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**MINUTES**  
  
**OF THE**  
**GENERAL SYNOD**  
**OF THE**  
**ASSOCIATE REFORMED**  
**PRESBYTERIAN CHURCH**  
**(arpchurch.org)**

**TWO HUNDRED SIXTEENTH STATED MEETING**



**OCTOBER 22-23, 2020**  
**FIRST PRESBYTERIAN CHURCH**  
**COLUMBIA, SC**



### PROCEEDINGS

The 216<sup>th</sup> Annual Meeting of the General Synod of the Associate Reformed Presbyterian Church (ARPC) was held at First Presbyterian Church in Columbia, SC on October 22-23, 2020.

Due to the Covid-19 pandemic, the Synod 2020 meeting originally scheduled for June 9, 2020 was postponed to August 2020. Due to the pandemic continuing to surge during summer, the meeting was further postponed to October 2020. The location was changed to First Presbyterian Church, Columbia, SC, to allow for more delegates to attend and to make it possible for virtual participation by our delegates from Northeast Presbytery and Canadian Presbytery.

ONA hosted a virtual Pre-Synod Conference on Tuesday, October 20, 2020 at 7:00 P.M. Speakers were Michael Milton: "How We Got Here: The Philosophical Foundations of Post-modernity & its Meaning for the Church Today" and Wayne Frazier: "Church Vitality in a Secular Age."

### THURSDAY, OCTOBER 22, 2020

Registration and Sign-in for the General Synod 2020 was held in the Atrium of Jackson Hall from 8:30 – 9:45 A.M.

The Opening Worship began at 9:45 A.M. in the Sanctuary and the Family Life Center with live streaming between the two spaces, the ARP website and the website of First Presbyterian Church Columbia, SC.



**OPENING WORSHIP**  
**216th Annual Meeting**  
**General Synod**  
**of the**  
**Associate Reformed Presbyterian Church**

Prelude	
Call to Worship (Psalm 98:4-6)	Neil Stewart
Invocation/Lord's Prayer	Neil Stewart
The Constituting of the General Synod	Leslie Holmes
Welcome	Derek Thomas (FPC Pastor)
Memorial Service	Rob Patrick
The Listing of Deceased Ministers	
The Listing of Deceased Ruling Elders	
Song	<i>Holy, Holy, Holy!</i> Reginald Heber (1825)
Jesus Is	Larry Littlejohn (Elder, Miss. Valley Presbytery and Former Moderator of Synod)
Scripture Reading	Rob Roy McGregor III
Sermon:	Leslie Holmes
The ARP Salt and Light Company ( <i>Scripture: Matthew 5:1-16</i> )	
The Administration of the Lord's Supper	Neil Stewart/Leslie Holmes
Song: <i>As Pants the Deer</i>	
ST. CATHERINE	
Henry F. Hemy, 1864/Arr. James G. Walton, 1874	
Postlude: <i>The Holy City</i>	Trumpet: Leslie Holmes (Past Moderator)
Stephen Adams (1892)	Organ: Rob Roy McGregor III (Moderator)
Benediction	Derek Thomas

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

Vice-Moderator Rob Patrick presented the proposed program for the 2020 meeting of the General Synod. The program was **adopted**.

Principal Clerk Kyle Sims constituted the Roll and called for the official reports of Synod's Boards to be on the table for reference to the Moderator's Committees. (See **Appendix** for the Official Roll of Synod.)

A motion **CARRIED**:

**That consideration of Synod's Allocation of Funds be postponed until after we consider Indexes 10 and 11 and any matters related.**

Moderator McGregor made his appointments to the Moderator's Committees.

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

Synod's morning session closed with the blessing for the meal and closing prayer by Rob Roy McGregor III.

Lunch was served at 12:15 P.M. The Moderator's Committees met for a working lunch.

#### **THURSDAY, OCTOBER 22 – AFTERNOON SESSION**

Vice-Moderator Patrick recognized various people from First Presbyterian Church Columbia SC for their help in hosting Synod this year.

Mr. Patrick made the following formal introductions to the Synod:

First Presbyterian Columbia Interns: Joshua Adair, Devin Coleman, Ronny Hull, Beck Otersen, Billy Pierce, Joshua Fleming, Troy Cash and Richard Mounce.

The following were called forward to introduce themselves:

Ministers who have been received and/or ordained since the 2019 General Synod meeting.

New Missions/Congregations which have joined the Associate Reformed Presbyterian Church since the 2019 General Synod meeting.

Seminary and special students under care of the presbyteries since Synod 2019

Retiring Moderator Leslie Holmes addressed the Synod.

#### **THE STATE OF THE ARP CHURCH**

*"On this rock, I will build my church, and the gates of hell shall not prevail against it" (Matthew 16:18). Were it not for those words I would have nothing to say to you. Let's face it, if 2020 were a new suit of clothes most of us would take it back and ask for a refund. In truth, 2020 has been the year when many churches have followed government over God. King Jesus has been supplanted by medical science and, despite the heritage we received from our spiritual ancestors in Scotland, Ireland, and early North America, we have fallen into line with science far too willingly.*

*Having said that, a number of our churches have not stopped meeting despite the various government mandates. As I stand here before you, I have concluded that whatever else the coronavirus may be, it is not an ARP. That is, it does not seem to spread among ARPs when they meet. I have kept careful track of this and so far as I am aware, there has not been a single incidence where anyone has been infected by the COVID-19 virus in one of our meetings. As Dr. Neil Stewart, one of our ministers who is an MD, reminded me, science is limited by the finite human mind. We are assured in Psalm 91:10 that “No plague shall come near your tent.”*

*Having said that, some churches still are not meeting and I believe with all my heart that the longer your congregation does not meet the more damage will be done to your ministry for the long-term future and the more difficult it will be to salvage what you had. If you are not meeting now, I stand with Dr. Ed Stetzer and others who believe that it could well be five years before your church gets back to where it was in March 2020. Hence, I urge you once more to exercise whatever cautions you deem necessary but quickly return into public worship and into serving God’s people. There is nowhere in Scripture or in the history of Christianity that permits or sets a precedent for God’s people to cease public worship. To the contrary, we are clearly instructed: “Do not neglect meeting together, as is the habit of some, but encourage one another, and all the more as you see the Day drawing near” (Hebrews 10:25).*

*In God’s providence, I have visited the catacombs of Israel and Rome and have examined the history of the early church that gathered there in those caverns in defiance of the rulings of dictatorial governments. I have been privileged to preach in underground worship services in Croatia, Bosnia, Serbia, St. Petersburg and Moscow and in those gatherings listen, in those underground rooms that were sanctuaries in more than just one way, to some of the most enthusiastic praise singing I have ever heard. The church of the Lord Jesus Christ did not stop meeting in the 1918 pandemic, nor in the Black Plague, nor, to my knowledge, in any of history’s great plagues or pandemics, as we now call them. So, why this one? Some have said that they do not plan to hold public worship gatherings for the rest of 2020. My response to that is simple and direct: In the light of Scripture and church history, you should be ashamed of yourself!*

