

Vol. XLI

June 9-11, 2011

No. 1

MINUTES

**OF THE
GENERAL SYNOD
OF THE
ASSOCIATE REFORMED
PRESBYTERIAN CHURCH**

TWO HUNDRED SEVENTH STATED MEETING



JUNE 7-9, 2011

**BONCLARKEN CONFERENCE CENTER
FLAT ROCK, NC**

STATED MEETING**JUNE 7-9, 2011****BONCLARKEN, FLAT ROCK, NORTH CAROLINA**

The 207th Annual Meeting of the General Synod of the Associate Reformed Presbyterian Church was held at the Bonclarken Conference Center, Flat Rock, NC.

Monday Evening/ Tuesday Morning**June 6-7, 2011****The Pre-Synod Conference***“Free Offer of the Gospel in the 21st Century”*

The Pre-Synod Conference Dinner was served at the Campground Pavilion. The first session of *“Free Offer of the Gospel in the 21st Century”* was held at the Youth Activities Building Monday evening. The conference featured speakers John Kimmons, Adams Farm Community Church, Jamestown, NC; Andy Putnam, Moderator-Elect, General Synod; Greg Conover, The Bridge, Simpsonville, SC; Jan Sattlem, Good Shepherd, League City, TX; Morrie Lawing, Christ Church, Denver, NC; and Stephen Myers, Pressly Memorial, Statesville, NC.

Tuesday began with breakfast at 7:15 a.m. followed by the Tuesday Morning session at 9:15.

Special Synod Week Denominational Activities

The Principal Clerk's *Orientation for New Ministers and Delegates* was held Tuesday at 5:00 p.m. in the Jean White Room of Founders Hall.

Christian Education Ministries *“Menu”* offered Leader and Teacher Training, educational resources, family and Christian living resources, and information on events at the *CEM Cafe’* from 10:00-11:30 a.m. daily at York Cottage.

Synod’s Kid’s Camp for those from ages 7-18 was held Tuesday through Thursday at various times.

ARP Women’s Ministries *Pastors’ Wives Brunch* was served

Wednesday at 10:00 a.m.

The Erskine Theological Seminary *Barbecue Picnic* was served Wednesday at 12:00 p.m. at the Headspring Pavilion.

ARP Women's Ministries "*Oasis: A Special Invitation to all Women at General Synod,*" with Carolyn Whiting speaking on the subject of "The Faith You Confess," was presented on Wednesday at 3:30 p.m. in Synodical Hall.

Outreach North America's *Church Planting Breakfast* was served Thursday morning at 7:00 a.m. in Dining Room B.

Tuesday, June 7, 2011, 7:00 p.m.

General Synod's evening activity began with the Psalm Sing led by Earl and Harriet Linderman.

At 7:30 p.m., the 207th Annual Meeting of the General Synod of the Associate Reformed Presbyterian Church began with the Opening Worship Service.

OPENING WORSHIP

Tuesday, June 7, 2011

Youth Activities Building

7:00 P.M.	Informal Psalm Sing	C. Earl Linderman
		Harriet E. Linderman, Accompanist
	Prelude	Greg Reynolds
7:30 P.M.	*Call to Worship	
	*Hymn: "O Worship the King All Glorious Above"	Lyons
	*Invocation and the Lord's Prayer	
	Gloria Patri	
	*The Constituting of the General Synod	
		Stephen J. Maye, Moderator
	Memorial Service	Paul G. Patrick
		Vice Moderator-Elect
	The Listing of Deceased Ministers	
	The Listing of Deceased Ruling Elders	
	Lesson from the Old Testament	Isaiah 40:1-11
	*Hymn: "The Heavens Declare Thy Glory, Lord"	
		Uxbridge
	Lesson from the New Testament	II Timothy 2:1-13
	Prayer for Illumination	
	Sermon	John R. de Witt
	"The Mighty Gospel" Text: II Timothy 2:9	

Prayer for Blessing on the Word of God
 The Administration of the Lord's Supper
 Invitation to the Lord's Table
 The Law of God
 Assurance of Pardon
 *Hymn: "Here, O My Lord, I See Thee Face to Face" Morecambe
 *The Apostle's Creed
 *Doxology (Old Hundredth)
 The Words of Institution
 Prayer for Blessing upon the Gifts of Bread and Wine
 Distribution of the Bread and Cup
 Prayer of Thanksgiving
 *Hymn: "When I Survey the Wondrous Cross" Hamburg
 *Benediction
 Postlude Greg Reynolds
 *The congregation will stand for these acts of worship.

(See **Appendix** for the tributes and the list of deceased elders.)

Wednesday, June 8, 7:00 a.m.

Earl Linderman led an informal "coffee and singing of the Psalms" on the Dining Room porch.

The opening worship service was conducted by Kyle Sims.

The President of Bonclarken Conference Center, Joseph H. (Chip) Sherer, welcomed the delegates to Bonclarken.

Principal Clerk C. R. Beard constituted the roll of Synod and introduced the Unfinished 2010 Business. **(See Appendix for the Official Roll of Synod.)**

A motion carried that the Unfinished Business from 2010 be submitted to the appropriate 2011 Moderator's Committees for review and recommendation as a part of their reports to the Synod of 2011. **(See Appendix for Summary of Unfinished Business from 2010.)**

RETIRING MODERATOR'S ADDRESS

Following personal statements of appreciation, the Retiring Moderator addressed the Synod.

Dear brothers in Christ, first of all, I'd like to recognize some folks who have served the Lord with gladness this year and have made my year as moderator easy. Is Paul Bell in the house? Paul has put up with much from me and has graciously guided me and provided valuable counsel. I listened attentively as the obituary for his father, Dr. Jim Bell, was read last evening. I never met Dr. Bell but know him by the testimony of others. I was speaking at a men's retreat for a Baptist church in Harrisonburg, Virginia last fall and met a man who told me of Dr. Bell's tenderly leading him to Christ. Paul, I am so sorry I didn't have the privilege of knowing your dad. Is Cindy Scott here? Cindy is the most cheerful face in the office. She solves problems fast and professionally. I will miss working with her. There is one problem though. Cindy is a Baptist. As a former Baptist, I am making it my special calling to see that she becomes an ARP and truly sees Beulah Land. Also, though I haven't worked with them as much, I'd like to recognize Leland Beaudrot and Brian Such for their work as well. I am most thankful to Delores McDonald for the patience of Job in putting up with me as a writer held hostage to the ARP Magazine.

A special thanks to Andy Putnam and Vaughn Hathaway for helping me navigate choppy waters moderating meetings. Additionally, I'd like to thank Dr. Ron Beard. Ron and I have not always agreed on everything, but there has not been another man in the ARP who has been as kind and helpful to me. Very often he has gently helped me understand the best way to tackle a particular issue and has kept me from making foolish mistakes so, Ron, I am most grateful to you, Sir. Finally, I'd like all the former moderators of General Synod to please stand. Men, why didn't you tell me what I was getting myself into? Thank you for your wise counsel and assistance and your service to Christ's Kingdom.

Men of the ARP, first of all I'd like to take a moment and thank those of you who have prayed for me this year. This last year has brought a true test of faith into my family and I have had my fill of

men who are false professors, Pharisees, and hyper-reformed legalists. Because of that, I am all the more thankful to be an ARP.

There are times when the pain of seeing what has been inflicted on my family has been almost unbearable, but I am here to tell you that God is good. It's not just a slogan. Our great Savior has allowed us not just to survive but to actually thrive. There is a very special joy—true joy and a certain intimacy with God that only comes through adversity and pain. The great C.S. Lewis once said, "Pain is God's megaphone." Indeed it is and as crazy as it seems, it can be a wonderful sound that comes through that megaphone. So, I am ever grateful for men who don't just pretend to love doctrine but truly love God and are thus able to love both doctrine and people. You, ARPs, are such men. To God be the glory!

As I look across the theological landscape, I see a lack of Biblical balance. Most in evangelicalism despise doctrine and have little knowledge or understanding of God's Word. This is not something for us to be haughty about but something for us to mourn. However, in many Reformed circles, there is no love; no brotherly kindness; no grace for others who don't yet fully understand what we've been taught. This cannot be.

A few years ago at a meeting of the Strategic Planning Committee, the question was asked "If the ARP ceased to exist, would it matter and would anyone notice?" At the time I wasn't so sure. Now, I am. It should exist. All around us we have Presbyterian denominations that have resorted to heresy. Even in NAPARC there are members who are wrestling with women's ordination, theistic evolution, Federal vision theology, hyper-covenantalism, issues of patriarchy, and Reformed legalism. I am thankful we are here and I pray we will get the right balance between grace and truth. Not 50% grace and 50% truth but 100% grace and 100% truth.

What may serve us ARPs best is heeding Paul's words to the church at Corinth in 1 Corinthians chapter 16, verses 13 and 14. He gives us five imperatives there. These instructions come at us in short and powerful bursts like some of you men when you empty the magazine in your 9mm or .40 caliber pistols. Here's what God says through the apostle Paul, "Be on the alert; stand firm in the faith; act like men; be strong; let all that you do be done in love."

Be on the alert. There are those of us in the Associate Reformed Presbyterian Church who need to be on the alert—we need to wake up and smell the coffee so to speak. There are a plethora of needs; there are harsh realities of our current churches that need to be faced; demographics that need to be understood; there are false doctrines and teachers that need to be faced. Be on the alert. Be on the alert, my brothers. Your adversary, the devil, prowls around like a roaring lion looking for someone to devour. That someone is you. Your adversary the devil prowls around the perimeter of Bonclarken seeking someone to devour. He paces between the rows in the great hall looking for someone prone to gossip, someone prone to criticism, someone who is not fully outfitted in the full armor of God and is fresh meat. We must be on the alert.

Stand firm in the faith. There are those among us in the ARP who need to stand firm in the faith. We must stand firm—stand firm against peer pressure; stand firm against tradition when tradition conflicts with God’s will; stand firm for the gospel of Jesus Christ in a truly winsome and loving way. Stand firm.

We ARPs need to act like men—real men. The great C.S. Lewis wrote, “We make men without chests and expect of them virtue and enterprise. We laugh at honor and are shocked to find traitors in our midst. We castrate and bid the geldings be fruitful.” Do you see what the author was saying? The culture at large desperately needs manhood in general and Christian or Biblical manhood in specific. Yet, that same culture has done everything in its power to tear down the institution of manhood. We need neither politically correct men nor the false hyper-macho men. Either extreme is wrong. We must exhibit both sides of Biblical manhood toughness and tenderness. Or, as C.S. Lewis said, “Fierceness and gentleness.” We must act like a man like Jesus did—the perfect man; the man who tenderly wept over Lazarus and was so gentle with Mary and Martha. Fully compassionate; fully loving yet man enough to face down the devil for 40 days; man enough to drive the money changers from the temple. Man enough to assume a human body; man enough to be obedient to the point of death, even death on a cross. Man enough to bear the sins of His Church; endure separation from His Father; and the full wrath of God; the perfect man. We must learn to act like men.

The men of the ARP need to be strong. This doesn't mean we don't get tired or sad or need help or need to weep. It means that at the moment of truth, we must dig deep with the power of the Holy Spirit and be the men we need to be for our people. We cannot do this in the flesh. The great Puritan Matthew Henry said, "Our natural courage is perfect cowardice and our natural strength is perfect weakness." You can do all that God asks you to do with the power of the Holy Spirit living in you and "Fixing our eyes on Jesus the author and perfecter of our faith." The Spirit of God will give us the strength we need. We must be strong.

Lastly, the Church of Jesus Christ must do all that it does in love. All: every single thing in love. We preach in love; we teach in love; we fellowship in love; we give in love; we encourage in love; and yes, we even correct in love. A love that does not discipline is really no love at all. And, a failure to correct is simply a slow, cold, cruel way to turn someone over to the evil one. Love is missing in some corners of Christ's Church and must be reclaimed through our astonishment at how a great a salvation we have in Christ. We must not attempt to be ambassadors for Jesus without His love in us.

Today, June the 8th, 2011 is the last morning I woke up as Moderator of the ARP Church. I have not taken my duties lightly. The burden has been there every day: the burden of trying to set the right example, the duty to pray for our church, to pray for new young pastors and new churches, the role of providing winsome influence wherever possible. Men, people go into leadership for one of two reasons: either they want to be somebody or they want to accomplish something. In so many ways I feel like a failure this morning. Gordon Query and I were lamenting these things just last night together. I had goals of contacting every single minister to try to be an encouragement, promoting unity where unity can be found, contacting every single missionary, visiting even more churches and meeting with our chaplains in the field. Yes, I spoke with scores of you and prayed daily for the denomination as a whole and many individuals but still fell so far short of the goal and overall am very disappointed in myself. I apologize to you for these shortcomings. However, there is one part of being moderator I will not give up. I will continue to pray with inten-

sity and, like Jacob of old, I will not let the Lord God go until He blesses us with great revival and reformation. I will see it or I will die praying for it.

Brothers, and I don't just say that because that's what you're supposed to say. You are indeed my brothers—my true brothers—and for that I am thankful. So, let us be the best of men who represent Christ—perfectly balanced by God's redeeming grace—fully alert, standing firm, acting like real Christian men, remaining strong and being full of the love of God. It has been a high honor to serve you fine men.

Thank you.

Retiring Moderator Stephen J. Maye presented Moderator-Elect Andrew K. Putnam to the Synod. The Vice Moderator-Elect, Paul G. Patrick, escorted Mr. Putnam to the podium where Mr. Maye placed the Moderator's Shield around Mr. Putnam's neck and made brief remarks.

Mr. Putnam presented the Retiring Moderator's Bible to Mr. Maye.

Moderator Putnam presented his Moderator's Challenge to the Synod.

MODERATOR'S CHALLENGE

Our Denomination's Future

One of the historically unique cornerstones of the ARP Church is the free offer of the Gospel – Synod's emphasis this year. As a denomination, we must recapture the desire to tell others about the Gospel and a passion for reaching the lost. Our denomination's future depends on it.

Last year at Synod, I presented a simple yet ambitious challenge: 20 new congregations and 20 new mission fields by 2020. I believe this is more than just a goal, but a crucial component of the survival of the ARP Church. Each year, the ARP Synod collects data from our congregations. This information paints a snapshot of who the ARP Church is, statistically.

Let me share with you some of the information I presented at the meeting of General Synod this past June. The ARPC reports 269 congregations with 27,815 active members. Last year, we took in 1786

new members and lost 2478 – for a net loss of 692 members. We also performed 409 baptisms. Our denominational ministry fund received \$2,417,107.

On closer examination, we see that, of the 269 congregations, only 28 have more than 200 active members. However, those 28 congregations account for 44 percent of the total active membership of the denomination. Thirty-three percent of our churches have less than 100 active members. Thirteen percent of our churches report less than 49 active members; 17 percent report 50-99 active members.

From the denominational ministry fund of \$2,417,107, 60 percent comes from 20 congregations.

In looking at the future of the ARP Church, it's simple to conclude that we really only have three options: We can die, we can merge, or we can revive.

Die

If we continue on the same path we're on now, we will die as a denomination. Our numbers are declining; we have a majority of small congregations; and we are seeing a rising number of churches being closed by presbyteries.

Merge

If we consider merging with another denomination, assuming another denomination wants us, we would hope the merger could somehow solve our problems. Actually, it would not – it just shifts things around.

Revival

The third option, revival, is first and foremost the work of the Holy Spirit. We know from Scripture and history, that God can do amazing things in his church. I think it's evident that He has blessed the ARPC historically and is doing a great work now within the denomination. For the ARPC to revive, there are responsibilities and responses that fall upon His church leaders and members.

To simplify, consider them in three categories: prayer, preaching and practice:

Prayer

In the prayer life of the church, we need to emphasize the opportunity to share the Gospel. Do you routinely pray for revival in your

church? Do you pray for the church to really grow? (not just survive, but dramatic, biblical growth) Do you pray for opportunities to share the Gospel with the lost?

Preaching

In the Preaching of the Word, we must recognize that our pastors and teachers are handling the inerrant Word of the Lord. Care must be given in the preparation of sermons and congregations should give an attentive ear to the message. In considering this, church leaders should strive to see that the Word is preached authoritatively (we do not need more sermons on the latest newspaper headlines or the most popular movies – we need to hear what the Word of God says).

Also, the Word should be presented winsomely. It is not a weapon to beat people over the head with, but is light unto darkness. Finally, are people called to be reconciled to God through Jesus Christ? The Westminster Confession of Faith tells us that saving faith “is ordinarily wrought by the ministry of the Word” (chapter XIV).

We need preaching that demonstrates an expectation that the lost will be saved through the ministry of the Word.

Practice

One of the greatest obstacles to the Christian witness is the behavior of Christians. The hypocrisy presented when professing Christians engage in gossip, slander, envy or arrogant behavior is hard to overcome. Our church leaders need to gently deal with this behavior and model Christ in their personal lives. The community around the local ARP Church should see the congregation as a beacon of hope in a dark world, not a reflection of their own sinfulness.

I know that the Lord can do amazing things with the ARP Church and I believe that the best days of this denomination are still ahead of us.

Moderator Putnam introduced the Vice Moderator, Paul G. Patrick, to the Synod.

Vice Moderator Patrick presented the program for the 2011 meeting of the General Synod. The program was adopted.

Moderator Putnam made appointments to the Moderator’s Committees and called for the official reports of the Boards for reference to the Moderator’s Committees. Memorials from the

presbyteries were read and referred to the Moderator's Committee on Memorials.

The Moderator introduced his children and a number of friends to the Synod.

Synod recessed for the morning break.

Moderator Putnam made the following introductions to the Synod:

Pages: Thomas Anderson (Northeast), Willis Mangum (Tennessee-Alabama), Benjamin Rentschler (Tennessee-Alabama), Andrew Shoger (Catawba), Daniel Wells (Florida).

Seminary and Special Students Under Care of Presbytery. (See Appendix for listing in Presbytery Reports.)

Ministers who have been received or ordained since the last meeting of the General Synod: (See Appendix for listing in Presbytery Reports.)

Mission Developers: (See Appendix for listing in Presbytery Reports.)

Guy Smith presided over Synod's recognition of Retired Ministers, Non-Ordained Employees and Missionaries.

John Cook hosted the presentation from the Presbyterian Council on Chaplains and Military Personnel (PCCMP). Retired Chaplain Capt. Tom Chadwick of the Council introduced the ARP Chaplains present at the Synod. The Synod rose in an extended round of applause for our chaplains. Chaplain Chadwick presented a special recognition from the Council to retiring Chaplain Michael C. Yarman who in turn presented a memorial coin from an Air Force unit.

Robert B. Elliott presented the **Recommended 2012 Allocation of Synod's Unrestricted Funds**. The allocation was adopted.

Stewardship Committee					
2012 Denominational Ministries Allocations					
AGENCY	Actual 2010	Approved for 2011	Requested for 2012	Proposed Reduction	Recommended for 2012 (2)
Boards and Agencies					
Central Services	\$ 289,822	\$ 291,481	\$ 289,518	\$ (5,789)	\$ 283,729
Benefits (covers board expenses)	6,151	6,205	6,800	(136)	6,664
ARP Center Facility	15,216	14,988	14,988	(300)	14,688
Executive Board & Contingency	89,884	92,053	92,053	(1,841)	90,212
The ARP (3)	99,212	97,724	104,724	(2,094)	102,630
Stewardship	13,939	14,529	10,280	(206)	10,074
Commission & Committees					
Inter-Church Relations	12,445	11,771	10,350	0	10,350
Lay Ministry	17,821	18,518	18,518	(370)	18,148
Worship	15,539	33,490	19,472	(389)	19,083
Other Committees (1)	19,010	20,191	19,594	(392)	19,202
Sub-Total for Non-Program					
	\$ 579,040	\$ 600,950	\$ 586,297	\$ (11,517)	\$ 574,780
Bonclarken	\$ 137,064	\$ 122,638	\$ 122,638	\$ (2,908)	\$ 119,730
Christian Education Ministries	227,651	217,084	217,084	(5,147)	211,937
Erskine	556,584	530,747	575,000	(56,837)	518,163
ARP Student Union (pay once in Dec)		500	750	(250)	500
ONA Operations	646,325	616,324	616,324	(14,613)	601,711
World Witness	646,325	616,324	616,324	(14,613)	601,711
Program Sub-Total	\$ 2,213,949	\$ 2,103,617	\$ 2,148,120	\$ (94,368)	\$ 2,053,752
TOTALS	\$ 2,792,989	\$ 2,704,567	\$ 2,734,417	\$ (105,885)	\$ 2,628,532
(1) - Other Committees include: Investment, Minister & His Work, Nominations					
(2) - Non-Program Agencies request reduced by 2.0%, Erskine's requested amount is reduced an additional \$44,253, the balance of \$50,115 reduction is shared by Program Agencies based on % of Approved 2011					
(3) - The ARP 2011 forecasted expenses are \$10k over the Synod Approved Allocation; 2012 forecasted expenses are \$7k over. Other Non-Program groups forecast to reduce 2011 expenses by \$5,360 for a net additional allocation of \$4,640 needed.					

Doug Petersen presented the report of the **Special Committee on Strategic Planning**. The recommendations of the report were adopted.

PRELIMINARY REPORT OF THE STRATEGIC PLANNING COMMITTEE

This Preliminary Report has been undertaken at the behest of the 2007 General Synod, which approved a recommendation in the "Report of the Vision Committee" that "the Moderator appoint a Strategic Planning Committee," the purpose of which "will be to evaluate the current ministries of the General Synod in light of the present and future challenges facing the ARP Church, and to propose a strategic plan for the future" (2007 Minutes of Synod, 24). It consists of four main parts: a description of the identity and character of the ARP

Church, an articulation of the mission of the church as it moves into the future, an introduction to the ministry evaluation process that will be undertaken in light of this mission, and an initial series of recommendations. We anticipate that, upon Synod's approval of this Report, a final and complete report will be submitted to the 2012 Meeting of the General Synod.

I. Where We Come From—The Identity and Character of the ARP Church

The Associate Reformed Presbyterian Church affirms that there is but one Church of the Lord Jesus Christ throughout the world, consisting of all those who profess faith in our Lord Jesus Christ, together with their children (Form of Government, I.B.1). Jesus Christ is the one great King and Head of this Church (FOG, I.A.1). Within this one visible Church are many particular churches who differ from one another in various respects (e.g., in doctrine, government, and/or worship). This division of the one Church into many particular churches may obscure their unity with one another in and under Christ, but it does not destroy that unity (FOG, I.B.2). The Associate Reformed Presbyterian Church affirms that "all of those maintaining the Word and sacraments of the Lord Jesus Christ in their fundamental integrity are to be recognized as branches of this one visible Church" (FOG, I.B.2).

There are "branches" within the one visible church which are nearer to one another than to others in their doctrine, government, and worship. The Associate Reformed Presbyterian Church stands within the family of those churches who are Reformed and evangelical in their doctrine and witness and Presbyterian in their government. We descend from the Protestant Reformation of the 16th century, particularly from the Swiss Reformation of John Calvin and the later British development of that impulse among English Puritans and Scottish Presbyterians. The Westminster Assembly of the 17th century, whose formulations regarding doctrine, church government, and worship became the standards for the Presbyterian churches in Scotland, has had a profound influence upon our development as a church.

Two further developments in the history of the church in Scotland have been of significance in shaping the ARP Church as it is today. The Associate Presbyterians (known commonly as the "Seceders"), who formed in 1733 under the leadership of Ebenezer Erskine, William Wilson, Alexander Moncrieff, and James Fisher, separated from the Church of Scotland over issues pertaining to the practice of patronage in the churches of Scotland, and over the question of "the free of-

fer of the Gospel” to sinners which arose in the “Marrow Controversy.” Ten years later, the Reformed Presbyterians (known as the “Covenanters”) came to separate organization, when Thomas Nairn joined John McMillan in the formation of a new presbytery and church. These “Covenanters” were the successors of those who had refused to reenter the state church after “the Bloodless Revolution” because the Scottish Kirk did not acknowledge the National Covenant of 1638 and the Solemn League and Covenant of 1643.

The historic identity of the ARP Church was profoundly shaped by its Covenanter and Seceder heritage from Scotland. The Covenanters bequeathed to us their deep concern for the Lordship of King Jesus over his church, and the Seceders gave us an abiding commitment to the free offer of the gospel. With these influences came also a high regard for the authority of the Bible as God’s written Word and of the Westminster Confession and Catechism as summaries of the doctrines taught in Scripture. But with these Scottish influences also came a focus upon matters of Christian practice (praxis) that many today would regard as a bit wooden and even legalistic, to the point where, as time went on, the ARP Church was particularly associated with strict sabbatarianism, closed communion, and non-instrumental exclusive psalmody. These three praxis issues were, in large measure, what distinguished the ARP Church from mainstream American Presbyterianism, and, practically speaking, they came to be a sort of *raison d’être* for the ARP Church.

By the mid-twentieth century, however, these older defining praxis characteristics had to a great extent dissolved as more flexible approaches to the observance of the Lord’s Day became common, intercommunion with Christians from other churches became the rule, musical instruments were allowed, and the singing of hymns as well as psalms was encouraged. In retrospect, it seems that the church was thrown off balance by the decision of the General Synod in 1946 to permit the singing of hymns—the most prominent historic reason for the ARP Church’s identity as a separate denomination had suddenly evaporated. In the decades that followed, influence from the Presbyterian Church in the United States became pervasive in some quarters of the ARP Church, and during the period of 1960-1980 the church was embroiled in debates and struggles over the authority of Scripture and the ordination of women. With this came a *de facto* division of the church into parties. Some sought to reproduce the liberalism and neo-orthodoxy found in the mainline Presbyterian churches; others looked to the broader traditions of American evangelicalism and fundamen-

talism, and still others sought to promote a confessional Reformed identity. Not surprisingly, in recent decades the ARP Church itself has been less than clear on its identity. Thus we believe that at this crucial time in its history, the ARP Church must define anew its core values and commitments.

The 2007 “Report of the Vision Committee” treats the current state of the ARP Church at some length as it notes the close relationship between southern culture and the ethos of the ARP Church, and as it identifies certain problems and challenges that we currently face. The present report aims to speak more pointedly to the question of who we are and the distinctive characteristics we seek to perpetuate and develop in the years to come. This process of definition must first of all be faithful to the teachings of God’s Word. In doing so, we believe that it will also be true to what is best and noble in our ARP history and heritage. In his providence God has placed us in our situation with a particular history and set of influences so that we might be a blessing to others. In other words, we need not completely reinvent ourselves, nor should we try to do so. At the same time, we should not attempt to recapitulate the older, praxis-distinctive ARP Church. Rather, searching diligently the Holy Scriptures for the marching orders of our great King and Head of the Church, we believe that we will be aided in this effort by recovering from our heritage that which is of deep and abiding importance.

At this crucial time in its history, the ARP Church must define with clarity and boldness its core values and commitments. There are two great concerns taught in the Holy Scriptures, and which flow directly and organically from our history and heritage, that should be prominent in our witness as a church: the Lordship of Jesus Christ as Prophet, Priest and King over the Church, and the proclamation of a gracious gospel freely to all.

A. The Lordship of Jesus Christ

Much that is vital to our identity and sensibility emerges from our recognition of the Lordship of Jesus Christ. A king commands. Jesus Christ, the incarnate Word of God, has spoken to us reliably and authoritatively in “the Scriptures of the Old and New Testaments” which are “the Word of God without error in all that it teaches” (1979 *Minutes of the General Synod*, 23; 1980 *Minutes of the General Synod*, 283). Thus the Church has repeatedly and decisively rejected all liberal, neo-orthodox, and Barthian refusals unequivocally to identify the written Scriptures as the Word of God and efforts to limit the authority of Scripture. Likewise, the Word of this great king must be proclaimed.

Even as our Scottish forbears valued the preaching of the Word in the past, so we must value, recover, and revitalize the art of preaching today through a program of seminary education that emphasizes the faithful and winsome proclamation of God's inerrant Word.

A divine king is worthy of worship. Moreover that king must be worshipped in a way that is fitting and appropriate. And so we recognize that God is to be worshipped in the way that he desires and has revealed to us in the Holy Scriptures. A hallmark of our ARP heritage is the recognition that God is the object of our worship, and that everything we do in worship must bring glory to him. And so the ARP Church has rightly been resistant to worship fads and proposals that would distract the worship of God's people from its proper object.

Our king also leads his people in battle. At the cross Jesus Christ triumphed over the powers of darkness, and he rose victorious over sin and death. Now, in union with Christ, we his people are engaged in the struggle against sin in our own lives (sanctification) and in efforts to bring all of life under the lordship of King Jesus. We must never forget that there is a spiritual warfare dimension to our lives, and that a major task of the church is to train and equip the current and next generations of Christians for this battle. From this recognition flows our concern for the strengthening of families and for Christian education in the home, church, and school.

Our king is Lord and sovereign over his realm. Jesus Christ is Lord of all creation, and nothing exists outside his sovereign rule and authority. Our recognition of this empowers us to explore the richness and diversity of God's world through Christian liberal arts education and to view all lawful callings as glorifying and honoring to God.

B. The Proclamation of the Gospel of Grace Freely to All

One of the commands of King Jesus is the Great Commission: "Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you" (Matthew 28:19-20 ESV). Particularly in the area of foreign missions, the ARP Church has taken this command with great seriousness, and today we seek to extend the church of Jesus Christ in North America and throughout the world.

We must also not lose sight of the fact that the gospel is a message of grace and mercy. It proclaims to sinners that they cannot save themselves, and that God has reached down to us in the person of his Son. Thus we must reject all "moralisms" that deny the need for grace, as well as any reduction of Christianity to ethics. Christianity is

a religion of divine redemption, not human effort and achievement. We become acceptable to God as we receive Christ by faith alone, and not by our own efforts. We must recover an appreciation of the glorious freedom of the Christian in Christ. This is the antidote to all “legalisms” that would add to what God’s Word requires. At the same time, the gospel of Jesus Christ also involves being set free from the power of sin so that we might indeed experience growth and progress in the Christian life as we persevere in faith and obedience. Three points of clarification regarding the centrality and scope of the gospel need to be noted here. First, the gospel is comprehensive and applies to all of life. We must beware of the temptation to reduce the gospel message to one particular aspect or theme, such as the forgiveness of sins and rescue from the fires of hell, the redemption of social existence, and so forth. The Christ who died on the cross to save sinners is also the Lord of the universe who will come again in glory to set things right, and who calls us even now to honor and glorify him in everything that we do. Second, the gospel includes the Church. Christ came to redeem a people for himself, a people who will in turn embody the good news of the gospel in their lives and proclaim that good news to others. Third, the gospel is powerful. It is “the power of God for salvation to everyone who believes” (Romans 1:16, ESV). If the ARP Church is to be empowered for ministry in the 21st century, that power must come from God himself as the gospel is proclaimed, taught, and lived by us.

II. Moving into the Future—The Vision and Mission of the ARP Church

The Committee proposes the following Vision Statement for our Church:

As sinners being saved by the mercy of God in Christ Jesus, Associate Reformed Presbyterians are compelled by His grace to give glory to God in worship, life and witness. By the power of the Holy Spirit, we aspire to be people gathered into churches, who are living obediently to the Word of God; growing in the grace and knowledge of our Lord and Savior, Jesus Christ; loving one another as Christ has loved us; proclaiming joyfully the gospel of grace freely to all; making disciples among all the nations; and working in unity with all who call upon the name of the Lord Jesus Christ.

In order to implement this vision, a strategic plan for the ARP Church must be governed by the following criteria:

1. It must be *gospel-centered and gospel-driven*. The goal of the ARP

Church and its agencies must be the proclamation, teaching, and living of the gospel, not the perpetuation of ministry forms and structures for their own sake.

2. It must *empower the people of God to accomplish God's purposes in God's way*. Gospel ministry must be done with gospel methods, rather than by using the weapons of the world (see 2 Corinthians 10:3-5).
3. It must *marshal the resources of the church in a wise and prudent manner* so that opportunities for cooperation and synergy are seized, and so that the God-given resources of the church are not wasted (see Matthew 25:14-30).

The shape of the emerging Strategic Plan is also conditioned by the peculiar circumstances of the ARP Church today. We are a small denomination with a preponderance of small churches, many of them located in rural areas and small towns. Because of this, humanly speaking, our resources are somewhat limited. As noted above, we continue to wrestle with identity issues and a lack of theological unity that complicate the task of ministry focus. We have also inherited a remarkable variety of denominational agencies and institutions with their own histories and traditions, and most of these agencies look to the General Synod for significant resources. Given that the ARP Church is but a small part of the Evangelical community and the church universal (see sec. I ["Where We Come From"] above), we must be mindful of duplicating the efforts of others who may be better positioned than we to carry on certain kingdom work, and open to creative partnerships with others where such efforts will advance the kingdom of God. As the 2007 "Report of the Vision Committee" identified, "the ARP Church is tolerant of mediocrity. Some have observed that we are 'addicted to niceness,' and that we tacitly condone a lack of excellence so that feelings will not be hurt." These peculiar circumstances present both limitations and opportunities.

In light of the vision, criteria, and circumstances listed above, the following five emphases are particularly needful at this time in the history of the ARP Church. All of these emphases (with the exception of #2) were earlier identified by the Vision Committee report in 2007. The Committee wants to emphasize, however, that this is only a preliminary list of emphases.

1. **Powerful Gospel-Centered Preaching**—Our Reformation heritage highlighted the centrality of preaching for the church. Moreover, this is a genuinely biblical emphasis (Romans 10:14-15; 1 Corinthians 1:21-25). Indeed the great periods of revival and reform in

the church have invariably been accompanied by the powerful preaching of the Word of God. Today, however, the ARP Church is not particularly known for its emphasis on the powerful preaching of the Word. As the Vision Committee report aptly noted, “Impotent pulpits produce impotent churches.”

2. Church Planting—The New Testament church expanded through the planting of churches throughout the Mediterranean world as the Apostles were obedient to the Great Commission. Today the ARP Church has a preponderance of small, rural churches. Some of these congregations are unlikely to survive the ongoing shifts in population patterns. That being said, our impetus for church planting must come, not from a desire to perpetuate the ARP Church for its own sake, but rather from the recognition that the ARP Church has something of great value to offer the world, from the fact that the gospel involves the extension of the church, and that the New Testament model for this extension entails the planting of churches.
3. Christian Education—We live in an age when many Christians are woefully ignorant of the Bible and of the Christian tradition. As the Vision Committee report noted, “A major focus of the church must be the training of people in biblical knowledge and Christian doctrine. All Boards, Agencies, and Committees of the Church on the General Synod, Presbytery, and Congregational levels should make it their focus to communicate and exemplify a biblical and Reformed worldview in their respective work.”
4. Multi-Generational Ministry—Membership trends and patterns of the ARP Church in recent decades suggest that a significant problem we face is the loss of the younger generations. Some of these younger people have gone on to become vital members of other Evangelical churches. Sadly, others have not. As the Vision Committee report observed, “A Reformed ecclesiology embraces every generation. The church is perhaps the one place where multiple generations gather on a regular basis. Yet we are in danger of losing a significant portion of the younger generation. The ministry of the ARP Church must be intentionally multi-generational as it seeks to equip mature adults, younger adults, adolescents, and even very young children with instruction in God’s Word and in Christian truth that is appropriate to each age group. Conferences and educational materials should emphasize the relevance of the Gospel for all generations.”
5. Culturally-Responsive Ministry—We live and work in a time of

rapid and radical cultural change. Many have rightly argued that our broader culture has entered a “post-Christian age.” Though this fact is somewhat obscured by the “Bible-belt” sensibilities evident in the communities where many ARP congregations are located, nevertheless we can no longer assume much cultural congruence between the church and the world, and the culture of the church seems increasingly strange and alien to many in our country. The challenge of being “in the world but not of it” has never been so great for American Christians. As the Vision Committee report noted, “The ARP Church, through its educational ministries, should seek to produce disciples who are able to communicate the truth of the Gospel in both the context of the church and in the world.” At the same time, our response to the broader culture must be driven by biblical principle. We must equip the saints to discern the threats to Christian belief and practice, and to apply God’s Word with integrity to their situation.

III. Evaluation of Current Ministries in Light of This Mission

As noted above, part of the mandate of the Strategic Planning Committee is “to evaluate the current ministries of the General Synod in light of the present and future challenges facing the ARP Church.” Although the Strategic Planning Committee has had some discussions with the various agencies of the ARP Church, those discussions are by no means complete and no formal evaluation has occurred. The following observations regarding certain Boards and Agencies are intended to articulate certain concerns of the Committee as a prelude to further dialogue.

One of the challenges facing the ARP Church in this process is the fact that the ministries of our agencies have evolved over a considerable span of time and in the absence of a unified vision for ministry and a coherent strategic plan. Agency heads have often been encouraged by their Boards to be entrepreneurial. Often this approach has led to fruitful and effective ministries. Sometimes, however, it has led to dissonance and even conflict. In the past there have been times of competition between the various agencies of the Church. We give thanks for the current harmony that prevails, but we are aware that the necessary process of allocating resources presents an ongoing temptation to competition. The establishment of the office of a Synod Coordinator two decades ago was an attempt to deal with this problem. All this underscores the need for a coherent vision and plan for denominational ministry that can serve further to unify the various ministries, provide a basis for fruitful cooperation, and provide criteria

for the evaluation of specific ministry initiatives. The Committee recommends that all the Boards and Agencies evaluate their ministries in terms of the vision, the three criteria, and the five emphases outlined above.

Recommendations:

1. That first of all, following I Tim. 2:1-2, regular and special times be appointed for supplications, prayers, intercessions, and thanksgivings to be made for all who serve the General Synod of the Associate Reformed Presbyterian Church, its presbyteries, sessions, boards, agencies, commissions, committees, and churches, that we might lead lives that are faithful under the Lordship of Jesus Christ in the service of the gospel of grace freely offered to all.
2. That the Vision, Ministry Criteria, and the Five Emphases be commended to the Presbyteries and Congregations of the ARP Church for careful consideration as to how each of us can help to strengthen the ministries of the Church.
3. That the individual Boards and Agencies of the ARP Church be instructed to give careful consideration to the Vision, ministry criteria, and five emphases outlined in this report, and that representatives of these Boards and Agencies provide a detailed written report to the Strategic Planning Committee as a basis for further discussion as to how their ministry is consistent with and can work to further these goals. These reports shall be submitted by December 1, 2011.
4. That the Strategic Planning Committee be continued for another year, with the expectation that a detailed and complete strategic plan will be presented to Synod 2012.
5. That this Preliminary Report be approved.

Respectfully submitted,
Douglas Petersen
Chairman

William L. Barron presented the report of the **Special Committee to Revise the *Form of Government***.

**REPORT OF THE SPECIAL COMMITTEE
TO REVISE THE *FORM OF GOVERNMENT***

During the 2006 Meeting of the General Synod, as a result of the

Report of the Vision Committee, the Moderator was instructed to appoint a committee to study and rewrite the ARP *Form of Government*. Each presbytery was to have a representative on this committee with a balance of ruling and teaching elders. The members who were appointed to the committee were as follows: Jeffrey J. Kingswood (A), Andrew K. Putnam (C), Kenneth J. McMullen (F), William L. Barron (L), Ed Dees (MV), John McCarthy (NE), Hae Soung Kim (P), E. Benton Johnston (S), Fred W. Hartin (TA), David L. Blugerman (V), John deWitt, Charles Edgar, C. Ronald Beard, Wilfred A. Bellamy, and Tom Patterson. James L. Klukow and Ronald L. Pritts were later added to the committee. We have been blessed and challenged to serve on this special committee. The task has been great, but God is faithful, and because of His faithfulness, we are able to present to you a first draft of our work, which will be distributed at the 2011 Meeting of the General Synod.

There are a number of items of information which you need to know as you begin your study of this draft. First of all, you will notice a totally new numbering system. The chapters are numbered using Arabic numerals rather than Roman numerals. A continuous numbering system is being used which will make the use of the document much easier. This will make it evident where you are in the document when working with the *Form of Government*. Also, the official copy will be an electronic one maintained in the ARP Center. One of the tasks assigned to us was to bring the material "up to date" with the electronic age. This is one of the ways we are seeking to accomplish this assignment. In the final edition, there will be cross references and indexing. These were not done for this draft as they will change due to the modifications that will take place over this next year.

We have chosen to use the English Standard Version of the Bible (ESV) for all Scriptural quotations. These Biblical references will be handled as footnotes in the document. Whenever "Church" is referred to in the *Form of Government*, it refers to the Associate Reformed Presbyterian Church unless otherwise stated. For reasons of emphasis and identification, Synod, Presbytery, Session, and Diaconate are capitalized. The terms "minister" and "elder" are used to refer to what we formerly called either "ministers" or "teaching elders" and "elders" or "ruling elders." Ministers are then broken down into nine categories: pastors, associate pastors, teachers, evangelists, missionaries, church planters, bi-vocational, chaplains, and other positions. This system better represents the diversity we find in the ministry today. The current *Form of Government* only has five categories.

There are also some chapter changes that we are proposing. The two chapters dealing with the Session and the elder are united into one. The same structure is continued with the Diaconate and the deacon. A new section has been developed concerning mission churches. This puts together the information concerning the organization and operation of mission churches. At a number of points, the organization and operation of mission churches varies significantly from that of other congregations and thus keeps the chapter on congregations from becoming so cumbersome. We suggest the section dealing with ARP Women's Ministries be moved to *The Manual of Authorities and Duties* in the listing of agencies of the denomination.

Recommendations:

1. That the first draft of the work of the Special Committee to Revise the *Form of Government* be received at the 2011 Meeting of the General Synod and be considered as the first reading.
2. That Sessions (and individuals) review the draft, compiling suggestions and comments.
3. That these suggestions and comments be sent to the presbytery's Stated Clerk before the time of their fall presbytery meeting.
4. That presbyteries discuss these suggestions and comments and develop a list to be sent to the Special Committee by December 12, 2011. (Other representatives from the committee will meet with the presbytery if requested.)
5. That the Special Committee review the entire draft in light of the suggestions and comments.
6. That the Special Committee put together a final draft that will be sent out in the packet for General Synod 2012.
7. That the Special Committee's draft will be presented to the 2012 Synod for its adoption.

Respectfully submitted,
William L. Barron, Chairman

Recommendation 1 of the report was adopted. A set of substitute recommendations for items two through seven was defeated. The original recommendations two through seven, as presented in the committee report, were adopted.

A motion carried

“ that the Moderator's Commission on Erskine be dismissed with thanks and that prayers for

Dr. Norman, the administration and board of Erskine be made, seeking God's blessing."

Tom Patterson presented the report of the **Special Committee on Multi-Cultural Ministry**.

REPORT FROM THE SPECIAL COMMITTEE ON MULTI-CULTURAL MINISTRY

Multi-cultural congregations and ministers constitute a significant ministry in the Associate Reformed Presbyterian Church. Korean, Hispanic, Iranian, Chinese, Hungarian, and Swahili congregations are scattered across the denomination. Canadian, Catawba, First, Florida, Mississippi Valley, Northeast, Pacific, Second, and Tennessee-Alabama Presbyteries all have multi-cultural congregations and/or ministers on their rolls. Only Virginia Presbytery has no multi-cultural congregations or ministers on its roll.

The multi-cultural pastors present at the committee's meeting all agreed that ethnic groups would benefit from specialized training. As an example, they indicated there needs to be a better understanding of terms used in our documents and vernacular. Seminars to address such matters will be helpful to multi-cultural pastors and should be ongoing. It was suggested that such a training time be offered in conjunction with the Meeting of Synod as most of the multi-cultural pastors will be in attendance. The Moderator-Elect has concurred with the concept, and the first such training will be offered on Tuesday evening after the worship service.

English-speaking churches might consider offering English-as-a-Second-Language classes in order to reach the multi-cultural people in their communities. It was also suggested that the multi-cultural churches offer language classes in their native tongue to assist Americans in being better equipped to communicate with them.

Northeast Presbytery has arranged with Christian Education Ministries to have an Elder-Deacon Training Seminar for the Koreans in New York. Jeff Liu indicated he had worked on a Chinese translation of our *Form of Government*. A Korean translation can be provided if it is requested. Dr. David Norman has been in New York at the Hyo Shin Korean Church to present the ministry of higher education at Erskine College and Seminary. For the second year, Bonclarken will

make the Chapel available to the Koreans for prayer meetings, discussion groups, and worship services at appropriate times during the Meeting of the General Synod. The Korean pastors are planning a retreat to be held at Bonclarken some time this year.

The first Korean Youth Retreat fell victim to the snow and snow make-up days. Christian Education Ministries is working on this project which will be re-scheduled. In planning such events for multi-cultural youth, consideration has to be taken on cost, time of year, location, etc. Most multi-cultural families are not able to afford the camps, conferences, and retreats we currently offer. While we see the summer as the ideal time for such activities, it is more convenient to their schedules to have them during the school year. Having the event at one of their churches lowers the cost and is more acceptable to them (i.e., more of them will attend).

On a local level, you can help improve communications by occasionally meeting one-on-one with a multi-cultural pastor. A conversation over lunch would prove a productive time to have a meaningful discussion. At some point, you might drop by the other pastor's church just to see how things are going. You could also have a joint worship service with a multi-cultural congregation. Don't always invite their congregation to come to your location, but be open to having your congregation meet in their location. You could incorporate a covered dish meal with the service with a mixture of food from the two cultures. Familiar hymns could be chosen with each group singing in its native tongue. Multi-cultural churches are always looking for English-speaking volunteers to work with their children.

