98	6.5%	85	90	5.9%
Lee Park Presbyterian Church	Moire	NC	70	79	79	63	-20.3%	64	85	16.6%
Linwood Presbyterian Church	Gasconne	NC	64	54	41	44	7.3%	35	42	20.0%
Myrtle Grove Presbyterian Church	Wilmington	NC	1362	1460	1469	1487	1.2%	1048	1014	-3.2%
New Covenant Church	Burgine	NC	0	0	41	82	51.2%	75	110	46.7%
North Grove EPC	Wilmington	NC	0	0	0	100	100.0%	150	140	-6.7%
Northampton Presbyterian Church	Hanilton	VA	171	97	54	70	-25.5%	45	45	0.0%
Oakbrook Community Church	Gaffney	SC	63	101	86	86	4.5%	80	80	0.0%
Petrow Presbyterian Church	Crane Lanes	WV	327	313	272	265	-2.6%	600	540	-11.3%
Reynolds Presbyterian Church	Winston-Salem	NC	896	861	825	853	-4.5%	575	700	21.7%
River Oaks Community Church	Lenoirville	NC	0	53	727	304	83.8%	350	500	57.1%
St. Giles Presbyterian Church	Charlotte	NC	327	230	282	265	-6.0%	263	271	3.0%
Trinity Presbyterian Church	Florence	SC	429	430	424	339	-20.0%	275	190	-29.1%
Warehouse 242	Charlotte	NC	0	0	140	140	0.0%	375	600	60.0%
Westminster Presbyterian Church	Blairfield	WV	404	411	414	446	5.2%	353	394	11.6%
Woodside Presbyterian Church (est)	Roanoke	VA	34	35	34	34	0.0%	32	28	-12.5%
<b>33</b>			<b>8215</b>	<b>8880</b>	<b>8848</b>	<b>8928</b>	<b>0.9%</b>	<b>6167</b>	<b>8660</b>	<b>4.3%</b>
<b>Midwest</b>										
Calvary Presbyterian Church	Flint	MI	532	640	596	608	2.0%	384	384	0.0%
Community EPC	Owosso	MI	103	83	95	101	6.3%	247	240	-1.3%
Cornerstone EPC	Brighton	MI	1069	1268	1433	1612	9.7%	1601	1577	-1.5%
Covenant Hill Presbyterian Church	Ann Arbor	MI	86	86	95	101	6.3%	130	171	31.5%
DaySpring Community Church	Newark	OH	350	350	350	0	-100.0%	150	0	-100.0%
Faith EPC	Orion	MI	398	317	299	279	-4.5%	880	844	-3.9%
Faith EPC	Richmond	OH	113	117	101	101	0.0%	110	120	9.1%
Fellowship EPC	South Lyon	MI	203	203	242	247	2.1%	325	275	-15.4%
First Presbyterian Church	Trenton	MI	824	804	861	813	-5.6%	477	514	7.8%
Grace Chapel	Farmington Hills	MI	382	241	275	300	0.1%	254	227	-10.8%
Grace Community Church (est)	Ocoee	MI	26	26	11	11	0.0%	43	41	-0.9%
* Hope Community Church	Mentor	OH	33	27	0	0	0.0%	0	0	0.0%
* Immanuel Presbyterian Church	Livonia	MI	54	54	0	0	0.0%	0	0	0.0%
Kensington Community Church	Royalton Hills	MI	591	551	590	1132	14.2%	3271	3275	0.0%
Knox Presbyterian Church	Ann Arbor	MI	314	362	381	402	5.5%	336	405	20.6%
Knox Presbyterian Church	Harrison Township	MI	568	575	565	543	-3.9%	550	480	-12.7%
Lake City EPC	Lake City	MI	64	60	63	64	1.6%	130	155	26.9%
Mercy Christian Fellowship	Farmington Hills	MI	0	0	28	38	0.0%	70	80	0.0%
Military Avenue EPC	Detroit	MI	82	84	87	81	-6.9%	100	100	0.0%
St. Pleasant Community Church	St. Pleasant	MI	296	302	300	293	-2.3%	264	475	87.3%
New Heart Community Church (M) (est)	Muskegon	MI	0	0	36	30	0.0%	30	54	80.0%
New Hope Church	Oxford	MI	0	0	57	50	-3.5%	110	106	-3.6%
North Oaks Community Church	Clarkston	MI	73	66	57	63	10.6%	95	101	6.3%
Oakland Avenue EPC	Pontiac	MI	228	228	194	164	-17.0%	150	166	12.0%
Peace Presbyterian Church	Flint	MI	0	0	91	85	-6.6%	85	70	-17.6%
St. Andrew EPC	Autumn	IN	145	195	201	190	-5.5%	148	102	-26.4%
Stonebridge Church	Perrysburg	OH	23	40	55	57	3.6%	42	60	42.9%
Tabernacle EPC (est)	Youngstown	OH	465	503	515	537	4.1%	485	480	-0.9%
Trinity Presbyterian Church	Columbus City	IN	116	119	123	128	0.8%	125	120	-4.0%
Trinity Presbyterian Church	Plymouth	MI	620	630	625	641	2.6%	600	580	-3.3%
Ward Presbyterian Church	Northville	MI	4194	4162	4192	4121	-0.5%	3223	2891	-10.0%
<b>78</b>			<b>11473</b>	<b>12232</b>	<b>12708</b>	<b>12788</b>	<b>0.6%</b>	<b>14868</b>	<b>14195</b>	<b>-4.1%</b>
<b>Southeast</b>										
Bransford Presbyterian Church	Chattanooga	TN	505	548	566	563	3.0%	350	370	5.7%
Christ Presbyterian Church	Knoxville	TN	23	17	18	19	5.6%	35	33	-5.7%
Cedar Springs Presbyterian Church	Knoxville	TN				3445			2743	
Community Bible Church	Highlands	NC	108	102	199	184	-7.5%	230	475	69.8%
Cornerstone EPC	Franklin	NC	83	80	79	75	-3.8%	83	95	15.2%
Faith Presbyterian Church	Lovonia	GA	82	83	102	103	1.6%	71	75	7.0%
Faith Presbyterian Church	Knoxville	TN	55	59	75	71	-5.3%	45	45	0.0%
First Presbyterian Church	Rocky	GA	823	898	934	964	6.3%	592	640	8.1%
Forsyth Covenant Presbyterian Church	Dennison	KY	5	5	5	5	20.0%	14	16	14.3%
Grace Community Presbyterian Church	Merietta	GA	72	69	69	67	-2.9%	40	40	0.0%
Grace Presbyterian Church	Franklin	NC	98	142	99	97	-2.0%	40	105	162.5%
* Grace EPC	Ashville	NC	100	85	37	0	-100.0%	40	0	-100.0%
Lookout Valley Presbyterian Church	Chattanooga	TN	98	106	105	112	6.7%	75	75	0.0%
Lynn Garden Presbyterian Church	Kingsport	TN	90	85	88	61	-30.7%	50	45	-10.0%
St. Calvary Presbyterian Church	Kingsport	TN	69	49	49	52	6.1%	67	74	10.4%
New Beginning E.P.C.	Erleanger	KY	87	82	75	65	-12.0%	50	55	10.0%
Pineview Presbyterian Church	Plumtree	NC	101	113	106	112	5.7%	115	120	4.3%
Trion Presbyterian Church (est)	Trion	GA	40					30		
Valebrook Presbyterian Church	Hixson	TN	140	150	111	101	-9.0%	105	70	-33.3%
<b>16</b>			<b>2686</b>	<b>2702</b>	<b>2717</b>	<b>6196</b>	<b>128.1%</b>	<b>2062</b>	<b>5128</b>	<b>148.7%</b>
<b>St. Andrews (Argentina)</b>										
Belgrano Church (est)	Buenos Aires		35	40	45	45	0.0%	55	35	-36.4%
City Church (est)	Buenos Aires		69	69	60	60	0.0%	90	85	-5.6%
Gualeguaychú Mission Church (M) (est)	San Luis Province		0	0	0	0	0.0%	0	0	0.0%
La Misión de la E.P.C.	Buenos Aires		100	129	130	125	0.0%	140	130	-7.1%
Olivos Church	Buenos Aires		361	162	154	165	20.1%	170	175	0.0%
Quilmes Church (est)	Buenos Aires		20	39	36	36	0.0%	24	40	150.0%
San Antonio de Padua Church (M) (est)	Buenos Aires		35	40	20	20	0.0%	20	30	50.0%
Temperley Church	Buenos Aires		140	200	225	262	12.0%	200	255	27.5%
Urdinarrain Mission Church (M) (est)	Ezeiza Province		0	0	25	25	0.0%	30	30	0.0%
<b>8</b>			<b>780</b>	<b>650</b>	<b>665</b>	<b>786</b>	<b>12.1%</b>	<b>718</b>	<b>820</b>	<b>14.0%</b>
<b>West</b>										
Anvada Community Church	Anvada	CO	0	38	50	44	-25.4%	85	50	-41.2%
Basal Creek EPC	Lakewood	CO	543	521	511	496	-2.5%	413	418	1.2%
Canyon Creek Community Church	Chandler	AZ	72	74	87	102	17.2%	178	200	12.4%
Celebration Community Church (M)	Denver	CO	8	0	52	60	20.9%	81	116	48.4%
Cherry Creek Presbyterian Church	Englewood	CO	1081	1162	1229	1318	7.2%	943	940	-0.3%
Cherry Hills Community Church	Highlands Ranch	CO	3718	3848	4152	4519	8.8%	3300	3800	15.2%
Christ Covenant Church	Laoli	KS	60	85	67	96	10.3%	90	102	3.0%
Christ Fellowship Church	Fl Collins	CO	29	33	33	36	9.1%	80	70	-12.5%
Christ's Family Presbyterian Church	Chandler	AZ	49	47	55	60	9.1%	45	49	9.0%
Canyon Community Church (est)	Canyon	CA	263	260	250	260	0.0%	600	660	10.0%

\*Disolved \*\*Deceased Bold = added this Assembly year  
(M)=Mission Church (est.) = figures in *italics* are estimates

## Growth By Presbytery - 21st General Assembly

Church	City	State	1987	1998	1999	2000	Growth 1999	1999	2000	Growth
			Members	Members	Members	Members	2000	Worship	Worship	1999-2000
Clear View Community Church (M)	Buena Vista	CO	50	50	175	250	42.0%	177	260	42.9%
Comenore Community Church	Denver	CO	268	796	310	255	-17.7%	263	140	-46.2%
Covenant Community Church	Aurora	CO	79	77	81	83	2.5%	100	80	-20.0%
Covenant Presbyterian Church	San Diego	CA	0	0	304	301	-1.0%	238	235	0.0%
Faith Evangelical Church	Lowland	CO	420	435	475	463	1.7%	500	490	-2.0%
Faith Evangelical Presbyterian Church	Folsom	CA	35	29	28	44	15.5%	48	43	-10.4%
Faith Presbyterian Church	Aurora	CO	1029	1002	1003	818	-14.5%	650	550	-15.4%
First Evangelical Presbyterian Church	Renton	WA	596	598	541	606	5.1%	546	704	27.8%
Grace Community Church	Sun City West	AZ		141	136	106	-22.1%	110	85	-28.6%
Greenwood Community Church	Greenwood Village	CO	594	594	680	725	10.0%	1150	1100	-4.3%
Highline Community Church	Littleton	CO	0	0	100	200	100.0%	100	200	100.0%
Ken Caryl Community Church (M)	Littleton	CO				25			35	
Lookout Mtn. Community Church	Golden	CO	402	420	484	568	26.9%	785	1015	29.3%
Morningside Presbyterian Church	Phoenix	AZ	140	137	125	130	-3.7%	70	63	-10.0%
New Community Christian Church	Englewood	CO	100	140	128	139	8.6%	330	225	-31.8%
New Covenant Church	Tucson	AZ	60	66	80	85	0.0%	85	90	5.9%
Northeast EPC	Redmond	WA	45	55	54	57	5.6%	113	120	6.2%
Parkway Presbyterian Church	Parker	CO	200	343	309	431	16.8%	570	565	-0.9%
Presbyterian Parish of Vail/Beaver Cr. (M)	Vail	CO	0	50	30	30	0.0%	50	80	60.0%
San Ramon Presbyterian Church	San Ramon	CA	204	429	484	458	-5.4%	421	450	6.9%
Santa Maria Community Church	Santa Maria	CA	91	103	91	95	7.7%	62	65	4.8%
Trill EPC	Monrovia	CA	45	45	27	24	-11.1%	45	35	-22.2%
Trinity EPC	Littleton	CO	180	183	177	177	0.0%	188	170	-10.1%
Valley Community Church	San Jacinto	CA	59	67	72	58	-13.4%	90	75	-16.7%
West Bowles Community Church	Littleton	CO	554	658	648	692	6.8%	1400	1400	0.0%
<b>35</b>			<b>11132</b>	<b>12040</b>	<b>13177</b>	<b>13811</b>	<b>5.3%</b>	<b>13862</b>	<b>14645</b>	<b>6.4%</b>
<b>189 Churches (91.0%)</b>			<b>54175</b>	<b>58418</b>	<b>59406</b>	<b>64872</b>	<b>8.0%</b>	<b>58911</b>	<b>64638</b>	<b>8.7%</b>
<b>(117 Churches reported 61.6%)</b>										

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## STUDENT & YOUNG ADULT MINISTRIES COMMITTEE REPORT

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*"We give thanks to you O God, we give thanks for your Name is near;;men tell of your wonderful deeds." Psalm 75:1*



**Bob Watson,  
Interim Director,  
SYAM**



**Jim Byrne,  
Chairman**

### OVERVIEW

The SYAM Committee met twice during this Assembly year on Nov. 2 & 3, 2000 and March 2 & 3, 2001 at the General Assembly offices in Livonia. Committee members Jim Byrne (Chair), Sonny Flowers (NC), Reg Smith (TN), Fred Albaugh (MI), Smokey Ridgely (CO), and Brian Land (TX) were all in attendance at both meetings. Bob Watson (Interim SYAM Director) and Sue Ferrell (SYAM Secretary) were also present. Our meetings were opened and closed with significant times of prayer and sharing about the ways in which the Lord is at work in our lives and the lives of our churches. It is always exciting to see and hear about students and young adults who are coming to faith in Christ and making an impact for him in their communities. Committee members are very involved in the work of SYAM, each contributing in their own unique and valuable way.

### PRE-ASSEMBLY CONFERENCE

SYAM had suggested the use of Ben Freudenberg (author of *The Family Friendly Church*) as a seminar speaker during the pre-Assembly conference in June 2001. Subsequent to accepting our invitation, Mr. Freudenberg changed churches, moving from St. Louis to Phoenix. He recently informed the SYAM office that he would be unable to keep his commitment to speak for us. The committee discussed the offer by Rev. Rick Stauffer (PA) to substitute for Ben and concurred that we should accept Rick's offer.

### SUMMER JAM

The SYAM Committee had concluded that a single Summer Jam conference should be held for the years 2000 and 2001. The campus of Lee University in Cleveland, Tennessee proved to be an excellent location last year. Nearly 500 people from 25 churches attended "Jam" in 2000. Lee U. will be the location for a single Jam again this year. Dr. Chap Clark is the keynote speaker. About 20 churches are presently (April) signed up for Jam 2001, with an additional 15-20 churches expected to participate. Anticipated attendance for the 2001 Jam is around 600 students and adult leaders.

After extensive discussion, the Committee has affirmed its earlier thinking and concluded that there should be two Jams at two different locations during each of the summers of 2002 and 2003. The feedback from youth workers indicated a strong interest by some in a discipleship/growth level event, while others would prefer an evangelistic/outreach-oriented event. The Committee has concluded that we will seek to offer a "growth" Jam at Lee University and an "outreach" Jam at a facility on the



beach in the panhandle area of Florida. In this way, we hope to satisfy the expressed needs of both groups. Speakers, music, programming and promotion will all be distinctive to each event, thereby allowing churches to choose which model best fits into their own program.

### **SUMMER MISSION TRIPS**

Summer Mission trips continue to be well attended and receive positive feedback from participants. The summer of 2000 saw four Appalachian Impact trips with over 360 participants. A Mission Mexico trip to Reynosa involved 83 people while 96 students and leaders took part in the North Carolina Coastal Care trip to Kinston, N.C. About 40 different churches participated in EPC SYAM Summer Mission trips during June and July of 2000.

Demand for space on EPC/SYAM Summer Mission trips continues to grow. Churches report excellent results in the lives of their students and leaders who participate in the trips. Our program in the Appalachian region of eastern Kentucky is well established and continues to grow. This year, over the course of four weeks in June and July, more than 400 participants are expected. The work begun during a week-long trip to eastern North Carolina last year will be continued and expanded to two weeks this summer. About 150 students are expected to participate in the housing-rebuilding efforts around Kinston, N.C. SYAM will be sending a group of students to the Mexican border town of Reynosa to work with World Servants in helping the poor in that area. This "all EPC" trip has worked well in the past and over 120 participants are scheduled to go again this year. A new trip to the inner city of Memphis has been added this year that should accommodate 75 people and offer a more geographically central option for churches to take advantage of. We will be working with an organization called "SOS" (Service Over Self) in the Memphis area. A youth trip to Argentina is currently in the planning stages for the summer of 2002. It would be a cooperative effort with our EPC congregations in the Presbytery of St. Andrews. The Committee hopes to continue to add affordable, reliable mission/ ministry trip options in the years ahead as God continues to provide the resources, both human and financial to make them possible. As demand for trip space continues to grow our capacity and staff resources will need to grow as well.

### **PRESBYTERY LEVEL GATHERINGS**

The Committee was very encouraged by the results of an effort by Sonny Flowers (NC) to gather those involved in EPC youth ministry together at the presbytery level. Sonny arranged for a youth leaders gathering to be held at the same time and place as the January Mid-Atlantic Presbytery meeting at Wilmington N.C. Attendance was excellent (20 youth workers) and everyone agreed that the time was very beneficial and encouraging. The Committee concurred that similar gatherings in other presbyteries would be very helpful and practical to those involved in working with students in our churches. Networking of this sort has tremendous potential for cooperative ministries and sharing of resources between individuals and churches.

### **CONCLUSION**

The SYAM and Ministerial Vocations Committees met in an informal joint session at our recent gathering to discuss the SYAM resource "Hiring A Youth Worker" which has been available to churches for several years to assist them in that

process. The time together was valuable in reviewing the document and making certain updates and modifications to the contents. The SYAM Committee concluded that the SYAM Benevolence Askings for 2002 should be divided into an overall SYAM category (\$15,000) and a specific category for SYAM Scholarships (\$10,000) to help offset the cost of attending Summer Jam, Mission Trips and other SYAM sponsored events. In addition the SYAM Committee spent significant time and effort in considering the issue of a "working with minors policy" and producing a report for COA. Overall we were thankful for good meetings in which we could rejoice in seeing and hearing about all that the Lord is doing in, for and through the young people in our denomination.

Respectfully Submitted,

James Byrne  
SYAM Committee Chairman

Robert Watson  
Interim SYAM Director

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## THEOLOGY COMMITTEE REPORT

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*Charles Haden, Chairman*

The committee met at General Assembly headquarters in Livonia, Michigan September 22-23, 2000 and again February 23-24, 2001. A third meeting was by telephone conference call, April 2, 2001.

The committee members are the Reverend Dr. Bruce Demarest; The Reverend Tom Ricks; Elder George Schneider; The Reverend Dr. Don Sweeting; Elder Robert Warburton; Elder Charles Haden, chairman. The presence of the Reverend Michael J. Glodo, Stated Clerk, at all meetings was especially helpful.

The committee worked diligently, productively, co-operatively, and at times, sacrificially, to accomplish assigned task from the General Assembly to "write a position paper on the sanctity of marriage, beginning as a creation ordinance and developing a Biblical view of marriage."

Three drafts of the paper have been done, any of which would meet the requirements of the assignment. Nevertheless, the committee, acutely aware of the universal significant import of this work, desires additional time in which to craft the finished product.

Because of the growing espousal in some circles of the "Openness of God" doctrine, the committee additionally desires to ask the General Assembly to authorize a pastoral letter to evaluate this doctrine as it relates to the confessional standards of our denomination.

Accordingly, the permanent Theology Committee recommends to the General Assembly:

1. That another year be allowed to complete the Position Paper on the Sanctity of Marriage;
2. That the General Assembly authorize a study and pastoral letter to evaluate the "Openness of God" doctrine as it relates to the confessional standards of our denomination.

In conclusion, I have been impressed with the dedication and understanding of the godly men and Stated Clerk who serve our committee.

Soli Deo Gloria,

Charles M. Haden, Chairman  
Theology Committee



**P.K. Fields-Helm, Director**



**Vicki Oliver, Chairman**

### **2001 General Assembly**

The EPC Women's Ministries Committee has convened twice since the 20<sup>th</sup> General Assembly. Although we have had to function throughout the year without a Director at the General Assembly the Women's Ministries Committee has carried on the work of the ministry, which God has blessed. The Women's Ministries Committee convened September 18<sup>th</sup> and 19<sup>th</sup> 2000 and March 12<sup>th</sup> and 13<sup>th</sup> of 2001. The following is a summary of reports submitted, plans made, and communications sent to the EPC Women's Ministry.

### ***Faith Focus Project 2000***

"A Message of Hope for the Youth of Kazakhstan" was our mission venture. It was our goal to raise \$15,000.00 to provide a summer camp experience for the Kazakhstani youth. The camp was designed to give an opportunity to experience and hear the truth of the gospel outside the pressures and temptations of city life. Three weeks of camp were provided for "troubled" youth and one week for cerebral palsy children. Due to the sacrificial giving of our women, Dan G. Burns has informed us that they will be able to increase camp to 9 weeks this summer, two of which will be in other Central Asian countries. They will also be able to provide training for leaders to provide this ministry experience back in their home countries.

The campaign was very successful and raised \$40,837. The funds were distributed as follows:

- \$30,000.00 to Dan Burns to be used for campus equipment needs for handicapped children
- \$10,837 to be rolled into *Faith Focus 2001*

### ***Faith Focus Project 2001***

"Equipping the Saints to Reach Central Asia with the Love of Christ." This project's Conference Coordinator is Susie McQueen. Once again, the EPC Women's Ministries will be joining in the ongoing work of our EPC World Outreach missionaries in Almaty, Kazakhstan.

It is the desire of the Women's Ministries and the team in Kazakhstan to invite key Christian women from all of the Central Asia Republics to conference in the summer of 2002 for a time of ministry training, prayer, worship, and encouragement. This will provide an opportunity for them to be renewed, refreshed and equipped to share the gospel amidst the spiritual darkness found in their cities and villages. To accomplish

this our goal is to raise \$40,000. It is also our desire that EPC women will be led by the Holy Spirit to go to Kazakhstan to help in discipling and equipping the women of Central Asia. As of May 1, 2001, \$2451.68 has been raised.

### ***21<sup>st</sup> General Assembly***

In conjunction with the theme *For Such A Time as This* the Women's Ministries Committee will provide Presbytery training on "Planting and Growing Women's Ministries in the Local Church." A Women's Ministries Luncheon will be hosted and the speaker will be Judie Amen. Faith Focus, Bible Studies and the 7<sup>th</sup> National Conference will be promoted and packets will be provided for attendees.

### ***National Women's Conference***

The EPC 7<sup>th</sup> National Women's Conference "*with all our hearts*" will be held on October 25-28, 2001 in Kansas City, Missouri. Featured keynote speaker will be Carol Kent with praise and worship being led by Lisa McCutchen and a drama presentation by Sue Demarest. Margaret Donato and Sue Smith are spearheading this event. Susie McQueen will be updating us on the progress of Faith Focus. On Friday, nine workshops will be presented to meet the individual interests and needs of attendees.

### ***National Director***

A new National Director has been called by the Women's Ministries Search Committee and approved by the COA. P. K. Fields-Helm began April 16<sup>th</sup> as the National Director of Women's Ministries. P.K. brings a substantial amount of church ministry and professional credentials to the position. Professionally she has operated her own interior design business almost thirty years. While her professional experience is considerable, P.K.'s heart and major life experiences have been in ministry. With a Master of Arts, and a Master of Religious Education from The Southern Baptist Theological Seminary in Louisville, Kentucky, she has served in a variety of ministry areas. These include church planting, worship leadership, counseling, home Bible studies, pastors' wives development, Christian education and Singles ministries.

Respectfully submitted,

P.K. Fields-Helm, Director

Vicki Oliver, Chairman

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## WORLD OUTREACH COMMITTEE REPORT

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Jeff Chadwick, Director



Phil Linton, Chairman

The World Outreach Committee met in three stated meetings: September 7-9, 2000; January 4-6, 2001; and March 22-24, 2001. Members of the World Outreach Committee include:

TE Phil Linton, Chairman	RE Howard Hjelm	TE Ed Randal
RE Bern Draper	RE Hawley Ingram	RE Brette Rash
RE Robert Healy	RE Rister Jenkins	TE Sam Rowen

The World Outreach Committee is your arm in reaching the world with the good news of the person and work of Jesus Christ. We seek to carry out the plans and mandates you have given us through the General Assembly. The stated mission goal you have given us is *"to plant, develop, and nurture the church of Jesus Christ in those cultures and people groups where particular opportunity and our ability to respond intersect."* The WO Master Plan approved by the General Assembly calls us to develop our mission program with clear intention and declares that *"our primary focus shall be the Muslim World and other opportunities deemed to be strategic for the EPC."*

In these pages you will find our report of what has happened this year in fulfillment of our stated mission goals.

### EPC Missionaries

In fulfilling our responsibility we have been overseeing the missionaries under our care. Currently, those missionaries are:

#### Missionary

Antonucci, Rob and Iris  
(Currently on leave of absence from World Outreach service working in the states solely under Frontiers)  
Barany, Dick and Linda  
Burns, Dan and Catherine  
Clark, Dan and Jan  
Creech, Chuck and Kim  
Fain, John and Dawn  
Haines, John and Margy

#### Location

US based/International  
Kenya  
Kazakhstan  
England/ Muslim World  
Argentina  
US based/International  
France

Halbedl, Randy and Martha	Malaysia
Hamd, Robert and Joyce	Middle East
Hampton, Bill and Janie	Kazakhstan
Kelley, Stephen and Belinda	England/Muslim World
Kisch, Lorraine	Arab Gulf
Klakulak, Matt and Michelle	Central Asia
Livingstone, Greg and Sally	Malaysia
McCurry, John and Carlene	Arab Gulf
Meeks, Chris and Gina	Argentina
Meyer, Ross and Gina	Argentina
Mindling, Tim and Karen	Central Asia
Mitchell, Tim and Kim	Central Asia
Muir, Phil and Margaret	US based/International
North, Tim	Middle East
Robles, Miguel and Azucena	Argentina
Rowen, Sam and Ruth	US based/East Asia
Singh, Juan and Adriana	US Hispanic
Sparling, Bud and Carol	US based/International
Vogan, Mark and Melissa	Kazakhstan
(Appointed since the last General Assembly to a two-year assignment.)	
Walker, Dave and Deb	Japan
White, Allen and Pat	Kazakhstan
Young, Jonathan and Fozia	Russia

In addition to these, if the way be clear we will appoint the following three new families as World Outreach missionaries just prior to this General Assembly:

- Paul and Elizabeth Branch (Trinity EPC, Florence, SC) - Argentina
- Lance and Lisa Lawrence (Forest Hill, Charlotte, NC) – Muslim World in cooperative agreement with Arab World Ministries
- Sean and Angie McKelvey (New Community, Denver, CO) – Indonesia in cooperative agreement with Pioneers

Offsetting this gain of four missionary units in our EPC family is the loss of the following three units who have had changes in their ministry over the past year and who have resigned or retired from their appointment as missionaries under World Outreach:

- Jim and Grace Killgore who have left EPC World Outreach service in Pakistan to accept the position of President/CEO of APMC (Advancing Churches in Missions Commitment).
- Kundan and Iqbal Massey who retired from EPC World Outreach service but who continue in ministry under their cooperative agency, United World Mission.
- Marcelo Robles who chose to remain as pastor of the church he planted, La Mision, rather than move on to plant another church under World Outreach.

We are also thankful to report that our list of current and prospective candidates is healthy and growing! God is continually bringing us a stream of individuals who are interested in pursuing mission service under World Outreach. The current candidates who are most active in the process of seeking appointment as World Outreach missionaries are:

- Drs. Joel and Cindy Anthis

- Brian and Ginny Holt
- Marc and Renate Holstege

In addition to the twenty-one units who are currently candidates of EPC World Outreach, we are working with a strong list of prospective candidates who are at varying stages of the process of seeking appointment as candidates, and then as missionaries sent out under the auspices of EPC World Outreach.

### EPC Mission Fields

- Kazakhstan

What a blessing it has been for the EPC to be involved in the work of the Lord in planting a national reformed church in Kazakhstan! Four churches have been planted by or in association with our World Outreach team. From the beginning these churches have committed themselves together to seeing their "reformed partnership" grow into an indigenous presbytery, which will lay the foundation of a national Presbyterian church in Kazakhstan.

The mother church, Almagul, continues under the strong leadership of World Outreach missionaries, Dan and Catherine Burns, and several national leaders. Its ministries are growing, new opportunities for service are abounding, and it continues to be one of the most respected churches in the evangelical community of Almaty. Three other churches have grown out of this one mother church:

- Rakum is a daughter church planted under the leadership of WO missionaries Bill and Janie Hampton, in partnership with national leaders that God has raised up to work with them. This year has seen strong growth in this church as it has progressed to two home groups each week as well as a weekly worship service.
- Orbita is a daughter church of Almagul, which was planted by Mission to the World missionaries who are no longer on the field in partnership with our World Outreach team. This church has struggled a bit this year in the transition of leadership. Our World Outreach team, including those mentioned above plus Allen and Pat White, have worked hard to help this church regain its solid footing.
- Another daughter church meets in the Almagul building on Sunday afternoons. This Kazakh language church is being planted through the leadership of a Pioneers church planting team with whom our World Outreach team has worked very closely.

Lord willing, there will be a continuing stream of churches added to this group through the combined ministry efforts of these existing churches and our World Outreach team.

God has planted his church solidly in Kazakhstan. We are grateful that the World Outreach ministries of the Evangelical Presbyterian Church have had the privilege to be a part of that. As ecclesiastical partners, the reformed church of Kazakhstan has invited us (see Communication 01-3) to help them move to the next stage of their development. They want formally to be united as a presbytery to receive all of the accountability, fellowship, and oversight which that brings. This would not be a presbytery of the Evangelical Presbyterian Church, but a national presbytery with a commitment to the same theological and ecclesiological principles that under gird our denomination. Your World Outreach committee is bringing a proposal to this General Assembly (see Attachment 1) through which we may respond to their invitation. This proposal asks you, the commissioners of the 21<sup>st</sup> General Assembly of the Evangelical Presbyterian Church, to appoint a commission through which our denomination may be empowered to participate as older brothers and sisters in this historic moment in the life of the reformed church of Kazakhstan. The commission we are asking you to appoint would be sent out by our denomination to participate with the emerging church in Kazakhstan as they move from the stage of particular church development only to the stage of presbytery development.



This is new territory for the EPC. It is very different from the partnership we have shared in Argentina. That was an existing group of churches who came to us already having shared a long history as Presbyterian churches. They became an actual presbytery of the EPC on the way to the formation of a national church. The provisional presbytery we would like to participate in establishing in Kazakhstan will be founded on the principles of our polity and theological foundations but not stand directly under the ecclesiastical authority of our denomination. In essence, we are being asked to serve as "midwives" in the birthing of a new family of reformed churches in the nation of Kazakhstan.

- Muslim World - Malaysia

God is raising up a new team of EPC World Outreach ministries to plant churches for the EPC in a new area of the world, Kuala Lumpur, Malaysia. We are absolutely thrilled to be able to announce to you that veteran missionaries Greg and Sally Livingstone have been appointed by World Outreach to recruit and lead a church planting team in what is one of the most unreached Muslim cities of the world. Upon Greg's retirement as General Director of Frontiers, Intl., one of the leading mission agencies to the Muslim world, he and Sally graciously offered themselves to help fulfill the missions goals of our denomination through World Outreach. They passionately want to help us fulfill the mandate of our Master Plan "to develop and place EPC teams in the Muslim world."

Your World Outreach Committee believes the recruitment, development, and placement of this team is one of our highest priorities. This will be OUR team in this strategic city. We need your help in identifying those people whom God may be calling to be a part of this new work. If you know of folks with whom we should talk about this, would you pass their names along to Greg Livingstone or to Jeff Chadwick? We will also need the commitment of the churches of the EPC to support the members of this team with their prayers and finances.

- Argentina

The World Outreach team in Argentina has seen great changes over the past year since the last meeting of the General Assembly. One of our first missionaries to Argentina, Marcelo Robles, has moved out of World Outreach service to focus his efforts on the continued development of the church that he planted there.

This year has also seen, however, the addition of two new couples to the World Outreach team in Argentina. Ross and Sandy Meyer, with children Andrew and Adrian, arrived in August to work in partnership with Chris and Gina Meeks in the planting of churches in the greater Buenos Aires area. Ross and Sandy are currently completing their six-month internship under one of our very gifted Argentine pastors, Julio Lopez, in the Temperley church of St. Andrews Presbytery.

Just last month our second new couple arrived on the field. Chuck and Kim Creech, along with their five children, are just beginning to settle in and are beginning their internship in the Quilmes church under the fine leadership of Osvaldo Fernandez. Lord willing, they will be joined next year by Paul and Elizabeth Branch to form a new World Outreach church planting team.

As we reported last year, we are partnering very closely with the Presbytery of St. Andrews, through their missions committee under the capable leadership of Jorge Lumsden, to plan and implement our strategy for church planting within the bounds of that presbytery.

In addition to these primary fields of service, we continue to have a number of individuals serving in other places of ministry where God has given us strategic opportunities to share the gospel and plant churches as called for in the Master Plan.

#### **Missionary Care and Development**

- The 7<sup>th</sup> annual pre-assembly conference for World Outreach missionaries took place just prior to General Assembly this year. The missionaries constantly point out their great need for these types of fellowship, training, and discipleship opportunities. In addition to these annual events at General Assembly, World Outreach will be partnering with Women's Ministries through their 2002 Faith Focus project to sponsor a Central Asian regional gathering for our missionaries. We are extremely thankful to Women's Ministries for the consistent commitment they have made to enhance the care and ministry of our missionaries.
- Missionary giving continued to have a strong increase this year. Our 11% increase in missionary support giving brought that total to \$1,300,111. Though our benevolence askings were reduced this year, we still received a total of \$113,532 bringing total missionary giving income to \$1,413,643. We are grateful to each of the churches of the EPC that participate in the financial support of our own EPC missionaries and benevolence askings projects.

#### **Recommendation:**

See **Attachment 1**, which follows this report, for our recommendation concerning the formation of a Provisional National Presbytery in Kazakhstan.

Respectfully submitted,

Philip Linton, Chairman

Jeffrey Chadwick, WO Director

**Recommendation to the 21<sup>st</sup> General Assembly  
of the Evangelical Presbyterian Church  
Concerning the Formation of a  
Provisional National Presbytery in Kazakhstan**

**1. Introduction:**

We rejoice in the matchless grace of God for what he has done in Kazakhstan in bringing into being multiple churches which are ready to appoint from their midst those who manifest the gifts and calling of God as elders in the church. It is our great joy to see these churches ready to move into another stage of their development, that of presbytery formation leading to the development of a national Presbyterian church. This has been the expressed goal of the Evangelical Presbyterian Church since the beginning of our involvement in Kazakhstan. More importantly, however, it has also been the expressed goal of these churches who from the very beginning committed themselves to a Reformed partnership as the foundation for the eventual formation of a presbytery. It is at their request (see Communication 01-3) that we are now being asked to take action to accomplish that goal.