*Please, if you are going to write to me and tell me what I have heard some say about not being able to guarantee the safety of your people in public gatherings, hear me: Look at the record of history, even recent history. We simply cannot ever guarantee the safety of anyone in a public gathering. Sad to say, the recent spate of church shootings is sufficient evidence of this. Having said this, let me speak about the state of the church using an outline you have heard me use before:*

*As I read Scripture, I see three primary purposes for the church in the world. They are Exalting the Lord in Worship, Equipping the Laity for Work, and Evangelizing the Lost through Witness.*

***So, let’s begin by thinking about worship.***

*Nobody can worship like ARPs and nobody can stop us from worshipping but ourselves! The Anglican overlords could not stop our Covenanter forebears from worshipping in their unique style, which we often refer to as the “Regulative Principle.” Today, few, if any of us, are fully in accord with the Regulative Principle as I understand it, but that is a conversation for another time.*

*The reality is that no matter how well-planned online or livestream worship is, it is a poor substitute for genuine corporate worship as modeled in Scripture. So, this is my plea: Get back into gathered public worship as quickly as possible.*

*Now, if you’re already thinking that you are going to come back at me with “the government says” or (in the USA) “the CDC says” or (in Canada) “the PHAC says,” save your breath be-*

cause I am going to remind you that for Christians, Scripture over-rules them all. "We must obey God rather than man" (Acts 5:29). "If serving the LORD seems undesirable to you, then choose for yourselves this day whom you will serve but as for me and my house, we will serve the LORD" (Joshua 24:15). God said it and that should settle it for us. We stand on the rock of our Lord Jesus and "hell's gates will not prevail..."

**Second, let's think about work.**

We read, "He (Christ) gave the apostles, the prophets, the evangelists, the shepherds[a] and teachers, to equip the saints for the work of ministry, for building up the body of Christ" (Ephesians 4:11-12).

We are each, especially as leaders in the church, accountable to Christ Jesus and each other for how we do His work in the world, how we represent Jesus wherever we are. In the words of the English cricketer and missionary of a former generation, Charles Thomas Studd:

"Only one life, 'twill soon be passed.  
Only what's done for Christ will last.  
Only one life, yes only one,  
Soon will its fleeting hours be done;  
Then, in 'that day' my Lord to meet,  
And stand before His Judgement seat;  
Yes, only one life, 'twill soon be past,  
Only what's done for Christ will last."

Speaking personally, in the last six weeks or so, I have participated in the funeral services of a 53-year-old man (our son's age and his friend in our rural Mississippi student pastorate), and a 50-year-old young woman. I am all too aware today of how fleeting this life can be and how it can "soon be past." Joey Vice was an OB-GYN physician, the picture of health, but he fell over dead with a massive coronary. That Friday morning, he performed four surgeries at a local hospital and that afternoon he was gone. The young woman was someone many of you know and admired. Gail Fowler, a youth worker in our Fayetteville, Tennessee ARP Church, succumbed to cancer. Gail, the same age as our daughter and one of her good friends growing up, spent many a night sleeping over at our home in Pascagoula, Mississippi. In each case, it was my privilege to hear them receive Christ as Lord. Thank God, they were Christ's but their "fleeting hours" are gone.

We never know when the clock chimes its final hour for us, my brothers. The hour for any one of us may be later than we think. Our call as Christ's church while we live and after we are gone is to enrich (i.e., to inspire) and expend (i.e., to give our resources — time, talent, treasure) for the training of others that they may go forward in Christ's name to shine forth His light and accomplish His work in this often-dark world in which we live. We are here to help each other and those around us to get His job done and we have no choice but to rise above this crisis to fulfill our mission to each other and to our world. It can be done, even in times like these. Many of you have risen to the challenge of this year and I am thrilled to be part of you. Some have not and we need to, as they say, "Wake up and smell the coffee!"

God says, "My people are destroyed from a lack of knowledge" (Hosea 4:6). Solomon's proverb says, "Where there is no vision, the people perish" (Proverbs 29:18). My translation (and the Hebrew will stand it) is "Where there is no imagination the people perish." The challenge of our day is to develop a sanctified imagination as to how God's work can be fulfilled by us in times like these. That calls for concerted prayer and determination to find ways to fulfill our duty to our Lord despite the virus. Go for it, ARP Church!

*Now, think with me about our witness.*

Jesus says, "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. And behold, I am with you always, to the end of the age" (Matthew 28:19-20).

The word for disciple, *mathētēs*, comes directly from the horse trainer's lectionary in the Graeco-Roman world. It means "saddle broken." For a horse, it means one who obeys a rider's commands. For us, disciple means "one who has a pedagogical relationship with Jesus as Lord of all life and learning." Like a saddle-broken horse, we obey our Master.

I ask again the question I asked in my sermon this morning using slightly different words: If your church ceased to exist, would anyone outside your congregation miss it? How many adult disciples have you and your congregation made this year? We're all here because someone told us the story of Jesus and His love. Now, don't exclaim, "This year?" We've had the pandemic for only six months, so what did you do the other six months? Or, here's a second chance: What are you planning to do in the next six months? How many disciples do you plan to make for Jesus? As our new Moderator says, "We're called to get the church ready for the return of Christ Jesus!" As a bride prepares meticulously for her husband on her wedding day, we, my brothers, have our work cut out for us. For us, that means reversing recent trends and growing the church, growing your church!

Along with that, where can you plant a new ARP Church in a community near you? I am reminded of that story when President Eisenhower's Chairman of the Joint Chiefs (who had served with Eisenhower in Europe in WWII) came with his report of military preparedness and said, "This is how it is, Mr. President. Things are just not as good as they were in the old brown-shoe army." President Eisenhower replied wistfully, "I know, and they never were. They can be better, however, and that's your job!" Yes! It's our job, yours and mine, to get this church ready for the Lord's coming! There will never be a better time to start than at this General Synod!

Finally, this: Each time I present this three-fold mandate for the church, someone says, "You didn't mention fellowship! What about fellowship?" Well, that's right. I did not mention fellowship because it is not mandated by Scripture. Fellowship is a by-product of our Exalting the Lord in Worship, Equipping the Laity for Work, and Evangelizing the Lost through our Witness. Scripture's "one another" passages, of which there are 59 in the New Testament alone, each one addressed to the church. We just heard Scripture say, "encourage one another" (Hebrews 10:25) but there are fifty-eight other "one another" charges in the New Testament. Each of these "one another" passages reminds us that fellowship is important. But, get this: Real Christian fellowship does not happen until we get into Worship, Work, and Witness. COVID-19 has robbed us to a large degree of fellowshiping in much of 2020, which is yet another reason why we must get back together to do the work of Christ's Church in person.