It is always necessary to use grace and patience when dealing with problems and miscommunications with multi-cultural groups. Telling them one time, or even several times, and/or giving them something in writing will always be misunderstood. It is best to communicate with them one-on-one and to do so in a kind way. Another level of dealing with such matters has to include the traditions of the particular group. Moving hastily will assuredly create more problems and most of all, assign shame to the pastor or church among their peers. We must show the compassion of Christ to these, our brothers.

Another matter of concern which needs a careful study is that of issuing a call to an ethnic pastor. Their financial system is much different from ours. They are typically stretched and hard pressed to come up with funding for such items as insurance. There are other items which need to be considered, but this one area is probably the most expensive consideration. In the coming year, we will look at how our sister denominations handle this matter.

We remind you this discussion is ongoing. Trying to address concerns once or twice will not achieve the desired results. Over time, the multi-cultural brethren can be taught our ways, but the reality is it will require time and patience.

Tom Patterson, Chairman

Tom Shoger presented the report of the **Special Committee to Oversee Erskine Campus Ministry**. The recommendations of the report were adopted.

REPORT OF THE SPECIAL COMMITTEE TO OVERSEE ERSKINE CAMPUS MINISTRY

General Synod approved a motion at its 206th meeting as follows:

That the Moderator appoint a committee to:

- 1) provide immediate ecclesiastical oversight and support of the Erskine Campus Minister for the purpose of maintaining and ensuring that the Synod's interests and expectations in having and funding an ARP campus minister at Erskine are maintained, and
- 2) that the committee investigate ways for a permanent structure and system of ecclesiastical oversight of our campus minister and his ministry at Erskine, and that the committee report back to the General Synod with these recommendations at a future stated meeting of General Synod. (2010 *Minutes of General Synod* pp. 423-424.)

The Moderator appointed a committee comprised of Rev. Bob Anderson, Rev. Patrick Malphrus (secretary), Mr. Sam Robinson (chairman), Rev. Tom Shoger, and Mr. Phil Williams. The committee initially met with the current campus minister, Rev. Paul Patrick, to better understand his various responsibilities, philosophy of ministry, his reporting structure, and the past and present direction of campus ministry at Erskine. Initial discussion was also conducted regarding an Overview of Ministry Description, which is purposely focused on ministry and pastoral care of the students at Erskine College. At that meeting a motion was adopted that "the committee direct the campus minister to refer issues and concerns he is unable to reconcile to this committee." Committee members committed to attending various campus ministry functions at Erskine. It was also decided that a face-to-face meeting between the committee and the president of Erskine College be arranged to be sure that the committee and the president

would have a cooperative relationship in addressing the ministry and the needs of the college community.

The initial meeting with President Norman was snowed out, but a meeting was conducted March 17, 2011 at Erskine College. In addition to a productive and cordial conversation with the president, Dr. David Norman, and with Greg Haselden, Erskine's Vice President for Finance and Operations, the president indicated his agreement with the overall direction the Committee was pursuing.

Members of the Committee also had several discussions with Central Services Executive Director, Mr. Paul Bell, regarding administration details of Synod directly employing the Campus Minister. These details include his pay and benefits, operational expenses, and also administrative support for gifts received to support the campus ministry. Mr. Bell indicated that Central Services would be pleased to be the instrument for processing the Campus Minister's salary and benefits as well as providing the accounting necessary for interns serving with the Campus Minister and for campus outreach projects. The overall approach deemed most efficient and workable would be for the Campus Minister to be under Central Services for his payroll and benefits support but not for direct supervision, which would be the responsibility of a new permanent standing committee. Synod money allocated and previously given to Erskine to support the Campus Minister position would in the future be withheld by General Synod to pay the campus minister directly. Although this would certainly reduce Erskine's Denominational Ministry Fund allocation, it would not be taking money away from Erskine since Erskine is currently paying for the campus minister's salary and benefits. The Committee discussed this with Dr. Norman and with Erskine's VP for Finance and Operations, Mr. Haselden, and they have consented to this arrangement. Mr. Bell also later met with Mr. Haselden to discuss the details of this understanding.

Additionally, Erskine has agreed to the following:

- to continue providing the Campus Minister's office, strategically located on the ground floor of Watkins Student Center.
- to continue providing annual support of \$6,000 for campus ministry.
- director level full campus privileges for the Campus Minister and his family.
- to continue the agreement begun in 2006 which allows Campus Ministry Interns to be housed in empty (unused) dorm rooms.

Specifically, when space is available in the residence halls, Erskine welcomes the opportunity to provide campus ministry interns with rooms (usually one male and one female--but perhaps more if needed and available). In an effort to best prepare the interns for serving Erskine students in their living environments, it is felt that participation in certain aspects of Residence Life training is imperative. Erskine values the role interns can play as campus resources, and it is hoped that Student Services personnel can also serve as resources for them during their stay in the residence halls. Keeping the lines of communication open through working closely and sharing information will benefit Erskine students and strengthen the relationship between the Office of Student Services and Campus Ministry.

The longstanding position and practice of having an Erskine Chaplain will continue. That position will no longer be an employed position at Erskine, but will be considered "pro bono" service. The title of Chaplain is appointed by the president. The president may call upon the chaplain for personal or institutional ministry and service.

The Synod permanent standing committee that would provide ecclesiastical oversight for the Campus Minister and Campus Ministry would be comprised of three teaching elders (at least one of whom would be from Second Presbytery), two ruling elders, and the President of Erskine College as an ex officio member. This committee would meet at least three times each year. Any institutional changes which affect or influence the ARP Campus Minister or Campus Ministry at Erskine are overseen by this Synod Permanent Standing Committee on Campus Ministry.

The Committee also discussed formalizing the current relationship with Reformed University Fellowship. Informally, RUF has been working with Erskine Campus Ministry since 2002, and the Committee and Dr. Norman agreed it is time to formalize that relationship.

In this regard the Committee also met with RUF's National Coordinator, Rod Mays, and the RUF Area Coordinator for SC, GA, and FL, J.R. Foster. One of the documented strengths of RUF ministry is the intentional goal, and success, of training young men and women who then feed back into the local church. Following is a quote from the RUF 2010 year end report:

"...a distinctive of RUF is our commitment to our local churches. As the Lord continues to bring students to saving

faith in Christ, we seek to instill in our students the necessity of continued growth and fellowship in the family of God through local church membership. As we reach students on campus we point them to the church as one of God's ordained means of grace."

As this quote indicates, the relationship with RUF will be advantageous for ARP churches as well as the students. Additionally it will also be beneficial for Erskine College since there will be increased publicity nationwide as Erskine's name is published in RUF materials. This publicity will increase exposure to families and students who actively seek a school that has an RUF ministry.

RUF subsequently provided to the Committee a formal affiliation agreement for its consideration. This document was very helpful in many ways as it laid out the requirements for both RUF and for the ARP Church, training requirements, and other structural details. RUF provides ministry training for the Campus Minister and his interns, regional and national conferences, as well as visitation and supplemental pastoral care to the minister and the interns. This agreement is also an excellent supplement to the Overview of Erskine Campus Ministry document which is attached to this report. For example, the affiliation agreement requires what the committee had already envisioned as recommendations 1 and 2.

Recommendations:

1. That effective July 1, 2011 the Erskine Campus Minister be made a direct employee of the General Synod.
2. That a permanent standing committee be elected to provide ecclesiastical oversight and support to the Campus Minister and ministry, and that the President of Erskine College be an ex officio member of the committee.
3. That the current Committee on Erskine Campus Minister and Ministry be extended one year to complete remaining details of this transition, and to give Synod's Committee on Nominations adequate time to obtain nominations for a permanent standing committee which will be elected at the 2012 meeting of General Synod.
4. That the attached Overview of Erskine Campus Ministry be approved.
5. That the terms of the call attached to this report be approved and extended to Rev. Paul Patrick.

6. That the General Synod of the Associate Reformed Presbyterian Church enter into an affiliation agreement with Reformed University Ministries for the purpose of reaching students for Christ and equipping students for service on the Erskine College campus. That appropriate revisions be made to the *Manual of Authorities and Duties* to reflect the duties and structure outlined in this report.

Respectfully submitted,

George S. Robinson, Jr., Chairman

Overview of Erskine Campus Ministry

PURPOSE	Campus Ministry at Erskine College exists to provide Gospel ministry and pastoral care for Erskine students. The purpose of the ministry is to reach, nurture, and equip students with the Gospel of grace for the Christian life.
MINISTER	The General Synod of the Associate Reformed Presbyterian Church's commitment to this ministry includes calling and sending to the Erskine Campus an ordained minister who is trained in campus ministry.
MINISTRY	The campus minister is charged with building a healthy and productive work of ministry that emphasizes reaching, nurturing, and equipping Erskine students with the Christian Gospel. This ministry is both "fixed" and "flexible." The ministry is <i>fixed</i> in that the theology and philosophy of ministry are to remain in conformity with the Standards of the ARP Church. The campus ministry is <i>flexible</i> in that the methodology implemented by the campus minister can and should vary according to his particular giftedness and strategic approach to ministering to his demographic group.
PHILOSOPHY	The most efficient safeguard of a faithful and enduring work of campus ministry at Erskine is attained through formal affiliation with Reformed University Ministries. This affiliation provides necessary and ongoing ministry training and resources to equip the campus minister and interns. See attached affiliation agreement.

SYNOD	The Campus Minister and his work of ministry are under the direct oversight of a permanent standing Committee on Campus Ministry at Erskine. This committee meets at least three times each year for the purpose of evaluation, review and pastoral care, and support of the Campus Minister and campus ministry.
PRESBYTERY	The Campus Minister is a member of an ARP Presbytery and an active participant in the ministry and work of the Presbytery.
FUNDING	The funding of salary, insurance, benefits, and the minimal expenses of having a campus ministry presence at Erskine is provided by the General Synod. Ministry program expenses are raised by the Campus minister from individuals and churches.
ERSKINE	Though not technically an employee of Erskine College, the Campus Minister is a vital and central member of the Erskine community and a chief contributor to its spiritual environment. His presence on the Erskine campus is as a privileged guest and as a resource provided from the General Synod to Erskine as its institution and agency of higher education. The Campus Minister, at the request of the president of Erskine College and Seminary, provides pro bono chaplain services for the good of the community that may include Chapel services, Baccalaureate services, and participation in the graduation ceremony, and other requests that may be beneficial to Erskine, with the concurrence of the Synod's permanent oversight committee. In consideration of these services Erskine has agreed to provide the Campus Minister's office, strategically located on the ground floor of Watkins Student Center, and director level full campus privileges for the Campus Minister and his family. Erskine further agreed to continue the agreement begun in 2006 which allows Campus Ministry interns to be housed in empty (unused) dorm rooms.

Call for Erskine Campus Minister

The Executive Board of General Synod of the Associate Reformed Presbyterian Church, being well satisfied with your ministerial qualifi-

cations, and being confident that we have been led to you by the Holy Spirit as one whose ministry will be profitable to the spiritual interests of Erskine College, do earnestly call you, Paul G. Patrick, to undertake the office of Campus Minister effective July 1, 2011. On the acceptance of this call, we promise you in the discharge of your duty all proper support and encouragement in the Lord.

That you may devote yourself wholly to this ministry, we promise and obligate the Board to:

- a. Pay you an annual salary of \$56,877.
- b. Pay 100% of the cost of your participation in Synod's insurance programs (medical, dental, life, accidental death and dismemberment, and long-term disability).
- c. Pay 100 % of your family's participation in Synod's insurance programs (medical, dental, dependent life).
- d. Pay into the Associate Reformed Presbyterian Retirement Plan Fund as prescribed by General Synod.
- e. Grant you an annual vacation of four weeks (two weeks of which are ordinarily in coordination with the academic calendar).
- f. Grant you an annual study leave of two weeks.
- g. Review with you annually the adequacy of this compensation.

We desire also to express our minimum commitment to you and to your family for events which could occur in the providence of God. Every effort will be made to assist and lovingly sustain and uphold you and/or your family should such an event occur.

- a. In the event of total disability, as defined in Synod's insurance program, we promise to continue the provisions of this call during the prescribed waiting period for commencement of benefits from Synod's insurance program.
- b. If you should die during the terms of this call, we promise to continue the provisions of this call dealing with annual salary and group insurance for a period of six (6) months.

Affirmed by the action of General Synod, June 8, 2011.

Andy Putnam, Moderator

George S. Robinson, Jr.
Chairman, Synod Committee on Erskine
Campus Minister & Ministry

CAMPUS MINISTRY AFFILIATION OF
THE ASSOCIATE REFORMED PRESBYTERIAN CHURCH WITH
REFORMED UNIVERSITY MINISTRIES OF
PRESBYTERIAN CHURCH IN AMERICA

The Associate Reformed Presbyterian Church and Reformed University Ministries (RUM) do hereby agree to an affiliation for the purpose of reaching students for Christ and equipping students for service on the Erskine College campus.

Through this agreement the Associate Reformed Presbyterian Church and Erskine College are officially affiliated with Reformed University Ministries and thereby authorized to use said name and that of Reformed University Fellowship at Erskine College.

I. Responsibilities of Reformed University Ministries

- A. Reformed University Ministries will provide area assistance, staff resources, and coordination and supervision of the overall ministry.
- B. Reformed University Ministries will maintain a Committee on Reformed University Ministries. The Committee will consider and make recommendations to the General Assembly for appropriate action as it relates to a unified campus ministry. This action will include:
 - 1. Operational procedures and guidelines for staff and ministry.
 - 2. Staff - Staff recruiting, assessment, processing and job descriptions.
 - 3. Training - Providing a regular program of training for staff.
 - 4. Accounting - Including receipting and acknowledgement of gifts, payment of staff and programming expenses per presbytery specifications, and financial, budget and donor reports.
 - 5. Development - With data provided by the area coordinator, minister, staff, or intern, RUM will produce such items as initial appeal letters and regular newsletters. RUM will maintain all staff mailing lists within the ministry's donor database.
 - 6. Ministry-at-large - Coordinating and implementing agreed upon programs, projects, and ministries, including intern program, conferences, public relations, pastoral care, and insurance.

II. Responsibilities of the Associate Reformed Presbyterian Church

GA PCA - RUM affiliates ministries through PCA presbyteries and denominations with which the PCA has fraternal relations.

The Associate Reformed Presbyterian Church acknowledges and accepts the responsibility to:

- A. Oversee the campus minister under its jurisdiction who will be ordained and in good standing with the Associate Reformed Presbyterian Church.
- B. Ensure the ministry is conducted in accordance with the doctrinal system set forth in the Westminster Confession of Faith, the Larger Catechism, and the Shorter Catechism of the Presbyterian Church in America.
- C. Ensure the ministry is conducted in accordance with the principles of Presbyterian polity.
- D. Establish an appropriate committee to implement the church's oversight of the ministry. The local South Carolina Committee on Campus Ministry will exercise its normal review. The staff member will report regularly to the PCA South Carolina Committee on Campus Ministry, as well as to an appropriate committee of the Associate Reformed Presbyterian Church.
- E. Call and hire all staff, (with the approval of Reformed University Ministries) who will work with Reformed University Fellowship at Erskine College.
- F. Determine all staff salaries and budgets.
- G. Fund the ministry, assuming sole responsibility for all staff salaries and ministry expenses.
- H. Make contributions toward the cost of area assistance. \$500 per month for the Campus Minister and \$75 per month for each intern.
- I. Ensure participation of all campus ministers, staff, and interns in training provided by Reformed University Ministries. Area and local staff will assist when needed in providing such training.
- J. Ensure participation of campus ministers, staff, and interns in area-wide and ministry-at-large programs and projects.
- K. Participate in the overall campus ministry through involvement in RUM campus organizational structure.
- L. Encourage its members to pray for Reformed University Fellowship, to refer contacts to the Reformed University Fellowship staff, and to make students aware of this ministry at Erskine College.

- M. The ARP synod will provide a method of handling the cost of the ministry and provide for the salaries and related benefits and all ministry programs, training, and support costs.
- N. As a rule, Campus Ministers have a line item in the programming budget to cover training. In lieu of this, Reformed University Ministries – Atlanta will invoice the Associate Presbyterian Church for the costs incurred by the campus minister for training and conferences (materials, housing, meals, etc.).
- O. Insure that the Associate Reformed Presbyterian Church carry out the work in the manner set forth in this affiliation agreement.

Associate Reformed
Presbyterian Church

Reformed University Ministries
Erskine College

Moderator of the Associate Reformed
Presbyterian Church

Coordinator of Reformed
University Ministries

Date of Action

Date of Action

President of Erskine College

Date of Action

FUNDING

AREA/FIELD ASSISTANCE

Each affiliated ministry contributes to the overall ministry cost through contributions for:

TRAINING

Provide several weeks of intensive training for all staff. This involves the planning, scheduling, material production and facilitation.

AREA COORDINATORS

Support of Area Coordinators who serve the ministry in designated areas.

CONFERENCES

Organization of conference, speakers, lodging, food, insurance, programs, registration and fund management.

MISSION PROJECTS

Provide receipting, bookkeeping and handling of funds for various mission projects of the campus ministries.

RECRUITING

Travel to the Regional Fall Conferences for purpose of meeting potential intern staff.

Recruiting on seminaries by Coordinator and his team of Area Coordinators. Coordinator also speaks at seminaries and holds meetings with students and faculty.

GENERAL

Project and submit full budget and required reports to General Assembly.

Prepare and distribute agenda for RUM Permanent Committee Meetings.

Assist Permanent Committee members on works to evaluate ministry operation.

Carry out development plan including various presentations for targeted individuals and groups and general appeal letters.

Attend Presbytery RUM Committee meetings and provide training and assistance with expansion efforts.

Meet with campus administrators as needed to insure grant of charter and compliance with bylaws and constitution of Reformed University Fellowship.

Processing and placement of interns, providing oversight and development strategy and giving support as needed.

Bryan Crotts presented an oral report of the **Special Committee to Oversee ARP Women's Ministries** requesting that the special committee be continued. The continuation was approved.

Roger Wiles presented the report of the **Special Committee**

on Board Member Removal Policy. The recommendations of the report were presented. An amendment carried that the Board Member Removal Policy include contacting the defendant immediately, in the context of Matthew 18:15-17. (Also see *Book of Discipline*.) A substitute motion was offered and discussed to refer the report. The motion failed. The recommendations of the report were adopted with the exception of the final recommendation which was ruled moot by the Moderator.

REPORT OF THE SPECIAL COMMITTEE ON BOARD MEMBER REMOVAL POLICY

The Charge: The Special Committee on Board Member Removal Policy was charged with the task of creating a "for cause" policy and process whereby Synod can exercise the right and responsibility to remove ineffective trustees and/or committee members from the agencies and standing committees of the Associate Reformed Presbyterian Church.

The Objective: The Special Committee on Board Member Removal Policy sought to create a biblical, lawful, and just process for the removal of ineffective trustees and/or committee members while, at the same time, discouraging frivolous and harassing complaints.

The Definitions: The policy referenced below contains certain terms that may require clarification in order to fully understand the process for removal. Those terms are as follows:

1. "Duty of Care" should be understood as the duty to reasonably foresee potential institutional liability;
2. "Duty of Loyalty" should be understood as the duty to maintain an undivided loyalty to the institution by avoiding conflicts of interest;
3. "Duty of Fiduciary" should be understood as the duty to serve the best interest of the institution; and,
4. "Preponderance of the Evidence" should be understood to mean evidence which, taken as a whole, is more probable than not.

The Policy: Process for the Removal of Trustees and/or Committee Members from the Agencies and Standing Committees of the Associate Reformed Presbyterian Church (ARPC).

Introduction: The Synod of the ARPC reserves the right and duty to remove for cause members of its Agencies and Standing Committees through the following process -

Causes For Removal: The Synod of the ARPC expressly adopts the removal of members of its agencies and standing committees only "for cause" including, but not limited to, the following -

1. Failure to maintain a duty of care;
2. Failure to maintain a duty of loyalty;
3. Failure to maintain a duty of fiduciary;
4. Failure to maintain a duty of Christian unity; and,
5. Failure to maintain the duty of Christian godliness.

In addition,

6. Trustees, officers, and board members (excluding Erskine) shall accept, believe and affirm in practice the Standards of the Associate Reformed Presbyterian Church.
7. Erskine Trustees shall accept, believe and affirm in practice the Synod's Philosophy of Higher Education and Synod's Definition of An Evangelical.

Process for Removal:

1. Based upon the enumerated causes referenced above, or, for good cause not enumerated, any member of Synod in good standing may file a Petition for Removal against any member or members of any agency or standing committee of the ARPC.
2. The Petition for Removal shall include the following -
 - A. The contact information and church status of the Petitioner;
 - B. The name of the member or members being charged and the agency or standing committee they represent;
 - C. The nature of the charge and the evidence to support the charge;
 - D. The names and contacts of at least two additional members of Synod in good standing that support and confirm the accuracy and truthfulness of the Petition; and,
 - E. The Petitioner's signature under the following: "I submit this Petition in good faith and Christian conscience. I understand and accept that should this Petition be found untrue or frivolous, that the Ecclesiastical Commission on Judiciary Affairs may recommend to my presbytery the initiation of proceedings against me."
3. The Petition for Removal shall be filed with the Principal Clerk of the ARPC. The Principal Clerk shall present the Petition for Removal within 14 days to the Moderator who shall call a special meeting on the matter with the Executive Board of the ARPC,

unless a meeting of the Executive Board is scheduled to occur within six (6) weeks of the filing of the Petition for Removal, in which case the matter shall be considered at the regularly scheduled meeting.

4. The Executive Board shall review the Petition for Removal for conformity to this policy and determine by a preponderance of the evidence and by majority vote whether or not the Petition for Removal warrants further investigation. Should the Executive Board find the petition frivolous or without merit, no further action shall be taken on the Petition for Removal.
5. Upon the finding that the Petition for Removal has merit the Executive Board shall refer the matter to the Ecclesiastical Commission on Judiciary Affairs for investigation and adjudication on the merits of the case.
6. Should the Ecclesiastical Commission on Judiciary Affairs, by majority vote, approve the Petition for Removal, the member or members are considered "removed for cause."
7. The member or members "removed for cause" shall have the right of appeal to Synod. Said appeal shall be in writing and filed with the Principal Clerk of the ARPC within 10 days of the final adjudication of the matter.

Recommendations:

1. That the Policy on Board Member Removal be adopted and added to the *Manual of Authorities and Duties* for immediate implementation;
2. That the Policy on Board Member Removal be given to the *Form of Government* Revision Committee with the instructions to include it in the *Form of Government* revisions;
3. That the agencies of Synod which have incorporated under their own bylaws update those bylaws to include reference to this Policy on Board Member Removal as required by the *Form of Government* which states that the bylaw of all incorporated agencies must be in conformity with the *Form of Government* (FOG XIV:A:3:c)

Conclusion: The Committee respectfully submits this report and recommendations to the Synod of the Associate Reformed Presbyterian Church for consideration and adoption.

Darryl Andrews, Ruling Elder

Roger N. Wiles, Minister

A motion carried as follows:

“That the Rules of General Synod and all other procedures as necessary be changed so as to provide that all laymen who have served the General Synod as Moderator (past, present and future) be extended the right of voice and vote in the Meeting of General Synod as long as they are members in good standing in an ARP congregation.”

A motion was offered and tabled until such time as copies of the motion could be placed in the hands of the delegates.

The Morning business session closed with prayer and the benediction pronounced by Clint Davis.

Wednesday, June 8, 1:45 p.m.

The Moderator's Committees met in the afternoon beginning at 1:45 p.m.

Wednesday, June 8, 7:00 p.m.

The Neely's Creek Church Choir provided the music for the evening worship. The evening worship was led by Mark Miller.

Joanne Hamilton, President of the ARP Women's Ministries, presented her President's Address to the General Synod. A motion carried to print the address in the *Minutes of Synod*.

Mr. Moderator, members of the Court, and friends, it is my honor to be here tonight to speak to you and represent Women's Ministries in the ARP Church. I want to explain to you just how deeply I feel honored to be here. I am from Maryland, my church is part of the Northeast Presbytery, and Northeast Presbytery has never had the women's organization that most of the Presbyteries do. When I was appointed as Vice President in 2009, it was a tremendous step of faith that your Women's Ministries leadership took to bring me in, who did not have the experience and the history that most of the presidents would have had. I'm grateful for their confidence in me, and I've had a great year serving as President. And I'm very honored to be here tonight to represent our women.

At one of the Executive Board meetings I attended, I was nervous, and I thought I'd start with a little humor. I shared with them how my husband had asked me if I had to give a speech at this meeting. I said "No, I don't have to give a speech; I just have to give a brief report." And he said, "Oh, the ARP women are alive and well, thank you very much." This elicited a little laughter. But the greater laughter came when somebody, who shall remain nameless, said, "I move that we accept this report as presented from Women's Ministries." Well, I told them then, "I'm sorry, I have much more to say," and tonight I also have more to say.

I want to share some of the highlights with you of what Women's Ministries has done over the last year. I'm going to start with the present and move backwards, and you can't get more present than today. This afternoon we had an event for all women who attended Synod. You may have seen the advertising around—it was called "Oasis." Every year the Board has a desire to minister to the women who come here to Synod. This is such a unique time for us to have them together, to be able to provide something that will uplift them, give them fellowship and spiritual encouragement, and that's what we sought to do today. We had 75 women in Synodical Hall this afternoon. We gave them refreshments, cold drink, and delicious bread. We had a wonderful speaker who was so dynamic and so excited about speaking to us, that when the lights went out, she didn't miss a beat. She kept going and finished her program. The women were so appreciative and it was just great to see all those women there together enjoying fellowship and drawing strength from what the speaker had to say to them. It was really gratifying, and every year we hope to do that for the women who come to Synod.

Tomorrow morning we have an event for the wives of church plant pastors. The wives of church plant pastors are a very special group. They are a very precious group of women. They give their all to their ministry. They have to be everything to everybody. When they come together here at Synod, this is a valuable time for us to pull them together. They don't get to see each other often. They don't get to have that camaraderie because they are all so far apart, spread all over the denomination. We hope that this time that we can bring them together will give them a chance to talk with each other, to share the difficulties they may be having, to share the triumphs they may be experiencing. We pray for them. We just give them a time to build each other up, so that when they walk out that door, hopefully they're just a little bit stronger to go back into the challenging ministry that they face. We appreciate what they do and we hope to show them that appreciation.

Leadership training is an area in Women's Ministries that we have been focusing on this year. Back in April we were very grateful to partner with Christian Education Ministries (CEM) when they went up to the Northeast

to provide the elder/deacon training. We came alongside in that same event and provided a seminar for women at the same time. The title of our seminar was "Re-thinking the Ministry of Women," and it invited women to come, and together re-examine their beliefs about what constitutes women's ministries, and to think about ways that God would have them serve in the church. Our brochure stated "You are a Woman, You are a Christian, You are Invited! Come, let's discover together the unique purpose of the ministry of women." Elizabeth Burns, our Coordinator, provided a penetrating and timely message which generated very thoughtful discussion. We had one participant admit after it was over that she almost did not come. She had seen the advertising and she said "I'm just not a women's ministry kind of gal. But that's because I thought women's ministry was all about meetings and formal teas. I had no idea that you were talking about heart to heart ministry among women." She was really happy that she came. So as we further develop our concept for leadership training, we really hope that we will be able to partner with CEM and continue this to get it around to the whole denomination. I was very excited to meet this morning with Judi Hodges and Carole Ellis to talk about wonderful ideas for future collaboration with CEM, so I'm looking forward to seeing Women's Ministries develop more in that area.

This fall we have an Annual Focus project that will be fully underway with - hopefully all - of our presbyterials. We are no longer in the business of telling presbyterials what they have to do for Women's Ministries, but this was a project that was suggested, and it's our prayer that each one will adopt it. What we have done is taken the boards and agencies of Synod and created a six year rotation, so that each Presbyterial will have one of those boards or agencies as their focus for the year. We are not asking them to create more activities to create a busier calendar. We are asking them to take each event that they would normally plan and think of it in terms of that board or agency. How can they put a focus on that event that would highlight that board or agency? There are many ways they can do that. We are excited about doing it and the reason is we need to keep those before eyes of our women. We need to keep them up to date—not everybody knows about them. We have new women coming in all the time, so this is a way to keep those boards and agencies in the forefront, pray for them, know that they have needs, financial support needs, and just to try to emphasize it with the women in each of the churches. We have high hopes for that and we believe it's going to be a good program.

It's been a very busy year for our Coordinator, Elizabeth Burns. She has been traveling. Her role is to go out to the women in the denomination. She's a speaker, she's a teacher, she's extremely gifted, and she has done a wonderful job. And because word has gotten out, she has been on the road a great deal

this year. From September to May she made 13 trips to various churches. She also participated in the new pastor/employee orientation that was held back in October. She executes these responsibilities with such competence and grace, and she exemplifies the heart of Women's Ministries: women ministering to women: building relationships, teaching, mentoring, encouraging. So the challenge ahead of us with her is to figure out how to spread her gift around the denomination without driving her crazy as she literally travels all over.

Each year Women's Ministries researches and recommends a study book for the denomination, and again, it's a recommendation. We are not telling the women they have to do it. But we do try to provide good solid recommendations for study, and each year there is a specific book. This year the women have been using Let's Study Hebrews by Hywel R. Jones, and Hoping for Something Better by Nancy Guthrie. Those were the recommended readings and we've had some good feedback on them. Nancy Guthrie was actually the speaker at the retreat for First Presbyterian last November. In addition, our website has a resource page with a list of study materials for various subjects. This is another service of which we hope our women take advantage.

The ARP women continue to be enthusiastic and generous in their financial support for missionaries, as evidenced by their commitment to our Jubilee Birthday ladies. Upon the retirement from the field of Judi Hodges last December, we adopted a new Jubilee Birthday lady—Nannette Howard is ministering at Christian Hospital in Sahiwal, Pakistan. We are very pleased to be partners in her support.

Family Bible Conference, Camp Joy, The ARP magazine, and the Retired Missionaries Fund all continue to receive financial support from Women's Ministries, because the women of the ARP are very faithful in their commitments. Thanks be to God!

At our October Board meeting, the women were asked, "What draws you to serve in Women's Ministries?" Among the answers were these: "Building relationships with Christian women and the weaving of those relationships." "The mixing of generations." "The desire to speak to the hearts of women rather than run programs." The interaction with mature Christian women who can learn from each other." And my personal favorite, "I enjoy the whole thing!" Do you see a pattern here? Women desire relationship. God created us that way. And relationship is at the heart of women's ministries. That relationship begins with Jesus Christ.

If you have visited our website, you may have read the following on the homepage: "Who are the women of the Associate Reformed Presbyterian Church? We are women who are determined to know Jesus intimately, love Jesus deeply, and serve Jesus faithfully. Though faithfulness, love, devotion,

unity, strength, and commitment may be words to describe an ARP woman, they are not qualities or character traits that come naturally or easily to her or to anyone. These attributes are present and evident in one's life only because of a personal relationship with Jesus Christ, a relationship that is nurtured and refined through prayer, Bible study, and the faithful application and practice of Biblical principles and truths in every aspect of our life. That is what every ARP woman aspires to as she strives to reach her chief end, to glorify God and enjoy him forever."

Our God has uniquely gifted women to minister to each other as we all strive for our chief end, and it's not an easy pursuit. We need each other. We need someone to pick us up when we fall. We need someone to re-energize us when our spirit is flagging. We need someone to remind us of the hope that is in Christ when our limited view seems so hopeless. We need to see the gifts that God has woven into our being, that He has given us for service in His Kingdom, and we need women to encourage us to step out in faith and use those gifts for our families, for our churches, and for our communities. This is how women minister to and serve one another.

But as we plan for ministry, we have to remember one very important thing: we have to understand that we are competing for the precious commodity of time in the lives of women today. Time is a premium commodity in this culture for everyone. Women are working. Women are chauffeuring children hither and yon. Women are in school. Women are doing the work of the church. Women are maintaining a household. Women are caring for elderly parents. Whatever we are offering in the name of women's ministries has to address genuine needs in order to persuade women to surrender some of that time. They are not looking for another busy activity to add to an already busy calendar. A young mother of four was heard to say that her one evening-a-month mentor group was the highlight of her month. Understandably one asks why? The answer might be that in this small group, that comes together and shares a meal and studies a book on Biblical principles for living, and shares prayer requests—in that group she gets understanding and support and encouragement from her peers and her mentor. And when she leaves that group she goes home a stronger woman. She cares for her family in a more Godly way. It makes an impact on how she lives and how she views herself as a child of God.

In women's ministries, that's what we want to do: we want to impact women's lives for Christ, and to help nurture them into being everything that God designed them to be. Consider these other examples. A woman who served a year as her local President of Women's Ministries had very strong leadership skills going into it, but she didn't attend church regularly. Once she got involved in Women's Ministries and ministering to others and being

ministered to, that changed. And even her husband is attending with her now.

Another woman who grew up in the church seemed to just be drifting, and finally decided to join an early morning Bible study for women. Once she had been attending that, out of that Bible study a weekly prayer group developed. She chose to attend that as well. Her spiritual growth has been observed by those around her. And that is very exciting.

A woman whose marriage was hanging on by a thread is in a weekly Bible study. She is in a group of women where she can confess, confide, seek encouragement, ask for prayer, be honest, wear her insides on the outside, and know that whatever is said stays with this group, that her life is not going to be talked about all around the church, and she can look back and say "Thank you. You helped me hold it together when I was ready to give it up."

That's what we are talking about. We want women to know how to find the strength in Christ; we have to help each other do that. If you were here Monday night, you heard what for me was a heartbreaking testimony from Deb Oates, a woman who grew up in the church, father was the pastor, did everything in the church, was just excellent at playing Christian, but all the while knowing that something was wrong. She did not have what others seem to have. She saw something in other women that was missing in her and she wondered what was wrong. And she told us that it wasn't until 2005 that she realized she did not have a relationship with Jesus Christ. She was well into her adult years before that truth came to her. And I listened to that and I couldn't help but wonder what can we in women's ministries do to make sure that the same thing is not happening out there, that there is not someone in your pews on Sunday mornings who is having that same agony that they just don't understand.

A dear friend of mine said to me, "Women aren't looking for business meetings; they're looking for intimacy." I know that's a word that's kind of scary for certain people, but spiritual intimacy is exactly what we are looking for. I don't wish to give the impression that I don't appreciate the need for business meetings or order. We would not be here today if the women of the ARP had not been faithful in the ordering of their business all these years. All I'm saying is we need to be careful that we don't look at that and assume it's ministry. That's organization which supports ministry. The ministry is getting into the hearts of women.

Women do need a place where they can go and be themselves, be honest—we all know that God loves us unconditionally; do we love each other unconditionally? Do we give each other places to go where you can admit the messy things in your life, and know that someone is going to pray for you and encourage you, and not think poorly of you? We need to create those places for

women. Helping women to grow in their relationship with Christ and giving them the confidence to step out in leadership to serve God's Kingdom is such a privilege. What a joy to see the fruit of that effort.

My term as President will end August 31. But even so, I continue to look toward a really bright future for ARP Women's Ministries, and I am excited about it. Some of the things I see that I hope we will be addressing include the geographical challenges. This is something all of you understand. We are spread so far and wide it's difficult. We're thinking that modern technology has got to have some answers here for us. We've got to figure out ways that, instead of putting Elizabeth in a car and making her drive for five hours, maybe we can find alternative ways to bring her gift to the women out there. We do have to start thinking of that because the economic times are not going to allow us to continue the privilege of doing what we've been doing in the years ahead. It was very exciting at our April Board meeting to be able to skype our Canadian representative in to part of the meeting. It was the most exciting thing to hear Jennifer's voice as part of the discussion, knowing how much she would like to be with us, but the cost is just prohibitive for her to do it. (I don't know if there's anyone here from the Canadian Presbytery, but you've got yourself one wonderful young woman in your representative and we love her.)

Another area that I hope to see us develop is an intentional effort to connect with our sisters in the Korean congregations, a connection and outreach, a relationship that respects our cultural differences while affirming our sisterhood in Christ. I had the privilege of attending the Northeast Presbytery meeting in March, which was hosted by The Joyful Church of New York. I had a wonderful time having lunch with several ladies from that church. I was sharing some of the ministries that we have for women at my church, and they were so excited and interested in possibilities that they might be able to do. Knowing how much these congregations are growing, I would really like to see us make that connection and work together.

The leadership training as I mentioned before is something I hope we will continue to develop, and again I'm hoping we'll be able to do things in cooperation with CEM.

In summary, it is my prayer that someday, every church in the ARP church, regardless of its size, would support a purposeful ministry for its women, a ministry that is under the provision and protection of the pastor and the session. An effective ministry to women can be such a blessing to a pastor and to the church. It is not our desire to compete with pastors. We want to serve as partners in ministry, to support the body of Christ so that our churches would be places where men and women flourish in their relationship with Christ and with each other.

I want you to know that a frequent topic of our discussions at our Board meetings is improving communications between our women's leadership and our pastors. We want you to know what we are doing, we want your blessing on what we are doing, and we want your counsel if we are going astray. We are encouraging our leaders to reach out to the pastors and to be proactive in sharing what's happening with the ministries. We do not wish to be thought of as "over here, doing our thing." We don't have "a thing." We are part of the ARP Church, and we want to function as that.

If your church has an organized ministry and you as a pastor know all about it and you talk to the women leaders and you invite them to your session meetings, we say thank you. We appreciate that; we are grateful for it. That's the way it needs to be. If you have women's ministries but you're not quite sure what's going on or who is in charge, I'd ask you to find that out. Just asking will encourage your women that they are doing something vital to the life of your church. If your church doesn't have an organized women's ministries, the potential is there. Suggest a Bible study. Identify a woman who exhibits leadership skills or teaching skills that you could pull aside and suggest getting the women together. We want your encouragement, and we want to know that what we are doing is well within the mission of our churches. We aren't interested in being "over here", because "over here" is dangerous—you're floating, you're not sure who's looking, you're not sure if you are doing an OK thing. Bring us in under the umbrella of the church. Let us be part of it.

And please know that the ARP Women's Ministries Board and all of its members stand ready to assist you in any way that we can. All of our contact information, whether emails or telephone numbers, can be found at our website. We would welcome questions and comments. Ask us—that's what we're here for.

Winds of change have indeed blown across the landscape of Women's Ministries, but it's left a great promise for great blessing in the ARP Church.

In closing I just want to say this: the goal of Women's Ministries is not to train and produce good ARP women. Our goal is to help women know, love, and serve Jesus Christ, to become the best they can be for Christ. And out of that spiritual growth and maturity, you will get THE BEST ARP women. I pray that you pastors and elders here tonight will support us in this endeavor. And I thank you for listening.

-Joanne Hamilton

On behalf of the Inter-Church Relations Committee, R. J. Gore introduced the fraternal delegates from The Evangelical Presbyterian Church and The Reformed Presbyterian Church In North America: Rev. Bruce Martin (RPCNA), Rev. Don Fortson (EPC).

The Moderator presented General Synod's call for the Erskine College Campus Minister to Paul G. Patrick.

The tabled motion from the previous session was reintroduced, distributed and debated.

A Motion carried to refer the tabled motion to a Moderator's ad hoc committee for report to the next day's session.

A motion presented on behalf of Northeast Presbytery carried as follows:

"That General Synod urgently correspond and firmly request the American Theological Seminary (ATS), located in Queens, NY, to cease and desist from their ongoing advertisements and other publicity identifying themselves as an ARP seminary and their claims that students who graduate from ATS (NY) will be ordained as ARP ministers. I further move that Synod act urgently and immediately in this matter to protect the good name and reputation of the ARPC from further irreparable damage."

The Report of the **Committee on Worship** was presented. A special prayer of dedication for the new *The ARP Psalter with Bible Songs* was offered. The report was adopted.

REPORT OF THE COMMITTEE ON WORSHIP

The Committee on Worship continues to operate under the new purposes and duties it received from the General Synod in 2005.

Duty 1 and Duty 4 – Worship Issues and Materials; Practical Resources for Clergy, Congregations and Individuals

- The ARP Psalter is complete and available for order at this meeting of Synod. We have worked out a special deal with the publisher for churches that want to purchase copies from the initial run of books. Additional information will be available at the Worship Committee booth during Synod registration.
- The committee has begun work developing a series of booklets to be used in family worship. These booklets provide Scripture readings, discussion questions, and psalms or hymns for singing.
- The committee is open to suggestions of worship-related resources that would be of use to ARP clergy.

Duty 2 – Guidance on Book of Worship Topics

- The committee continues to study ways to help ARP Churches and their officers learn about Synod's Directory for Public Worship. We are now beginning to create educational booklets and Sunday School materials that may help churches incorporate the Directory into their curriculum. We have also made efforts to offer teaching sessions at denominational and presbytery conferences explaining the Directory and giving ideas for its implementation at the local church level.

Duty 3 – Music Conference

- The Music Conference at Bonclarken continues to serve as a useful event for our denomination. We continue to evaluate how we can make this conference an even more valuable event for ARP congregations, and even those congregations who do not use choral music. The committee is tremendously thankful to God for Mr. Trip McGill and Miss Lynne Grimsley for their oversight of this conference.
- The committee is studying the possibility of offering music conferences and workshops throughout the denomination. These event would cover a broader range of worship-appropriate music than has been offered in the past.

We have several vacancies at this time and encourage individuals and sessions to consider whether anyone in their congregation might be a helpful in addition our committee. Please make nominations through Synod's Nominations Committee.

Recommendations:

1. That the General Synod and its agencies promote and put into use, as appropriate, the recently published ARP Psalter.
2. That Gabe Statom and David Vance, as well as Lynne and Drew Gordon of Crown and Covenant Publications, be commended and

- thanked for their tireless work in the publication of the ARP Psalter.
3. That the General Synod encourage individuals and sessions to submit nominations of individuals qualified and willing to serve on the Worship Committee to Synod's Nominations committee.
 4. That the 2011 budget for the Committee on Worship be approved.

For the Committee,

Rev. Paul Mulner, Chairman

COMMITTEE ON WORSHIP

	2011 Synod Approved	2012 Proposed
Worship Committee		
Revenues		
Worship Committee DM Allocation	\$ 2,250	\$ 2,000
Total Revenues	\$ 2,250	\$ 2,000
Expenses		
Worship Committee Meeting Exp	\$ 1,500	\$ 1,500
Worship Comm Travel	500	500
Worship Comm Misc Expenses	3,000	500
Total Expenses	\$ 5,000	\$ 2,500
Net income (Loss)	\$ (2,750)	\$ (500)
Music Conference		
Revenues		
Worship Committee DM Allocation	\$ 20,650	\$ 17,472
Music Conf Special Offering	1,200	1,200
Music Conf T-Shirt Sales	1,300	1,500
Music Conference Registration	52,500	40,000
Mid-Winter Workshop	0	1,000
Total Revenues	\$ 75,650	\$ 61,172
Expenses		
Music Conf Room & Board-see below	\$ 34,900	\$ 28,000
Music Conf Honorariums/Fees-see below	22,850	16,500
Workshop Honorariums	0	2,000
Music Conference Travel	0	2,000
Workshop Travel	0	200
Music Conference Planning	3,000	0
Music Conference Supplies-see below	10,950	8,972
Workshop Supplies	0	750
Music Conference Banking Fees	0	50
MC Special Offering Expense	0	0
Total Expenses	\$ 71,700	\$ 58,472
Net income (Loss)	\$ 3,950	\$ 2,700

Synod adjourned with the benediction by Paul G. Patrick.

Thursday, June 9, 7:00 a.m.

Earl Linderman led in the informal “coffee and Psalm sing” on the Dining Room porch.

Paul G. Patrick led the opening worship service. A group of Erskine graduates with Associate Reformed Presbyterian connections and a history of serving as music leaders at the college assembled at Bonclarken to provide the prelude and closing music for the worship service.

The Moderator opened the floor for nominations for the office of Moderator of the General Synod 2012.

Mark Ross nominated Steven Suits. William Evans seconded the nomination.

Allen Derrick nominated Michael Evans. Charles Edgar seconded the nomination.

A motion carried that the nominations be closed. The two nominees addressed the Synod.

Following announcements, General Synod recessed for the morning break.

The **Report on Memorials** was presented.

MEMORIALS

(Canadian Presbytery and First Presbytery)

Memorial #1 from Canadian Presbytery- Doctrinal Commitments Questionnaire For the Committee on Nominations

Whereas it has been of concern that the present guidelines contained in the description of belief and adherence to the basic doctrines of evangelical Christianity for the evaluation of nominees for all the boards and committees of Synod are helpful but substantially limited in ascertaining the broader scope of doctrinal beliefs of potential nominees in relation to those of the Associate Reformed Presbyterian Church, the Canada Presbytery hereby memorializes Synod to:

(1) Instruct the Committee on Nominations to have all prospective nominees additionally complete, sign and date the attached “Doctrinal Commitments Questionnaire” (See Appendix A) prior to evaluation

by the Committee on Nominations.

(2) Instruct the Committee on Nominations to include the respective answered copies of this questionnaire (by those nominees proposed by the Committee on Nominations to the General Synod) in the report of the Committee on Nominations to the General Synod, thereby allowing Synod delegates to have a more fully informed understanding of the doctrinal commitments of nominees presented prior to Synod taking action on the report of the Committee.

(3) Encourage all those individuals, committees, and boards who seek to make nominations from the floor of Synod to be prepared to provide a copy of this form, completed by the nominee, to the Synod as a body in order to enable an equal consideration of the nominee.