“For such a time as this” the Evangelical Presbyterian Church began its work in Kazakhstan in 1995. Through the partnership of national leaders whom God has raised up and a very dedicated and gifted World Outreach team, the Reformed partnership has grown to include four churches in varying stages of development. National leaders are emerging and being trained. Sessions are being established. People are bowing the knee to the claims of Christ on their lives and are being disciplined to become his faithful, fruitful followers.

It is our great privilege, as the World Outreach Committee of our church, to come before this assembly to share the good news that the goals for the Kazakhstan field established by the General Assembly in our “World Outreach Master Plan” are rapidly on the way to being completely fulfilled. The complete fulfillment of the General Assembly’s objectives for this field, however, requires that we “develop and implement a model for presbytery formation.” (“World Outreach Master Plan” Goals and Objectives #3) The Values and Commitments expressed in the “World Outreach Master Plan” also address this, saying, “We are committed to establish and develop indigenous reformed churches and to eventual presbytery formation in adopted EPC fields.”

Therefore, with joy and great expectation for what God will continue to do in this field, your World Outreach committee comes before this assembly petitioning it to approve the following procedure by which we might do just that -- develop and implement in Kazakhstan a model for presbytery formation. The procedure as presented is fully in keeping with the past commitments of the assembly and with the desires and intentions of the churches to which our partnership in Kazakhstan has given birth. It is presented to this assembly as our recommended response to their request and invitation.

**2. Recommendation for Approval by the Assembly:**

In response to the invitation received from the Reformed partnership of churches in Kazakhstan with whom our World Outreach team ministers, the permanent World

Outreach Committee recommends that the 21<sup>st</sup> General Assembly of the Evangelical Presbyterian Church act to establish a commission with the power to:

- A. Examine, ordain, and install officers on the Kazakhstan field according to the legislative principles of the EPC, as appropriate to that field. This would include the power to examine, ordain, and install teaching elders who have satisfied educational requirements consistent with those outlined in the World Outreach Missions Manual 302.3(C).
- B. Establish a provisional, indigenous, national presbytery in Kazakhstan of which the particular churches and the teaching elders referred to above would be members.
- C. Administer the government of such a presbytery according to biblical principles as reflected in the principles of Presbyterian government
- D. Work in partnership with national leadership to develop a form of government that is biblically sound and missiologically appropriate

### **Composition of the Commission:**

This commission shall consist of eight members, who shall include all ordained World Outreach personnel on the field (3), the Director of World Outreach and the Stated Clerk of the General Assembly, plus three Ruling Elders who shall be appointed by the moderator of the 21<sup>st</sup> General Assembly. The quorum for this commission shall be a majority of its members at any given time.

### **Duration and Reporting Responsibilities of the Commission:**

The duration of this commission shall be until the 23<sup>rd</sup> General Assembly, subject to extension at that time. It shall report to the 22<sup>nd</sup> General Assembly on the progress of its work in Kazakhstan and shall report regularly to the World Outreach Committee. It shall bring recommendations to the 23<sup>rd</sup> General Assembly regarding any legislative actions that might facilitate future similar works.

### **3. Rationale:**

#### **A. Legislative Grounds:**

1. Establishment of a presbytery is the exclusive right of the General Assembly (G.16-22.C). Though this will not be an EPC presbytery, but rather a national presbytery, it is still appropriate that it be by the authority of the General Assembly of the Evangelical Presbyterian Church that our field missionaries, and other EPC leaders, participate in the formation of this national presbytery. [The proposed commission, based upon its experience, may recommend making such a provision for a provisional presbytery explicit in our constitution.]
2. General Assembly has the responsibility of guiding the theological preparation of and the ordaining of candidates in mission fields outside North America where presbyteries do not yet exist (G.16-22.M). Such guidance will be essential in the process of developing a strong, national presbytery and it is one of the reasons the reformed partnership in Kazakhstan has requested our involvement in this process.
3. The *Book of Government* provides for a temporary system of government in the development of individual churches (G.5-2). This recommendation asks for an analogous provision to be used in the establishment of this presbytery.

**B. World Outreach Master Plan and Missions Manual Grounds (as adopted by the General Assembly):**

1. The "World Outreach Master Plan" specifically calls for the planting of national presbyteries in adopted fields (Values and Commitments section, #2). It also specifically sets an objective to "*develop and implement a model for Presbytery formation*" in the Kazakhstan field by the year 2005.
2. The *World Outreach Missions Manual* makes an analogous provision for the appointment of mission evangelists (302.3, p. 40). This was originally added to address the specific needs of the Argentina field when it was being developed. The difference in this proposal is that the teaching elders in the Kazakhstan field will not be pursuing ordination with the polity structures of the EPC. The same principles and intent laid out here would apply, however.
3. The *World Outreach Missions Manual* (309.3, p. 44) calls us to a sensitivity to the national church which must permeate everything we do in such situations. It says,

The pattern of the missionary's official relationship with national churches should vary from field to field. The ideal is to move toward such a stage of relationship in which missionaries and nationals are laboring as brothers and sisters in Christ, with equal standing in the membership and service of the national church structure. Conditions of a field may require, however, varying relationships at different stages... The WOC strongly supports the development of national churches which are truly indigenous, progressing from the beginning toward self-government, self-support, and self-propagation. The progression of national churches to such a place is what we are witnessing in Kazakhstan and which now brings us to the place where it is time to authorize a process by which a national presbytery may be born.

In the light of these past actions and statements of the Assembly through its World Outreach documents, it seems clear that our goal of planting presbyteries must be done in such a way as to ensure that the new presbyteries, and the process of their development, reflect all of the characteristics of a truly national and indigenous church. This would preclude us from establishing an EPC presbytery itself. Rather it calls us to plant a national presbytery that reflects the same principles and commitments that have laid the foundation for the strength of our EPC governance.

**C. Missiological and Theological Grounds:**

1. It is a clear missiological principle and commitment that national leadership is essential to the development of national churches. It is necessary, then, that a process be in place by which this leadership is able to lead when the churches recognize the gifting, calling, and preparation of such individuals. The formal steps of the process should follow, not dictate, the Spirit's work. With great pleasure we in the EPC can affirm that such national leadership is emerging within the churches in our Kazakhstan field. As partners we are being asked to help these churches establish a way in which preparation, examination, and ordination may take place in this cultural context.
2. Through the lens of our Reformed ecclesiology we recognize that it is God who has graciously established his church in Kazakhstan. The reformers maintained that wherever the church exists, ministry exists. The church exists in Kazakhstan. Therefore, if the church exists, then the gifts for ministry are present in

order that there may be the preaching of the Word and the rightful administration of the sacraments. Since the church exists in Kazakhstan they have the authority resident within themselves to proceed with the necessary steps in the formation of a presbytery. Yet they have asked us to partner with them in this process that we might share our experience with them in order to do this well and wisely. Thus, we see ourselves in a fraternal partnership with this church in Kazakhstan. In addition, our World Outreach personnel are under the authority of the General Assembly and need to be empowered by the Assembly to participate in this process.

3. Though the history of the EPC in missions is relatively short, the history of the church in missions is not. Clearly recognized as one of the needed shifts in missions in our day is that we refrain from placing the culturally conditioned aspects of our ecclesiology on the church as it emerges in new cultures and contexts. At the same time we do want to maintain the foundational principles and procedures which transcend all cultures and contexts. Abraham Kuyper in his famous 1897 lectures at Princeton Theological Seminary chided the reformed churches in the United States for looking too much like the churches of Europe and not reflecting the manner in which the church should be changed by the context of the "new world." A national presbytery emerging in its own cultural context is the most appropriate way to pave the way for this to happen.
4. Though some have envisioned the possibility of establishing national presbyteries initially as EPC presbyteries under the particular EPC form of government, this would not be a meaningful act. As stated above, there are particular aspects of any form of government that are unique to its context and relevant or missiologically-appropriate for other missiological contexts. Subscription to our particular form of government by Kazakh church officers would not be a meaningful commitment by those officers. Commitment to and adoption of the principles that underlie our particular form of government would, however, be a meaningful act and would be one of the goals of this commission.

#### **D. Pragmatic Grounds:**

The EPC is not in a position geographically or resource-wise to govern directly a member presbytery in Kazakhstan under the *Book of Government*. It is, however, in a position to be a strong partner in establishing a polity that is built upon the same principles that have undergirded us so well.

#### **4. Conclusion**

"For such a time as this" the Evangelical Presbyterian Church has invested her people, her resources and her heart to see the church of Christ established and thriving in the nation of Kazakhstan. God has honored that investment by raising up his church there as a strong and faithful witness to the person and work of Jesus Christ. Now we have been given this historic opportunity to be a part of enabling this partnership of reformed churches to move to the next stage of their development. In "such a time as this" let us rejoice in what God has done and what he yet will do.

**PART III**  
**DOCUMENTS**

*Rules for Assembly*  
As amended through the 21st General Assembly

**I. Date and Place of Meeting**

- 1-1 The General Assembly of the Evangelical Presbyterian Church shall meet annually on the date and at the place fixed by the preceding General Assembly, between May 1 and June 30.
- 1-2 The place of meeting shall be rotated among the various areas of the church as much as practical. Any Presbytery or church of Presbytery that desires to entertain the General Assembly shall forward an invitation to the Stated Clerk no later than three years before the preceding Assembly. If two or more Presbyteries or churches submit invitations to host the General Assembly for the same year, the Committee on Administration will submit a recommendation to the General Assembly naming the host church or Presbytery. The Committee on Administration will make its recommendation based on the following criteria:
- a. Capability to host, i.e., availability of housing, costs, travel arrangements, committee meeting rooms, availability of food service for breaks and meals, space for exhibitors and General Assembly staff, and local transportation.
  - b. Priority will be given to the Presbytery or church which has never hosted a General Assembly or which hosted General Assembly the greatest number of years ago.

**II. Organization of a General Assembly's Meetings**

- 2-1 The General Assembly shall be called to order at the designated time by the Moderator, and shall begin with a worship service.
- 2-2 The Stated Clerk shall present a report on the enrollment and declare if a quorum is present. If such is present, the Assembly shall be declared to be properly constituted.
- 2-3 The first order of business shall be the election of a Moderator. The Committee on Nominations shall make its report and the floor shall be opened for additional nominations. There shall be only one nominating speech not to exceed five minutes for each nominee. No seconding speeches shall be permitted.
- 2-4 Election shall be by ballot, on ballots provided by the Stated Clerk. Tellers appointed by the Stated Clerk shall gather, count and report the ballot tabulation to the Stated Clerk. Election shall be by majority. Should no majority exist among a plurality of nominees, a second ballot shall be called for the two highest nominees. The Moderator shall declare the election.
- 2-5 As soon as the Moderator shall have been declared elected, he shall assume his duties as Moderator.

**III. The Moderator**

- 3-1 The Moderator shall preside at all sessions of the Assembly except for those times when the Moderator may temporarily invite another Commissioner to act as the presiding officer.
- 3-2 The Moderator shall call the succeeding Assembly to order and preside until a successor has been elected. An address from the retiring Moderator is appropriate. If the Moderator is unable to act, the most immediate past Moderator



present, or in the absence of any, the Stated Clerk, shall call the Assembly to order and preside over its session until a Moderator has been elected.

#### IV. The Stated Clerk

- 4-1 The Stated Clerk shall be elected on the last day of the Assembly. A new Stated Clerk shall assume office at the end of the Assembly, or at such time thereafter as designated by the General Assembly (cf. Acts 82-09).
- 4-2 The Stated Clerk shall perform the duties assigned by the **Book of Government** and by the **Rules for Assembly**, and such other duties as are assigned by action of the Assembly.
- 4-3 The Stated Clerk shall assemble the items of business to come before the Assembly and prepare a daily docket for the receiving of committee reports and consideration of all appropriate business to come before the Assembly.
- 4-4 The Stated Clerk shall keep the **Minutes** of the General Assembly. He shall publish them annually with statistical reports of the Church and reports of the committees of the Assembly.
- 4-5 The Stated Clerk shall have the privilege of the floor in all matters pertaining to his office and at such times when the Moderator, chairmen of assembly committees, or any Commissioner request clarification of Assembly business.
- 4-6 The Stated Clerk shall be the parliamentarian of the General Assembly.
- 4-7 The Stated Clerk shall have surveillance over denominational archives and historical documents on behalf of the General Assembly, and shall be responsible for the right of access to such documents.

#### V. The Assembly Arrangements

- 5-1 The Moderator of the last General Assembly and the Stated Clerk shall plan the periods of worship at the meeting of the Assembly, including the celebration of the Lord's Supper and public services. A brief worship service shall be included at the beginning of each day's session.
- 5-2 The Lord's Supper shall be celebrated by the General Assembly. The retiring Moderator shall preside on this occasion and shall preach a sermon or deliver an appropriate address. The newly elected Moderator shall assist in this service.
- 5-3 The first order of the day, except the opening day, at the beginning of the business session shall be the presentation of a docket listing the business which is to be considered that day. Revision of the docket may be necessary during the day.
- 5-4 The Stated Clerk shall oversee all arrangements for the meeting and housing of the General Assembly in conjunction with the host Presbytery and/or host church.

#### VI. Communications and Overtures

- 6-1 A communication to the General Assembly is formal correspondence received by the Stated Clerk from other churches, inter-church agencies and from other organized bodies outside the church proper having business with the Assembly.

- 6-2 The Stated Clerk shall recommend to the Assembly reference for all communications.
- 6-3 An overture ordinarily is the request of a Presbytery for action by the General Assembly upon a specific matter.
- 6-4 All overtures shall be delivered to the Stated Clerk at least thirty (30) days prior to the opening of General Assembly. No overtures received by the Stated Clerk less than thirty (30) days prior to the opening of the Assembly shall be considered by its Assembly convening in that year. Overtures from the floor of General Assembly shall be considered only if received by a 2/3 vote of assembled Commissioners.

## VII. Reports to the General Assembly

- 7-1 The Moderator, Stated Clerk, permanent committees and special committees shall make annual reports. Such reports shall be transmitted to the Stated Clerk by May 1. These reports shall be referred to the Commissioners by the Clerk by June 1.
- 7-2 All ad interim committees shall make full reports in writing with the rationale for all recommendations included therein, and such reports shall be mailed to all Commissioners at least two weeks prior to the convening of the Assembly.

## VIII. Assembly Committees

- 8-1 All business shall ordinarily come to the floor of the Assembly for final action through Assembly committees, except reports of ad interim committees, which shall report directly to the Assembly.  
The following committees shall handle the matters indicated:
  - A. Administration - concerning administrative matters
  - B. World Outreach - concerning world missions
  - C. National Outreach - concerning home missions and evangelism
  - D. Christian Education & Publications - concerning Christian education & publications
  - E. Ministerial Vocation - concerning preparation and care of ministers
  - F. Presbytery Review - concerning Presbytery ministry and action
  - G. Fraternal Relations - concerning other denominations and agencies
  - H. Memorials and Appreciation - concerning appreciation
  - I. Overtures and Resolutions - concerning communications
  - J. Theology - concerning theological matters under study
  - K. Women's Ministries - concerning ministries for the women of the church
  - L. Student & Young Adult Ministries - concerning ministries for youth and college age people of the church
- 8-2 The Moderator will appoint chairmen and secretaries of each Assembly committee. Representation on each committee shall be presbyterial. The Assembly Nominating Committee will elect committee personnel from Commissioner registrations mailed no later than ten days prior to the Assembly convening. Ratio should be as close to 2:1 (RE:TE) as possible.
- 8-3 The committees may be scheduled to meet prior to the opening session of the Assembly to handle business referred by the Stated Clerk.
- 8-4 The Assembly Committees shall proceed as follows:
  - A. At the assigned time, each committee shall assemble in its assigned place, review material in hand and begin its work.

- B. Each committee shall be available to reconvene to consider additional matters referred from the Assembly floor.
  - C. A quorum is considered to be a simple majority.
- 8-5 The Assembly Committee's report shall be brief and concise. It shall include the following:
- A. A list of all items referred to and considered by the committee;
  - B. A statement of all issues discussed;
  - C. A report of all recommendations contained in reports, communications and overtures referred. Action taken by the Assembly committees to approve, modify or not approve those items referred shall be reported back to the Assembly with reasons.
- 8-6 Minutes of the corresponding permanent committee shall be submitted to the Assembly committee for review.
- 8-7 Informational presentation of special aspects of work reported by a particular Assembly committee shall be limited to five (5) minutes. The Moderator may extend this time up to an additional ten (10) minutes.
- 8-8 Any recommendation affecting the budget of the Assembly shall be referred to the Committee on Administration for review before presentation to the Assembly.
- 8-9 The completed report of an Assembly committee shall contain the full text of the report and handled as follows:
- A. Proofed and signed by chairman of committee and thereafter given to Stated Clerk for permanent record;
  - B. Presented to the Assembly during docketed time by chairman or designate.
- 8-10 No partial report of an Assembly committee shall be presented without consent of the Assembly.
- 8-11 A. Presbytery **Minutes** shall be examined for conformity to:
1. the constitutional standards of the church, as to substance of the action recorded;
  2. appropriate standards as to the use of the English language.
- B. Each set of Presbytery **Minutes** must be read by at least two members of the Committee on Presbytery Review.
- C. The findings of the Committee with respect to the **Minutes** of each Presbytery shall be reported under the following categories as appropriate:
1. **Notations:** Typographical errors, misspellings, improper punctuation, non-prejudicial statements of facts and other variations in form may be reported here. Also, failure to provide sufficient or proper information or identification, misstatement of facts, etc., may be included here.
  2. **Exceptions:** Violations of constitutional standards of actions, which in substance appear not to conform to EPC standards should be reported here.
- D. The Committee should prepare a report concerning the **Minutes** of each Presbytery. After action by the Assembly, two copies shall be given to the Stated Clerk, one for his permanent file and one to be mailed to the Stated Clerk of the Presbytery.

- E. Notations and exceptions in the Committee's report shall be handled as follows:
  - 1. Notations shall be forwarded to the Stated Clerk of the Presbytery without being read to the Assembly or recorded in its **Minutes**.
  - 2. Exceptions shall be read before the Assembly, recorded in its **Minutes**, and disposed of as the Assembly determines.
- F. The Presbyteries shall take note in their **Minutes** of exceptions and notations conveyed from the Assembly and of the disposition they have made of such.
- G. **Guidelines for Presbytery Minutes**
  - 1. Date, time, place of meeting, Presbytery must meet at least three (3) times a year (G.16-17). Presbytery review year shall include those minutes approved by Presbytery up to June 1 of each Assembly year. **Minutes** should reflect the names of Ruling and Teaching Elders present, visitors present, and include excused and unexcused absences. Minutes should reflect the number of the stated meeting.
  - 2. Meeting opened and closed with prayer.
  - 3. Declaration of quorum (G.16-18).
  - 4. Accurate record of motions passed and actions taken (G.16-19).
  - 5. Minutes should be typed with complete sentences, correct spelling and bound in hard cover.
  - 6. Minutes should be signed by Stated Clerk and Moderator.
  - 7. Minutes should reflect an accurate record of candidates received and dismissed.
  - 8. Minutes should reflect an accurate record of ministers received and dismissed including proper examination procedures leading to ordination and/or installation.
  - 9. Record of approved pastoral calls and any changes in calls and the granting of permission to labor outside the bounds of Presbytery (G.16-16A).
  - 10. Minutes must reflect an annual review of sessional records.
  - 11. Minutes must reflect establishing, dissolving, dividing, uniting, receiving, and dismissing of churches (G.16-16E).
  - 12. Minutes must reflect observations of and carrying out of General Assembly injunctions and instructions.
  - 13. Overtures to the General Assembly must be recorded.
  - 14. Minutes will reflect any judicial cases before Presbytery and the disposition thereof in accordance with the **Book of Discipline**.
  - 15. Minutes will include all actions of Presbytery-appointed commissions.
  - 16. Minutes should include annual approved Presbytery budget and related financial reports.

**8-12** The minutes of each day will not be read at the beginning of each day of Assembly but will be proofread by a committee of three Commissioners in consultation with the recording clerks of the Assembly. The committee of three shall be nominated by the convening Moderator and the minutes shall be posted in a public place where they can be read by interested Commissioners.

## **IX. Permanent Committees and the Permanent Judicial Commission**

**9-1** The ministries of the Assembly shall be conducted primarily through permanent committees and the Permanent Judicial Commission, to wit:

- A. Committee on Administration
  1. Chaired by most immediate past Moderator.
  2. Committee Membership: Moderator, Stated Clerk, immediate past Moderator, immediate past Chairman, nine elected members, plus the chairmen of other permanent committees. The chairmen from other committees shall have voice but no vote.
  3. Functions in the following ways:
    - a. Administrative oversight
      - Oversight and coordination of Administration Committee with World Outreach, Christian Education, Ministerial Vocation, National Outreach, Women's Ministries and Student & Young Adult Ministries Committees.
      - Responds to emergency and disaster situations.
      - Serve as Directors of the corporation.
    - b. Denominational Development
      - General Assembly planning
      - Promotion/public relations
      - Personnel administration (staff hiring, staff accountability)
      - Budget development: receive projections from all committees and submit to General Assembly a proposed budget
      - All legal and corporate matters
      - Property and liability insurance
    - c. All other business of ecclesiastical matters not specifically assigned to any other committees.
- B. Committee on World Outreach
  1. To be comprised of nine members on a three-year, three-class system, with the Moderator and Stated Clerk to serve as ex-officio members. The permanent Nominating Committee will nominate replacement members from within EPC membership. Members may serve a maximum of two terms and then may not be reelected without at least one year's break. WOC members are to include three Teaching Elders and six Ruling Elders. The WOC is to meet at least twice a year, including the General Assembly.
- C. Committee on National Outreach
  1. Membership to be nine members, including three "at large" members in order to add greater breadth and depth of experience. Chairman to be elected by committee.
  2. Duties: to give oversight and planning to the domestic ministries in church planting, evangelism, and church development.
- D. Committee on Ministerial Vocation
  1. Membership to be six members; chairman elected by committee.
  2. Monitors and aids ministerial committees of local presbyteries.
  3. Assists in placement of pastors and helps churches to find pastors.
  4. Provides information on colleges and seminaries.
  5. Examines extraordinary candidates.
  6. Oversees theological testing.
- E. Committee on Women's Ministries
  1. Membership shall be comprised of six women, currently active members of the EPC and as geographically representative as

- possible of the entire denomination. No more than one person from any given Presbytery may be elected.
2. Duties: to provide an atmosphere for the women of the church to mature spiritually and to recognize and develop their God-given gifts.
- F. Committee on Christian Education & Publications
1. To be comprised of six members, two of whom may be non-elders qualified in Christian Education and who are active members of EPC churches. Chairman to be elected by committee.
  2. Duties:
    - a. Curriculum development
    - b. Provide resources for church/Christian day schools (all levels)
    - c. Provide assistance in Sunday School development and operation
    - d. Publications other than curriculum
    - e. Camp and conference development
    - f. Lay leadership development
    - g. Worship and music resources
- G. Committee on Student and Young Adult Ministries
1. Membership to be composed of two Teaching Elders and four Ruling Elders in three rotating classes of two each. Two of the four Ruling Elder positions on the Student and Young Adult Ministries Committee may be filled with non-ordained EPC youth ministers who are active members of EPC churches.
  2. Duties: to be responsible for conference ministries, youth curriculum resourcing, youth ministry resources and other youth related concerns for grades 7-12.
- H. Committee on Theology
1. Membership shall be comprised of six people, one-half of whom shall be Teaching Elders and one-half of whom shall be Ruling Elders, to be in three rotating classes of two each.
  2. Duties: to receive and study such theological matters as may be referred to it by the General Assembly and to return to the General Assembly its opinions and requested papers or documents.
- I. Fraternal Relations Committee
1. Membership to consist of six members plus the immediate past Moderator, the Moderator, and the Stated Clerk as members ex-officio. The chairman is to be selected by the committee.
  2. Duties: to assist the General Assembly in identifying, developing, and implementing relationships with other bodies of Christians including denominations in the Reformed tradition, ecumenical agencies (evangelical or Reformed in character) and other groups working to advance the Kingdom of God through evangelism, nurture, and service. The committee shall receive, study, and pursue only such fraternal matters as may be referred to it by the General Assembly and shall report annually to the General Assembly on all matters referred and the development of existing fraternal relationships.
- J. Permanent Judicial Commission (PJC)
- "The Permanent Judicial Commission: The General Assembly shall establish a PJC. The Commissions shall consist of a minimum of nine persons in three classes of three each, and of which at least two-thirds must be Ruling Elders. The Assembly shall determine their eligibility

to succession. Efforts shall be made to give fair representation to the various Presbyteries. During service on this Commission, no member may hold office or employment in the court. Its quorum shall be two-thirds of its membership. It shall elect its own moderator and a clerk from among its members and an accurate record shall be kept of its deliberations and actions, with a permanent record of these Minutes filed with the Office of the Stated Clerk of the General Assembly." *Duties of the PJC described in the Book of Government, 16-27.B*

K. Presbytery Review Committee

1. Membership: Committee to consist of three members, at least one former stated clerk.
  2. Duties: To provide structure, order, and continuity in reviewing the minutes of the Presbyteries.
- 9-2 The power and authority of the permanent committees shall be those set forth in these **Rules** or by direction of the General Assembly.
- 9-3 Each committee shall be constituted on a three-year, three-class structure. All members shall be Teaching Elders or Ruling Elders except as noted. Insofar as practicable, the ratio of two Ruling Elders to one Teaching Elder shall be maintained.
- 9-4 In the event of a vacancy on a permanent committee of the General Assembly, when such vacancies seriously affect the work of the committee, and upon the request of the chairman of that committee, the Committee on Administration is authorized to appoint a person to fill the vacancy of that committee. Such appointees shall serve until the following General Assembly at which time the person shall be presented to the General Assembly by the Nominating Committee for approval. Upon approval of the General Assembly, the nominees shall then be approved for the terms and the classes according to the vacancies being filled.
- 9-5 A majority of a permanent committee shall constitute a quorum.
- 9-6 Each permanent committee shall elect its chairman for the forthcoming assembly year before the Assembly that initiates that assembly year. Persons not yet elected to the forthcoming year shall not be eligible.

X. **Committee on Nominations**

- 10-1 The membership shall consist of 9 members, in three classes of three each composed of four Teaching Elders and five Ruling Elders, with at least one person from each Presbytery. When the number of Presbyteries exceeds nine, membership shall be rotated fairly among the Presbyteries. A member may not succeed himself. The Stated Clerk shall work with the committee to insure compliance with the requirements of the **Rules for Assembly**.
- 10-2 The chairman shall be named from the next outgoing class by the outgoing Moderator of the Assembly. The chairman shall take office at the close of the Assembly.
- 10-3 Each year at the Assembly, the outgoing Moderator shall nominate three persons to the Assembly for membership on this committee. At that time, the floor will be opened for other nominations. However, all nominations must meet the requirements for Presbytery representation and for the Teaching Elder and Ruling Elder distribution. The Stated Clerk shall rule if a nomination from the floor is valid, and if it is valid, the Stated Clerk shall

determine which of the Moderator's three nominees the nominee from the floor will run against. Those elected shall take office at the close of the Assembly.

**10-4 Duties:**

1. Nominees for Moderator: The committee shall advise each Presbytery following the meeting of the Assembly of the privilege of that Presbytery to recommend to the committee a person for Moderator of the General Assembly. Such recommendation shall be forwarded to the committee no later than March 31 of that year. After March 31, the committee shall evaluate the recommendations of the Presbyteries, as well as other recommendations it may receive, and at the next meeting of the Assembly shall recommend no more than two persons as its nominees for Moderator. At that time, nominations may also be made from the floor. Election shall be by a majority vote of the Assembly. Nominees of the committee shall be advised of their pending nomination, ordinarily no less than thirty days prior to the meeting of the General Assembly.
2. To nominate to the Assembly persons for vacancies of all Assembly permanent committees. Recommendations from Sessions or Presbyteries shall be forwarded to the Committee no later than April 30 of that year. The Endorsement for Nomination form shall be used and shall reflect official action of the Session or the Presbytery.
3. To name from the Commissioners to the Assembly those who will serve on the various standing committees of the Assembly.
4. The Committee shall meet in May each year to select nominee(s) for Moderator of the General Assembly and for permanent committees.

**XI. The Board of Pension and Benefits**

- 11-1** The Board of Pension and Benefits shall oversee the administration of the denominational Pension Plan and the Group Insurance Plan.
- a. Membership to consist of six persons in three classes of two each, with each person able to succeed himself for one term. A member may be reelected for additional terms after an interim of one year. The members of the Board shall be nominated to the Assembly by the Nominating Committee, with the chairman to be nominated at the Assembly by the outgoing Moderator.
  - b. Duties: to serve as trustees under the Pension Plan adopted by the Assembly; to administer the Group Insurance Plan; to administer the proceeds of the Gratitude Gift; to make annual report of its proceedings to the Assembly.

**XII. New Business**

- 12-1** Any matter presented in any form which has not been received by the Stated Clerk prior to the opening of the General Assembly shall be treated as new business.
- 12-2** New business must be presented to the Assembly by noon of the second day of business. The Committee on Administration may assist the Stated Clerk in referring all new business coming to the Assembly.



### **XIII. Parliamentary Procedure**

- 13-1** Except as otherwise specifically provided in these **Rules, Robert's Rules of Order** shall be the standard in parliamentary procedure.
- 13-2** In presenting the report of a committee, the chairman shall lead the Assembly in a brief prayer before making the report. The entire report shall be read before any comment. The Assembly may waive the reading of any particular report by a majority vote of commissioners present. When a minority of a committee wishes to present a minority report the member reporting for the minority shall have the privilege of presenting the minority report and moving it as a substitute for the portion of the majority report affected.
- 13-3** Each recommendation in each report must be read, considered, and acted on separately.
1. The chairman moves the adoption.
  2. The Moderator asks, "Is there objection or question?"
  3. Hearing no objection or question, the Moderator states, "It is adopted." (Procedure known as "Short Form of Voting.")
- 13-4** Procedure in debating a question:
1. The committee chairman may answer questions concerning the report addressed through the Moderator.
  2. The chairman shall have the opportunity to make the final statement in debate.
  3. No Commissioner may speak on the same question more than once until all desiring to speak have done so.
  4. Debate on the main motion shall be limited to fifteen (15) minutes unless extended. A simple majority may extend debate in additional five (5) minute increments. No Commissioner may speak longer than three (3) minutes at one time.
  5. Debate shall be free, open, and responsible with equal time being given to proponents insofar as possible.
- 13-5** All motions shall be presented in writing and read before the vote.

### **XIV. Amendment or Suspension of Rules**

- 14-1** The **Rules** of the General Assembly may be amended or suspended only by a two-thirds (2/3) vote of the total enrollment of the Commissioners. A motion to amend is debatable. A motion to suspend is not debatable.

**A Digest of the  
ACTS OF THE GENERAL ASSEMBLY  
1981-2001**

"An act of the General Assembly represents the expressed will of the Assembly and provides definitive guidelines for the life and mission of the church until either amended or superseded by the action of a subsequent Assembly." Stated Clerk, 1985 (Italicized print indicates a subsequent change in an act. References to Minutes are to section numbers, not page numbers.)

**GENERAL ASSEMBLY**

- 81-10 The document, *Rules for Assembly*, is adopted, governing procedures for carrying out the business of the General Assembly. *Rules* may be amended as desired by each General Assembly. (**Minutes**, 1-6)
- 81-11 The provisional *Book of Worship* is ratified. (**Minutes**, 1-22)
- 81-12 The provisional *Book of Government* is ratified. (**Minutes**, 1-18)
- 81-13 The *Book of Discipline* is adopted provisionally. (**Minutes**, 1-29) (Cf. Act 97-01 for adoption of new *Book of Discipline*.)
- 82-13 The Assembly approves criteria to guide selection of the location of General Assembly meetings (**Minutes** 2-46; Appendix I):
- a. Geographical suitability, including accessibility to long distance transportation
  - b. Capability of accommodating 350 delegates
  - c. Facilities for seating a minimum of 750 people for public services
  - d. Adequate financial and personnel resources
  - e. Adequate support services (housing, transportation, food).
- 83-02 Opportunity is to be provided at each General Assembly for pastors seeking a call to meet with churches and ministries seeking to issue a call. (**Minutes**, 3-37)
- 83-09 The General Assembly endorses a three-fold statement of purpose for General Assembly meetings:
1. To do the business of the Assembly;
  2. To be a time of celebration and fellowship;
  3. To provide an opportunity for growth in ministry skills. (**Minutes**, 3-53)
- 84-09 A Preliminary Position Paper is not intended to be a thorough theological statement nor a complete exegetical Biblical study on a particular issue. Rather, such a Paper is intended to set forth in a preliminary way the "mind" of the General Assembly of the Evangelical Presbyterian Church on some particular issue or subject. The purpose of such a Preliminary Position Paper is to enable the Evangelical Presbyterian Church to make a statement to itself, or the Christian community, or the world in general on some issue or subject so that our general position is quickly made clear while the thorough theological or exegetical study may be done in due time. Such a Preliminary Position Paper may be adopted by one Assembly and modified or changed at any succeeding Assembly.