So, this is my Moderator's "State of the Church" address for this strange year, but next year can be better if we determine in Holy Spirit power to rise above this current challenge and do our job! Let's get out and make this church ready for "the return of Christ Jesus" for His sake and for the sake of this Church we love.

Respectfully submitted,  
Leslie Holmes

Retiring Moderator Leslie Holmes presented the Moderator-Elect, Rob Roy McGregor III, to the Synod. Retiring Moderator Leslie Holmes trans-

ferred the Moderator's Shield to Mr. McGregor. Moderator McGregor presented the Retiring Moderator's Bible to Leslie Holmes.

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

***Preparing the Church for the Return of Christ Jesus***

*Let me begin by thanking Rev. Leslie Holmes for his service the last two years, first as our Moderator Elect and then as our Moderator, and let me express my appreciation to him for inviting me to serve as his Vice Moderator. It was an honor and a privilege to serve as Vice Moderator Elect and as Vice Moderator and Moderator Elect, and I look forward to continuing to serve our denomination this year as Moderator. I very much appreciate these opportunities for service that you have graciously granted me.*

Our theme over the past year has been "Building Healthy Churches and Birthing Healthy Christians." At last year's meeting of Synod, Dr. Holmes laid out the three-fold mandate the Bible gives healthy churches: Exalt the Lord in Worship, Equip the Laity for Work, and Evangelize the Lost through Witness. Healthy Christians, Dr. Holmes pointed out, take on the responsibility passed along to them by the visible church. The theme I have chosen for this year is "Preparing the Church for the Return of Christ Jesus." It follows naturally from Dr. Holmes's theme because building healthy churches and birthing healthy Christians prepare individual believers, congregations, and the Church Universal for the return of Christ Jesus.

Last year, in his challenge to us to birth healthy Christians, Dr. Holmes pointed us to the Westminster Confession of Faith (WCF), which affirms that "there is no ordinary possibility of salvation" outside of the visible church (WCF 25.2). This year's theme places the emphasis on a subsequent statement in the Confession: "Unto this catholic visible church Christ hath given the ministry, oracles, and ordinances of God, for the gathering and perfecting of the saints in this life, to the end of the world; and doth by his own presence and Spirit, according to his promise, make them effectual thereunto" (WCF 25.3). This is an affirmation of what Paul writes in Ephesians 4:11-13 (NIV): "It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ." Those who are appointed to leadership, then, have the responsibility of shepherding and instructing the flock so that God's people are effectively prepared to participate in the Final Event. To that end, in short, a true hearing of the word leads to godly action. It is as simple and as difficult as James teaches (1:22): "Do not merely listen to the word, and so deceive yourselves. Do what it says." The ultimate end in view for both Paul and James is that the Church come of age and attain completeness in Christ.

The Westminster Confession of Faith further confirms that the "catholic or universal church, which is invisible, consists of the whole number of the elect that have been, are, or shall be gathered into one, under Christ the head thereof; and is the spouse, the body, the fullness of him that filleth all in all" (WCF 25.1). That is in agreement with Paul's statement in Ephesians 5:26-27: "Christ loved the church and gave himself up for her to make her holy, cleansing her by the washing with water through the word, and to present her to himself as a radiant church, without stain or wrinkle or any other blemish, but holy and blameless." The image Paul presents here is that of a bride adorned for her husband, who is Christ himself. This image is emphasized most forcefully in Revelation 19:6-10 as the foreordained conclusion of Christ's assigned and accomplished work on Earth.

*The purpose of the theme “Preparing the Church for the Return of Christ Jesus,” then, is to focus our attention on faith as Christ-like deeds over against faith as mere confession. Jesus has called us the “salt of the earth” and the “light of the world” and charged us to “let [our] light shine before men, that they may see [our] good deeds and praise [our] Father in Heaven” (Matthew 5:13-16). This only works if our lives demonstrate the difference our confession of faith in Christ makes as a witness to the power of the Gospel in our daily lives. Therefore, the theme of this year’s Moderator’s Challenge is to engage our faith and explore the extended meanings of our confession as we prepare for the appearance of the Bride and the Victor of Calvary.*

Respectfully submitted,  
Rob Roy McGregor III

Reading Clerk Mark Miller presented greetings from the ARP Women’s Ministries.

*2020 ARP Women’s Ministries Synod Greeting*

*Greetings to our ARP Gentlemen,*

*Apologies from the President and Vice President of ARPWM for being unable to attend the Synod meeting this year. Below are some corrections to the report in your Synod packet.*

- 1) The ARP Women’s Ministries will be selling 2022 Calendars (featuring churches from around the ARP) to raise funds as the Synodical Hall floor needs to be replaced.*
- 2) We were unable to hold our Annual Meeting in July due to the pandemic, but we will send out a form that contains the 3 items we need to have voted on by the Ladies of the ARP: our 2021 officers, the 2021 budget and the 2022 Study Books.*
- 3) During the pandemic, our Women’s Ministries across the denomination have found ways to continue to support our churches and communities, including meeting our obligations to our Jubilee Birthday Ladies.*

*Thank you for your continued support of ARP Women’s Ministries and please keep encouraging and supporting the ladies in your churches.*

*Thank you very much for your time.*

God’s Grace and Blessings be with you,  
Dawn Lewis, President  
Brandy Glaser, Vice President

Kyle Sims presented Synod’s recognition of Retired Ministers, Non-Ordained Synod Employees and Missionaries.

The report of the **Special Committee on the ARP Retirement Plan (Blue Ribbon Committee)** was presented.

**SPECIAL COMMITTEE ON THE ARP RETIREMENT PLAN  
(BLUE RIBBON COMMITTEE)**

The Moderator’s Committee on the ARP Retirement Plan, which has also come to be called the Moderator’s Blue Ribbon Committee (MBRC), was created and charged by a motion adopted by the General Synod at its June 2019 meeting. That motion read as:

*That all matters regarding the Board of Benefits Report concerning the Retirement Plan be referred to a blue ribbon committee appointed by the Moderator, made up of six members (with the Vice Moderator as a member and Chairman), to (1) investigate and produce an independent report on all matters relating to the Ministers' Retirement Plan; (2) work in cooperation with the Special Committee on Denominational Ministries Fund (DMF) Spending; (3) develop a plan for recapitalization of the Retirement Plan and offer alternative options; and (4) report back to the next meeting of General Synod.*

The committee appointed by Moderator Leslie Holmes includes the required six voting members and five advisory members. The six voting members are Rob Roy McGregor III (Vice Moderator and Chairman), Louie Cason, Rex Casterline, Rand Peterson, Neil Stikeleather, and Marshall "Sonny" White. The five advisory members are David Conner, Michael Hanlon, Sam James, Harry Jeffcoat, and Phillip Malphrus. Moderator Holmes served as an ex-officio member of the committee. At its first meeting, the committee elected Mr. White to serve as Vice Chairman and Mr. Casterline to serve as Secretary.