Appendix A:

Doctrinal Commitments Questionnaire for Nominees to all the Boards and Committees of the Associate Reformed Presbyterian Church General Synod

(1) Have you read the standards of the Associate Reformed Presbyterian Church (the Westminster Confession of Faith, and Westminster Larger and Shorter Catechisms)?

Yes No

(2) Do you agree to the doctrine contained in the subordinate standards of the Associate Reformed Presbyterian Church (the Westminster Confession of Faith, and Westminster Larger and Shorter Catechisms) as a faithful summary of the teaching of the Scriptures of the Old and New Testament?

Yes No

(3) Do you agree to the commitment of the Associate Reformed Presbyterian Church to the doctrine of the inerrancy of the Scriptures of the Old and New Testaments, understood as defined in the Chicago Statement on Inerrancy (1978)?

Yes No

(4) Are you committed to promoting and upholding these doctrines in service to the Lord Jesus Christ as King and Head of His Church, and the particular denomination of the Associate Reformed Presbyterian Church?

Yes No

(5) Do you have any objections to, disagreements or concerns with any part(s) of above doctrinal standards and commitments of the Associate Reformed Presbyterian Church? If so, please explain. Where you have differences or concerns please also briefly explain how these will influence or impact your particular service to the Associate Reformed Pres-

byterian Church. (If necessary, attach a separate sheet with your answer to this question.)

Yes No

(6) If your commitment to any of the above stated doctrinal standards and commitments of the Associate Reformed Presbyterian Church changes during the term of your service will you notify the chair of your committee or board, and either demit your position, or submit to the processes and internal bylaws of the committee or board of whom you are a member, as well as the higher authority of the Synod of the Associate Reformed Presbyterian Church, where it deems appropriate as the appointing body, in reassessing your term of service?

Yes No

(7) If you are considered delinquent in your stated duties and/or doctrinal commitment as a committee or board member, will you submit to the processes and internal bylaws of the committee or board of whom you are a member, as well as the higher authority of the Synod of the Associate Reformed Presbyterian Church, where it deems appropriate as the appointing body, in reassessing your term of service?

Yes No

(8) If deemed appropriate by the board or committee of whom you are a member, due to either changed doctrinal commitments, or delinquency in stated duties and/or doctrinal commitment, and following internal review according to established bylaws where such exist for the board or committee, or upon review by the higher authority of the Synod of the Associate Reformed Presbyterian Church, where it deems appropriate as the appointing body, will you submit to your removal from your position of service on the committee or board to which you are nominated?

Yes No

Name: _____

Signature: _____

Date: _____

Memorial #2 from Canadian Presbytery – Vows to Inerrancy

Preamble:

During the past years we as a Synod have moved to adopt a statement on inerrancy as binding on our denomination. We are in the process of requiring all new ministers to assent to this; we require it in the *Manual of Authorities and Duties* (p.9), and in the past we have made some effort to direct one of our boards, the Board of Erskine

College and Seminary, to recognize, uphold and promote this part of our standards. It seems, however, that if we are pursuing this expectation of others, we as individual pastors and elders should first implement this upon ourselves, vowing our assent to, and commitment to uphold and promote the doctrine of the inerrancy of Scripture. As such

We, the Canada Presbytery, move that the Synod of the Associate Reformed Presbyterian Church

Instruct all presbyteries, to require all ministers and elders of the Associate Reformed Presbyterian Church to publically avow, "I vow both my assent to the doctrine of the inerrancy of the Scriptures of the Old and New Testaments, and **my** commitment to uphold and promote the doctrine of the inerrancy of Scripture in my life and ministry as an officer of the Associate Reformed Presbyterian Church."

Instruct all presbyteries that where there is any lack of clarity on the meaning of the doctrine of the "inerrancy of Scripture" it is to be defined and understood as stated in the Chicago Statement on Biblical Inerrancy (1978) (see Appendix A).

Instruct all presbyteries to see to the public solemnization of these vows (whether before presbytery or session, as determined by the presbytery), by the June, 2012, scheduled meeting of Synod, with the understanding that ministers or elders unable to make and maintain this vow will be required to demit their office, and any Synod appointments held, in or in service to the Associate Reformed Presbyterian Churches by the scheduled meeting of Synod in June 2012. The June 2012 date will allow presbyteries, ministers and elders sufficient time to study and become well acquainted with the doctrine of inerrancy and its implications.

Instruct the *Form of Government* committee to work to revise the vows for ordination of new ministers and elders of the Associate Reformed Presbyterian Church so as to include the above vow (as stated in point 1), and to bring their proposed revision to the next scheduled meeting of the Synod of the Associate Reformed Presbyterian Church in June 2012.

Require all presbyteries to include in their reports the status of all ministers' and elders' vows regarding inerrancy at the next scheduled meeting of the Synod of the Associate Reformed Presbyterian Church in June 2012.

APPENDIX A: THE CHICAGO STATEMENT ON INERRANCY
(1978)

Preface

The authority of Scripture is a key issue for the Christian Church in this and every age. Those who profess faith in Jesus Christ as Lord and Savior are called to show the reality of their discipleship by humbly and faithfully obeying God's written Word. To stray from Scripture in faith or conduct is disloyalty to our Master. Recognition of the total truth and trustworthiness of Holy Scripture is essential to a full grasp and adequate confession of its authority.

The following Statement affirms this inerrancy of Scripture afresh, making clear our understanding of it and warning against its denial. We are persuaded that to deny it is to set aside the witness of Jesus Christ and of the Holy Spirit and to refuse that submission to the claims of God's own Word that marks true Christian faith. We see it as our timely duty to make this affirmation in the face of current lapses from the truth of inerrancy among our fellow Christians and misunderstanding of this doctrine in the world at large.

This Statement consists of three parts: a Summary Statement, Articles of Affirmation and Denial, and an accompanying Exposition. It has been prepared in the course of a three-day consultation in Chicago. Those who have signed the Summary Statement and the Articles wish to affirm their own conviction as to the inerrancy of Scripture and to encourage and challenge one another and all Christians to growing appreciation and understanding of this doctrine. We acknowledge the limitations of a document prepared in a brief, intensive conference and do not propose that this Statement be given creedal weight. Yet we rejoice in the deepening of our own convictions through our discussions together, and we pray that the Statement we have signed may be used to the glory of our God toward a new reformation of the Church in its faith, life and mission.

We offer this Statement in a spirit, not of contention, but of humility and love, which we propose by God's grace to maintain in any future dialogue arising out of what we have said. We gladly acknowledge that many who deny the inerrancy of Scripture do not display the consequences of this denial in the rest of their belief and behavior, and we are conscious that we who confess this doctrine often deny it in life by failing to bring our thoughts and deeds, our traditions and habits, into true subjection to the divine Word.

We invite response to this Statement from any who see reason to amend its affirmations about Scripture by the light of Scripture itself,

under whose infallible authority we stand as we speak. We claim no personal infallibility for the witness we bear, and for any help that enables us to strengthen this testimony to God's Word we shall be grateful.

I. Summary Statement

I. God, who is Himself Truth and speaks truth only, has inspired Holy Scripture in order thereby to reveal Himself to lost mankind through Jesus Christ as Creator and Lord, Redeemer and Judge. Holy Scripture is God's witness to Himself.

II. Holy Scripture, being God's own Word, written by men prepared and superintended by His Spirit, is of infallible divine authority in all matters upon which it touches: It is to be believed, as God's instruction, in all that it affirms; obeyed, as God's command, in all that it requires; embraced, as God's pledge, in all that it promises.

III. The Holy Spirit, Scripture's divine Author, both authenticates it to us by His inward witness and opens our minds to understand its meaning.

IV. Being wholly and verbally God-given, Scripture is without error or fault in all its teaching, no less in what it states about God's acts in creation, about the events of world history, and about its own literary origins under God, than in its witness to God's saving grace in individual lives.

V. The authority of Scripture is inescapably impaired if this total divine inerrancy is in any way limited or disregarded, or made relative to a view of truth contrary to the Bible's own; and such lapses bring serious loss to both the individual and the Church.

II. Articles Of Affirmation And Denial

Article I.

We affirm that the Holy Scriptures are to be received as the authoritative Word of God.

We deny that the Scriptures receive their authority from the Church, tradition, or any other human source.

Article II.

We affirm that the Scriptures are the supreme written norm by which God binds the conscience, and that the authority of the Church is subordinate to that of Scripture.

We deny that church creeds, councils, or declarations have authority greater than or equal to the authority of the Bible.

Article III.

We affirm that the written Word in its entirety is revelation given by God.

We deny that the Bible is merely a witness to revelation, or only becomes revelation in encounter, or depends on the responses of men for its validity.

Article IV.

We affirm that God who made mankind in His image has used language as a means of revelation.

We deny that human language is so limited by our creatureliness that it is rendered inadequate as a vehicle for divine revelation. We further deny that the corruption of human culture and language through sin has thwarted God's work of inspiration.

Article V.

We affirm that God's revelation in the Holy Scriptures was progressive.

We deny that later revelation, which may fulfill earlier revelation, ever corrects or contradicts it. We further deny that any normative revelation has been given since the completion of the New Testament writings.

Article VI.

We affirm that the whole of Scripture and all its parts, down to the very words of the original, were given by divine inspiration.

We deny that the inspiration of Scripture can rightly be affirmed of the whole without the parts, or of some parts but not the whole.

Article VII.

We affirm that inspiration was the work in which God by His Spirit, through human writers, gave us His Word. The origin of Scripture is divine. The mode of divine inspiration remains largely a mystery to us.

We deny that inspiration can be reduced to human insight, or to heightened states of consciousness of any kind.

Article VIII.

We affirm that God in His work of inspiration utilized the distinctive personalities and literary styles of the writers whom He had chosen and prepared.

We deny that God, in causing these writers to use the very words that He chose, overrode their personalities.

Article IX.

We affirm that inspiration, through not conferring omniscience, guaranteed true and trustworthy utterance on all matters of which the Biblical authors were moved to speak and write.

We deny that the finitude or falseness of these writers, by necessity or otherwise, introduced distortion or falsehood into God's Word.

Article X.

We affirm that inspiration, strictly speaking, applies only to the autographic text of Scripture, which in the providence of God can be ascertained from available manuscripts with great accuracy. We further affirm that copies and translations of Scripture are the Word of God to the extent that they faithfully represent the original.

We deny that any essential element of the Christian faith is affected by the absence of the autographs. We further deny that this absence renders the assertion of Biblical inerrancy invalid or irrelevant.

Article XI.

We affirm that Scripture, having been given by divine inspiration, is infallible, so that, far from misleading us, it is true and reliable in all the matters it addresses.

We deny that it is possible for the Bible to be at the same time infallible and errant in its assertions. Infallibility and inerrancy may be distinguished but not separated.

Article XII.

We affirm that Scripture in its entirety is inerrant, being free from all falsehood, fraud, or deceit.

We deny that Biblical infallibility and inerrancy are limited to spiritual, religious, or redemptive themes, exclusive of assertions in the fields of history and science. We further deny that scientific hypotheses about earth history may properly be used to overturn the teaching of Scripture on creation and the flood.

Article XIII.

We affirm the propriety of using inerrancy as a theological term with reference to the complete truthfulness of Scripture.

We deny that it is proper to evaluate Scripture according to standards of truth and error that are alien to its usage or purpose. We further deny that inerrancy is negated by Biblical phenomena such as a lack of modern technical precision, irregularities of grammar or spelling, observational descriptions of nature, the reporting of falsehoods, the use of hyperbole and round numbers, the topical arrangement of metrical, variant selections of material in parallel accounts, or the use of free citations.

Article XIV.

We affirm the unity and internal consistency of Scripture.

We deny that alleged errors and discrepancies that have not yet been resolved violate the truth claims of the Bible.

Article XV.

We affirm that the doctrine of inerrancy is grounded in the teaching of

the Bible about inspiration.

We deny that Jesus' teaching about Scripture may be dismissed by appeals to accommodation or to any natural limitation of His humanity

Article XVI.

We affirm that the doctrine of inerrancy has been integral to the Church's faith throughout its history.

We deny that inerrancy is a doctrine invented by scholastic Protestantism, or is a reactionary position postulated in response to negative higher criticism.

Article XVII.

We affirm that the Holy Spirit bears witness to the Scriptures, assuring believers of the truthfulness of God's written Word. We deny that this witness of the Holy Spirit operates in isolation from or against Scripture.

Article XVIII.

We affirm that the text of Scripture is to be interpreted by grammatico-historical exegesis, taking account of its literary forms and devices, and that Scripture is to interpret Scripture.

We deny the legitimacy of any treatment of the text or quest for sources lying behind it that leads or relativizing, dehistoricizing, or discounting its teaching, or rejecting its claims of authorship.

Article XIX.

We affirm that a confession of the full authority, infallibility and inerrancy of Scripture is vital to a sound understanding of the whole of the Christian faith. We further affirm that such confession should lead to increasing conformity to the image of Christ.

We deny that such confession is necessary for salvation. However, we further deny that inerrancy can be rejected without grave consequences, both to the individual and to the Church.

III. Exposition

Our understanding of the doctrine of inerrancy must be set in the context of the broader teachings of Scripture concerning itself. This exposition gives an account of the outline of doctrine from which our Summary Statement and Articles are drawn.

A. Creation, Revelation and Inspiration

The God, who formed all things by his creative utterances and governs all things by His Word of decree, made mankind in His own image for a life of communion with Himself, on the model of the eternal fellowship of loving communication within the Godhead. As God's image-bearer, man was to hear God's Word addressed to him and to respond

in the joy of adoring obedience. Over and above God's self-disclosure in the created order and the sequence of events within it, human beings from Adam on have received verbal messages from Him, either directly, as stated in Scripture, or indirectly in the form of part or all of Scripture itself.

When Adam fell, the Creator did not abandon mankind to final judgement, but promised salvation and began to reveal Himself as Redeemer in a sequence of historical events centering on Abraham's family and culminating in the life, death, resurrection, present heavenly ministry and promised return of Jesus Christ. Within this frame God has from time to time spoken specific words of judgement and mercy, promise and command, to sinful human beings, so drawing them into a covenant relation of mutual commitment between Him and them in which He blesses them with gifts of grace and they bless Him in responsive adoration. Moses, whom God used as mediator to carry his words to His people at the time of the exodus, stands at the head of a long line of prophets in whose mouths and writings God put His words for delivery to Israel. God's purpose in this succession of messages was to maintain His covenant by causing His people to know His name--that is, His nature--and His will both of precept and purpose in the present and for the future. This line of prophetic spokesmen from God came to completion in Jesus Christ, God's incarnate Word, who was Himself a prophet--more than a prophet, but not less--and in the apostles and prophets of the first Christian generation. When God's final and climactic message, His word to the world concerning Jesus Christ, had been spoken and elucidated by those in the apostolic circle, the sequence of revealed messages ceased. Henceforth the Church was to live and know God by what He had already said, and said for all time.

At Sinai God wrote the terms of His covenant on tablets of stone as His enduring witness and for lasting accessibility, and throughout the period of prophetic and apostolic revelation He prompted men to write the messages given to and through them, along with celebratory records of His dealings with His people, plus moral reflections on covenant life and forms of praise and prayer for covenant mercy. The theological reality of inspiration in the producing of Biblical documents corresponds to that of spoken prophecies: Although the human writers' personalities were expressed in what they wrote, the words were divinely constituted. Thus what Scripture says, God says; its authority is His authority, for He is its ultimate Author, having given it through the minds and words of chosen and prepared men who in

freedom and faithfulness spoke from God as they were carried along by the Holy Spirit (I Pet. 1:21). Holy Scripture must be acknowledged as the Word of God by virtue of its divine origin.

B. Authority: Christ and the Bible

Jesus Christ, the Son of God who is the Word made flesh, our Prophet, Priest and King, is the ultimate Mediator of God's communication to man, as He is of all God's gifts of grace. The revelation He gave was more than verbal; He revealed the Father by His presence and His deeds as well. Yet His words were crucially important; for He was God, He spoke from the Father, and His words will judge all men at the last day.

As the prophesied Messiah, Jesus Christ is the central theme of Scripture. The Old Testament looked ahead to Him; the New Testament looks back to His first coming and on to His second. Canonical Scripture is the divinely inspired and therefore normative witness to Christ. No hermeneutic, therefore, of which the historical Christ is not the focal point is acceptable. Holy Scripture must be treated as what it essentially is--the witness of the Father to the incarnate Son.

It appears that the Old Testament canon had been fixed by the time of Jesus. The New Testament canon is likewise now closed, inasmuch as no new apostolic witness to the historical Christ can now be borne. No new revelation (as distinct from Spirit-given understanding of existing revelation) will be given until Christ comes again. The canon was created in principle by divine inspiration. The Church's part was to discern the canon that God had created, not to devise one of its own.

The word 'canon', signifying a rule of standard, is a pointer to authority, which means the right to rule and control. Authority in Christianity belongs to God in His revelation, which means, on the one hand, Jesus Christ, the living Word, and, on the other hand, Holy Scripture, the written Word. But the authority of Christ and that of Scripture are one. As our Prophet, Christ testified that Scripture cannot be broken. As our Priest and King, He devoted His earthly life to fulfilling the law and the prophets, even dying in obedience to the words of messianic prophecy. Thus as He saw Scripture attesting Him and His authority, so by His own submission to Scripture He attested its authority. As He bowed to His Father's instruction given in His Bible (our Old Testament), so He requires His disciples to do--not, however, in isolation but in conjunction with the apostolic witness to Himself that He undertook to inspire by his gift of the Holy Spirit. So Christians show themselves faithful servants of their Lord by bowing to the divine instruction given in the prophetic and apostolic writings that together

make up our Bible.

By authenticating each other's authority, Christ and Scripture coalesce into a single fount of authority. The Biblically-interpreted Christ and the Christ-centered, Christ-proclaiming Bible are from this standpoint one. As from the fact of inspiration we infer that what Scripture says, God says, so from the revealed relation between Jesus Christ and Scripture we may equally declare that what Scripture says, Christ says.

C. Infallibility, Inerrancy, Interpretation

Holy Scripture, as the inspired Word of God witnessing authoritatively to Jesus Christ, may properly be called 'infallible' and 'inerrant'. These negative terms have a special value, for they explicitly safeguard crucial positive truths.

'Infallible' signifies the quality of neither misleading nor being misled and so safeguards in categorical terms the truth that Holy Scripture is a sure, safe and reliable rule and guide in all matters. Similarly, 'inerrant' signifies the quality of being free from all falsehood or mistake and so safeguards the truth that Holy Scripture is entirely true and trustworthy in all its assertions.

We affirm that canonical Scripture should always be interpreted on the basis that it is infallible and inerrant. However, in determining what the God-taught writer is asserting in each passage, we must pay the most careful attention to its claims and character as a human production. In inspiration, God utilized the culture and conventions of his penman's milieu, a milieu that God controls in His sovereign providence; it is misinterpretation to imagine otherwise.

So history must be treated as history, poetry as poetry, hyperbole and metaphor as hyperbole and metaphor, generalization and approximation as what they are, and so forth. Differences between literary conventions in Bible times and in ours must also be observed: Since, for instance, nonchronological narration and imprecise citation were conventional and acceptable and violated no expectations in those days, we must not regard these things as faults when we find them in Bible writers. When total precision of a particular kind was not expected nor aimed at, it is no error not to have achieved it. Scripture is inerrant, not in the sense of being absolutely precise by modern standards, but in the sense of making good its claims and achieving that measure of focused truth at which its authors aimed.

The truthfulness of Scripture is not negated by the appearance in it of irregularities of grammar or spelling, phenomenal descriptions of nature, reports of false statements (for example, the lies of Satan), or

seeming discrepancies between one passage and another. It is not right to set the so-called "phenomena" of Scripture against the teaching of Scripture about itself. Apparent inconsistencies should not be ignored. Solution of them, where this can be convincingly achieved, will encourage our faith, and where for the present no convincing solution is at hand we shall significantly honor God by trusting His assurance that His Word is true, despite these appearances, and by maintaining our confidence that one day they will be seen to have been illusions. Inasmuch as all Scripture is the product of a single divine mind, interpretation must stay within the bounds of the analogy of Scripture and eschew hypotheses that would correct one Biblical passage by another, whether in the name of progressive revelation or of the imperfect enlightenment of the inspired writer's mind.

Although Holy Scripture is nowhere culture-bound in the sense that its teaching lacks universal validity, it is sometimes culturally conditioned by the customs and conventional views of a particular period, so that the application of its principles today calls for a different sort of action.

D. Skepticism and Criticism

Since the Renaissance, and more particularly since the Enlightenment, world views have been developed that involve skepticism about basic Christian tenets. Such are the agnosticism that denies that God is knowable, the rationalism that denies that He is incomprehensible, the idealism that denies that He is transcendent, and the existentialism that denies rationality in His relationships with us. When these un- and anti-Biblical principles seep into men's theologies at presuppositional level, as today they frequently do, faithful interpretation of Holy Scripture becomes impossible.

E. Transmission and Translation

Since God has nowhere promised an inerrant transmission of Scripture, it is necessary to affirm that only the autographic text of the original documents was inspired and to maintain the need of textual criticism as a means of detecting any slips that may have crept into the text in the course of its transmission. The verdict of this science, however, is that the Hebrew and Greek text appears to be amazingly well preserved, so that we are amply justified in affirming, with the Westminster Confession, a singular providence of God in this matter and in declaring that the authority of Scripture is in no way jeopardized by the fact that the copies we possess are not entirely error-free.

Similarly, no translation is or can be perfect, and all translations are an additional step away from the autograph. Yet the verdict of linguistic

science is that English-speaking Christians, at least, are exceedingly well served in these days with a host of excellent translations and have no cause for hesitating to conclude that the true Word of God is within their reach. Indeed, in view of the frequent repetition in Scripture of the main matters with which it deals and also of the Holy Spirit's constant witness to and through the Word, no serious translation of Holy Scripture will so destroy its meaning as to render it unable to make its reader wise for salvation through faith in Christ Jesus (II Tim. 3:15)

F. Inerrancy and Authority

In our affirmation of the authority of Scripture as involving its total truth, we are consciously standing with Christ and His apostles, indeed with the whole Bible and with the main stream of Church history from the first days until very recently. We are concerned at that casual, inadvertent and seemingly thoughtless way in which a belief of such far-reaching importance has been given up by so many in our day. We are conscious too that great and grave confusion results from ceasing to maintain the total truth of the Bible whose authority one professes to acknowledge. The result of taking this step is that the Bible that God gave loses its authority, and what has authority instead is a Bible reduced in content according to the demands of one's critical reasoning and in principle reducible still further once one has started. This means that at bottom independent reason now has authority, as opposed to Scriptural teaching. If this is not seen and if for the time being basic evangelical doctrines are still held, persons denying the full truth of Scripture may claim an evangelical identity while methodologically they have moved away from the evangelical principle of knowledge to an unstable subjectivism, and will find it hard not to move further.

We affirm that what Scripture says, God says. May He be glorified. Amen and Amen.

FIRST PRESBYTERY MEMORIALS

Memorial #3 from First Presbytery – Rules of Order

That the last sentence of Rules of Order (of the *Manual of Authorities and Duties*) VII. (Deliberations of the Court); A. (Motions); 2.

(Subsidiary Motions); a. (Lay on the Table), which currently reads:

"Business laid on the table should be brought up by the clerk when the docket is cleared." be amended to read: "Business laid on the table should be brought up by the clerk when the docket is cleared **but only prior to the adjournment of the General Synod.**"

Memorial #4 from First Presbytery – Rules of Order

That Rules of Order (of the *Manual of Authorities and Duties*) VII. (Deliberations of the Court); C. (Voting); 3. (Recording of Votes) be amended by labeling the present paragraph pertaining to the recording of the tally of a counted vote in the *Minutes* as sub-paragraph "a." and the addition of a new sub-paragraph "b." which shall read: "b. Any member of the court who had the right to vote on a question, and is not satisfied with the action taken by the court, is entitled to have his name recorded in the *Minutes* indicating what his vote was. He may support his signature with a brief respectful statement setting forth the reason for his vote."

The **Moderator's Committee on Memorials** recommended that Synod:

1. Not approve Recommendation 1. (*Canadian Presbytery Memorial Re: Doctrinal Commitments Questionnaire for the Committee on Nominations*)
2. Not approve Recommendation 2. (*Canadian Presbytery Memorial Re: Vows to Inerrancy*)
3. Approve Recommendation 3. (*First Presbytery Memorial Re: Rules of Order*)
4. Not approve Recommendation 4. (*First Presbytery Memorial Re: Rules of Order*)

In addition, your committee recommends

5. that Rules of Order (of the *Manual of Authorities and Duties*) VII. (Deliberations of the Court); C. (Voting); 3. (Recording of Votes) be amended by labeling the present paragraph pertaining to the recording of the tally of a counted vote in the *Minutes* as sub-paragraph "a." and the addition of a new sub-paragraph "b." which shall read: "b. In lieu of a roll call vote, any member of the court, who had the right to vote on a question, is entitled to have his name recorded in the *Minutes* indicating what his vote was. He may support his signature with a brief respectful statement setting forth the reason for his vote."

The recommendations of the **Moderator's Committee on Memorials** were adopted.

The following motion was presented, debated, and referred to the Special Committee to Revise *Form of Government*.

That the Synod of the Associate Reformed Presbyterian Church amend the *Form of Government* of the Associate Reformed Presbyterian Church to include the following in Chapter XII, B, 3:

"Upon the amendment of the Formula of Questions for Ordination of ministers and/or elders, a reaffirmation of the vows as stated in the amended *Form of Government* of the Associate Reformed Presbyterian Church shall be required by the Presbytery, of her current ministers and elders, and shall be transcribed in some convenient part of the Presbytery book of records, in the following form:

I, _____, do sincerely reaffirm and subscribe to the Formula of Questions for Ordination to my office, as stated in the current *Form of Government* of the Associate Reformed Presbyterian Church, as a just and true exhibition of my faith and principles, and do resolve and promise to exercise my ministry in conformity thereunto."

The Report of the **Ecclesiastical Commission on Judiciary Affairs** was presented and received as information.

REPORT OF ECCLESIASTICAL COMMISSION ON JUDICIARY AFFAIRS

The only matter considered by the Ecclesiastical Commission was a referral by the Executive Board that was communicated to the Ecclesiastical Commission on February 11, 2011. That referral was by means of the approval by the Executive Board of a report from Northeast Presbytery which stated as follows:

"that in accordance with the provision of the Manual of Procedures (NEP) 4.04 the Executive Committee on behalf of Northeast Presbytery immediately request the Executive Board of Synod to take action as soon as possible in referring the actions of the Pacific Presbytery to Ecclesiastical

Commission with the instruction to examine, consider and conclude matters with regard to the relationship of Pacific Presbytery to the General Synod and with particular attention to the actions that are in conflict with the NE Presbytery as set forth in the report of the meeting of the Transition Commission of the NE Presbytery on August 31, 2010.”

The same matter regarding Pacific Presbytery had been included within the report of the Executive Board to the June 2010 stated meeting of the General Synod. The *Minutes of the General Synod 2010*, pages 425 – 428, reflect that that report of the Executive Board was not acted upon by Synod.

That unacted upon report included recommendation #5, which stated:

“That the Pacific Presbytery situation be referred to the Ecclesiastical Commission with the instruction to examine, consider and conclude matters with regard to the relationship of Pacific Presbytery to the General Synod.”

Following the communication of the referral to the Ecclesiastical Commission, efforts were undertaken to schedule a telephone conference with all members of the Commission to determine the wishes of the Commission in the manner in which it should proceed. That telephone conference was held for several hours on April 1, 2011. There were new members of the Commission who were not privy to information relative to “matters with regard to the relationship of Pacific Presbytery to the General Synod,” that had previously been before the Commission in a different referral in 2008. As a result, the Commission requested that the Reverend Doug Jones and Mr. Paul Bell assemble, as well as could be, all documentation reflecting on the Pacific Presbytery and its relationship to Synod. As of April, Mr. Bell and Reverend Jones have assembled the documents available to them.

If no further documentation is available, another meeting of the Commission will be in order for the commission members to familiarize themselves with the information available that relates to the referral. Some members have expressed a desire to invite appropriate members of Pacific Presbytery to meet with the Commission. If that

takes place it would desirably follow after the members of the Commission have become familiar with the issues involved. It is doubtful that these matters can be concluded with the care and deliberation needed to be taken prior to the 2011 stated meeting of Synod.

Respectfully submitted,
Monterey Campbell, Chairman

The Report of the **Committee on Inter-Church Relations** was presented and adopted.

REPORT OF THE COMMITTEE ON INTER-CHURCH RELATIONS

The Committee met via conference call on March 17, 2011.

Ecumenical Organizations

The ARP has membership in three ecumenical organizations:

(1) *The International Conference of Reformed Churches (ICRC)*. The committee has had ongoing concerns regarding the benefit of membership in ICRC particularly given the annual cost of \$3600 for membership plus travel costs to their conference held only every four years. We adopted a motion to recommend that Synod vote to discontinue ARP membership in the ICRC.

(2) *The North American Presbyterian and Reformed Council (NAPARC)*. NAPARC was attended by Rob Patrick, Kyle Sims and Henry Foster. Our delegates returned encouraged by the relationships that are building between the ARPC and the RPCNA. NAPARC has a study committee working on defining and refining their purpose but there has been no report yet. Because our churches are often unaware of the details of the NAPARC Comity Agreement and the Agreement on Transfer of Members and Congregations, these documents are included at the end of this section.

(3) *The World Reformed Fellowship (WRF)*. At its 2010 conference WRF asked its members, including the ARPC, to give feedback on a new statement of faith they have been working on. This is a result of one of WRF's stated purposes "to write a new confessional statement for the 21st Century." To date we have not been able to provide any such feedback since we sought the assistance of the Committee for Theological and Social Concerns (TSC) who took the general position that a new confession was not necessary, nor should such a confession be

written by a para-church organization such as WRF. Our committee believes the issue deserves further consideration and plans to discuss the matter further in the coming year.

NAPARC Golden Rule Comity Agreement

Comity has meant different things to different people. The representatives of the home missions agencies and committees or boards of our denominations resist territorial statements on comity in light of the social and cultural complexity of North American society and the great spiritual need of our many countrymen who are apart from Jesus Christ. Out of a concern to build a Church of Jesus Christ rather than our own denominations and to avoid the appearance of competition, we affirm the following courteous code of behavior to guide our church planting ministries in North America.

1. We will be sensitive to the presence of existing churches and missions ministries of other NAPARC churches and will refrain from enlisting members and take great care in receiving members of those existing ministries.
2. We will communicate with the equivalent or appropriate agency (denominational missions committee or board, presbytery missions or church extension committee, or session) before initiating church planting activities in a community where NAPARC Churches or missions ministries exist.
3. We will provide information on at least an annual basis describing progress in our ministries and future plans.
4. We will encourage our regional home missions leadership to develop good working relationships.

NAPARC Agreement on Transfer of Members and Congregations

(From the Minutes of the Thirteenth Meeting of the North American Presbyterian and Reformed Council, Grand Rapids, Michigan, Adopted November 11th, 1987.)

Recognizing that the churches of NAPARC have on occasion unintentionally received members or ordained officers who were under various states of discipline in another NAPARC church, thus creating tension between the churches, and at the same time recognizing the need for mutual freedom and openness on the part of the churches, we agree to respect the procedures of discipline and pastoral concern of the other denominations as follows:

1. Regular Transfer of membership.

That in the regular transfer of membership between NAPARC churches, the session/consistory or presbytery/classis not receive a member until appropriate document of transfer is in the hands of

the receiving church.

2. Transfer with Irregularities.

- a. That upon request for a transfer of membership by a person under discipline, the sending session/consistory or presbytery/classis inform the receiving body of the nature and extent of the disciplinary procedure before implementing the requested transfer, thus enabling informal consultation between the pastors and elders of both churches.
- b. That such a person not be received officially until the judicatory/assembly of the receiving church has taken into serious account the discipline of and the information supplied by the sending church.
- c. That such a person not be received officially until the judicatory/assembly of the receiving church is satisfied that proper restitution has been made and/or reconciliation has been seriously attempted.
- d. That a “fugitive from discipline” who is no longer a member of a church or who is no longer on the roll of a presbytery shall not be received until the former judiciary/assembly has been contacted to determine if proper restitution has been made and/or reconciliation has been attempted.

3. Recourse and Appeal.

Where communication or action regarding the sending/receiving of a member or ordained officer/office bearer does not satisfy either the dismissing or receiving judiciary/assembly, communication may be submitted to the interchurch relation committees of the denominations involved with a view to mediation of the problem. If this proves unsatisfactory, session/consistory or presbytery/classis may register its concern to the appropriate judicatory/assembly of the other denomination.

4. Congregational Transfer.

That a congregation seeking to leave a NAPARC church to become affiliated with another NAPARC denomination be received only after it has complied with the requirements of the form of government of the church from which it is separating, and the receiving church shall be responsible to see that this is done.

Churches in Fraternal Fellowship

North American Churches in fraternal fellowship with the ARPC are the Korean-American Presbyterian Church (KAPC), the Orthodox Presbyterian Church (OPC), the Presbyterian Church in America (PCA) the Reformed Presbyterian Church of North America (RPCNA),

the Evangelical Presbyterian Church (EPC) and the Christian Reformed Church (CRCNA).

Fraternal Delegates/Representatives to be sent in 2011

The following ARP delegates are scheduled to be sent to fraternal synod/general assembly meetings: Paul Patrick to attend the RPCNA assembly; a delegate to be named will represent the ARP at the PCA assembly, Rob Patrick to attend the OPC assembly, and Henry Bartsch to attend the Free Church of Scotland assembly.

We have sent invitations for fraternal delegates to attend our Synod 2011 to the EPC, RPCNA, KAPC, and to Dr. Rodriguez of IPAR (ARP in Mexico). Our committee will take the invited delegates out for dinner during Synod.

We have been invited to send a delegate to the CRC Synod. We have discussed our concerns with the CRC repeatedly over the last number of years. We adopted a motion to recommend that Synod dissolve their relationship with the CRC. No ARP delegate was appointed to attend the 2011 CRC Synod.

NAPARC – Andy Putnam is planning to attend the 2011 meeting in Atlanta with Tom Shoger, R.J. Gore, and Rob Patrick.

Corresponding Synods

The ARP Church has relationships with two ARP Synods overseas. Frank van Dalen of World Witness gave reports for the IPAR (ARP in Mexico) and for the ARP in Pakistan.

Mexico:

Synod, IPAR Synod executives and the Chairman of the IPAR Inter-Church Relations Committee asked for a meeting with Frank van Dalen and Mexico Mission Team members. They had one major concern related to communication – particularly their desire for increased communication about Mission ministry and the ARP Synod in the US. In terms of mission ministry, Rev. Jim Coad was asked to be the liaison for World Witness.

In consultation with Mr. van Dalen, we adopted a motion to have all formal communication between denominations covered by our committee and that the day-to-day reporting from these ARP missions be covered by World Witness.

Dr. Rodriguez was appointed by the IPAR Synod as this year's delegate to the 2011 ARP Synod in June.

Pakistan:

With the retirement of Volunteer Missionary, Rev. Gary Letchworth, World Witness no longer has a resident missionary able to maintain and develop a supportive local relationship with the Paki-

stan ARP Synod. This may actually lead to the long-term benefit of less dependency upon the ARP Mission, but it is a painful process for the Pakistan ARP Synod, none the less.

World Witness has a number of ministries which support the Pakistan ARP Synod at the moment. With only two full-time families on the field at present, these programs will have to be reduced over time. As with any transition in the church there will be difficulties related to the ARP Mission's narrowing focus. The influence of the ARP Mission upon the ARP Synod will decrease – hopefully for the good of the church as it increasingly takes upon itself the responsibilities of an independent Synod.

Officers for 2011-2012

Chairman – R.J. Gore

Vice Chairman – Rob Patrick

Secretary – Rudy de Vries

Proposed Budget for 2012

	<u>2011</u>	<u>2012</u>
Office Expenses	500	500
Committee Travel/Calls	2,500	3,500
ARP fraternal delegates, reps	3,500	4,350
Housing fraternal delegates	750	1,000
NAPARC dues	500	500
ICRC dues	3,700	0
<u>WRF dues</u>	<u>500</u>	<u>500</u>
	\$11,950	\$10,350

Recommendations:

1. That the proposed 2012 budget be approved.
2. That our membership in the International Council of Reformed Churches (ICRC) be discontinued.
3. That we dissolve our fraternal relationship with the Christian Reformed Church (CRC).
4. That all other actions of the committee, as herein reported, be affirmed.

Respectfully submitted,

R.J. Gore, Chairman

The Report of the **Committee on Investment** was presented and adopted.

REPORT OF INVESTMENT COMMITTEE

Responsibility for oversight of various investments of the General Synod has been assigned to Synod's Investment Committee. Committee members meet at least quarterly with the investment consultants to review performance, asset allocation, and any changes with the investment managers.

The committee met quarterly in 2010-2011, with the August and February meetings being in person.

Duties as prescribed in the *Manual of Authorities and Duties* are addressed in this report.

a. Developing guidelines for the work of the committee.

The committee developed operating procedures in 2008.

b. Management of all investment funds under the oversight of the ARP Foundation/Stewardship (including the funds of the General Synod) and the Board of Benefits.

These funds represent three distinct types of investments:

(1) Associate Reformed Presbyterian Retirement Plan Trust. At the request of the Board of Benefits, the Investment Committee, receives reports from the consultant and meets with him on a periodic basis to evaluate the performance of the funds. The fund value at 03/31/11 was \$42,050,830. The chairman of the Board of Benefits Retirement Committee serves as an advisory member of the Investment Committee.

(2) Endowments and Endowment-type Funds. These individual accounts belong to churches, presbyteries, and individual restricted funds of agencies of the General Synod. Each account is invested to meet the risk profile of the fund. Currently four risk model options are available ranging from conservative to aggressive models. At 03/31/11, these funds were valued at \$11,869,813. Representatives of Synod agencies and boards with funds invested under the oversight of the committee are invited to participate in meetings in an advisory capacity.

(3) Charitable Remainder Trusts and Gift Annuities. Members of the Board of Stewardship serve as trustees for the ARP Foundation and have asked the Investment Committee to provide

investment oversight over the foundation's charitable trusts. In this regard, the committee receives reports and works with the custodian and investment manager, Cornerstone Management, Inc. Each of the four (4) charitable trusts is a separately invested entity, with a combined total value on 03/31/11 of \$423,116. The balance in the Gift Annuity Fund was \$82,999 at 03/31/11, for a total of \$506,116 under the management of Cornerstone.

The committee notes with gratitude that the climate for investments improved in 2010 and continues to be promising in 2011. With the advice of our consultants and investment managers in the three above areas, investment strategies have been fine tuned to take advantage of gain opportunities, minimize losses, and to enhance returns.

c. Reviewing all current investment relationships for funds currently invested under the oversight of the ARP Foundation/ Stewardship and funds of the Board of Benefits.

The committee utilizes Deutsche Bank as the investment consultant on the ARP Retirement Plan Trust and Morgan Stanley - Smith Barney on the endowment type funds. The committee monitors the performance of its investment consultants and investment managers on an ongoing basis.

The Morgan Stanley - Smith Barney relationship provides a pooled account management approach in which the funds have access to separately managed accounts in addition to mutual funds. Charitable Trust Administration Company (CTAC) works in conjunctions with Morgan Stanley Smith Barney and tracks individual accounts via allocation and reporting provides monthly reporting on account performance. The combined value of our accounts allows us to access investment managers in some asset classes that typically have high minimum investments (such as \$1 million). The combined investment approach also allows us to have lower investment expense rates.

The Investment Committee believes that this arrangement will provide greater value to each of our accounts and will do so in a less costly manner. We also believe that this approach provides a good investment vehicle for local churches and agencies. If your church has need of such a service, please contact the Executive Director of Central Services, Paul Bell.

d. Discuss with other boards and agencies the possibility of including their funds in those under management. Part of the purpose of the investment committee is to offer boards and agencies the option to offload investment management duties and thus allow each board or

agency to focus on its mission. The Committee continues to be available to assist any church or agency of the General Synod, both in an advisory capacity (i.e., to make recommendations) and to exercise particular responsibilities authorized by asset owners (i.e., change in investment managers, asset allocation studies.)

The committee expresses its appreciation to Kenneth Richey, who finishes his term June 30, 2011, for his valuable service.

Officers for 2011 – 2012:

Jim Crisp	Chairman
Mike Cruce	Vice Chairman
Chip Smith	Treasurer
Paul Bell	Secretary/Administrative Officer

Recommendations:

1. That this report be received as information and that presbyteries and sessions note the availability of services offered by the Investment Committee.
2. That the Committee be granted \$2,425 for committee travel and expenses.

Respectfully submitted,

Jim Crisp, Chairman

The Report of the **Committee on Lay Ministry** was presented and adopted.

REPORT FROM THE COMMITTEE ON LAY MINISTRY

Lay Ministry desires to serve the layman of the ARP Church in an effective and ongoing way. We are looking at and for opportunities to carry forth our responsibilities. Your input is welcome. How can we assist you – as an individual, as a congregation, as a presbytery, as a Synod agency, ministry, or institution? Let us hear from you.

The Family Bible Conference will be held on July 25-28, 2011 at Bonclarken. The Rev. Dr. John Currid, Professor at Reformed Seminary, Charlotte, NC, is the morning speaker, and the Rev. Dr. Michael Milton, President at Reformed Seminary, Charlotte, NC, is the evening speaker. The theme for the conference is “The Shepherd and His Shepherd: David and His God.” The Annual Meeting of ARP Women’s

Ministries (ARPWM) will be held on July 24-25, 2011.

The Rev. Greg Hamer serves as the Synod-appointed director of the Family Bible Conference through 2011. The Rev. Tim Watson is the assistant director. Mr. John Barron serves as Treasurer of the Conference. Mrs. Dot Hutelmyer serves as the ARPWM Director and Ann Aheron serves as the assistant director.

The Laity in Action Conference will be held at Bonclarken on September 16-17, 2011. This conference is a family event and includes child-care and a children's program. It is co-sponsored by the Committee on Lay Ministry and the Alliance of Loyal Laity. Dr. John W. P. Oliver, professor at Reformed Seminary in Charlotte, will be the keynote speaker this year. This two-day conference is cost efficient and should particularly appeal to those within a one-to-three hour driving distance of Bonclarken. This conference would provide an opportunity to enjoy a weekend in the mountains, the Apple Festival, and other fall events. We again will designate Friday evening as "Church Night" at the conference, and encourage those within a one-to-two hour driving distance to bring a group for the Friday evening session and reception.

Two awards are presented annually by the Committee at the Laity in Action Conference to those who have exhibited unique leadership within the church. The Onesimus Award is given to a layman who has exhibited himself/herself to be a slave for Christ both within and outside the local congregation. Last year's Onesimus Award was presented to Mr. Ben Johnson of the Bartow, FL, Church. Ben has served faithfully for many years as an elder in the ARP Church. He has served numerous terms as the Florida Presbytery representative on the Board of Directors of the Alliance of Loyal Laity. The Barnabas Award is given to a church which shows itself to be encourager to other churches through its unique ministry. The 2010 Barnabas Award was given to the New Church Community Group in Rock Hill, SC. This group of churches is seeking to plant several ARP churches in the greater Rock Hill area over a period of years.

Some limited funding is provided through our budget to assist presbyteries, clusters of congregations, and individual congregations who desire to sponsor teaching and training events for laymen on a more local level. You may make application for these funds through the Director of Lay Ministry.

A unique program is offered through the Lay Ministry Committee to provide work teams to assist congregations with various tasks (such as painting, building construction, landscaping, literature distribution,

etc.). Volunteers furnish their own transportation and bring their own tools. Meals, lodging, and supplies are provided by the church or agency needing the help. Contact Tom Patterson if you have a need for a Work Team.

Officers for the coming year are George Moser – Chairman; Chuck Paxton – Vice Chairman; and Patsy Ratchford – Secretary. Tom Patterson serves as Director of Lay Ministry.

Recommendations:

1. That sessions and pastors promote attendance at the Laity in Action Conference and the Family Bible Conference.
2. That sessions call on their people to pray daily for the work and ministry of the local congregation, the presbyteries, and the General Synod and challenge the laymen to have a systematic study of the Scripture and also to set aside a time for daily devotions.
3. That laymen be challenged to familiarize themselves with our doctrinal standards as found in the Westminster Confession of Faith, and the Larger and Shorter Catechisms.
4. That opportunities to prepare and equip lay people for effective Christian service and opportunities to involve laymen in ministries be provided through the local congregations and also through the work teams provided through this committee and that encouragement to participate in community-based ministries be given through the local congregation.
5. That the retreat and conference ministries of the ARP Church be given proper promotion within each congregation.
6. That sessions be encouraged to designate one Sunday in the month of October as a day to celebrate and emphasize the role of laymen in the church.
7. That the Rev. Tim Watson be approved as Director for the Family Bible Conference, the Rev. Will Anderson as Assistant Director, and Mr. John Barron as Treasurer for 2012-2013.
8. That the Budget for 2012 be approved as follows:

Laity in Action Conference	\$ 5,000
Family Bible Conference	\$12,000
Bulletin Inserts	\$ 500
Area Laity Workshops	\$ 1,000
Cornerstone Conference	\$ 2,000
Director of Lay Ministry	\$ 4,000

Cooperative Work with A.L.L.	\$ 3,000
Committee Expense	<u>\$ 6,000</u>
Total	\$33,500

Respectfully submitted,
Ron McKnight, Chairman

The Report of the **Board of Erskine College and Seminary** was presented.