Ordinarily such a Preliminary Position Paper shall have an Ad Interim Committee appointed to send the Paper to the presbyteries and congregations for study and comment and for further development theologically and biblically in order that such Paper might be presented to some subsequent Assembly as a "Position Paper." (**Minutes** 4-38)

- 84-10 An Ad Interim Committee on Theology is established to enable the Assembly to continue the development of its posture on crucial issues facing its church. Preliminary position papers shall be initiated by the Committee on Administration but individuals, sessions, and presbyteries may also develop such which shall be forwarded to the General Assembly through its Administration Committee. (**Minutes**, 4-38) *Assembly voted in 1988 to establish a permanent Committee on Theology, thus discontinuing the Ad Interim Committee.*
- 85-01 All heads of committees, boards, agencies, or commissions, whether male or female, are to be designated as "chairman," and the Assembly shall refrain from usage of the term "chairperson." (**Minutes**, 5-25)
- 86-01 The General Assembly approves establishment of a permanent Committee on Theology, to be comprised of three Teaching Elders and three Ruling Elders. (**Minutes**, 6-24)
- 86-02 The Assembly instructs the permanent Committee on Theology to make known to all Ministers and Clerks of Session the date and place of its meetings and the agenda of items to be deliberated, and to welcome input from the constituency regarding said matters. (**Minutes**, 6-28)
- 86-06 Establishment of a permanent Committee on Women's Ministries is approved, with one representative from each presbytery (appointed initially by the Moderator) to serve a 3-year term after which the regular electoral process of rotation of class will be used. (**Minutes**, 6-52, 6-69) *Assembly of 1989 regularized election process with eligibility being extended to any active church member.*
- 86-15 Formation of an historical foundation is approved, and a committee to oversee its development shall be appointed with instructions to prepare a history of the origins of the Evangelical Presbyterian Church. The Committee for the Historical Foundation shall be responsible for collecting, cataloging, and preserving historical documents, artifacts, and other items of historical significance in the origins and ongoing life of the Evangelical Presbyterian Church. (**Minutes**, 6-75)
- 87-05 The Assembly decides not to do business with hotels and motels promoting pornography for their customers in the cities where future General Assemblies are held, and further will encourage its constituents to refrain personally from patronizing such establishments. (**Minutes** 7-38)
- 87-06 The Assembly establishes a new permanent Committee on Youth Ministries with responsibility for conference ministries, youth curriculum resourcing, youth ministry resources, and other youth related concerns for grades 7-12. Committee to have two ministers and four ruling elders. (**Minutes**, 7-38)
- 89-07 The Assembly approves amending the Articles of Incorporation by adding a section on volunteer directors' liability limitations. (**Minutes**, 9-48)

- 89-08 The Assembly directs that future General Assemblies be held during a time in June which does not include Father's Day weekend. (**Minutes**, 9-48)
- 90-20 The 12<sup>th</sup> General Assembly is ordered to convene from Thursday evening through Monday afternoon on a trial basis with the subsequent Assembly to evaluate this time frame. (**Minutes**, 10-45) (*The 13<sup>th</sup> Assembly approved convening on the Thursday in June following Father's Day through Saturday. Cf. Act 93-15.*)
- 90-21 The Assembly approves a reporting procedure for the Permanent Judicial Commission in reference to overtures and recommendations as follows:
  1. PJC will send a written report to the Assembly relative to any overture or recommendation purposing to change the Constitution.
  2. Report will be assigned to a standing committee.
  3. Standing committee will provide the Assembly a written copy of referred matters along with PJC recommendations after which the committee's recommendations will be presented. (**Minutes**, 10-46).
- 91-09 The Assembly instructs the Office of the Stated Clerk of the General Assembly to index and print the *Acts of the Assembly* for inclusion in the *Book of Order* binder under a new section entitled, "Rules and Acts of the Assembly" to be updated following each General Assembly. (**Minutes**, 11-40).
- 93-15 The Assembly shall meet on Thursday through Saturday, to convene the Thursday in June following Father's Day. (**Minutes**, 13-28)
- 94-15 The Committee on Administration is instructed to develop a strategic plan to set for the vision, goals, and programs of the General Assembly for the next several years, to include goals, programs, activities and priorities for the life of the plan. (**Minutes**, 14-26)
- 94-16 Committee on Administration is instructed to investigate alternative formulas for allocating the costs of General Assembly operations among the churches and take appropriate action to implement the agreed-upon alternative. (**Minutes**, 14-26)
- 94-26 The Assembly shall hold annually a Newly Ordained Ministers Gathering beginning in 1995, and provide a speaker addressing current issues facing new ministers, along with a time of informal sharing. (**Minutes**, 14-37)
- 94-27 In keeping with the *Denominational Goals for Pastoral Care*, the Assembly approves holding an annual "growth experience for persons in ministry focusing on spiritual, emotional, marital, family and church life" beginning with the 15<sup>th</sup> General Assembly (1995). (**Minutes**, 14-37)
- 97-01 The Assembly ratifies a new *Book of Discipline*. (**Minutes**, 17-7)
- 97-28 A permanent Presbytery Review Committee is established, to consist of three members at least one of whom is to be a former stated clerk of presbytery. (**Minutes** 17-46) *The 21<sup>st</sup> General Assembly amended the Rules for Assembly, §9-1K.1, deleting the words "of presbytery."* (**Minutes** 21-43)

- 00-10 The Assembly adopts Forms 1-19 for inclusion in the *Book of Discipline*. (**Minutes**, 20-43)

#### OFFICE OF THE GENERAL ASSEMBLY

- 82-01 The General Assembly approves the establishment of an Office of the General Assembly and authorizes the employment (calling) of an Administrative Coordinator who shall also serve as Stated Clerk, and a Director of Church Development who shall be primarily responsible for church planting and congregational development. (**Minutes**, 2-32, Appendix E).
- 82-02 The Administration Committee shall select a permanent place for the Office of the General Assembly to be approved by the Administrative Commission. (**Minutes**, 2-32) (*In 1992, the Assembly affirmed locating the permanent assembly office in the Detroit metropolitan area. Cf. Act 92-03.*)
- 82-09 The General Assembly shall provide an amount sufficient for salary and housing, insurance, pension, travel, and entertainment to establish a permanent position of Stated Clerk. (**Minutes**, 2-50, Appendix I)
- 85-08 General Assembly endorses a special denominational voluntary Christmas offering to help needy ministers or missionaries, and authorizes EPC churches to receive such an offering whose funds shall be administered by the permanent Committee on Administration. (**Minutes**, 5-43) (*Cf. Act 87-14, Board of Pension and Benefits, for subsequent Assembly action, the Gratitude Gift.*)
- 85-09 The Christian Education and Publications Committee is authorized to develop, for sale to the churches, standardized forms such as certificates for infant baptism, church membership, etc. (**Minutes**, 5-46)
- 86-13 The Assembly instructs the stated clerks of presbyteries to request every congregation to recommend Ruling Elders willing and qualified to serve on specific permanent committees; further, to instruct the Stated Clerk of the General Assembly to produce a brief description of duties and responsibilities for each permanent committee along with upcoming vacancies. Clerks of presbyteries are requested to submit a combined list of available Ruling Elders from member congregations, along with their qualifications, experience, and a brief biographical sketch. Copies of pertinent documents are to be transmitted to each member of the Nominating Committee prior to its meeting. (**Minutes**, 6-70) (*Cf. Rules, §10, for description of permanent Committee on Nominations.*)
- 88-01 The Assembly approves the purchase of a 10-acre parcel of land adjacent to and owned by Trinity Presbyterian, Plymouth, Michigan for future construction of the General Assembly Office. (**Minutes**, 8-64)
- 90-01 The Assembly approves position of half-time Director of Women's Ministries and grants an exception to its fiscal policy (Act 83-08) permitting the position to be funded for a period not exceeding three years through the Women's Ministries "Faith Focus" benevolence asking. (**Minutes**, 10-24)
- 90-02 The Assembly approves a half-time Director of Youth Ministries position and granted an exception to its fiscal policy (Act 83-08) permitting the position to be funded by benevolence giving for a period not exceeding five years. (**Minutes**,

10-25) *The 1991 Assembly approved establishment of full-time Director of Youth Ministries. Cf. Act 91-04.*

- 90-06 The position of Director of Resource Management (Business Administrator) for the Office of the General Assembly is affirmed. (**Minutes**, 10-28)
- 90-07 The General Assembly approves the establishment of an Evaluation Committee for the annual evaluation of the Stated Clerk, and to review with the Stated Clerk the evaluation of the General Assembly staff. Committee will report annually to the Administration Committee. The Evaluation Committee shall be enlarged every third year by two persons coinciding with the year of election of the Stated Clerk to provide a more comprehensive evaluation. Evaluation and nomination of the Stated Clerk shall be made by the Committee on Administration to the Assembly. (**Minutes**, 10-28).
- 91-04 The General Assembly approves the establishment of a full-time Director of Youth Ministries. (**Minutes**, 11-27) (Cf. Act 90-02.)
- 92-03 The Assembly approves the continuation of the General Assembly Office in the Detroit, Michigan area, specifically one of the western suburbs, and to continue monitoring the needs of and services to the particular churches to determine any shifts in location criteria. (**Minutes** 12-25)
- 92-22 The Assembly approved the division of the Department of Outreach into two departments: World Outreach and National Outreach. Each is to have its own director. (**Minutes**, 12-46)
- 96-17 The Assembly approves the designing of a procedure to create a position description for an Assistant Stated Clerk, with financing arrangements, and to report to the 17<sup>th</sup> (1997) General Assembly. The Assembly's desire is to have this person in place by the 18<sup>th</sup> (1998) General Assembly. (**Minutes**, 16-36)
- 97-10 The Assembly adopts a position description for an Assistant to the Stated Clerk. (**Minutes** 17-25).
- 98-16 Search Process for Stated Clerk, Position Description and Time Line for Selection of New Stated Clerk are adopted. (**Minutes**, 18-39)
- 01-12 The Vision 21 Strategic Plan is adopted, with adjusted dates for implementation. (**Minutes**, 21-40)

### CONFESSONAL MATTERS

- 81-01 *The Essentials of the Faith* is adopted. Its purpose shall be to give a clear concise statement of the fundamentals of Christian faith as embodied in the **Westminster Confession** and professed by the Evangelical Presbyterian Church. (**Minutes**, 1-12, 1-17, Appendix III) (*Act 93-17 further clarifies the purpose of The Essentials.*)
- 84-01 The General Assembly shall print the Summertown edition of the **Westminster Confession of Faith** (published by Attic Press) with introduction and appropriate table of contents, appendices #1 and #2, and shall exclude the Declaratory Statement. (**Minutes**, 4-23)

- 85-15 The **Westminster Confession of Faith** (EPC edition) shall include as a prefatory statement "The Essentials of Our Faith." (*Minutes*, 5-28)
- 87-03 The Assembly endorses the addition of the **Westminster Confession of Faith**, the "Essentials of Our Faith," and the Shorter Catechism to separate sections in the loose leaf *Book of Order*. (*Minutes*, 7-36)
- 88-19 The Assembly adopts as resource for its congregations "The Chicago Statement on Biblical Inerrancy." *Minutes*, 8-56; text of statement pp. 70-73 of 8<sup>th</sup> Assembly *Minutes*)
- 88-20 The Assembly endorses for distribution to its churches *The Children's Catechism: A New Modern Version*, published by Summertown Texts, Signal Mountain, Tennessee (1988). (*Minutes*, 8-55)
- 88-29 The Assembly concurred with the Committee on Theology, which was given the task of studying the relationship between "The Essentials" and the **Westminster Confession of Faith**. This referral came out of a motion to the 7<sup>th</sup> General Assembly to make "The Essentials" a part of our Constitution.

The Committee concurs with the Stated Clerk that "The Essentials" should not be made a part of our Constitution and given that authority. This document now carries the authority of an Act of the Assembly (reference Acts of the Assembly §81-01).

In order to further understand the relationship between "The Essentials" and the **Westminster Confession of Faith**, it is important to remember our historical context. As Presbyterians, we hold the **Westminster Confession of Faith** to be our standard of doctrine as it is found in Scripture. This standard is held not only in the intellect but also in the heart. The **Westminster Confession of Faith** is a positive statement of what we believe Scripture teaches.

"The Essentials" is a distillation for the **Westminster Confession of Faith** and is helpful in stating what we believe. The two are not in contradiction but are in harmony with one another as an expression of Reformed doctrine.

Courts of the EPC should encourage their members to continue studying our Confession in the light of the Word of God that we may grow theologically and spiritually together, unto the stature of the fullness of Christ. (*Minutes*, 8-60)

- 89-01 Baptisms at some court of the church other than the session shall be done only by a Pastor and at least one Ruling Elder from the same particular church (*Book of Worship*, §3-2E) and shall conform to the stipulations of the *Book of Worship* on baptism. As members of the EPC, members of the court may participate in the responses to the questions proposed to a congregation. Further, it may not be done unless:
1. One of the parents is a member in good standing of a particular church, which is a true branch of the visible Church and to which notification of the baptism is made in accordance with W.3-2G.1.
  2. Or, if the only presenting parent is a member of the presbytery and therefore does not belong to a particular church, that person shall stipulate prior to the baptism in what particular church the baptized person shall be enrolled. It is not within the jurisdiction of a presbytery or the General

Assembly to authorize baptisms since that is a duty of a session. However, a baptism may be performed at such a court provided the above considerations are met. (**Minutes**, 9-52)

- 92-06 The Assembly encourages the use of the *Westminster Confession of Faith Commentary* (Summertown Texts) in EPC churches. (**Minutes**, 12-27)
- 93-08 Assembly adopts "Pastoral Letter on Children and the Lord's Supper" as guidance to the churches on the subject of young children and their participation in the sacrament of communion, and that Roger Beckwith's article (*Westminster Theological Journal*, Fall, 1975) "Age of Admission to the Lord's Supper," should accompany this letter. (**Minutes**, 13-26 )

### **Pastoral Letter on Children and the Lord's Supper**

The permanent Committee on Theology issues this pastoral letter to the General Assembly in response to its request for guidance on the subject of young children and their participation in the sacrament of the Lord's Supper.

Administration of and participation in the sacrament of the Lord's Supper must be done in accordance with Scripture as expressed in the *Westminster Confession of Faith*, Chapters 27 & 29, the *Westminster Shorter Catechism*, Questions 96 & 97, and the *Westminster Larger Catechism*, Questions 168 through 177.

The history of the Reformed tradition on this matter is fairly clear that young children have not been admitted to the Lord's Supper. However, the early church until the twelfth century did permit the practice. In recent years, greater interest has developed among the Reformed denominations in allowing such to participate.

It is the conclusion of this committee that Scripture, as explained by our confessional standards, permits only those who are of faith in Christ to participate in the Lord's Supper. Further, none who are of saving faith in Christ are to be prevented from it (WLC, 173). Those who do participate must be able to discern the nature of the sacrament (WLC, 170 & 174), must prepare themselves for worthy participation (WLC 171 & 173), and be able to engage in self-examination at the time of and following participation (I Cor. 11: 26-30, WLC, 175).

The Session of the church is charged with the responsibility to discern the credibility of the profession of those who wish to participate in the Lord's Supper, regardless of age. This is explained in the *Westminster Larger Catechism*, # 173.

- Q. May any who profess the faith and desire to come to the Lord's Supper be kept from it?
- A. Such as are found to be ignorant or scandalous, notwithstanding their profession of the faith, and desire to come to the Lord's Supper, may and ought to be kept from that sacrament, by the power which Christ hath left in his church, until they receive instruction and manifest their reformation.

The advice of this committee is that, though a local session is not required to admit young children to participate in the sacrament of the Lord's Supper, it may permit them if the following criteria are met:

1. The child has been administered the sacrament of Christian baptism.



2. The child presents a credible profession of faith as determined initially by his or her parents, and determined ultimately by the Session of the church.
3. The child is able to evidence to the Session a basic understanding of the nature of the sacrament as it is set forth in the Scriptures and in the Constitution of the Evangelical Presbyterian Church.

The Session must still continue to exercise diligence in its covenant responsibilities toward those children who are admitted to the Lord's Supper. The Session may or may not choose to admit the child into active membership at that time.

- 93-17 The Assembly sustains the opinion of the Permanent Judicial Commission concerning the purpose of the *Essentials of the Faith*:

The purpose of the *Essentials of Our Faith* is to provide an explicit and concise expression of the essentials of the Christian faith, but also leave room for Christians to disagree on non-essentials. It is never to be used as an explicit standard for a minimal core of beliefs for candidates, ordination, or ministerial exams. It is not to duplicate the *Westminster Confession of Faith*, or to be construed as a substitute for the WCF. Because it is not part of the Constitution, it is never to be used as such. Theoretically, a person could affirm the *Essentials*, as all knowledgeable Christians would do, but disagree with the WCF. Such a person would be unacceptable as a Teaching or Ruling Elder in the EPC, being out of accord with its Constitution. On the other hand, a person cannot affirm the WCF and disbelieve any part of the *Essentials*. The *Essentials* are to be subscribed to in addition to the full WCF (G.14-1A.4). (Minutes 13-38)

(The 16<sup>th</sup> General Assembly (1996) voted to delete the last sentence of this Act #93-17. (Minutes, 16-26)

- 97-11 The Assembly adopts the ruling of the Permanent Judicial Commission that the current form of the fourth ordination vow is the result of an unauthorized typographical alteration and that the words "essentials of the faith" should be printed in small case and plain letters. Future editions of the *Book of Government* are to be printed to conform to this correction. (Minutes 17-26)
- 97-12 The Assembly instructs the permanent Committee on Theology to undertake a comprehensive study of the relationship that now exists and that should exist between the "Essentials of the Faith" and the *Westminster Confession of Faith* to include, but not be limited to, an examination of the relevance of each to the Constitution of the Evangelical Presbyterian Church, the vows of ordination for pastors and elders, relations with other denominations and the teaching and edification of lay persons. (Minutes 17-29)
- 98-02 That Assembly adopts a report entitled, "Response of the Permanent Theology Committee to the 17<sup>th</sup> General Assembly Instructions Regarding 'The Essentials' and the Westminster Confession." (Minutes 18-25)
- 99-07 The Assembly strongly exhorts churches to diligently train officers and ordinands in the essential tenets of the Reformed faith and recommends that sessions and presbyteries familiarize themselves with the "Response of the Permanent Theology Committee to the Seventeenth General Assembly Instructions Regarding 'The Essentials' and the *Westminster Confession*" and use such works as

## PRESBYTERIES

- 81-02 Presbyteries shall meet at least twice during the year and a third time during the General Assembly (**Minutes**, 1-24). (*Modified in Act 88-02 to require minimum of three annual meetings but not during General Assembly.*)
- 81-03 Presbyteries shall have as goals for their meetings the following:
1. To develop fellowship and support for pastors and elders;
  2. To share resources with other churches;
  3. To encourage church planting strategies. (**Minutes**, 1-24)
- 81-08 The first two presbyteries are constituted: The Presbytery of the Midwest and the Presbytery of the West. The boundaries are as follows:
1. Presbytery of the Midwest consists of the states of Michigan, Indiana, Ohio, Illinois, Minnesota, Wisconsin, Iowa and Missouri.
  2. Presbytery of the West consists of Colorado and the states north, south, and west of Colorado. (**Minutes**, 1-24)
- 82-04 The Presbytery of the East is constituted and shall include the states of Maryland, New Jersey, New York, Pennsylvania, and Washington, DC. (**Minutes**, 2-32, Appendix E)
- 82-05 The Presbytery of the South is constituted and shall include the states of Virginia, West Virginia, North and South Carolina, Georgia, Florida, Alabama, Tennessee, Kentucky, Mississippi, Louisiana, and Arkansas. (**Minutes**, 2-32, Appendix E)
- 82-06 Churches in Texas and southern Illinois shall be given their choice as to which contiguous presbytery each respective church belongs. (**Minutes**, 2-32)
- 83-03 Presbyteries shall use the approved standardized "Application – Candidates for Gospel Ministry" for persons seeking to come under care of presbyteries. (**Minutes**, 3-48)
- 83-04 Session shall use the approved "Session Approval Form" for commending candidates to presbyteries. (**Minutes**, 3-48)
- 83-06 Presbyteries shall use the approved "Call for Pastor or Associate Pastor" form for ministerial terms of call. (**Minutes**, 3-48)
- 83-10 The Presbytery of the Far West is constituted and shall include the states of California and Arizona. (**Minutes**, 3-54)
- 83-12 The Presbytery of the South is divided into two Presbyteries: the Presbytery of the Southeast and the Presbytery of the Central South. Presbytery of the Southeast shall include the states of Georgia, North Carolina, South Carolina, Virginia, West Virginia, plus eastern portions of Florida, Kentucky, and Tennessee. Presbytery of the Central South shall include states of Alabama, Arkansas, Louisiana, Mississippi, plus western portions of Florida, Kentucky, and Tennessee. (**Minutes**, 3-54)

- 84-11 Boundaries of the Presbytery of the East are extended to include those churches that fall within the bounds of the greater Washington, DC metropolitan area and the Fairfax County, Arlington County, and Alexandria areas of Virginia. (**Minutes**, 4-40)
- 84-12 Boundaries of the Presbytery of the East are extended to include those churches in eastern Ohio that lie east of Interstate 77. (**Minutes**, 4-40)
- 85-02 The Stated Clerk of the General Assembly shall annually forward to each presbytery the names of persons from that presbytery who are members of General Assembly permanent committees. (**Minutes**, 5-25)
- 85-03 The boundaries of the Presbytery of the Central South shall be amended to include the state of Missouri. (**Minutes**, 5-29)
- 85-04 The counties of Loudon and Prince William (Virginia) shall be added to the Presbytery of the East. (**Minutes**, 5-29)
- 85-14 The General Assembly encourages all presbyteries to develop presbytery councils consisting at least of its clerk, moderator, and immediate past moderator. Council shall be responsible for planning arrangements for presbytery meetings, including the service of worship. (**Minutes**, 5-25)
- 86-04 The Presbytery of the East shall be divided into two presbyteries: East and Allegheny. The Allegheny Presbytery shall have as its eastern boundary a line running from and including Rochester, New York, to Chambersburg, Pennsylvania and I-81. The southern boundary shall include the state of West Virginia except for the eastern panhandle. Western boundary shall include eastern Ohio from I-77 eastward including the city of Cleveland.
- Presbytery of the East shall include the rest of New York, the eastern part of Pennsylvania, the New England states, all of New Jersey, Maryland, and Delaware. Also the eastern panhandle of West Virginia, the District of Columbia, and the Washington, DC metropolitan areas of Virginia that include the counties of Loudon, Prince William, Arlington, Fairfax, and the cities of Alexandria and Fairfax. (**Minutes**, 6-51)
- 86-05 The EPC, Anna, Illinois is placed within the bounds of the Central South Presbytery. Boundaries of the presbytery would then include all of the state of Illinois south of I-70. (**Minutes**, 6-51)
- 86-13 The Assembly instructs the stated clerks of presbyteries to request every congregation to recommend Ruling Elders willing and qualified to serve on specific permanent committees. Further, to instruct the Stated Clerk of General Assembly to produce a brief description of duties and responsibilities for each permanent committee along with upcoming vacancies. Clerks of presbyteries are requested to submit a combined list of available Ruling Elders from member congregations, along with their qualifications, experience, and a brief biographical sketch. Copies of pertinent documents are to be transmitted to each member of the Nominating Committee prior to its meeting. (**Minutes**, 6-70). (Cf. *Rules*, § 10, for description of permanent Nominating Committee.)

- 87-07 The boundaries of the West Presbytery are extended to include the states of Washington and Idaho. (**Minutes**, 7-44)
- 87-08 The metropolitan area of Kansas City and contiguous counties of that city within the state of Kansas (West Presbytery) shall be placed totally within the bounds of the Central South Presbytery. (**Minutes**, 7-44)
- 87-11 The Presbytery of Iglesia Presbiteriana San Andres, formed in Buenos Aires, Argentina shall be received, consisting of five particular churches. (**Minutes**, 7-51)
- 88-02 Presbyteries shall meet at least three times per year. (**Minutes**, 8-64)
- 88-03 The entire state of Florida is placed within the bounds of the Southeast Presbytery. (**Minutes**, 8-31) (*Cf. Act 90-11 for formation of Florida Presbytery.*)
- 88-04 The Presbytery of the Southeast is divided into two smaller presbyteries: The Mid-Atlantic Presbytery and the Presbytery of the Southeast. Mid-Atlantic Presbytery shall include the states of North Carolina, South Carolina, and the portions of Virginia previously included in the Southeast Presbytery. Southeast Presbytery shall include the states of Florida, Georgia, and the eastern portions of Tennessee and Kentucky. (**Minutes**, 8-31)
- 88-05 The boundaries of the Presbytery of the Central South are amended to include that section of Kansas that lies east of Highway 81 to include all of the city of Wichita. Western portion of Kansas remains with the Presbytery of the West. (**Minutes**, 8-31)
- 88-06 The Assembly approves the concept of presbyteries covenanting with colleges and other educational institutions but disapproved the General Assembly entering into such agreements. (**Minutes**, 8-55)
- 90-09 Boundaries for the Presbytery of St. Andrews shall consist of the province of Buenos Aires. (**Minutes**, 10-36)
- 90-11 The Presbytery of Florida is established, encompassing the state of Florida. The boundaries of the Presbytery of the Southeast are adjusted accordingly. (**Minutes**, 10-36)
- 91-05 A commission can be created only by an appointing court to serve as a commission for a limited time as specified by presbytery. No committee of presbytery shall have continuing authority to serve as a commission except as specifically authorized by G.16-26B and G.16-27A.12. No committee has the authority to create commissions. The rationale is that a committee is not a court of the church. (**Minutes**, 11-35)
- 91-06 The Presbytery of the Central South is divided into two presbyteries:
1. **Central South:** Northern boundary extends from I-65 at (but excluding) Louisville, along the Ohio River to the confluence of the Wabash and Ohio Rivers, westward along Highway 13 to Murphysboro, Illinois, then due west to the Mississippi River. Then is extended from the Mississippi River due west of Murphysboro south to the Arkansas state line. Across the northern state line of Arkansas westward to the western state line. South on the Arkansas state line to the junction of the present boundary at the Texas state

line. Boundaries of the continuing Presbytery of the Central South would remain as presently established.

2. **Mid-America:** Southern boundary follows I-40 from and including Oklahoma City to the Arkansas state line. Northward on the Arkansas state line to the junction of the Missouri-Arkansas state line, then eastward to the Mississippi River. North along the Mississippi River to the point due west of Murphysboro, Illinois, and due east to Murphysboro along Highway 13 to the confluence of the Ohio and Wabash Rivers. Northward along the eastern boundary of Illinois and westward across the northern state line of Illinois to the Iowa state line. Northward on the eastern state line of Iowa and westward on the northern Iowa state line to the western state line. Southward on the western Iowa state line to the present junction of the Kansas state line. Westward to US 81 and southward along US 81 (I-135, I-35) to and including Oklahoma City. (**Minutes**, 11-37)

- 92-08 The Assembly amends the boundaries of the Central South and Southeast Presbyteries so that the Nashville metropolitan area is included in its entirety in the Central South Presbytery.

The boundaries of the Central South Presbytery shall be as follows: From the Kentucky-Tennessee state line at I-65 east to the Sumner-Macon County, Tennessee line; south on the Sumner-Macon county line to the intersection of Wilson County; south on the Wilson-Trousdale, Wilson-Smith, and Wilson-DeKalb county lines to the Wilson-Rutherford county line; west on the Wilson-Rutherford county line to the intersection of US 231; south on US 231 to the Tennessee-Alabama state line; west on the Tennessee-Alabama state line to the intersection of the Alabama-Georgia state line. (**Minutes**, 12-29)

- 92-09 Boundaries of the Presbyteries of Mid-America and Central South are amended so that the Arkansas counties of Burton, Washington, Carroll, Boone and Madison are included in the Presbytery of Mid-America. (**Minutes**, 12-29)

- 92-10 The Assembly approves amending the boundaries of the Allegheny Presbytery to exclude the city of Bluefield, West Virginia and its county, assigning the designated area to the Presbytery of the Mid-Atlantic. (**Minutes** 12-29)

- 92-11 Presbyteries are encouraged to establish World Outreach Committees to accelerate the foreign missions endeavor throughout the denomination. (**Minutes**, 12-42)

- 93-05 The Assembly adopts "Position Statement on Presbytery Development."

#### ***Position Statement on Presbytery Development***

The purpose of this position statement is to be a guide to the General Assembly in making decisions concerning the establishment of new presbyteries or the realignment of current boundaries. The church as the body of Christ is composed of all those persons who profess Jesus as their Lord and Savior, together with their children. The church on earth is not limited to particular forms of government or denominational structures; nevertheless, the government of the Evangelical Presbyterian Church shall be Presbyterian in form. Such is government by Elders meeting in church courts in regular gradation. The Evangelical Presbyterian Church believes the perfecting of the visible church is best established where the scriptural doctrine of government by Elders gathered in church courts is practiced.

The courts of the church shall be the Session, the Presbytery, and the General Assembly. Presbytery shall be composed of all Ministers belonging to it, and two Ruling Elders for each Minister drawn from the particular churches within its bounds.

The Presbytery has jurisdiction over all that belongs to the worship and ministry of a group of churches within the designated bounds. In its spiritual oversight, the mission of the Presbytery shall be:

1. The nurture and care of persons called to the office of Minister, and oversight of all transactions pursuant to call.
2. The provision of spiritual discipline according to the *Book of Discipline*.
3. The oversight of church Sessions through annual review.
4. The maintenance of peace and unity within the congregations.
5. The establishment and development of churches.
6. The encouragement of evangelism, renewal and ministries of compassion within the congregations and Presbytery.
7. The active participation in the life of the General Assembly.
8. The organization of the Presbytery for maximum advancement of the Gospel and the Kingdom.
9. The provision of resources to member congregations promoting effective evangelism, education, stewardship, officer training and the like.

In pursuit of its mission, the question naturally arises as to what constitutes a viable Presbytery. Viability may be defined as "the ability with maximum efficiency to achieve a stated mission." The basic components of a viable Presbytery within the Evangelical Presbyterian Church shall be understood as the following:

1. **LEADERSHIP:** A Presbytery must have adequate personnel resources to support the local church as well as Presbytery's committees and commissions.
2. **FINANCIAL RESOURCES:** Sufficient resources must be available to support the mission and life of a Presbytery. A minimum budget of \$100,000 ('93 dollar basis) per year is necessary.
3. **COMMITMENT:** Leadership and resources are of little value if the solid commitment of Teaching and Ruling Elders of each church to the connectio-nal form of government is absent.
4. **DEMOGRAPHICS:** The minimum requirements for a Presbytery need to be:
  - a. a large church (1000+ members);
  - b. twelve organized churches;
  - c. a composite membership base of 2,500.
5. **OFFICE OF THE STATED CLERK:** The Stated Clerk shall be provided with office equipment and necessary support staff to carry out the duties of the office as defined in the Presbytery bylaws.
6. **GEOGRAPHIC PROXIMITY:** Presbytery boundaries should be established to keep travel distances between churches to a reasonable minimum. (*Minutes*, 13-25)

93-06 Assembly approves dissolution of the Allegheny Presbytery, realigning the state of West Virginia with the Presbytery of the Mid-Atlantic, the states of New York and Pennsylvania to the Presbytery of the East, and the state of Ohio to the Presbytery of the Midwest. (*Minutes*, 13-25)

- 93-07 Assembly approves dissolution of the Presbytery of the Far West, realigning the states of California and Arizona with the Presbytery of the West. (**Minutes**, 13-25)
- 93-16 Presbyteries are encouraged to consider having a Women's Ministries Committee, and to devise an effective means of coordinating the input of that committee with the other committees of the Presbytery. (**Minutes**, 13-35)
- 94-12 The Assembly approves redrawing the boundaries of the Mid-America and Central South Presbyteries, so as to move the extreme southeastern portion of Missouri (including the "boot heel" counties of Cape Girardeau, Bollinger, Wayne, Carter and Oregon) from the Presbytery of Mid-America to the Presbytery of the Central South. (**Minutes**, 14-25)
- 94-22 A lawfully ordained minister in good standing of a non-EPC church may be authorized to serve communion in an EPC church, with the concurrence of the Presbytery. (PJC opinion, **Minutes**, 14-36)
- 94-23 While a Session is encouraged in the spirit of church unity to receive information from a Presbytery committee resulting from a committee inquiry, the Session cannot be forced to hear information from a Presbytery committee. (PJC opinion, **Minutes** 14-36)
- 94-24 In cases where a Session has been deposed, an Administration Commission of Presbytery shall be authorized to provide pastoral assistance to the congregation, but shall not otherwise act, even temporarily, with sessional powers defined in G.16-10 with the following exceptions:
1. To call and conduct a congregational meeting (G.8-1B) within 30 days;
  2. To train, if necessary, those elected as required in G.12-3.
  3. To examine those elected, as required by G.13-7,8, and 9.
  4. To promptly and in a manner consistent with G.13-7 and 14-1E.F install those favorably examined.
- Every effort shall be made to preserve the church's right to elect its own officers. (PJC opinion, **Minutes**, 14-36)
- 94-28 Presbytery minutes shall be maintained in English in addition to any other language the court wishes to maintain, and this edition shall be rendered in a timely fashion. (**Minutes**, 14-38) [*The 15<sup>th</sup> General Assembly reaffirmed this action. (Minutes, 15-39)*]
- 95-10 Boundaries of the Mid-Atlantic and Southeast Presbyteries are realigned to move five churches formerly in the Mid-Atlantic Presbytery into the Southeast Presbytery. These churches are Community Bible Church (Highlands, NC), Plumtree (Plumtree, NC), Grace and Cornerstone (both of Franklin, NC) and Harvest Church (Asheville, NC). (**Minutes**, 15-28) [*COA clarified geographic boundaries encompassing the above to be that portion of North Carolina west of State Routes #221 and #194.*]
- 97-08 The boundaries of St. Andrews Presbytery (Argentina) are extended to include the Entre Rios and Santa Fe provinces. (**Minutes**, 17-25)

- 97-09 The Proposed Partnership Agreement between St. Andrews Presbytery and the General Assembly (October 28-29, 1996) is ratified. (**Minutes**, 17-25)
- 98-03 The Assembly instructs all Presbyteries to use the forms included as attachments to the *EPC Procedure Manual for Ministerial and Candidates Committee* (Third Edition) both as a checklist of proper procedure and as a convenient way of recording that required actions have been taken. (**Minutes** 18-30)
- 98-04 The Assembly instructs all Presbyteries to review the style of their minutes to insure that a basic understanding of the actions taken by the Presbytery can be obtained from the body of the minutes, *per se*, without reference to any attachments. (**Minutes** 18-30)
- 98-05 The Assembly instructs all Presbyteries to supply the Presbytery Review Committee with certified copies of the pages of their minutes subject to review as they appear in the official minute books of the Presbytery at least five weeks prior to the meeting date of the next General Assembly. (**Minutes** 18-30)
- 98-15 The Assembly approves the following addition to the *Procedure Manual for Ministerial and Candidates Committees*:  
 Presbyteries shall perform a background investigation on all individuals seeking candidacy or membership in their Presbytery. This investigation of public records shall include at least a verification of social security number, criminal history and motor vehicle driving history. Also, as part of the reception process, references must be checked. (**Minutes**, 18-41)
- 99-13 The Assembly redraws the common boundaries of the Mid-America and Midwest Presbyteries so that the states of Minnesota and Wisconsin are moved from the Midwest Presbytery to the Mid-America Presbytery (**Minutes**, 19-46)
- 00-11 The Assembly adopts additional guidelines for Presbytery Minutes:  
 a. Standardization of numbering sections and subsections;  
 b. Standardization of attendance reporting;  
 c. Checklists to be used by Presbyteries to insure required actions have been taken and properly reported;  
 d. Standardization of reporting corrections to minutes made in response to exceptions issued by the General Assembly. (**Minutes**, 20-46)

#### **OFFICE OF THE MINISTER**

- 81-04 Terms of call for any minister of member churches shall provide for participation in the denominational hospitalization and disabilities programs. (**Minutes**, 1-32)
- 81-05 Terms of call for any minister shall provide a minimum of 18% benefit to provide for group hospitalization, disability, and pension. The pension factor shall be not less than 10%. This benefit shall be computed on the gross effective salary base, i.e., salary and housing/utilities allowance. (**Minutes**, 1-32)
- 81-06 The denominational group insurance plan providing health, disability, and life coverage shall be mandatory for all ministers within member churches. (**Minutes**, 1-36)



*Uniform Procedures on Candidacy and Ordination*

1. Requirements for ordination shall be:
  - a. Bachelor's degree from an accredited college or university;
  - b. Seminary degree – M.Div. or equivalent including Koine Greek and Hebrew;
  - c. Care of presbytery for a minimum of one year;
  - d. Examinations – four written and one oral examination must be sustained;
  - e. Valid call;
  - f. Other evidence – Assurance those spiritual gifts needed for effective ministry are present and being developed.
2. All exceptions to fulfilling standards for ordination (extraordinary circumstances) will be referred to the permanent Committee on Ministerial Vocation for a recommended course of action, including continuing education and reading requirements. The presbytery of jurisdiction shall, in conjunction with the Committee on Ministerial Vocation:
  - 2-1. Mail necessary documentation (personal history, etc.) to the permanent committee for its review and counsel, and
  - 2-2. Proceed with process of ordination only after receiving recommendations from the permanent Committee on Ministerial Vocation.
3. Persons seeking membership within a presbytery may be received as enrolled members only upon evidence of a call endorsed by the presbytery.
4. Terms of call: The amount of annual vacation time: one month.
5. Terms of call: The amount of time to be given for study leave: two weeks, cumulative up to six weeks.

Ordained World Outreach career missionaries serving abroad shall be allowed to accumulate their study leave and funding for four years to be used in their fifth year in a program of study under the supervision of the World Outreach Director. Those in domestic service are limited to the standard three years accumulation. Career missionaries shall be allowed \$800 per year for study leave.