Members of the Special Committee on Denominational Ministries Fund Spending (SCDMFS) who met with us on several occasions are Patrick Malphrus (Chairman), Rob Patrick, and Kyle Sims. Others who assisted and advised us in our work are Adam Bloom (Chairman of the Retirement Plan Committee of the Board of Benefits), Guy H. "Chip" Smith III (Treasurer of Synod), and Roger Wiles (Executive Director of Central Services). Actuarial reports were provided by Findley, the firm retained by the denomination for actuarial work on the current retirement plan, and we received related advice from Lawrence E. "Larry" Scherer and Amy Kennedy, both of Findley. We obtained legal advice from G. Daniel "Danny" Miller and Eric S. Smith, both of Conner & Winters, LLP, who specialize in employee benefits law and are accustomed to working with denominations, independent churches, and religious non-profits.

As we pursued our assigned tasks, we did so with the objectives of protecting current retirees and spouses, dealing fairly with vested participants, and establishing a sustainable and fair plan going forward. The remainder of this report is organized as follows. In Section I, we present our report on the ARP Retirement Plan. In Section II, we describe our work with the Special Committee on Denominational Ministries Fund Spending. In Section III, we discuss recapitalization of the ARP Retirement Plan. In Section IV, we present options and offer our recommendations.

#### **I. ARP Retirement Plan**

The ARP Retirement Plan, adopted September 1, 1961, and last restated and amended effective January 1, 2015, is a defined benefit plan with a current benefit rate to participants of 2% of total career earnings and a current mandatory contribution rate by ARP congregations or agencies of 12% of active plan participants' earnings. The history of plan benefit rates and contribution rates is shown in Table 1.



**Table 1: ARP Retirement Plan**

	1961	1978	1981	1986	1992	1994	1996	1997	2000	2014
<b>Benefit Rate</b>	1.00%		1.70%	2.00%	2.30%	2.60%		2.80%	3.10%	2.00%
<b>Contribution Rate</b>	7.00%	8.00%					8.50%			12.00%

Participation in the Retirement Plan is mandatory for salaried, ordained ministers of the ARP Church serving in a pastoral or administrative ministry of the Church under the provisions of a call approved by a Presbytery of the Church, career missionaries appointed by World Witness, and salaried employees of the Synod or a Synod board or agency serving in a supervisory capacity; however, employees of Erskine College and Theological Seminary are **not** eligible to participate in the Retirement Plan. A participant is vested at 20% each year beginning after three years of service until the participant is 100% vested after seven years of service. The number of covered participants in the Plan in 2019 and 2020 is given in Table 2.

**Table 2: Covered Participants in Retirement Plan**

	2019	2020
<b>Active Plan Participants</b>	235	233
<b>Vested Terminations</b>	153	144
<b>Retirees &amp; Survivors</b>	227	244
<b>Total</b>	<b>615</b>	<b>621</b>

Active participants are actual Plan participants who are not yet retired and on whose behalf contributions to the Plan are being made. Vested terminated participants are those who are owed benefits under the terms of the Plan, are no longer actively participating in the Plan (most likely because they are no longer associated with the ARP Church), and are not yet retired. Retirees and survivors are actual Plan participants who are still living and retired (and are thereby entitled to the benefits at rates coinciding with their dates of service) or their survivors (beneficiaries).

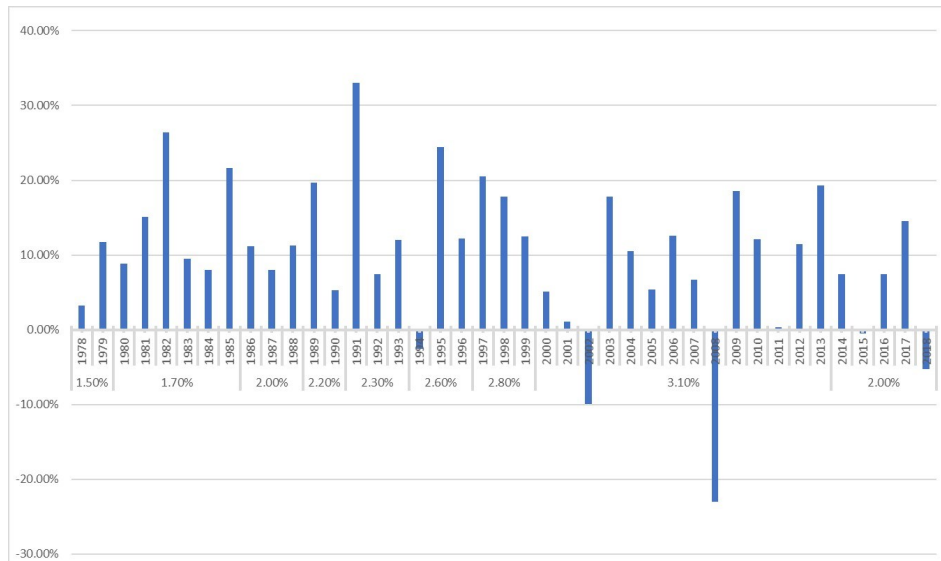
A review of Plan history indicates that the benefit rate was increased over the first four decades of the Plan from 1.00% to 3.10%, so participants in the Plan may have multiple benefit rates. It is important to recognize, though, that the 3.10% benefit rate now applies to all earnings prior to January 1, 2014. Table 3 gives summary information about the funding status of the Retirement Plan for each year in the period 2016-2020.

**Table 3: Retirement Plan Funding Status**

	2016	2017	2018	2019	2020
<b>Actuarial Value of Assets</b>	\$ 52,291,000	\$ 52,503,000	\$ 53,958,000	\$ 54,681,182	\$ 56,881,091
<b>Actuarial Liability</b>	\$ 57,393,000	\$ 60,214,000	\$ 62,078,000	\$ 67,890,204	\$ 69,968,221
<b>Unfunded Actuarial Liability</b>	\$ (5,102,000)	\$ (7,711,000)	\$ (8,120,000)	\$ (13,209,022)	\$ (13,087,130)
<b>Percentage Funded</b>	91.1%	87.2%	86.9%	80.5%	81.3%

A review of a longer history of valuations (not reported here but available upon request from the Treasurer of Synod) indicates that the Retirement Plan became underfunded in the aftermath of the financial crisis and Great Recession and that it has been underfunded annually since 2012. In response to the funding status of the Retirement Plan, the Board of Benefits recommended to the 2019 meeting of General Synod that changes be made to the contribution rate and the benefit rate. These changes, if approved, would have gone into effect on January 1, 2020. (These proposed changes would not have affected the benefits of plan participants with a status as of December 31, 2019, of Retired, Vested Terminated, or Surviving Spouse.) The proposal was for a reduction in the benefit rate from 2.00% to 1.75% and an increase in the contribution rate from 12.00% to 16.50%. These recommended changes were not approved; instead, the Synod adopted a motion that created and charged our committee.