**REPORT OF ERSKINE COLLEGE
AND ERSKINE THEOLOGICAL SEMINARY**

Fathers and Brethren:

Erskine College and Erskine Theological Seminary are ministries of the Associate Reformed Presbyterian Church in the field of higher education. The mission of Erskine College is to equip students to flourish by providing an excellent liberal arts education in a Christ-centered environment where learning and biblical truth are integrated to develop the whole person. The mission of Erskine Theological Seminary is to educate persons for service in the Christian church.

The last two years for Erskine College and Seminary have been especially trying and turbulent as the faithfulness of these schools to their mission has been a matter of much debate within the ARP Church. In March 2010 a special meeting of the General Synod was called to attempt to deal with ongoing institutional concerns coming out of the stated meeting of General Synod of June 2009. Additionally, much of this past stated meeting of General Synod in June 2010 was also devoted to these concerns. Despite the many sharp differences that emerged in these meetings, and the painful consequences that came from them, the Lord was pleased to bring us a new president for Erskine College and Seminary, Dr. David Norman, who won the unanimous support of the Erskine Board of Trustees to lead Erskine beyond these troubled times.

By the end of the June 2010 Synod, once again the Lord was gracious in creating a consensus within the General Synod, thus providing Dr. David Norman and the Board of Trustees an opportunity to address a number of the issues. Throughout this past year the Board of Trustees has taken seriously the concerns raised and have been working diligently. While much remains to be done, significant steps

have been taken toward better implementation of the vision for Erskine that was so clearly set out in the 1977/78 Statement of the Philosophy of Christian Higher Education, adopted by the General Synod for its mission in higher education as well as other governance guidelines established in the late 70's and early 80's.

The Board of Trustees is presenting this year's report to Synod as a progress report on what has occurred since the last meeting of the General Synod. In an attempt to improve communication to Synod, this report is broken down into three categories: (I) Progress Report on General Synod's 2010 Motions and Memorials; (II) Progress Report on the Ten Areas of Responsibilities Identified in the Manual Authorities and Duties; (III) Progress Report on Institutional Data and Statistics.

I. Progress Report on General Synod's 2010 Motions and Memorials

During the General Synod Meeting of the Associate Reformed Presbyterian Church in June 2010, several motions were passed concerning Erskine College and Theological Seminary. Erskine's response to each motion is expounded below. The order of the response is consistent with the list the Board of Trustees received from the Clerk. While other motions may have pertained to Erskine, they were directed to other committees of Synod and are not addressed in this section.

Motion C

That any funds which arrived at Erskine earmarked for legal defense not be forwarded to any other entity but be returned to sender.

Response to Motion C

The Chairman of the Board directed the President of Erskine to return to sender all funds received by Erskine that were earmarked for legal defense. This has been complied with and confirmed by Dr. David Norman.

Motion G

That the independent auditing firm of Elliott Davis & Company be tasked by the Board of Trustees of Erskine College with investigating the issue of money being sent to Erskine for "defense funds" and that the report to the Board be made available to the General Synod.

Response to Motion G

Elliott Davis, LLC was given the task of investigating the issue of money being sent to Erskine for "defense funds." A summary of their findings was distributed to the Board in the attached letter from Chairman Scott Mitchell (See attachment #1). The agreed upon procedures performed by Elliott Davis, LLC found no exceptions. The full report

from Elliott Davis is on file at the ARP Center, Greenville, SC, and at Erskine College.

Motion H

WHEREAS the Synod celebrates the election of Dr. David Norman to be the fifteenth president of Erskine College and Seminary, and that by unanimous support of the Board;

WHEREAS the election and unanimous support of Dr. Norman constituted a signal event in the midst of the recent controversies,

AND WHEREAS Dr. Norman, who begins his tenure on July 1, 2010, should be afforded the opportunity to become thoroughly familiar with the issues at hand and to work towards solutions that will strengthen the relationship between Erskine College and Seminary and the Associate Reformed Presbyterian Synod and unite in a common mission;

THEREFORE

1) for the sake of taking seriously Jesus' command to "agree with your adversary quickly while you are on the way" Matthew 5:25

2) and for the sake of giving Dr. Norman the opportunity to influence positively the relationship between the Board of Erskine College and Seminary and the Associate Reformed Presbyterian Synod,

The Synod asks the Board of Erskine College and Seminary to work with the new president to

1) develop specific plans for addressing the issues raised by the Moderator's Commission (including financial integrity, conflicts of interest, integration of faith and learning, Board training, and other issues raised by the Commission)

2) to develop a plan for reducing the size of the Board; and to bring these proposals before the Synod at the June 2011 meeting.

Response to Motion H

The Board of Trustees is developing new bylaws, policies, and procedures to specifically address these issues, which will provide more transparency and effective governance as a result. Two ad hoc committees were appointed for a review of both bylaws and Board policy. The Bylaws Committee proposed new bylaws at the February 2011 meeting of the Board. The proposed bylaws were made available online and by request to allow for public discussion and comment. After reviewing all comments the Bylaws Committee will revise and amend the draft as warranted. It is expected that final approval of the revised bylaws will be voted on at the May 2011 meeting of the Board. Since this report to Synod must be published prior to the May 2011 meeting of the Board, upon approval, the new bylaws will be pro-

vided to the General Synod in the Erskine supplemental report. The proposed bylaws include the reduction of the Board size as well as a shorter term of service. A robust conflict of interest section is also included. Currently, trustees are required to complete and sign a disclosure form to annually be submitted to the Board Secretary. Conflict of interest forms have been completed for the 2010-2011 academic year.

The Policy Committee is working on revising Board training specifically in areas of governance and the Statement of Philosophy on Christian Higher Education. This committee is also reviewing Board management tools and metrics that will improve the overall effectiveness of the Board and at the same time further educating trustees. The Policy Committee will make its first substantive report to the Board during the May 2011 meeting.

Under Dr. Norman's leadership, the College continues to have various discussions about and opportunities to implement the integration of faith and learning. Some examples of these are the following:

1. At his inaugural Board meeting in October, Dr. Norman led the Board through an extensive discussion of life as it is understood through the lens of the Christian worldview or meta-narrative. The presentation slides used for this discussion are located on the Erskine website at <http://www.erskine.edu/about-erskine/visionstatements.shtml>
2. At Erskine's fall opening convocation, Dr. Norman challenged the two oldest literary societies to debate whether a system of awarding credit for chapel attendance is appropriate for an authentically Christian liberal arts community. The ensuing debate was a tremendously successful, intellectually invigorating, student-led event. Dr. Norman intends to establish the tradition of issuing such challenges every year.
3. In the fall of 2010, Dr. Norman hosted lunch meetings with each academic department during which he asked faculty members how they first found out about and what they like about the Erskine mission. As part of this discussion, he specifically raised the question of evangelical Christianity and its impact on Erskine. In almost all of these lunch meetings, the doctrine of biblical inerrancy was also discussed at some length.
4. In the spring of 2011, Dr. Norman will meet with each staff department for discussions similar to those he had with faculty in the fall.
5. Dr. Norman challenged each academic department to begin work on a statement regarding the impact of Erskine's evangelical Christian faith on their respective academic disciplines. When completed, these statements will likely include a 'recommended reading' list. The

Board hopes that these statements will serve to help guide the faculty in their choice of extra-curricular organizations and projects. This project may take several years to complete. The administration hopes that, once completed, these statements will be revised annually.

6. In July 2011, Dr. and Mrs. Norman will participate in the Council for Christian Colleges and Universities' "New President's Institute" at which the best practices for similar institutions will be discussed.

7. In July of 2011, Dr. Norman will attend, with either the new Board chair, Joe Patrick, or the new vice chair, Bill Cain, the annual CCCU Governance Institute.

Memorial from Second Presbytery

Whereas, the stated purpose of Erskine Theological Seminary is to educate persons for service in the Christian Church, and

Whereas, it has been reliably reported that non-Christian clergy persons have been admitted into the Doctor of Ministry programs at Erskine Theological Seminary,

Therefore, Second Presbytery memorializes the General Synod to inquire of the Board of Trustees of Erskine College and Seminary and seek explanation of the admission of Jews, Mormons and Muslims to Erskine Seminary.

Response to Memorial from Second Presbytery

The Vice Chairman of the Board's Seminary Committee, the Rev. Ray Cameron, appointed a sub-committee to investigate the MEDCOM agreement with the Army to train military chaplains. The committee is composed of Fred Carr (Chairman), Joey Donahue, David Conner, Tim Watson and RJ Gore. The committee is addressing the questions raised by Synod in 2010 and will recommend how to handle the MEDCOM agreement in the future. The sub-committee will report to the Seminary Committee and the Board of Trustees in May 2011. Once the Board receives and adopts the report in May, the report will be made available to the General Synod for the June 2011 meeting in the Erskine supplemental report. (See Attachment #2)

II. Progress Report of the Ten Areas of Responsibilities Identified in the Manual Authorities and Duties

The following outline relates to how the specified duties are currently being carried out in the ten areas of responsibilities set forth in the Manual of Authorities and Duties.

1. To exercise general oversight of the total operation of Erskine College and Erskine Theological Seminary

The Board of Trustees is responsible to lead in a manner that fulfills the stated missions and to ensure appropriate levels of accountability and transparency. The primary means of exercising

general oversight are the establishment of policy and the selection of the president. Dr. David Norman took up his calling as president of Erskine College and Seminary on July 1, 2010 with great passion and conviction. He continues to demonstrate his passion for Erskine's mission, and his willingness to strictly enforce the policies of the Trustees.

As stated earlier both Erskine's bylaws and policies are currently under review.

All Board decisions are to be consistent with federal and state laws, accreditation standards, Erskine's charter and bylaws, mission statements, and the statement of Philosophy of Christian Higher Education. The Board has the authority to challenge, rescind, or amend administrative actions, but it has not done so this year.

2. To establish admission and graduation requirements and to grant appropriate certification to all students for academic work satisfactorily completed

The faculties of the College and Seminary establish admission and graduation requirements. Both the College and Seminary have Admissions Committees made up of faculty and staff. The Board receives recommendations for graduation from the faculties of the College and Seminary, and approves candidates for degrees. The Board retains the right to reject the recommendations of the faculties, but it has not done so this year.

3. To determine all financial charges made to students

Each year a budget is prepared by the administration, with the help of faculty and staff, and is submitted to the Finance and Facilities Committee of the Board for review and revision. Prior to adoption by the Board, the Chief Financial Officer reviews key metrics which characterize the budget and entertains questions from Board members. At every Board meeting a comparative analysis is presented of key financial indicators that address specific financial goals. These metrics provide the context by which the Board is able to set student charges in light of the full budget. Once a budget is adopted, the President informs parents of the financial charges for the coming year. Financial charges made to students in the College and Seminary during the 2010-11 academic year are included. (See attachment #3)

4. To establish curriculum

The overall purpose of a Christian Liberal Arts education is to educate the whole person for life. With this in mind, the curriculum and pedagogy need to reflect Erskine's dual focus of Christian

and Liberal Arts. The curriculum is primarily shaped by the faculty and submitted to the Board for approval. The Board approves all new academic programs and degrees.

The college faculty has been reviewing the general education requirements in order to better to manifest the mission of the college directly in core courses. There have been conversations across the institution about what works best in our current offerings and what can be improved. During the last two years, a Core Curriculum Review Committee has developed and presented four different models for faculty consideration; the committee has also led a discussion of specific models that other institutions have implemented. The goal of the committee is to have universal faculty agreement (and to seek Board approval, to the extent that it constitutes new academic programs) on a new core curriculum to be introduced in the 2013-14 academic year.

5. **To supervise and promote religious, athletic, and social programs for the academic community**

The Office of Student Services, in conjunction with various student organizations, provides quality programming designed to engage students in all aspects of collegiate life. The Chaplain, along with a wide range of student-led ministry groups, offers a variety of spiritual development opportunities for the campus community. The Erskine College Department of Athletics creates an environment in which student athletes can be competitive on the NCAA and Conference Carolinas fields of play. The Vice President for Student Services, the Chaplain, and the Athletic Director report to the Student Services and Athletic Board Committee at the meetings of the Board.

6. **To determine the annual operational budget; to devise methods for increasing funds, resources, and properties; and to care for, maintain, and secure the physical facilities**

Each year a budget is prepared by the administration, in consultation with faculty and staff, and submitted to the Finance and Facilities Committee of the Board for review and revision. The budget is brought before the entire Board for adoption. In January 2011, the Board received Erskine's audited annual report from Elliott Davis, LLC which included an unqualified (clean) opinion. Elliott Davis, LLC determined that no management letter would be required for fiscal year 2009-10. The full report from Elliott Davis is on file at the ARP Center, Greenville, SC, and at Erskine College. The budget for the 2011-12 fiscal year will be presented to the Board at the May 2011 meeting.

The Development and Alumni staff raises more than \$2 million for the Annual Fund and secures many other gifts through estate planning. The administration is currently searching for a Vice-President for Advancement who will assist the Board in its review of Development activities in the 2011-12 academic year.

A staff of thirty-two employees (with Aramark – includes management) maintains the physical facilities and Erskine's approximately ninety-five acre campus.

7. To hold in trust all endowments and titles to properties and to execute them in accordance with the stipulated purposes for which they were given, conveyed, or bequeathed.

The Investment Committee of the Board oversees the endowment and makes decisions about how funds are invested. Morgan Stanley/Smith Barney serves as an investment consultant and assists the Investment Committee with its oversight and monitoring of the investment managers implementing the approved Investment Policy Statement. The Board Investment Committee meets quarterly with representatives from Morgan Stanley/Smith Barney to review the market and our investments. The current value of the endowment is approximately \$44.1 million (reported at the end of the first quarter).

To guarantee that funds are used for the purposes for which they were given, Erskine creates agreements with the donor, signed by the donor and the President. These agreements control the use of restricted funds for designated purposes, such as scholarships and professorships. SunTrust serves as investment manager of Erskine's planned/deferred giving.

8. To appoint such officers, administrators, and faculty members as may be necessary for the operation of the College and Seminary, and to set salaries of the administrative officers of the College and Seminary.

The Board appoints the President, the Executive Vice President and Dean of the College, the Executive Vice President of the Seminary, and the Treasurer. The size of the administration and faculty is controlled by the Board-approved budget. In May 2008, the Executive Committee approved the following policy:

"It shall be the policy of the Board of Trustees to employ as new faculty members and new staff members at the management level (director or above)

only Christians who have consented in writing to the Philosophy of Christian Higher Education Statement, including its definition of an evangelical Christian, and the appropriate College or Seminary mission statement. Implementation of this policy shall be the responsibility of the President of Erskine College and Seminary." (Executive Committee Conference Call, May 1, 2008)

The Executive Committee also establishes the salary of the President, who in turn sets the salaries of all administrative staff and faculty of the College and Seminary.

9. **To submit nominations to Synod's Committee on Nominations (1986 Minutes of Synod, p. 86)**

The Committee on Trustees receives suggestions for Board service from Board members and other Erskine constituencies. The Committee considers the particular skills or needs for the Board and determines the nominees best suited to fill these positions. The names of persons recommended for service are submitted to the Board for consideration. If approved by the Board, the persons are contacted by the President and Board Chairman to further determine their interest and willingness to serve. If the nominee agrees to serve, he/she completes the necessary forms and paperwork for the Synod's Committee on Nominations including a response to the question, "What do you understand to be the role of a trustee of Erskine College and Seminary?" When this process is complete, the Board Chairman submits the names to Synod's Committee on Nominations. (This process is currently under review by the Bylaws Committee and Synod's Committee on Nominations.)

10. **To make an annual report to the General Synod, to include a special section relating to the implementation of the Statement of Philosophy of Christian Higher Education.**

The past twelve months have been eventful for Erskine. The College's president has expressed his enthusiastic agreement with the Statement of Philosophy of Christian Higher Education (SPCHE) on many occasions, and this philosophical alignment has demonstrated itself in countless specific decisions.

Erskine's trustees are aware of the high standards set for trus-

tees in the SPCHE and are honored that, by their appointment, the ARP General Synod has judged them to be individuals who meet these standards. Although trustees have not taken this honor upon themselves, they seek to follow Paul's directive from Philippians 3:16 to "live up to what you have already attained."

The SPCHE notes that the Board should be "kept informed of the Church's position and purposes." To this end, the Board of Trustees circulated and discussed the motions and memorials of the 2010 Synod relating to Erskine as follows:

July 23 – Executive Committee Meeting

August 10 – Chairman Scott Mitchell informed the Board that he appointed an ad hoc committee to review Erskine's bylaws

September 29 – Chairman Scott Mitchell sent a memo to all trustees with the results of the audit regarding the legal fund

February 18 – The Bylaws Committee presented their work to the Board of Trustees and provided an online forum for feedback

The motions of the 2010 Synod were also distributed with the Board Minutes on *October 7* and *January 12*.

The SPCHE calls on the administration to meet the demands of "academic standards and accreditation." Answering this call has required extraordinary effort this year, since both of Erskine's accrediting bodies have expressed concerns that the legitimacy and autonomy of Erskine's Board have been called into question in the previous academic year.

While reports have also been required by the Association of Theological Schools, most of the administration's attention has been given to the requirements of the Southern Association of Colleges and Schools (SACS). The SACS Special Visit Committee of last May (2010) resulted in the institution being placed on a one-year warning by the Commission on Colleges (June 2010). The Commission sent a second Special Visit Committee to the campus in February 2011 to assess progress since last May. This follow-up visit went very well, but the institution was found to be still noncompliant with one SACS principle and two Standards of Accreditation. All of these relate to governance and the nature of the Board of Trustees. On a fourth standard, concerning academic freedom, Erskine was found to be fully compliant.

The issue here is timing; proposals from the Board of Trustees ad hoc committee on the bylaws should readily address these remaining compliance issues, but the Board will not vote on those

proposals until late May 2011. Since the Commission on Colleges meets in June, Erskine's administration will have very little time to finalize the institutional response to the latest Special Committee Report. However, if the bylaws revisions are approved and the institutional report submitted on time, the institution should be removed from warning. In that case, plans will proceed on schedule for the reaffirmation of accreditation. Much good work has been done this year (2010-11) toward that goal, including significant progress on a Quality Enhancement Plan (QEP) and a first draft of most reports necessary to document compliance with all SACS Principles and Standards. The latter materials will be reviewed by an off-site committee in November 2011, and the on-site visit is scheduled for March 13-15, 2012.

The SPCHE also calls for administrators "who have a deep personal commitment to Jesus Christ and are strong in their preparation and perception of their administrative duties to the Board." As stated above, Erskine's administration has maintained a velocity of change in recent months that is uncharacteristic of her historical norms. Though this change has been neither easy nor comfortable, the Board is thankful that God has put together a team of administrators who show signs of being, like Bezalel, filled with the Holy Spirit for the specific ministry of serving Erskine College and Seminary.

At the time of the writing of this report, the administration was in the process of trying to fill several key faculty and administrative positions. As Dr. Norman explained in his three-part series on inerrancy published in the ARP Magazine, those positions will be filled with accomplished professionals who joyfully exhibit the hallmarks of evangelical Christianity.

As more and more faculty and senior administrators are hired under this policy, it is the expectation of the Board that Erskine will come into fuller compliance with the SPCHE. In keeping with the principles of Christian character and contractual fidelity, this implementation will be carried out skillfully, so as not to conflict with the academic freedom of faculty or any relevant labor laws.

As stated in the SPCHE, it is the belief of the Board that Erskine's faculty should have a genuine Christian commitment. Therefore, adherence to this principle requires extraordinary care. The SPCHE also has important things to say about the students and curriculum. For more on steps taken to further implement our philosophy in these respects, see the relevant sections above (section 4 and 5). For direct insight into the character of student experience at

Erskine, see www.Erskine.edu/studentjournal.

Finally, the SPCHE calls on Erskine to "teach one to think Biblically and objectively," and to "enlarge and help sustain the mission of the Church." Reflection on the magnitude and importance of these responsibilities reminds us of our absolute dependence upon Christ to give us the wisdom, strength, courage and dedication we need to be used by him as he builds his Kingdom in, around, through and in spite of our best efforts.

III. Progress Report on Institutional Data and Statistics

Erskine Board of Trustees

The Board of Trustees is composed of thirty members, twelve of whom are Associate Reformed Presbyterian ministers and at least half of whom are alumni of the College and/or Seminary. Each class of five new trustees serves for six years.

Ex-officio members include the President of the Erskine Alumni Association, Moderator of Synod, President of the ARP Women's Ministries, and a representative designated by ARP Women's Ministries.

Advisory members are the President, all Vice Presidents, Treasurer, Deans, faculty delegates and student representatives, Chaplain, President of the Parent Advisory Council, Chairman of the Board of Counselors, Director of Christian Education Ministries, President of the Flying Fleet Club, Moderator-Elect of Synod, and Coordinator of the General Synod.

Officers of the Board for 2010-2011 are Chairman Scott Mitchell, Vice Chairman Joe Patrick, Secretary Max Bolin, and Treasurer Gregory Haselden. The Board has the following standing committees: Academic, Enrollment, Finance and Facilities, Development, Student Services and Athletic, Seminary, Trustees, Honorary Degrees, and Executive. There are two ad hoc committees: Bylaws Committee and Board Policy Committee. The Board meets in October, February, and May.

Erskine Administration

With respect to senior administration, Woody O'Cain resigned in July 2010, Neely Gaston resigned in February 2011, and Michael Bush resigned in April 2011.

Dr. David A. Norman, President, was elected in May 2010 by unanimous vote of the Board of Trustees.

Dr. Robyn Agnew, Vice President for Student Services

Dr. Brad Christie was appointed as **Interim Vice President and Dean of the College** in May 2010.

Mr. Greg Haselden, Vice President for Finance and Operations

Dr. Steve Lowe was approved as the **Interim Vice President of Er-**

Erskine Theological Seminary at the February 2011 Board meeting. Dr. David Norman appointed a search committee for the new Executive Vice President of Erskine Theological Seminary. The Rev. Ray Cameron chairs the search committee and committee members are Matt Miller, Crosland Stuart, Bob Anderson, Robert Alexander, Dwight Pearson, and Jerdone Davis. The committee began their work in March 2011.

Mr. Cliff Smith, Chief Communications Officer, joined the senior administration in November 2010.

2010-11 Budget Information

The 2010-11 budget was revised in September 2010 by the Administration, and the Board approved the revised budget at the October 2010 meeting. The most significant revision was made in college enrollment (30 fewer students than the budget approved in February 2010). Faculty and staff salaries remained frozen during the 2010-11 academic year, and senior administrators maintained a 3% reduction that became effective in 2009-10 fiscal year.

New Faculty

Dr. Matt Klauza, Assistant Professor of English

Dr. Alex Salinas, Assistant Professor of Spanish

Mrs. Tracy McCurry, Visiting Instructor of Business Administration

Enrollment Data Fall 2010

144 freshman students

17 transfer students

TOTAL: 161 new students (All together, the college enrolled 553 students for Fall 2010.)

Athletic Highlights

Erskine College currently has 248 student athletes.; 96 of the 248 athletes achieved a 3.2 GPA or higher, and 119 out of 248 athletes achieved a 3.0 GPA or higher in the fall semester. Senior softball player and chemistry major, Jocelyn Smith, was awarded the Murphy-Osborne Award for the top student-athlete in Conference Carolinas. FCA (Fellowship of Christian Athletes) events are extremely well attended, and Erskine's women's tennis team won a 7th consecutive conference tennis championship.

Updates from Erskine Theological Seminary

A supplemental report is provided by the Vice President of Erskine Theological Seminary. (See the following ETS report)

Recommendations:

Erskine is most grateful for General Synod's faithful and generous support over the years. Historically, the resources that Synod has provided, whether prayer, people, or finances, have been vital to Erskine's

ability to fulfill its vision, and this year is no exception. The following recommendations are made with the hope that the Lord desires to see Erskine and the ARP Church continue to extend the Kingdom through higher education.

1. That a season of prayer and fasting for Erskine College and Seminary be held in the churches of the presbyteries in the ARP Synod.
2. That special days be designated when the work of Erskine College and Seminary can be presented to the congregations of the Associated Reformed Presbyterian Church and when special offerings to support the ministries of this institution can be received.
3. That its budget request presented through the Board of Stewardship be approved as follows:

- * \$575,000 operating funds
- * \$750 ARP Student Union
- * \$100,000 faculty/staff salaries

As a ministry established by the Associate Reformed Presbyterian Church, it is Erskine's desire to submit a report to General Synod that is informative and will substantively address the particular areas as identified in the Manual of Authorities and Duties, document progress on specific concerns raised by Synod, and benchmark vision with the Statement of the Philosophy of Christian Higher Education.

We thankfully acknowledge the Synod's call upon churches for a day of prayer and fasting for Erskine this past year. Time and time again Erskine is reaping the benefits that come from the faithful prayers of others. While the Lord's hand is evident all around, there is still much to be done. The Board of Trustees is committed to the mission of Erskine College and Theological Seminary and is dedicated to improving the execution of such vision.

Respectfully submitted,
D. Scott Mitchell
Chairman, Board of Trustees

David A. Norman
President

REPORT OF ERSKINE THEOLOGICAL SEMINARY

Fathers and Brethren:

- Our May 2011 commencement promoted 63 graduates. The breakdown by degree was as follows: 1 Certificate in Practical Ministry, 23 Master of Divinity, 2 Master of Arts in Counseling

Ministry, 3 Master of Arts in Educational Ministry, 1 Master of Church Music, 4 Master of Arts in Practical Ministry, 5 Master of Arts in Theological Studies, 5 Master of Theology, and 19 Doctor of Ministry. The commencement speaker was Dr. Sinclair Ferguson.

- As of January 28, 2011 Dr. Neely Gaston resigned his position as Executive Vice President of the Seminary after seven years of service. Dr. David Norman named Dr. Stephen D. Lowe, Dean of the Virtual Campus and Professor of Christian Education, as Acting Vice President of the Seminary. At the February Board of Trustees meeting Dr. Lowe was named by unanimous vote of the Board of Trustees as Interim Vice President. Shortly after the Board of Trustees meeting, Dr. David Norman appointed a Search Committee to find a permanent Vice President to begin July 1, 2012.
- Permanent teaching faculty members for the year included Bible professors Terry Eves, James Hering, Loyd Melton, Max Rogland, and George Schwab; Theology and Church History professors Richard Burnett, R. J. Gore, Dale Johnson, and Mark Ross; and Ministry professors Robby Bell, Jerdone Davis, Robert Glick, Steve Lowe, "Scoti" Old, and Toney Parks. Adjunct faculty members included Robert Alexander, Alan Avera, Michael Bush, Stephen Clyborne, John Cook, Chris Crain, Don Fairbairn, Jennifer Fairbairn, Amy Fennell, Neely Gaston, Leslie Holmes, John Kim, Mary Lowe, Suk Ho Moon, Stephen Myers, Sung Na, George Robertson, Eddie Soto, Bob Todd, Nancy Walker, and Michael Wolfe.
- Extension sites currently operating include Augusta, Georgia, Greenville and Charleston, South Carolina. It was discovered shortly before Dr. Gaston resigned that the U.S. Army Chaplain School at Fort Jackson had never been formally approved as an extension site for the seminary. The current administration is in the process of determining whether to seek approval or move all Columbia course offerings to the First Presbyterian Columbia Campus location. As you may recall the Columbia Campus is now authorized to award the M.Div., MAPM, and D.Min. degrees.
- The previous administration launched the ARP Korean Studies initiative for the spring semester 2011 by naming Dr. Sukho Moon, Dean and Rev. John Kim, Director. A group of 21 Korean students came to campus the week of January 24-28, 2011 for a series of introductory lectures with course completion being facilitated through our Erskine Virtual Campus online. On March 24,

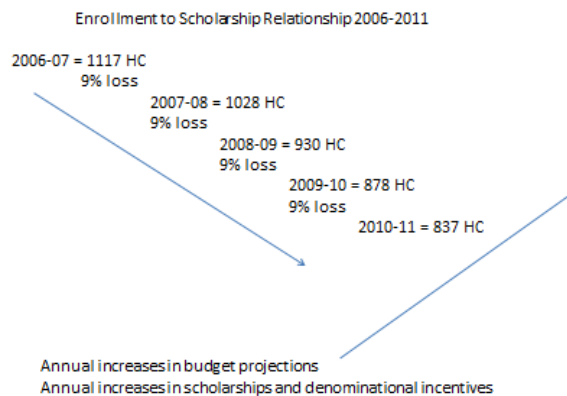
2011, Rev. John Kim resigned as Director of the Korean Studies Initiative. On March 29, Dr. Moon submitted his resignation as Dean. The current administration is assessing the viability of the program going forward.

- Dr. Mary Lowe, Dean of Erskine's Virtual Campus, reported that enrollments for spring semester 2011 exceeded both anticipated figures and previous registration numbers. The Virtual Campus enrollments for online and hybrid courses topped 225 students. This mirrors the number of registrations for on-campus enrollments. Students enrolled in online courses represented a nearly 25% increase over the fall semester. Additionally, the Virtual Campus added one new course to the course listing. Building online community continues to be a priority for online classes and to that end, an Online Facilitator has been hired to coordinate community building. During the January term, we offered the course, *Evangelism*, in an intensive 8-week format. The response was positive and the interaction on the discussion board consistent. Enrollments for J-term 2011 represented a 50% increase over the same term in 2010. The evidence suggests that the demand for online courses by Erskine Seminary students continues to grow as the course offerings expand and needs continue to be met.
- Due to budget constraints the Erskine Lecture Series was curtailed to the Annual Spring Conference. The Whitesides Preacher for 2011 was Dr. Robert Smith, Professor of Homiletics, Beeson Divinity School. The Robinson Lecturer for 2011 was Dr. Jack Collins, Professor of Old Testament, Covenant Theological Seminary.
- The Master of Arts in Practical Ministry Program, having expanded its concentration options to include three new areas of study (Church Planting, Church Administration, and Outdoor Leadership) has remained a strong option for those interested in "testing the waters" of theological education. Many students, after completing several courses, opt to transfer into our M.Div. program. Nearly sixty students are enrolled in the program.
- The Master of Arts in Educational Ministries Program currently has 12 students working at various levels.
- The Th.M. Program currently has 24 students in its fourth year of operation. Six students have graduated from the Program, while two others have completed all requirements and graduated in January 2011. The current students' concentration breakdown is: fourteen in historical theology, six in systematic theology, one in New Testament, two in Old Testament, and one undecided. These figures show clearly that we are doing well at attracting

historical theology students, but are not yet attracting enough students in the other majors. Two recent changes (the addition of a non-thesis track and allowing students to count fourth-semester language courses for Th.M. credit) should help us attract more pastors to the program. Dr. Terry Eves, Professor of Old Testament, was named a faculty liaison to the PCA and ARP Presbyteries, with the expectation that his work will attract more students to this and other programs. Th.M. is very labor-intensive for faculty and should never be one of the Seminary's largest programs. A sustained enrollment of around 30 students should be a long-term goal, provided that these students are adequately distributed between Bible and theology concentrators.

- A new class of 20 MEDCOM chaplains, composed of nineteen men and one woman, arrived on campus in January 2011 and returned in May. The Seminary Committee of the Board of Trustees appointed a MEDCOM sub-committee to examine issues surrounding the enrollment of non-Christian students in the MEDCOM D.Min. degree program. The seminary staff has cooperated fully with requests for information made by sub-committee members.
- Two Seminary students in the Columbia area began working in the Columbia Campus branch library in October 2010. The hours of operation more than doubled at that time, with an increase to 30 hours per week (up from 13).
- 2009-10 McCain Library Usage Statistics:
 - Circulation transactions (items checked out from our collections): 11,043
 - Items borrowed from other libraries (for our patrons): 1,773
 - Items lent to other libraries (for their patrons): 647
 - Reference questions answered: 1,092
 - Searches in the library's electronic databases: 91,178
- McCain Library provides Erskine Seminary Alumni with continued access (beyond graduation) to two key databases in religious and theological studies – *ATLA Religion Database* and *ATLA Serials* (online theological journals) – through the ATLA for Alums program. This program, begun in March 2009, has been a great success with Seminary graduates. A total of 3,190 searches have been performed from March 2009 to March 2011. (That's an average of 133 searches per month, or 31 searches per week.) Additionally, during that same period, students viewed 1,884 online articles from theological journals.

- Student enrollment continues to decline at about a 9% rate for the last five years (see chart below). Many factors contribute to this situation: (1) Uncertainty about the direction and future of Erskine Seminary among the sponsoring denomination; (2) loss of 30% of our student body by the departure of United Methodists students over this time period (we currently have one UMC student who is set to graduate); and (3) the economy that has caused students to reduce the number of courses they take per semester.



- The Seminary is currently operating under a budget deficit of about \$240,000. The current administration plans to reduce or eliminate this budget deficit for the next fiscal year by taking the following proactive steps: (1) aggressively market and recruit new and returning students; (2) estimate student enrollment and tuition income based upon previous years' enrollment patterns; (3) increase tuition; (4) reduce scholarship entitlements across the board and eliminate some completely; (5) curtail expenses; (6) limit outstanding student debt to the institution with a \$1,000 cap; (7) award scholarships on a first come, first served basis until our annual scholarship budget threshold is reached, and (8) aggressively promote the Partner's Program as a means for students to pay the difference between awarded scholarship money and their outstanding balance.

- Good news at the seminary includes our first mission outreach in connection with our Sister Seminary in Cayes, Haiti. A group of Erskine Seminary students led by Dr. Mary Lowe (missionary kid raised in Haiti) and Dr. James Hering visited the island nation during May 23-28, 2011. Another group of Erskine Seminary students led by Dr. Dale Johnson will spend July 6-27 in Lutherstadt Wittenberg, Germany studying the Reformation and visiting historical sites throughout Germany. We have doubled the number of international students enrolled in the Seminary for the spring semester. The Student Body Association under the leadership of President John Paul Marr has actively worked to create a close-knit community on both the Due West and Columbia campuses through a series of social events, worship services, and tutoring sessions. Students can now participate in three tutoring sessions for Greek and Hebrew.

Faculty Update

- In 2010 the *Christian Education Journal*, a refereed journal with the Talbot School of Theology, published two articles jointly authored by Dr. Steve Lowe and Dr. Mary Lowe. The spring issue article addressed the issue of spiritual formation in theological distance education from an ecosystems model. The fall issue article was titled *Allelon: Reciprocal Commands and Christian Development* which explored how the “one another” imperatives mirror the reciprocity dynamic needed to better understand how to facilitate spiritual growth and development in self and others. The journal plans to publish a final article in 2011 with the results of the assessment phase of the results from the National Consultation on Spiritual Formation in Theological Distance Education, a project funded by a grant from The Wabash Center for Teaching and Learning in Theology and Religion. In May 2011, *Christianity Today* will publish the results of an interview with Dr. Mary Lowe about theological distance education and in particular how Erskine Seminary fits into the larger picture of online studies. Currently Dr. Mary Lowe is co-editing a book entitled “Best Practices in Online Education: A Guide for Christian Higher Education” which provides best practices from experienced online educators who are engaged in online teaching and program development in Christian higher education. Finally, the *Journal of Women in Educational Leadership* will publish Mary’s article regarding the theory of collaborative leadership as a model for theological education, a

paper she originally presented at the Oxford Round Table.

- The Institute for Reformed Worship at Erskine's Columbia Campus provides courses in the Erskine Doctor of Ministry program, along with conferences, workshops, and other resources for the study and practice of Christian worship. In July 2010 Erskine professor Dr. Hughes Oliphant Old was honored with a Lifetime Achievement Award for Liturgics at the Calvin 500 Commemoration in Geneva, Switzerland. Dr. Terry Johnson, a D.Min. graduate of Erskine and longtime student of Dr. Old, accepted the award for him. In August 2010 the Institute hosted a dinner in Columbia, South Carolina, honoring Dr. Old for his lifetime achievements in the study of Reformed worship, especially for the completion of the seven-volume history on *The Reading and Preaching of the Scriptures in the Worship of the Christian Church* (Eerdmans, 1998-2010). The Institute participated in the organization of the Reformation Worship Association and in presenting the first annual conference at the historic Midway Presbyterian Church in Powder Springs, Georgia. Dr. Old presented five lectures and Dr. Mark E. Ross, director of the Institute, presented a seminar and preached for one of the evening worship services. The second annual Reformation Worship Conference will be held October 20-22, 2011 at the same location, with Drs. Old and Ross again participating. The Institute also provided three D.Min. courses during the 2011 January term and spring semester at Erskine.
- **Dr. Robert Bell**, Dean of Erskine Seminary, was involved with the following churches and events:
 - Attended meetings of First Presbytery and the General Synod.
 - Preached at several ARP churches and assisted in two funerals.
 - Met with ATS and SACS teams for site visits to campus regarding changes to Erskine governance.
 - Assisted in negotiating counseling program cooperative agreement with CIU
 - Serves on the Board of Directors of Covenant Way (formerly Due West Retirement Center).
 - Attended the Atlanta Theological Association meetings.
 Erskine Seminary was accepted as a member of the Evangelical Seminary Dean's Council (ESDC).

- Attended the annual meeting of the Evangelical Seminary Deans' Council.
- **Dr. Jerdone Davis**, Associate Professor of Educational Ministries and Director of the MAEM program, Director of Professional Assessment, and Director of Institutional Assessment, continues to work closely with the Diaconate at Clemson Presbyterian Church to pioneer a Faith Community Nursing Ministry. The new FCNM committee of CPC held a Flu Vaccination Clinic last fall and a Stroke Prevention Clinic in May. In addition, Davis is available to speak to various groups and churches upon request about Faith Community Nursing Ministry. In addition, Dr. Davis:
 - Chairs one of several ATS-SACS Self-Study Sub-Committees.
 - As Director of Institutional Assessment for the Seminary, plans to meet with an ATS trainer this summer to develop a self-instructional plan to learn the ATS values and rationales for ongoing institutional assessment.
 - Chaired the Seminary's Graduate Committee during 2010-11.
 - Remains active in Clemson Presbyterian Church and PCA Calvary Women-in-the-Church ministry, attending the annual retreat in October 2010.
 - Was the speaker for a women's seminar at Westminster Presbyterian Church in Atlanta, GA.
 - Maintains memberships in:
 - North American Professors of Christian Education
 - South Carolina Faith Community Nurses' Network
 - American Nurses Association and SC Nurses Association
 - In order to keep her RN licensure current, Davis:
 - Edits portions of the LPN and RN Refresher Course for Greenville Technical College during the summers.
 - Attends periodic nursing seminars for CEU credit.
 - Functions as an assistant instructor for Greenville Technical College's Nursing Assistant Classes (occasional 3 hour lab and clinical classes).
 - Serves as 2011 secretary on the SC Faith Community Nurses' Network.
- **Dr. R. J. Gore**, Professor of Systematic Theology, completed the two-week "Second Residence Course" at the US Army War College, Carlisle Barracks, PA, graduating on 23 July 2010 with the Master of Strategic Studies degree. Further, Dr. Gore:
 - Was appointed Editor for the Seminary's Self Study for

SACS/ATS.

- Preached or taught at the following churches and events:
 - Preached Maundy Thursday Service at Thomson Presbyterian Church (ARP), 1 April 2010 and Morning Service 2 Jan 2011 in Thomson, GA.
 - Preached Sunday Morning worship service 1 Aug 2010 at Redeemer Presbyterian Church (ARP) in Moore, SC and 16 Jan 2011 (for dedication of new building) Preached Sunday Morning worship service and conducted communion at Covenant Presbyterian Church (PCA) in Easley, SC 12 Sept 2010, 3 Oct 2010, 5 Dec 2010; visited shut-ins 5 Dec 2010.
 - Preached Sunday Morning worship service at Johnston ARP Church, Johnston, SC 31 Oct 2010.
 - Preached at Prayer Breakfast for 60 Soldiers and DA civilians at Full-Time Support Conference in San Antonio, TX on 17 June 2010.
 - Served as Keynote Speaker on Preaching for College of Military Preachers/Chief of Chaplains "Building Army Strong Communities Conference" with two lectures and one practical exercise on Expository Preaching for resident attendees and Army-wide VTC distribution, 15 Sept 2010.
 - Preached at chapel for Palmetto Christian Academy, 7 Jan 2011 Greenwood, SC.
 - Preached at Erskine College Chapel, 29 Mar 2011.
 - Taught SS Classes on "Unity of Covenant," 10 Oct 2010 and on "Ministering to Millennials" 30 Jan 2011 at Greenwood PCA, Greenwood, SC.
- Conducted following training:
 - Three Marriage Retreats with over 65 couples in attendance: Myrtle Beach, SC, 21-23 May 2010; Asheville, NC, 13-15 Aug 2010; and Savannah, GA, 12-13 Feb 2010.
 - Conducted training in Preaching for 60 Career Course Chaplains at the U.S. Army Chaplain Center and School, Ft. Jackson, SC on 26 July 2010 and 7 Feb 2011.
 - Conducted Suicide Awareness and Prevention Training for 100 Family Readiness Volunteers 7-10 Aug 2010 in Dallas, TX.

- Conducted training “Nurturing the Next Generation” for the United States Army Chaplain Corps: Kansas City, KS 4-7 Apr 2011; Anchorage, AK 28-30 Apr 2011; Scottsdale, AZ 3-6 May 2011; Ft. Lewis, WA 9-12 May 2011; Orlando, FL 13-16 June 2011; Baltimore, MD 22-25 Aug 2011.
- Attended following training events:
 - Chief of Chaplains Annual Sustainment Training Conference 6-9 June 2010 in Orlando, FL and the USAR Strong Bonds Leaders Conference, 2-4 Aug 2010 in Atlanta, GA.
 - Marriage Enrichment Conference, New York City, 24-26 Sept 2010.
 - “Full Confidence” Conference on Scripture, Second Presbyterian Church, Greenville, SC, 19-20 Dec 2011.
 - USAR Training Conference on Spiritual Assessment and Spiritual Injuries, 24-28 Jan 2011.
 - Chief of Chaplains Senior Leader Development Training Conference 28 Feb-4 Mar 2011 in Hilton Head Island, SC.
- Served in Following Capacities
 - Chair, Committee on Inter-Church Relations, ARP General Synod.
 - Advisor on Chaplain endorsement to Synod’s Minister and His Work Committee 3,4 Nov 2010 and 14 Apr 2011.
 - General Synod Rep to Presbyterian Council on Chaplains, 12th year of service (chaired Interview Committee, 6th year as chair) 15-17 Nov 2010, 7 Feb 2011, and 28 Feb 2011.
 - Led two-day “Strategic Planning Workshop” 4-5 Feb 2011 at Greenwood PCA, Greenwood, SC.
- Published the following:
 - “Your Word is True.” *ARP Magazine* (March, 2010): 4-5.
 - “Adiaphora and Worship.” *Tabletalk* (July, 2010): 14-17.
 - “Deeply Rooted.” *The Army Chaplaincy* (Summer-Fall 2010): 37.
 - “GWOT and the 108th UMT” in *The 108th Training Command: A History of Embracing Innovation and*

Shaping the Future, ed. Voris Mc Burnett
(Washington, D.C.: U.S. Government Printing
Office, 2010), 238-242.

- "Failure to Communicate." *Journal of Modern Ministry* 8.1 (Winter, 2011): 147-160.
- "Great Commission Christians." *Journal of Modern Ministry* 8.1 (Winter, 2011): 161-169.
- **Dr. James Hering**, Associate Professor of New Testament and Director of the Masters of Divinity and Master of Arts in Practical Ministry Programs teaches courses in Due West, and, for the first time, in Columbia. He began his appointment as faculty chair in September 2010. In addition, Dr. Hering:
 - Has preached more extensively in ARP churches this year, including First, Catawba, Second and Florida Presbyteries, as well as leading a missions conference at Chapel by the Sea in Melbourne Beach, FL.
 - Team-taught a confirmation class at Due West ARP Church.
 - Is developing a new course in the Gospels, which will be taught for the first time at our sister seminary in Haiti from June 21-25, 2011.
 - Serves on the Board of Counselors for Haddington House.
- **Dr. Dale Johnson**, Professor of Church History:
 - Preached at Covenant Presbyterian Church in Easley, SC on October 17 and 24, 2010 and also January 16, February 6, and February 27, 2011.
 - Taught and preached at Spiritual Life Conference at First Presbyterian Church in Lake Wales, FL from November 5-7.
 - Preached at Young Memorial ARP Church in Anderson SC, November 21 and for the month of December.
 - Taught the January term course *Creeds and Confessions*.
 - Led Seminary faculty devotion on February 7.
 - Preached at Trinity Baptist Church in Columbia, SC on February 14.
 - Preached at Warrenton Presbyterian Church in Abbeville, SC on March 13.
 - Taught at Greenville ARP Church on March 23.
 - Published a book review for the Sixteenth Century Journal, Tuomo Mannermaa, *Two Kinds of Love: M. Luther's Religious World*. Minneapolis: Fortress Press,

2010.