*Cf. Act 94-25. The 14<sup>th</sup> General Assembly amended this document, originally adopted in 1982 (Minutes, 2-42), by dropping "Licensure" from the title as well as paragraphs 1, 4, and 5 having to do with licensure. (Minutes, 14-37) The 19<sup>th</sup> General Assembly further amended this document in #5, "Terms of Call," by adding provision for career missionaries. (Minutes, 19-31)*

- 82-10 The General Assembly approves the concept of self-funding insurance and instructs its Committee on Administration to execute a plan in trust as appropriate. Individual churches are urged to assume the deductible portion of the health insurance program and cost of co-insurance as part of a minister's compensation. (Minutes, 2-52, Appendix I)
- 83-01 The Committee on Ministerial Vocation shall provide the presbyteries a letter encouraging each session to annually review pastoral and staff compensation, taking into account such factors as changes in cost of living, performance, capabilities of the congregation, and economic conditions of the community. Each presbytery shall determine how best to use the letter. (Minutes, 3-37)
- 83-02 Opportunity shall be provided at each General Assembly for pastors seeking a call to meet with churches and other ministries seeking to issue a call. (Minutes, 3-37)

- 83-03 Presbyteries shall use the approved standardized "Application – Candidates for Gospel Ministry" for persons seeking to come under care of presbyteries. (**Minutes**, 3-48)
- 83-04 Session shall use the approved "Session Approval Form" for commending candidates to presbyteries. (**Minutes**, 3-48)
- 83-05 A standardized "Personal Information Form" shall be provided for ministers seeking admission into the EPC and for EPC ministers seeking a change in call. (**Minutes**, 3-48)
- 83-06 Presbyteries shall use the approved "Call for Pastor or Associate Pastor" form for ministerial terms of call. (**Minutes**, 3-48)
- 83-07 The denomination shall provide an approved "Candidates Educational Equivalency Program" (CEEP) for presbyteries preparing candidates for the ministry who have extraordinary circumstances. Program shall be under general oversight of Ministerial Vocation Committee. (**Minutes**, 3-50)
- 83-14 The General Assembly charges its Ministerial Vocation Committee with the responsibility for developing a thorough Continuing Education Program for Ministers. To be included in such study are the following needs:
- a. the need for pastoral development in study leave;
  - b. the need for quality content in the study leave;
  - c. the need for non-pastoral professional staff to be included in professional development time.

While encouraging all churches to participate in continuing education programs, the Assembly urges the Ministerial Vocation Committee, in devising such a plan, to preserve the ministers' and local session's liberty to choose those quality programs which best meet their needs, whether or not they be denominationally sponsored. (**Minutes**, 3-30)

- 83-15 The General Assembly instructs the Ministerial Vocation Committee to proceed to design a process for the proper maintenance of the military chaplaincy program. (**Minutes**, 3-37)
- 84-02 The General Assembly sustains the Permanent Judicial Commission's opinion that "It is contrary to the *Westminster Confession of Faith* (27-4) and the Constitution of the Church, *Book of Worship* (3-1), to allow persons who are not ordained Ministers of the Word to administer the sacraments." Document titled "Uniform Procedures on Candidacy, Licensure, and Ordination" (**Minutes** 1983) shall be amended accordingly. (**Minutes**, 4-23) (*The 14<sup>th</sup> General Assembly amended this document by dropping the provision for licensure. Minutes*, 14-37)
- 84-03 General Assembly approves for printing the proposed *Manual for Candidates for the Gospel Ministries*. (**Minutes**, 4-23, p. 16)
- 84-07 Licensed candidates with extraordinary status having been previously granted sacramental authority for their congregations may be given special dispensation to continue (cf. Act 84-02) while diligently pursuing ordination. Only candidates

on record as of the 4<sup>th</sup> General Assembly given such authority may continue. No new candidates may be so treated. (**Minutes**, 4-36)

- 84-08 General Assembly adopts the self-funding group insurance plan offered by The Travelers and gives authority to the permanent Committee on Administration to approve and establish all details relative to the establishment of proposed plan.
- General Assembly requires pastors and employees of all member congregations, all presbyteries, and the Assembly who meet minimum requirements to enroll in the program.
- This major medical program shall be reviewed annually and a full report made to the General Assembly (**Minutes**, 4-37).
- 84-15 The Ministerial Endowment Fund is established to meet specific, extraordinary financial needs of Ministers of the Word, missionaries and other full-time Christian workers who are members of or working under the auspices of the Evangelical Presbyterian Church. (**Minutes**, 4-23)
- 85-05 The General Assembly sustains the Permanent Judicial Commission's opinion regarding the office of co-pastor as being non-existent. Relationships between teaching elders and EPC congregations sanctioned by the *Book of Government* are those of Pastor, Associate Pastor, and Assistant Pastor. (**Minutes**, 5-40)
- 85-06 Assistant Pastors are full voting members of their presbyteries. (**Minutes**, 5-40)
- 85-08 General Assembly endorses a special denominational voluntary Christmas offering to help needy ministers or missionaries and authorizes EPC churches to receive such an offering whose funds shall be administered by the permanent Committee on Administration. (**Minutes**, 5-43). *Cf. Act 87-14 for establishment of Christmas "Gratitude Gift" offering.*
- 86-03 The General Assembly instructs the permanent Committee on Ministerial Vocation to investigate, evaluate, and develop a plan to assist with the pastoral care of our pastors, their families, and congregations. (**Minutes**, 6-43)
- 87-12 The Assembly approves the establishment of an employer-sponsored tax-sheltered annuity program for the required minimum (10%) of gross effective salary for retirement for each minister and missionary, and urges each congregation to participate in such program. (**Minutes**, 7-53)
- 87-14 An annual "Gratitude Gift" offering in connection with the Christmas season is approved. Monies received to be used by the Pension Committee to supplement income of our retired ministers and missionaries who participate in the denominational program. (**Minutes**, 7-53)
- 87-22 The General Assembly endorses the document, "Denominational Goals for Pastoral Care." (**Minutes**, 7-60; also p. 124)
- 88-07 Chaplains are encouraged to hold membership in the presbytery allowing the greatest participation and most effective ministry. (**Minutes**, 8-41)

- 88-08 Assembly amends participatory requirements for group health insurance plan by requiring participation of all ministers on the rolls of presbyteries with the exception of:
1. missionaries laboring in cooperative agreements with mission agencies;
  2. ministers laboring in institutional agencies providing their own group insurance plan;
  3. ministers afforded group insurance coverage as part of retirement benefits from a previous employer;
  4. ministers without call, and ministers laboring less than 20 hours in a place of ministry. (**Minutes**, 8-24)
- 89-15 The Assembly approves the establishment of a General Assembly benevolence fund for medical care costs, concentrating its benevolence health care efforts on ministers without call, mission church pastors, and retired ministers and their families (**Minutes**, 9-33).
- 89-22 Non-ordained persons meeting EPC requirements for ordination shall be eligible to be ordained for the purpose of extended military duty. (**Minutes**, 9-36)
- 89-23 Extended active duty military chaplains seeking to transfer from other denominations may be received by presbytery only after a review and report regarding that person's chaplaincy by the Ministerial Vocation Committee. (**Minutes**, 9-36)
- 90-17 The Group Insurance Plan (medical portion) is amended to make ministers of fraternal bodies laboring within EPC congregations as missionary-in-residence or graduate school student-in-residence eligible for participation if such are understood as full-time staff in the life of the church and if no other plan for coverage exists. (**Minutes**, 10-39)
- 90-18 The Assembly endorses the LOGOI/FLET program as an acceptable equivalency program of theological education for candidates pursuing ordination in Argentina. (**Minutes**, 10-43).
- 90-19 The Assembly grants to the Myrtle Grove Presbyterian Church (North Carolina) a one-time exception to Act #85-05 in order that the present co-pastors of Myrtle Grove may be received when church and pastors are dismissed to the EPC by virtue of Article 13. Such exception shall not be understood as precedent setting and shall pertain exclusively to this church and these two pastors only. (**Minutes**, 10-43)
- 91-03 *The Candidates Care Manual* in Section 11, "Ordination Exams," shall be amended by requiring that in the event an exam is not sustained, it may not be retaken sooner than 30 days thereafter. If an examination is not sustained after three attempts, the fourth examination may not be administered until at least six months have elapsed. (**Minutes**, 11-33)
- 92-07 The Assembly endorses the Andrew A. Jumper Scholarship Fund for ministerial students at Reformed Theological Seminary and encourages the church sessions to participate in its support. (**Minutes**, 12-28)
- 93-13 World Outreach missionaries in cooperative agreements may choose insurance coverage with either the EPC or their sending agency. In unique situations, other

- alternative coverage approved by World Outreach Committee may be appropriate. (**Minutes**, 13- 27)
- 93-14 National pastors under appointment by World Outreach are not required to participate in the EPC Pension Plan. (**Minutes**, 13-28)
- 93-18 The Assembly approves the "Recommended Reading List for Ordination Preparation" to be used in the task of preparing candidates approaching ordination examinations, especially in the areas of the Reformed tradition and the Reformed office of the Minister. (**Minutes**, 13-39)
- 94-22 A lawfully ordained minister in good standing of a non-EPC church may be authorized to serve communion in an EPC church, with the concurrence of the Presbytery. (**Minutes**, 14-36)
- 94-25 The document "Uniform Procedures on Candidacy, Licensure, and Ordination" is amended to delete sections having to do with licensure (paragraphs 1,4, and 5), and redesignating the remaining sections accordingly. Document is renamed "Uniform Procedures on Candidacy and Ordination." (*Cf. Act #82-07*) (**Minutes**, 14-37)
- 94-26 The Assembly shall hold annually a Newly Ordained Ministers Gathering beginning in 1995, and provide a speaker addressing current issues facing new ministers, along with an informal time of sharing. (**Minutes**, 14-37)
- 94-27 In keeping with the *Denominational Goals for Pastoral Care*, the Assembly approves holding an annual "growth experience for persons in ministry focusing on spiritual, emotional, marital, family and church life" beginning with the 15<sup>th</sup> General Assembly (1995). (**Minutes**, 14-37)
- 94-28 The Assembly amends the Medical Benevolence Fund document in the category "Ministers Without Call" by substituting the term "Total Pastor and Spouse Income" for "Gross Effective Income." (**Minutes**, 14-26)
- 94-29 The Assembly instructs the Ministerial Vocation Committee to include in its annual report statistical and/or narrative summaries in its 5 areas of responsibility (*Rules for Assembly*, 9-1D)
- a. Issues noted in monitoring/aiding Ministerial Committees of presbyteries;
  - b. Number of churches seeking pastors, number of active PIFs and issues noted in pastor placement;
  - c. Number of candidates, number of EPC students at each seminary, status of Jumper Scholarship, special relationships and developments noted;
  - d. Number of extraordinary candidates in process and their outlook;
  - e. Number of candidates tested and trends noted. (**Minutes** 14-37)
- 95-02 Group Medical Plan is amended to exclude persons who have opted out of the Social Security System and who are not otherwise eligible or entitled to Social Security or Medicare coverage, upon retirement or attainment of age 65 (whichever occurs later). Coverage, however, may be continued upon participation in the Medicare Voluntary Enrollment Plan, Parts A and B, and upon payment of the required monthly premium to both Medicare Voluntary Enrollment Plan and the EPC Medical Benefits Plans. (**Minutes**, 15-22)

- 96-17 The Assembly approves designating up to 100% of a minister's early and normal retirement pension or disability pension for 1996 and 1997 as housing allowance for United States income tax purposes (IRS Ruling 1.107-1) but only to the extent that the pension is used to rent or provide a home. (**Minutes**, 16-36)
- 97-03 The Assembly amends the Group Insurance Plan to double the current life insurance cap provided EPC pastors and employees from \$25,000 to \$50,000 for an additional premium. (**Minutes** 17-20)
- 97-22 The Ministerial Vocation Committee is instructed to evaluate the issue of pastoral vocational pressures from the perspective of identifying warning signs and seeking preventive measures for creating healthier church environments. (**Minutes** 17-41)
- 98-03 The Assembly instructs all Presbyteries to use the forms included as attachments to the *EPC Procedure Manual for Ministerial and Candidates Committee* (Third Edition) both as a check list of proper procedure and as a way of recording that required actions have been taken. (**Minutes** 18-29)
- 98-15 The Assembly approves the following addition to the *Procedure Manual for Ministerial and Candidates Committees*:  
 Presbyteries shall perform a background investigation on all individuals seeking candidacy or membership in their Presbytery. This investigation of public records shall include at least a verification of social security number, criminal history and motor vehicle driving history. Also, as part of the reception process, references must be checked. (**Minutes**, 18-41)
- 99-09 The Assembly amends Act of the Assembly 82-07 (Uniform Procedures on Candidacy and Ordination) in #5 "Terms of Call," by adding the following:  
 Ordained World Outreach career missionaries serving abroad shall be allowed to accumulate their study leave and funding for four years to be used in their fifth year in a program of study under the supervision of the World Outreach Director. Those in domestic service are limited to the standard three years accumulation. Career missionaries shall be allowed \$800 per year for study leave.  
  
 The Assembly also amends the World Outreach Manual so that the same provision applies to non-ordained World Outreach missionaries serving overseas. (**Minutes**, 19-31)
- 99-10 The Assembly sustains an opinion of the Permanent Judicial Commission regarding the status of ministers who are missionaries serving totally under the auspices of the EPC and ministers serving in an administrative capacity in one of the courts of the church (G.10-3). Ministers serving in such capacities should be classified as ministers with calls, not as ministers serving out-of-bounds. (**Minutes**, 19-40)
- 99-11 The Assembly adopts guidelines regarding the possibilities of legal liabilities of ministers serving out of bounds:  
 a. They cannot act as an agent of the EPC in the legal sense;  
 b. They will not be subject to the supervision of the EPC with respect to time, place or manner of ministry. Accountability to the EPC relates solely to

spiritual and ecclesiastical matters. Eligibility to claim any tax benefits of privileges may be jeopardized if any of the following apply:

1. The calling agency did not arrange with the EPC for the minister's services;
2. The minister performs services for the calling agency that other employees of the calling agency who are not ministers are performing;
3. The minister performs the same services before and after obtaining permission from the EPC to labor out of bounds. (**Minutes**, 19-45)

99-12 The Assembly adopts guidelines for EPC military chaplains leading worship with other faith groups:

"While our chaplains are encouraged to exercise their ministry in the Armed Forces with the maximum of collegiality in cooperation with persons of varying beliefs, the EPC does not approve joint leadership of a worship service with persons representing faith groups outside the historic Christian tradition, as defined by the Apostles' Creed. (**Minutes**, 19-45)

01-04 The Pension Plan is amended to allow all active ministers to participate in the Pension Plan. (**Minutes**, 21-30)

01-10 The document "Guidelines for Intentional Interim Pastoral Ministry" is approved for inclusion in the *Procedure Manual for Ministerial and Candidates Committees.*" (**Minutes**, 21-33)

01-11 A revised "Advisory Paper on Performance Review" is approved for inclusion in the *Procedure Manual for Ministerial and Candidates Committees.* (**Minutes**, 21-33)

## NATIONAL OUTREACH

82-03 The Assembly shall establish a three-year program (1982-85) called "Mission to the Nation" which shall have as its goal church development and new church planting. The permanent committee is instructed to propose appropriate projects and to develop a church-wide campaign to raise \$2.5 million for this program. Congregations are encouraged to place priority to giving to Mission to the Nation. (**Minutes**, 2-32, Appendix E)

82-12 The Church Development Committee is instructed to establish a procedure for assisting EPC churches with ministry and financial needs, and to develop a procedure that will assist EPC churches in their fundraising for Mission to the Nation. (**Minutes**, 2-32)

83-11 The General Assembly shall establish a loan fund for church site and building development whereby on a revolving capitalization basis, low interest monies will be available to mission churches and other churches in need. Special campaigns are to be implemented by the permanent Church Development Committee to raise at least the amount of one and one-half million dollars through means of designated gifts, special church offerings, and short-term loans. (**Minutes**, 3-54) (*The 6<sup>th</sup> General Assembly established a new Church Loan Fund. Cf. Act 86-12*)

86-12 The Assembly approves a new Church Loan Fund with an initial target goal of \$300,000. Monies would be available at a favorable rate to EPC congregations seeking to acquire land or building facilities. Steps to launch Fund:

1. Promote congregational giving by individual gifts, legacies, endowments, outright gifts, and inclusion in local church budgets;
  2. Designate 1986 and 1987 Thanksgiving Offerings to this Fund. (**Minutes**, 6-64)
- 86-23 The Assembly adopts a "Provisional Master Plan for Church Development" (**Minutes**, 6-64; page 115ff).
- 88-12 Assembly endorses the concept of an assessment process designed to identify gifted persons called and qualified for church planting. (**Minutes**, 8-31)
- 89-09 The Assembly authorizes the Church Development Committee to conduct a campaign to encourage members of the EPC to include the Church Loan Fund in their wills. (**Minutes**, 9-45)
- 89-10 The Assembly directs the Church Development and Administration Committees to jointly develop detailed administrative guidelines for the managing of the Church Loan Fund, and qualifications for churches and presbyteries requesting loans, and of assigning priorities to such requests. No requests for loans may be made until the presbyteries and churches have been advised of the guidelines. (**Minutes**, 9-48)
- 89-11 The Assembly authorizes the Church Development Committee to begin making loans to established EPC churches and to presbyteries in this Assembly year with appropriate fees to cover administrative costs and to provide challenge contribution goals from such churches and presbyteries to help build the Fund, enabling them to make more loans to needy congregations. (**Minutes**, 09-48)
- 89-12 The Assembly approves the establishment of an Investors Church Development Fund and authorizes the Church Development Committee to prepare a preliminary plan to present to the 10th General Assembly (1990) and to select subcommittee members with expertise in this field as needed. (**Minutes**, 9-45)
- 89-13 The Assembly approves for implementation adopts the Master Plan for Church Development. (**Minutes**, 9-45)
- 89-24 The Assembly adopts a position description for a Director of Outreach. (**Minutes**, 9-45)
- 90-10 The Church Loan Fund policies shall be amended to include the following: "A presbytery shall contractually guarantee timely repayment of principal and fees upon the recommendation of its Church Development Committee following its determination that the loan is a sound financial venture." (**Minutes**, 10-36)
- 92-15 The Assembly adopts a resolution encouraging each local church to (a) redirect 10% of its non-denominational benevolence budgets to the EPC, designated for World Outreach and/or new church development; and (b) increase its support for all missions by 10%. (**Minutes**, 12-43).
- 92-21 The Assembly adopts a policy that financial solicitations of any type for support of an EPC church planting project be limited to the organizing context for the project, viz. daughter church project to its mother church, presbytery plant to its presbytery, Assembly-supported plants to Assembly-approved National Out-



- reach Committee (formerly called Church Development Committee) benevolence projects. (**Minutes**, 12-46)
- 92-22 The Assembly approves division of the Department of Outreach into the National Outreach Department and the World Outreach Department. (**Minutes**, 12-46)
- 96-07 In light of recent actions by the Disney Corporation that are contrary to Scripture and detrimental to the family, and in view of the major role Disney Corporation plays in shaping our culture, the Assembly resolves to make every sacrifice it can to plant more churches in the metro Los Angeles and metro Orlando areas, one goal of which will be to win as many employees of Disney Corporation to salvation in our glorious savior, Jesus Christ, as Providence allows. Thus we intend to change our culture by the regenerating power of the Holy Spirit. (**Minutes**, 16-31)
- 96-11 The Assembly adopts the National Outreach "Mission Statement and Values." (**Minutes**, 16-35)
- 96-12 The Assembly instructs the National Outreach Committee to review the 1989 Church Development Master Plan prior to the 17<sup>th</sup> (1997) Assembly, and every five years thereafter, revising as necessary. (**Minutes**, 16-345)
- 96-13 The Assembly instructs the National Outreach Committee to identify key cities for future church planting, along with a rationale for their selection and to report findings to the 17<sup>th</sup> (1997) General Assembly. (**Minutes**, 16-35)
- 96-14 The Assembly instructs the National Outreach Committee to study and detail a strategy for increasing the funding for Key Cities Program before the 17<sup>th</sup> (1997) General Assembly. (**Minutes**, 16-34)
- 97-23 The Key Cities Plan describing potential church development is adopted. (**Minutes**, 17-44)
- 97-24 The Assembly approves the Bartlett L. Hess Award, an annual honor for the church that has demonstrated the most innovative approach to church growth or revitalization during that year. (**Minutes** 17-44)
- 97-25 The Assembly approves combining the Church Development Plans of 1989 and 1995, using the newly approved *Mission Statement and Core Values* of the National Outreach Committee into a *1997 Master Plan for Church Development*. (**Minutes**, 17-44)
- 97-26 The National Outreach Committee is instructed to provide training and resources for the leadership in our churches in how to share their faith in Christ, individually and in group settings, with those in their communities who have not yet come to Christ. (**Minutes**, 17-44)
- 97-27 The Assembly commends Rev. Corbett Heimburger for his work as National Outreach Director, having built a foundation and provided sound direction and support in this area of ministry, and pray for the Lord's guidance for Rev. Heimburger's future ministry. (**Minutes**, 17-45)

- 98-10 Oversight of ethnic ministries is assigned to the World Outreach Committee, while oversight of urban ministries is assigned to the National Outreach Committee. (**Minutes** 18-39, p. 38)
- 98-11 The Assembly adopts the 1998 National Outreach Master Plan. (**Minutes**, 18-41)
- 98-12 The Assembly endorses the Alpha program as a resource for evangelism. (**Minutes** 18-41)
- 00-04 The Assembly adds home missions as a new strategic area to the National Outreach Master Plan: "In partnership, cooperation with, and/or at the request of Presbytery, we will enable workers to present the love of Christ to English-speaking people groups in the USA, unreached by the established church." (**Minutes**, 20-28)
- 00-05 The Assembly adopts a plan to fund church planting through a 3-year campaign to raise \$750,000. Two-thirds of the fund will be used for church/presbytery/ National Outreach partner projects. One-third of the fund will be used for Key City projects. (**Minutes**, 20-28)
- 01-08 The National Outreach Home Missions Manual is adopted. (**Minutes**, 21-31)
- 01-09 The Assembly gives the National Outreach Committee authority to further amend the Home Missions Manual, upon approval of the Committee on Administration (**Minutes**, 21-31)

### WORLD OUTREACH

- 82-13 The Assembly approves establishment of permanent World Outreach Committee. Until such time as the EPC contains 200 member churches, committee shall consist of six members on a three-year, three-class system, with the Moderator and Stated Clerk to serve as ex-officio members. Committee will elect replacement members from within EPC membership. Members may serve a maximum of two terms, and then may not be reelected without at least one year's break. WOC members will include two teaching elders and four ruling elders. WOC is to meet at least twice a year, including General Assembly. When the EPC reaches a membership of 200 churches, an enlarged structure is to be presented at the next General Assembly. (**Minutes**, 2-41, Appendix F) (*Committee was expanded by 3 members at the 3<sup>rd</sup> General Assembly. Minutes 3-53*)
- 83-13 *World Outreach Manual, Part I (Theology and Practice of Missions)* is adopted by the Assembly. (**Minutes**, 3-46)
- 83-16 A "Sons and Daughters" program is approved, to encourage those who are presently serving as missionaries with EPC roots to become EPC missionaries through World Outreach.
- Qualifications:**
1. Home church or present membership in an EPC church;
  2. Substantial financial support from EPC sources.
- Benefits to Missionaries:**
1. Greater prayer and care base from entire EPC constituency;
  2. EPC initiative in gathering support and other necessary funds;

3. Ministry among EPC churches within a primary region (preferably within a presbytery) to reduce travel time and costs during home service (furlough);
4. Scheduling assistance from the World Outreach office.

**Benefits to EPC**

1. Strong sense of missions from within EPC family, leading to ownership from all of EPC;
2. Sons and daughters of one church become adopted by others within a region;
3. Opens a way for maximum but realistic growth rapidly and from within. (*Minutes*, 3-46)

84-04 Oversight of Ethnic and Urban Ministries in North America shall be given to the permanent Committee on World Outreach. (*Minutes*, 4-24) (*The 18<sup>th</sup> General Assembly assigned oversight of urban ministries to the National Outreach Committee. Minutes*, 18-39; *Act 98-17*)

84-15 *World Outreach Manual, Part II (The Handbook for Candidates)* is adopted. (*Minutes*, 4-24)

85-12 Cooperative agreement is approved between the Evangelical Presbyterian Church and Missionary Internship. (*Minutes*, 5-24)

85-13 Cooperative agreement is approved between the Evangelical Presbyterian Church and Overseas Crusade. (*Minutes*, 5-24)

86-11 Cooperative agreement is approved between the Evangelical Presbyterian Church and Wycliffe Bible Translators. (*Minutes*, 6-67)

86-14 Cooperative agreement is approved between the Evangelical Presbyterian Church and LOGOI. (*Minutes*, 6-67).

86-22 *World Outreach Manual, Part III (Handbook for Missionaries)* is adopted. (*Minutes*, 6-67)

87-01 The Assembly grants approved mission agency status to the Middle East Reformed Fellowship (MERF). (*Minutes*, 7-30) (*Cf. Act 91-08 for Assembly action rescinding approval.*)

87-02 The General Assembly adopts definition of approved mission agency as follows:

- authentic evangelical confessional identity;
- historical integrity and explicit mission statement;
- mission objectives compatible with the EPC mission statement;
- clarity in ministry goals and objectives;
- financial credibility as measured by the Evangelical Council for Financial Accountability or by comparable standards;
- membership in the Evangelical Foreign Missions Association, or meet comparable standards. (*Minutes*, 7-30)

88-13 The General Assembly adopts the **World Outreach Master Plan**. (*Minutes*, 8-43)

90-13 Cooperative agreement is approved between the Evangelical Presbyterian Church and InterServe. (*Minutes*, 10-37)

- 90-14 Trans World Radio is ratified as an approved mission agency according to the standards set forth in Act 87-02 (**Minutes**, 10-37).
- 90-18 The Assembly endorses the LOGOI/FLET program as an acceptable equivalency program of theological education for ministerial candidates pursuing ordination in Argentina. (**Minutes**, 10-43).
- 91-07 Cooperative agreement is approved between the Evangelical Presbyterian Church and Frontiers. (**Minutes**, 11-36)
- 91-08 The Assembly withdraws approved agency status of the Middle East Reformed Fellowship (**Minutes**, 11-36). (*Cf. Act 87-01*)
- 92-11 The Assembly encourages presbyteries to establish World Outreach Committees to accelerate the foreign missions endeavor throughout the denomination. (**Minutes**, 12-42).
- 92-12 Cooperative agreement is approved between the Evangelical Presbyterian Church and Sudan Interior Mission (SIM) (**Minutes**, 12-42).
- 92-13 Cooperative agreement is approved between the Evangelical Presbyterian Church and Arab World Ministries. (**Minutes**, 12-42)
- 92-14 Cooperative agreement is approved between the Evangelical Presbyterian Church and Send International. (**Minutes**, 12-42)
- 92-15 The Assembly adopts a resolution encouraging each local church to (a) redirect 10% of its non-denominational benevolence budgets to the EPC, designated for World Outreach and/or new church development; and (b) increase its support for all missions by 10%. (**Minutes**, 12-43)
- 93-09 Cooperative agreement is approved between the Evangelical Presbyterian Church and Youth For Christ, USA. (**Minutes**, 13-27)
- 93-10 Cooperative agreement is approved between the Evangelical Presbyterian Church and World Impact. (**Minutes**, 13-27)
- 93-11 Cooperative agreement is approved between the Evangelical Presbyterian Church and United World Mission. (**Minutes**, 13-27)
- 93-12 The Assembly grants approved mission agency status to Literacy and Evangelism, International. (**Minutes**, 13-27)
- 93-13 World Outreach missionaries in cooperative agreements may choose insurance coverage with either the EPC or their sending agency. In unique situations, other alternative coverage approved by World Outreach Committee may be appropriate. (**Minutes**, 13-27)
- 93-14 National pastors under appointment by World Outreach are not required to participate in the EPC Pension Plan. (**Minutes**, 13-28)
- 94-17 The Bible League is granted approved mission agency status. (**Minutes**, 14-33)

- 94-18 The Assembly affirms the Argentine Declaration.

### **Argentine Declaration**

Whereas we, the participants in the Argentine Consultation, thank God that in his providence our denomination, the Evangelical Presbyterian Church, has become a redemptive instrument for the Presbytery of St. Andrews, whereby an awareness of purpose and mission, within Reformed doctrine, has revitalized the life of its member churches. We further trust that this process in the years ahead will be one of mutual blessing and resound to the glory of God.

The participants of the Consultation make the following declaration:

1. The Argentine Consultation reaffirms the principle of connectionalism as expressed within the EPC. It further reaffirms that the Church is best established where the scriptural doctrine of government by elders gathered in church courts is practiced.
  2. The Consultation upholds the necessity to put this principle into practice in every aspect with reference to the St. Andrews Presbytery, emphasizing the principle of reciprocity.
  3. The Consultation further states its vision for Argentina as follows:
    - a. To develop a self-governing evangelical Presbyterian church;
    - b. To establish a church displaying the following characteristics:
      1. Rooted in the Word of God, based on the best Reformed/Presbyterian tradition.
      2. Guided by the Holy Spirit.
      3. Continually growing in sanctification.
      4. Permanently developing missionary activity.
      5. Interdependent, multi-formed and diverse in its unity.
- (Minutes, 14-33)

- 94-19 World Outreach is instructed to develop a re-entry plan or procedure for missionaries and their families returning from the field. (Minutes, 14-33)
- 95-15 Cooperative agreement is approved between the Evangelical Presbyterian Church and Africa Inland Mission. (Minutes, 15-35)
- 95-16 Cooperative agreement is approved between the Evangelical Presbyterian Church and Middle East Media. (Minutes, 15-35)
- 95-17 Cooperative agreement is approved between the Evangelical Presbyterian Church and Pioneers. (Minutes, 15-35)
- 95-18 SERVE (Sending Experienced Retired Volunteers Everywhere) is recognized as an approved mission agency. (Minutes, 15-35)
- 96-18 The Assembly encourages all the particular churches to make available to their members copies of the 5-year report and the new World Outreach Master Plan. (Minutes, 16-37)
- 97-15 The Assembly approves Overseas Missionary Fellowship as a cooperative agency. (Minutes 17-31)
- 98-06 The General Assembly adopted the Turkish people group as an EPC Muslim field, with focus on the nation of Turkey. (Minutes 18-37)

- 98-07 Cooperative agreement is approved with the English Language Institute/China (ELIC). (**Minutes** 18-37)
- 98-08 Cooperative agreement is approved with the Jian Hua Foundation. (**Minutes**,18-37).
- 98-09 A new monthly fee schedule for administration costs for World Outreach missionaries is adopted:
- EPC missionaries (married): \$300; EPC single, \$150;
  - Cooperative agreement missionaries, (married), \$200; Cooperative, single: \$100.
- Fees to be deducted from support account of each WOC missionary unit. Amount will be adjusted annually in accordance with Consumer Price Index. (**Minutes** 18-37)
- 98-10 Oversight of ethnic ministries is assigned to the World Outreach Committee, while oversight of urban ministries is assigned to the National Outreach Committee. (**Minutes** 18-39)
- 99-09 The Assembly amends Act of the Assembly 82-07 (Uniform Procedures on Candidacy and Ordination) in #5 "Terms of Call," be adding the following:  
 Ordained World Outreach career missionaries serving abroad shall be allowed to accumulate their study leave and funding for four years to be used in their fifth year in a program of study under the supervision of the World Outreach Director. Those in domestic service are limited to the standard three years accumulation. Career missionaries shall be allowed \$800 per year for study leave.
- The Assembly also amends the World Outreach Manual so that the same provision applies to non-ordained World Outreach missionaries serving overseas. (**Minutes**, 19-31)
- 99-10 The Assembly sustains the opinion of the Permanent Judicial Commission regarding the status of ministers who are missionaries serving totally under the auspices of the EPC and ministers serving in an administrative capacity in one of the courts of the church (G.10-3). Ministers serving in such capacities should be classified as ministers with calls, not as ministers serving out-of-bounds. (**Minutes**, 19-40)
- 00-06 The Assembly adopts an updated World Outreach Master Plan, stating goals and objectives for 2002 and 2005, placing East Asia more substantially in the goals, and adding overseas international church planting as a new field focus. (**Minutes**, 20-29)
- 01-13 The Assembly approved a plan to partner with the Reformed Partnership of Churches in Kazakhstan, to establish a commission with power to examine, ordain and install teaching elders who have satisfied educational requirements consistent with those outlined in the WOC Missions Manual, and to establish a provisional, indigenous, national presbytery (**Minutes**, 21-41)

## FRATERNAL MATTERS

- 81-07 The Evangelical Presbyterian Church shall seek membership in the National Association of Evangelicals. (**Minutes**, 1-39)
- 01-12 The Evangelical Presbyterian Church shall pursue with the highest ethical conduct, fraternal relationship with other evangelical Reformed bodies. (**Minutes**, 2-56, Appendix K)
- 83-17 The Assembly establishes and elects a permanent Fraternal Relations Committee, consisting of six members. The Stated Clerk is instructed to draw up a job description for the committee. (**Minutes**, 3-31)
- 84-05 The General Assembly instructs the Stated Clerk to make denominational application for membership into the World Alliance of Reformed Churches. (**Minutes**, 4-26)
- 84-06 The General Assembly of the Evangelical Presbyterian Church seeks, through its Fraternal Relations Committee, to identify, develop, and implement relationships with other bodies of Christians which will promote the Lordship of Jesus Christ, the unity of His Body, and the strengthening of the Kingdom of God on earth. To this end, the Evangelical Presbyterian Church, through its Fraternal Relations Committee, seeks to build relationships with those denominations in the Reformed tradition, ecumenical agencies which are evangelical or Reformed in character and in spirit, and other groups and organizations which are working to advance the Kingdom of God through ministries of evangelism, nurture, and service.

A **fraternal relationship** may include one or more of the following:

1. A formal relationship with the highest representative body of another denomination. Such a relationship is more commonly understood as "being in correspondence with" that body.
2. Less formal relationships, which may include exchange of information, exchange of observers, and shared ministries at different judicatory levels.
3. Memberships in ecumenical agencies that proclaim the Word of God, promote the unity of the Body of Christ, and share resources for effective ministries.
4. Relationships which endorse and support ministries lying outside conventional ecclesiastical structures but are of significance to the Kingdom.