Our committee sought to understand not only the current status of the Retirement Plan but also how we reached our current status. Figure 1 shows a timeline of the returns on the ARP Retirement Trust Fund portfolio and the decisions made about increases in the Plan benefit rate.

**Figure 1: Portfolio Returns vs. Plan Benefits Increases**

This graph highlights that increases in the benefit rate tended to follow large returns in the portfolio; thus, rather than taking advantage of strong years in the market to shore up the Retirement Trust Fund against a “rainy day,” decisions were made to increase benefits instead (in some cases retroactively). Moreover, despite market downturns in 2002 and, especially, in 2008, the benefit rate remained at 3.10% from its effective date of 2000 until it was reduced to 2.00% in 2014. By that time, the Unfunded Actuarial Liability (UAL) had already risen to \$6.3 million.

When the denomination’s current actuary (Findley) replaced the previous actuary (Stanley, Hunt, Dupree, & Rhine) in 2018, certain actuarial adjustments were made. First, the mortality tables were updated because participants are living longer—the longer participants live, the more the Plan pays out in benefits. Second, the unfunded liability repayment schedule—the time horizon for repaying the shortfall—was reduced from 33 years to 25 years. Third, the investment return assumption (or the “discount rate”) used when calculating expected returns on the Retirement Trust Fund portfolio was reduced from 7.00% to 6.75%, a change that better reflects the current investment landscape. These actuarial adjustments have also affected the current status of the Retirement Plan.

Two other important points should be noted. First, as the Synod determined that the Retirement Plan should qualify as a “church plan” as provided in US Code Section 414(e), the ARP Retirement Plan is **not** bound by the terms of the Employee Retirement Income Security Act of 1974 (ERISA). If the Plan had been subject to ERISA’s governing rules, then some of the issues now being addressed might have been avoided. Some examples of this include the following:

ERISA plans are required to use a discount rate based on the corporate bond yield and not the expected yield on plan assets. In the case of the ARP Retirement Plan, this would have required a discount rate of approximately 5.25-5.50% as opposed to the 7.00% discount rate used for the actuarial calculation. That rate was reduced to 6.75% by the Board of Benefits in 2019. The lower discount rate required by ERISA would have caused the UAL to appear much sooner than it did and would have made the 3.10% payout much more difficult to justify for the thirteen years it was in place.

ERISA guidelines would require the payoff of the UAL to be amortized over seven years, as opposed to the 25-year amortization currently being used by the ARP Retirement Plan. This would have driven action to reduce the UAL quickly; instead, the UAL more than doubled over the 2014-2019 period.

Second, as a church retirement plan that is exempt from ERISA guidelines, the ARP Retirement Plan is **not** covered by the Pension Benefit Guaranty Corporation (PBGC). If Synod fails to take steps to eliminate the UAL in the Retirement Plan, then Plan participants would not have their retirement benefits protected by the PBGC, and the ARP Church might be exposed to liabilities that could threaten the future of the denomination. In addition, the precarious status of the Plan acts as an obstacle to the recruitment of both pastors and congregations into the Synod.

Estimates by Findley suggest that, with no new contributions, the Retirement Plan has assets that would fund payouts for 10-15 years. Estimates by Findley also suggest

that, if the contribution rate of 12% is maintained, the Retirement Plan has assets that would fund payouts for about 30 years. Thus, while failure of the Plan is not imminent, it is nevertheless necessary to take action now to meet obligations to Plan participants and to protect the future of the ARP Church.

## **II. Special Committee on Denominational Ministries Fund Spending**

The Special Committee on Denominational Ministries Fund Spending (SCDMFS) reports to us that membership in the ARP Church has been declining for at least a decade. The SCDMFS also characterizes the ARP Church as a denomination of historically small congregations (some of which, it must be noted, have been very active and have contributed Moderators of Synod and leaders at Erskine as well as supporting missionaries). Moreover, the SCDMFS notes a trend toward ministers retiring but then continuing to serve their previous congregations as stated supplies, in which cases the ministers begin drawing retirement benefits but are not replaced by active participants in the Retirement Plan. This trend presumably reflects an inability on the part of a number of the denomination's congregations to afford to call a new full-time pastor.

The SCDMFS has examined the spending of ARP boards and agencies and concluded that the denomination is "living beyond its means" and must therefore reconsider its organizational structure. Specifically, because of the status of the Retirement Plan, declining membership in the denomination, and a growing number of congregations that cannot afford to call a full-time pastor when their existing pastor retires, the SCDMFS believes that the ARP Church must reorganize from its current boards and agencies structure to a committee and commission structure. Such a reorganization will require the denomination to focus on its identity and ministry priorities and on how it goes about accomplishing those priorities. The SCDMFS stresses that this is not about stopping the work of the ARP Church but rather about reassigning its work to the committees so that the denomination can become more efficient and faithful in stewardship of its resources. Furthermore, the SCDMFS believes that significant savings can be achieved by the type of reorganization and reduction in overhead it is proposing and that these savings will free up a portion of annual giving to the DMF to be reallocated to help address the unfunded liability in the Retirement Plan.

## **III. Recapitalizing the ARP Retirement Plan**

In trying to determine what resources might be available to address the unfunded liability in the Retirement Plan, the SCDMFS and the MBRC have considered not only recurring sources of cash like the DMF but also sources that might be tapped for a sizable one-time cash contribution. This prompted both committees to request from Chip Smith (Treasurer of Synod) information about the net assets of the ARP Church. In response, Mr. Smith has provided a preliminary accounting of the denomination's net assets by agency/fund as of March 31, 2020, along with a summary of notes related to this accounting. The information received from Mr. Smith is reproduced in the appendix to this report. In discussing the report with both committees, Mr. Smith offered the following comments:

This is an initial draft that is subject to review and modification.

Erskine and Bonclarken were removed because they operate differently, although Erskine Campus Ministry has some funds.

The funds are a mix of donor designated funds and funds designated by board or similar action, and the categories contained in the notes should help distinguish between them.

Despite recent changes in accounting rules, the columns numbered (1) and (2) should be allocated correctly.

The ARP Women's Ministries has a small amount of funds.