- Spoke at Men's Prayer Breakfast at Greenwood ARP Church in Greenwood, SC on April 1.
 - Spoke at Erskine Seminary Chapel on April 7.
 - Spoke at Liberty Springs Presbyterian Church on April 17.
 - Assisted students with their Comprehensive Exams as Director of the Master of Arts in Theological Studies Program.
 - Supervised the D.Min. project dissertation for three students.
 - Moderated and led the Comprehensive Exam with Dr. Bill Evans for Th.M. student Ben DeSpain on February 4.
 - Is organizing and recruiting for the Reformation Study Tour in Wittenburg, Germany, July 6-27, as the teacher and director.
 - Taught CH 502 *Reformation and Modern Church History*; and HT 804, Th.M. Seminar, *Luther and the German Reformation*.
- **Mr. John Kennerly**, Library Director and Associate Professor, celebrated 15 years of service on the Erskine library staff in September 2010. He
 - Assumed the role of Director of the Seminary Self Study in February 2011, replacing Dr. Steve Lowe at the time of his transition to Interim Vice President of the Seminary.
 - **Dr. Max Rogland**, Associate Professor of Old Testament (Columbia Campus)
 - Published the following:
 - "Eggs and Vipers in Isaiah 59 and the Qumran *Hodayot*", *Revue de Qumran* (2011)
 - "Interpreting *ed* in Genesis 2.5-6: Neglected Rabbinic and Intertextual Evidence", *Journal for the Study of the Old Testament* 34.4 (2010) 379-393.
 - Book review of N. Nam Hoon Tan, *The 'Foreignness' of the Foreign Woman in Proverbs 1-9. A Study of the Origin and Development of a Biblical Motif* (BZAW 381; Berlin/New York, 2008), *Bulletin for Biblical Research* 20.4 (2010) 581-83.
 - Book review of P. Sprinkle, *Law and Life. The Interpretation of Leviticus 18:5 in Early Judaism*

and in Paul (WUNT 241; Tübingen, 2008),
Presbyterion: Covenant Seminary Review 36.2
 (2010) 115-16.

- Book review of P. Bekken, *The Word is Near You. A Study of Deuteronomy 30:12-14 in Paul's Letter to the Romans in a Jewish Context* (BZNW 144; Berlin, 2007), *Presbyterion: Covenant Seminary Review* 36.1 (2010) 56-57.-
- Presented his paper "Elijah and the 'Voice' at Horeb (1 Kgs 19.11-13): Narrative Sequence in the Massoretic Text and Josephus" at the Society of Biblical Literature National Meeting, Josephus unit, November 20-23, 2010, Atlanta, GA.
- Won 3rd Place in the 2011 Eisenbrauns Ancient Near Eastern Valentine Contest for his composition "Ishah Yafah." A video clip of his Hebrew class performing the song can be viewed at: <http://vimeo.com/20116074>.
- Was appointed by Vice President Lowe to coordinate the academic schedule for all seminary course offerings in March 2011.
- Became the Program Director for all degree programs at the Columbia Campus.
- Service to the Church:
 - Taught Sunday School series at Covenant PCA (Columbia, SC) and Rose Hill PCA (Columbia, SC).
 - Preached at Covenant PCA (Columbia, SC), Oakbrook Community Church (Summerville, SC), Rosehill PCA. (Columbia, SC).
 - Regularly attended meetings of the Palmetto Presbytery of the PCA.
 - Serves on the Campus Ministry Committee of the Palmetto Presbytery.
- **Dr. Mark Ross**, Dean of the Columbia campus and Professor of Systematic Theology:
 - Served as the evening speaker for the senior high Horizon Youth Conference held at Bonclarken, June 14-18, 2010.
 - Presented a paper on "The Sovereignty of God in the Westminster Confession" at a conference held at the Reformed Presbyterian Theological Seminary in Pitts-

burgh, Pennsylvania, June 25-26.

- Served as visiting professor in the D.Min. program at Reformed Theological Seminary in Charlotte, July 19-23.
 - Served on the steering committee for the Reformation Worship Association and spoke for the Reformation Worship Conference at Midway Presbyterian Church in Powder Springs, Georgia, October 21-23.
 - Preached for Reformation Day morning worship at Christ Covenant Church in Charlotte, NC, October 31.
 - Preached for Matthews Orthodox Presbyterian Church in Matthews, NC, January 2, 9, and 16, 2011.
 - Spoke at officer training seminars sponsored by Christian Education Ministries in Memphis, TN (Jan. 22); Gastonia, NC (Feb. 19); and Silver Spring, MD (April 2).
 - Spoke for an officer training seminar and preached at Peachtree Corners Presbyterian Church in Norcross, GA, March 19-20.
 - Preached at First ARP Lancaster on April 3.
 - Continues to serve on Synod's Strategic Planning Committee.
- **Dr. George Schwab**, Professor of Old Testament:
 - Contributed the following literary works:
 - Manuscript for his upcoming commentary on the book of Ruth in Zondervan's new Expositor series. This will hopefully be on the shelves soon. It is waiting on other contributors to the volume.
 - Approximately 25,000 words on two dozen essays for Baker Books' upcoming Bible Dictionary.
 - Manuscript for a chapter of an upcoming book exploring John Calvin's exegesis of Daniel, part of a book treating Calvin's exegesis of the prophetic books. The chapter is used by the editor as a model for other authors to follow as they complete their contributions to the book. Apparently, this book is coming along slowly.
 - Commentary on the Book of Judges with P&R, in their "Gospel in the OT" series. In the final stages of revision. Should be out in November 2011.
 - Is developing the following courses:
 - A new course on the Book of Isaiah. This

- will be taught summer of 2011.
- EDEN OT Intro part I revision.
 - EDEN OT Intro part II revision.
 - EDEN Principles of Exegesis new course, using new distance learning techniques.
 - Maintains the following professional associations:
 - Member of the Evangelical Theological Society, and will attend the annual meeting in San Francisco.
 - Fellow of the Institute of Biblical Research, and will attend the annual meeting.
 - Member of the Society of Biblical Literature, and will attend the annual meeting.
 - Additionally, Schwab is involved with the following activities:
 - Teaching adult Sunday School at a Presbyterian church, recently finished an 18 month, weekly study of Judges.
 - Teaching at a Presbyterian Wednesday night Bible Study, presently doing Minor Prophets. This involves one evening a week.
 - Preaching at various churches, such as Greenwood ARP Church.
 - Coaching a FIRST LEGO Robotics team for the middle school at Palmetto Christian Academy of Greenwood. The team ended up 23rd in the state last year. This involves one or two afternoons a week for the entire school year.
 - Is Chaplain of Boy Scout Troop 66 in Greenwood, and is a trained and participating scout leader in most troop activities. This involves about a weekend a month and an evening a week.
 - As an ordained ARP minister, attends all stated meetings of Presbytery and Synod.

Respectfully submitted,

Stephen D. Lowe, Ph.D.
Interim Vice President
Erskine Theological Seminary

ERSKINE COLLEGE & SEMINARY

	APPROVED		APPROVED		APPROVED
	2009-2010		2010-2011		2011-2012
	BUDGET		BUDGET		BUDGET
REVENUE AND OTHER ADDITIONS					
Tuition, fees, room, and board	\$ 20,534,095		\$ 20,578,840		\$ 22,009,870
Less: Scholarships and Financial Aid	\$ 8,590,653		\$ 9,113,791		\$ 9,995,871
Net Tuition, fees, room, and board	\$ 11,943,442		\$ 11,465,049		\$ 12,013,999
Endowment income (includes Chester dividend)	\$ 3,127,067		\$ 3,340,511		\$ 3,445,511
Annual Fund	\$ 1,500,000		\$ 1,550,000		\$ -
Sales-Bookstore	\$ 430,000		\$ 425,000		\$ 333,000
Other income	\$ 355,868		\$ 341,122		\$ 337,000
Other fundraising sources (as needed)	\$ 590,000		\$ 303,336		\$ -
	\$ 17,946,377		\$ 17,425,018		\$ 16,129,510
EXPENSES AND OTHER DEDUCTIONS					
Salaries and benefits	\$ 10,387,161		\$ 9,954,522		\$ 9,827,553
Operating expenses - (instructional & institutional)	\$ 6,519,216		\$ 6,158,398		\$ 6,542,890
Bookstore	\$ 300,000		\$ 323,000		\$ 249,750
Debt service	\$ 740,000		\$ 989,098		\$ 1,009,318
General Contingency	\$ -		\$ -		\$ -
	\$ 17,946,377		\$ 17,425,018		\$ 17,629,510
CHANGE IN NET ASSETS	\$ -		\$ -		\$ (1,500,000)

The following revised budget (submitted July 2011) for information purposes only.

ERSKINE COLLEGE & SEMINARY

	APPROVED		APPROVED		APPROVED
	2009-2010		2010-2011		2011-2012
	BUDGET		BUDGET		BUDGET
REVENUE AND OTHER ADDITIONS					
Tuition, fees, room, and board	\$ 20,534,095		\$ 20,578,840		\$ 22,009,870
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Bookstore	\$ 300,000		\$ 323,000		\$ 249,750
Debt service	\$ 740,000		\$ 989,098		\$ 1,009,318
General Contingency	\$ -		\$ -		\$ -
	\$ 17,946,377		\$ 17,425,018		\$ 17,629,510
CHANGE IN NET ASSETS	\$ -		\$ -		\$ -

Attachment #1MEMORANDUM

TO: Erskine College Board of Trustees
FROM: Scott Mitchell, Chairman
DATE: September 29, 2010
RE: Auditors' Report

Pursuant to the motion which passed the 2010 meeting of the General Synod, Dr. Ruble engaged the services of the accounting firm of Elliott Davis, L.L.C., to review the Legal Fund which the institution had during the first and second quarters of 2010. We have received the independent accountants' report, and it contains the following:

"1. We obtained from management a detail of restricted account number 2800-0102-00-500, Legal Fund. We checked the mathematical accuracy of the schedule noting that the account began and ended the year with a \$0 balance but had collected and disbursed \$21,518 during the year.

"We found no exceptions as a result of our procedures.

"2. From the account detail, we judgmentally selected ten cash receipts and examined supporting documentation to determine that these gifts were restricted by the donor for the Legal Fund.

"We found no exceptions as a result of our procedures.

"3. From the account detail, we selected cash disbursements and examined supporting documentation to determine that the payments were in partial payment for legal fees related to either *Erskine College v. General Synod of the Associate Reformed Presbyterian Church* or *Taylor, Young, Chestnut [sic] and the Erskine College Alumni Association v. General Synod of the Associate Reformed Presbyterian Church*.

"We found no exceptions as a result of our procedures."

Attachment #2**MEDCOM Report Cover Letter**

The Seminary Committee of the Erskine College Board of Trustees appointed an ad-hoc committee to address the inquiry raised by the 206th General Synod of the Associate Reformed Presbyterian Church regarding the admission of non-Christian clergy into the Erskine D. Min. program. The Committee was chaired by Fred Carr, and included Tim Watson, David Conner, Joey Donahue, and R. J. Gore.

The report reaffirms the commitment of the Board of Trustees to the Mission Statement and the admissions requirements to E.T.S. It addresses the connection between non-Christian students in relation to the MEDCOM contract to provide D. Min. theological education to military chaplains. And it sets forth several action items to rectify the issues raised by the General Synod, which will also bring us into conformity with our own Mission Statement and A.T.S. accreditation standards.

MEDCOM REPORT

Response to General Synod of the
Associate Reformed Presbyterian Church

The 206th General Synod of the Associate Reformed Presbyterian Church (ARPC) asked the Erskine Board of Trustees to explain the admission of non-Christian clergy into the Erskine D. Min. program particularly in light of the stated mission of the Seminary and the Seminary's own policy for admissions.¹ We respond as follows:

POINT ONE

We, the Board of Trustees of Erskine College and Theological Seminary, reaffirm the mission of Erskine Seminary, which is "to educate persons for service in the Christian Church."² With this statement we present Erskine Theological Seminary (E.T.S.) to the global community. Our mission statement is prominently displayed on the Seminary's web page.³ On that same web page we present our commitments – the first of which affirms that E.T.S. is part of the Protestant evangelical tradition that affirms the definition of an evangelical Christian adopted by the ARPC.

¹*Minutes*, General Synod of the Associate Reformed Presbyterian Church, 206th Stated Meeting, p. 387

²Adopted, Board of Trustees, May 22, 2008.

³<http://www.erskineseminary.org/WhoWeAre.html>.

The goals of the D. Min. program of E.T.S. grow out of our mission statement.⁴ We would particularly call Goals 8. and 9. to the attention of the Synod, which state that graduates will be prepared “to serve the Church” and “to view their ministries in light of the Church’s mission to worship, follow, bear witness to, and serve Jesus Christ.” Consistent with our mission statement, the application instructions for potential students applying for admission to the D. Min. program require that applicants present a 600 word statement “explaining how the program will contribute to [their] competence in ministry and service to the church.”⁵

The Seminary Catalogue (2010-2011) also explains that our educational services are not exclusively for the ARPC but for the entire Church of Jesus Christ.⁶

The Trustees reaffirm that Erskine Seminary is an equal opportunity institution, open to any qualified individual.⁷

We clearly express our view of what makes a person a qualified individual in the E.T.S. admissions requirements:

A baccalaureate degree from an accredited college or university.

An M.Div. degree or equivalent (see below) indicating sufficient preparatory work for advanced work in the area of study. The student’s GPA in this degree must ordinarily be at least 3.0 on a four-point scale.

⁴Catalogue 2010-2011, p. 133.

⁵Erskine Theological Seminary, Doctor of Ministry, Complete Application. The clear expectation is that potential students have a relationship with a Christian denomination or congregation, presbytery, conference or association. It is expected that letters of recommendation include comments in answer to the request, “Please comment on the applicant’s spiritual growth and evidence of a life committed to Christ and the Church.” See also, Catalogue 2010-2011, p. 53.

⁶Catalogue 2010-2011, p. 39. “At Erskine we seek to serve not only our denomination, the Associate Reformed Presbyterian Church, but also the entire Church of Jesus Christ. We value the contributions that believers from varied Christian traditions make to the Church universal and the Kingdom of God. We also seek to develop an environment where students grow spiritually during their courses of study. We are committed to preparing people for service in the Christian Church.” In particular reference to the D. Min. program, the catalogue explains, “This degree gives qualified persons the opportunity to increase their effectiveness as servant-leaders in ministry. It focuses on professional leadership and is intended for persons engaged in advanced pastoral leadership or other specialized ministries in the Church.”

⁷Catalogue 2010-2011, n.p.

Three years of ministry experience after the completion of the M.Div. degree, or a waiver of this requirement.⁸

Three references indicating the student's ability to pursue post-graduate work.

Submission of a TOEFL score for applicants whose native language is not English.⁹

Demonstration of basic research, writing, and critical thinking skills by submission of a graduate-level research paper. An interview may be deemed necessary to establish a student's level of interest, aptitude, and personal qualities necessary to engage in advanced study.

We raise concern regarding the "three years of ministry experience" that are required for admission to the D. Min. program. We believe that in the context of Erskine's commitment "to educate persons for service in the Christian Church", Christian ministry experience is clearly implied and understood.

We raise greater concern over the enforcement of the D. Min. program admissions requirement of "M. Div. degree or equivalent." The Board of Trustees interprets the "equivalent" requirement as including (1) possession of a master's degree in a related field from an accredited seminary or graduate school, with a minimum cumulative GPA of 3.0; (2) completion of graduate-level courses in each of the three major areas of Erskine's M. Div. curriculum (Bible, Theology, and Ministry), with 18-24 semester hours in each area; and (3) completion of at least 72 hours of graduate-level work prior to the start of the D. Min., with a minimum cumulative GPA of 3.0. These requirements are clearly stated in the E.T.S. catalogue.

As is clear from all of the above, the E.T.S. D. Min. degree is by definition for people in the Christian Church aspiring to further Christian ministry.

⁸See the more specific admissions information in Part III of the Catalogue which states, "Please note that in order to apply for admission to the D. Min. program, you must ordinarily have at least three years of full-time ministerial experience after the completion of your Master of Divinity program, prior to beginning doctoral studies. If you have less than three years of post-M. Div. ministry experience, you must provide additional information about your ministry experience and qualifications to pursue advanced ministerial studies. After the D. Min. director has considered these qualifications and granted approval, you may proceed to the application process, described below." Catalogue 2010-2011 p. 52.

⁹See the Th.M. manual for additional requirements for students whose native language is not English.

POINT TWO.

A non-Christian clergy person has been admitted to the D. Min. program at E.T.S.¹⁰ The individual in question is a graduate of a university in the state of Virginia and holds a Master of Arts in Social Studies/Islamic Studies.

The individual in question is attending E.T.S. under the provisions of a contract that E.T.S. entered with the U.S. Army Medical Command (MEDCOM). Among the terms of the contract between E.T.S. and MEDCOM, it is required that E.T.S., “be a fully accredited seminary or school of theology recognized by the Department of Education and the Association of Theological Schools”.¹¹

One of the provisions of the MEDCOM contract is that E.T.S. “accept Army chaplains (with accredited Masters of Divinity degree or equivalent) regardless of religious or faith preference.”

We understand this requirement to include “a Master of Divinity degree or equivalent” as Erskine Board of Trustees has defined such a degree.

¹⁰It is the understanding of the Board of Trustees that E.T.S. has had ten non-Christian students in the D. Min. program. All were/are chaplains in the US Armed Forces. Seven of these chaplains were MEDCOM chaplains and three were other military chaplains who took courses along with the MEDCOM chaplains. The breakdown by faith group is as follows:

1. Two Orthodox Jews (both MEDCOM) (one graduated in 2010).
2. Seven Mormons (four MEDCOM; three Non-MEDCOM). (One (non-MEDCOM) graduated in 2009; one (MEDCOM) will graduate in 2011. The three (MEDCOM) Mormons remaining have made little or no progress in their courses (completion deadline is June 30, 2011). The remaining two (non-MEDCOM) Mormon chaplains have been suspended due to lack of academic progress and inactivity in the program.
3. One Muslim (MEDCOM) currently is in the program but has completed only two of five courses.

Total=10	MEDCOM	NON-MEDCOM
Orthodox Jew	2	0
Mormons	4	3
Muslims	1	0

In addition, we understand that there has been only one non-Christian student in a program other than the D. Min. and that was a Unitarian student who was admitted in 1997 and graduated in 2002. We understand that in previous decades E.T.S. occasionally had a Jewish student, typically a non-ordained person in the vicinity, who wanted to learn more about Hebrew or take a Bible course for personal enrichment. Apparently none of the latter students were in a degree-seeking program.

¹¹It is important to note that the “three years of experience” is also an ATS requirement. Currently ATS only accredits Protestant, Roman Catholic and Orthodox seminaries, so a requirement of Christian ministry is also therein reinforced.

The issue regarding non-qualified clergy in the E.T.S. D. Min. program has come to particular light at the same time as the Association of Theological Schools (ATS) reaccreditation process. In order for E.T.S. to maintain its accreditation with the ATS, the school is required to comply with all ATS standards. As ATS answers a frequently asked question, "The ATS Commission on Accrediting defines educational equivalency as the 'range and breadth of courses that would normally comprise a given degree.' Equivalency cannot be satisfied solely by numbers of credits. It must include similar course work, program goals (academic or professional), and level (undergraduate or graduate)."¹²

Thus the definition that E.T.S. has established to determine what is an "equivalent" of the M. Div. is consistent with the standards of the ATS, and is the same definition that should be applied to the MEDCOM contract requirements.

In the case of the individual in question, it appears to the Board of Trustees that admission of this student should never have occurred. He is not academically qualified because he does not have the equivalent of an M. Div. as Erskine defines equivalency. This appears to have resulted because of an administrative failure, with the result that we are not in compliance with our own admission standards.

POINT THREE.

We, the Board of Trustees of Erskine College and Theological Seminary, commend to the Administration the following actions to remedy our previous failure.

ACTION 1. Inform ATS of what we understand to be our mistake.

ACTION 2. Begin immediately to vet students according to the standards that the Board of Trustees has established for admission of students into the academic programs of E.T.S.

ACTION 3. Inform MEDCOM of the requirements placed on E.T.S. in order to maintain our accreditation.¹³

ACTION 4. Continue to evaluate the particular concerns regarding the opportunities to serve the military chaplains and our country through the MEDCOM program, and report further recommendations to the Seminary Administration and the Board of Trustees.

¹²<http://www.ats.edu/Accrediting/Documents/FAQs/FAQ-MemberInstitutions.pdf>

¹³We believe that any ATS accredited seminary is likely to have the same problem that E.T.S. faces. To maintain accreditation, a seminary must admit those who have a M. Div. equivalent which includes similar course work, program goals, and level to their own M. Div. program.

POINT FOUR.

We, the Board of Trustees of Erskine College and Theological Seminary, recognize that there are some potential students who apply for admission to the D. Min. program who have academic deficiencies (e.g., a two-year Master of Arts in Religion degree rather than a three-year Master of Divinity degree). Provided all other parts of their application are in order, the Board expects the Administration to exercise due diligence to determine whether these students can be admitted “provisionally” with deficiencies that can be cleared up while enrolled in the D. Min., or whether the student’s admission needs to be delayed pending completion of additional work. The E.T.S. catalogue outlines the procedure for such matters.¹⁴ It is the intention of the Board that E.T.S. retain this flexibility.

¹⁴See Catalogue 2010-2011, p. 135

Attachment #3**2010-2011 Approved Annual Tuition and Fees**

	BOARDING	COMMUTING
Tuition	\$ 24,750	\$ 24,750
Board	4,250	
Room *	4,525	
Fees*	1,725	1,725
Enrollment Fee/ Returning Student Fee**	300	300
Total (boarding student)	\$ 35,550	
Total (commuting student)		\$ 26,775

* Single room charges are an additional \$800 per semester.

** Required fees include activity, artist series/convocation, athletic, computer, medical, and student center fees. A \$300 enrollment fee for new students or a \$300 returning student fee is also required. (For more information regarding the required fees**, see a copy of the current Erskine College *Catalog*.)

Erskine Theological Seminary Admission Fees and Expenses

2010-2011

Application for Admission	\$35.00
Application for Readmission	\$75.00
Matriculation Fees (Nonrefundable)	
Master's Degree Fee (Fall, Spring)	\$100.00
DMin/ThM Degree Fee (Fall, Spring)	\$75.00
Degree Fees "Tuition"	
Tuition for Master's Level Courses (per semester hour)	\$390.00
Tuition for e4 Learning Program (per semester hour)	\$390.00
Continuing Education course (per course)	\$200.00
Continuing Education Course e4 Learning (per course)	\$275.00
Technology Fee (Summer, Fall, J Term, Spring) 3 hrs or more	\$75.00
Professional Assessment Entrance Test	\$100.00
Doctor of Ministry and Th.M. Fees	
Tuition for D.Min. and Th.M. courses (per semester hour)	\$405.00
Technology Fee (3 hours or more)	
(Summer, Fall, J term, Spring)	\$75.00
DMin Prospectus Seminar Fee	\$200.00
Th.M. Research Methodologies Seminar Fee	\$200.00
D.Min. Candidacy	\$500.00
DMin. ThM Program Extension Fee	\$1,500.00
Program or Thesis/Dissertation Continuation Fee (per term)	\$400.00
Readmission Fee	\$200.00
Dissertation Microfilming, Copyright, Binding	\$200.00
Dissertation/Thesis Binding (per additional copy)	\$25.00
Academic Service Fees	
Late Registration	\$100.00
Change in Course Schedule (per change)	\$30.00
Request for Incomplete Grade	\$100.00
Change of Program	\$100.00
Transcript (per copy)	\$15.00
Application for Graduation	\$135.00
Late Application for Graduation	\$250.00
Graduation Reapplication Fee	\$100.00
Diploma Mailed to Graduate	\$35.00
Certificate Upgrade to Master's Level	\$150.00
CEU Documentation Fee (per course)	\$15.00
Campus Housing Fees	
Dormitory Room (semi-private)	\$4,525.00
Board (15 meal plan*/21 meal plan)	
* = receives credits with Snappers	\$4,250.00/\$4,250.00

Comprehensive Medical Plan (optional)	\$200.00
Room Key Replacement	\$15.00
Other Fees	
Bible Challenge Exam	\$100.00
Chapel Fee (per unattended chapel)	\$20.00
PA Profile Replacement Copy	\$75.00
Student ID Card Replacement	\$35.00
Parking Permit (Must be placed on all cars for all sites)	
Fall/Spring (per term)	\$15.00
J-Term/Summer (per term)	\$7.50

The **Moderator's Committee on Erskine College** recommended that Synod:

1. Approve Recommendation 1 (*That a season of prayer and fasting for Erskine College and Seminary be held in the churches of the presbyteries in the ARP Synod*)
2. Approve Recommendation 2 (*That special days be designated when the work of Erskine College and Seminary can be presented to the congregations of the Associate Reformed Presbyterian Church and when special offerings to support the ministries of this institution can be received*)
3. [The Moderator's Committee on Erskine did not act on recommendation Number 3 since Synod had approved the allocation in a previous session.]

In addition, your Moderator's Committee recommends:

4. To commend the Board of Erskine College and Seminary, its administration, President and Faculty on its competent and wonderful work under extreme pressure during this last year.
5. That the General Synod recommend to the Erskine Board to make amendments to the Bylaws that reflect the Board Member Removal Policy as adopted by the 2011 General Synod.

The recommendations of the **Moderator's Committee on Erskine** were adopted.

Updates from the Erskine Board of Trustees were brought by Mr. Joe Patrick, Rev, Ray Cameron, Mr. Bill Cain, and Dr. David Norman. A motion carried that the comments of these presenters be included in the *Minutes of Synod*.

I. Introduction (Joe Patrick)

Fathers and Brothers, my name is Joe Patrick, and I am the incoming Chairman of the Board of Trustees of Erskine College and Seminary. I am currently a member of First ARP Rock Hill where I was ordained as a ruling elder about six years ago. I was born a child of the covenant into the ARP family and was blessed to graduate from Erskine College before embarking on a career in business. In God's providence, a major change in my career has our family relocating to Greenville, SC in the coming weeks, and we look forward to settling down there, which should help me in my service to Erskine given the closer proximity to Due West.

I want to thank the Moderator's Committee on Erskine for such a positive and constructive meeting yesterday. We were able to provide a brief background on our written reports and then address some good questions to clarify issues that had been misunderstood or simply needed more elaboration. It represented a very positive change from recent years, and the formal commendation to Erskine for its good work over the last year under great stress was motivating for me and many others from Erskine in the room yesterday.

The trustees of Erskine College and Seminary are elected by the General Synod and have been entrusted to carry out the mission of the Associate Reformed Presbyterian Church in the field of higher education. This mission has been most fully articulated in recent years in the 1977/78 Statement of the Philosophy of Christian Higher Education. A year ago the General Synod identified a number of critical issues for the Board concerning its mission. I can assure you that for the past 365 days the Board has worked diligently and in earnest to address those issues as well as continuing those responsibilities that will enable Erskine to fulfill her stated missions.

The mission of Erskine College is to equip students to flourish by providing an excellent liberal arts education in a Christ-centered environment where learning and biblical truth are integrated to develop the whole person. Erskine Theological Seminary is an educational institution of the Associate Reformed Presbyterian Church, and the Seminary has been called by God and commissioned by its host to serve not only that denomination, but also the entire Church of Jesus Christ. The mission of Erskine Theological Seminary is to educate persons for service in the Christian Church.

These statements for both the college and seminary concisely express for us, the ARP Church and the Erskine Board of Trustees, our mission. However, stating a mission and executing one are two very different things, and herein lies the challenge.

Today's report is to update you on our progress with regards to this mission, the challenges, and specific areas of concern. We also want to give you a glimpse into the extraordinary investment you have made. Our synod has had great agony and division over matters at Erskine in recent years, but the

Lord enabled us to take a step forward in healing this division by uniting us in a common vision and by sending us Dr. David Norman as our new president. He has been a gracious gift to Erskine, arriving just one year ago through a unanimous recommendation of the search committee that nominated him and by a unanimous first ballot vote by the Board of Trustees who elected him. The General Synod also indicated its support and welcome to Dr. David Norman.

Our mission is a difficult one. Unlike the secular college or university with essentially a singular focus on academics or the Bible college whose singular perspective is Bible training for Christian service, Erskine has made the high commitment to twin pillars – academic excellence and Biblical truth. We don't see these two as competing ideas, and yet, so much in our culture says academics and Biblical truth cannot coexist in a meaningful way. While across the years Erskine has sometimes strayed from these twin goals, it has been the collective courage of the ARP Church and the Board of Trustees not to be deterred in our pursuit of virtuous scholarship in our college and seminary. Though we have chosen the most arduous path, we believe it is the one that produces the sweetest fruit and is most honoring to God.

This morning, I have asked two other trustees to share in this report and address specific matters of concern for Erskine and its mission. As we continue to pray, invest, and labor together on this journey, is it important for you to be aware of the challenges as well as the harvest.

We will begin our report by addressing some specific areas of concern that were raised by last year's General Synod and committed to the Erskine Board of Trustees for consideration. Ray Cameron, Chairman of the Seminary Committee, will present this part of our report.

II. Specific Areas of Concern for Synod (Ray Cameron)

A. Motions from Last Year's Synod

- *Coming out of last year's General Synod there were seven motions and one memorial related to Erskine College and Theological Seminary.*
- *In your Synod packet the Erskine Board Report details in its first section how the Board has addressed these motions and the memorial. However, there are three areas that merit additional comment this morning, for the Board has had another meeting since that report was Submitted, and further actions have been taken.*

1. Bylaws

- *The 2010 report of the Moderator's Commission on Erskine indicated a concern over the size and make-up of the board (2010 Minutes, p. 317). Both the March and June synods of last year recommended revising the bylaws so as to reduce the size of the board and address various other concerns.*

- *For the past nine months a Bylaws Committee has been hard at work updating Erskine's bylaws with particular attention given over to the areas of board size, conflicts of interest, indemnification, and board governance.*
- *The course of the committee's work involved working closely with the Synod's Committee on Nominations, since trustee qualifications has been such a point of consternation in recent years. Additionally, it is in the best interest of Erskine and the ARP Church to have trustees who are not only competent, independent, and engaged but who are also knowledgeable of the institution and its needs, and who enthusiastically support the mission. The Bylaws Committee and the Board would like to express our appreciation to Synod's Committee on Nominations for their insight and much needed assistance as we have gone through this process.*
- *A preliminary draft of the bylaws was presented to the Board at its February meeting. After which it was posted online allowing for a significant period of comment and response from the Board, the General Synod, and the public. With this broad input – and every comment and recommendation submitted was given consideration—the committee revised the bylaws further and presented a final draft to the Board in May.*
- *On May 20, 2011, the Board of Trustees approved the revised bylaws. The new bylaws reduce the size of the elected members to 25 (five members elected each year for five year terms) plus two ex-officio members. Previously, advisory members were given seat and voice during board meetings. The new bylaws recognize their participation on committees, but advisory members are not in attendance for the actual board meeting. These changes reduce the size of the full board from 57 to 27 members. A copy of the new bylaws should have been included in the packet you received during registration.*
- *With the approval of the bylaws, Erskine is now well-positioned to deal with the sanctions imposed in 2010 upon us by our two accrediting bodies, SACS and ATS, regarding matters of governance. We are hopeful that what has been done and reported will be sufficient to restore our good standing. SACS Commission on Colleges meets in a few weeks, and we anticipate hearing from them by July.*

2. MEDCOM (U.S. Army Medical Command) program at Erskine Seminary

- The June 2010 General Synod approved a memorial and adopted a recommendation asking the Erskine Board of Trustees “to explain the admission of non-Christian clergy, particularly at it pertains to the stated mission of the seminary and the seminary’s own policy for admission to the D.Min. program” (2010 Minutes of Synod, p. 387).
- A committee of trustees was appointed to inquire into this matter. (Fed Carr, chairman; David Conner, Joey Donahue, Tim Watson, R.J. Gore) Their detailed report was completed and presented to the Board at the May meeting. It was approved without dissent. This report was included in the packet you received during registration earlier this week. As you consider it, I would like to highlight a few things:
- As the report indicates, there are a number of problems connected to this issue;
- Further communications with ATS and the US Army MEDCOM must be completed before we can fully resolve these matters;
 - Failure has occurred at multiple levels: The Board failed to resolve the inconsistency with our mission statement and administratively failure occurred in how the agreement was executed – not adhering to or appreciating our own standards for admissions, as well as the liberties that were taken which allowed for the admission of chaplains who were outside MEDCOM; for this we ask your forgiveness;
 - Immediately, however, Erskine has begun to adhere to the admissions standards as set forth by the Board of Trustees, published in our catalog, and consistent with our mission and accreditation standards;

It is also important to keep in mind that the US Army has always supported and upheld Erskine Seminary’s Christian commitments, and throughout the entire time of this agreement Erskine has never compromised her teaching.

One final thought about MEDCOM: while this agreement has been a source of much frustration for the Board as well as the General Synod, and past mistakes must be corrected, it would be a tragedy if our collective aggravations overshadowed the amazing opportunity that this

agreement affords the ARP Church through Erskine Theological Seminary. Unfortunately, we live in a time where the United States finds itself engaged militarily in multiple arenas of war around the world, and in fact some of you have been deployed or had to send loved ones off to war. The opportunity to train chaplains without diluting our teaching and with the full support of the US Army standing behind our Christian commitments is humbling. It is a privilege to be among a select group of institutions to be chosen for this purpose, which is why we believe it is worth the struggle we have all endured. Serving military chaplains gives us whole new ways to think about reaching the ends of the earth for the sake of the Gospel.

3. *The Authority and Inerrancy of the Bible*

- *The Form of Government of the ARP Church requires that “any newly-elected member of any board or any newly appointed administrative or teaching employee shall have given satisfactory evidence of his or her belief in and adherence to the basic doctrines of evangelical Christianity as adopted by the General Synod and as set forth in the Manual of Authorities and Duties” (XIV.A.4.). The Manual of Authorities and Duties (p. 9) provides a list of doctrines essential to evangelical Christianity. The statement on Scripture in that list was revised and strengthened at the 2008 General Synod. For the sake of clarity and to eliminate any confusion, at its May 2011 meeting the Board reaffirmed its commitment to Biblical inerrancy as stated in the Manual. The President has likewise given his commitment to this standard. The new chairman of the Board is to appoint an ad hoc committee of the Board to consider this matter more fully.*

- *This standard on the Bible’s authority and inerrancy will be upheld at Erskine with all newly elected board members and new hires in teaching and administration. Because of commitments and obligations we have, we face significant challenges in dealing with tenured professors who do not affirm our current statement of Scripture’s authority. Your board shares the concern of this Synod and is working to address these areas of conflict as best we can. We solicit your prayers on our behalf as we work toward our stated goals.*

It is the hope that my comments have been helpful and informative in speaking directly to some of the specific areas of concern that General Synod has

had. Bill Cain, incoming Vice Chairman of the Board, is here to discuss further some of our challenges.

III. CHALLENGES (Bill Cain)

As previously mentioned the Erskine mission is not without its challenges and recent years have been especially difficult. The 2010 report of the Moderator's Commission on Erskine College and Seminary stated that the "first hallmark of a well-structured board is that its size and make up are appropriate to safeguard the assets and accomplish the mission with which it has been entrusted" (2010 Minutes, p. 317). These twin duties are the two biggest challenges facing Erskine today. These obstacles we share in part with most other institutions of higher learning, and we have added challenges that come with our Christian mission and the missteps we have made in pursuing it. In addressing these, let me begin with some general comments about our finances.

1. Finances

- Erskine has not been immune to the economic fallout;
- The economy has had a negative impact on our endowment (although a stronger market in the past twelve months has provided a nice rebound);
- Contributions are down as donors are dealing with their own economic backlashes as well as varied segments of our constituencies have been disillusioned with Erskine for one reason or another. We have been a divided house in recent years, and this has caused people on all sides of the issues to withhold donations.
- The declines in revenue are not just numbers in some financial spreadsheet, but there are actual names and faces associated with an economic downturn. For example, there have been no faculty raises for the last three (3) years; we have also made some very painful but unavoidable layoffs over the past 13 months; and in the coming year there will be a reduction in benefits.
- High discount rates - Tuition is the number one revenue driver at Erskine, with about 80% of our budget coming from this one source. Every institution is experiencing difficulty in attracting full-paying students;
- Students are literally "shopping" colleges, which results in steep tuition discounts;
- Recruiting students must be a high priority for us, but it must be in a manner fully consistent with our mission, and we must prove ourselves to be what we claim to be;

2. Personnel

- As indicated in the 1977/78 Statement of the Philosophy of Christian Higher Education, the implementation of the Erskine mission

hinges largely upon the personnel who serve in this mission: the trustees, the administration, the faculty, staff, and students. "Full development will be achieved as the task is approached with a sense of mission by everyone within the college community" (Manual, p. 40).

- *We have already reported on the steps taken to uphold that mission integrity in the process for electing trustees to the Board.*
- *We have also reported on the commitment made by the Board and the president to uphold the hiring standards outlined in the Form of Government and the Manual of Authorities and Duties.*
- *Additionally, Dr. Brad Christie, interim Vice President and Academic Dean for the College, has created a new component to the hiring process for all faculty. While continuing to require written affirmation to the foundational documents required by the Board of Trustees, a new committee has been formed. This committee's sole responsibility is to interview a potential faculty hire to determine the individual's mission fit to Erskine. This extra step will greatly improve and strengthen Erskine's hiring practices.*
- *Tenure practices can create untenable situations when attempting to correct mistakes that have been made. Dealing with these kinds of personnel problems is not unique to Erskine, but shared by most academic institutions. Your prayers for the administration and trustees for handling such complicated issues are earnestly solicited. We want to be found faithful in our stewardship.*
- *The vision that inspired the founding of Erskine Seminary in 1837, and the college two years later, is very much alive in this Synod and in your Board of Trustees as we approach our 175th anniversary. We have not yet achieved that vision completely, and we have often stumbled in our pursuit of it. But by God's grace we shall continue in this pursuit toward a college and a seminary where the Lord's name is honored in all that we do.*

To conclude our report, I present to you Dr. David Norman, the fifteenth man to serve in this critical position for leading Erskine College and Seminary, "the arm of the ARP Church in higher education."

Dr. David Norman, President of Erskine College and Seminary, regularly experiences the fruit that comes from students engaged in academic pursuits. He is now going to give us a brief look into the faces of human flourishing.

IV. The Faces of Grace (David Norman)

It is important for you to know how God has chosen to bless your commitment to this high calling that you have dared to take, especially in the most recent years;

While we have this shared mission and together we have prayed, invested, and labored for Erskine College and Seminary, and what was true in the beginning is still abundantly clear 170+ years later—that it is God who has chosen to sustain us and these are His faces of grace;

(Powerpoint presentation—FACES OF GRACE)

As we think about the twin pillars of academic excellence and Biblical truth, it is good for us to see the embodiment of these ideas. While these are just a select few, they represent the kind of flourishing as whole persons Erskine is striving towards. These twin ideals will find expression in the lives of Erskine graduates in any number of different ways. However, this short presentation will highlight graduate programs and missions-related work.

Here are some of their faces and stories that give witness to God's grace and the Erskine mission.

Meet Ashley, Eric, and Casey. Each of these students was accepted to Ph.D. programs directly upon graduation from Erskine. They did not have to go through the more typical route which includes a Masters degree as a prerequisite.

Over the years Erskine's acceptance into medical school has been extremely high, and this latest group is no exception. Nine (9) students applied and nine students were accepted into medical school within a year or two of graduating from Erskine.

Historically, about half of Erskine's graduates go on to some type of graduate education. Here are just a few from the last couple of years:

-Caley Kropp, University of North Carolina, rehabilitation counseling and psychology.

-Laura Leathers, pharmacy at the University of South Carolina.

-Ruth Dye, doctorate program for Clinical Psychology at the Forest Institute.

-Vanessa Young, University of Arkansas, Masters degree in Ecology.

-Jessica Husky, Masters degree of Social Work at USC

-April Barnum is in the Masters degree in health and exercise sports at the Citadel.

-Brandy Shaw, and Amanda Norton, are both getting their Masters degree in Occupational Therapy — one from Lenoir Rhyne and the other from Winston-Salem State University.

-Some of our graduates have sought careers in education in the past several years and are being distinguished from among their peers Meet:

-Kristen Bowles received the New Beginning Teachers of Excellence Award in North Carolina, while also getting her M.S. in Rehabilitation Counseling and Psychology.

-Katee O'Quinn was recognized as the First Year Teacher of the Year award

recipient in Greenwood. She is also working on her Masters in rehabilitation counseling and psychology.

- Jennifer Boggs obtained an M.Ed in Reading at Clemson and has just been selected the Distinguished Teacher of the Year at Lakeview Elementary.
- Amanda Kessaris received her Masters degree in rehabilitation counseling and psychology has been working in Bolivia for the last two years as a special education teacher.

Clearly, our teachers are making a difference locally and globally.

Erskine students are encouraged to be engaged for the sake of Kingdom work that starts before careers and goes beyond simple employment. Here is just a small sample of the many who are involved in missions or service to the community— some of these students just graduated in May.

- Anna went to Bangladesh during on a summer mission's trip;
 - Christian went to Belize;
 - Taylor has been to Pittsburgh numerous times and has discovered that playing basketball with inner-city youth, helps him become a more effective witness.
 - Emily went to Uganda;
 - Barry has been to Wales and Pittsburgh numerous times;
 - Victoria, Daisey, and Julia all have been to Peru on mission trips — all in different areas.
- Finally, looking forward, we have several 2011 graduates (and one 2010 grad who's been working in Admissions this past year) headed to graduate school in health-related fields. The diversity of this group is a testament to the global vision of Erskine and really speaks to the heart of the Erskine mission. And again, these are only a few representatives of many in the class of 2011 who plan to continue their education in various disciplines.
- Kassie Cutler '11 is headed to SUNY Stonybrook to study Occupational therapy.
 - Alex Andryszack '10 was accepted into University of Glasgow vet program, one of the premier programs in the world.
 - Lauren Wright will be studying Clinical Psychology at the Citadel.
 - Cory Robinson, who served as Student Gov't President, is going to the Medical Administration program at MUSC.
 - Daniella Arias is pursuing dentistry at MUSC.

V. Conclusion (David Norman)

These faces of grace are a wonderful picture of human flourishing that is both encouraging and inspiring. Next year will mark the 175th anniversary of the seminary we founded in 1837, with the college organized just two years later. In the years leading up to Erskine's founding, the church had been longing for a way to train its ministers. The state college in South Carolina had become a focus of great controversy and scandal among the Christian

population in the state, due primarily to the deistical and secular views of Thomas Cooper. Christians of many denominations sought alternatives in the field of higher education. We were the first church-related college to be founded in the state, and our goal then as now was to bring all of life under the Lordship of Jesus Christ. That vision was renewed in this Synod in 1977/78 with the adoption of the Statement of the Philosophy of Christian Higher Education. It is that vision that I was given when the search committee of the Board of Trustees first contacted me, and it is that vision I have embraced as your 15th president. It is a vision, whose implementation requires, as that Statement indicates,

- Trustees who are "servant(s) of Christ and His Church in one of the greatest and most sacred endeavors;*
- where "the president, administrative and academic officers... have a deep personal commitment to Jesus Christ and are strong both in terms of their preparation and also in terms of their perception of administrative responsibility to the Board of Trustees and to the Church;*
- where the faculty members have "professional competence, moral sensitivity and genuine Christian commitment;*
- where students become "part of a meaningful tradition of Christian leadership, of education for a life of service and witness;*
- where the college offers a curriculum that has "the Christian perspective as the positive integrating factor for all of the disciplines."*
- and where the seminary's curriculum is "in harmony with the Standards of the Associate Reformed Presbyterian Church, and designed so that its graduates will be fully prepared to be effective ministers of the Word."*
- This is a vision for a community which provides "sound training in a campus environment where evangelical Christian influence is supreme and pervasive."*

This is my vision for Erskine. It is your vision for Erskine. I ask for your help in pursuing this vision. I need your prayers. I need your support. I need your help in recruiting students. I need all that you can give in time, talent, and treasure. All for Christ!

A motion carried that

WHEREAS the Synod desires for Erskine College and Seminary to flourish as the Church's agency of higher education;
 WHEREAS the Synod reaffirms its commitment to Erskine College's success as a premier, accredited, Christian liberal-arts institution;

WHEREAS the Synod reaffirms its commitment to Erskine Seminary's success as a faithful, accredited, confessional seminary;

WHEREAS no language currently exists in the Erskine College and Seminary charter which clarifies the nature of the relationship between the Synod and its institutions of higher learning;

WHEREAS the presence of such language promotes the peace of the church, the advancement of the mission of the institutions, the interests of the ARP Church, and the protection of the institution's accreditation;

Therefore the Synod offers the following statement to the Erskine College and Seminary Board of Trustees. [The statement follows below in italics.] This preliminary language is given to the Board for their consideration and review as a future amendment to the institution's charter. The Board is asked to provide the Synod with its feedback and proposed amendments in time for distribution and consideration at the Synod's 2012 meeting, after which, an official proposal of amendment to the charter may be sent to the Board for consideration.

Recognizing the historic and organic relationship between Erskine College and Seminary ('the Institution') and the General Synod of the Associate Reformed Presbyterian Church ('the Synod'), the Institution recognizes the right of the Synod to

- a) through its Philosophy of Christian Higher Education and 'Definition of an Evangelical,' delineate the Synod's aspirations for the institution;*
- b) appoint all trustees to the Board of the Institution;*
- and c) remove trustees for cause by a process set forth in governing documents of the ARP Church.*

All Erskine Board members, faculty and administrators shall give affirmation that the Philosophy of Christian Higher Education and the Synod's Definition of an Evangelical are in accordance with their own views and commitments. In its oversight of the Institution through the Board of Trustees,

the Synod shall seek to act in accordance with the Holy Scriptures, the Westminster Standards, its own Philosophy of Christian Higher Education, and the laws of the State of South Carolina."