A fraternal relationship may be constituted only by the General Assembly that shall also approve the terms of such relationships. (**Minutes**, 4-26)

- 85-10 The General Assembly shall establish fraternal relations with the Associate Reformed Presbyterian Church, and send a delegate to its Synod every other year beginning in 1986. (**Minutes**, 5-47) *Cf. Act 88-14 for definition of this relationship. The 12th General Assembly approved an annual exchange of delegates. Cf. Act 92-02)*
- 85-11 The General Assembly shall pursue fraternal relations with the Presbyterian Church of America, the Reformed Presbyterian Church of North America, the Christian Reformed Church, and the Orthodox Presbyterian Church as soon as mutually convenient. (**Minutes**, 5-47)

- 85-25 The Assembly approves in principle the Articles of Agreement between the Evangelical Presbyterian Church and the Presbyterian Church of Brazil (IPB) and forms a commission to negotiate and consummate a final agreement. (**Minutes** 5-47) *The work of the Commission was received and adopted by the 6<sup>th</sup> General Assembly (Minutes 6-40).*
- 86-16 The Evangelical Presbyterian Church shall seek membership in the World Evangelical Fellowship. (**Minutes**, 6-74)
- 87-09 The Evangelical Presbyterian Church shall seek membership in the North American Presbyterian and Reformed Council. (**Minutes**, 7-51)
- 87-10 The Evangelical Presbyterian Church shall enter into a fraternal relationship with the Christian Reformed Church. (**Minutes**, 7-51)
- 88-14 Definition of “fraternal relationship” established by the 5th General Assembly is as follows:
1. exchange of fraternal delegates at major assemblies;
  2. occasional pulpit supply;
  3. intercommunion;
  4. joint action in areas of common responsibilities;
  5. communication on major issues of joint concern;
  6. exercise of mutual concern and admonition with a view to promoting the fundamentals of Christian unity. (**Minutes** 8-50)
- 88-15 The Assembly states that the official policy of the Evangelical Presbyterian Church is, as it has been, not to solicit churches to leave the Presbyterian Church (USA) or any other denomination. Further, that the Evangelical Presbyterian Church shall limit itself to responding to churches requesting information about the EPC. (**Minutes**, 8-50)
- 88-16 In a spirit of brotherly concern, the 8th General Assembly of the Evangelical Presbyterian Church requests that the Presbyterian Church (USA) reconsider its action relative to the Evangelical Presbyterian Church and consider rescinding said action until such time as the Evangelical Presbyterian Church receives information from the Presbyterian Church (USA) about the charges leveled against the Evangelical Presbyterian Church and these charges can be responded to after investigation. (**Minutes**, 8-50)
- 88-17 The Evangelical Presbyterian Church will take every measure possible to handle all matters of disputes between her and all others, the just and the unjust irrespectively, before Christian mediators and will eschew civil litigation unless she is named as the defendant. (**Minutes**, 8-50)
- 88-18 The Stated Clerk shall convey to the World Alliance of Reformed Churches (WARC) a protest on behalf of the 8th General Assembly of the Evangelical Presbyterian Church regarding the action of the 200th General Assembly of the Presbyterian Church (USA) to censure and condemn the Evangelical Presbyterian Church, a sister denomination in the World Alliance of Reformed Churches, without adequate communication and without an attempt to resolve the alleged problems between our bodies; and further, we request the World Alliance of Reformed Churches assist the Evangelical Presbyterian Church in



resolving this dispute between sister denominations in the World Alliance of Reformed Churches. (**Minutes**, 8-50)

- 89-19 The Assembly instructs the Fraternal Relations Committee to explore with both the Christian Reformed Church and the Associate Reformed Presbyterian Church the possibilities of more extensive relationships and/or cooperative ministries. (**Minutes**, 9-49)
- 89-20 The Assembly instructs the Fraternal Relations Committee to explore the desirability and feasibility of establishing fraternal relationships with the Reformed Church in America and with the Presbyterian Church in America. (**Minutes**, 9-49)
- 89-21 The Assembly instructs the Fraternal Relations Committee to continue dialogue with NAPARC concerning our application for membership in the organization; to continue to strengthen our relationship with member denominations in the World Alliance of Reformed Churches; and to continue to affirm our relationship with the National Association of Evangelicals. (**Minutes**, 9-49) (*Cf. Act 87-09*)
- 91-10 The Assembly approves a statement of commitment between the EPC and the Associate Reformed Presbyterian Church authorizing the Interchurch Relations Committees to continue meeting for the purposes of finding areas of mutual commitments, discovering areas of differences and exploring ways of resolving those differences, exploring new and creative ways of working together. They shall report back to the respective parent bodies each year, until such time as either committee may ask to be discharged from this duty, or until the appointing body may discharge the committee from such duty. (**Minutes**, 11-26) (*Cf. Act 92-01*)
- 92-01 The Assembly approves *The Geneva Statement*, to be added to the joint statement adopted by the EPC and the Associate Reformed Presbyterian Church. (**Minutes**, 12-21) (*Cf. Act 91-10*)

#### *The Geneva Statement*

Being persuaded from Scripture that all Christians are united together as one body in Christ, we acknowledge our responsibility to God and one another to labor together in the work of Christ so as to promote the peace, purity, and unity of the church, and the advancement of Christ's Kingdom in the world.

We share a common understanding of the Scriptures as expressed in the *Westminster Confession of Faith and Catechisms*, for laboring together in ministry. Recognizing that some differences exist between us in our understanding of certain issues concerning God's will for his church, we also recognize that that which we hold in common far outweighs that which differentiates us. It is understood that our common labors shall not compromise the consciences of either church. The integrity of each church concerning its standards and policies must be maintained and respected.

We therefore pledge ourselves to labor together in love to advance the work of Christ in both our common and separate ministries, seeking to maintain the unity of the Spirit in the bond of peace.

We promise that if ever we should offend one another in our common labors, we shall do everything possible to resolve the matter and to maintain cooperation. We commit ourselves to labor in support of our church courts,

faithfully reporting our activities to the appropriate board or agency, and our respective committees concerning inter-church relations.

We further believe that such practical fraternity, apart from any quest for organizational union will be pleasing to God and promote the advancement of the Gospel in the world. For these reasons we commit ourselves to this Agreement of Cooperation which is to be attached to the joint statement previously adopted by our churches.

- 92-02 The Assembly approved an annual exchange of fraternal delegates to the meetings of the EPC and Associate Reformed Presbyterian Church, rather than the present alternating year exchange. (**Minutes** 12-21) (Cf. Act 85-10)
- 92-16 The Assembly responds to questions raised by the North American Presbyterian and Reformed Council (NAPARC) concerning our stance on charismatic gifts by referring them to the Position Paper on the Holy Spirit, along with the following interpretive statements:
1. The Evangelical Presbyterian Church holds that baptism in or with the Holy Spirit is to be identified with regeneration and adoption;
  2. Evangelical Presbyterian Church views the gifts of the Holy Spirit as these are specified in such passages as I Corinthians 12, Romans 12, Ephesians 4, and I Peter 4 as valid for the church at the present time.
  3. The Position Paper on the Holy Spirit distinguishes between the Word of God on the one hand, and the gifts of the Spirit, including the gift of prophecy, on the other. Whatever the exercise the gift of prophecy may involve, it is plain that its exercise is subject to the Holy Scriptures and to the local session.
  4. Clearly the implication of the Position Paper on the Holy Spirit is that because pre-eminence is ascribed to the Holy Scriptures, one would have to draw a very sharp distinction between the Bible (the Word of God) and any other form of revelation mentioned in the New Testament. (**Minutes**, 12-44)
- 93-03 The Assembly instructs the Christian Education Committee to explore with the Associate Reformed Presbyterian Church the feasibility of a joint family conference to be held at Bonclarken Conference Center. (**Minutes**, 13-18)
- 94-01 The Assembly establishes fraternal relations with the Association of the Charismatic Presbyterian Churches in Puerto Rico as defined in Acts #84-06 and #88-14. (**Minutes**, 14-18)
- 94-02 The Assembly extends a resolution of thanks to Dr. Billy Melvin upon his retirement as director of NAE, expressing appreciation for 28 years of faithful service to NAE. (**Minutes**, 14-18)
- 94-03 The Assembly instructs the Fraternal Relations Committee to pursue and explore fraternal relations with the Presbyterian Church in Ireland to include, but not be limited to possible world outreach. (**Minutes**, 14-18)
- 94-04 The Fraternal Relations Committee is instructed to continue to pursue membership in the North American Presbyterian and Reformed Council (NAPARC). (**Minutes**, 14-18)

- 94-05 The Assembly instructs the Fraternal Relations Committee to study the membership of the Evangelical Presbyterian Church in the World Alliance of Reformed Churches and ascertain if any alternate organizations are available for churches in the Reformed world. (**Minutes**, 14-18)
- 96-04 The Fraternal Relations Committee is instructed to investigate the possibilities of creating as many mutually beneficial and kingdom enhancing denominational relationships, even if outside the Reformed family, as seems appropriate. (**Minutes**, 16-23)
- 97-04 The Assembly shall seek membership in the World Fellowship of Reformed Churches, a new global network of Presbyterian and Reformed bodies that will meet in conjunction with the World Evangelical Fellowship General Assemblies. (**Minutes** 17-22)
- 97-05 The Assembly encourages its churches to participate more fully in the National Association of Evangelicals, such as participating more fully in its commissions. (**Minutes**, 17-22)
- 00-01 The Assembly authorized the Committee on Administration to continue the relationship of the EPC with the Presbyterian Church of Brazil (IPB). The relationship will include exchange programs for youth, leadership, and music ministry, theological education programs, joint missionary projects and church planting. (**Minutes**, 20-20; Communication 00-14)

#### **FISCAL MATTERS**

- 81-09 The Assembly adopts suggested guideline of \$5 "per member" contribution by EPC congregations (**Minutes**, 1-24)
- 82-08 The fiscal year of the Assembly shall be a calendar year. (**Minutes**, 2-50)
- 83-08 **Fiscal Policy: Unified Budget Proposal**  
 The administration and operation of the General Assembly ought to be supported entirely by per member giving. Aside from Assembly operations, the programs and activities of the Assembly in such areas as world missions, new church development, etc., are to be supported by the benevolence offerings of the various congregations as follows:
1. Each committee shall make a request to the Assembly through the Administration Committee for specific project funding in the succeeding year.
  2. Upon the Assembly's approval, this shall become the Benevolence Askings of the denomination.
  3. Local congregations may give to this objective in the following manner:
    - a. Undesignated giving to all objectives which gifts shall be applied according to the percentage of the budget for each program.
    - b. Designated giving to a specific program. All designated giving shall go to the program for which it was given. However, when the full budget of a program is reached, while designated giving shall continue to go to that program, undesignated giving shall then be distributed to other programs proportionately until 100% of budget for each program is reached. Once each program has reached 100% of benevolence, undesignated gifts shall then be distributed according to the percentage of budget as was done previously.

The Administration Committee shall present to the Assembly a recommended calendar of all events for the coming year. Such calendar shall include specific seasons, times of emphasis, times for prayer and education of the congregations for the various benevolence objectives of the General Assembly. The asking of special offerings shall be left to the discretion of local sessions.

To move toward the support of the administration and operation of the Office of the General Assembly entirely by per member giving, for 1984 the per member giving shall be set at \$8 and based on the current membership as of December 31, and in 1985, with the approval of the General Assembly, shall be set at a figure to cover that cost.

As staff is added to boards, agencies, and other offices of the Assembly, such staff shall be funded out of the General Assembly Administration Budget. The purpose of this policy is to unify staff operations and equipment use as much as possible and to maintain parity of salaries and benefits.

As soon as practical, through the Administration Committee, the budget for the following year and a preliminary budget for the year after that shall be presented to the General Assembly each year.

All financial appeals by any committee, agency, or persons must be submitted to the Administration Committee for prior approval. (Minutes, 3-53)

- 83-11 The General Assembly shall establish a loan fund for church site and building development whereby on a revolving capitalization basis, low interest monies will be available to mission churches and other churches in need. (Minutes, 3-54)
- 84-15 Ministerial Endowment Fund is established to meet specific, extraordinary financial needs of Ministers of the Word, missionaries, and other full-time Christian workers who are members of or working under the auspices of the Evangelical Presbyterian Church. The Stated Clerk and chairmen of the World Outreach and Ministerial Vocation Committees are appointed administrators of the Fund, responsible for making specific grants from the income of the Fund. (Minutes, 4-23)
- 85-08 The General Assembly shall set aside its fiscal policy (Unified Budget #5) that states, "additional staff be funded out of the General Assembly Administration Budget" for a period of five years during which time new staff development may be funded by benevolence giving. (Minutes, 5-43)
- 85-09 General Assembly endorses a special denominational voluntary Christmas offering to help needy ministers or missionaries and authorized EPC churches to receive such an offering whose funds shall be administered by the permanent Committee on Administration. (Minutes, 5-43)
- 86-07 The Assembly endorses the concept of "2nd Mile Giving" for Women's Ministries to be part of the Benevolence Askings Budget. (Minutes, 6-60)
- 87-20 The Assembly approves the adoption of a per member benevolence goal for each congregation, to be determined by the total benevolences approved by the Assembly. The Assembly Office shall provide to each session and congregation information on the approved benevolences along with the suggested per member

goal by September 1 following the meeting of the General Assembly, along with the suggested per member contribution for the Assembly's Administration Budget.

Each session and congregation is assured that such per member goal is not an assessment but only a suggestion, and that contributions to approved Assembly benevolences be designated for specific causes and those contributions shall be used only for such designated causes.

The Assembly urges each congregation to notify the Assembly Office no later than February of each year of its intended giving goal for that year to approved Assembly benevolences, with the understanding that the local church's goal is not a pledge but only a goal towards which the church will strive. (**Minutes**, 7-55)

- 89-18 Per member asking is raised from \$8 to \$10. (**Minutes**, 9-48)
- 90-01 The Assembly approves a half-time Director of Women's Ministries and granted an exception to its fiscal policy (Act 83-08) permitting the position to be funded for a period not exceeding three years through the Women's "Faith Focus" benevolence asking. (**Minutes**, 10-24)
- 90-02 The Assembly approves a half-time Director of Youth Ministries position and granted an exception to fiscal policy (Act 83-08) permitting the position to be funded by benevolence giving for a period not exceeding five years. (**Minutes**, 10-25)
- 90-10 The Church Loan Fund policies shall be amended to include the following: "A presbytery shall contractually guarantee timely repayment of principal and fees upon the recommendation of its Church Development Committee following its determination that the loan is a sound financial venture. (**Minutes**, 10-36)
- 90-12 The Assembly approves and endorses the following eight principles regarding the propriety of lending money at interest:
1. It is always right and honoring to God that the church make gifts and/or interest-free loans to mission congregations situated in severely disadvantaged areas, and to congregations in need of special assistance.
  2. The Old Testament prohibition of usury had in view Israel as a national entity, a commonwealth, a body politic unique in its position in redemptive history, a prohibition which therefore cannot be directly applied to the New Testament church. Here we take the general position clearly set forth in *The Westminster Confession of Faith* (Chapter XIX, "Of the Law of God" paragraph iv); "To them [i.e., Israel] also as a body politic, he gave sundry judicial laws, which expired together with the state of that people, not obliging any other, now further than the general equity thereof may require."
  3. The prohibition of usury, or the lending of money at interest, through never absolute (for example, interest could be charged when loans were made to non-Israelites) was designed by God for the commonwealth of Israel, and intended to govern its life in the period prior to the coming of Christ and the fulfilling of the law by him (Matthew 5:17-18). The principle of love which underlay that prohibition continues to be relevant to the lives of believers and to the life of the church. We believe, however, that the laws themselves are no longer directly applicable "further than the general equity thereof may require."

4. The preservation of the value of the principal by means of the charging of interest, given administrative costs and the prevalence of inflation, and even some increasing of the principal itself for the good of Christ's kingdom, cannot be said to be a violation of biblical teaching for the reasons set forth in the preceding statements.

5. Underlying the Old Testament teaching on interest and its New Testament implications is always the great truth that relations among believers in the area of finance, the lending of money, and the charging of interest, as in all others, are to be governed by the requirements of love, equity, and justice.

6. Given the principles enunciated in this paper, we believe that in administering the funds available for loans to congregations, the Evangelical Presbyterian Church must take into consideration the diverse nature of those congregations applying for assistance. It is clear, for example, that some congregations are in a much more favorable position to repay loans with interest than is the case with others. What may be applicable in one set of circumstances may not be at all applicable in another.

7. It is clear from the Scriptures (I Timothy 6:10) and from Christian history that churches, as individuals, are not immune to the temptations of avarice. Those responsible for the administration of funds belonging to the Evangelical Presbyterian Church will remember the importance of proceeding with caution in this area and profit from the example of biblical teaching as well as from the broader history of the church.

8. It is our conviction that a loan with interest ought not to be extended to a person, or persons, lacking collateral or the ability to repay the sum borrowed. Further, in our view a clear distinction must be made between a mission or ministry supported by the church through gifts given without any expectation of repayment, and support extended to church extension projects or congregations seeking to purchase property and construct a building.

It is entirely proper to grant assistance to new or existing congregations by means of a loan to which interest is attached and which is to be repaid on a mutually agreeable schedule. (**Minutes**, 10-36).

- 90-16 The Assembly conceptually endorses the Medical Benevolence Trust with the understanding that the actual Trust Agreement would be presented to the 11th Assembly. Approval to begin promotion of the Trust is given. (**Minutes**, 10-41)
- 92-21 The Assembly adopts a policy that financial solicitations of any type for support of an EPC church planting project be limited to the organizing context for the project, viz. daughter church project to its mother church, presbytery plant to its presbytery, Assembly-supported plants to Assembly-approved National Outreach Committee benevolence projects. (**Minutes**, 12-46)
- 92-23 The Assembly approves an increase in the per member asking from \$10 to \$12. (**Minutes**, 12-46)
- 94-13 The Church Loan Fund Criterion #1 is amended to read: "Fee rate: The original rate shall be established at the time the loan is made for a period of one (1) year and renewed on each succeeding anniversary date, and shall be based upon prevailing money market rates." (**Minutes**, 14-25)
- 94-14 Assembly approves an increase in the per member asking from \$12 to \$15. (**Minutes**, 14-26)

- 95-01 The General Assembly Office is instructed to provide information relative to special offerings at least five weeks in advance of the projected date of the offering. (**Minutes**, 15-20)
- 95-08 Permission is granted the Christian Education and Publications Committee to design a subscription or funding program for *EPC Reflections*, to begin with the June, 1996 issue. (**Minutes**, 15-23)
- 95-11 Assembly approves the matching scholarship program offered to EPC students by Erskine College, and a mailing to introduce the program. (**Minutes**, 15-29)
- 97-06 The "per member" factor is increased from \$15 to \$18. (**Minutes** 17-25)
- 97-07 Financial eligibility for the Medical Benevolence Funds is increased from \$20,000 to \$25,000. (**Minutes** 17-25)
- 97-20 The permanent Committee on Student and Young Adult Ministries is directed to become more focused in its request for benevolence giving, and is further directed to send a letter to the clerks of session of EPC congregations encouraging support of the SYAM budget through benevolent giving. (**Minutes**, 17-37)
- 98-09 A new monthly fee schedule for administration costs for World Outreach missionaries is adopted:
- EPC missionaries (married): \$300; EPC single, \$150;
  - Cooperative agreement missionaries, (married), \$200; Cooperative, single: \$100.
- Fees to be deducted from support account of each WOC missionary unit. Amount will be adjusted annually in accordance with Consumer Price Index. (**Minutes** 18-37)
- 98-13 The Sowing/Reaping Planned Giving Program and information commending such is endorsed for distribution to the churches for review and consideration. (**Minutes** 18-39)
- 00-05 The Assembly adopts a plan to fund church planting through a 3-year campaign to raise \$750,000. Two-thirds of the fund will be used for church/presbytery/ National Outreach partner projects. One-third of the fund will be used for Key City projects. (**Minutes**, 20-28)
- 01-14 The "per member" factor is increased from \$18 to \$22. (**Minutes** 21-40)

#### PROGRAM MATTERS

- 84-14 The General Assembly adopts Preliminary Position Papers on Homosexuality, The Value Of and Respect For Human Life, Capital Punishment, Abortion, and The Ordination of Women (**Minutes**, 4-38). (Cf. Acts 86-20 and 87-21) [*The 15th General Assembly (1995) rescinded its Preliminary Position Paper on Capital Punishment. Cf. Act 95-12*]
- 86-08 The Task Force on Aging shall continue its work with the goal of implementing the following recommendations adopted by the Assembly:

*Short Range Goals:*

1. To encourage each presbytery to assign the study of a ministry to older adults to an appropriate committee.
2. Produce and distribute resource material for the local church's use in developing ministries for older adults.
3. Provide consultation to Lifestyle Committees.
4. Conduct workshops on aging to be held at General Assembly and presbytery meetings.
5. Publish a quarterly newsletter.

*Long Range Goals:*

1. Promote awareness of the unique emotional, social, and spiritual needs of older persons.
2. Promote appreciation for the contributions older persons may make to the church body and fellowship through leadership, teaching, and outreach.
3. Encourage collecting information and sharing about effective ministries with older adults within the EPC as well as other denominations.
4. Provide information about current state and federal legislation as well as national public policy.
5. Emphasize the importance of individual Christians modifying their lifestyles to improve their physical, emotional, and spiritual health. (**Minutes**, 6-60)

- 86-09 The Youth Ministry concept for summer youth conference is adopted. (**Minutes**, 6-60)
- 86-20 Position Papers on Abortion, Homosexuality, and The Ordination of Women are adopted. (**Minutes**, 6-35, 6-36, and 6-37 respectively). (Cf. Act 84-14)
- 86-21 Position Paper on the Holy Spirit is adopted. (**Minutes**, 6-33)
- 87-04 The Assembly approves the development of an officer training program for the purposes of (1) continued resourcing of current officers and (2) resourcing new officers. (**Minutes**, 7-38)
- 87-05 The Assembly decides not to do business with hotels and motels promoting pornography for their customers in the cities where future General Assemblies are held, and further will encourage its constituents to refrain personally from patronizing such establishments. (**Minutes**, 7-38)
- 87-21 Position Paper on the Value Of and Respect For Human Life is adopted. (**Minutes**, 7-36) (Cf. Act 84-14)
- 88-06 The Assembly approves the concept of presbyteries covenanting with colleges and other educational institutions, but disapproved the General Assembly entering into such agreements (**Minutes**, 8-55).
- 88-19 "The Chicago Statement on Biblical Inerrancy" is adopted as a resource for its congregations (**Minutes**, 8-56; text of statement pp. 70-73 of the Minutes).
- 88-20 The Assembly endorses for distribution to its churches *The Children's Catechism: A New Modern Version*, published by Summertown Texts, Signal Mountain, Tennessee (1988) (**Minutes**, 8-55).



- 88-21 The Assembly endorses the work and ministry of Lay Renewal Ministries as an excellent resource for EPC churches to use (**Minutes**, 8-31).
- 88-22 The Assembly adopts the concept of endorsing curriculum publishers consistent with our theology and beliefs, and the subsequent marketing of such materials (**Minutes**, 8-55).
- 88-23 The Assembly approves holding a biannual conference for all ministers with less than five years experience in pastoral ministry. (**Minutes**, 8-41)
- 88-24 The Assembly endorses for its churches two booklets: *What is the Reformed Faith*, by John R. de Witt, and *Baptism*, by Francis Schaeffer (**Minutes**, 8-60).
- 88-25 The Assembly approves the establishment of a Youth Speakers Bureau for the purpose of providing quality speakers for both local church and presbytery functions (**Minutes**, 8-54).
- 88-26 The Sonlife Strategy for Youth Discipleship is endorsed as a biblical, practical, uniform model for youth ministry in the local church (**Minutes**, 8-54).
- 88-27 A Preliminary Position Paper on Pornography is adopted, to be sent to the presbyteries for further theological and Biblical reflection to the end that a position paper may be adopted (**Minutes**, 8-60).
- 88-28 A proposed "Constitution for Women's Ministries" is adopted, and the churches are encouraged to work toward implementation of such constitution. (**Minutes**, 8-42)
- 89-16 Bethany Christian Services is approved as an agency for ministry to unmarried mothers and the unborn, providing alternatives to abortion including adoption services. Bethany is commended as deserving of the prayers of our people as well as worthy of financial support from those of our people who feel so led. (**Minutes**, 9-39)
- 89-17 The Assembly approves the establishment by the Christian Education & Publications Committee of a Christian Education Resource Network utilizing qualified regional (3 regions) people who will serve as (1) interpreters of the committee's goals for presbyteries in the region, and (2) phone resources for churches in the presbytery needing consultations, and (3) assistance for presbyteries in workshop development. (**Minutes**, 9-39)
- 89-26 The Assembly instructs the permanent Christian Education and Publications Committee to establish a task force on homelessness. (**Minutes**, 9-38)
- 90-04 Committee on Christian Education shall make every effort to inform churches of available curriculum which is distinctly Reformed, such as Great Commission Publications and Christian Reformed Church materials. (**Minutes**, 10-26)
- 90-05 Committee on Christian Education is instructed to develop a curriculum for prospective new church members, one for youth and one for adults, which shall include Presbyterian history, doctrine, and polity. (**Minutes**, 10-26)

- 92-04 Youth Ministries Committee is requested to research the establishment of a denominational retreat and camping facility, using Montreat and Young Life as models for this ministry. (**Minutes**, 12-26)
- 92-05 The Assembly commends the *Officer's Training Manual* by Dr. Andrew Jumper for use in EPC churches, and recommends its printing in a spiral-bound format. (**Minutes**, 12-27)
- 92-06 The Assembly encourages the use of the new *Westminster Confession of Faith Commentary* (Summertown Texts) in EPC churches. (**Minutes**, 12-27)
- 92-17 Pilot project for a regional pastor is approved, and is to be sponsored jointly by the General Assembly and Mid-Atlantic Presbytery. (**Minutes**, 12-45)
- 92-20 Establishment of two subcommittees is approved;
1. Evangelism, a subcommittee of National Outreach;
  2. Caring, a subcommittee of Ministerial Vocation. (**Minutes**, 12-46)
- 93-03 The Christian Education and Publications Committee is instructed to explore with the Associate Reformed Presbyterian Church the feasibility of a joint family conference to be held at Bonclarken Conference Center. (**Minutes**, 13-18)
- 93-04 Christian Education and Publications Committee is instructed to develop resources for utilizing the *Westminster Catechism*, and for teaching Reformed distinctives to children and youth in local churches. (**Minutes**, 13-23)
- 93-15 Presbyteries are encouraged to consider having a Women's Ministries Committee, and to devise an effective means of coordinating the input of that committee with the other committees of the Presbytery. (**Minutes**, 13-35)
- 93-18 The Assembly approves the Recommended Reading List for Ordination Preparation, to be used in the task of preparing candidates approaching ordination examinations especially in the areas of the Reformed tradition and the Reformed office of the Minister. (**Minutes**, 13-39)
- 93-19 The Assembly commends the *Study Guide for the Westminster Confession and Book of Order*, by Rev. William Hyer for use in the churches. (**Minutes**, 13-39)
- 94-10 The Assembly tables the instruction to research the establishment of a denominational camp and retreat facility until such time as resources or facilities are available. (Cf. Act 92-04) (**Minutes**, 14-24)
- 94-11 The Assembly encourages its churches to establish procedures whereby those who work with children may be screened for any felony or child abuse incidents, and to have policies and guidelines concerning these areas. Resources are Christian Ministry Resources, 1/800/222-1840 and the Presbytery of the West. (**Minutes**, 14-24)
- 94-20 Position papers on AIDS/HIV and Homosexuality are replaced by new editions on these subjects. (**Minutes**, 14-35)

- 94-21 A Preliminary Position Paper on Divorce and Remarriage is adopted and sent to the churches for study, and the Assembly instructs the Theology Committee to include a more thorough study in this paper on the following subjects:
1. A definition which affirms the covenantal aspects of marriage.
  2. A strong statement relating reconciliation to covenant faithfulness in relationships.
  3. A strong statement regarding pre-divorce reconciliation to compliment the existing statement of post-divorce reconciliation.
  4. Expand statements on "hardness of heart" as related to divorce and/or reconciliation.
  5. Expand the discussion of forgiveness and restoration as it relates to service and leadership in the Church by divorced or remarried persons.
  6. A review of I Timothy 5:8 for possible inclusion as it relates to the issues of desertion and covenant unfaithfulness.
  7. A discussion of remaining unmarried in the context of the section entitled, "What About Remarriage?" (**Minutes**, 14-35)
- 95-01 The General Assembly Office shall provide information relative to special offerings at least five weeks in advance of the projected date of the offering. (**Minutes**, 15-20)
- 95-08 Permission is granted the Christian Education and Publications Committee to design a subscription or funding program for *EPC Reflections*, to begin with the June, 1996 issue. (**Minutes**, 15-23)
- 95-09 The Christian Education and Publications Committee is instructed to form a task force composed of Christian educators and theologians to review and evaluate various curricula and make evaluations based on EPC standards, making this evaluation available to the churches in a simplified form. (**Minutes**, 15-23). *The 16<sup>th</sup> Assembly reaffirmed this instruction, and further requested the task force to complete a one-page simplified evaluation form on materials.* (**Minutes** 16-24)
- 95-12.1 The Assembly rescinds its Preliminary Position Paper on Capital Punishment. (*Cf. Act 84-14*) (**Minutes**, 15-31)
- 95-13 A Pastoral Letter Regarding Criteria for Evaluating Membership in Secret Fraternal Organizations is adopted. (**Minutes**, 15-31)
- 95-14 The "Position Paper on the Problems of Suffering, Death, and Dying" is adopted. (**Minutes**, 15-31)
- 95-20 Since the EPC does not have an organized men's ministry, the Assembly encourages men in the local churches to become involved in Promise Keepers. (**Minutes**, 15-23)
- 96-05 The Assembly encourages commissioners to send the following overture on the value of and sanctity of human life to their congressional senators and representatives in addition to the President, Vice-President, Speaker of the House of Representatives and Majority Leader of the Senate:

The 16<sup>th</sup> General Assembly of the Evangelical Presbyterian Church goes on record as opposing, in the strongest possible terms, the President's veto of the "Partial Birth Abortion Ban," and urges Congress to override his veto.

Furthermore, that our denomination communicate its stand on this issue to the President, Vice-President, the Speaker of the House of Representatives and the Majority Leader of the U.S. Senate. (**Minutes**, 16-31)

- 96-06 The Assembly acknowledges that the Disney Company has openly promoted a morally destructive agenda which is hostile to traditional family values, and calls on its members to recognize and grieve over these developments at Disney Company and lead them to take whatever action the Holy Spirit leads them to do in response. (**Minutes**, 16-30)
- 96-08 The Assembly challenged the Committee on Student and Young Adult Ministries (formerly Youth Ministries Committee) to determine direction in the following areas:
- To establish student curriculum guidelines to assist churches in the Christian nurture of their children;
  - To establish a strategy for targeting more resources to establish student and young adult ministry as a top priority within the church. (**Minutes**, 16-31)
- 96-09 The Assembly adopts a Pastoral Letter on Civil Disobedience, and instructed the Committee on Theology to develop a purpose statement regarding this letter, and also to define the term, "pastoral letter." (**Minutes** 16-33)
- 96-10 The Assembly adopts a Pastoral Letter on Organ Donation and Transplantation. (**Minutes**, 16-33)
- 96-15 The name of the Committee on Youth Ministries is changed to "Committee on Student and Young Adult Ministries." (**Minutes**, 16-36)
- 97-13 The Assembly adopts a new introductory section for the Pastoral Letter on Civil Disobedience which was adopted by the 16<sup>th</sup> General Assembly. That section reads as follows:
- This pastoral letter sets forth biblically sound theological principles which should be applied to the questions we face as Christians and churches in evaluating and responding to the moral issue of civil disobedience.*
- A pastoral letter is intended to shine the light of God's word broadly on a general area of concern to the Church. Requiring the approval of only one General Assembly, it is not as definitive as a Position Paper which requires the approval of two General Assemblies including a minimum of one year circulation among the presbyteries. The primary purpose of a pastoral letter is to guide churches within the EPC rather than to identify our positions to the world..*
- (**Minutes**, 17-30)
- 97-14 The Assembly instructs the permanent Committee on Theology to study the broad issue of the churches engagement with culture including but not limited to the following issues:
- As a denomination, the EPC desires to be a body of believers that stands our country, to work as agents of salt and light its transformation. Through engagement with our society, we seek to make a visible difference in the quality of its life—spiritually, socially, culturally, and economically.*
- We do not want to be a denomination that merely stands against our society, to denounce and scorn it. That is a fortress mentality that only condemns and castigates our society its wickedness. Instead we want to interact with our society as servants, peacemakers and healers.*

*We do not want to be a denomination of our society, only reflecting and confirming its practices and thought forms. Through a proactive proclamation of the saving grace of the Gospel and a practical demonstration of the wholesome and holy lifestyle to which God calls His people, we confront thought forms and lifestyles that stand contrary to God's revealed Word.*

*We do not want to be a denomination that simply stands above our society, only using it for own personal gain, then escaping it by retreating for our Sunday holy huddles. Rather, we desire to be a people in the world but not of it.*  
(Minutes, 17-30)

- 97-16 The Assembly recommends to all church sessions that an oral or written report be regularly received from a representative of that church's women's ministry. The rationale for this is two-fold:
1. so that there is a session record of the activities of the women's ministry;
  2. so that communication and accountability are enhanced. (Minutes 17-32)
- 97-17 The Assembly requests that the formation of a men's ministry be considered by the appropriate committee (CE&P) including the possible funding of a part-time director and to report back to the 18<sup>th</sup> General Assembly. (Minutes, 17-33)
- 97-18 The Assembly excuses the Christian Education & Publications Committee from further research on the LiFE curriculum beyond the assessment already completed on this series in 1994 as reported in the *Curriculum Evaluation Packet for Children*. (Minutes, 17-33)
- 97-19 The Assembly endorses a relationship with Pioneer Clubs as understood and defined in the working agreement. (Minutes 17-33)
- 97-20 The permanent Committee on Student and Young Adult Ministries is directed to become more focused in its request for benevolence giving, and was further directed to send a letter to the Clerks of Session of EPC congregations encouraging support of the SYAM budget through benevolent giving. (Minutes, 17-37)
- 97-21 The permanent Committee on Student and Young Adult Ministries is authorized to investigate the formation of a new committee to work specifically on a Single Adult Ministry by the year 2000. (Minutes, 17-38)
- 98-12 The Alpha program as a resource for evangelism is endorsed. (Minutes 18-41)
- 98-13 The Sowing/Reaping Planned Giving Program and information commending such is endorsed for distribution to the churches for review and consideration. (Minutes 18-39)
- 98-14 The Assembly adopts the following set of guidelines for Presbytery Women's Ministries:

#### **Guidelines**

- Each Presbytery Women's Ministry Committee shall be made up of 6 or more women who represent the spectrum of presbytery churches.
- Pastors' wives shall be represented on the committee if possible.
- Women shall serve a 3-year term. A second 3-year term is allowed, but a woman may not serve more than two consecutive terms.
- Nominations for the committee may be submitted to the Presbytery Nominating Committee in two ways:

1. The Session of each individual church may submit names.
  2. The current committee may submit names.
- Prior to a woman's name being submitted to the Nominating Committee, her pastor and/or Session shall be contacted for approval. Following this approval, she may be asked if she is willing to serve.
  - The Presbytery Women's Ministry Committee members shall elect a chairman, who shall attend the General Council of the Presbytery. (She may or may not have a vote depending on the presbytery, but will be able to keep the council abreast of Women's Ministries' concerns, and vice versa.)  
(**Minutes**, 18-42)
- 00-07 The Assembly endorses children's catechism lessons from Children's Ministries International as resources for use in EPC churches. (**Minutes**, 20-38)
- 00-08 The Assembly endorses the book *Infant Baptism* by John Sartelle for use alongside Francis Schaeffer's booklet, *Baptism*. (**Minutes**, 20-38)
- 00-09 The Assembly endorses a Youth Curriculum as a working draft for use in church membership programs. (**Minutes**, 20-39)
- 01-12 The Vision 21 Plan is adopted with adjusted dates for implementation. (**Minutes**, 21-40)

#### **BOARD OF PENSION AND BENEFITS**

- 81-04 Terms of call for any minister of member churches shall provide for participation in the denominational hospitalization and disability programs. (**Minutes**, 1-32)
- 81-05 Terms of call for any minister shall provide a minimum of 18% benefit to provide for group hospitalization, disability, and pension. The pension factor shall be not less than 10%. This benefit shall be computed on the gross effective salary base, i.e., salary and housing/utilities allowance. (**Minutes**, 1-32)
- 81-06 Denominational group insurance plan providing health, disability, and life coverage shall be mandatory for all ministers within member churches  
(**Minutes**, 1-36)
- 82-10 The General Assembly approves the concept of self-funding insurance and instructs its Committee on Administration to execute a plan in trust as appropriate. Individual churches are urged to assume the deductible portion of the health insurance program and cost of co-insurance as part of a minister's compensation. (**Minutes**, 2-52, Appendix I-8).
- 83-18 The Assembly instructs the Ministerial Vocation Committee to continue to solicit bids for a standard health insurance plan with better benefits than current coverage and authorizes the Committee on Administration to approve such a plan between Assemblies. (**Minutes**, 3-37)
- 83-19 The General Assembly adopts a policy that, effective January 1, 1984, expenses for health, life, and disability insurance be allocated on the basis of a set percentage of the salaries of all participants. (**Minutes**, 3-37)