The biggest number under "Benefits" is the claims reserve, i.e., the ARP Church has a self-funded health insurance plan, which requires reserves.

CEM has "Camp Joy" (various states) where money was given to Camp Joy specifically for the indicated states.

CEM's Operating Reserve is shown as undesignated.

CEM's Endowment is split because \$100,000 came from a donor for perpetuity and \$227,000 is undesignated.

Dunlap has donor restricted funds in perpetuity that come primarily from an Estate that generates money to allocate for the benefit of orphans, i.e., a trust was created that manages funds for the benefit of orphans.

ONA's Endowment has 40% of its earnings designated for presbytery denominational church planting.

One of the largest asset balances is the ONA revolving church loan fund, of which about \$2,000,000 is out in approximately 25 notes receivable and about \$3,000,000 is invested.

The current model for funding church plants is that ONA pays one-third, the specific presbytery pays one-third, and the candidate raises one-third.

The "Other" category describes the specific fund.

The "Miscellaneous" category reflects timing differences between agencies for various payments, e.g., at the end of a quarter.

The majority of World Witness funds are restricted.

The SCDMFS and the MBRC recognize that boards and agencies should keep some funds in reserve to operate and that, while board-designated funds can likely be redesignated by board action to assist the Retirement Plan, additional research (including appropriate legal advice) is needed to determine if the limitations on certain funds identified currently as donor-restricted might be reassigned to assist the Retirement Plan. Moreover, both committees recognize that several boards and agencies are independent legal entities and therefore acknowledge that any redesignation of assets to assist the Retirement Plan might be at the discretion of these boards and agencies.

#### **IV. Options and Recommendations**

One option available to General Synod is the proposal which was effectively rejected when the motion to create the MBRC was passed. More specifically, this is the recommendation by the Board of Benefits in 2019 that the Synod maintain the defined benefit plan but increase the contribution rate from 12.00% to 16.50% and decrease the benefit rate from 2.00% to 1.75%. Another option considered by the MBRC early in our delibera-

tions would involve freezing the defined benefit plan and introducing a defined contribution plan with a 16.00% contribution rate. Estimates provided by Findley consistently recommend an annual contribution equal to about 16% of payroll. Each of the above options would have the advantage of complying with the annual contribution recommendation from the denomination's actuary. The second option would have the added advantage of allowing the denomination to transition over time from a defined benefit plan to a defined contribution plan. The consensus of the MBRC, reinforced by the consensus of the SCDMFS, is that Synod will not approve a contribution rate of 16.00% or 16.50%, so the MBRC has concentrated on options that assume a contribution rate of no more than 12.00% of payroll. Because this contribution rate is much lower than the actuary's recommended contribution rate, it is critical to find additional funds that can be directed toward reducing the unfunded liability in the ARP Retirement Plan. These additional funds can come from annual allocations from the DMF or from a reallocation of funds from the net assets of Synod's boards and agencies or from a combination of the two.

The options we have considered with the contribution rate limited to 12.00% of payroll all involve the creation of a new defined contribution plan. Actuarial evaluation and analysis of all of the options described in the rest of this section have been provided by Findley. The initial working assumptions include the following: (i) that the current defined benefit plan is closed to new participants, (ii) that accruals in the current defined benefit plan are frozen for all participants, (iii) that all current active participants and all new participants are enrolled in a new defined contribution plan with an annual discretionary non-elective contribution rate ranging from 0.00-6.00% of payroll, (iv) that the discretionary non-elective contribution rate can vary from year to year, and (v) that there is an expenditure of about \$2.1 million in 2021 on both the defined benefit plan and the defined contribution plan (i.e., a \$1.1 million cost for the defined benefit plan and a \$1.0 million non-elective contribution to the defined contribution plan). Broadly speaking, this approach has the advantage of allowing a smaller allocation to the defined contribution plan in years in which the cost of obligations under the defined benefit plan is higher.

Within this framework, we have examined two specific scenarios, one that assumed a 4.00% allocation to the defined contribution plan and one that assumed a 6.00% allocation to the defined contribution plan. The following analysis is done for each of these scenarios: The monthly benefit payment is calculated for the scenario under consideration. This monthly benefit payment is then compared to the monthly benefit payment participants would get in the current defined benefit plan. For a 4.00% allocation to the defined contribution plan, the results indicate that current active participants in the 40-60 age range would be hurt the most because they would have less time to make up for getting a smaller benefit, while younger participants would have more time to accumulate greater benefits. For a 6.00% allocation to the defined contribution plan, the results indicate that it is still those in the 40-60 age range who would be hurt the most, whereas those in other age categories would derive even greater benefit. The advantages (pros) and disadvantages (cons) of this framework are summarized in Table 4 (which is reproduced from a report prepared by Findley for the MBRC).

**Table 4: Advantages and Disadvantages of Frozen Defined Benefit Plan and Variable Contribution Rate to Defined Contribution Plan**

Pros	Cons
- More predictable cost for delivering retirement benefits on a go-forward basis	- Still subject to volatility in pension plan costs due to unfunded liability and current asset investment mix
- Frozen DB plan benefit is protected and provides some lifetime protection to plan participants	- Significant benefit reduction for participants ages 40 to 60
- Reduce the cost of the overall retirement program plan to be more affordable for the local churches	- There will be additional administrative costs for running a 401(a) defined contribution plan
- Discretionary non-elective contribution can change from year-to-year based on defined benefit costs and what the churches can afford	- If total cost is held to 12%, DC contributions may need to be lower in early years while the DB plan's funded status improves
- As the pension plan becomes better funded over time, the discretionary non-elective contribution can become more meaningful	- Nondiscrimination testing will be required each year (however, due to the low number of highly compensated employees we don't expect any issues with passing)
- Churches that have a difficult time keeping up with their contributions can have their non-elective contribution suspended (assuming plan passes nondiscrimination testing)	- Complexity of having two retirement plans to administer

An extra advantage of this framework is that the balance in a defined contribution plan can benefit additional heirs of the participant. An additional disadvantage is that all of the risk associated with a defined contribution plan is assumed by the plan participant, who may not have investment knowledge and skills.

As noted, these scenarios assume that accruals in the current defined benefit plan are frozen for all participants and that all current active participants and all new participants are enrolled in a new defined contribution plan. Moreover, an additional assumption is that Synod approves a decrease in the benefit rate from 2.00% to 1.75%, effective January 1, 2021. We have chosen to relax these assumptions and also consider a scenario in which accruals in the defined benefit plan continue for current active participants, only new participants enroll in a new defined contribution plan, and the benefit rate for current active participants in the defined benefit plan remains at 2.00%. Our reason for examining this scenario is that it can help the ARP Church meet its full obligations to its current ministers and their families, who have accepted calls and willingly sacrificed for the sake of the ministry in dependence on having those defined benefits in retirement. The results of the analysis, also provided by Findley, indicate that this scenario would be more expensive over time than either of the other scenarios we have examined and would be subject to a greater degree of risk should actual results differ from the assumptions related to the defined benefit plan. Adopting this approach will make it even more important to find additional funds that can be directed toward reducing the unfunded liability in the defined benefit plan.