A motion carried that the comments concerning the motion made by Clint Davis be printed in the *Minutes*.

Mr. Moderator, I make this motion for two primary reasons.

First, the charter is the shared document between the Institution (Erskine College and Seminary) and the Synod. The bylaws, as adopted by the Board at its May 2011 meeting, take a huge step toward continuing to ensure the historic and organic union between Erskine and the Synod. Those bylaws, however, belong to the Institution. Likewise, the Form of Government and Rules of Order, even as amended at this meeting of Synod, belong to the Synod. But, the charter belongs to both the Institution and the Synod. Therefore, it is imperative that this foundational document clearly (and, I emphasize "clearly"; this is a motion to bring clarity) defines the nature of the relationship between the two bodies, particularly with reference to, as stated in the motion, "the delineation of Synod's aspirations for the Institution, the appointment of all trustees to the Board of the Institution, and the removal of trustees for cause by a process set forth in governing documents of the ARP Church.

Second (Mr. Moderator, if I may address the court directly), fathers and brothers, this motion is an appeal from my heart to you, my fathers and brothers in Christ Jesus. I love the Lord Jesus Christ; I love his church; and, I love this denomination. The words of 2 Samuel 1, as they record the actions of David and his men after they hear of the death of Saul and Jonathan, come to my mind. "They tore their clothes and mourned, wept and fasted for Saul and Jonathan." Fathers and brothers, I have been heartbroken over the way in which the church of Jesus Christ has been divided and the glory of Christ soiled over the past 20-24 months.

We have slung mud at each other; we have harbored ill will toward one another; and, we have villainized each other as we have stood on opposite sides of the Erskine issue. And, I must confess to you this morning, in the words of the Apostle Paul, that I am the chief of all sinners in these things. I seek your forgiveness, and I pray that you will forgive me. I pray that our Father in Heaven will forgive us all in the grace of our Savior.

I am convinced that this motion is a huge step toward reconciliation between Erskine and the Synod and the restoration of the unity, peace, purity and prosperity of our Lord Jesus' church. Fathers and brothers, I am not con-

cerned with unity for unity's sake, peace for peace's sake, purity for purity's sake, or prosperity for prosperity's sake. I desire the restoration of unity, peace, purity and prosperity for the sake of the glory of our Lord and Savior Jesus Christ, the strengthening and healing of his church, the advancement of his gospel, and the accomplishment of his mission at Erskine College and Seminary.

-Clint Davis

A motion carried that

WHEREAS six (6) members of the Erskine College and Seminary faculty have offered public support for ARP General Synod's definition of an evangelical Christian and its 2008 position on Scripture, and

WHEREAS these same six (6) men have affirmed their support for Erskine College and Seminary President David Norman and his efforts to lead Erskine toward faithfulness to Scripture in accordance with the Standards of the ARP Church, and

WHEREAS we live in times in which the call to orthodoxy in doctrine and faithfulness to Scripture in accordance with established denominational and institutional commitments is regarded by some as divisive, uncharitable, and needlessly provocative, Therefore we, the 207th General Synod of the Associate Reformed Presbyterian Church, do hereby heartily commend these faculty members for their faithful support of the doctrinal standards of the ARP Church, and for encouraging the administration and board of Erskine College and Theological Seminary in their efforts to uphold those same high standards.

The **Report of the Executive Board** was presented.

THE REPORT OF THE EXECUTIVE BOARD OF SYNOD

The Executive Board of the General Synod is the agency empowered to carry out the work of the General Synod in the interim period be-

tween meetings of Synod. It provides oversight for the Associate Reformed Presbyterian Center Facility, Central Services, and the promotional work of the General Synod.

The Board met twice since the 2010 meeting of the General Synod. This report reflects its actions and activities and presents the recommendations of the Executive Board to the General Synod. In its duty to implement directives of the General Synod, coordinate the work of the Synod and supervise Central Services and the Associate Reformed Presbyterian Center Facility, the Executive Board reports the following:

Referrals:

In accordance with the provision of the Manual of Procedures (NEP) 4.04, the Executive Committee on behalf of Northeast Presbytery requested the Executive Board of Synod to take action as soon as possible in referring the actions of the Pacific Presbytery to the Ecclesiastical Commission with the instruction to examine, consider and conclude matters with regard to the relationship of Pacific Presbytery to the General Synod and with particular attention to the actions that are in conflict with the NE Presbytery as set forth in the report of the meeting of the Transition Commission of the NE Presbytery on August 31, 2010.

Actions of the board:

The Executive Board communicated to the presbyteries of the denomination that ATS in New York is not an approved agency of the General Synod of the ARP Church.

The Board postponed consideration of the motion to dismiss the Moderator's Commission on Erskine College and Theological Seminary until the 2011 meeting of the General Synod.

The matter of the Consent Agenda with regard to Women's Ministries was discussed resulting in the formation of an ad hoc committee to address the concerns with regard to clarification of the status of Women's Ministries and consideration of requesting Women's Ministries support from the Denominational Ministry funds.

The Executive Board included a \$20 registration fee for Synod delegates for Synod 2011 to offset administrative costs of the meeting.

The Executive Board recommended the use of \$100,000 from The Revolving Book Fund toward legal expenses incurred in lawsuit.

The Executive Board approved \$1000 for a donation to Columbia Theological Seminary (CTS) in appreciation for their keeping ARP records; directed the development of long-range plans for historical records in conjunction with McCain Library at Erskine; appointed

McCain Library as mediator for historical records archived at Columbia Theological Seminary; and authorized Columbia Theological Seminary to place ARP materials on their online catalog.

With regard to the matter of the appointment of a liaison committee for the purpose of communicating between the attorneys and the Executive Committee of the ARP Synod Inc., the Liaison Committee was dissolved with the thanks of the Executive Board.

The Executive Board adopted the following motion: In light of anticipated financial concerns and issues of stewardship, the Moderator appoint an ad hoc committee to analyze the structure of boards, agencies, committees, and Synod officers and make recommendations at the Meeting of General Synod in June 2012.

The budgets of the ARP Center Facility, Central Services and the Executive Board were adopted for recommendation to the General Synod.

At both meetings of the Executive Board oral reports from the Moderator, the Principal Clerk, the Treasurer, the Parliamentarian, the Special Committee to Revise the *Form of Government*, the Boards and Committees of Synod, the Presbyteries, and individual members of the Board were received as information.

Recommendations:

1. That the proposed budgets for ARP Center Facility, Central Services and the Executive Board be approved.
2. That the Emphasis for 2011-2012 be endorsed for emphasis in the denomination.
3. With regard to the motion from Synod "That the process for nominations for Moderator of the General Synod of the ARP Church be referred to the Executive Board of Synod for their consideration and recommendations." (page 387, 2010 *Minutes of Synod*), the Executive Board considered the motion and recommends the continuation of the present process.

Respectfully submitted,

Stephen J. Maye, Moderator
C.R. Beard, Principal Clerk

CENTRAL SERVICES

	2011 Synod Approved	2012 Proposed
Revenues		
Current Funds		
Denominational Ministry Funds	\$ 295,920	\$ 289,518
Agency Support (AS) Copier & Postage	39,520	22,400
Operating Fund Interest	(200)	-
Total Current Funds	\$ 335,240	\$ 311,918
Agency Support		
Board of Benefits	\$ 116,308	\$ 137,108
ARP Foundation	3,750	3,750
W. H. Dunlap Fund	4,250	4,250
Total Agency Support	\$ 124,308	\$ 145,108
Total Revenues	\$ 459,548	\$ 457,026
Expenses		
Total Salaries & Benefits	\$ 391,261	\$ 402,338
Staff & Program		
Worker's Compensation	\$ 2,069	\$ 2,013
Director Travel & Expenses	2,000	2,000
Staff Travel & Expenses	2,000	500
Training	1,900	2,000
Organizational Dues	-	425
Total Staff & Program	\$ 7,969	\$ 6,938
Equipment		
Lease		
Copiers (AS Exp Reimb)	\$ 18,500	\$ 8,400
Postage Meter/Scales (AS Exp Reimb)	2,700	3,000
Equipment Purchase	2,000	1,500
Total Equipment	\$ 23,200	\$ 12,900
General Office		
Software Maintenance	\$ 4,200	\$ 5,400
Internet	850	1,000
Bank Fees	1,500	0
Basic Telephone	2,450	2,450
Long Distance	50	50
ARP Synod Web Page design & maint	750	250
Office Supplies	12,000	11,000
Postage (AS Exp Reimb)	16,000	11,500
UPS (AS Exp Reimb)	2,000	2,000
Paper (AS Exp Reimb)	3,000	1,200
Total General Office	\$ 42,800	\$ 34,850
Total Expenses	\$ 465,230	\$ 457,026
	-	
Net Income (Loss)	\$ (5,682)	\$ 0
Beginning Fund Balance	\$5,682	\$ 0
Ending Fund Balance	\$ 0	\$ 0

CENTER FACILITY

	2011 Synod Approved	2012 Proposed
RECEIPTS		
General Synod Allocation	\$14,988	\$14,988
<u>Rent</u>		
CEM	10,190	10,496
Outreach North America	9,513	9,798
The ARP	6,115	6,299
World Witness	20,109	20,712
Non-Synod Agencies		
200	0	0
201	1,700	1,751
202	6,112	6,295
203	0	0
204	5,592	-
Interest and Miscellaneous		
Interest	25	10
Miscellaneous	0	0
Intra-Fund Transfers	0	0
Building, Equipment & Furniture		
Purchased for Depreciation	0	0
TOTAL RECEIPTS	\$74,344	\$70,349
<u>Expenses</u>		
Facility Management		
Staff & General Office	\$2,000	\$2,300
Expendable Supplies	1,000	1,000
Repairs & Maintenance	6,000	4,000
Facility Management	\$9,000	\$7,300
<u>Facility Maintenance</u>		
Garbage Pick-Up	\$1,150	\$1,400
Yard Maintenance	5,600	5,000
Heating & Air Conditioning	7,000	6,200
Janitorial Services	12,250	12,000
Security Monitoring Fees	260	660
Pest Control	320	360
Facility Maintenance	\$26,580	\$25,620
<u>Utilities</u>		
Electricity	\$20,500	\$20,500
Gas	13,000	13,500
Water & Sewer	1,250	1,300
Utilities	\$34,750	\$35,300
<u>Building, Equipment & Furniture</u>		
Building, Equipment & Furniture	\$1,500	\$1,500
Contingency	2,514	629
TOTAL Expenses	\$74,344	\$70,349
Net Income (Loss)	\$0	\$0
Beginning Fund Balance	\$9,995	\$10,341
Ending Fund Balance	\$9,995	\$10,341

EXECUTIVE BOARD

	2011 Synod Approved	2012 Proposed
<u>General Synod Meeting</u>		
Program & Preparation	\$ 10,850	\$ 8,390
Honorariums	2,000	2,000
Pre-Synod Conf Honorariums	3,200	3,200
Staff Expenses	1,200	400
Synod Planning		300
Synod Room & Board	18,480	19,410
Total General Synod Meeting	\$ 35,730	\$ 33,700
<u>Executive Board Meeting & Office</u>		
Board Travel & Meeting Expense	\$ 4,300	\$ 9,000
Strategic Planning Committee	2,600	2,000
General Office & Miscellaneous	-	1,050
Bank Service Fees		1,200
Committee to Plan Emphases	550	550
Total Executive Board	\$ 7,450	\$ 13,800
<u>General Synod Contingency</u>		
Unallocated	\$ 25,000	\$ 22,008
Multi-Cultral Committee		500
Special Committee to Revise FOG	-	3,000
Total General Synod Contingency	\$ 25,000	\$ 25,508
<u>Promotion & Services</u>		
Insurance		
Workers Compensation	\$ 150	\$ 60
Umbrella Liability	1,700	1,700
Multi-Peril Insurance	4,300	4,700
Total Insurance	\$ 6,150	\$ 6,460
Orientation Program	\$ 9,000	\$ 9,000
<u>Historical Concerns</u>		
Historian Honorarium	\$ 1,000	\$ 1,000
Curator of ARP Materials	500	500
Historical Records-materials preservation	-	500
Total Historial Concerns	\$ 1,500	\$ 2,000
New Mission Subscriptions-THE ARP	\$ 1,000	\$ 1,000
Total Promotion & Services	\$ 17,650	\$ 18,460
<u>Minutes of Synod</u>		
Preparation & Distribution	\$ 500	\$ 2,400
Printing	6,000	6,000
Total Minutes of Synod	\$ 6,500	\$ 8,400
<u>Plan Book</u>		
Preparation & Distribution	\$ 1,200	\$ 1,400
Printing	2,500	2,100
Total Plan Book	\$ 3,700	\$ 3,500
Total Expenses	\$ 132,775	\$ 139,173
Net Income (Loss)	\$ 0	\$ 0

The **Moderator's Committee on the Executive Board** recommended that Synod:

1. Approve Recommendation 1. *(That the proposed budgets for ARP Center Facility, Central Services and the Executive Board be approved)*
2. Approve Recommendation 2. *(That the Emphasis for 2011-2012 be endorsed for emphasis in the denomination)*
3. Approve Recommendation 3. *(With regard to the motion from Synod "That the process for nominations for Moderator of the General Synod of the ARP Church be referred to the Executive Board of Synod for their consideration and recommendations (page 387, 2010 Minutes of Synod)," the Executive Board considered the motion and recommends the continuation of the present process)*

In addition, your committee recommends:

4. That in light of anticipated financial concerns and issues of stewardship, the Moderator appoint an ad hoc committee to analyze the structure of boards, agencies, committees, and Synod officers and make recommendations at the 2012 Meeting of General Synod.
5. That the Executive Board of Synod be authorized to approve the annual Moderator's Emphasis at the spring meeting of the Executive Board.

*Regarding Unfinished Business 2010, your Moderator's Committee affirms the action of the 2010 Moderator's Committee on Executive Board (**See Appendix for summary of Unfinished Business from 2010.**)

The recommendations of the **Moderator's Committee on the Executive Board** were adopted. The additional recommendation number 4 was adopted following an amendment adding "presbytery boundaries" to the list of items in the motion. Recommendation 5 of the Moderator's Committee was adopted.

The Report of **The Associate Reformed Presbyterian** was presented.

REPORT OF THE BOARD OF THE ASSOCIATE REFORMED PRESBYTERIAN

The Board of *The Associate Reformed Presbyterian* met on Sept. 24, 2010, and March 18, 2011, at Greenville ARP Church, Greenville, SC, to

consider and act upon the work committed to it by Synod.

The Board publishes the ARP Magazine in print and online form, maintains a web page, and distributes news through the emailed ARP News Update and Facebook-Twitter pages.

The magazine continues to tell readers about the work of Synod's agencies in colorful, timely articles with cutting edge graphics. The Women's Ministries (WM) pages allows WM to connect with our denomination about events, meetings and topics of concern to women. A report on the WM Annual Meeting is published following the July meeting, and a "Prayer Emphasis Program" is included in the November magazine for all churches to use.

New to the magazine is a WM devotion page. "A Devotion from Serenity Acres" by Barbara Thayer, of Lake Placid (FL) ARP Church, appears in the WM section each month. This devotion can be used for circle meetings or as a family devotion.

The addition of the "Family Connection" page gives families suggestions on how to connect or reconnect with their children. Each month, we feature a family or two with ideas and examples to help families with prayer time, devotions and other activities to bring the family closer – in a world with a TV and computer in every room. This page is paired with the "Kids Talk" page.

This year, we are grateful for the opportunity to publish Bill Cain's *History of the English Bible* series. This informative and interesting series by an elder at First ARP Church, Gastonia, NC, is a story fraught with great mystery, intrigue, violence, political power struggles, murder and even grave-robbing. The Bible we read today has come to us at a great cost.

The Board of *The ARP* again approved publishing the denomination's magazine at a reduced number of issues per year. Due to a continued substantial decrease in the number of print subscribers and a reduced Denominational Ministries allocation, the Board approved ten (10) issues for distribution to 3,500 subscribers in 2011.

As funding becomes more of an issue, due to low denominational giving and subscriber support, the Board seeks to define Synod's relationship to the magazine.

*Revenues for the 2010 actuals were 53 percent Denominational Ministries and 31 percent subscriber.

*Subscription revenues will likely not produce enough income to sufficiently offset production expenses not covered by the denomination.

Subscription prices have not been raised since 2007. The current rate

is \$20 per year.

Although our print version continues to decline, online subscriptions have increased; from 100 in 2010, to 224 (as of 3/31/2011).

But even in the face of these challenges, by adding new features, social networking tools like Twitter and Facebook to reinforce the message of the magazine, and by strengthening efforts to see subscribers renew and return, we hold fast to our vision of presenting the good news of Jesus Christ and helping readers grow in their faith.

In this age of new technologies, as we present the news of the ARP denomination virtually to the world, who is the official spokesperson for the denomination in dealing with the press? In light of the media attention in 2010, we need to be prepared to give a clear, concise message in the future.

Other accomplishments are in the area of communication:

- *We have improved communications with Erskine College in receiving their news in a more timely manner and by being given right of first publication to a series of articles by President David Norman.

- *Better communication with our Korean ARP population will take place in the form of a page in *The ARP*, devoted to news from our Korean churches, and will include a short article, printed in English and Korean, written by Korean pastors. Dr. Sukho Moon, pastor of the Hyo Shin ARP Church in Flushing, NY, will write (or assign a writer) and edit this new section.

A special issue of *The ARP* was published in July, 2010 by the Board of Stewardship, and was mailed to 12,000 ARP homes.

Discussions are ongoing for promoting the magazine, with the Board actively engaged in formulating new marketing, subscriber acquisition, and circulation management ideas.

The Board also plans to ask presbyteries to allow an ARP Magazine representative five minutes to speak each year.

At the September 2010 meeting, the Board adopted a budget of \$178,300, of which \$10,429 is requested from the Board of Stewardship to balance the 2011 budget.

The Board has approved the purchase of a new subscription management program designed specifically for magazines. This software will replace our current in-house system.

The magazine staff continues to hold a major subscription campaign from September to November each year in churches; mailing a packet of information with promotional tools and a list of current subscribers to the magazine's key contacts in each congregation. Instructions are included on how to implement the annual event in regard to renewals,

new subscriptions and church group subscription ("club") plans.

The Board requests that Synod recognize that fewer than half of our churches conducted an ARP Magazine Subscription/Renewal Campaign in 2010.

The Board and staff express appreciation to Rev. John Rogers and Rev. Charles Todd, for six (6) years of service to our Board.

Although our print subscriptions continue to fall each year, we value our readers who love to walk to their mailbox, pull out their ARP Magazine and relax in the comfort of their own home to read God's Word and to learn about other churches and our brothers and sisters across the denomination.

Delores and Susan are blessed to serve our denomination in producing *The ARP* to God's glory and as a source of encouragement for readers in their service to Him.

Recommendations:

1. That Synod clarify its relationship with its denominational magazine, in light of the declining number of print subscriptions and future support.
2. That Synod appoint an official spokesperson for ARP-related news, in relation to future articles in publications outside the ARP Church.
3. That the proposed 2012 budget be approved.
4. That the report of *The Associate Reformed Presbyterian* be approved.

Respectfully submitted,

Oran P. Smith, Chairman
Delores P. McDonald, Editor

THE ASSOCIATE REFORMED PRESBYTERIAN

	2011 Synod Approved	2012 Proposed
REVENUES		
Denominational Ministries Alloc	\$ 99,212	\$ 97,724
Additional Synod Support needed		21,549
Miscellaneous Gifts	200	200
WSU Contributions	3,000	3,000
ARP Subscription Income	62,400	47,100
Online Subscription Income	1,800	2,400
ARP Advertisement Income	13,230	10,500
Misc Income	100	120
Interest Allocation	68	
TOTAL REVENUES	\$ 180,010	\$ 182,593
EXPENSES		
TOTAL PAYROLL & BENEFITS	\$ 116,680	\$ 119,773
STAFF & BOARD EXPENSES		
Editor Expenses	2,500	1,800
Staff Expenses	390	800
Board Meeting & Travel Exp	1,000	1,300
Dues & Membership Fees	150	200
Total Staff & Board Expenses	\$ 4,040	\$ 4,100
PUBLICITY & PROMOTION		
Publicity & Promotion	-	1,000
ARP News Update 800 Charges	40	-
"The ARP" Web Page	880	300
Total Publicity & Promotion	\$ 920	\$ 1,300
EQUIPMENT		
Equipment Purchase	1,500	-
Total Equipment	\$ 1,500	\$ -
COMMUNICATIONS		
Internet Services	270	300
Long Distance	630	800
Total Communications	\$ 900	\$ 1,100
MISCELLANEOUS		
Rent	6,000	6,200
Office Supplies & Misc	500	800
Total Miscellaneous	\$ 6,500	\$ 7,000
PRODUCTION EXPENSES		
Preparation & Printing	34,450	34,200
Labels and Postage	10,380	9,820
Photography Expenses	150	200
Design Services	4,490	5,100
Total Production Expenses	\$ 49,470	\$ 49,320
TOTAL EXPENSES	\$180,010	\$182,593
NET INCOME/(LOSS)	\$0	\$0
Beginning Fund Balance	\$4,199	\$0
Ending Fund Balance	\$4,199	\$0

The **Moderator's Committee on *The Associate Reformed Presbyterian*** recommends that Synod:

1. Not approve Recommendation 1. (*That Synod clarify its relationship with its denominational magazine, in light of the declining number of print subscriptions and future support*)
2. Approve Recommendation 2. (*That Synod appoint an official spokesperson for ARP-related news, in relation to future articles in publications outside the ARP Church*)
3. Approve Recommendation 3. (*That the proposed 2012 budget be approved*)
4. Approve Recommendation 4. (*That the report of The Associate Reformed Presbyterian be approved*)

In addition, your committee recommends

5. That the Board of *The Associate Reformed Presbyterian* bring to the 208th Annual Meeting of General Synod a list of specific recommendations clarifying the mission, purpose, structure and subsequent needs of the denominational magazine in light of changing communications trends.
6. That thanks be given to Delores McDonald, her staff, and the ARP Magazine's board for their faithfulness in producing the ARP Magazine and that prayer now be offered for her and for the ARP Magazine Board and staff by the chairman of the Moderator's Committee.

*Regarding Unfinished Business 2010, your Moderator's Committee affirms the action of the 2010 Moderator's Committee on *The Associate Reformed Presbyterian*. **(see Appendix for summary of Unfinished Business from 2010.)**

Recommendation 2 of the Moderator's Committee was not adopted. Recommendations 1, 3, and 4 along with additional recommendations 5 and 6 were adopted.

The morning session closed with prayer and the blessing by Evan English.

Thursday, June 9, 2:00 p.m.

Jeff Kingswood led the afternoon Devotional.

Stephen Suits was elected to the office of Moderator of General Synod 2012. The Moderator-Elect addressed the Synod.

The Moderator opened the floor for nominations for the office of Vice Moderator of the General Synod 2012.

Moderator-Elect Suits nominated Ken McMullen. Mr. McMullen was elected by acclamation.

The Report of the **Committee on Nominations** was presented by Chairman G. J. Gerard.

REPORT OF THE SYNOD COMMITTEE ON NOMINATIONS

The Committee on Nominations met on Monday, February 8, 2011, at 9:30 AM at the ARP Center in Greenville, SC and again by teleconference on March 31, 2011 at 9:30 AM. During these meetings several items of business related to the Committee on Nominations were addressed.

- The Committee received, as information, a report from the Subcommittee on Vetting. In response to this report, the Committee approved a motion to continue the consensus procedure unless a member requests a vote on any individual nominee.
- In response to a request by the Board of Erskine, the Committee on Nominations appointed Rev. Kyle Sims, Rev. Tom Shoger and Rev. Howard Wheeler to a Subcommittee on Erskine to work with Erskine Committee on Trustees to develop an effective Trustee selection process that addresses the needs of Erskine College and Seminary while adhering to the mandates established by Synod in the (*Manual of Authorities and Duties.*)
- The following officers were elected for the Committee on Nominations 2012:

G. J. Gerard, Chairman
Howard Wheeler, Vice Chairman
Kyle Sims, Secretary
- The 2012 stated meeting of the Committee on Nominations is scheduled for Tuesday, February 7, 2012, at the ARP Center, Greenville, SC.

- The deadline for submission of nominations for 2012 will be January 9, 2012.

The Committee on Nominations, working on a consensus basis, has agreed on the nominations for service listed below. At the conclusion of the Committee's nominations process, a motion to approve the slate of nominees passed. The Committee presents the following nominees for service on boards, committees, the Ecclesiastical Commission on Judiciary Affairs, and as officers or representatives of the General Synod. The terms of service will begin July 1, 2011, and will expire June 30 of the year indicated. All nominees have indicated a willingness to serve if elected. The Committee recommended that a statement be added in the body of the report to Synod expressing appreciation from the Committee for those who were nominated and were willing to serve.

Nominees for July 1, 2011 – June 30, 2012

<u>Board/Committee/ Commission/Office</u>	<u>Name</u>	<u>Class</u>
<i>Board of Benefits</i>	Mr. Lamar Robinson	2017
	Mr. John M. Hill	2017
	Mr. Jim Heppel	2015
<i>Bonclarken</i>	Rev. Richard C. Lewis	2017
	Mr. James P. Ashburn	2017
	Mr. John T. Moore	2017
<i>Christian Education Ministries</i>	Margaret Kiser	2015
	Rev. David Els (Canadian)	2012
<i>Erskine</i>	Rev. Mantle Nance	2017
	Rev. Peter Waid	2017
	Mrs. Anne Marie Tribble	2017
	Rev. Andy Lewis (PCA)	2017
	Dr. Steve Suits	2017
	Rev. Bryan Bult	2013

<u>Board/Committee/ Commission/Office</u>	<u>Name</u>	<u>Class</u>
<i>Executive Board</i>	Rev. Morrie Lawing (First)	2015
	Mr. Dan Williams (Second)	2015
	_____ (Pacific)	2012
	_____ (VA)	2015
<i>Outreach North America</i>	Rev. Randy Foster (First)	2017
	Rev. Henry Bartsch (Canadian)	2017
	_____ (Pacific)	2016
	Rev. Don Watkins	2017
	Mrs. Libby Elder (WM)	2017
	Rev. Gentry McColm	2013
<i>Associate Reformed Presbyterian</i>	Rev. Sam Roper	2017
	Mr. John Wingate	2017
	Mrs. Gail Fowler	2017
<i>Stewardship</i>	_____ (Pacific)	2013
	Rev. P. J. McClung (T/A)	2013
	Mr. Mick Houck (First)	2016
	Mrs. Martha Dees (MV)	2016
	Rev. Paul Matthews (NE)	2017
<i>Dunlap</i>	Rev. Paul Mulner (First)	2012
	Rev. Jeff Bost (Second)	2015
	_____ (Pacific)	2016
	_____ (Canadian)	2017
	Mr. Michael S. Evans (Cat)	2017
<i>World Witness</i>	Rev. Daniel Rhee	2017
	Mr. Paul Holcomb	2017
	Mrs. Barbara Thomason (WM)	2017

<u>Board/Committee/ Commission/Office</u>	<u>Name</u>	<u>Class</u>
<i>Ecclesiastical Commission J/A</i>	Mr. Monterey Campbell	2013
	Rev. Mark Miller	2015
	Mr. Terry Wallace	2015
<hr/>		
<i>Inter-Church Relations</i>	Rev. Kent Moorlach	2014
	Rev. Conrad Cheatham	2017
	Mrs. Belinda Lewis (WM)	2017
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<i>Investment</i>	Mr. Stewart Hurst	2016
<hr/>		
<i>Lay Ministry</i>	Mrs. Barbara Sherrill	2013
	Mrs. Bobbie Witt	2015
	Mrs. Harriet Linderman	2015
	Mr. Bill Deaton	2015
	Mrs. Martha Waldrop (WM)	2015
<hr/>		
<i>Theological and Social Concerns</i>	Mrs. Cathy Wilson (WM)	2015
	Rev. Bill Fleming	2015
<hr/>		
<i>Worship</i>	Mrs. Sharon Griffin (WM)	2015
	Rev. Chris Parnell	2015
	Rev. Joseph Alghrary	2015

Recommendations:

1. That those persons listed in this report be approved for service in the positions indicated.
2. That each prospective Erskine Board nominee be furnished with a copy of the 1977 Report of the Special Committee on Christian Higher Education, the Statement of the Philosophy of Christian Higher Education, and the Statement of Evangelical Christianity, as each is found in the *Manual of Authorities and Duties*; that each pro-

spective nominee sign and return to the Committee on Nominations a Form of Affirmation, which states “I have read, understand, and am in agreement with the Report of the Special Committee on Christian Higher Education, the Statement of Philosophy on Christian Higher Education, and the Statement of Evangelical Christianity”; and that the mailing of the three documents and the affirmation form be done by the ARP Center upon receipt of the Recommendation for Service Form for each prospective Erskine Board member.

3. That each presbytery be reminded to consider appointing an alternate representative to Synod’s Committee on Nominations in the event that the chairman of a presbytery Committee on Nominations is not able to attend Synod’s Committee meeting.
4. That presbyteries consider making Recommendations for Service during their fall meetings.
5. That Sessions consider making Recommendations for Service during their November and December meetings.
6. That those making Recommendations for Service to the Committee (by mail or on-line) remember the need to use the proper form, and to provide helpful information concerning the qualifications for each person recommended.
7. That the General Synod authorize \$6,000 for Committee expenses in 2012.

Respectfully submitted,
Rev. Howard Wheeler

Recommendations 1-7 were adopted. The committee expressed appreciation to all who have contributed to this report.

The report of the **Minister and His Work Committee** was presented.

REPORT OF COMMITTEE ON MINISTER AND HIS WORK

The Committee on Minister and His Work met twice since the last meeting of General Synod. The majority of time at meetings was spent

on matters of military chaplain endorsement.

Chaplain Endorsing Agency

At the 205th General Synod of the ARP Church, Synod tasked the Committee on Minister and His Work to “investigate a more suitable and theologically sound endorsing agency for ARP Chaplains and to report such findings at the next meeting of General Synod.” The Committee on Minister and His Work has five recommendations for action by General Synod. The reasons for those recommendations are as follows.

First, in keeping with the directions given by Synod, the Committee on Minister and His Work considered several options: 1) the possibility of endorsement by another Presbyterian body, 2) endorsement through another umbrella organization (such as the NAE), or 3) endorsement by our own denominational endorsing agent which we would need to form and staff. Further, the Committee on Minister and His Work surveyed currently-serving ARP chaplains and received the response that a majority would prefer switching to another endorsing agency more theologically akin to our denomination.

Several of those responding mentioned a preference for the Presbyterian and Reformed Joint Commission on Chaplains and Military Personnel (PRJC) which endorses chaplains from other NAPARC denominations, such as the Orthodox Presbyterian Church, the Reformed Presbyterian Church of North America, and the Presbyterian Church in America. It should also be noted that the PRJC has established policies on “Don’t Ask/Don’t Tell” (DADT) related issues, working with female chaplains, and working with non-Trinitarian chaplains.

After discussion of the above options the committee is in agreement that it is not financially possible for the ARP Church to support its own denominational endorsing agent. Furthermore, the committee is also in agreement that there are many complicating issues involved in seeking membership in a larger umbrella organization, such as the National Association of Evangelicals (NAE). Such issues include, but are not limited to: 1) a potential watering down of our denominational theology and polity, 2) the involved process required for a denomination to attain such membership, and 3) the loss of affinity with like-minded chaplains for retreats, pastoral support, etc.

Second, in making our recommendations, the Committee on Minister and His Work deliberated the issue of theological affinity and trajectory. Currently, apart from a relatively unknown Korean denomination that has recently joined the PCCMP, our current endorsing agency, the other members include the PC (USA), the Cumberland

Presbyterian Church, and the Cumberland Presbyterian Church in America. All three of these churches are theologically much more diverse than the ARP Church, and the two Cumberland Churches have as their chief distinctive the removal of all references in their confession of faith to the distinctive features of Reformed soteriology. By contrast, as stated above, the PRJC consists of churches that already share a common theological and fraternal relationship with the ARP Church. These are member denominations of the North American Presbyterian and Reformed Council (NAPARC). The ARP Church has greater theological affinity with these denominations and currently we are in fraternal relations with several of them.

Third, and perhaps most importantly in coming to our conclusions, since the last meeting of Synod, the Department of Defense (DoD) has been instructed by the Commander in Chief to make preparations to end “Don’t Ask, Don’t Tell” as policy and to implement the new policy which allows homosexuals to serve openly in the military. This further complicates matters for two reasons: One, the Presbyterian Church, USA, one of the members of the Presbyterian Council on Chaplains and Military Personnel PCCMP), is getting ever closer to approving the ordination of homosexuals (http://www.witherspoonsociety.org/2010/presbyteries_act_on_10A.htm). Two, the Presbyterian Council does not evaluate candidates for chaplaincy on morals or theology, but only on fitness for military service. Since the DoD is in the process of removing DADT, and since the Presbyterian Council accepts candidates for chaplaincy upon recommendation of their presbytery, in the very near future a homosexual candidate for chaplaincy {endorsed by a PC (USA) presbytery}, is a real possibility. Should this occur, the ARP Church might soon find its chaplains endorsed by an agency that also endorses homosexual chaplains.

After much deliberation, including conversations with two Presbyterian Endorsing Agents, Dr. Ed Brogan, Ex. Director of the PCCMP, and CH (BG), Ret., Doug Lee, Ex. Director of the PRJC, the Committee on Minister and His Work makes five recommendations (#5-9) listed under “Recommendations” at the end of this report.

The MHWC also addressed other issues and makes the following recommendations:

Recommendations:

1. That ministers are strongly encouraged to take advantage of continuing education as offered in the pastoral calls, and that every 3-4 years evangelism training be emphasized, such as Evangelism Explosion, Christianity Explored, Two Ways to Live, or other such training.

2. That presbyteries and ministers be reminded of Self-Care Guidelines as reported in previous MHWC reports.
3. That MHWC concurs with ONA's recommendation that Synod encourage presbyteries to assign a mentor/translator for ministers of different ethnicity coming into the presbytery. The mentor/translator will help the new minister understand the ARP culture and ARP *Form of Government*.
4. That presbyteries be reminded that new ministers are to attend the Synod orientation program early in their careers and that the date of such attendance be determined at the time of their call.
5. The Associate Reformed Presbyterian Church expresses its appreciation to Dr. Ed Brogan for his excellent service as Endorsing Agent on behalf of the chaplains of the Associate Reformed Presbyterian Church and to the other members of the PCCMP for many decades of fruitful, cooperative ministry on behalf of chaplains.
6. The Associate Reformed Presbyterian Church hereby notifies the PCCMP that it intends to withdraw from membership in the PCCMP as soon as arrangements can be made for endorsement by another endorser.
7. The Associate Reformed Presbyterian Church approve the PRJC as its new endorser and instruct the Minister and His Work Committee to take all necessary steps to affiliate with the PRJC and secure the transfer of endorsement for all ARP chaplains to the new endorser.
8. That Synod participate in the financial costs of this change and that the matter of costs be delineated before the final change of endorser occurs.
9. That *The Manual of Authorities and Duties* be amended to reflect these changes.

Respectfully submitted,

John Cook, Chairman

Recommendations 1-9 were adopted.

COMMITTEE ON MINISTER AND HIS WORK

	2011 Synod Approved	2012 Proposed
Revenues		
Denominational Ministry Allocation	\$ 13,500	\$ 12,700
Total Revenues	\$ 13,500	\$ 12,700
Expenses		
Committee Travel & Meeting	\$ 4,000	\$ 3,200
General Office	\$ 50	\$ 50
Presbyterian Council	\$ 9,450	\$ 9,450
Total Expenses	\$ 13,500	\$ 12,700
Net Income (Loss)	\$ -	\$ -

A Complaint from Second Presbytery was referred to the Ecclesiastical Commission on Judiciary Affairs for study and adjudication.

A motion carried as follows:

WHEREAS the Presbyterian Church in the United States of America PC(USA) has taken action at its 220th General Assembly to ratify Amendment 10-A,
 And WHEREAS Amendment 10-A removes the constitutional requirement that all ministers, elders and deacons live in "fidelity within the covenant of marriage between a man and a woman or chastity in single-ness" (www.pcusa.org/news),
 And WHEREAS this action will allow the ordination of persons such as practicing homosexuals who do not live according to Biblical standards of sexual morality,
 And WHEREAS by doing so the PC(USA) has blatantly usurped God's authority given in His Holy Scriptures,
 And WHEREAS the PCUSA is propagating to its congregants the lie that homosexuality is acceptable in God's sight, defying the truth of the Scriptures, which condemns homosexuality as sin,
 THEREFORE in humble acknowledgement of

her own shortcomings, the Associate Reformed Presbyterian Church, at its 207th Synod meeting, condemns the action taken by the PC(USA) and implores the PC(USA) to confession, repentance and recantation over this recent action for the sake of the unity, peace, purity and prosperity of the Church of Jesus Christ Universal and Militant.

A motion carried as follows:

That the discrepancy between Erskine bylaws and the *Manual of Authorities and Duties* regarding the composition of the Erskine Board of Trustees be referred to the Committee on Nominations to report back to the 208th meeting of General Synod with recommendations for changes to the *Manual of Authorities and Duties*.

A motion carried as follows:

That the approved statement regarding recent action of the PCUSA be communicated by the Principal Clerk of the Associate Reformed Presbyterian Church to the Stated Clerk of the PCUSA.

The Report of the **Moderator's Committee on Stewardship** was presented.

REPORT OF THE BOARD OF STEWARDSHIP

The Board of Stewardship has responsibility for working cooperatively with the congregations and agencies of the General Synod to develop and administer programs and ministries to secure financial resources to meet the operating needs of the General Synod; to present to the General Synod a recommended allocation of those resources; and to receive, maintain, and administer funds given to the General Synod and/or the Associate Reformed Presbyterian Foundation, Inc., and to expend income for the furtherance of the work of the Associate Reformed Presbyterian Church.

Members of the Board of Stewardship also serve as the directors of the ARP Foundation which exists as the legal entity for holding assets

contributed to General Synod. Synod's Investment Committee serves as investment advisor to the Board.

Duties and responsibilities as delineated in the *Manual of Authorities and Duties (MAD)* are numerous and will be grouped in this report according to the impact of issues on the denomination rather than in numerical order as they are listed in the *MAD*.

Authorities and Duties

Duty 1. Promote the general ministries and programs of the Associate Reformed Presbyterian Church.

The Board advocates for the ministries and programs approved by General Synod and strives to assist them in achieving their goals by working alongside them in an impartial manner.

In an effort to promote the ministries of the denomination, the Board sponsors the annual Easter and Thanksgiving Offerings in our churches. Giving to the special offerings for the past five (5) years is reported here. These figures reflect only monies received through the treasurer of Synod and do not reflect gifts sent directly to agencies.

Easter Offering	2010	2009	2008	2007	2006
Stewardship Foundation	8,563	9,610	9,643	10,711	10,167
Bonclarken	12,064	13,800	13,640	14,346	13,574
Christian Education Ministries	9,548	9,985	10,458	11,727	9,553
Erskine College	11,218	13,286	12,604	13,290	13,120
World Witness	19,411	22,309	24,562	25,734	23,063
Sub Total	60,804	68,990	70,907	75,808	69,476
Thanksgiving Offering					
Erskine Seminary	7,175	9,974	9,037	13,577	10,569
American Bible Society	3,662	4,871	5,178	7,292	7,947
Outreach North America	8,196	11,269	11,910	18,077	14,603
Christmas Benevolent Fund	41,842	60,913	64,170	65,695	58,172
Sub-Total	60,875	87,027	90,295	104,641	91,291

Duty 2. develop and/or identify, and keep current, resources that can be used for the teaching of biblical stewardship in the Associate Reformed Presbyterian Church;

Duty 3. assist in developing financial stewardship models for presbyteries, congregations, and agencies of the General Synod;

Although the primary program by which funds are secured is the Denominational Ministry Fund, the Board of Stewardship recognizes that the vast majority of our pastors and church members do not understand what the fund is, and therefore they do not understand its purpose. While most of our churches contribute some amount to the fund, the majority of people in the denomination do not realize the scope of work carried out by the ARP Church. The Board's desire is that members of contributing congregations realize that by their gifts they have had a part in:

- Sharing the Gospel with people in the United States—many of whom have never before heard the life-changing message of Christ—through Outreach North America.
- Bringing the Good News of the Gospel to souls in Great Britain, Germany, Spain, Pakistan, Iran, Turkey, Mexico, and the continent of Africa through World Witness.
- Providing sound doctrinal teaching and resources for persons of all ages in our congregations and outstanding church leadership training through Christian Education Ministries.
- Providing scholarships to students pursuing Christian higher education at Erskine College and Theological Seminary.
- Distributing spiritually enriching information, articles, and news of our denomination through *The Associate Reformed Presbyterian*.
- Fostering the ongoing ministry of spiritual refreshment and renewal at Bonclarken Conference Center.
- Making possible the administrative support provided to the denomination by Central Services.
- Furthering the work of God's Kingdom through the efforts of Synod's standing and special committees, the Board of Benefits, and the Board of Stewardship.

The Board's stewardship education efforts include:

- Quarterly newsletters to churches which include stories of how the work of our agencies is impacting lives, updates on denominational ministry giving, and stewardship training information. These newsletters are sent to pastors, clerks of sessions, church

treasurers, and diaconate chairs, and the Board urges that the information be shared with members of every congregation.

-*In Touch with Paul*, a 13-week program of study suitable for Sunday School and fellowship groups. (This program has been newly revised and updated by Christian Education Ministries and is available from that agency.)

-Brochures entitled "Who Do You Serve? Five Principles of Biblical Stewardship" and "Why Tithe?"

In Touch with Paul and the brochures referenced may be purchased through the ARP Bookstore (www.arpbookstore.com).

In addition to the literature mentioned above, members of the Board of Stewardship are available to speak to presbyteries and congregations regarding the Denominational Ministry Fund and the work our Lord is doing through the various ministries of our church.

Without the support provided through the Denominational Ministry Fund, some of the ministries of our Church would be severely limited in their scope; others *simply would not exist*. It is the sincere desire of the Board of Stewardship that Associate Reformed Presbyterians understand the blessings these ministries are to our spiritual life and that our members will view giving to the Denominational Ministry Fund as a *spiritual privilege* rather than a burden.

Duty 4. develop and implement programs for securing the funds required to meet the operating needs of the General Synod;

Duty 5. prepare for presentation at the annual meeting of the General Synod a recommended allocation of Synod's anticipated unrestricted income.

Since 2009, giving to the Denominational Ministry Fund has decreased significantly, resulting in concomitant reductions in allocations to our agencies. The Board of Stewardship proposes using excess revenues from the contingency fund to offset those losses so that 2011 allocations can be held at the 2010 levels. The recommended allocations of Denominational Ministry Funds are presented separately as "Allocations for Synod's Unrestricted Income." Please note that the Board anticipates an over all reduction in allocations of 3.9% in 2012.

The Denominational Ministry Fund was established by Synod in the late 1960's as a voluntary commitment, and congregations have been encouraged to contribute 20% of their general operating receipts to it on an annual basis. Churches who could not meet that goal have been encouraged to give 10% and to increase their giving by 1% annually until they reach the 20% level.

In view of the scriptural teachings and thoughts cited in its report to General Synod in 2010, the Board of Stewardship recommends to Synod:

That all ARP congregations are expected to participate in the work and ministry of the Church by tithing the previous year's General Fund giving to the Denominational Ministry Fund. For those churches not presently tithing, the expectation will be for an increase of two percentage points in giving per year until the tithe is achieved. "Bring the full tithes into the storehouse that there may be food in my house; and thereby put me to the test, says the Lord of hosts, if I will not open the windows of heaven for you and pour down for you an overflowing blessing." (Malachi 3:10 RSV)

The Board realizes that there is risk associated with this recommendation. Some have asked, "What will happen if those churches currently giving over 10% decide to reduce their contributions?" The Board gratefully acknowledges the contributions of those congregations who are currently giving above 10% and respectfully requests that they continue to do so. Their contributions have been vital to the financial health of our denominational ministries and will be crucial in a transition to the proposed giving level. Further, the Board wishes to point out that 10% giving by all congregations would produce nearly \$1 million more than is currently available for our ministries.

In October 2010, the Executive Board, on behalf of General Synod, recommended using \$100,000 from the Revolving Book Fund for Synod's legal expenses. Actual expenses totaled \$123,436, and after consultation with General Synod, Inc.'s Executive Committee, the contingency fund was tapped for the overage. Better than anticipated giving to the Denominational Ministry Fund at the end of 2010 served to replenish the contingency and cover 2011 shortfalls noted above.

Duty 7. receive and maintain a fund or funds of real and personal property and to use, make donations of, and apply the whole or any part of the income therefrom and the principal exclusively for religious, charitable, literary, scientific and educational purposes and for no other purpose;

Duty 8. initiate and carry out programs in support of the religious, charitable, missionary, and educational programs of the General Synod of the Associate Reformed Presbyterian Church, or its successor;

Duty 9. solicit and accept by gift, grant, devise, bequest, purchase or otherwise and to hold for investment or reinvestment and to sell, donate, lend or otherwise dispose of money, real estate, personal

property, stocks, bonds, or other securities or any other kind of property;

The ARP Foundation expresses gratitude to God for the generosity of those who have provided gifts to the denomination through bequests, trusts, and donations. In the years since the retirement of its director, Mr. Bill Deaton, the Foundation has not been given due attention. As a result, it is likely that the denomination has missed some significant opportunities for bequests and planned gifts. The Foundation board of directors, therefore, is working to revitalize this very important ministry and is seeking an individual or group of individuals to promote the foundation and assist individuals in setting up deferred giving opportunities.