- 84-08 General Assembly adopts the self-funding group insurance plan offered by The Travelers and gives authority to the permanent Committee on Administration to approve and establish all details relative to the establishment of proposed plan.
- General Assembly requires pastors and employees of all member congregations, all presbyteries, and the Assembly who meet minimum requirements to enroll in the program.
- This major medical program shall be reviewed annually and a full report made to the General Assembly. (**Minutes**, 4-37).
- 86-18 The denominational group insurance plan shall be amended by increasing the cap for long-term disability insurance from \$25,000 to a \$40,000 maximum insurable salary. (**Minutes**, 6-75).
- 86-19 The denominational group insurance plan shall be amended to make retired persons eligible by defining "retiree" as follows: "A retiree is one who has reached the 60th birthday and has served at least five (5) years in his or her EPC church. Such persons may continue to participate in the medical portion of the EPC plan indefinitely by contributing the appropriate monthly premium. (**Minutes**, 6-75)
- 87-12 The Assembly approves the establishment of an employer-sponsored tax-sheltered annuity program for the required minimum (10%) of gross effective salary for retirement for each minister and missionary, and urges each congregation to participate in such program. (**Minutes**, 7-53)
- 87-14 An annual "Gratitude Gift" offering in connection with the Christmas season is approved. Monies received to be used by the Pension Committee to supplement income of our retired ministers and missionaries who participate in the denominational program. (**Minutes**, 7-53)
- 87-15 Persons otherwise required to be covered by the denominational group insurance plan may be exempted from such mandatory coverage when they have coverage under the Civilian Health and Medical Programs of the Uniformed Services (CHAMPUS). (**Minutes**, 7-53)
- 87-16 Restriction is eliminated of 6 months waiting period for pre-existing conditions for an employee coming in from another denominational insurance plan. The 12 months waiting period for coverage of pre-existing conditions of dependents of those employees is also eliminated. (**Minutes**, 7-53)
- 87-17 Group Insurance Plan is amended to exclude coverage for radial keratotomy, a new procedure to correct near-sightedness, except when the physician (including second surgical opinion) verifies that myopia cannot be corrected by either glasses or contact lenses. (**Minutes**, 7-53)
- 87-19 Group Insurance Plan for health and life coverage is changed from The Travelers to the Provident Life and Accident Insurance Company. Disability insurance coverage remains with The Travelers. (**Minutes**, 7-54)

- 88-08 Assembly amends participatory requirements for group health insurance plan by requiring participation of all ministers on the rolls of presbyteries with the exception of:
1. missionaries laboring in cooperative agreements with mission agencies;
  2. ministers laboring in institutional agencies providing their own group insurance plan;
  3. ministers afforded group insurance coverage as part of retirement benefits from a previous employer;
  4. ministers without call, and ministers laboring less than 20 hours in a place of ministry. (**Minutes**, 8-24)
- 88-09 Non-ordained eligible employees of EPC churches shall be expected to participate in the denominational group insurance plan on a contributory basis with the exception of employees whose spouses carry certifiable medical insurance able to cover all eligible dependents, and employees offered group insurance coverage as a part of retirement benefits from a previous employer. (**Minutes**, 8-24)
- 88-10 Churches are requested to move conscientiously toward (or maintain) at least 80% of non-ordained eligible employees participating in the plan to preserve the integrity and continuance of the Plan. (**Minutes**, 8-24)
- 89-02 The Assembly adopts the Evangelical Presbyterian Church Pension Plan and Adoption Agreement as presented, with an amendment allowing the Board of Pension and Benefits to work with special cases, giving them the authority to make decisions for the General Assembly. (**Minutes**, 9-22) (*The 13th General Assembly adopted a restated Pension Plan. Cf. Act 93-01*).
- 89-03 The Assembly approves the recommendation that members of the Board of Pension and Benefits be subject to removal from office in the same manner as set forth in Chapter 6 (*Book of Discipline*), with the Permanent Judicial Commission acting in the place of session or presbytery. (**Minutes**, 9-22)
- 89-04 The Board of Pension and Benefits is authorized to accept Adoption Agreements from churches for a period of three years from and after January 1, 1990, or three years after a church is established as a particular Evangelical Presbyterian Church, whichever is later. An Adoption Agreement from a judicatory shall be accepted within three years from and after January 1, 1990 or within three years from and after the date of employment of its first employee, whichever is later. (**Minutes**, 9-22).
- 89-06 The Assembly approves formation of a Board of Reference to provide information and advice to the Board of Pension and Benefits. Board of Reference should be appointed by the Board of Pension and Benefits from the broad constituency of the denomination to advise it concerning the acceptance, operation, and effectiveness of the Plan. (**Minutes**, 9-22). *The 15<sup>th</sup> General Assembly rescinded this action to establish a Board of Reference (cf. Act 95-07)*.
- 89-14 The Assembly approves a three-tier system based on regions (zip codes) to determine premium costs for the medical portion of the Group Insurance Plan. (**Minutes**, 9-33)
- 89-15 The Assembly approves the establishment of a General Assembly benevolence fund for medical care costs, concentrating its benevolence health care efforts on



- ministers without call, mission church pastors, and retired ministers and their families. (**Minutes**, 9-33)
- 90-08 The Group Insurance Plan shall be placed under the Board of Pension and Benefits no later than the summer of 1991. (**Minutes**, 10-28)
- 90-15 The Group Insurance Medical Plan is amended to reduce the yearly deductibles from \$250 per year to \$150 per individual, and from \$500 to \$300 per family. The maximum yearly coverage for outpatient treatment of mental and nervous conditions, substance abuse, and biofeedback was reduced from \$2000 to \$1500. Substance abuse treatment was added to the category of nervous, emotional, or mental disorders for which a lifetime cap of \$50,000 exists. (**Minutes**, 10-39)
- 90-16 The Assembly conceptually endorses the Medical Benevolence Fund Trust with the understanding that the actual Fund Trust Agreement would be presented to the 11th Assembly. Approval to begin promotion of the Fund Trust is given. (**Minutes**, 10-39) (*Cf. Act 92-29 for subsequent action.*)
- 90-17 The Group Insurance Medical Plan is amended to make ministers of fraternal bodies laboring within EPC congregations as missionary-in-residence or graduate school student-in-residence eligible for participation if such are understood as full-time staff in the life of the church if no other plan for coverage exists. (**Minutes**, 10-39)
- 90-22 The Assembly adopts a restated pension plan and adoption agreement. (**Minutes** 10-22)
- 91-01 The Board of Pension and Benefits shall assume administration of the Group Insurance Plan effective upon adjournment of the 11th General Assembly. (**Minutes**, 11-14). (*Cf. Act 90-08*)
- 91-02 The Group Insurance Plan shall be amended so that the definition for retired employees shall be "A Retired Employee is one who has reached the 60th birthday and has served at least five (5) years in an EPC presbytery approved ministry." (**Minutes** 11-25)
- 92-19 The Assembly extends the initial period of enrollment and submission of EPC Pension Adoption Agreements for churches of record as of January 1, 1990 from December 31, 1992 to December 31, 1993. (**Minutes**, 12-46)
- 92-24 Pension Plan is amended to provide that normal retirement age shall be 59 1/2, rather than age 60. (**Minutes**, 12-13)
- 92-25 Group Insurance Medical Plan is amended to provide coverage for transplants of the following human organs only: cornea, kidney, liver, heart, lung and bone marrow. Total dollar amount payable for all charges related to organ transplants is limited to \$500,000 per person per lifetime. (**Minutes**, 12-13) [*Cf. Act 95-05. The 15th Assembly added pancreas to the list of organs for which transplant expenses will be covered. Minutes, 15-22*]
- 92-26 Requirement for second surgical opinion is eliminated, and Group Insurance Medical Plan will cover only up to 80% of second surgical opinions obtained.

Additionally, all surgical procedures covered by the Plan are covered at 80%. Plan shall continue to pay 100% for pre-admission tests. (**Minutes**, 12-13)

- 92-27 Group Insurance Medical Plan extends normal co-pay of 80% to the following procedures: clinical breast examination between the ages of 20 and 40, and every year after age 40; mammography every year after age 50; sigmoidoscopy every three years after age 50; prostatic specific antigen test every year after age 50. (**Minutes**, 12-13)
- 92-28 An additional class of employees, "Disabled Employees" is created and defined under the Group Insurance Medical Plan as follows: "A disabled employee is one who has been determined to be totally disabled. To be totally disabled, the employee must be unable to perform all of the normal duties of his or her regular occupation or employment for pay or profit. This must be due to the disability. Such a person may continue to participate in the medical portion of the EPC Plan indefinitely by contributing the appropriate monthly premium." (**Minutes**, 12-13)
- 92-29 The Medical Benevolence Fund document is adopted. (**Minutes**, 12-13)
- 93-01 General Assembly adopts a restated Pension Plan. (**Minutes**, 13-12) (*Cf. Act 89-02*)
- 93-02 Board of Pension and Benefits is authorized to extend health insurance coverage for EPC employees up to three months following month of termination, with a prepaid premium increase of 5% to cover administrative costs and a \$.50 per participant per month charge for the privilege of conversion. (**Minutes**, 13-12)
- 93-13 World Outreach missionaries in cooperative agreements may choose insurance coverage with either the EPC or their sending agency. In unique situations, other alternative coverage approved by World Outreach Committee may be appropriate. (**Minutes**, 13-27)
- 93-14 National pastors under appointment by World Outreach are not required to participate in the EPC Pension Plan. (**Minutes**, 13-28)
- 93-18 The Assembly adds infertility treatment (but not testing) for up to four months to the Medical Plan. (**Minutes**, 13-12)
- 94-06 Board of Pension and Benefits is instructed to investigate and determine actual cost of medical coverage for persons on the Plan not covered by Medicare at time of retirement. (**Minutes**, 14-22)
- 94-07 The Group Insurance Medical Plan shall provide benefits for adopted children at the time effective custody takes place. (**Minutes**, 14-22)
- 94-08 The Group Insurance Medical Plan shall provide medical coverage to dependents of retired and disabled employees. (**Minutes**, 14-22)
- 94-09 Board of Pension and Benefits may review and enroll churches of record December 31, 1993 who wish to participate in the Pension Plan but who, because of extenuating circumstances, did not enroll during the period of eligibility. (**Minutes**, 14-22)

- 95-02 Group Insurance Medical Plan is amended to exclude persons who have opted out of the Social Security System and who are not otherwise eligible or entitled to Social Security or Medicare coverage, upon retirement or attainment of age 65 (whichever occurs later). Coverage, however, may be continued upon participation in the Medicare Voluntary Enrollment Plan, Parts A and B, and upon payment of the required monthly premium to both Medicare Voluntary Enrollment Plan and the EPC Medical Benefits Plans. (**Minutes**, 15-22)
- 95-03 The Group Insurance Medical Plan is amended to add a section under "Preventative Care" to cover 80% of eligible expenses after the deductible is met, for immunizations for eligible dependent children to age 16. (**Minutes**, 15-22)
- 95-04 Group Insurance Medical Plan is amended to omit the current conversion option for medical care benefits. As of January 1, 1995 conversion charges increased by 400% for major medical coverage, 300% for comprehensive coverage, and 100% for hospital and surgical coverage. (**Minutes**, 15-22)
- 95-05 The Group Insurance Medical Plan is amended to include pancreatic transplants on the list of organ transplants covered. (**Minutes**, 15-22) *Cf. Act 92-25 for list as originally adopted.*
- 95-06 Assembly approves a revised premium structure for the Group Insurance Medical Plan effective August 1, 1995 so that four categories ("employee only," "employee/spouse," "employee/children," and "employee/spouse/ children") replace the former "single" and "family" categories. (**Minutes**, 15-22)
- 95-07 Assembly rescinds 1989 action (*cf. 89-06*) establishing a Board of Reference. (**Minutes**, 15-22)
- 96-02 The Assembly grants the COA authorization to select vendors for various benefit and pension plans on recommendation from the Board of Pension and Benefits. (**Minutes**, 16-19)
- 96-03 The Assembly changes the vendor for plan administration from Healthsource/ Provident to a third party administrator, Benefit Services, Inc. For medical benefits, long term disability insurance and life insurance effective January 1, 1997. (**Minutes**, 16-19)
- 96-03 The Assembly approves changing vendors for long term disability insurance and life insurance from Metropolitan Life Insurance Company to UNUM Life Insurance Company for long term disability insurance, and Healthsource/ Provident to The Lafayette Life Insurance Company for life insurance. (**Minutes**, 16-19)
- 96-17 The Assembly approves designating up to 100% of a minister's early and normal retirement pension or disability pension for 1996 and 1997 as housing allowance for United States income tax purposes (IRS Ruling 1.107-1) but only to the extent that the pension is used to rent or provide a home. (**Minutes**, 16-36)
- 97-02 The Group Medical Insurance Plan is amended to provide one routine mammogram per year, paid at 80% for women forty (40) years of age or older. (**Minutes**, 17-20)

- 97-03 The Assembly amends the Group Insurance Plan to double the current life insurance cap provided EPC pastors and employees from \$25,000 to \$50,000 for an additional premium. (**Minutes** 17-20)
- 97-07 Financial eligibility for the Medical Benevolence Fund is increased from \$20,000 to \$25,000. (**Minutes** 17-25) (*Cf. Act 01-05 for subsequent action.*)
- 98-01 The Assembly approves the provision of a Preferred Provider Organization (PPO) for the medical portion of the Group Insurance Plan. (**Minutes**, 18-19)
- 99-01 The Assembly amends the Group Insurance Medical Plan to require that claims be submitted within twelve months of the date of service. Claims submitted after twelve months of date of service will not be paid. (**Minutes**, 19-20)
- 99-02 The Assembly amends the Group Insurance Medical Plan by adding sleep disorders and biofeedback to the list of exclusions. (**Minutes**, 19-20)
- 99-03 The Assembly amends coverage for prescription in the Group Insurance Medical Plan to:  
     80% of the cost of generic drugs;  
     50% for name brand drugs unless a suitable generic is not available;  
     Subject to deductibles and co-insurance. (**Minutes**, 19-20)
- 99-04 The Assembly amends the Group Insurance Medical Plan by increasing the deductible to \$250 per employee, \$500 per employee and spouse, and \$750 per family for PPO network providers. The Assembly also amends Group Insurance Medical Plan by increasing the deductible to \$300 per person, \$600 per employee and spouse, and \$900 per family for non-network (PPO) providers. (**Minutes**, 19-20)
- 99-05 The Assembly amends the Skilled Nursing Facilities Benefits in the Group Insurance Medical Plan to cover 90% of reasonable and customary charges in the PPO network and 80% out of network. Confinement in a skilled nursing facility is limited to 60 days per calendar year with a *per diem* limit of \$150, provided that a physician determines that the covered person requires skilled nursing care and prior authorization from the Plan has been obtained. (**Minutes**, 19-20)
- 00-02 The Assembly amends the Medical Plan to include:  
     a) Home health care services provided within 7 days following discharge from hospital for a cause related to the cause of hospital confinement  
     b) Prescription coverage for Viagra and birth control pills. (**Minutes**, 20-25)
- 00-03 The Assembly amends the Medical Plan to specifically exclude:  
     a) Charges in connection with weekend hospital admissions unless deemed medically necessary;  
     b) Charges made in connection with surrogate parenting arrangements;  
     c) Charges for completing a claim form;  
     d) Charges made for professional services of a resident physician or intern;  
     e) Surgery for sex reassignment or complications from such procedure;  
     f) Services or supplies rendered while not under continuing care of a physician. (**Minutes**, 20-25)

- 01-01 The Group Insurance Plan is amended to offer two plan options. One has basic coverage benefits and is less costly; the other, a richer benefits design with a corresponding higher premium rate. Both plan rates may also take into consideration rating differences for age and geographic location. (**Minutes**, 21-29, 30)
- 01-02 The Board of Pension & Benefits is authorized to explore the redesign of the Group Insurance Plan and to retain professional expertise to assist in the ongoing management of the Plan. (**Minutes**, 21-29); and the Committee on Administration is authorized to approve changes in benefits proposed by the Board of Pension and Benefits. The Board shall report the changes annually to the Assembly. (**Minutes**, 21-29, 30)
- 01-03 The Board of Pension & Benefits is authorized to develop an ongoing and thorough 2-way communication plan designed to better interact with the churches and plan participants regarding the goals, benefits, costs and overall administration of the Group Insurance Plan. (**Minutes**, 21-29, 30)
- 01-04 Pension Plan is amended to allow all active ministers to participate in the Pension Plan. (**Minutes**, 21-30)
- 01-05 The Medical Benevolence Fund is amended to raise the household eligibility cap from \$25,000 to \$35,000. (**Minutes**, 21-30) (*Cf. Act 97-07*)
- 01-06 The Group Insurance Plan is amended to cover speech therapy when medically prescribed following a stroke, accident or congenital and developmental problems. (**Minutes**, 21-30)
- 01-07 The Group Insurance Plan is amended to cover the treatment of keratoconus with contact lenses to a maximum of \$500 annually. (**Minutes**, 21-30)

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## ARTICLES OF AGREEMENT

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### Between the Evangelical Presbyterian Church and The Presbyterian Church of Brazil

**aiming at a brotherly fellowship  
in which they will help each other  
in the propagation of the Gospel  
of Jesus Christ.**

#### **Preamble**

The Presbyterian Church of Brazil has been created by God as one of His instruments to be a Reformed and Presbyterian witness in Brazil for Jesus Christ and the Kingdom of God. The Evangelical Presbyterian Church has also been created by God as a similar instrument in the United States. Each recognizes that the other has primary responsibility for the country where God has placed it. When one works as a helper in the regional field of the other, it shall do so under the authority of that church. However, in order for the helper church to have a voice in the missionary enterprise of the primary church, it is necessary to establish a means whereby the two churches may share in the planning, projecting, overseeing and strategizing for missions. It is always to be remembered that the primary church has final authority for approval of such plans for missions. The means for such joint planning shall be "**The Joint Committee for Missions.**" This Joint Committee shall assist both in Brazil and in the United States in recommending to the primary churches plans for developing the missionary enterprise in joint venture between the primary and the helper churches.

#### **The Joint Committee for Missions**

1. Recommendations for shared missions between a primary and helper church shall come to both churches through the JCM.
2. The JCM shall be composed of six (6) members, three (3) from each church. In addition, each church may appoint advisors without vote.
3. Each church shall designate one of its members as co-chairman and meeting shall be alternately chaired by the co-chairman. A secretary/recorder shall be provided by the host church and minutes shall be provided in both English and Portuguese. A permanent book of the minutes shall be kept in both languages and a copy provided for each church for historical purposes. The Committee shall meet at least annually in November and at other times as necessary, such other meetings to be set by the JCM at its November meeting or upon call of the co-chairman. The regular meetings ordinarily shall be held alternately in each country.
4. The JCM shall make an annual report to the two churches through the appropriate denominational committee, in order that shared missions may be kept before the two churches.
5. The approval, disapproval, or modification of recommendations from the JCM shall come from that board or agency so designated by the particular church. Also such designated board or agency may submit recommendations and proposals to the JCM for its consideration.
6. No joint missionary enterprise shall be undertaken that has not been recommended by the JCM and approved in a manner required by each denomination.

7. Approved joint missionary enterprises shall have a time frame and financial parameters designated and shall have established procedures for evaluation and assessment.
8. The following stipulations shall govern missionaries (those appointed to serve within the bounds of the other church):
  - A. Ordained
    1. Shall be under the jurisdiction of the agency, institution or church court under which they serve.
    2. Shall be under the constitutional documents (confessions, polity, discipline, court decisions) of the church under which they are serving.
    3. May become members of an appropriate presbytery if they desire without affecting their membership in their own denomination.
    4. In the event of a need to exercise discipline, the matter shall be referred to the church of origin (sending church).
  - B. Laymen
    1. Shall be under the jurisdiction of the agency, institution or church court under which they serve.
    2. Shall be under the constitutional documents (confessional, polity, discipline, court decisions) of the church under which they are serving.
    3. May become members of a local congregation if they desire without affecting membership in their own home church.
    4. In the event of a need to exercise discipline, the matter shall be referred to the church of origin (sending church).
  - C. The sending church shall be responsible for matters relating to the maintenance of missionaries. An exception to this could occur when a request is made by the primary church of the helper church on the condition of taking responsibility for the support of that person.
9. Funding shall be guided by the following principles:
  - A. Donors may designate funds only to projects approved by the JCM and accepted by both churches. Each donor church shall designate an agent of facilitation for prospective donations.
  - B. Contributions of a helper church shall ordinarily be used for missions enterprises, including church buildings, or schools or manses. Mission enterprises include the support of personnel designated as internal missionaries by the primary church, but such support shall always be through the Board of National Missions.
  - C. Mission projects ordinarily shall be supported by both the primary church and help church so that there will be a sense of mutual ownership. However, the mutual ownership shall not be judged by the amount of financial participation.
  - D. The helper church may acquire or own properties for its own use such as a headquarters for its missionary enterprise or manses for its missionaries within the area of the primary church. However, when funds are provided for expansion or development of facilities shall be owned by the appropriate agency or court of the primary church.
10. Participation in the JCM does not preclude either church from establishing working relationships with other churches or groups in either Brazil or the United States, provided that through the JCM the other denomination is informed and has an opportunity to respond.

11. However, the above freedom does not apply to relationships that may be established by either church with persons, agencies, or dissident groups of the other church.
12. While this agreement envisions a permanent mutual working relationship, it shall be reviewed periodically by the JCM which may also suggest revisions to both churches, or either church of itself may initiate suggested revisions. Either church may revoke the agreement provided six months minimum notice is given. The union of either church with another church body will automatically terminate the agreement after twelve (12) months following such union. The continued cooperation with the new entity will necessitate approval of new terms of agreement.
13. Initially and until changed by either church, the coordinating agencies for the JCM shall be the World Outreach Committee of the Evangelical Presbyterian Church and the Inter-ecclesiastical Relations Committee of the Presbyterian Church of Brazil.
14. Initially, the priorities for the JCM shall focus on Brazil as the primary church with the Evangelical Presbyterian Church being the helper church. Those priorities shall be:
  - A. Theological Education, including;
    1. Graduate education for pastors;
    2. Library development
    3. Capital development of seminaries.
  - B. Support of US Presbyterian missionaries already working with the Presbyterian Church of Brazil who wish to continue that working relationship by transfer of the jurisdiction of EPC as their sending church.
  - C. The sending of missionaries from EPC to work with the Presbyterian Church of Brazil, providing the Presbyterian Church of Brazil approves them.
  - D. The JCM may explore areas in the United States of Canada where it may be appropriate to place the missionaries from the Presbyterian Church of Brazil, provided it has the approval of the EPC.
  - E. Cooperating in the national missions enterprise with the Presbyterian Church of Brazil in frontier areas especially but not to the exclusion of other significant opportunities for mission.
  - F. Beginning to develop a mutual and cooperative missionary enterprise to the Americas and wherever there are places of special opportunities.
15. The details of the methods by which recommendations from the JCM go to each church for approval and implementation may be attached to this Agreement as an official attachment for the church.
16. These Articles of Agreement shall be in force when approved by both churches. Amendments will be in force when approved by both churches.

*Original document signed by Andrew Jumper and Boanerges Ribeiro, chairmen, L. Edward Davis, Paulo Breda Filho, Bartlett Hess, and Jose Arantes Costa.*



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**COOPERATIVE AGREEMENT WITH EVANGELICAL MISSIONARY  
AGENCIES**

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**COMMITTEE ON WORLD OUTREACH**

**Evangelical Presbyterian Church  
29140 Buckingham Avenue, Suite 5  
Livonia, Michigan 48154**

The terms of this agreement relate to the category of a member missionary relationship.

1. The missionary shall have dual membership status with both the Evangelical Presbyterian Church World Outreach and \_\_\_\_\_  
(name of agency)
2. The appointment of the missionary shall be subject to the approval of both agencies in accordance with the standards established by each agency.
3. In the event that one agency requests confidential materials gathered by the other, such material shall be shared with the understanding that the materials shall be kept confidential by that agency.
4. The missionary-candidate shall participate in the full candidate and training program of \_\_\_\_\_ agency.
5. An appropriate time shall be allowed for the candidate to properly do itineration or deputation for the candidate coordination of the World Outreach within the Evangelical Presbyterian Church churches in order that adequate prayer and financial support can be realized.
6. \_\_\_\_\_ (agency) shall supervise the securing of visas and make other arrangements necessary for beginning field work.
7. World Outreach shall be the sponsoring agency for financial and prayer support of the missionary.
8. \_\_\_\_\_ (agency) shall be the directing agency in relation to the missionary activities on the field.
9. Final discipline as relates to theology and morals rests in the proper church court of the Evangelical Presbyterian Church
10. The World Outreach missionary is to have liberty in the full and free presentation of the gospel as contained in and understand in the Reformed view.
11. While on the field, the missionary shall be under the jurisdiction of \_\_\_\_\_ (agency.)
12. While on the field, the missionary shall be an integral part of the field staff, sharing equally in privileges and responsibilities as any other member and being subject to the policies and directions of \_\_\_\_\_ (agency).
13. The missionary's field director will initiate home service planning in consultation with World Outreach and also with \_\_\_\_\_'s (agency) North American Director.
14. While on home service (while traveling to and from the field). The missionary shall be under the jurisdiction of World Outreach. Among the missionary home service responsibilities, consideration will be given World Outreach to assignments, projects additional study or training requested by \_\_\_\_\_

(agency). Progress and activity information during home service will be provided for \_\_\_\_\_ (agency).

15. While on home service, the missionary shall be expected to carry on a deputation ministry for World Outreach within the constituency of the Evangelical Presbyterian Church congregations. Each agency shall assume the arrangements and expenses of deputation when the member is doing deputation for either agency. Primary deputation responsibilities will be with the EPC under World Outreach coordination but within the context of the proportion of support from EPC sources.
16. The missionary shall not solicit homeland constituency of either agency for personal funds or field needs without the permission of the respective agency.
17. The financial relationship of the missionary with \_\_\_\_\_ (agency) shall be the same as that for all other members for all assessments. During the EPC portion of home service adequate financial arrangements may be set by World Outreach.
18. At the time of departure, World Outreach will commit itself to a level of monthly support to \_\_\_\_\_ (agency). World Outreach support checks will be issued to \_\_\_\_\_ (agency) at that level. Semi-annually in January and July, both \_\_\_\_\_ (agency) and World Outreach will report support income to each other so periodic adjustments can be made.
19. Compensation, hospitalization, retirement and insurance plans shall be provided to Evangelical Presbyterian Church World Outreach missionaries by mutual agreement of both agencies.

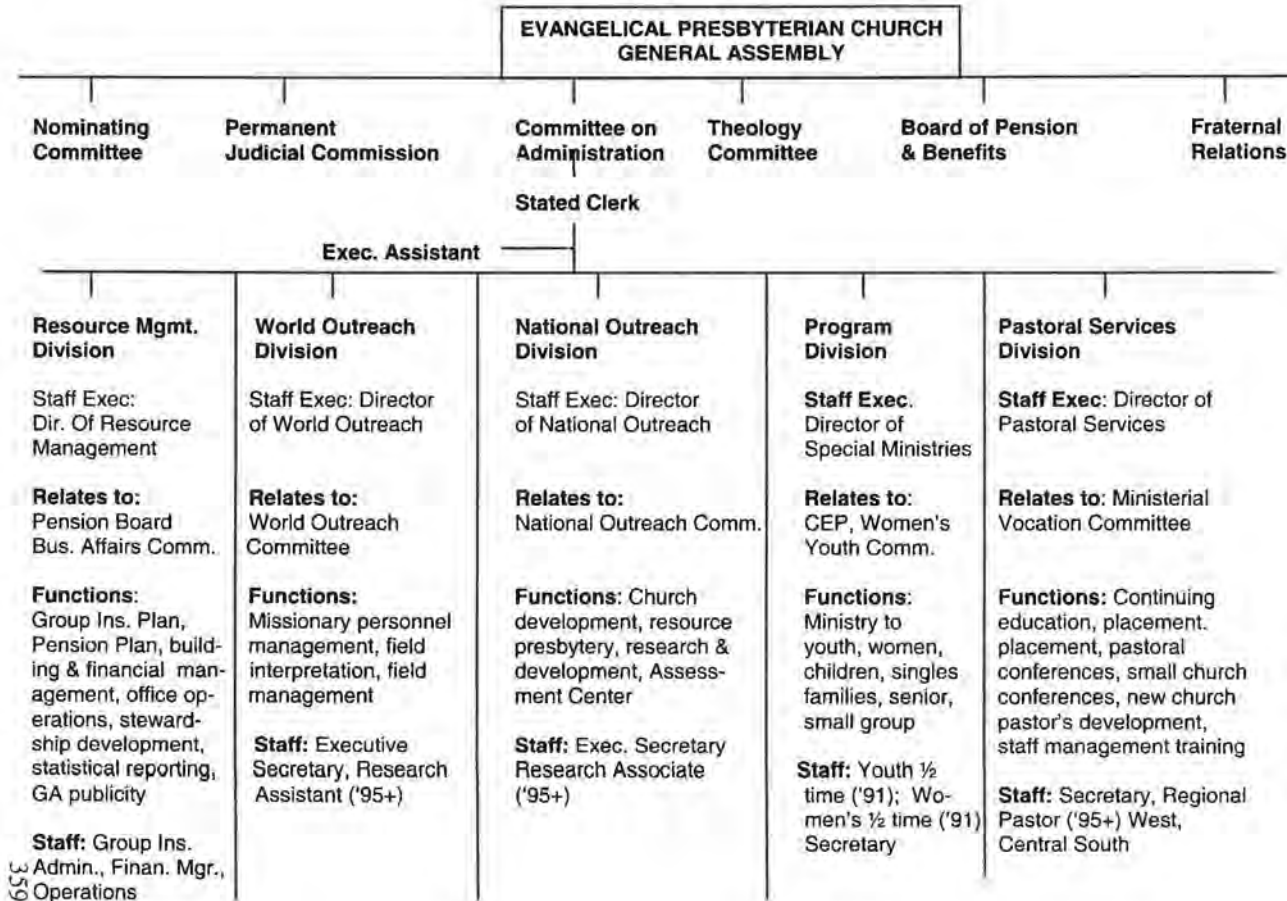
Signed: \_\_\_\_\_  
Date: \_\_\_\_\_  
(Agency) \_\_\_\_\_

World Outreach Director \_\_\_\_\_  
Date: \_\_\_\_\_  
World Outreach \_\_\_\_\_

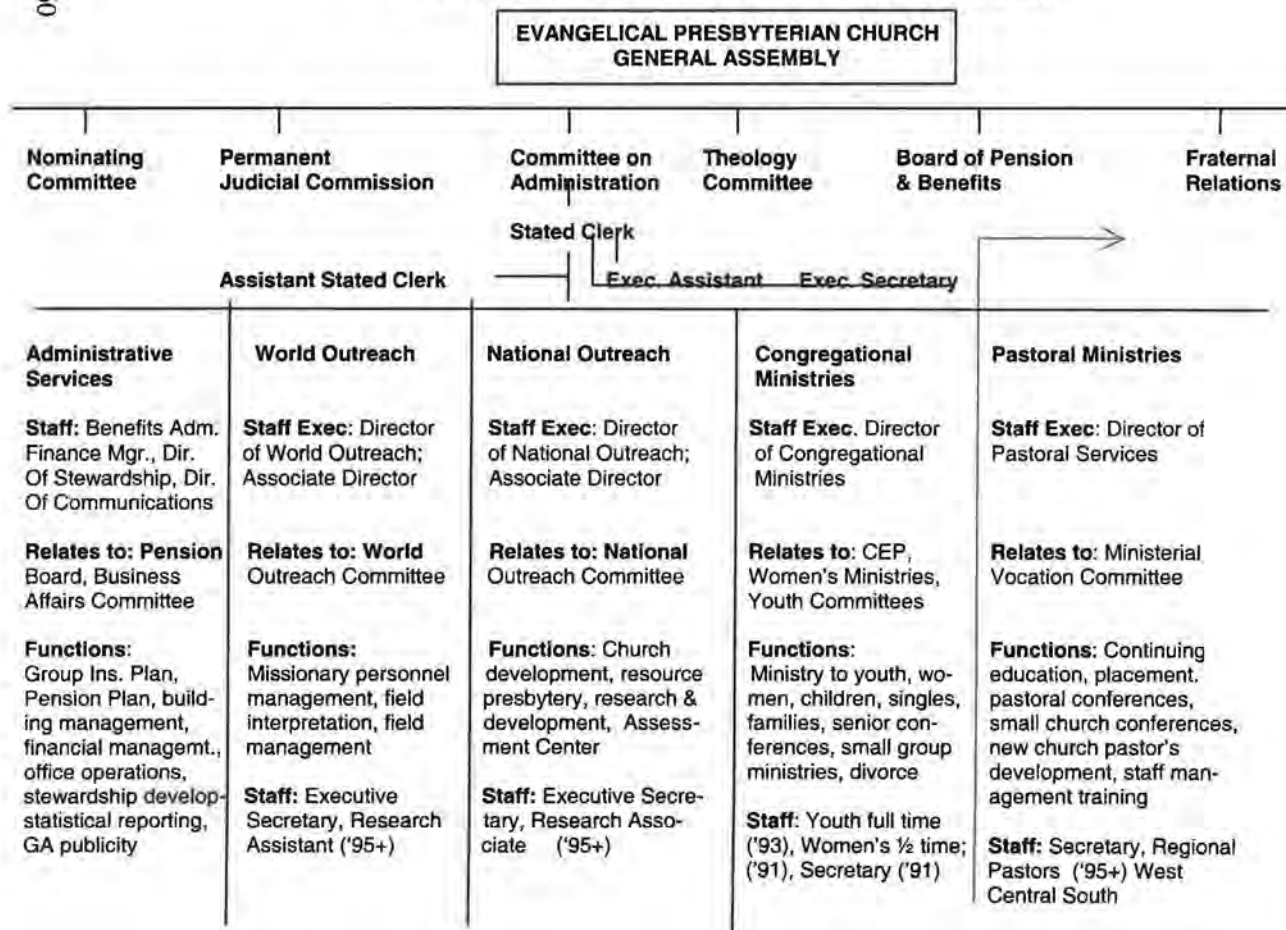
\*World Outreach has cooperative agreements with the following agencies:

- |                                      |                                    |
|--------------------------------------|------------------------------------|
| 1. Arab World Ministries             | 10. Overseas Missionary Fellowship |
| 2. English Language Institute/ China | 11. Pioneers                       |
| 3. Frontiers                         | 12. Send International             |
| 4. Interserve                        | 13. SERVE                          |
| 5. Jian Hua Foundation               | 14. United World Mission           |
| 6. Logoi                             | 15. World Impact                   |
| 7. Middle East Media                 | 16. Wycliffe Bible Translators     |
| 8. Missionary Internship             | 17. Youth for Christ, USA          |
| 9. Overseas Crusades                 |                                    |

**ORGANIZATIONAL CHART – DESIGN FOR 2001**



## ORGANIZATIONAL CHART – DESIGN FOR 2001 (Revised Draft)



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## THE GENEVA STATEMENT

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*Agreement of Cooperation between the Evangelical Presbyterian Church  
and the  
Associate Reformed Presbyterian Church*

Being persuaded from Scripture that all Christians are united as one body in Christ, we acknowledge our responsibility to God and one another to labor together in the work of Christ so as to promote the peace, purity and unity of the church and the advancement of Christ's Kingdom in the world.

We share a common understanding of the Scriptures, as expressed in the **Westminster Confession of Faith and Catechism** for laboring together in ministry. Recognizing that some differences exist between us in our understanding of certain issues concerning God's will for His church we also recognize that which we hold in common far outweighs that which differentiates us. It is understood that our common labors shall not compromise the consciences of either church. The integrity of each church concerning its standards and politics must be maintained and respected.

We therefore pledge ourselves to labor together in love, to advance the work of Christ in both our common and separate ministries, seeking to maintain the unity of the Spirit in the bond of peace.