Actuaries are required to identify the risks in the retirement plans they evaluate. We call attention to several risks to the denomination's Retirement Plan that have been highlighted by Findley.

Future actuarial measurements may differ significantly from current measurements for many reasons, including Plan experience differing from that anticipated by the economic or demographic assumptions, changes in economic or demographic trends and assumptions, and changes in Plan provisions or applicable law.

Because of the Plan's significant equity exposure and its low correlation between fixed income assets and liabilities, the funded status of the Plan can be volatile. This is highlighted by the -5.64% return the Plan earned in 2018 and the +20.67% return the Plan earned in 2019.

Decreases in interest rates lead to significant increases in the value of Plan liabilities. Current market-related annuity rates (those used by insurance companies to value annuities) are significantly lower than the current discount rate of 6.75%. Therefore, if the denomination wants to annuitize all of the benefits, then the cost of that annuity purchase will be significantly greater than the funding liability; in fact, estimates provided by Findley suggest that terminating the defined benefit plan and providing all participants an annuity form of payment with an insurance company will cost about \$100 million.

The denomination's recent historical contribution to the Plan has been approximately 12% of payroll, but the actuarially recommended contribution is typically higher than 12% for the on-going plan. Persistent low asset returns could create the need for contributions to increase. If the contribution is not increased to recommended levels or changes to the Plan are not implemented, then the Plan's funded status will continue to deteriorate over time.

Recognition of these risks implies that the defined benefit plan will still have to be monitored carefully and managed well even if the recommendations in this report are adopted.

The MBRC is recommending the introduction of an IRS §403(b)(9) defined contribution plan sponsored by the General Synod of the ARP Church. It is important to note that the provisions of the proposed defined contribution plan that are summarized in this paragraph and detailed in Table 5 reflect our desired approach, but some terms of this approach may have to be modified as the denomination partners with a plan administrator. The defined contribution plan will be available to new hires on or after January 1, 2021, with a 12% non-elective contribution from congregations, boards, or agencies of the ARP Church; no mandatory deferrals required from participants, no mandatory matches required by congregations, boards, or agencies of the ARP Church; and allowance for elective deferrals by participants. The new defined contribution plan will allow for loans from the plan but not for hardship withdrawals from the plan. Moreover, participation will be limited to those who would be eligible under the requirements of the current defined benefits plan: salaried, ordained ministers of the ARP Church serving in



a pastoral or administrative ministry of the Church under the provisions of a call approved by a Presbytery of the Church, career missionaries appointed by World Witness, and salaried employees of the Synod or a Synod board or agency serving in a supervisory capacity, but excluding employees of Erskine College and Theological Seminary. Finally, the same vesting schedule will be used for mandatory contributions to the defined contribution plan that is used for contributions to the defined benefit plan: Participants are vested at 20% each year beginning after three years of service until being fully vested after seven years of service. Voluntary contributions to the defined contribution plan will be vested immediately.

**Table 5: Desired Provisions of 403(b)(9) Plan Sponsored by General Synod**

Item	Notes	Decision
Deferrals	Elective deferrals allowed.	Elective deferrals allowed.
Additional Deferrals	Ministers can choose to defer additional amounts.	
Deferrals from DB Plan Participants	Pension plan participants could make voluntary deferrals into the DC plan and not be eligible for any employer non-elective contribution. Pending discussion with administrator/record-keeper.	(Pending discussion with administrator/record-keeper.)
Participants	Plan can be limited as current pension plan or can be open to other church staff. Discretionary contribution and any match can be limited to certain individuals like the pension plan.	New Hires after 1/1/21. Initially same criteria as pension plan – ordained pastor serving a congregation under a call, career missionaries, employee of Presbytery or Synod agency in supervisory capacity – may be expanded to other staff in the future.
Matching	Plan can allow matching contributions and can be determined at church level. Recommend a consistent match amount to ease administration.	No matching at this time.
Employer Non-Elective Contribution	Plan allows for non-elective contributions.	Expected rate 12% aligned with DB plan.
Retirement Payments - Housing	Retirement payments can be designated as housing allowance.	
Loans	Plan allows for a restriction of the amount of loans. Maximum allowed under regulation is \$50,000 but could use lower number or none.	Plan will allow loans.
Hardship Withdrawals	Can limit or reduce allowed hardship withdrawals.	Plan will not allow hardship withdrawals.
Vesting	Plan can have vesting of employer contribution like the pension plan.	Use same vesting schedule for employer contribution as pension plan; employee deferrals vested immediately.

The MBRC's recommendations for action are rooted in several conclusions that have been drawn based on the information summarized in this report:

The ARP Retirement Plan benefits were enriched to unsustainable levels, particularly from 1986-2000 during which time they increased by 55%. The 3.10% zenith of these benefit levels was then allowed to remain in place for thirteen years before the benefit rate was taken back to its 1986 level in 2014. While the future benefit accumulations were cut to 2.00%, all of the participants that accrued benefits during those thirteen years were locked in at the 3.10% level. This has been and will continue to be a burden on the health of the ARP Retirement Plan Trust Fund.

The correlation between strong years in the equity markets and decisions to increase pension benefits seems obvious from an examination of the timeline. These unsustainable increases, even done with the best of intentions, have created a financial liability that is burdensome. The current UAL is the culmination of decades of decisions made by the denomination, and it will likely take many years to repair the harm those decisions have inflicted. Because these decisions were made by the denomination to benefit generations of pastors, the consequences for those decisions should not be placed at the feet of the current generation of pastors and congregations, especially when there is relief available in the reorganization of the denomination pursuant to the recommendations of the SCDMFS and the reallocation of the denomination's net assets pursuant to the recommendations of the MBRC.

An attempt to freeze the current defined benefit plan for current participants puts the payment of a rich benefit to beneficiaries of the 2000-2013 era disproportionately on the shoulders of younger pastors. The denomination has a responsibility to honor the commitment it has made to its pastors who have already made important life decisions for their families and their futures based on the assumption that a defined benefit pension would be available to them in retirement. Switching paradigms on them now, where the risk and responsibility of saving and investing for retirement are placed squarely on their shoulders, does material harm to our pastors and their families.

Continuing to increase the required payment to the ARP Retirement Plan Trust Fund from the churches taxes them for decisions that were made years ago at the denominational level. While there is a way forward for the denomination through reorganization and reallocation of assets, many churches simply cannot afford to pay more for their pastor's retirement than they are already paying. Continuing to increase the contribution rate above the current 12.00% could become so divisive that it results in church attrition.