Duty 10. refrain from engaging, either directly or indirectly, in any activity that would

(1) prevent it from obtaining exemption from federal income taxation as a corporation

described in section 501©(3) of the Internal Revenue Code of 1954 or

(2) cause it to lose such exempt status; and

Duty 11. invest endowment-type funds and other long term investments of the General Synod and of those agencies of Synod which commit funds to the Foundation, in accordance with guidelines approved by the General Synod.

Duty 12. serve as the Audit Committee for the General Synod of the Associate Reformed Presbyterian Church:

a. To receive and review audit reports and management letters for all entities audited. (Synod 2007)

b. To select the audit firm to recommend for use by all agencies (2006)

In response to numerous requests from ARP congregations, the Board has developed suggestions for internal controls of church finances. The purpose of internal controls is to ensure shared responsibilities within the system of receiving and disbursing monies in the life of the congregation, thus providing a measure of protection not only of the church's funds but also for those who handle the funds. These suggestions are attached as an addendum to this report.

Under the oversight of the Executive Board of Synod, the Office of Central Services serves as an accounting and finance resource for all agencies of the denomination, particularly Synod's committees, Board of Benefits, William H. Dunlap Board of Directors, Board of Stewardship, *The ARP*, Christian Education Ministries, and Outreach North

America. Procedures are in place for expenditures of funds. All requests for expenditures must be approved by the agency director, and either the Treasurer of Synod or the Executive Director of Central Services approves checks before payments are issued. Restricted and designated fund descriptions are maintained, and the Executive Director of Central Services is charged with the responsibility of ensuring that funds are made available for expenditure in accordance with the governing documentation.

The Board of Stewardship sets investment allocations for endowment-type funds belonging to General Synod and funds given to the Foundation. When specific directives by the donor are lacking, the Board establishes distribution guidelines for these funds. General Synod's Investment Committee monitors the investment programs and has been given the authority by the Board to make decisions on investment managers.

The funds of General Synod and funds administered on behalf of its agencies are audited annually by a firm selected by the Board. The Board receives and reviews the audit and submits it to General Synod with its official report, makes it available to Synod agencies, and makes it available online at www.arpchurch.org.

The Finance Committee of the Board serves as the Audit Committee and is authorized 1) to receive and review audit reports for all entities audited, and 2) to select the audit firm to recommend for use by all agencies. At present, the Audit Committee sees no need to change the audit relationships established by Bonclarken, Erskine, and World Witness. Each of these agencies is expected to submit a copy of its audit to General Synod with its official report to Synod. These audits and any management letter and other related information should be submitted for review by the Finance Committee.

The independent firm of Millard & Moore is conducting the December 31, 2011 audit, the scope of which includes the books of the Treasurer of Synod, the ARP Foundation's custodial funds, the ARP Foundation's gift annuity funds, and Outreach North America's revolving loan fund. In 2011, the Board of Stewardship's expenditures will be slightly over budget. Due to some operational procedures at the auditing firm, the 2010 audit was billed to Synod in 2011. Therefore, we are paying for both the 2010 and 2011 audits this year. Obviously this is not standard procedure, and Central Services has addressed this issue with the auditing firm so that the situation will not be repeated in the future.

Administrative Information

The Board expresses gratitude to retiring member Bob Elliott for his six (6) years of service and for his leadership as Chairman since 2008.

Officers for July 1, 2011 – June 30, 2012:

Barry Dagenhart, Chairman

Jeff Lipscomb, Vice Chairman

Paul Matthews, Secretary

Next meeting date: September 22 – 23, 2011

Statistical Data, Denominational Ministry Fund

May 2010

Category	2011	2010	2009	2008	2007
Churches meeting goal of 20%	6	9	11	17	17
Churches giving 10% - 19%	33	36	34	45	48
Giving percentage not determined	3	59	14	35	7
Remaining at same percentage	166	156	101	56	2
Increased percentage level	87	118	81	56	66
Increased by at least 1%	45	78	49	22	44
Decreased percentage level	122	92	92	36	46
Decreased giving but at 10% or above	15	14	12	13	20
Submitted a report but did not pledge support*	27	47	41	42	41
Churches who have not submitted reports as of April 29, 2011	103	42	45	58	

*Of the 27 churches listed in 2010, 16 did actually make contributions to the Denominational Ministry Fund.

The figures for 2011, as compared to the previous year, are based on information recorded in Statistical Reports from individual congregations. Total churches = 291.

The Board of Stewardship expresses gratitude to *every* congregation contributing to the Denominational Ministry Fund.

Recommendations:

1. That General Synod pause for prayer, thanking God for His provision for our denomination and asking that all current and future ministry needs be met.
2. That all ARP pastors and congregations be urged to implement stewardship training, with special emphasis given to the practice of tithing as an act of worship and thanksgiving.
3. That all ARP congregations are expected to participate in the work and ministry of the Church by tithing the previous year's General Fund giving to the Denominational Ministry Fund. For those congregations presently giving in excess of 10%, we are eternally grateful and encourage you to continue to receive God's gracious blessing in giving at your current level. For those congregations not presently tithing, the expectation in 2013 will be for an increase of two percentage points in giving per year until the tithe is achieved. "Bring the full tithes into the storehouse, that there may be food in my house; and thereby put me to the test, says the Lord of hosts, if I will not open the windows of heaven for you and pour down for you an overflowing blessing." Malachi 3:10 RSV.
4. That the proposed 2012 budget for the Board of Stewardship be approved.
5. That the Easter and Thanksgiving offerings be continued for Fall 2011 and Spring 2012.

Respectfully submitted,

Bob Elliott

Stewardship Budget—see pg. 226.

ADDENDUM

Suggestions for Church Finance

1. Where congregation size makes it feasible to do so, appoint a financial secretary or have both a receiving and a disbursing treasurer.

Even if your congregation is small, the following suggestions may be implemented effectively:

2. Designate a finance committee for the congregation.
3. Make sure deacons (or a receiving treasurer) count the offerings and make deposits.
4. The church administrative secretary should receive memorials and contributions on behalf of the church, document them, and give them to the treasurer and/or financial secretary for deposit.
5. Invoices should be first approved by those responsible for the particular line item of the budget to make sure it is a budgeted expense.
6. Two or more designated members of the finance committee should authorize all payments of invoices.
7. Employ a Check Request Form system for budgeted expenses to create a paper trail.
8. Make sure any endowment funds are shown on each monthly statement, and give careful attention to make sure the proper monthly interest is credited to the proper endowment or fund or account.
9. For those churches that have preschools or day care centers, the church treasurer and/or financial secretary should receive from the school director a control sheet listing students (and their tuition) so that tuition deposits are properly accounted for, including any cash payments.
10. Make sure receipts are given for all cash payments.
11. Bond treasurers, financial secretaries and all who work in that type of position.
12. Have more than one person review bank statements. It is preferable to have the bank statements mailed or emailed directly to a member of the congregation who has no authorization on the account(s) but who is knowledgeable enough about the budget to ask appropriate questions about payments reflected on the statement. This person should make sure that the bank statement balance agrees with internal reports that are generated for the congregation.
13. Churches can avoid trouble by spreading responsibilities to a group rather than to an individual for receiving and disbursing monies. Paper trails—that is, written documentation of transactions—are also important keys to internal controls.

The **Moderator's Committee on Stewardship** recommended that Synod:

1. Approve Recommendation 1. (*That General Synod pause for prayer, thanking God for His provision for our denomination and asking that all current and future ministry needs be met*)
2. Approve Recommendation 2. (*That all ARP pastors and congregations be urged to implement stewardship training, with special emphasis given to the practice of tithing as an act of worship and thanksgiving*)
3. Approve Recommendation 3. (*That all ARP congregations are expected to participate in the work and ministry of the Church by tithing the previous year's General Fund giving to the Denominational Ministry Fund. For those congregations presently giving in excess of 10% we are eternally grateful and encourage you to continue to receive God's gracious blessing in giving at your current level. For those congregations not presently tithing, the expectation in 2013 will be for an increase of two percentage points in giving per year until the tithe is achieved. "Bring the full tithes into the storehouse, that there may be food in my house; and thereby put me to the test, says the Lord of hosts, if I will not open the windows of heaven for you and pour down for you an overflowing blessing." Malachi 3:10 RSV*)
4. Approve Recommendation 4. (*That the proposed 2012 budget for the Board of Stewardship be approved*)
5. Approve Recommendation 5. (*That the Easter and Thanksgiving offerings be continued for Fall 2011 and Spring 2012*)

In addition, your committee recommends

6. That the General Synod thank the Board of Stewardship, Chairman Bob Elliott, Treasurer Chip Smith, Executive Director Paul Bell, Brian Such and other Central Services employees for their faithful service to our denomination.

*Regarding Unfinished Business 2010, your Moderator's Committee affirms recommendations 1, 2, 4, 5, 6 of the 2010 Moderator's Committee on Stewardship. **(See Appendix for summary of Unfinished Business of 2010.)**

Recommendations 1 and 2 of the 2011 Moderator's Committee report were adopted. A substitute motion for recommendation 3 was adopted as follows:

That the Board of Stewardship's Recommendation 3 regarding expected tithing by congregations be referred to the Theological and Social Concerns Committee of the General Synod for study and recommendations.

Recommendations 4-6 of the Moderator's Committee report were adopted.

Prayer with regard to Recommendation 1 was offered.

A motion carried that:

The Board of Stewardship investigate and, if possible, develop an improved method (over the Denominational Ministry Fund) for the funding of boards, agencies and denominational ministries.

The report of the **Board of Benefits** was presented.

REPORT OF BOARD OF BENEFITS

General Synod has charged the Board of Benefits (Board) with the responsibility for providing opportunities for security to the individuals and families it serves in the areas of benevolence, insurance, and retirement, and with providing assistance to ministers and churches in the areas of compensation planning and tax reporting (Synod, 1995). The Board is comprised of, and seeks, members who have experience in the areas of service noted above and who regard it as a ministry to use their experience to serve members of our denomination. In addition to the members appointed by Synod, the Board values input from its advisory members representing presbytery committees/commissions on Minister and His Work, Erskine College, Bonclarken, World Witness, and Covenant Way.

The Board met in November 2010 and in April 2011.

The duties of the Board are outlined in the *Manual of Authorities and Duties*.

Duty 1. To guide and supervise benefit programs in the denomination.

Duty 4. To present to the denomination the challenge and opportu-

nities of maintaining a program of security.

The work of the Board falls into three (3) primary areas of responsibility: benevolence, insurance, and retirement.

Benevolence

Our work in the area of benevolence is rather quiet and perhaps escapes notice by the denomination at-large. It is of great importance, however, and we encourage our churches to place a greater emphasis on it. The purpose of the benevolence program is to provide financial support to retired ARP ministers, their widows, retired Synod agency employees, and to families of ARP ministers who died while serving a pastorate.

Funding for benevolence is derived through contributions from Associate Reformed Presbyterians to the annual Thanksgiving Offering, income from the J. C. Lott Endowment, interest on the Benevolent Fund Endowment, the Helen W. Carson Fund, and special gifts. One hundred percent (100%) of all funds collected are distributed to qualified recipients; no funds are received through allocations from General Synod. The collected funds are used:

- *To continue support for widows* who had been receiving support from the Widow Benefit Fund which was exhausted in 2000. This support is provided by the Helen W. Carson Fund which is also used to provide financial support for widows of ministers of the Associate Reformed Presbyterian Church who have dependent, unmarried children who are full-time elementary, secondary, college, or graduate students and are between the ages of 16 and 25.
- *To provide support to qualified retired individuals* or surviving spouses who demonstrate a need for financial assistance. Information regarding qualifications is mailed to retirees each year. After funding the Widow Benefit Fund distributions, priority is given to those who demonstrate financial need, as determined by the difference between total family income and 200% of the Government Subsistence Level. There is a maximum monthly benefit of \$500.
- *To provide Christmas love gifts to retired individuals* (or surviving spouses) who served as ministers, missionaries, or Synod agency employees and who were eligible for Synod's retirement benefits. These gifts are provided through funds remaining after the two aforementioned obligations are met.

2010 Christmas distributions and 2011 ongoing support are summarized below:

Christmas gifts to retirees	\$ 37,719 (99 recipients)
Widows Benevolent Fund	6,364 (2 recipients)
Christmas Benevolent need-based support	<u>31,067</u> (6 recipients)
Total distributed	75,150

The Board receives many notes of gratitude from individuals who receive the various forms of assistance through its benevolence program, many of whom indicate that the Lord has used these gifts to meet specific financial needs at critical points in their lives.

Insurance

The Board works to provide insurance at a cost churches and Synod agencies can afford without causing undue hardship on participating employees. Toward this end, the Board has contracted with Corporate Benefits, Inc. of Greenville, SC to serve as the consultant and broker for our insurance programs. Corporate Benefits reviews our insurance coverage and carriers on an on-going basis, advises the Board on recommended Plan design changes, and seeks competitive bids at least annually in an effort to control costs and provide adequate services.

To comply with new federal healthcare policies, the following Plan changes were implemented by the Board at its April 2011 meeting:

- Allow enrollment of dependent children up to age 26, effective August 1, 2011.
- Remove lifetime maximum benefit of \$2 million. Change to an annual maximum benefit of \$2 million.

In addition, the Board made the following changes to its policies regarding enrollment and participation in the insurance plan:

- Beginning in 2011, an open enrollment period will be offered once every three (3) years. Central Services will determine the dates on which such enrollment will be effective.
- Churches and other approved groups (e.g. Synod agencies, presbytery agencies) who participate in Synod's group medical/dental insurance program are required to remain in the program for a minimum of three (3) years beginning with their date of inclusion in the program. Churches and approved groups that drop the coverage or opt out of program participation may be considered for inclusion or re-entry to the program after a period of three (3) years from the effective date of termination of coverage or the date the coverage would have taken effect if the church/group had not opted out of the program. Open enrollment has no effect on this policy and its application.

-Churches and other covered groups will be notified when premiums have not been paid for a period of 60 days. If payments are still delinquent after six (6) months, coverage will be terminated unless a repayment schedule is presented and adhered to.

In December 2010, the Board added Medical Assistance Abroad coverage for individuals who are traveling outside the United States (Ex. church-sponsored mission trips, Erskine faculty teaching abroad, World Witness business, etc.). This coverage, available to all employees and dependents enrolled in the medical plan, would assist the covered individual in locating appropriate care, guarantee payment to the foreign facility and provide repatriation to the States. The premium costs for Medical Assistance Abroad, while nominal to individual churches and approved groups, are being covered through Board of Benefits reserves in 2011 but will be included in premiums afterward.

The group insurance benefit is available to full-time (30 hours/week) ministers serving under the terms of a Call; employees of local churches, General Synod agencies, and Covenant Way; qualified retired employees; and ARP seminary students, under the care of a presbytery and enrolled in an accredited seminary. The following coverage is available:

Coverage & Eligibility	Med	Dental	Life	AD & D	LTD	Medical Assistance Abroad
ARP Minister Serving Under a Call	Yes	Yes	Yes	Yes	Yes	Yes
Non-ordained Employees Of Churches	Yes	Yes	Yes	Yes	Yes	Yes
Employees of General Synod Agencies*	Yes	Yes	Yes	Yes	Yes	Yes
Employees of Covenant Way	Yes	Yes	Yes	Yes	Yes	Yes
Retired Employees	Yes**	Yes**				Yes**
ARP Seminary Students	Yes***	Yes***				Yes***

- * World Witness missionaries stationed outside the United States have a separate medical and dental benefit program. Erskine employees have a separate Long Term Disability Program.
- ** Retired employees (and dependents if the employee had dependent coverage at the time of retirement) may continue medical/dental insurance to the date they reach the Medicare eligibility age provided:
 - The retiree has been a participant during the five-year period preceding retirement; and
 - The retiree is at least age 55 and the years of continuous service and age are equal to or greater than 65; and
 - The retiree is not eligible for other coverage as an employee.

If the retiree has dependent coverage at the time of retirement and the employee reaches Medicare eligibility age before a covered dependent, the dependent may continue coverage at the employee rate until the dependent reaches Medicare eligibility age. If the retiree does not meet the eligibility requirement above, coverage may be continued for a maximum of 18 months under COBRA.

- *** ARP Seminary students will have a second eligibility period at the time they qualify as an employee.

Employees should contact the Benefits Assistant in Central Services for specific eligibility and enrollment policies. All eligible employees must be given the opportunity to enroll in the insurance program, and it is critically important for employees to be enrolled in benefit programs in a timely manner. Medical and dental insurance coverage is conditional on the employee enrolling within the first 31 days of eligibility. Late enrollment is not permitted under the plan and will result in denial of benefits. The Office of Central Services needs to be notified as soon as a new, full-time employee is hired.

Please note that while employees may waive coverage under the medical and/or dental plans, participation in the Life, Long-Term Disability (LTD), and Accidental Death & Dismemberment (AD&D) program is mandatory for all full-time employees. The costs of coverage for Life, LTD, and AD&D is borne by the employer and is not the responsibility of the employee.

Medical Plan

The medical insurance plan is renewed annually in August, and it has been the practice of the Board to delay implementation of cost increases, if any, as long as possible—usually until January 1 following

the renewal date. At the time of this writing, the Board is in the process of negotiating premiums for the upcoming plan year and plans to conclude those negotiations in mid-June 2011. The actual increase, if any, would be announced after that time. The Board suggests that churches and agencies anticipate an increase of 7%.

Participants in the plan can help to control costs by:

- taking advantage of the \$1000 wellness benefit for annual physicals
- proactively addressing health issues identified by their health care professionals
- enrolling in wellness management programs offered by the plan monitoring claims to ensure that charges are justified and accurate
- asking physicians to explain the rationale for recommended tests
- utilizing the Ask-a-Nurse hotline provided through the plan
- utilizing nurse consultants at pharmacies
- purchasing medications at discount pharmacies

Dental Plan

Synod's dental program is a self-insured plan with Meritain serving as the Third Party Administrator for claim payment.

Life, Accidental Death & Dismemberment, and Long-Term Disability

These programs are fully insured and cover all eligible employees (except Pacific Presbytery). This coverage may not be waived.

HIPAA Privacy

Because ours is a self-insured plan, a primary focus is the protection of Personal Health Information (PHI). The Plan Document has been amended to reflect privacy issues. All Health Plan participants have been given a Privacy Notice and Plan Document, and security policies and procedures are in place. Business Associate Agreements conforming to HIPAA requirements are in effect.

Retirement

The Associate Reformed Presbyterian Retirement Plan (Plan) is a qualified, non-contributory, defined benefit plan. The Retirement Committee of the Board of Benefits serves as Administrator of the Plan.

The Plan defines an eligible employee as one whose regularly scheduled service is at least 20 hours per week and who is: (1) an ordained pastor serving a congregation of the Church within the geographical boundaries of the United States, pursuant to the terms of a Call, or (2)

an employee of a Presbytery or Synod agency in a supervisory capacity.

Effective January 1, 2004, employees serving in a pastoral ministry outside the United States are not eligible for enrollment in the Plan. Those persons serving outside the United States who were previously enrolled in the Plan and have not been terminated from it continue to accrue Service for vesting purposes. Calls to ministers serving in the pastoral ministry outside the United States (e.g. Canada) must provide for contributions to a locally-accredited and registered retirement plan approved by the presbytery extending the Call.

Because Erskine has a separate plan, employees of Erskine College and Erskine Theological Seminary are not included in the ARP Retirement Plan.

Eligible employees are required to complete an enrollment form for formal entry into the Plan. Under the provisions of the Plan, the employees listed above are Participants in the Plan during their first year of service, even if the church or agency fails to make contributions or if the employee does not enroll. Any eligible employees who have not yet enrolled in the Plan should contact the Office of Central Services. If an eligible employee fails to enroll within the first year of service, participation is suspended with the following implications:

- the employee ceases to accrue credit for Service and Earnings, and
- in the event of death, the surviving spouse would not receive the lump-sum death benefit nor the survivor income benefit payable to age 65. (Survivor benefit is equal to 20% of monthly Earnings to a maximum of \$1200/month. An additional 10% of monthly earnings is available while there is a dependent child or children in the home, for a maximum total monthly benefit of \$1,800.)

The Board reminds churches and presbyteries within the United States that the *Form of Government* (Chapter X. E. 11) requires a Call to have provisions for the church to make contributions to the General Synod in support of the ARP Retirement Plan. The *Form of Government*, Chapter X. E. 12, requires the Plan to place a participant on Leave of Absence status if the terms of the Call with respect to Retirement Plan contributions are not being met. If a church or agency fails to make contributions for a period of one (1) year, notice will be given to the participant, to the Clerk of Session, to the Clerk of Presbytery, and to the Chairman of the Presbytery Committee/Commission on Minister and His Work. The failure to meet the terms of the Call

within a one-year period from the date of notice will result in the placement of the participant on Leave of Absence status until the terms of the Call have been met. On Leave of Absence status, the participant does not accrue credit for Service or Earnings, is not covered for the Death Benefit, and is not covered for the Survivor Income Benefit.

While the Plan defines Normal Retirement Age as 65, participants may retire as early as age 60. Participants who are at least age 64 and have at least 25 years of Credited Service may retire at age 64 without an actuarially reduced benefit. The Normal Form of Retirement is an annual benefit equal to 3.1% of total career Earnings, paid to the participant on a monthly basis for his/her lifetime. Survivor benefits ("joint and survivor annuity") may be paid at one-half continuation rate, 3/4, or full continuation rate. Policies regarding the election of survivor benefits are outlined in the Retirement Plan document which is available from the Office of Central Services or online at www.arpchurch.org. It is also possible for the spouse to reject the joint and survivor annuity, with the participant receiving a lifetime annuity. The Board urges great caution in the election of this type of benefit.

All benefits are taxable for laypersons, but for ordained participants, 100% of the benefit is designated as a housing allowance and is non-taxable to the extent that it is utilized for that purpose. The Board requires third-party verification of ministerial status at the time of retirement for former Associate Reformed Presbyterian ministers.

Actuarial Valuation

Stanley, Hunt, DuPree, Rhine, Inc., (SHDR) a subsidiary of BB&T, serves as the Plan actuary. Board policies require that an actuarial review of the Plan is conducted every three years to determine the minimum contribution level necessary to maintain the Plan on an actuarially sound basis and to determine if a change in benefits is feasible. The next scheduled valuation is December 31, 2011.

The Retirement Plan Trust is sufficiently funded for current liabilities and has recovered loss incurred in 2008 – mid-2010, totaling \$42,050,830 on March 31, 2011. The Board praises God for this rebound. While current liabilities are funded at 88.8%--a healthy figure by industry standards--the Board continues to monitor the Trust Fund to ensure its viability for the future and will consider adjustments to the contribution rate and/or future payout rate as necessary.

Duty 3. To assist individuals and families in preparation for retirement.

On behalf of the Board, the Office of Central Services assists persons who are preparing for retirement by maintaining records of Service and Earnings; providing retirement plan income projections for planning purposes; and at the time of retirement, providing calculations of actual retirement plan payments. An on-line program by which participants may generate their own retirement income projections is also available.

Ministers Opting Out of Social Security

Because General Synod has taken the position that there is nothing in the Standards of the Church that would support the “religious principles test,” denominational benefit programs are structured to anticipate the benefits provided by Social Security. If a minister opts out of the program as provided for in Section 1402(e) of the Internal Revenue Code, he should have a plan to replace lost benefits so as not to create an undue hardship on his family.

The minister must file an exemption application (Form 4361) certifying that he is “conscientiously opposed to, or because of my religious principles I am opposed to, the acceptance (for services I performed as a minister...) of any public insurance that makes payments in the event of death, disability, old age, or retirement, or that makes payments toward the cost of, or provides services for, medical care.” Pastors planning to file for exemption should note that their objection must be based upon religious conscientious objection, not on a desire to do their own personal investing of funds that would otherwise be paid to Social Security. The deadline for filing the exemption is the due date of the federal tax return for the second year in which a minister has net earnings as a minister of \$400 or more.

A minister who plans to file for exemption must inform “the ordaining...body of the church...that he is opposed” prior to the time the exemption is filed. The apparent rationale for this requirement is to offer the ordaining body and the denomination the opportunity to counsel applicants regarding the implications of such a decision. In the ARP Church, ministers planning to opt out of Social Security must notify the ordaining presbytery.

IRS rules regarding opting out of Social Security are stringent and infractions can result in significant retroactive financial penalties to the pastor. The Board, therefore, urges pastors to exercise great care in following all the steps required in filing for this exemption. Applicants for exemption should be aware that the exemption is not official and should not be claimed until the IRS has confirmed it in a written response to the individual’s application. Bi-vocational pastors espe-

cially need to be aware that the exemption applies only to monies received in exchange for *ministerial* services; monies earned through non-ministerial employment are subject to Social Security laws.

Post-Retirement Medical Coverage

General Synod's medical and dental coverage terminates at retirement for those who have reached the age of Medicare eligibility. Persons retiring prior to attaining Medicare eligibility may continue coverage under certain conditions. Ministers who opt out of Social Security and who did not qualify for benefits before opting out must pay a premium to participate in Medicare. The Board urges employees to make post-retirement coverage plans well before retirement.

Duty 8. To assist ministers and churches in the areas of compensation and tax planning/reporting by providing: (a) on an annual basis, a tax guide; (b) on a periodic basis, a request form for Social Security estimates of earnings and benefits.

The Board annually provides information to churches for budgeting and financial planning. The Office of Central Services now provides churches with detailed invoices for insurance premiums and Retirement Plan contributions.

2. To oversee the collection and investment of financial resources contributed and designated by individuals, churches, and the General Synod for these purposes.

Insurance

Central Services administers accounting functions for the Board and is the vehicle by which gifts for benevolent purposes, retirement contributions, and insurance premiums are received, recorded, and disbursed.

The following chart shows insurance premiums collected, fees disbursed, and the claim reserve balance for calendar year 2010.

	2007	2008	2009	2010
Total Medical/Dental premiums collected	\$3,445,043	\$3,901,149	\$3,443,056	\$3,714,597
Fees paid to Medical/Dental providers	402,710	445,354	455,366	480,772
Paid Medical and Dental Claims	2,993,789	3,329,906	3,314,901	3,746,287
HealthSTAT fees	39,477	48,735	40,304	23,205
Administrative *	47,079	45,984	60,062	59,495
Balance of claim reserve	\$3,052,779	\$2,574,776	\$2,399,924	\$2,030,910

*General Office plus insurance portion of Central Services budget.

Retirement

Contributions for the Retirement Plan, except for designated administrative costs, are sent to the Retirement Plan Trust. Funds added to the Trust may only be used for benefits paid to a Plan participant or the surviving spouse of a Plan participant.

General Synod's Investment Committee oversees the investments of the Retirement Plan Trust, and SunTrust Bank, Atlanta serves as Trustee and Custodian of the Plan assets. The chairman of the Board's Retirement Committee serves as the Board's advisory member on the Investment Committee.

The Retirement Committee and Synod's Investment Committee have in place a Memorandum of Understanding delineating the duties of each committee with respect to investment of retirement funds and administration of the program.

General Synod funds the Plan primarily from contributions made by churches and agencies of the Synod and establishes guidelines to ensure adequate funding based on recommendation from the Board. Currently, churches and agencies contribute 8.5% of the participant's Earnings. Regulations governing qualified plans limit the amount of Earnings that can be recognized for Highly Compensated Employees, subject to annual adjustment by the Internal Revenue Service.

Audit

The independent certified public accounting firm of Millard and Moore, CPA, PA audits the financial activities of the Board. The auditor's report for the Associate Reformed Presbyterian Retirement Plan is made available to each member of the Board, is submitted with the official report of the Board to the General Synod, and is available for review at the ARP Center, Greenville, SC. All financial activities of the Board are included in the General Synod audit.

Administrative**Duty 5. To prepare and recommend to Synod each year a budget for the work of the Board.**

The proposed 2012 Operating Budget for the Board is attached and reflects allocations recommended by the Board of Stewardship to cover the Board's meeting expenses and general office expenses. Administrative support for the Board is provided by Central Services, and the Board voted in April 2012 to increase its contribution from 25% to 30% of Central Services' operating funds as approved by the Executive Board of Synod. This increase more accurately reflects the amount of time Central Services staff members dedicate to Board affairs. The Board of Benefits has approved funding 50% of its commit-

ment from resources for the insurance program and 50% from contributions for the retirement program. The balance of the budget is an estimation of funds received, disbursed, or added to fund balances for future use.

Duty 6. To make an Annual Report.

Duty 7. To appoint such administrators as are necessary for the work of the Board.

The Board has appointed the Executive Director of Central Services as its administrative officer.

The Board wishes to express gratitude to Mr. Gerry Kunz who is completing his second term of service and to Mr. Nat Stewart who has resigned his position on the Board.

Miscellaneous

Officers for 2011 – 2012

Chairman: Guy H. Smith, Jr.

Vice Chairman: W. T. (Tom) Clary

Secretary: Lissa Shine

Treasurer: Guy H. (Chip) Smith, III, Treasurer of Synod

Administrative Officer: J. Paul Bell

Meeting Dates

November 3-4, 2011, Bonclarken

April 19 – 20, 2012, Bonclarken

Recommendations:

1. That Synod pause to thank God for making it possible for our denomination to offer both insurance and retirement benefits to its employees, particularly in today's economy.
2. That the Christmas Benevolent Fund Offering continue and that it be taken during the Thanksgiving Season and that all churches provide an opportunity for members to make contributions for this ministry.
3. That pastors and clerks be encouraged to be attentive to the special needs of retired Synod employees and widows of former employees and ARP pastors and seek to assist the Board of Benefits in its ministry to these faithful servants.
4. That presbyteries direct all congregations (except for congregations that have been excluded by action of the Board of Benefits) to enroll and pay premiums for all employees eligible to participate in the life, dependent life (if applicable), accidental death and dis-

- memberment, and long term disability plans.
5. That the proposed budget for 2012 be approved.
 6. That all other actions of the Board as reported herein be affirmed.

Respectfully submitted,
 Board of Benefits
 Guy H. Smith, Jr., Chairman

BOARD OF BENEFITS

	2011 Synod Approved	2012 Proposed
Revenues		
<u>Unrestricted for Operations</u>		
General Synod Allocation	6,300	6,800
A&R Interest	-	-
Total Unrestricted	6,300	6,800
<u>Designated Estimates for Benevolence</u>		
Benevolent Fund Special Offering	60,000	42,000
Benevolent Fund Interest	700	75
J. C. Lott Trust	7,100	3,400
Total Benevolent	67,800	45,475
<u>Group Insurance Resources</u>		
Group Insurance Premiums	3,959,654	4,172,554
Group Insurance Interest	30,000	2,500
Interest on Claim Reserve	60,000	60,000
Gain/(Loss) A&R Claim Reserve	-	-
Total Group Insurance	4,049,654	4,235,054
<u>Retirement Plan Resources</u>		
Ola B. Hunter Trust for Retirement	1,849	1,849
ARP Retirement Plan	1,121,705	1,122,105
Total Retirement Plan	1,123,554	1,123,954
Total Revenues	\$ 5,247,308	\$ 5,411,283
Expenses		
<u>Board and General</u>		
Board Travel & Meeting	5,100	5,000
Office and Miscellaneous	1,200	1,800
Total Board and General	6,300	6,800
<u>Benevolence</u>		
Benevolence	67,800	45,475
<u>Group Insurance</u>		
Group Insurance Premiums, Claims, Reserve	3,975,000	4,150,000
Group Insurance Administrative Support	58,154	68,554
Bank Charges		
Fees-A&R Claim Reserve	16,500	16,500
Total Group Insurance	4,049,654	4,235,054
<u>ARP Retirement Plan</u>		
Audit	2,500	2,500
Actuarial Fees	12,500	2,500
Administrative Support	58,154	68,554
Miscellaneous Expenses	400	400
Transfer to Trustee	1,050,000	1,050,000
Total ARP Retirement Plan	1,123,554	1,123,954
Total Expenses	\$ 5,247,308	\$ 5,411,283
Net Income (Loss)	\$ -	\$ -

The **Moderator's Committee on Benefits** recommended that Synod:

1. Approve Recommendation 1. *(That Synod pause to thank God for making it possible for our denomination to offer both insurance and retirement benefits to its employees, particularly in today's economy)*
2. Approve Recommendation 2. *(That the Christmas Benevolent Fund Offering continue and that it be taken during the Thanksgiving Season and that all churches provide an opportunity for members to make contributions for this ministry)*
3. Approve Recommendation 3. *(That pastors and clerks be encouraged to be attentive to the special needs of retired Synod employees and widows of former employees and ARP pastors and seek to assist the Board of Benefits in its ministry to these faithful servants)*
4. Approve Recommendation 4. *(That presbyteries direct all congregations (except for congregations that have been excluded by action of the Board of Benefits) to enroll and pay premiums for all employees eligible to participate in the life, dependent life (if applicable), accidental death and dismemberment, and long term disability plans)*
5. Approve Recommendation 5. *(That the proposed budget for 2012 be approved)*
6. That recommendation Number 6. *(That all other actions of the Board as reported herein be affirmed)*

In addition, your committee recommends

7. That the Synod thank Paul Bell, Stephanie Bishop, Chairman Guy Smith and the Board of Benefits for their work.

*Regarding Unfinished Business 2010, your Moderator's Committee affirms the action of the 2010 Moderator's Committee on Benefits (**See Appendix for summary of Unfinished Business 2010.**)

Recommendations 1-6 of the **Moderator's Committee on Benefits** were adopted. The additional recommendation number 7 of the Moderator's Committee was adopted.

Guy Smith made remarks regarding changes to the insurance plan and new premium rates.

The Report of the **Board of Bonclarken** was presented.

REPORT OF THE BOARD OF BONCLARKEN

Dear Brothers in Christ:

The Board of Bonclarken continues to focus on its mission of “providing and promoting a Christian environment for inspiration and renewal.” We anticipate over 15,000 guests to enter our gates during 2011 and our prayer for each is that they will be receptive to the call of the Holy Spirit and leave our grounds inspired and renewed in their faith in Jesus Christ.

Our 2010 year was filled with life-changing experiences as the Holy Spirit moved in a mighty way in the lives of our camps and conferences attendees. One good story is about a young man named “Jeff.”

Jeff was a first-time attendee at Camp Bonclarken. A fine young man who is an active member of his church, Jeff felt the call of the Holy Spirit to make a profession of faith in Jesus Christ during camp. He was so excited to share this good news with his parents when they arrived on Friday and his parents, as you can imagine, were thrilled.

Now take Jeff’s decision and multiply it by hundreds---you have a sense of why Bonclarken is important not only in the life of our Associate Reformed Presbyterian denomination, but in the life of individuals that visit us from many other denominations as well.

The Board expresses tremendous thanks to the hundreds of volunteers who assist each year with this ministry. These volunteers bring their time and talents and are a wonderful encouragement to the Bonclarken staff.

The Board continues to be thankful for the financial support received from General Synod and praises God for His great faithfulness.

For only the second time in the last twenty years, Bonclarken’s operating budget finished the year with a deficit. Cancellations due to significant snow in January and February accounted for the shortfall.

General Synod has given the Bonclarken Board the authority for the overall management of the Conference Center, including all properties owned. In the exercise of this authority, the Board implements the four duties as reflected in the *Manual of Authorities and Duties*.

These duties are:

Duty #1:

To be responsible for carrying out the PURPOSE of Bonclarken:
‘To serve God through the ministry of the Associate Reformed Presbyterian Synod by providing for the denomination opportunities for Christian worship, education, recreation, and fellowship; by assuring a wholesome atmosphere for Christian development; and by

making facilities available to the agencies and institutions of Synod, its Presbyteries and local congregations to fulfill their missions and goals.” In the interest of oneness with God, the facilities may be shared with other Christian and educational groups when scheduling permits.

Response to this duty:

- *Opportunities for Christian worship, education, recreation, and fellowship* are provided by Bonclarken through wonderful facilities with which God has blessed us. The Board reviews needs and creates plans for keeping these facilities in condition to maximize these opportunities.
- *Assuring a wholesome atmosphere for Christian development* is the primary duty of the staff of Bonclarken. The staff seeks to create an environment where our guests will be prepared to receive the call of the Holy Spirit. This duty is accomplished through work in areas of Guest Services, Food Service, Maintenance, and Recreation.
- Bonclarken is open year-round, thereby *making facilities available to the agencies and institutions of Synod, its Presbyteries and local congregations to fulfill their missions and goals.*

In 2010, Bonclarken hosted numerous ARP events, which included General Synod, Family Bible Conference, Bonsenior, Horizon, Quest, Music Conference, two sessions of Camp Bonclarken, three sessions of Camp Joy, Music Drama Camp, presbytery youth retreats, individual ARP church weekends, and an event for almost every agency of Synod.

- *In the interest of oneness with God, the facilities may be shared with other Christian and educational groups when scheduling permits.* Bonclarken hosted numerous events for other Christian and educational groups in 2010.

Duty #2:

To elect officers and employ and supervise such persons as may be necessary for carrying on the work of Bonclarken.

Response to this duty:

The following officers were elected to serve in 2010-2011: Calvin Draffin, Chairman; Windsor Sherrill, Vice Chairman; Bill Patrick, Secretary; Welch Bostick, Treasurer. Committee Chairs: Lee Logan, Administration Committee; Jimmy Matthews, Buildings and Grounds Committee; and Lou Ann Aheron, Promotion and Services Committee.

The Board employs and supervises Chip Sherer as President of

Bonclarken. Mr. Sherer has the responsibility of carrying out the policies of the Board and managing the day-to-day operations of the Center.

Duty #3:

To make such rules and regulations for its own government as may be consistent with the Constitution of Bonclarken Conference Center and the policies of Synod.

Response to this duty:

See list of actions set forth below.

Duty #4:

To manage, sell, or lease any of the property under its control.

Response to this duty:

The Board continued to ensure that all property owned by Bonclarken was appropriately managed and took the following significant actions from April 2010 through February 2011.

Administrative Information

Action taken at the January 2011 Board meeting:

- Approved updates to the Bylaws on one area related to Composition of the Board, on three items related to Officers, and on two items related to Committees.
- Approved the 2011 Operations Budget.
- Approved the 2011 Non-Operations Budget.
- Approved that the interest earned by the Board Designate
- Account will be placed in the Capital Emergency Fund.

Action taken at the October 2010 Board meeting:

- Approved Camp Bonclarken Family Weekend as an annual Bonclarken-run event.
- Approved a Home Educator conference be approved as an annual Bonclarken-run event.
- Approved plans as submitted by the Bonclarken Property Owners Association Special Committee for renovations and improvements to the playground behind Maryalice Cottage, with the understanding that all expenditures for such improvements be from funds raised by this special committee through the BPOA membership.
- Established a committee from within the Administration Committee membership to assist Bonclarken staff in documenting all current internal financial procedures, to make decision the on need for an audit in certain years, and to study

the current level of bonding for employees who handle cash.

- Approved Carl Shaw, CPA, to conduct the 2010 financial review.

Action taken at the May 2010 Board meeting:

- Approved the renovated basement of the Lakeview Apartments be named The Lucy-Lynn Cottage.
- Approved that Bonclarken grant a twenty-foot easement along the water line between the youth cottages to the City of Hendersonville.
- Approved that for the James L. Love Bonclarken Foundation, Mr. John Moore be selected to serve a three-year term that began July 1, 2009, and Mr. Bill Patrick be selected to serve a three-year term beginning July 1, 2010.
- Approved dismissing the Master Plan Committee with the Board's thanks as a plan has been developed and approved by the Board which will be implemented as funds are available.

Recommendations:

We make the following recommendations for your consideration:

1. That General Synod continue to support Bonclarken in the allocation of Synod funds and in the annual Easter offering.
2. That General Synod encourage all Presbyteries, boards, and church organizations to attend the various ARP camps and conferences hosted by Bonclarken during the year.
3. That the meetings of General Synod for 2012 and 2013 be held at Bonclarken beginning on June 5, 2012, and June 11, 2013.

Respectfully submitted,
Calvin Draffin, Chairman
Board of Trustees

BOARD OF BONCLARKEN

	<u>2011 Approved</u>	<u>2012 Proposed</u>
Revenue		
Rooms	\$ 723,000	\$ 734,000
Food Service	448,000	453,000
Service Fee	245,000	249,000
Programs	39,000	39,000
Camps	49,000	49,000
Gift Shop/Nibble Nook	34,000	34,000
Property Owners	40,000	40,000
Miscellaneous	19,000	19,000
Total Op. Revenue	\$ 1,597,000	\$ 1,617,000
Non-Op. Revenue:		
General Synod	\$ 123,000	\$ 123,000
ARPWM	6,000	6,000
Mountain Club/Churches	173,000	173,000
Easter Offering	10,500	11,000
Total Non-Op. Rev.	\$ 312,500	\$ 313,000
Total Revenue	\$ 1,909,500	\$ 1,930,000
Expenses		
Cost of Sales:		
Food Service	\$ 189,000	\$ 190,000
Gift Shop/Nibble Nook	14,500	14,500
Total Cost of Sales	\$ 203,500	\$ 204,500
Total Pysl/Benefits	\$ 1,152,000	\$ 1,163,500
Other Expenses:		
Administration	\$ 91,000	\$ 94,000
Maintenance	45,000	46,000
Food Service	26,000	27,000
Housekeeping	68,000	69,000
Marketing	30,000	30,000
Programs	64,000	65,000
Property Insurance	65,000	65,000
Utilities	159,000	160,000
Other Expenses	6,000	6,000
Total Other Expenses	\$ 554,000	\$ 562,000
Total Op. Expenses	\$ 1,909,500	\$ 1,930,000
Net Surplus (Loss)	\$ -	\$ -

The **Moderator's Committee on Bonclarken** recommended:

1. Approve Recommendation 1. (*That General Synod continue to support Bonclarken in the allocation of Synod funds and in the annual Easter offering*)
2. Approve Recommendation 2. (*That General Synod encourage all presbyteries, boards, and church organizations to attend the various ARP camps and conferences hosted by Bonclarken during the year*)
3. Approve Recommendation 3. (*That the meetings of General Synod for 2012 and 2013 be held at Bonclarken beginning on June 5, 2012, and June 11, 2013*)

*Regarding Unfinished Business 2010, your Moderator's Committee affirms the action of the 2010 Moderator's Committee on Bonclarken. (**See Appendix for summary of Unfinished Business from 2010**)

Recommendations 1-3 of the Moderator's Committee were adopted.

Bonclarken Chairman, Calvin Draffin, presented an update on the board's master plan.

The Report of the Board of World Witness was presented.

WORLD WITNESS REPORT
NOT AVAILABLE ONLINE

For more information,
Contact 864-233-5226

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Contact 864-233-5226

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The **Moderator's Committee on World Witness** recommended that Synod:

1. Approve Recommendation 1. (*That the 2011 Report of World Witness, the Board of Foreign Missions of the Associate Reformed Presbyterian Church be adopted and printed in the Minutes of Synod*)
2. Approve Recommendation 2. (*That due to the sensitive nature of the material in the report (mission fields; location of missionaries, etc) this and future WW reports not be made available in any electronic form that is accessible through the Internet*)
3. Approve Recommendation 3. (*That the proposed 2012 WW Budget (Core Budget \$ 3,825,134; Vision Budget \$ 585,000) included in this report and as amended by the 2011 Synod Report of the Board of Stewardship be adopted*)
4. Approve Recommendation 4. (*That a prayer of supplication be offered at this Synod for the safety and security of WW missionaries and WW/ ARP Cooperative missionaries around the world, with special emphasis being given to their faithfulness to Christ in the face of adversity and the attacks of the evil one*)
5. Approve Recommendation 5. (*That a prayer of thanksgiving be offered at this Synod for the faithful service of Gary and Joyce Letchworth and Ron Brunson who have served faithfully as Volunteers in Mission to Pakistan and who have contributed much to the re-opening of that field since 2005 after a four-year hiatus and that this prayer include a supplication for the provision of future missionaries who are ready, willing and able to serve in Pakistan*)
6. Approve Recommendation 6. (*That the Bylaws of World Witness, the Board of Foreign Missions of the Associate Reformed Presbyterian Church, which are appended to this report be adopted and printed in the Manual of Authorities and Duties for Officers and Agencies of the General*)

Synod of the ARP Church)

*Regarding Unfinished Business 2010, your Moderator's Committee affirms the action of the 2010 Moderator's Committee on World Witness (**See Appendix for summary of Unfinished Business from 2010.**)

Recommendations 1-6 of the Moderator's Committee were adopted.

Prayer with regard to recommendation 4 and 5 was offered.

**REPORT OF THE BOARD
OF CHRISTIAN EDUCATION MINISTRIES**

"Equipping the Saints"

It is the call of every church to fulfill the command of Jesus to "Feed my sheep" (John 21:17). We find people in our congregations in various states of spiritual maturity and hear again the words of Jesus, "Feed my sheep." The task can be daunting and there is often a lack of resources in the local congregation. It is the desire of Christian Education Ministries (CEM) to bring tools and resources to local congregations as they seek to faithfully make disciples. Through a continually growing list of fine written materials, as well as retreats, conferences, and digital video presentations, CEM seeks to be the partner of the local church in your ministry. Regardless of your locale, please see CEM as your resource board. It is our desire and call to serve you as you feed your hungry sheep. Please don't hesitate to call.