We promise that if ever we should offend one another in our common labors, we shall do everything possible to resolve the matter and to maintain cooperation. We commit ourselves to labor in support of our church courts, faithfully reporting our activities to the appropriate board or agency, and our respective committees concerning interchurch relations.

We further believe that such practical fraternity apart from any quest for organizational union, will be pleasing to God and promote the advancement of the Gospel in the world. For these reasons we commit ourselves to this Agreement of Cooperation, which is to be attached to the joint statement previously adopted by our churches.

*Adopted June, 1992  
12<sup>th</sup> General Assembly*

The 11<sup>th</sup> General Assembly (1991) together with the General Synod of the Associate Reformed Presbyterian Church authorized the interchurch relations committees to continue meeting for purposes of finding areas of mutual commitments, discovering areas of differences, and exploring ways of resolving those differences, exploring new and creative ways of working together. They shall report back to the respective parent bodies each year until such time as either committee may ask to be discharged from this duty, or until the appointing body may discharge the committee from such duty.

*Adopted June, 1991  
11<sup>th</sup> General Assembly*

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**EVANGELICAL PRESBYTERIAN CHURCH  
MEDICAL BENEVOLENCE FUND**

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**RESOLVED**, that there is hereby declared this 26<sup>th</sup> day of June, 1992 by the General Assembly of the Evangelical Presbyterian Church meeting in Memphis, Tennessee, a Medical Benevolence Fund designated and distinct from all other funds of the Evangelical Presbyterian Church to be administered by the Committee on Administration under the following terms and conditions:

1. **Fund Income.** The Committee shall, after paying the necessary expenses of the management and preservation of the Fund, pay an amount up to but not exceeding the net income of the Fund as directed by the Benevolence Committee. In the year that the total distributions over the course of a calendar year, as directed by the Benevolence Committee, shall total an amount less than the entire net income, then the Committee shall accumulate any excess income and add it to the principal.
2. **Benevolence Committee.** The Benevolence Committee shall be composed of two Ruling Elders and one Teaching Elder of the Evangelical Presbyterian Church who shall be nominated by the Committee on Administration and elected by the General Assembly. Each member of the Benevolence Committee shall serve for a term of three years and shall not be eligible for succession. The first group of Committee members shall be elected with staggered terms; that is, one shall be elected for a one-year term, one shall be elected for a two-year term, and one shall be elected for a three-year term.
3. **Distribution Requirements.** The Benevolence Committee shall order the Committee on Administration to make distributions from the income of the Fund only under the following conditions:
  - A. All distributions shall be used solely for the purpose of paying for the cost of medical benefits insurance.
  - B. Only the following individuals shall be eligible as beneficiaries of such distributions:
    1. Ministers of the Evangelical Presbyterian Church who are without a present call. Such beneficiaries shall be eligible, however, only until such time as their income\* exceeds \$25,000\*\* annual gross effective income, until medical benefits become available from some other source as a part of such person's income or for a maximum period of one year.
    2. Mission church pastors of the Evangelical Presbyterian Church, but only if the mission church is not a daughter church of another Evangelical Presbyterian Church and only until such time as such pastor's annual gross effective income shall exceed the sum of \$25,000\*\* and in no event shall such pastor receive distributions for more than one year.
    3. Retired ministers of Evangelical Presbyterian Churches.
  - C. Applications for distributions shall be made to the Benevolence Committee by the Presbytery having jurisdiction over the prospective beneficiary. The Benevolence Committee shall develop an application form which, among other things, shall be executed by the Presbytery and shall contractually commit an amount equal to the distribution from this Fund, it being the intention that this Fund shall never pay more than one-half of the actual amount of the medical benefit insurance premium paid on behalf of each individual beneficiary.

Applications shall be received by the Committee quarterly in January, April, July and October.

- D. In the event that the income from this Fund is not sufficient to pay the entire one-half of the need of the individual applicants in any year, then the Benevolence Committee shall order its distributions to be made *pro rata* based upon the amount of income available from this Fund.
4. Amendment. The General Assembly shall have the power at any time, by a vote of seventy-five percent (75%) of the General Assembly, duly constituted, to modify, alter or amend this designation of endowment fund and to change the requirements for the beneficiaries thereof.
5. Accountings. The Committee on Administration shall render annually a statement of properties in the Fund and of receipts and disbursements by category during the period covered to the General Assembly of the Evangelical Presbyterian Church at its annual meeting. Each accounting shall be done on a calendar year basis and shall be rendered to the General Assembly of the Evangelical Presbyterian Church during the next calendar year.

\* *From all sources*

\*\* *Increased in 1997 from \$20,000 to \$25,000*

Adopted 6/92

Amended 6/97

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**POSITION DESCRIPTION  
FOR THE  
STATED CLERK**

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- I. Position Title: Stated Clerk of the General Assembly
- II. Date: January 1, 2001
- III. Position Summary: The Stated Clerk is responsible before God for the work of the General Assembly of the Evangelical Presbyterian Church. The Stated Clerk is chief administrative officer of the Office of the General Assembly.
- IV. Term: The Stated Clerk shall be elected by the General Assembly to serve for a definite period as constitutionally defined by the court.
- V. Duties:
  - A. The general duties and responsibilities of the Stated Clerk are set forth in the *Book of Order* and *Rules for Assembly*.
  - B. The Stated Clerk shall be responsible for interpreting all constitutional matters not specifically referred to a General Assembly committee, in which case the General Assembly, by its response to a committee report, will be the final interpreting authority.
  - C. The Stated Clerk shall record all Assembly transactions and preserve these records carefully, and in addition, grant extracts from them whenever properly required. Such extracts shall be evidence to any ecclesiastical court, and to every part of the church.
  - D. All notices required by civil and ecclesiastical law shall be prepared and forwarded by the Stated Clerk, who shall also take general charge of the corporate books and records.
  - E. The Stated Clerk shall sign such instruments as may be required and perform duties as may be assigned by the Committee on Administration or members of the corporation in General Assembly. The Stated Clerk shall assist the Moderator in the fulfillment of his office.
  - F. The Stated Clerk shall be responsible for the oversight of the Financial Manager who is the custodian of the funds and securities belonging to the Corporation. The Stated Clerk shall oversee the receipts deposits and disbursement of such funds by the Financial Manager as directed by the General Assembly. The Stated Clerk shall oversee the accurate accounting of the finances of the Corporation by the Financial Manager.



- G. The Stated Clerk shall resource the work of each permanent committee in keeping with those tasks assigned to it by the General Assembly. Each committee that has its own staff executive shall be resourced by that executive. The Stated Clerk is responsible for coordinating the utilization and distribution of the resources of the Corporation.
- H. The Stated Clerk shall be available as need warrants to represent the denomination to the general public and to the churches. Responsibility for official denominational correspondence with all fraternal persons and bodies shall be that of the Stated Clerk.

VI. Organizational Relationships:

- A. Responsible to: The Stated Clerk is responsible to the General Assembly through immediate accountability to the Committee on Administration.
- B. Responsible for: The Stated Clerk is responsible for all professional and clerical staff persons assigned to the Office of the General Assembly, and to coordinate the work of all.
- C. The Stated Clerk is responsible, through various committees and individuals for planning of goals and activities designed to carry out the mission of the denomination and achieve the results anticipated by the vision statement of the General Assembly.

VII. Evaluation:

The personnel committee of the Committee on Administration shall serve as an evaluation committee for the annual evaluation of the Stated Clerk, and review with the Stated Clerk the evaluation of the General Assembly staff. Committee will report annually to the Administration Committee.

The Evaluation Committee shall be enlarged every third year by two persons for that year only, coinciding with the year of the election of the Stated Clerk. This committee shall provide the Committee on Administration a comprehensive evaluation of the Stated Clerk. The Committee on Administration shall provide this evaluation and a nomination to the General Assembly.

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## POSITION STATEMENT ON PRESBYTERY DEVELOPMENT

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The purpose of this position statement is to be a guide to the General Assembly in making decisions concerning the establishment of new presbyteries or the realignment of current boundaries.

The Church as the body of Christ is composed of all those persons who profess Jesus as their Lord and Savior, together with their children. The Church on earth is not limited to particular forms of government or denominational structures; nevertheless, the government of the Evangelical Presbyterian Church shall be Presbyterian in form. Such is government by elders meeting in church courts in regular gradation. The Evangelical Presbyterian Church believes the perfecting of the visible Church is best established where the scriptural doctrine of government by elders gathered in church courts is practiced.

The courts of the Church shall be the Session, the Presbytery, and the General Assembly. Presbytery shall be composed of all Ministers belonging to it, and two Ruling Elders for each Minister drawn from the particular churches within its bounds.

The Presbytery has jurisdiction over all that belongs to the worship and ministry of a group of churches within the designated bounds. In its spiritual oversight, the mission of the Presbytery shall be:

1. The nurture and care of persons called to the office of Minister and oversight of all transactions pursuant to call.
2. The provision of spiritual discipline according to the *Book of Discipline*.
3. The oversight of church Sessions through annual review.
4. The maintenance of peace and unity within the congregations.
5. The establishment and development of churches.
6. The encouragement of evangelism, renewal, and ministries of compassion within the congregations and Presbytery.
7. The active participation in the life of the General Assembly.
8. The organization of the Presbytery for maximum advancement of the Gospel and the kingdom.
9. The provision of resources to member congregations promoting effective evangelism, education, stewardship, officer training and the like.

In pursuit of its mission, the question naturally arises as to what constitutes a viable Presbytery. Viability may be defined as "the ability with maximum efficiency to achieve a stated mission." The basic components of a viable Presbytery within the Evangelical Presbyterian Church shall be understood as the following:

### 1. LEADERSHIP

A Presbytery must have adequate personnel resources to support the local church as well as Presbytery's committees and commissions.

### 2. FINANCIAL RESOURCES

Sufficient resources must be available to support the mission and life of a Presbytery. A minimum budget of \$100,000 ('94 dollar basis) per year is necessary.

### 3. COMMITMENT

Leadership and resources are of little value if the solid commitment of Ministers and Ruling Elders of each church to the connectional form of government is absent.

4. **DEMOGRAPHICS**

The minimum requirements for a Presbytery need to be:

1. A large church (1,000 + members);
2. Twelve organized churches;
3. A composite membership base of 2,500.

5. **OFFICE OF THE STATED CLERK**

The Stated Clerk shall be provided with office equipment and necessary support staff to carry out the duties of the office as defined in the Presbytery by-laws.

6. **GEOGRAPHIC PROXIMITY**

Presbytery boundaries should be established to keep travel distances between churches to a reasonable minimum.

92294mb

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**SUGGESTED CONSTITUTION  
FOR LOCAL CHURCHES\*  
EPC WOMEN'S MINISTRIES**

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**Article I: Name**

This organization shall be known as:  
Women's Ministries of \_\_\_\_\_ Church,  
Presbytery of \_\_\_\_\_, the Evangelical Presbyterian Church.

**Article II: Faith and Purpose**

We affirm our document, "*The Essentials of Our Faith*." The foundation paragraph of this document follows:

All Scripture is self-attesting, and being Truth, requires our unreserved submission in all areas of life. The infallible Word of God, the sixty-six books of the Old and New Testaments, is a complete and unified witness to God's redemptive acts, culminating in the incarnation of the Living Word, the Lord Jesus Christ. The Bible, uniquely and fully inspired by the Holy Spirit, is the supreme and final authority in all matters on which it speaks.

**Statement of Purpose**

Ephesians 4:12 "For the perfecting of the saints for the work of the ministry, for edifying of the Body of Christ . . ."

The purpose of Women's Ministries of the Evangelical Presbyterian Church is to provide an atmosphere for the women of the church to mature spiritually and to recognize, develop and share their God-given gifts for works of service. Central to the purpose of Women's Ministries is the affirmation of women as being loved and called by God into a personal relationship with Him through our Lord Jesus Christ and the nurture of women in the knowledge of Him and His plan for each individual life.

**Article III: Membership**

The membership of Women's Ministries shall be open to all women of the church. No formal membership is necessarily required for participation.

**Article IV: Leadership**

The leadership of Women's Ministries shall be members of the local church. Leadership shall be structured according to the needs and preferences of the local church.

Examples may include but are not limited to: 1. A Coordinator serving over committees such as Spiritual Nurture, Missions, Special Events, Service. 2. President, Vice-President, Secretary, Treasurer, Historian, and Program Chair. 3. Director of Women's Ministries in conjunction with a Coordinating Council initiating and overseeing the various ministries of a larger church.

**Article V: Denomination Representation and Participation**

Local church Women's Ministries should encourage women to participate in presbytery and national programming including retreats, General Assemblies, and national conferences to build and enrich connectional relationships.

**Article VI: Relationships**

Local Women's Ministries shall be under the jurisdiction of the local church session.\*\*

**Article VII: Finances**

The local work of Women's Ministries may be financed through regular pledges, voluntary offerings, church budget, and/or fundraising as approved by the session.

**Article VIII: Meetings**

Meetings may be scheduled as desired and needed.

**Article IX: Amendments**

This Constitution may be accepted, rescinded or amended by a simple majority of Women's Ministry participants who are also members of the local church.

**Article X: Parliamentary Authority**

*Robert's Rules of Order, Newly Revised*, shall be the parliamentary authority in matters not addressed in this constitution.

**Footnotes:**

\* "Local church" refers to both the particular churches and mission churches.

\*\* "Session" includes local church sessions and applicable governing body over mission churches.

*Adopted at 19<sup>th</sup> General Assembly  
June, 1999*

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## PRESBYTERY WORLD OUTREACH COMMITTEES

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### Committee Description

#### 1. World Outreach Missionaries

##### *Recruitment*

- Encourage prayer for the identification of World Outreach missionary candidates.
- From among both the members of presbytery and its congregations, seek out and encourage potential candidates to consider World Outreach service.
- Encourage and assist candidates in the application process.
- Disseminate current information on World Outreach's specific needs for new missionaries.

##### *Support*

- Urge the churches of the presbytery to help support all World Outreach missionaries through the World Outreach Office.
- Encourage each church to include in its mission committee policy a statement which gives preferential support consideration to World Outreach missionary appointees.

##### *Contact*

- Insure adequate communication is maintained between churches and the missionary on field.

##### *Home Service*

- Plan, in cooperation with the World Outreach committee, strategic opportunities for World Outreach missionaries to share their work with presbytery.
- Meet with, for reporting and review, each missionary on home service who is a member of presbytery.

#### 2. Interpretation and Support of World Outreach Projects

- Encourage regular representation from the presbytery on World Outreach mission trips, helping the participants share broadly on their return.
- Establish and pursue the goal of preferential support for World Outreach projects by every church in the presbytery.
- Provide on request information on current World Outreach projects, their progress and their support status.

#### 3. Ethnic Church Development

- Encourage representatives of presbytery to visit any EPC ethnic congregations or mission churches within the presbytery.
- See opportunities for integrating ethnic congregations into the life and fellowship of the presbytery.

#### 4. Mission Education

- Plan World Outreach seminars, workshops and conferences whereby clusters of churches or the entire presbytery will be encouraged to cooperate, thereby strengthening their mission commitment.
- Encourage every congregation to have a periodic mission conference or mission day, sharing resources with one another as appropriate.
- Distribute information on the mission program of World Outreach.

**PART IV**  
**DIRECTORY OF THE PERMANENT COMMITTEES**  
**OF THE**  
**GENERAL ASSEMBLY**

<b>OFFICERS OF THE GENERAL ASSEMBLY          DIRECTORY OF PERMANENT COMMITTEES</b>
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**COMMITTEE ON ADMINISTRATION**

---

*Class of 2004*

RE Zelda Artz  
 1220 S. Buchanan St.  
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 703/671-1760

TE Erik Ohman  
 9100 E. Parker  
 Parker, CO 80134  
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RE Mark Sharpnack  
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TE Bill Hyer  
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 864/226-2979

RE Knox Sherer  
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 704/569-0002 (ext. 102)

RE Virginia Patterson  
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 Bartlett, IL 60103  
 630/483-3829

*Class of 2002*

RE John Adamson  
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 901/454-0034

TE Willard Davis  
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 Palm Bay, FL 32907  
 321/953-6548

TE Harold K. Polk, Jr.  
 6100 Richfield Road  
 Flint, MI 48506  
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**EX-OFFICIO MEMBERS**

**CHAIRMAN**

RE John Graham, III  
 11 Huntington Road SW  
 Rome, GA 30162-0029  
 706/291-6223

**STATED CLERK**

TE Michael Glodo  
 29140 Buckingham, Ste. #5  
 Livonia, MI 48154  
 734/261-2001

**MODERATOR**

TE Darryl "Bud" Sparling  
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 303/841-2125

**IMMED. PAST CHMN.**

TE Jimmy McGuire  
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 248/374-5958



## ADVISORY MEMBERS

RE Dan Tidwell, Chmn.  
Christian Education & Publications  
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TE Art Hunt, Chmn.  
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RE Jim Byrne, Chmn.  
Student & Young Adult Ministries  
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RE Charles Overstreet, Chmn.  
National Outreach  
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TE Bern Draper, Chmn.  
World Outreach  
8103 Saguaro Ridge Rd  
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---

## COMMITTEE ON CHRISTIAN EDUCATION & PUBLICATIONS

---

### *Class of 2004*

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## COMMITTEE ON FRATERNAL RELATIONS

---

### *Class of 2004*

TE Craig Vanbiber  
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RE Frances Wall  
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RE Steele Stewart  
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TE Perry Mobley  
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RE Paul Heidebrecht, Chairman  
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TE Russ Ragon  
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## COMMITTEE ON MINISTERIAL VOCATION

---

### *Class of 2004*

RE Jerry Alpert  
13207 Pinetree Lake Road  
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TE George Yates  
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RE Jim Cantey  
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### *Class of 2002*

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RE John Allman  
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## COMMITTEE ON NATIONAL OUTREACH

---

### *Class of 2004*

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RE Ronald Whalen, Jr.  
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RE Ted Brandsma  
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RE William Bumford  
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## NOMINATING COMMITTEE

---

### *Class of 2004*

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TE Don Van Dyke  
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RE Alan Smith  
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TE Bill Vogler  
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TE Steve Wilkinson  
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## PERMANENT JUDICIAL COMMISSION

---

### *Class of 2004*

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RE Reese Baker  
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RE Charles Talbot  
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RE David Shira  
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RE Evelyn Cisney  
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TE George Wood  
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## COMMITTEE ON STUDENT AND YOUNG ADULT MINISTRIES

---

### *Class of 2004*

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## COMMITTEE ON THEOLOGY

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## COMMITTEE ON WOMEN'S MINISTRIES

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Wendy Johnson  
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### *Class of 2002*

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## COMMITTEE ON WORLD OUTREACH

---

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RE Louise Hunt  
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RE Hawley Ingram, Jr.  
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RE Bern Draper, Chmn.  
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RE Robert Healy  
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RE Rister Jenkins  
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TE Ed Randal  
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425/881-3689

## BOARD OF PENSION AND BENEFITS

---

### *Class of 2004*

RE Robert Julin  
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248/352-0802

TE Ron Horgan  
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### *Class of 2003*

RE Milton Knowlton  
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RE Bill Johns  
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706/234-1919

### *Class of 2002*

RE Orin Littlejohn, Chmn.  
100 Azalea Way  
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903/935-7101

RE John Baird  
22051 Cumberland  
Northville, MI 48167  
248/349-9219

---

## PRESBYTERY REVIEW COMMITTEE

---

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RE Harold "Jay" Curtis  
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813/927-3988

### *Class of 2003*

RE Buck Russell  
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303/751-0481

### *Class of 2002*

TE George Woodcock,  
Chairman  
27665 Yvette  
Warren, MI 48093  
586/755-5886

---

## VISION 21 COORDINATING TEAM

---

### COA Chairman

RE John Graham, III  
11 Huntington Road SW  
Rome, GA 30162-0029  
706/291-6223

### Stated Clerk

TE Michael Glodo  
29140 Buckingham, Ste. #5  
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734/261-2001

### COA Member, Vision 21 Co-Chair

RE Virginia Patterson  
414-3 Cromwell Circle  
Bartlett, IL 60103  
630/483-3829

### COA Member

RE John Adamson  
4055 Poplar Avenue  
Memphis, TN 38111  
901/454-0034

### COA Member

RE Mark Sharpnack  
8910 Oneida Avenue  
Pittsburgh, PA 15237  
412/395-5618

### Vision 21 Co-Chair

RE Bill Johns  
103 Brentwood Drive  
Rome, GA 30165  
706/234-1919





**PART V**  
**ANNUAL FINANCIAL AND STATISTICAL REPORTS**

## 2000 ANNUAL STATISTICAL REPORT - PRESBYTERY OF THE CENTRAL SOUTH

Central South			Gains							Losses				Other					
Church	City	State	1999 Members	2000 Members	Youth Profession	Adult Profession	Transfer	Re- affirmation	Restored	Transfer Loss	Death	Inactive	Other loss	Worship Attendance	Sunday School	Baptized Roll	Infant Baptisms	Adult Baptisms	
1 All Saints Presbyterian Church	Memphis	TN		35										35					
2 Aloka Presbyterian Church	Aloka	TN	34	30	0	0	0	0	0	2	2	0	0	57	33	0	0	0	0
3 Christ EPC	Houston	TX	468	440	0	0	2	2	7	6	1	20	7	330	239	121	9	0	0
4 Christ Presbyterian Church	Cape Girardeau	MO	53	55	0	2	9	0	0	2	0	0	7	53	27	0	0	0	0
5 Church of the King	Corpus Christi	TX	52	52										70					
6 Cornerstone EPC	Kaly	TX	124	138	4	8	16	7	0	0	0	14	5	144	116	65	7	0	0
7 Covenant Presbyterian Church	Columbus	MS	42	42	0	0	2	0	0	2	0	0	0	74	26	0	0	0	0
8 CrossPointe Community Church	Carrollton	TX	145	152	0	8	7	0	0	5	0	12	0	180	70	44	5	4	4
9 Crossroads Community (dissolved)	Austin	TX	18																
10 EPC of Marshall	Marshall	TX	251	254	2	0	2	4	0	3	1	0	1	162	152	0	0	0	2
11 First EPC	Anna	IL	196	210	2	6	0	0	0	0	3	0	1	190	212	19	3	2	2
12 First Presbyterian Church	Houma	LA	63	65	0	2	1	2	2	1	0	4	0	47	58	15	2	0	0
13 First Presbyterian Church	Meridian	MS	374	389	3	3	22	0	0	9	5	3	0	430	0	0	12	3	3
14 First Presbyterian Church	Waskom	TX	27	27	0	0	2	0	0	0	0	2	0	190	0	0	0	0	0
15 First Presbyterian Church	West Point	MS	120	121	0	0	10	0	0	10	2	5	0	100	95	18	6	0	0
16 Golden Rule Presbyterian Church	Elysian Fields	TX	14	17	0	3	0	0	4	0	0	4	0	31	13	0	0	0	0
17 Grace Covenant	Opelousas	LA	54	67	0	1	9	0	0	7	0	0	0	45	22	4	0	0	0
18 Grace Presbyterian Church	Alexandria	LA	277	237	2	3	8	9	0	6	0	19	15	225	150	56	4	3	3
19 Grace Presbyterian Church	Montgomery	AL	86	112	1	3	12	9	2	0	1	2	0	112	175	14	1	3	3
20 Hope Church	San Antonio	TX	25	25										130					
21 Hope Presbyterian Church	Cordova	TN	2260	3035	23	104	266	391	0	6	3	0	0	3913	2267	0	151	77	77
22 Lakeside Presbyterian Church	Brandon	MS	534	555	3	0	5	24	0	7	4	0	0	300	206	89	1	0	0
23 Louisville Presbyterian Church	Louisville	MS	39	38	0	0	1	0	0	1	0	1	0	50	25	7	1	0	0
24 New Covenant Presbyterian Church	Natchez	MS	47	47	0	0	0	9	0	8	1	0	0	52	48	0	0	0	0
25 Providence Presbyterian (dissolved)	Rowlett	TX	83																
26 Redeemer EPC	Birmingham	AL	69	62	0	0	0	5	0	0	0	2	10	65	14	0	0	0	0
27 Second Presbyterian Church	Memphis	TN	3351	3477	50	9	63	110	0	46	47	19	0	1631	3070	555	56	12	12
28 St. Andrews EPC	Jackson	MS	39	2	0	0	37	0	0	0	0	0	0	125	15	5	5	0	0
29 St. Patrick Presbyterian Church	Callieville	TN	168	185	7	6	16	10	2	2	0	5	17	250	108	85	8	3	3
30 The City of Refuge (EPC)	Houston	TX	71	78	0	0	7	2	0	0	0	2	0	114	82	0	0	0	0
31 Tunica Presbyterian Church	Tunica	MS	119	123	2	0	4	0	0	2	0	0	0	100	100	20	0	0	0
32 Westminster Presbyterian Church	Laurel	MS	268	246	2	1	10	0	9	1	5	30	2	180	119	30	1	0	0
33 Zachary Presbyterian Church	Zachary	LA	71	71															
<b>TOTALS</b>			<b>9595</b>	<b>10416</b>	<b>103</b>	<b>155</b>	<b>517</b>	<b>602</b>	<b>31</b>	<b>122</b>	<b>75</b>	<b>144</b>	<b>63</b>	<b>9261</b>	<b>7581</b>	<b>1127</b>	<b>288</b>	<b>109</b>	<b>109</b>

## 2000 ANNUAL FINANCIAL REPORT - CENTRAL SOUTH PRESBYTERY

	CENTRAL SOUTH	RECEIPTS			DISBURSEMENTS				TOTAL RECEIPTS	TOTAL DISBURSEMENTS	ENDING BALANCE	
	CHURCHES	BEGINNING BALANCE	TITHES & OFFERINGS	OTHER INCOME	LOCAL CAUSES	PRESBYTERY	PER MEMBER GIVING	EPC BENEVOLENCE				NON-EPC MISSIONS
1	Atoka Presbyterian, TN	64443	48122	5484	81513	0	600	575	0	53606	82688	35361
2	Christ EPC, TX	10981141	1356467	24576	1008539	0	7866	41047	178750	1381043	1236202	11125982
3	Christ Presbyterian, MO	71195	131451	32967	156030	600	600	1800	800	164418	159830	75783
4	Church of the King, TX											
5	The City of Refuge, TX	91000	347000	0	278000	0	1278	1000	0	347000	280278	157722
6	Cornerstone Presbyterian, TX	181983	406063	98278	472148	2046	2232	15000	0	504341	491426	194898
7	Covenant Presbyterian, MS	3232	71759	0	67845	645	756	580	0	71759	69806	5185
8	CrossPointe Community, TX	292315	499275	18768	409391	2358	2267	118	380	518043	414514	395844
9	EPC of Marshall, TX	63429	258700	0	243249	3675	4410	12339	6682	258700	270355	51774
10	First EPC, IL	78056	536722	9083	539787	3600	3600	9410	11140	545805	567537	56324
11	First Presbyterian, LA	12183	113449	70	103942	1188	1188	1287	6849	113519	114454	11248
12	First Presbyterian, MS	645000	NA	NA	NA	NA	6732	7500	NA	712000	478000	879000
13	First Presbyterian, TX	3787	21472	3947	24801	405	0	0	0	25419	25206	4000
14	First Presbyterian, MS	58527	173724	0	163449	0	2559	3761	13455	173724	183224	49027
15	Golden Rule, TX	34588	60539	0	56894	0	252	6328	0	60539	63474	31653
16	Grace Presbyterian, LA	25580	267250	137564	318194	5400	5400	2476	19318	404814	350788	79606
17	Grace Presbyterian, AL	1415301	322399	0	351520	600	600	701	0	322399	353421	1384279
18	Grace Covenant, LA	42389	57259	8500	81715	0	0	0	0	65759	81715	26433
19	Hope Church, TX											
20	Hope Church, TN	846133	6560369	24764	6585413	33899	53404	15723	145000	6585133	6833439	597827
21	Lakeside Presbyterian, MS	448437	862245	58457	782246	9557	8244	47806	52859	920702	900712	468427
22	Louisville Presbyterian, MS	24407	63247	3060	65504	596	715	1345	1200	66307	69360	21354
23	New Covenant, MS	37857	72178	5968	72878	705	846	145	1420	78146	75994	40009
24	Providence Presbyterian, TX											
25	Redeemer EPC, AL	157446	283248	8708	221044	1000	1242	0	49767	291956	273053	176349
26	Second Presbyterian, TN	NA	8129084	526672	4527690	49785	61742	128349	2019133	8655756	6786699	
27	St. Andrews, MS											
28	St. Patrick Presbyterian, TN	43971	401498	750	356570	1800	3160	0	17427	402248	378957	67262
29	Tunica Presbyterian, MS	44334	131016	725	120383	1805	2142	850	15750	131741	140930	35145
30	Westminster Presbyterian, MS	559073	430985	30539	363895	3930	4824	24800	0	461524	397449	623148
31	Zachary Presbyterian, LA											
	TOTAL		21605520	998880	17452640	123504	176659	322920	2539930	23316401	21079511	

## 2000 ANNUAL STATISTICAL REPORT - PRESBYTERY OF THE EAST

East			Gains							Losses				Attendance				
Church	City	State	1999 Members	2000 Members	Youth Profession	Adult Profession	Transfer	Re-affirmation	Restored	Transfer Loss	Death	Inactive	Other loss	Worship Attendance	Sunday School	Baptized Roll	Infant Baptisms	Adult Baptisms
1 Ashland EPC	Voorhees	NJ	348	304	11	4	0	0	2	8	4	42	7	225	71	132	3	0
2 Calvary Presbyterian Church	Butler	PA	116	117	0	0	1	4	1	0	5	0	0	49	19	0	0	1
3 Dundalk Presbyterian Church	Dundalk	MD	247	237	2	1	1	2	2	2	5	11	0	190	185	1	1	1
4 Faith Presbyterian Church	Alexandria	VA	292	299	11	0	9	4	2	2	3	9	5	277	115	59	1	5
5 Fourth Presbyterian Church	Bethesda	MD	2504	2579										1475	1550	0	55	2
6 Goodwill Presbyterian Church	Montgomery	NY	142	160	0	10	0	0	0	0	0	0	0	305	87	0	2	9
7 Montclair Community Church	Montclair	VA	38	53	0	0	0	5	5	0	0	0	0	50	45	13	1	0
8 New Covenant EPC	New Castle	PA	251	250	1	0	0	12	0	6	9	3	0	224	92	0	1	4
9 New Hope EPC	Pittsburgh	PA	22	29	3	0	0	14	0	0	1	9	0	85	31	0	0	0
10 North Park EPC	Wexford	PA	448	483	2	10	2	47	2	8	5	15	0	538	274	0	13	0
11 Princetown EPC	Duanesburg	NY	285	307	8	19	0	11	0	3	2	0	2	241	210	2	9	2
<b>TOTALS</b>			<b>4693</b>	<b>4818</b>	<b>35</b>	<b>43</b>	<b>13</b>	<b>99</b>	<b>14</b>	<b>39</b>	<b>30</b>	<b>89</b>	<b>14</b>	<b>3659</b>	<b>2679</b>	<b>207</b>	<b>86</b>	<b>25</b>

## 2000 ANNUAL FINANCIAL REPORT - PRESBYTERY OF THE EAST

EAST		RECEIPTS		DISBURSEMENTS									
	CHURCHES	BEGINNING	TITHES &	OTHER	LOCAL		PER MEMBER	EPC	NON-EPC	TOTAL	TOTAL	ENDING	
		BALANCE	OFFERINGS	INCOME	CAUSES	PRESBYTERY	GIVING	BENEVOLENCE	MISSIONS	RECEIPTS	DISBURSEMENTS	BALANCE	
1	Ashland EPC, NJ	64368	299000	48000	329778		4013	4778	68600	347000	407168	4200	
2	Calvary Presbyterian, PA	7035	71271	95235	161287	500	1000	3600	1500	166507	167887	5654	
3	Dundalk Presbyterian, MD	224802	247730	10735	238279	1248	4920	6946	23050	258465	274443	208824	
4	Faith Presbyterian, VA	221524	742381	217702	628456	1460	5256	23821	0	960093	658993	522614	
5	Fourth Presbyterian, MD	2819533	3609458	634916	4178106	7000	8000	36700	611421	4244374	4841227	2222680	
6	Goodwill Presbyterian, NY	38050	261969	4784	262520	1390	2633	3700	27652	266753	297895	6908	
7	Montclair Community, VA	25503	50109	1343	47311	135	0	350	0	51452	47796	29159	
8	New Covenant, PA	70475	287057	1092	302817	1475	1650	5869	9133	288149	320944	37680	
9	New Hope, PA	21282	38889	100597	131854	0	0	500	5334	139486	137688	23080	
10	North Park EPC, PA	188438	1198457	5001	937467	0	8244	12579	97812	1203458	1056102	335794	
11	Princeton EPC, NY	55539	390549	37169	400378	1320	4275	3224	30626	427718	439823	43434	
<b>TOTAL</b>			7196871	1156574	7618253	14528	39991	102067	875128	8353445	8649966		

## 2000 ANNUAL STATISTICAL REPORT - PRESBYTERY OF FLORIDA

Florida			Gains								Losses				Worship	Sunday	Baptized	Infant	Adult
Church	City	State	1999 Members	2000 Members	Youth Profession	Adult Profession	Transfer	Re- affirmation	Restored	Transfer Loss	Death	Inactive	Other loss	Alliance	School	Roll	Baptisms	Baptisms	
1 Cypress Pointe E.P.C.	Oviedo	FL	70	82	2	3	2	16	0	4	0	0	7	130	47	0	2	2	
2 EPC of Plant City	Plant City	FL	391	396	19	2	9	11	0	3	0	55	2	330	160	0	4	4	
3 Faith EPC	Brooksville	FL	321	292	6	1	1	11	0	2	3	11	32	510	145	40	3	2	
4 Homeslead	Homeslead	FL	129	126	0	3	3	4	2	1	2	15	5	90	63	33	8	1	
5 Glendale Presbyterian Church	DeFuniak Springs	FL	61	72	1	11	0	3	1	2	1	0	0	80	63	18	4	0	
6 New Covenant EPC	Pompano Beach	FL	672	716	0	12	5	20	14	0	7	0	0	450	0	0	7	43	
7 The Cornerstone (dismissed)	Daytona Beach	FL	79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
8 Trinity EPC	Fl. Pierce	FL	86	64	0	0	0	2	0	0	2	13	8	53	20	5	1	0	
9 University EPC	Tampa	FL	112	104	5	3	0	0	0	0	0	12	4	85	63	19	1	4	
<b>TOTALS</b>			<b>1920</b>	<b>1822</b>	<b>41</b>	<b>35</b>	<b>26</b>	<b>67</b>	<b>17</b>	<b>12</b>	<b>21</b>	<b>166</b>	<b>58</b>	<b>1728</b>	<b>581</b>	<b>115</b>	<b>30</b>	<b>66</b>	



## 2000 ANNUAL STATISTICAL REPORT - PRESBYTERY OF MID-AMERICA

Mid-America			Gains							Losses				Other				
Church	City	State	1990 Members	2000 Members	Youth Profession	Adult Profession	Transfer	Re- affirmation	Restored	Transfer Loss	Death	Inactive	Other loss	Worship Attendance	Sunday School	Baptized Roll	Infant Baptisms	Adult Baptisms
1 Baldwin Community Presby. Church	Baldwin	IL	36	10	1	0	0	0	0	2	1	24	0	20	3	0	0	0
2 Central Presbyterian Church	St. Louis	MO	2625	2526	0	28	29	18	1	64	24	85	0	919	747	951	38	6
3 Covenant Chapel	Lawwood	KS	261	258	0	1	21	13	0	32	0	6	0	443	210	0	5	5
4 East Crossing (dissolved)	Madison	WI	46															
5 Emmanuel Presbyterian Church	Grover	MO	68	85	0	3	3	0	0	0	0	0	0	85	57	19	3	0
6 Good Shepherd Community Church	Warranton	MO	30	30										20				
7 Grace EPC	Lawrence	KS	334	352	0	0	19	35	48	6	0	0	24	693	477	0	27	1
8 Greentree Community Church	Kirkwood	MO	123	123										500				
9 Heartland Community Church	Overland Park	KS	637	637										1450				
10 Highview Evangelical Presbyterian	Dousman	WI	83	100	6	0	3	8	0	0	0	0	0	120	78	19	2	0
11 Immanuel Presbyterian Church	Warronville	IL	286	302	8	14	0	0	0	0	0	0	7	310	275	0	6	2
12 Jacob's Well	Kansas City	MO	60	70										115	30	0	4	4
13 Lakeland Community Church	Lee's Summit	MO	38	53	1	16	0	0	1	0	0	2	1	308	99	0	7	26
14 New Harvest (dissolved)	Bellvue	MO	30															
15 Sutter Presbyterian Church	Bridgeton	MO	119	118	5	0	1	0	0	0	1	6	0	103	110	4	0	3
16 The Crossing	Columbia	MO	0	39	0	0	0	0	0	0	0	0	0	175	0	0	0	0
17 Trinity Fellowship Church	Alton	IL	12	37	11	4	0	10	0	0	0	0	0	45	0	0	1	1
18 West Highlands (dissolved)	Lenexa	KS	58															
19 Westlark EPC	Des Moines	IA	310	340	11	6	16	7	5	0	2	8	0	231	0	0	9	11
<b>TOTALS</b>			<b>5158</b>	<b>5060</b>	<b>44</b>	<b>73</b>	<b>86</b>	<b>89</b>	<b>50</b>	<b>104</b>	<b>28</b>	<b>131</b>	<b>32</b>	<b>5539</b>	<b>2086</b>	<b>993</b>	<b>102</b>	<b>58</b>





## 2000 ANNUAL STATISTICAL REPORT - PRESBYTERY OF THE MID-ATLANTIC

Mid-Atlantic			Gains							Losses				Other				
Church	City	State	1999 Members	2000 Members	Youth Profession	Adult Profession	Transfer	Re- affirmation	Restored	Transfer Loss	Death	Inactive	Other Loss	Worship Attendance	Sunday School	Baptized Roll	Infant Baptisms	Adult Baptisms
1	Abundant Life Church	Chesapeake VA	53	115	0	0	2	20	0	0	0	0	0	160	0	0	1	12
2	Bethesda Presbyterian (disseminated)	Florence SC	39															
3	Bridgeway EPC	Chesapeake VA	52	57	3	0	2	0	0	0	0	0	0	64	30	0	0	2
4	Brunswick Presbyterian Church	Brunswick NC	16	78										15				
5	Christ Church EPC	Anderson SC	124	114	2	3	3	0	0	7	0	9	0	175	111	0	1	4
6	Christ Fellowship	Southern Pines NC	69	69	0	0	2	0	0	0	0	0	0	80	0	0	1	0
7	Cleveland Presbyterian Church	Abingdon VA	47	47	0	0	0	0	0	0	0	0	0	35	37	0	0	0
8	Covenant Community (dissolved)	Charlottesville NC	53															
9	Cramerton Presbyterian Church	Cramerton NC	34	29	0	0	0	0	0	0	0	5	0	25	12	0	0	0
10	Cregmore Presbyterian Church	Columbia SC	69	51	0	0	0	3	1	9	0	4	9	75	14	4	2	4
11	Emmanuel Church (dismissed)	Laurens SC	8															
12	EPC of Elkton	Elkton VA	146	141	5	3	6	3	0	6	2	14	0	735	131	0	0	1
13	Fellowship of Christ	Cary NC	156	160	0	12	0	0	0	0	0	2	0	250	0	0	1	0
14	First EPC of Clover	Clover SC	46	36	5	2	0	0	0	0	0	17	0	29	0	7	2	2
15	Forest Hill Presbyterian Church	Charlottesville NC	1694	1699	23	10	102	81	0	41	3	80	89	1495	941	299	30	6
16	Forest Hills Presbyterian Church	Wilson NC	68	68										89				
17	Grace Presbyterian Church	Friedenicksburg VA	35	42	0	8	2	8	0	0	0	9	0	60	21	1	0	1
18	Hops Church EPC	Richmond VA	102	144	0	3	33	6	0	0	0	4	0	310	255	0	5	3
19	Kempsville Presbyterian Church	Virginia Beach VA	1317	1323	22	2	31	89	0	75	5	29	9	1500	1080	0	5	0
20	Lake Forest Community Church	Cornelius NC	100	198	0	4	25	163	0	0	0	0	0	320	124	10	10	0
21	Lebanon Presbyterian Church	Greenwood VA	92	98	0	1	4	3	0	0	0	0	2	90	87	4	1	0
22	Lee Park Presbyterian Church	Monroe NC	79	83	3	2	0	0	0	2	0	19	0	85	53	0	0	0
23	Linwood Presbyterian Church	Gettysburg NC	41	44	0	0	0	1	2	1	3	7	0	42	26	1	0	0
24	Myrtle Grove Presbyterian Church	Wilmington NC	1489	1487	12	32	39	74	1	55	8	41	26	1014	650	1	19	4
25	New Covenant Church	Burgaw NC	41	62	0	1	17	3	0	0	0	0	0	110	43	6	1	1
26	North Grove EPC	Wilmington NC	0	120	0	0	126	0	0	3	2	1	0	148	90	28	0	0
27	Northampton Presbyterian Church	Hampton VA	94	70	0	3	0	0	0	2	0	20	4	45	34	20	1	0
28	Overbrook Community Church	Galveston SC	84	86	2	8	2	2	1	2	1	0	0	80	63	16	0	0
29	Pewee Presbyterian Church	Cross Lanes WV	272	265	4	2	0	10	0	2	2	17	3	540	301	20	0	12
30	Reynolds Presbyterian Church	Winston-Salem NC	925	883	15	9	28	16	0	94	3	0	13	709	498	0	6	11
31	River Oaks Community Church	Lewisville NC	127	208	0	35	40	8	0	0	0	2	0	550	0	0	3	8
32	St. Giles Presbyterian Church	Charlotte NC	282	265	5	1	12	4	0	6	0	23	11	271	76	10	0	10
33	Trinity Presbyterian Church	Florence SC	424	339	0	0	7	0	0	26	3	60	3	195	250	0	3	0
34	Warehouse 212	Charlotte NC	140	140	0	6	77	57	0	0	0	0	0	600	7	8	6	2
35	Westminster Presbyterian Church	Bluefield WV	474	446	0	1	11	2	0	17	6	19	0	294	137	0	0	0
36	Woodside Presbyterian Church	Roanoke VA	34	34	0	0	0	0	0	0	0	0	0	26	17	1	0	0
<b>TOTALS</b>			<b>8848</b>	<b>8929</b>	<b>114</b>	<b>131</b>	<b>577</b>	<b>523</b>	<b>5</b>	<b>348</b>	<b>38</b>	<b>382</b>	<b>176</b>	<b>9560</b>	<b>5088</b>	<b>434</b>	<b>97</b>	<b>107</b>

**2000 ANNUAL FINANCIAL REPORT - MID-ATLANTIC PRESBYTERY**

	MID-ATLANTIC CHURCHES	RECEIPTS			DISBURSEMENTS					TOTAL RECEIPTS	TOTAL DISBURSEMENTS	ENDING BALANCE
		BEGINNING BALANCE	TITHES & OFFERINGS	OTHER INCOME	LOCAL CAUSES	PRESBYTERY	PER MEMBER GIVING	EPC BENEVOLENCE	NON-EPC MISSIONS			
1	Abundant Life, VA	49216	319483	28906	338959	0	0	6600	25844	348389	371403	26202
2	Bethesda Presbyterian, SC											
3	Bridgeway EPC, VA	0	126452	9567	117324	0	0	0	0	136018	117324	16694
4	Brunswick Presbyterian, NC											
5	Christ Church EPC, SC	56935	239333	29776	291094	3300	2148	5710	16400	269110	318652	7393
6	Christ Fellowship, NC	17094	134841	13197	132122	1420	1080	2731	3160	148038	140513	24619
7	Cleveland Presbyterian, VA	28850	37067	440	37191	0	846	846	0	37507	38883	27474
8	Cramerton EPC, NC	5617	55123	708	51666	1000	600	2529	400	55831	56195	5253
9	Cregmore Church, SC	2126	82402	8604	87564	1325	1325	160	2400	91006	92774	357
10	EPC, Elkton, VA	6679	183544	750	155534	6100	7000	4950	3425	184294	177009	13963
11	Fellowship of Christ, NC	3895	461400	0	404538	2800	2410	2634	37554	461400	449936	15358
12	First EPC, SC	7101	37008	0	29141	0	100	0	11115	37008	40356	3753
13	Forest Hill, NC	298174	6250396	527398	6021574	31140	32162	28175	772120	6777794	6885171	190797
14	Forest Hills Presbyterian, NC											
15	Grace Presbyterian, VA	4724	67215	29909	88793	8520	702	1268	0	97124	99283	2565
16	Hope Church, VA	48284	703133	25377	702991	1800	2000	5000	19497	728510	731288	45506
17	Kempsville Presbyterian, VA	255888	2104122	43131	2079715	20044	14004	13498	114247	2147253	2241508	161633
18	Lake Forest, NC	147046	392742	42260	338101	2040	3161	19113	55728	435002	418143	163904
19	Lebanon Presbyterian, VA	45749	151562	10009	139107	1680	1680	1242	8940	161571	152649	54671
20	Lee Park, NC	23453	68062	0	32165	1200	1300	0	5800	68062	40465	51050
21	Linwood Presbyterian, NC	13	56874	14523	68643	576	768	1054	0	71397	71041	369
22	Myrtle Grove Presbyterian, NC	339462	2204182	24841	1898331	28000	37000	23260	298062	2229023	2284653	283832
23	New Covenant, NC	37199	78217	1584	57533	800	738	650	6060	79801	65781	51219
24	North Grove EPC, NC	0	310865	132175	362280	250	0	2425	12399	443040	377354	65686
25	Northampton Presbyterian, VA	44816	93647	1494	79879	2000	1692	6540	0	95141	90111	49846
26	Overbrook Community, SC	98154	183365	45593	171004	1200	1512	5450	0	228958	179166	147946
27	Parrow Presbyterian, WV	9950	712731	1352	493019	6600	6000	15376	181229	714083	702224	21809
28	Reynolds Presbyterian, NC	325000	993000	155000	1005865	10667	16668	16340	158460	1148000	1208000	265000
29	River Oaks, NC	149735	488407	13052	418921	0	3000	4800	0	501459	426721	224473
30	St. Giles, NC	425897	765660	23380	394000	5890	5076	6231	297124	789040	708321	506616
31	Trinity Presbyterian, SC	487141	701929	77681	429325	16000	8000	56722	148881	779610	658828	607823
32	Warehouse 242, NC	158589	472747	72649	112604	0	0	0	6918	545396	119522	584463
33	Westminster Presbyterian, WV	123170	1014401	94538	1052990	2730	9180	33218	27884	1108939	1126002	106107
34	Woodside Presbyterian, VA											
	<b>TOTAL</b>		<b>19489910</b>	<b>1427894</b>	<b>17591975</b>	<b>157082</b>	<b>160152</b>	<b>266522</b>	<b>2213647</b>	<b>20917804</b>	<b>20389378</b>	

## 2000 ANNUAL STATISTICAL REPORT - PRESBYTERY OF THE MIDWEST

Midwest			Gains											Losses				Other				
Church	City	State	1999 Members	2000 Members	Youth Profession	Adult Profession	Transfer	Re-affirmation	Restored	Transfer Loss	Death	Inactive	Other loss	Worship Attendance	Sunday School	Baptized	Infant Baptisms	Adult Baptisms				
1 Calvary Presbyterian Church	Flint	MI	596	608	8	14	11	13	0	0	6	28	2	384	148	148	0	19	14			
2 Community EPC	Owosso	MI	95	101	0	12	2	0	0	1	0	0	7	250	108	0	0	1	0			
3 Cornerstone EPC	Brighton	MI	1433	1572	0	0	0	0	0	0	0	0	0	1677	1122	0	0	37	35			
4 Covenant Presbyterian Church	Ann Arbor	MI	95	101	0	0	1	5	0	0	0	0	0	171	130	0	0	0	0			
5 Dayspring Community (dismissed)	Newark	OH	150																			
6 Faith EPC	Orion	MI	289	276	0	3	13	11	0	3	0	37	0	348	285	0	0	21	2			
7 Faith EPC	Richmond	OH	101	101	0	0	0	0	0	0	0	0	0	120	43	0	0	0	0			
8 Fellowship EPC	South Lyon	MI	242	247	0	11	8	12	0	4	0	22	0	275	0	0	0	2	0			
9 First Presbyterian Church	Trenon	MI	851	613	16	6	14	12	0	4	1	99	0	514	214	60	14	6	0			
10 Grace Chapel	Farmington Hills	MI	275	300	0	4	12	18	4	5	2	2	0	227	258	0	7	2	0			
11 Grace Community Church	Oscoda	MI	11	11										43								
12 Kensington Community Church	Rochester Hills	MI	990	1132	21	99	72	0	0	10	3	21	16	3275	1660	0	38	90	0			
13 Knox Presbyterian Church	Ann Arbor	MI	381	402	0	15	24	23	7	5	0	43	0	747	723	203	21	4	0			
14 Knox Presbyterian Church	Harrison Township	MI	555	543	8	0	2	15	0	0	16	25	12	550	383	0	0	0	0			
15 Lake City EPC	Lake City	MI	63	64	0	0	0	2	0	0	1	0	0	165	51	0	1	3	0			
16 Mercy Christian Fellowship	Farmington Hills	MI	28	30										70								
17 Military Avenue EPC	Detroit	MI	87	81	0	2	0	2	0	0	0	5	5	100	40	0	0	0	0			
18 Mt. Pleasant Community Church	Mt. Pleasant	MI	300	293	0	0	0	21	0	2	1	1	24	475	235	0	4	2	0			
19 New Heart Community Church	Muskegon	MI	30	30	0	0	0	0	0	0	0	0	0	54	0	0	0	0	0			
20 New Hope Church	Oxford	MI	67	55	0	3	2	0	0	3	0	4	0	106	47	0	3	0	0			
21 North Oaks Community Church	Clarkston	MI	57	63	1	0	8	2	11	0	0	3	2	101	0	0	3	0	0			
22 Oakland Avenue EPC	Pontiac	MI	199	154	0	1	0	0	0	4	9	23	0	169	93	0	0	4	0			
23 Peace Presbyterian Church	Flint	MI	81	85	0	0	0	2	0	0	8	0	0	70	0	9	1	1	0			
24 St. Andrew EPC	Auburn	IN	201	190	1	1	5	1	0	0	0	3	16	109	48	43	1	1	0			
25 Stonebridge Church	Ferrysburg	OH	55	57	0	0	2	0	0	0	0	0	0	80	76	27	2	0	0			
26 Tabernacle EPC	Youngstown	OH	516	537	9	0	0	12	0	1	4	0	0	485	159	0	11	3	0			
27 Trinity Presbyterian Church	Columbia City	IN	123	122	0	0	3	1	0	1	0	0	0	120	80	0	2	0	0			
28 Trinity Presbyterian Church	Plymouth	MI	625	641	0	8	23	25	0	12	2	16	10	650	143	0	12	0	0			
29 Ward Presbyterian Church	Northville	MI	4192	4171	0	39	58	156	8	56	35	102	59	2881	2509	0	84	25	0			
<b>TOTALS</b>			<b>12708</b>	<b>12390</b>	<b>75</b>	<b>218</b>	<b>260</b>	<b>333</b>	<b>36</b>	<b>115</b>	<b>78</b>	<b>432</b>	<b>192</b>	<b>14195</b>	<b>8555</b>	<b>490</b>	<b>284</b>	<b>232</b>	<b>0</b>			



## 2000 ANNUAL STATISTICAL REPORT - PRESBYTERY OF THE SOUTHEAST

Southeast			Gains								Losses									
Church	City	State	1999 Members	2000 Members	Youth Profession	Adult Profession	Transfer	Re- affirmation	Restored	Transfer Loss	Death	Inactive	Other loss	Worship Attendance	Sunday School	Baptized Total	Infant Baptisms	Adult Baptisms		
1 Brainerd Presbyterian Church	Chattanooga	TN	566	583	10	4	31	36	0	22	13	0	28	370	304	61	11	13		
2 Christ Presbyterian Church	Knoxville	TN	18	19	0	2	2	0	0	0	0	1	0	33	30	5	0	1		
3 Community Bible Church	Highlands	NC	199	184	6	48	0	0	0	2	7	56	6	475	0	10	0	12		
4 Cornerstone EPC	Franklin	NC	78	75	0	1	1	4	0	3	6	0	0	96	20	3	3	1		
5 Faith Presbyterian Church	Knoxville	TN	75	71	1	1	6	5	1	15	3	3	0	45	36	5	1	2		
6 Faith Presbyterian Church	Lawson	GA	102	103	1	5	0	9	5	0	3	16	0	78	21	13	2	4		
7 First Presbyterian Church	Rome	GA	935	994	18	2	57	7	0	14	12	0	0	640	743	170	10	6		
8 Flatrock Covenant Presbyterian Church	Denniston	KY	5	6	0	0	0	0	0	0	0	0	0	18	0	0	0	0		
9 Grace Community Presbyterian	Marvita	GA	69	67	0	0	0	0	0	2	0	0	0	40	17	0	3	0		
10 Grace Presbyterian Church	Franklin	NC	99	97	0	0	0	0	0	2	0	0	0	105	32	0	0	0		
11 Grace EPC (dissolved)	Asheville	NC	37																	
12 Lookout Valley Presbyterian	Chattanooga	TN	105	112	2	0	5	2	0	0	2	0	0	75	40	10	1	2		
13 Lynn Garden Presbyterian Church	Kingsport	TN	88	61	1	0	0	0	0	1	0	27	0	45	37	2	2	0		
14 Mt. Calvary Presbyterian Church	Kingsport	TN	49	52	1	4	0	0	0	0	2	0	0	74	24	0	0	2		
15 New Beginning E.P.C.	Erlanger	KY	75	66	1	0	3	1	0	0	1	13	0	55	36	20	4	0		
16 Plumtree Presbyterian Church	Plumtree	NC	106	112	0	0	3	8	0	3	1	0	1	120	103	0	0	5		
17 Trion Presbyterian Church	Trion	GA		50										50						
18 Valleybrook Presbyterian Church	Hixson	TN	111	101	0	0	0	3	0	3	0	5	3	70	59	7	1	0		
<b>TOTALS</b>			<b>2717</b>	<b>2783</b>	<b>43</b>	<b>67</b>	<b>111</b>	<b>75</b>	<b>6</b>	<b>69</b>	<b>50</b>	<b>121</b>	<b>39</b>	<b>2385</b>	<b>1501</b>	<b>307</b>	<b>38</b>	<b>49</b>		

**2000 ANNUAL FINANCIAL REPORT - SOUTHEAST PRESBYTERY**

SOUTHEAST		RECEIPTS		DISBURSEMENTS			PER MEMBER			EPC		NON-EPC	TOTAL	TOTAL	ENDING
CHURCHES		BEGINNING	TITHES &	OTHER	LOCAL		PER MEMBER	EPC	NON-EPC	TOTAL	TOTAL	ENDING	RECEIPTS	DISBURSEMENTS	BALANCE
		BALANCE	OFFERINGS	INCOME	CAUSES	PRESBYTERY	GIVING	BENEVOLENCE	MISSIONS	RECEIPTS	DISBURSEMENTS	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
1	Brainerd Presbyterian, TN	35983	567891	0	479806	13200	10188	2636	24790	567891	530620	73254			
2	Christ Presbyterian, TN	15090	74191	12000	77702	400	400	500	7423	86191	86425	14855			
3	Community Bible, NC	918	2557050	10462	2401735	3860	3500	15300	5000	2567512	2429395	139035			
4	Cornerstone EPC, NC	11388	128256	7777	74779	2100	1440	2595	14447	136033	95361	52060			
5	Faith Presbyterian, TN	19340	64267	12000	81162	1200	1200	200	732	76267	84494	11113			
6	Faith Presbyterian, GA	28	37532	0	32353	375	325	0	0	37532	33053	4508			
7	First Presbyterian, GA	214351	1571341	351026	1098887	74192	16812	51005	510183	1922367	1751079	385639			
8	Flatrock Covenant Church, KY	98	3638	10800	2827	200	0	0	0	14438	3027	11509			
9	Gracef EPC, Asheville NC	75726	95893	2347	152721	3175	0	0	0	98240	155896	18069			
10	Grace Community, GA	8000	99000	15000	104000	2000	1500	0	0	114000	107500	14500			
11	Grace Presbyterian, Franklin NC	185752	83525	19601	80347	1500	1675	2435	7967	103126	93924	194954			
12	Lookout Valley Presbyterian, TN	4179	127104	0	93571	1000	1000	1811	3210	127104	100592	30692			
13	Lynn Garden Presbyterian, TN	34483	50841	68277	126507	2900	2800	1295	0	119118	133502	20099			
14	Mount Calvary Presbyterian, TN	9758	56914	0	41697	1200	882	0	0	56914	43779	22893			
15	New Beginning Presbyterian, KY	92676	123094	24552	162173	3500	1250	3883	0	147646	170806	69516			
16	Plumtree Presbyterian, NC	37743	132048	2207	79359	2000	1000	2800	31905	134254	117064	54933			
17	Trion Presbyterian, GA														
18	Valleybrook Presbyterian, TN	16916	149915	33564	162569	2400	900	1948	0	183479	167817	32578			
<b>TOTAL</b>			<b>5922500</b>	<b>569612</b>	<b>5252195</b>	<b>115202</b>	<b>44872</b>	<b>86408</b>	<b>605657</b>	<b>6492113</b>	<b>6104334</b>				

## 2000 ANNUAL STATISTICAL REPORT - ST. ANDREWS PRESBYTERY (ARGENTINA)

St. Andrews (Argentina)		Gains						Losses									
Church	Location	1999 Members	2000 Members	Youth Profession	Adult Profession	Transfer	Re-affirmation	Restored	Transfer Loss	Death	Inactive	Other loss	Worship Attendance	Sunday School	Baptized Roll	Infant Baptisms	Adult Baptisms
1 Belgrano Church	Buenos Aires	45	35														
2 City Church	Buenos Aires	60	60														
3 Gualguaychu Mission Church	Entre Rios Province	0	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4 La Mision de la I.E.P.	Buenos Aires	120	75														
5 Olivos Church	Buenos Aires	154	185	0	3	27	2	0	0	1	0	0	175	50	0	7	4
6 Quilmes Church	Buenos Aires	36	36														
7 San Antonio de Padua Church	Buenos Aires	20	15														
8 Temperley Church	Buenos Aires	225	252	0	0	1	32	0	0	5	0	1	255	62	0	3	0
9 Urdinanzin Mission Church	Entre Rios Province	25	25														
<b>TOTALS</b>		<b>665</b>	<b>798</b>	<b>0</b>	<b>3</b>	<b>28</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>430</b>	<b>132</b>	<b>0</b>	<b>10</b>	<b>4</b>





## 2000 ANNUAL STATISTICAL REPORT - PRESBYTERY OF THE WEST

West			Gains							Losses				Other				
Church	City	State	1999 Members	2000 Members	Youth Profession	Adult Profession	Transfer	Re-activation	Restored	Transfer Loss	Death	Inactive	Other Loss	Worship Attendance	Sunday School	Baptized Roll	Infant Baptisms	Adult Baptisms
1 Arvada Community Church	Arvada	CO	59	44	0	0	1	4	0	6	0	14	0	50	8	4	3	4
2 Bear Creek EPC	Lakewood	CO	511	498	6	3	0	2	0	5	6	18	0	418	199	0	5	4
3 Canyon Creek Community Church	Chandler	AZ	87	102	0	15	0	0	15	0	0	0	0	200	0	0	3	0
4 Celebration Community Church	Denver	CO	52	66										135				
5 Cherry Creek Presbyterian Church	Englewood	CO	1229	1318										940				
6 Cherry Hills Community Church	Highlands Ranch	CO	4152	4519	6	97	194	259	0	51	5	48	87	3900	2200	0	85	52
7 Christ Covenant Church	Leoti	KS	87	96	5	5	0	0	0	0	1	0	0	102	57	24	2	1
8 Christ Fellowship Church	Ft. Collins	CO	33	36	0	3	0	0	0	0	0	0	0	70	17	0	3	5
9 Christ's Family Presbyterian	Chandler	AZ	55	60	1	1	14	0	0	10	1	0	0	45	28	0	3	1
10 Clayton Community Church	Clayton	CA	250	250										600				
11 Clear View Community Church	Buena Vista	CO	175	250	0	0	0	0	0	0	0	0	0	250	0	0	0	0
12 Cornerstone Community Church	Denver	CO	310	255	2	5	10	0	0	0	1	0	71	140	85	0	5	0
13 Covenant Community Church	Aurora	CO	81	83	0	1	0	1	0	0	0	0	0	60	41	7	4	2
14 Covenant Presbyterian Church	San Diego	CA	304	301	0	0	0	11	0	0	14	0	0	235	57	0	7	1
15 Faith Evangelical Church	Loveland	CO	475	483	0	2	21	10	1	21	3	15	0	490	417	15	3	0
16 Faith Evangelical Presbyterian Church	Folsom	CA	38	44	1	2	0	4	0	0	1	0	0	43	0	22	2	0
17 Faith Presbyterian Church	Aurora	CO	1004	858	0	11	17	19	2	42	6	145	0	550	162	7	7	7
18 First Evangelical Presbyterian Church	Renton	WA	641	608	10	12	8	9	0	2	3	49	18	704	326	0	3	13
19 Grace Community Church	Sun City West	AZ	136	106	0	6	1	0	0	33	4	0	0	85	0	0	0	0
20 Greenwood Community Church	Greenwood Village	CO	660	726						30	3	0	0	1150	0	0	0	0
21 Highline Community Church	Littleton	CO	100	200										200				
22 Ken Caryl Community Church	Littleton	CO	25	25	0	0	0	0	0	0	0	0	0	35	0	0	0	0
23 Lookout Mtn. Community Church	Golden	CO	464	589	0	0	0	0	0	0	0	0	0	1015	0	0	40	29
24 Morningside Presbyterian Church	Phoenix	AZ	135	130	0	1	0	0	0	3	3	0	0	63	26	0	1	0
25 New Community Christian Church	Englewood	CO	128	139	0	2	38	0	0	8	0	0	25	225	53	0	0	0
26 New Covenant Church	Tucson	AZ	60	60										60				
27 Northwest EPC	Redmond	WA	54	57	2	0	2	0	0	0	1	0	0	120	127	0	1	3
28 Parker Presbyterian Church	Parker	CO	369	431	0	16	40	8	0	0	2	0	0	565	303	0	10	22
29 Cr.	Vail	CO	30	30	0	0	0	0	0	0	0	0	0	80	7	0	2	0
30 San Ramon Presbyterian Church	San Ramon	CA	484	458	0	3	23	26	0	20	0	10	48	450	197	102	4	0
31 Santa Maria Community Church	Santa Maria	CA	91	98	0	1	0	5	0	0	0	0	0	65	40	34	2	0
32 Thai EPC	Monrovia	CA	27	24	2	0	2	1	2	0	0	0	10	35	17	4	0	4
33 Trinity EPC	Littleton	CO	177	177	0	10	0	0	0	2	4	4	10	170	141	0	12	11
34 Valley Community Church	San Jacinto	CA	72	59	0	0	0	0	0	0	2	7	5	75	15	0	0	0
35 West Bowles Community Church	Littleton	CO	648	692	0	7	26	30	0	8	5	25	0	1400	619	0	0	51
<b>TOTALS</b>			<b>13178</b>	<b>13871</b>	<b>37</b>	<b>203</b>	<b>395</b>	<b>399</b>	<b>25</b>	<b>238</b>	<b>67</b>	<b>335</b>	<b>271</b>	<b>14645</b>	<b>5166</b>	<b>219</b>	<b>207</b>	<b>221</b>

**2000 ANNUAL FINANCIAL REPORT - PRESBYTERY OF THE WEST**

	WEST	RECEIPTS		DISBURSEMENTS		PER MEMBER GIVING	EPC BENEVOLENCE	NON-EPC MISSIONS	TOTAL RECEIPTS	TOTAL DISBURSEMENTS	ENDING BALANCE	
		BEGINNING BALANCE	TITHES & OFFERINGS	OTHER INCOME	LOCAL CAUSES							PRESBYTERY
1	Arvada Community , CO	44899	79502	31760	97857	800	0	3200	5829	111282	107686	48474
2	Bear Creek, CO	2726	903715	12259	783929	5320	5200	4800	120000	915974	919249	(549)
3	Canyon Creek Community , AZ	98932	241929	64917	338565	0	1380	0	5284	308945	345229	60548
4	Celebration Community , CO	35342	155208	138051	212422	0	0	0	0	293259	212422	116178
5	Cherry Creek Presbyterian, CO	2436709	2498524	338681	2331075	9000	16200	52700	346045	2837205	2755019	2518894
6	Cherry Hills Community, CO	8212274	10849011	8935637	12611303	NA	30000	6700	NA	14784649	12648003	10348919
7	Christ Covenant Church, KS	22787	157599	171276	337077	2600	1530	750	5420	328875	347377	4285
8	Chris's Family Presbyterian, AZ	5867	182613	0	58213	NA	0	540	124230	182613	182983	5498
9	Christ Fellowship, CO	8250	134038	49815	104271	972	594	200	14010	183853	120046	72057
10	Clayton Community, CA											
11	Clear View Community, CO	41742	121597	283	94136	0	0	1200	0	121880	95336	68286
12	Cornestone Community , CO	269799	356072	8404	251192	2000	2040	200	42080	384475	297512	336762
13	Covenant Community , CO	NA	145157	0	115430	900	1680	198	15900	145157	134108	11049
14	Covenant Presbyterian, CA	41958	309420	3546	318577	0	0	0	0	312986	318577	26347
15	Faith Evangelical, CO	58957	712089	4521	594432	0	8438	8040	110284	716610	721194	52373
16	Faith Presbyterian, CA	23889	83028	75000	134698	600	600	1050	0	158028	136946	44971
17	Faith Presbyterian, CO	103061	1133080	18561	974712	4650	7235	8236	166780	1151641	1161613	93089
18	First EPC, WA	33651	1161869	4793	1066869	3200	8099	9800	22914	1168662	1110882	89631
19	Grace Community, AZ	55759	535169	3567	544099	1088	1088	9975	4000	538736	560250	34245
20	Greenwood Community, CO	547850	2961654	53001	2214089	26996	12600	450	136732	3014655	2390867	1171638
21	Highline Community , CO	80000	200000	0	250000	0	0	0	0	200000	250000	10000
22	Ken Caryl Community, CO	0	7000	0	0	0	0	0	0	7000	0	7000
23	Lookout Mountain Community , CO	1581515	2109012	6306832	2825283	1500	8352	0	204346	8415844	3039461	6957898
24	Morningside Presby terian, AZ	79154	144425	2000	129117	1300	0	0	19200	146425	149617	75962
25	New Community Christian, CO	75864	614000	0	458000	0	0	0	45000	614000	503000	186664
26	New Covenant, AZ											
27	Northwest Presbyterian, WA	47551	134402	1389	94738	1500	972	2075	3000	135791	102288	81057
28	Parker Presbyterian, CO	353330	862905	7818	962511	NA	8118	10000	NA	870723	984369	239664
29	Presbyterian Parish at Vail, CO	0	169169	7500	112482	1000	900	350	30518	178689	145250	31419
30	San Ramon Presby terian, CA	320510	1114473	9105	727249	0	4350	15900	17394	1123578	764893	679195
31	Santa Maria Community , CA	106777	148240	2421	103393	1690	1800	5890	6769	150661	119562	137876
32	Thai EPC *, CA	5000	24000	0	26000	0	0	0	0	24000	26000	3000
33	Trinity EPC, CO	108901	305236	15643	257186	7000	1540	4570	57440	320879	327736	102044
34	Valley Community, CA	20189	69706	155	66218	500	1298	500	1911	69881	70425	19625
35	West Bowles Community, CO		2700349	5221	3039023	0	0	0	155675	2705570	3194898	
	TOTAL		31324189	11272158	32237685	72816	124012	147124	1660980	42596344	34242597	

## 2000 ANNUAL STATISTICAL REPORT - SUMMARY BY PRESBYTERY

Presbytery	1999 Members	2000 Members	Gains					Losses				Worship Attendance	Sunday School	Baptized Roll	Infant Baptisms	Adult Baptisms
			Youth Profession	Adult Profession	Transfer	Re- affirmation	Restored	Transfer Loss	Death	Inactive	Other loss					
Central South	9505	10416	103	155	517	602	31	122	75	144	65	9261	7881	1127	269	109
East	4693	4816	38	43	13	99	14	29	30	89	14	3659	2679	207	86	25
Florida	1920	1822	41	35	20	67	17	12	21	106	58	1728	581	115	30	66
Mid-America	5158	5060	44	72	86	89	50	104	28	131	32	5539	2086	993	102	59
Mid-Atlantic	8846	8929	114	131	577	523	5	348	33	282	176	9560	5066	434	97	107
Midwest	12708	12790	75	218	260	333	36	115	78	432	192	14195	8555	490	284	222
Southeast	2717	2753	43	67	111	75	6	69	50	121	39	2385	1501	307	38	49
St. Andrews	665	708	0	3	28	34	0	0	6	0	1	430	132	0	10	4
West	13176	13871	37	203	395	399	25	238	67	335	271	14645	5166	219	207	221
<b>TOTALS</b>	<b>58412</b>	<b>61167</b>	<b>495</b>	<b>927</b>	<b>2007</b>	<b>2221</b>	<b>184</b>	<b>1037</b>	<b>393</b>	<b>1740</b>	<b>848</b>	<b>51402</b>	<b>33367</b>	<b>3892</b>	<b>1123</b>	<b>862</b>
1999 Totals:			575	1102	1904	2458	(included in reaffirmation)	921	351	2508	(included in inactive)		34521	4078	1087	750
			-13.9%	-15.9%	5.4%	-2.2%		12.6%	12.0%	3.2%		-3.3%	-4.6%	3.3%	14.0%	

## 2000 ANNUAL FINANCIAL REPORT - SUMMARY

SUMMARY	RECEIPTS			DISBURSEMENTS						TOTAL RECEIPTS	TOTAL DISBURSEMENTS	ENDING BALANCE
	BEGINNING BALANCE	TITHES & OFFERINGS	OTHER INCOME	LOCAL CAUSES	PRESBYTERY	PER MEMBER GIVING	EPC BENEVOLENCE	NON-EPC MISSIONS				
Central South Presbytery		21605520	998880	17452640	123594	176659	322920	2539930	23316401	21079511	0	
Presbytery of the East		7196871	1156574	7618253	14528	39991	102067	875128	8353445	8649966	0	
Presbytery of Florida		3543447	375101	3295700	16525	18861	47922	168463	3918548	3547471	0	
Mid-America Presbytery		6637117	310218	5964128	73536	63184	77518	663182	6947335	6841548	0	
Mid-Atlantic Presbytery		19489910	1427894	17591975	157082	160152	266522	2213647	20917804	20389378	0	
Midwest Presbytery		24597820	5472434	26415308	95874	190598	476617	1683829	30070254	28862225	0	
Southeast Presbytery		5922500	569612	5252195	115202	44872	86408	605657	6492113	6104334	0	
Presbytery of the West		31324189	11272156	32237865	72616	124012	147124	1660980	42596344	34242597	0	
St Andrews Presbytery		229619	27232	204367	0	500	0	41512	256851	245878	0	
<b>TOTAL</b>		120546994	21610101	116032431	668957	818828	1527098	10452327	142869095	129962908		