Organization:

Officers: Chairman – Bob Whittet, Vice Chairman – Chad Reynolds
Secretary – Kathy Barron

Committees: Executive Committee
Events Committee
Resource Committee
Finance Committee

Board Meetings:

The Board of Christian Education Ministries held two meetings since the last Synod meeting. These meetings were held on September 13 - 14, 2010 and February 7 - 8, 2011. An extra night was taken in September for restructuring.

Authority:

Christian Education Ministries of the Associate Reformed Presbyterian Church is the agency of the General Synod which shall plan, organize, administer, and promote the teaching ministry of the Church, except for that higher education provided by Erskine College and Erskine Theological Seminary; and shall carry out its responsibilities in relation to the presbyteries and congregations in cooperation with the other boards and committees of the General Synod.

In the exercise of its authority the Board shall comply with the *Standards of the Associate Reformed Presbyterian Church*, and its policies and programs shall be consistent with the purpose of the General Synod.

The format of this Report is based on the duties and work as defined on the *Manual of Authorities and Duties for Officers and Agencies and Rules of Order* of the Associate Reformed Presbyterian Church (2009).

Duties and Work Underway

1. To employ such administrators and staff as are necessary for the work of the Board and to supervise the execution of the Board policies.

(*Manual of Authorities and Duties*, 2009)

- The board spent much time studying CEM's current administrative structure and eliminated the full-time positions of both the Director of Events and the Director of Resources in order to fulfill its mission more effectively.
- The board expressed its very sincere gratitude to Rev. Greg Hamer for his faithful labors in working in Christian Education Ministries and provided a transition package consisting of full salary as well as paid COBRA medical and dental insurance for six (6) months or until he receives a call or other full-time employment, whichever comes first.
- The board welcomed Mrs. Kara Russo as the new Administrative Assistant.
- The board welcomed Ms. Courtney Groves as the new Graphic/Design Specialist (part-time).
- The board welcomed Mrs. Carole Ellis as the new Resource Specialist (part-time).
- The board welcomed Ms. Judi Hodges as the new Training Specialist (part-time).
- CEM developed a personal intern position in place of its summer internship program to more effectively fulfill CEM's mission.

2. To prepare and recommend to Synod each year, a budget to do the work of the Board and to oversee the use of financial resources designated by the Synod for these purposes. (*Manual of Authorities and Duties*, 2009)

See budget at end of this report.

3. To initiate, develop, promote, coordinate, and evaluate comprehensive programs of Christian education for Synod, presbyteries, and congregations that will help to equip the saints for their ministries in the world. (Ephesians 4:12) (*Manual of Authorities and Duties*, 2009)

- CEM is working on a new comprehensive plan for Christian education that we might equip each congregation to make disciples who are able to follow Christ in every way.
- Through following this plan of recommended, theologically reformed curriculum and resources, a foundation in Biblical knowledge and understanding is laid.
- Additional areas of study in faith and practice for the maturing Christian are built on this foundation.

4. To provide and recommend curriculum and other materials necessary for the teaching ministry (i.e., Sunday School, catechism training, mid-week programming, Vacation Bible School, etc.). (*Manual of Authorities and Duties*, 2009)

- CEM opened up a bookstore at Bonclarken providing people an opportunity to obtain approved CEM resources.
- CEM plans to open a bookstore at Erskine Theological Seminary to provide students the opportunity to obtain ARP approved resources.
- CEM continues to expand and enhance resources found on the ARP bookstore website. (<http://arpbookstore.com>).
- CEM has produced a catalog of resources offered through our bookstore.
- CEM continues to work on the Adult Quarterly (Sunday School Curriculum). Power points are now available for this resource on our website (arpcem.com).
- CEM and ONA have published an evangelism study resource consisting of four (4) lesson plans for use in elective classes in ARP churches.
- CEM is developing curriculum with ARP writers for use in Sunday school classes and Bible studies.

- CEM is expanding the list of resources in the areas of family devotion and parenting, as well as stewardship.

CURRENT SUGGESTED CURRICULUM RESOURCES

A wide variety of curriculum resource materials are currently available for churches. Materials selected need to be studied to make sure they conform to Reformed theology. It is the responsibility of each session to select materials, which the session feels are best suited to the needs of the congregation. The following materials have been endorsed and recommended by the Board of Christian Education Ministries as being in doctrinal conformity with the ARP Standards and of excellent quality:

1. The Adult Quarterly of the Associate Reformed Presbyterian Church. (Order from the ARP Center, Christian Education Ministries, One Cleveland St., Ste. 110, Greenville, SC 29601-3696, (864) 232-8297 ext. 233) Written by Dr. William B. Evans, Associate professor of Bible and Religion at Erskine College.
 2. Great Commission Publications (GCP) (Great Commission Publications, 3640 Windsor Park Dr., Suite 100, Suwanee, GA 30174-1800 (800) 695-3387) Sponsored by the Orthodox Presbyterian Church and the Presbyterian Church in America, and based on the view that Christian education is for evangelism and personal commitment. Materials are available for preschoolers through adults.
 3. ARP Bookstore. The ARP bookstore has available a wide range of thirteen-week studies, youth curriculum and other curriculum resources.
5. To inform Synod, presbyteries, pastors, sessions, DCE's, superintendents, and chairmen of local Christian education committees concerning trends and developments in Christian education.
- CEM has an active and up-to-date web page (<http://www.cemarp.com>) educating people concerning trends and developments in Christian Education.
 - CEM's Training and Resources Specialists are currently in phone contact with churches to inform them of new opportunities and resources, as well as to ask questions and listen to the challenges and needs of the local Christian education programs.
 - CEM is available at Synod events, Family Bible Conference, etc.

- to provide resources and interact with churches and congregation members.
- CEM keeps a regular column in the ARP magazine to inform, train and equip readers in the area of Christian education.
 - The board of CEM heard reports from all the presbytery representatives concerning the work that was going on in each presbytery.
 - The board of CEM also encouraged all Christian Education Presbytery representatives to carry all pertinent Christian education information back to their presbytery for implementation.
 - CEM Staff met with different presbyteries and is working on being a "HELP" to them.
 - CEM held several Christian education workshops in different churches and presbyteries.
6. To develop and supervise a full program of camps, conferences, retreats, etc., and when requested, to assist presbyteries in these areas.
- The board looked at its existing camps and conferences and was encouraged by the continued strong attendance patterns:
 - Horizon Conference (Sr. High Conference) attendance - 334
 - Quest Conference (Jr. High Conference) attendance - 362
 - Camp Joy—3 full sessions in Bonclarken Conference Center with 141 campers and 14 counselors and 14 staff members
 - Camp Joy Florida (Camp Aurora in Lake Wales, Florida) attendance - 41 total
 - Appalachian Mission— 470 ARP young people and adults from 39 churches conducted Vacation Bible Schools in 21 locations in the states of Kentucky, Tennessee and Virginia ministering to more than 600 children
 - Bonsenior (Senior Adult Conference) was held at Bonclarken - 64 total
 - Elder/Deacon Training (Gastonia, NC) attendance - 180
 - Elder/Deacon Training (Memphis, Tennessee) attendance - 80
 - Elder/Deacon Training (Maryland) attendance - 40
 - CEM is establishing a college-age retreat. A planning team has been established and is working on dates and implementation.
 - CEM camps and conferences are self-supporting and are planned and executed by teams of dedicated and experienced leaders.
 - CEM is hosting a Christian education training event in conjunction with GCP, including an ARP Christian educators summit to take place in Fall of 2011.

- CEM planned a Korean Youth retreat in January of 2011 (rescheduled due to weather).
- 7. To cooperate with other Christian denominations in carrying out all phases of the teaching ministry.
 - CEM intends to work closely with Great Commission Publications (PCA and OPC) and Christian Education and Publications (PCA) and with other denominations. This cooperation includes event planning, resources, and training in the area of Christian Education.
 - CEM hopes to join with Great Commission Publications and Christian Education and Publications in the 2020 vision program. This is a program aimed at raising Godly children and youth in the next ten years.
- 8. To help local congregations to plan, promote, and execute the best possible teaching ministry by:
 - a. Providing and promoting opportunities for leadership training;
 - b. Developing and promoting Christian education activities for congregations;
 - c. Assisting when requested, in the development of congregational libraries;
 - d. Making available relevant media resources for loan or purchase from the office of Christian Education Ministries.
 - CEM held several training sessions in local churches in the area of Christian education.
 - CEM held planning meetings with CE workers to help plan and promote CE work in churches.
 - CEM continues to be a place where churches can freely call and receive help with resources for their particular church.
 - CEM is developing a mentoring program with resources and training for local churches.
 - CEM is developing a church book table starter program tailored to each church's individual needs and budget.
 - CEM continues to develop and produce media resources for local congregations.
 - CEM is developing a range of resource packages on various topics as library starters for people in different roles and stages in life.
- 9. To promote job opportunities for those who may be called into the ministry of Christian Education.
 - CEM has established a page on its web site to promote job opportunities in the area of Christian Education.

- CEM plans to develop a network for professional Christian educators, with perhaps a yearly conference or weekend, geared specifically for their needs, support, and encouragement.
 - CEM promotes job opportunities and professional development for those who are called into the ministry of Christian education.
10. To collect annual reports from congregations on their teaching ministries and to make summary reports available to the General Synod and to Presbytery committees on the status of Christian Education Ministries in the Associate Reformed Presbyterian Church.
- CEM continues to collect reports from congregations and evaluates trends in attendance, curriculum used, and ministries sponsored in the churches so that it can better offer support and effective resources.
11. To make an annual report to the General Synod. (*Manual of Authorities and Duties*, 2009)

Recommendations:

1. CEM recommends that the 2012 budget be approved.
2. CEM asks that Synod continue to pray for the work of Christian Education Ministries.

Respectfully submitted,

Bob Whittet, Chairman

CHRISTIAN EDUCATION MINISTRIES

	2011 Synod Approved	2012 Proposed
Revenues		
Denominational Ministry Allocation	227,651	217,084
Easter Offering Allocation	9,985	9,500
Contributions for Ministry	4,400	6,000
Miscellaneous Income	900	600
Registration and Fees	349,200	218,540
Sales & Subscriptions	81,360	66,200
Operating Reserve Interest Allocation	1,604	188
Conference Admin Fees	0	19,773
Total Revenues	\$676,350	\$539,135
Expenses		
Total Payroll & Benefits	221,400	248,112
Staff Reimbursed Expenses	41,630	23,200
Board/Committee Expenses	10,500	11,000
General Office		
Promotional Expenses	2,380	0
Resources Purchased	4,410	0
Furniture/Equip/Software	2,700	3,500
Communications	1,900	2,250
Rent	11,600	11,000
Office Expenses	7,100	9,600
Total General Office	30,090	26,350
Facility Management	800	1,000
Contingency	5,000	0
Publications Expenses		
Adult Quarterly Expenses		
Adult Quarterly Preparation & Printing	24,700	22,600
Adult Quarterly Office Supplies & Misc	1,600	400
Adult Quarterly Billing		300
Adult Quarterly Shipping	6,600	2,500
Adult Quarterly Editor	17,200	17,200
Total Adult Quarterly Expenses	50,100	43,000
Book Store Expenses		
Book Store Billing		300
Book Store Purchases	19,800	15,800
Book Store Shipping	5,000	1,500
Total Book Store Expenses	24,800	17,600
Total Publications Expenses	74,900	60,600
Conferences and Training		
Conference Admin Fee	0	10,563
Staff Conference Room & Board Exp	239,700	120,300
Conference Honorariums/Fees	20,600	31,950
Conferences Travel Expenses	8,380	6,150
Conference Planning Expenses	4,200	5,100
Conference Supplies	14,300	22,200
Conference Promotional	7,200	2,100
Total Conferences and Training	294,380	198,363
Total Expenses	\$678,700	\$568,625
Change in Fund Balance	(2,350)	(29,490)
Beginning Fund Balance	184,531	103,116
Adjustments to Fund Balance		(1,262)
Ending Fund Balance	\$182,181	\$72,364

The **Moderator's Committee on Christian Education Ministries** recommended that Synod:

1. Approve Recommendation 1. (*That the 2012 budget be approved*)
2. Approve Recommendation Number 2. (*That Synod continue to pray for the work of Christian Education Ministries*)

In addition, your committee recommends

3. That the Synod offer its appreciation to the staff of Christian Education Ministries and to the board members for their efforts to provide the ARP Church with opportunities and materials that train the church up in the way it should go.

*Regarding Unfinished Business 2010, your Moderator's Committee affirms the action of the 2010 Moderator's Committee on Christian Education Ministries. **(See Appendix for summary of Unfinished Business 2010.)**

The recommendations of the **Moderator's Committee on Christian Education Ministries** were adopted. The recommendation from the Board report from 2010 with regard to Board membership was adopted.

The Report of the **Board of Outreach North America** was presented.

REPORT OF THE BOARD OF OUTREACH NORTH AMERICA

Introducing people in the United States and Canada to Jesus Christ by helping our presbyteries plant new churches and renew existing churches.

This report will highlight how we have pursued the main duties assigned to ONA by Synod in the Manual of Authorities and Duties.

1. To work with our presbyteries and other agencies to develop and implement strategies for evangelism, including strategies to help our presbyteries and churches reach the increasingly ethnically diverse population in the United States and Canada.

-For our yearly emphasis on the *free offer of the gospel*, ONA devoted the winter 2011 issue of *Outreach* newsletter to evangelism, and worked with Christian Education Ministries to publish a reproducible four (4) lesson series on evangelism: *Commending What We Cherish: Learning from our Scottish Heritage*. As Dr. Stephen Myers observed in lesson 1, "In its earliest days, the group that would

become the ARP Church was known nation-wide as the evangelistic wing of the Church.” Free copies of this resource were sent to each church, and additional copies were made available at a reasonable cost, along with permission to reproduce locally.

- ONA continues to work with Erskine Seminary to offer evangelism courses through Erskine.
- Many churches and a presbytery have invited John Kimmons, Director of Evangelism and Care, to speak on evangelism or to provide evangelism training.
- ONA again provided scholarships to lower the cost of participation in the Dearborn missions trip. This trip not only helps equip people in the ARP Church to reach out to Muslims, it also provides training and encouragement in evangelism.
- The board of ONA passed a motion to *strongly recommend and implement avenues of training for our pastors to become proficient as trainers for at least one evangelism technique every 3-4 years*. This will be mandatory for all Mission Developers, but ONA would like to see it strongly encouraged for all ARP pastors. By evangelism technique, we mean approaches such as Evangelism Explosion, Christianity Explored, or Two Ways to Live. ONA will maintain information about evangelism tools in the Evangelism Toolkit on the ONA website. We will also seek to identify training opportunities and post them on our website. The purpose of having the pastor become proficient as a trainer is for the pastor to be able to be an equipper of people in the congregation.
- The board also passed a motion to *improve, reorganize and standardize our required ARP church and pastoral orientation while additionally improving the consistency of application*. This should particularly help ministers of different ethnicities coming into the ARP Church, but is valuable to all incoming ministers. The desire is to see the Synod Orientation include some training or overview of the ARP Form of Government in addition to orientation to the various agencies, and so ONA requests that new minister orientation include such training beginning in September 2011. Ministers from a variety of different seminaries and backgrounds are now coming into the ARP. Not all have received training in ARP polity. In addition, many ministers fail to attend new minister orientation within the first year they are in the ARP. Synod has asked presbyteries to require ministers to attend orientation early in their ministries, but a mechanism needs to be implemented to assure that ministers attend orientation within six (6) months, or one (1) year at the lat-

est, of receiving a call. The best way to insure that all new ministers receive ARP orientation is to have the date for attending new minister orientation decided at the time of the call. Orientation is scheduled for the last Monday and Tuesday in March and the last Monday and Tuesday in September. Spouses are invited, and General Synod reimburses participants for out-of-pocket expenses.

-Concerning ethnic church planting as a way to help our presbyteries reach the ethnically diverse population in the United States and Canada, the board of ONA passed the following motion:

-We prefer to fund new ethnic church plants that have plans for or are in the process of making a significant impact with the next generation. Our goal is to support church plants and planters who will be reaching out to our primary target demographic of 2nd and 3rd generation ethnicities. This translates to a church with 30% English ministries with an ultimate goal of at least 50% English ministries within the next five (5) years.

-All financial and church planting procedural guidelines (e.g. ONA Policy Book, ONA manuals, ARP Form of Government, and Presbytery manuals or rules of procedure) should be translated into Korean and Spanish and other languages as needed.

-Emphasize and/or enforce the mandatory nature of attendance at General Synod and Presbytery.

-Every new work and pastor to be assigned a mentor/translator for orientation and understanding of the culture of the ARP and the ARP Form of Government will be trained at Pre- or Post-Synod time period. All agencies participating in this orientation have specific Korean workshop every year (during this pre- or post-Synod training).

2. To work with our presbyteries and other agencies to develop and implement strategies to enhance church vitality.

-Ken Priddy, Director of Church Renewal is working with several individual churches that are at various stages of the High M-Pact Revitalization process.

-In order to make the revitalization process more accessible to more churches, materials are available through the HIGH M-PACT Revitalization Digital Training Catalog that may be accessed through the ONA website, www.ona-arp.org.

-Dr. Priddy is seeking to identify potential revitalization trainers who can provide training within their presbyteries. ONA has scheduled a workshop for training trainers September 27-28, 2011 in Richmond, VA.

-In addition, we continue to encourage presbyteries to invite Dr.

Priddy to make presentations to the presbytery, and/or to provide training in Basic Church Vitalization. Dr. Priddy has made presentations to three presbyteries this year, has conducted a JumpStart Revitalization seminar in Charlotte, and is planning to provide five (5) sessions in revitalization as part of the Church Planting and Renewal conference that ONA is co-sponsoring with Erskine Seminary and with Global Church Advancement July 19-21 in Due West.

3. To work with our presbyteries and other agencies to develop and implement strategies for new church development and for ARP expansion in the United States and Canada.

- ONA has worked with Erskine Seminary and Global Church Advancement (Dr. Steve Childers) to plan a Church Planting and Renewal Conference in Due West at Erskine this summer, July 19 – 21. The conference will feature a church planting foundations track and a church revitalization and coaching track. A special discounted rate (\$235/person) for ONA/ARP/Erskine is available until the end of the day, Friday, June 10.

- The following mission congregations have received financial supplements from Outreach North America during all or part of the period since the last Synod meeting.

Catawba

Indian Land, Indian Land, SC – Gary Stiltner

First

Grace Hill, Hillsborough, NC – Ross Durham

Hope Chapel, Greensboro, NC – Todd Jones

Good Shepherd, Charlotte, NC

Tapestry, Charlotte, NC – Jarvis Ross

Christ Coastal, Southport, NC – Walt Shepard

Florida

SonLife, Jacksonville, FL – Bob Hovey

Mississippi Valley

Havana, Havana, AR – Moises Chan

Northeast

Christ, Grove City, PA – Ian Duguid

Communion, Irvine, CA – Kent Moorlach

TriState, Chester, WV – Rick Anderson

Yae Dam, Flushing, NY – Jae Hong Lim

Second

Clemson Korean, Clemson, SC – Jae Park

International Community Outreach (Swahili), Atlanta –

Isaac Gitundu
 Tennessee-Alabama
 Hanmaum, Huntsville, AL – Soo Kim
 Riverside, Prattville, AL – Greg Duke

- Outreach North America has also helped presbyteries prepare new mission developer candidates by providing supplements for church planting residencies and student internships. The following men have received residency funding and/or have been approved for a residency since the last Synod meeting: Andrew Stager (Living Waters), Tim Bowers (San Antonio, TX), Greg Duke (Prattville, AL), Duff James (Asheville, NC), Steve Reynolds (Fort Myers, FL), David Winburne (Dallas, TX). In addition, Thomas Anderson (Philadelphia, PA) has received student internship funding.
- Training for our church planters has included the annual church planter and family retreat at Bonclarken in January (theme: Prayer and Mobilizing People to Pray), quarterly New Church Community meetings in the Carolinas organized by John Kimmons, helping presbyteries match church planters with coaches, and sending people to the Global Church Advancement Church Planting and Renewal Conference in Orlando.
- ONA conducted two (2) church planting assessment centers since the last Synod: assessing four (4) potential church planters in September, and another four in February. In April, we trained presbytery church extension chairmen in tools to help them in pre-assessing potential church planters. We have also helped with Grace Presbyterian (the daughter congregation of First Presbyterian in Columbia) by helping with the pre-screening of potential church planters. We look forward to a church planter arriving on the field for that work this summer.
- ONA continues to support the pilot Parenting Church Community in Rock Hill, SC, and looks forward to seeing the first church planter called.
- 4. To serve as liaison to the American Bible Society.
 - An area representative of the America Bible Society (ABS) visited the fall ONA board meeting and met with our evangelism and multi-ethnic ministries committee.
 - ABS should be having a display at this synod meeting.
- 5. To communicate the importance of financial support for these purposes and to oversee the use of financial resources received from all

sources for these purposes.

-As with other Synod agencies, ONA is feeling the impact of the decline in giving to the denominational ministry fund. ONA's allocation from the Denominational Ministry Fund has declined from \$716,000 in 2008 to a \$616,000 in 2011. This is about a 14% decrease. One of the board's five-year goals is to pursue new opportunities to seek additional funding beyond the Denominational Ministry Fund to continue to plant new churches.

-This year the board reviewed one of our restricted funds to see whether the Church Plant Cash Flow Loan Fund is the best use of the money in that fund. The purpose of the Church Plant Cash Flow loan fund is to make temporary loans for cash flow purposes to missions and to presbyteries for new church development. This loan fund was created in 2006 as a replacement for the Manse Loan Fund. ONA had some bad experiences with the Manse Loan Fund and wanted to get out of the Manse Loan business, so the Church Plant Cash Flow Loan Fund was created and the balance of the Manse Loan Fund became the initial balance of the Church Plant Cash Flow Loan Fund. These cash flow loans are for short-term needs of two (2) years or less. The maximum loan amount is \$25,000. Since the creation of this fund, we have yet to have a request for a cash flow loan. After the report of a task force studying the best use of the more than \$300,000 in this fund, the board voted to replace the Church Plant Cash Flow Loan Fund with a new Church Mobilization Fund. This will involve a change to the ONA Policy Book that must be approved by Synod, so one of our recommendations at the end of this report is to approve this change in the ONA Policy Book.

-The board of ONA also approved a task force to work on developing a new fund, the ONA Seed Growers Fund. The vision for this fund is to cultivate a grassroots movement of support for church planting, renewal, and evangelism that would enlist participation from 50% of our churches or from more than 1500 of our active communicant members (6% of our members).

6. To prepare and recommend to Synod each year a budget with which to do the work of this Board.

-Please see the budget attached at the end of this report.

7. To appoint such administrators as are necessary for the work of the Board.

Program staff:

Full-time: Alan Avera, Executive Director.

Part-time: John Kimmons (paid by ONA, but raises half of his support), Director of Evangelism and Care; and Ken Priddy, Director of Church Renewal.

Administration Staff:

Full-time: Jean Piscina, Office Manager.

Part-time: Tessa Taylor, Administrative Assistant for Publications and Communication.

8. To make an annual report to the General Synod.

Recommendations:

1. That Synod encourage ministers to make full use of whatever provisions are provided in their call for continuing education, and that Synod encourage ministers to become proficient as trainers for at least one evangelism technique every 3 – 4 years.
2. That Synod ask presbyteries to have the date a new minister will attend new minister orientation decided at the time of call.
3. That Synod affirm ONA's guideline concerning ethnic church planting: we prefer to fund new ethnic church plants that have plans for or are in the process of making a significant impact with the next generation.
4. That Synod authorize having the revised *Form of Government* translated into Korean and Spanish once the revised *Form of Government* is approved by Synod, and that the Synod authorize the Executive Board of Synod to have the revised *Form of Government* translated into other languages as the Executive Board determines there is a need.
5. That Synod remind ministers and sessions of their responsibility to participate in Presbytery and Synod.
6. That Synod encourage presbyteries to assign a mentor/translator for ministers of different ethnicity coming into the presbytery. The mentor/translator will help the new minister understand the ARP culture and ARP *Form of Government*.
7. That Synod authorize a training time for ministers and elders of different ethnicity during the Pre- or Post-Synod time period each year; this training to be coordinated by Central Services.
8. That Synod encourage presbytery church extension committees, mission congregations, and churches to consider attending the Church Planting and Renewal Conference at Erskine July 19-21. A special discounted rate (\$235/person) for ONA/ARP/Erskine is available until the end of the day this Friday, June 10.
9. That Synod approve a change in the ONA Policy Book, section VI,

Financial Policies. Replace paragraph D of that section in its entirety with a new paragraph D. The old paragraph D spelled out terms for the Church Plant Cash Flow Loan Fund that is being replaced by the Church Mobilization Fund. The recommended new paragraph D follows at the end of this report.

10. That the proposed budget be approved.
11. That the report of the Board of Outreach North America be approved.

Respectfully submitted,

Jan Sattlem, Chairman

D. Church Mobilization Fund

1. Purpose of the fund:
 - a. To invest strategically in churches of 100 or more active members so that they grow into multiplying churches sponsoring new church plants.
 - b. To invest strategically in churches of fewer than 100 active members that are currently without a full-time pastor, but with some help could call a full-time mobilizing pastor (i.e. a pastor trained, coached, and motivated to lead the church outward in making disciples and into a multiplication environment). The goal is that the mobilizing pastor would serve as a leader and a catalyst in moving the church outward into the community to make disciples for Christ in their community and in moving the church into a multiplication environment (e.g. joining a parenting church community or teaming with a church that is sponsoring a daughter church plant).
2. Policies governing the fund.
 - a. To Qualify:
 - i. The church must be either:
 1. A church of 100 or more active members that has demonstrated a commitment to become a multiplying church sponsoring one or more new church plants, or
 2. A church of fewer than 100 active members that is currently unable to support a full-time pastor but demonstrates a commitment to call a full-time mobilizing pastor if they receive some financial help, and commits to work to be able to fully support this pastor from their own funds as soon as possible through increasing membership and increasing giving.

- ii. Prior to the initiation of this agreement, the church applying for this fund should demonstrate:
 - 1. Annual giving to the Denominational Ministry Fund at least 10% of unrestricted tithes and offerings; and pledge to continue giving at this level or greater.
 - 2. Giving to presbytery according to presbytery guidelines.
 - 3. A demographic study of the community to show that the church understands its community and is willing to reach unchurched people in its immediate neighborhood, and to show that there are enough people in the community to support the church's growth through conversion.
 - 4. Completion of ONA approved revitalization training (e.g. Global Church Advancement, Jump Start, High M-Pact Revitalization, Embers to a Flame); and commit, as demonstrated by overwhelming support of the session, to complete an ONA approved revitalization process.
 - 5. If a church of 100 or more active members, then the following three elements must all be evident:
 - a. A plan to grow into a multiplying church,
 - b. Identification of one or more potential target communities that are viable locations for a new church plant, and
 - c. Overwhelming support of the session for becoming a multiplying church.
 - 6. If a church of fewer than 100 active members, then the following three elements must all be evident:
 - a. A plan to grow into a church that can support a full-time mobilizing pastor,
 - b. A commitment to support at least 50% of the pastor's total call in the first year, and
 - c. A commitment to support at least 75% of the pastor's total call in the second year.
- iii. The church must submit:
 - 1. An application through the presbytery church extension committee to be approved by presbytery before being considered by ONA. In endorsing this application, presbytery is confirming that this church is either a good candidate for becoming a multiplying church, or is a good candidate for becoming a self-supporting church with a full-time mobilizing pastor and has demonstrated willingness to become an outward-looking disciple-making church.

2. A financial statement for the previous two (2) years, statement of Denominational Ministry Fund giving for the previous two (2) years, and a detailed budget showing how the requested funds will be used.

b. Terms of Funding:

- i. This is a Revolving Fund: Each church receiving Church Mobilization funds must commit to reinvest in the Church Mobilization Fund at least as much as they receive from the fund. A suggested annual reinvestment contribution is 20% of the total amount received from the Church Mobilization Fund, beginning the second year after Church Mobilization funding is complete.
- ii. The Church Mobilization Fund will invest in a church for a maximum of two (2) years. Second year funding will be half the first year funding. Mutually agreed upon milestones must be met every six (6) months in order to receive continued funding.
- iii. The maximum first year funding for any one church will be \$50,000 or 30% of the church's annual general operating budget, whichever is less.
- iv. Funding will be disbursed in monthly installments.

c. Criteria for Approval:

- i. Meeting all qualifications and agreeing to all terms without exception.
- ii. Viable plan for growing into a multiplying church that is able to support new church plants, or viable plan for growing into a self-supporting church that is able to support a full-time mobilizing pastor and to actively support this mobilizing pastor in leading the church outward and into a multiplication environment. This plan must be approved by all of the following: the ONA Board, Presbytery and the Church Session.
- iii. Evidence that the church has a vision to reach un-churched people and to make disciples.
- iv. Evidence that the funds will be used in a strategic way to help accomplish the church's vision.
- v. Specific, measureable, trackable, and realistic milestones are identified.
- vi. Support from the congregation as demonstrated by at least 70% of the congregation voting in approval of entering the revitalization process, seeking Church Mobilization funds

and committing to reinvest in this fund, and investing their time, tithes, and talents toward seeing the church have a greater impact in the community for Christ.

OUTREACH NORTH AMERICA

	Synod Approved 2011	Proposed Budget 2012
Revenues		
Projected Increases		
Denominational Ministry Funds	\$ 616,324	\$ 616,300
Miscellaneous Contributions for Ministry	102,400	117,200
Conference Registrations	-	1,000
Interest on Reserves	3,300	400
Invested Fund Transfers for Operations		
Hillcrest Fund	5,359	5,794
Church Plant Cash Flow Loan Fund Income	13,516	-
Mattie B. Ellis Fund Income	278	526
Permanent Fund Income	4,488	5,477
Ralph Grigsby Fund	1,413	1,589
St. Andrew Church Fund	3,621	4,091
Tunnel Rd/Christ Fellow ship-(only for Western NC)	-	6,165
Invested Fund Transfers for Operations	28,675	23,642
Total Revenues for Operations	750,699	758,542
	-	
Expenses		
Payroll & Benefits		3%
Payroll & Benefits	321,650	339,881
Staff Expenses	20,300	20,900
Board Expenses		
Total Travel and Meeting	14,000	14,000
Promotion	25,400	19,100
Professional Services	3,700	3,810
Total Board Expenses	43,100	36,910
General Office	20,500	19,500
Program and Mission		
Recruiting and Assessing	25,500	26,220
Training	126,000	125,180
Placement	7,500	7,500
Recruiting - Assessing - Training - Placement	159,000	158,900
Mission Exploration	2,500	-
Mission Supplements	233,700	221,200
Total Mission	236,200	221,200
Evangelism & Renewal		
Evangelism	3,000	3,000
Muslim Ministry (ARP Connect)	24,800	36,100
Erskine Evangelism Course	2,000	1,500
Erskine Mission's Conference	750	750
Multi-Ethic Ministries	2,000	2,400
Church Renewal	3,500	3,500
Evangelism & Renewal	36,050	47,250
Program and Mission	431,250	427,350
Total Expenses	\$ 836,800	\$ 844,541
Net Income (Loss)	(86,101)	(85,999)
Beginning Fund Balance	222,790	199,863
Ending Fund Balance	\$ 136,689	\$ 113,864

The Moderator's Committee on Outreach North America
recommended that Synod:

1. Approve Recommendation 1. (*That Synod encourage ministers to make full use of whatever provisions are provided in their call for continuing education, and that Synod encourage ministers to become proficient as trainers for at least one evangelism technique every 3 – 4 years*)
2. Approve Recommendation 2. (*That Synod ask presbyteries to have the date a new minister will attend new minister orientation decided at the time of call*)
3. Approve Recommendation 3. (*That Synod affirm ONA's guideline concerning ethnic church planting: we prefer to fund new ethnic church plants that have plans for or are in the process of making a significant impact with the next generation*)
4. Approve Recommendation 4. (*That Synod authorize having the revised Form of Government translated into Korean and Spanish once the revised Form of Government is approved by Synod, and that the Synod authorize the Executive Board of Synod to have the revised Form of Government translated into other languages as the Executive Board determines there is a need*)
5. Approve Recommendation 5. (*That Synod remind ministers and sessions of their responsibility to participate in Presbytery and Synod*)
6. Approve Recommendation 6. (*That Synod encourage presbyteries to assign a mentor/translator for ministers of different ethnicity coming into the presbytery. The mentor/translator will help the new minister understand the ARP culture and ARP Form of Government*)
7. Approve Recommendation 7. (*That Synod authorize a training time for ministers and elders of different ethnicity during the Pre- or Post-Synod time period each year; this training to be coordinated by Central Services*)
8. Approve Recommendation 8. (*That Synod encourage presbytery church extension committees, mission congregations, and churches to consider attending the Church Planting and Renewal Conference at Erskine July 19-21. A special discounted rate (\$235/person) for ONA/ARP/Erskine is available until the end of the day this Friday, June 10*)
9. Approve Recommendation 9. (*That Synod approve a change in the ONA Policy Book, section VI, Financial Policies. Replace paragraph D of that section in its entirety with a new paragraph D. The old paragraph D spelled out terms for the Church Plant Cash Flow Loan Fund that is being replaced by the Church Mobilization*)

Fund. The recommended new paragraph D follows at the end of the ONA report)

10. Approve Recommendation 10. *(That the proposed budget be approved)*
11. Approve Recommendation 11. *(That the report of the Board of Outreach North America be approved)*

In addition, your Moderator's Committee recommends:

12. That we commend the directors, staff and board for their excellent work.

*Regarding Unfinished Business 2010, your Moderator's Committee affirms the action of the 2010 Moderator's Committee on Outreach North America. **(See Appendix for summary of Unfinished Business 2010.)**

The recommendations of the **Moderator's Committee on Outreach North America** were adopted. The recommendations from the Board report from 2010 were adopted.

The Report of the **Board of William H. Dunlap Orphanage Inc.** was presented.

REPORT OF BOARD OF TRUSTEES WILLIAM H. DUNLAP ORPHANAGE, INC.

The year 2011 ushered in the 106th year of the legacy of the Dunlap Board (Board). The William H. Dunlap Orphanage (Dunlap) served our denomination in Brighton, Tennessee from 1905 until its closing in 1978. The purpose of the orphanage, founded by Annie Bell Dunlap to honor the memory of her father, William H. Dunlap, and her aunt, Elizabeth Dunlap Spain, was to provide "for the maintenance, support, and education of orphans." The first residents of Dunlap were children who came from an orphanage that had been opened in 1897 in Hickory Grove, SC by Reverend J. P. Knox.

Since the closing of Dunlap in 1978, Synod has charged the Board with the responsibility of providing for children who have been made vulnerable by loss of normal parental care and whose vulnerability is compounded by their youth. The two specific categories of the Board's duties, Ministry and Administration, of the Board fall into two specific categories: Ministry and Administration, as outlined in the

Manual of Authorities and Duties, are denoted in this report in bold print.

The Dunlap Board of Trustees met at Bonclarken November 10 - 11, 2010 and by telephone conference call on March 16, 2011. Minutes of these meetings have been filed at the ARP Center.

Ministry

1. To carry out the purpose of the corporation consistent with the Standards of the Associate Reformed Presbyterian Church.

The policy guidelines for the Board state that its "purpose is to assist those providing all the following [to orphans]: basic physical necessities; spiritual, mental and emotional well-being; and assistance toward greater self-reliance." To this end, the Board has established on-going relationships with the Collins Home & Family Ministries, Seneca, SC, and the Palmer Home for Children, Columbus, MS. A representative from the Dunlap Board serves on the board of each of these homes—Jeff Bost for Collins and Dianne Clowers for Palmer.

The mission of the Collins Home is to provide "...a Christ-centered home for children between the ages of 2 – 21 who are in need of a stronger family support system. Our goal is the spiritual, intellectual, emotional, social and physical development of our children, and the eventual reunification with their natural families whenever possible." (www.collinschildrenshome.org). The home is supported through private donations.

"Palmer Home for Children is a ministry to children in need; children who are growing up as social orphans without the nurture and support of a loving family; children who need a place to be and to become." (www.palmerhome.org) Primarily supported by a number of Presbyterian denominations, the home has been serving children since 1895. The Dunlap Board expresses gratitude to God for the able and compassionate leadership of Rev. Ed Waldron, who will retire at the end of June after over 20 years as President of the Palmer Home.

The Board continues to provide \$20,000 annually to Erskine College for scholarships for orphans. During the 2009 – 2010 academic year, 10 students received assistance through the program. In addition to this scholarship program, funds are also available for Associate Reformed Presbyterian orphans who plan to attend college but who are unable to attend Erskine.

In 2011, the Board is also providing assistance to World Witness for the support of orphans enrolled in the Mabel Lowry Pressly School, Sahiwal, Pakistan; French Camp Academy, French Camp, Mississippi;

and Calvary Home for Children, Anderson, SC.

For a number of years the board provided small grants to the Presbyterian Home and Family Services in Lynchburg, VA. This organization has grown significantly over the last two years and maintains a healthy endowment. While the Dunlap Board appreciates the services of the home, we believe that our rather small grants will have a greater financial impact on other organizations, and therefore we have voted not to make future contributions to this particular ministry.

Following is a summary of support provided in 2011:

	*\$25,000 -	Erskine College scholarships
	31,000 -	Palmer Homes
	31,000 -	Collins Home
	20,000 -	French Camp Academy
	25,479 -	World Witness (MLPS)
	10,000 -	Calvary Home
TOTAL	\$142,479	

* As stated above, the normal allocation to Erskine is \$20,000 annually. The Board was able to increase that amount in 2011 but does not guarantee continuation of amounts over \$20,000.

The Dunlap Board does not receive, nor does it request, funds from the Denominational Ministry Fund of General Synod. Instead, the resources for the work of the Dunlap Board are provided primarily from endowment earnings and income from trusts and restricted endowments which name Dunlap as a beneficiary. The current state of our economy has resulted in greater strains on the budgets of homes and programs for orphans. The Board encourages members of the Associate Reformed Presbyterian denomination to be generous in financial support of the work of Dunlap through gifts and to become actively involved in ministries to orphans.

The Board requests the assistance of members of the Associate Reformed Presbyterian Church in identifying homes, services, and college students who qualify for funds or scholarships. Further information and applications for grants are available from the ARP Center.

At the meeting of General Synod in 2009, a motion passed that the Board "...establish a committee to explore ways to assist financially families in the ARP who desire to adopt children but may need financial assistance to do so." At its November 2009 meeting, the Board appointed Jamie Self, Diane Clowers, Jim Kidd, Mike Jones, and Dar-

rell Peer to a Special Adoption Committee.

The Special Adoption Committee has proposed that a fund be established to provide financial assistance to ARP pastors to offset the costs of adoption of children. The assistance would be provided as funds are available and would be rendered as a reimbursement to the family once an adoption has been finalized. Establishment of a special fund for this purpose would preserve the integrity of the Board's endowments and trusts that have previously been set aside by Synod for the support of organizations serving orphans as outlined in the policy statement cited above. Specific details as to the logistics of this proposed service are still being developed by the Board.

Administrative

Administrative support for the Board is provided through the Office of Central Services.

Future meeting dates: October 19-20, 2011 Bonclarken; March 21, 2012, Conference Call.

2. To prepare and present to the General Synod a budget for William H. Dunlap Orphanage, Inc.

Assets and proceeds from the sale of the Dunlap Orphanage property were turned over to General Synod and invested in two separate endowments following closure of the home. The Will Ministry Fund endowment exclusively restricts its earnings to the care of orphaned children. The Orphanage Ministry Fund provides for broader purposes of the corporation. Trusts which currently have Dunlap as a beneficiary are the B. J. Wade Trust, the Ola B. Hunter Trust, and the Kennedy Annuity.

Budget projections for 2012 are based on anticipated income from the trusts and five percent (5%) of the three-year market value of the endowments. Actual expenditures for 2012 will be approved at the November 2011 meeting of the Board. (See "Available for Allocation – Nov 2011" on proposed budget.) Dunlap funds are audited as part of the annual General Synod audit, and financial reports are presented to the Board.

3. To elect officers and employ such administrators as are necessary for the work of the Board.

Officers of the Board for 2011 – 2012 are:

Darrell Peer – Chairman

William Harris – Vice Chairman

Susan Jenkins – Secretary

Synod's Treasurer serves as Treasurer to the Corporation. Paul Bell serves as Administrative Officer for the Board.

4. To make an annual report to the General Synod.

Recommendations:

1. That Synod authorize the Board to establish a special fund to provide assistance, based on demonstrated financial need, to ARP pastors who have adopted children.
2. That the tentative budget for 2012 be approved.
3. That ARP pastors and congregations actively seek to minister to orphans through service and prayer.
4. That all other actions of the Board, herein reported, be sustained.

Darrell Peer, Chairman
William H. Dunlap Fund

WILLIAM H. DUNLAP ORPHANAGE, INC.

<u>Description</u>	2011 Synod Approved	2012 Proposed
Anticipated Income		
Miscellaneous Gifts	\$ -	\$ -
Interest Allocation	500	500
B. J. Wade	53,352	72,310
Ola B. Hunter	2,112	2,380
Orphanage Fund	47,231	44,870
Will Ministry Fund (min bal of \$255,022)	15,805	15,000
Total Anticipated Income	\$ 119,000	\$ 135,060
Ministry Expenditures		
Erskine	\$ 25,000	\$ 20,000
Collins Home	31,000	
Palmer Home	31,000	
Presbyterian Home	-	
French Camp Academy	20,000	
World Witness-MLPS Girls' Hostel	25,479	
Calvary Home	10,000	
Available for allocation-Nov 2010		107,810
Sub-Total Ministry Expenditures	\$ 142,479	115,060
Central Services	\$ 4,250	\$ 4,250
Board	2,750	2,750
General Office	250	250
Total Ministry Expenditures	\$ 149,729	\$ 135,060
Net Income over/(under) expenditures	\$	\$ -

The **Moderator's Committee on Dunlap** recommended that Synod:

1. Approve Recommendation 1. (*That Synod authorize the Board to establish a special fund to provide assistance, based on demonstrated financial need, to ARP pastors who have adopted children*)
2. Approve Recommendation 2. (*That the tentative budget for 2012 be approved*)
3. Approve Recommendation 3. (*That ARP pastors and congregations actively seek to minister to orphans through service and prayer*)
4. Approve Recommendation 4. (*That all other actions of the Board, herein reported, be sustained.*)

Recommendations 1-4 of the Moderator's Committee report were adopted.

A motion carried as follows:

WHEREAS the delegates of the 207th meeting of the General Synod had before them much business dealing with serious and difficult issues within our denomination; and

WHEREAS because of the sinfulness of all men, the possibility surely existed for this business to be conducted in a mean-spirited, divisive, and even sinful manner; and

WHEREAS the tone and tenor of this meeting was, on the whole, gracious, conciliatory, and God-honoring; and

WHEREAS such an outpouring of peace during such a time of difficult business can only be attributed to a work of God's Spirit; and

WHEREAS the meeting of Synod was commenced in the spirit of worship that began with the powerful call by Rev. Dr. John R. de Witt for ministers to return to a confidence in the power of the Gospel to overcome our earthly limitations (1Timothy 2:8-13); and

WHEREAS God himself promises "... so shall my word be that goes out from my mouth; it shall not return to me empty, but it shall accomplish that

which I purpose, and shall succeed in the thing for which I sent it" (Isaiah 55:11);
THEREFORE be it resolved that the delegates of the 207th General Synod give all praise to God for his goodness to us in the generous spreading of his grace upon us and the presence of his Spirit with us.

A motion carried that the Minutes be adopted without reading and that the final roll call be waived.

The motion to adjourn prevailed.

The Synod sang the song of Christian Unity, Psalm 133.

Synod adjourned with the benediction pronounced by Andrew K. Putnam.

Andrew K. Putnam, Moderator
Paul G. Patrick, Vice Moderator
C. Ronald Beard, Principal Clerk
Charles F. Edgar, Reading Clerk
Leland R. Beaudrot, Bill Clerk
John D. Cook, Assistant Clerk
Vaughn E. Hathaway, Parliamentarian

Addendum

BOARD OF STEWARDSHIP

	2011 Synod Approved	Proposed 2012
Revenue		
General Synod Allocation	\$ 14,750	\$ 10,280
Special Offering	10,000	8,500
Transfers for Ministry	34,019	35,000
Interest and Dividends	-	20
Total Revenue	\$ 58,769	\$ 53,800
Expenses		
Board Travel & Expenses	\$ 12,000	\$ 6,000
Administrative Support	3,750	4,750
General Synod Audit & Legal	7,210	7,200
Other	1,000	100
Ministry Contribution to DM Fund	34,019	35,000
Transfer to GS Reserve		
General Office	790	750
Total Expenses	\$ 58,769	\$ 53,800
Net Income (Loss)	\$ -	\$ -
Beginning Fund Reserve	\$ 167,127	\$ 25,127
Ending Fund Balance (1)	\$ 167,127	\$ 25,127

For complete Stewardship report, see pg. 151.

(1) \$142,000 was transferred to the Denominational Ministry Fund to cover anticipated shortfalls in order for the 2009 allocations to be met, as mentioned on page 93 of the 2009 *Minutes of Synod of the ARP Church*.