The MBRC has worked hard to anticipate potential unintended consequences from the implementation of recommendations for change. For new partici-

pants in the retirement plan, it is important that there is parity with current participants as it relates to the cost to their churches for their retirement benefits. If the required contribution for new participants in the defined contribution plan is less than the 12.00% due for existing participants in the defined benefit plan, then an unintended incentive could be created to replace current pastors. Out of an abundance of caution, we underline the importance that the cost of the retirement contribution be equal for both defined benefit plan participants and defined contribution plan participants.

The MBRC also recognizes and asserts that the way forward that leads to the elimination of the UAL in the current defined benefit plan must be one that consists of more than one phase. As stated previously, the problem before us is the product of decades of decisions by the denomination affecting generations of pastors and their families. While our recommendation is to begin what can be described as "Phase 1" without delay, this alone is not sufficient to address the problem completely and permanently. Phase 1 is designed to put an immediate end to the impact of the UAL on any pastors new to the denomination on or after January 1, 2021, and to reallocate denomination assets as soon as possible from areas that are less critical than the threat posed by the UAL to the current Plan participants and the denomination. Phase 1 is also designed to create a new retirement plan paradigm for these new pastors that enables them to accumulate a retirement benefit that is reasonable and achievable without placing the ARP balance sheet in further future peril. During Phase 1, it is important that there be parity between the current defined benefit plan and the future defined contribution plan with respect to their cost to the churches of the denomination. It is of the utmost importance that our decisions in these matters now and going forward be made thoughtfully and deliberately. Moving too slowly will allow the current UAL to continue to grow and make future solutions potentially more expensive. Moving too quickly could result in a failure to anticipate unintended consequences of the implemented changes, adding greater complexity to future phases of remediation.

After Phase 1 has been implemented, the defined benefit plan will still be an underfunded debt obligation of the denomination. Additional difficult decisions must be made to address the UAL once and for all, but it is the belief and contention of the MBRC that those decisions should be made by the Synod based on the future recommendations of the Board of Benefits. Those recommendations and decisions should include consideration of the following:

Should current participants in the defined benefit plan be given the opportunity to transition a discounted vested balance to the new defined contribution plan? Should they be compelled to, and, if so, which category of participants?

Should assets over and above those recommended in Phase 1 be reallocated to retire the UAL?

Does the denomination have an obligation (even if not under civil law) to honor the benefit plan it has promised to its pastors to date, though it might come at a high price and at the expense of other agencies within the ARP denomination?

While this list of considerations is not exhaustive, it is intended to illustrate our keen awareness that Phase 1 is only the beginning of a long work-out process that will involve difficult decisions and that will likely require years to implement. The MBRC does believe and submit that Phase 1 represents the best direction and initial course of action for the denomination at this time and, to the extent prudently possible, addresses our charge from Synod to “develop a plan for recapitalization of the Retirement Plan and offer alternative options.”

**Recommendations:**

In conclusion, the MBRC presents to Synod the following set of recommendations (referred to above as Phase 1):

1. That entry of new participants to the current defined benefit plan be closed effective January 1, 2021; **(SYNOD APPROVED)**
2. That future participants who become employed on or after January 1, 2021, be enrolled in a new defined contribution plan, specifically a 403(b)(9) plan, as described earlier in this report; **(SYNOD APPROVED)**
3. That implementation of the new defined contribution plan be administered by the Board of Benefits; **(SYNOD APPROVED)**
4. That the current defined benefit plan participants continue to accrue benefits at the 2.00% rate, though this will be subject to consideration by the Board of Benefits as to whether those benefits continue to accrue until retirement or whether future accruals will be made in the defined contribution plan at some point; **(SYNOD APPROVED)**
5. That a reallocation of at least \$3,000,000 from the net assets of Synod boards and agencies to the ARP Retirement Plan Trust Fund be approved, with the sources of the reallocation to be identified and determined by a committee chosen ~~by Synod or by the Moderator if so directed by Synod~~; **(SYNOD APPROVED)** and
6. That an annual allocation of 20% from the Denominational Ministries Fund (DMF) to the ARP Retirement Plan Trust Fund, to be made for an indefinite period of time beginning in 2021, be approved, with “an indefinite period of time” understood to mean until such time as the unfunded liability is fully funded. **(SYNOD APPROVED)**

Respectfully submitted,

Rob Roy McGregor III  
Chairman

**Appendix****ARP General Synod Net Assets**

The report shows the net assets by fund for all agencies except Erskine and Bonclarken.

The funds shown are a mix of donor designated funds and funds designated by board or similar action. These categories are as shown below and follow the financial statement presentation. The categories are based on the best information available at the time assigned. Further research or guidance could result in a modification to an assigned category.

Net assets without donor restrictions – Net assets available for use in general operations and not subject to donor or grantor restrictions.

Designated – Synod or a board has designated the assets for a particular purpose. Also included in this category are donor advised funds that have been designated by the donor.

Undesignated – Funds not restricted by donor or Synod or board action.

Net assets with donor restrictions – Net assets subject to donor (or grantor) imposed restrictions. Some donor restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor restrictions are perpetual in nature, where the donor stipulates that resources are maintained in perpetuity. Donor restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, or when the stipulated purpose has been accomplished.

Donor Restricted-Perpetuity – Donor has stipulated gift is to remain in perpetuity.

Donor Restricted-Specific Purpose – Donor has contributed asset for particular purpose. This also includes net earnings from assets held in perpetuity.

These balances reflect the market value of any invested assets at the dates shown. The value of the assets will fluctuate as the market fluctuates.

The Facility Building is the cost of the property and improvements and is shown at book value. The ARP Foundation has small holdings of properties that were given to them.

The Other-Miscellaneous account primarily consists of timing differences between agencies for various payments.

ARP General Synod Net Assets by Agency/Fund For the period ended March 31, 2020						
attached notes are part of this report						
Agency	Fund Name	Total Net Assets- March 2020	Fund Categories			
			Designated (1)	Undesignated (2)	Donor Restricted- Perpetuity (3)	Donor Restricted- Other (4)
ARPWM	ARPWM (WA)-Operations	41,700	-	4,900	-	36,800
	ARPWM (WMJ)-Jubilee Birthday	3,100	-	-	-	3,100
	Fnd (FWE)-ARPWM Endowment	6,800	-	-	-	6,800
<b>ARPWM Total</b>		<b>51,600</b>	-	<b>4,900</b>	-	<b>46,700</b>
Benefits	BoB (AB)-Benevolent Reserve	46,300	-	-	-	46,300
	BoB (AB)-Lake Wales Benevolent	33,100	-	-	13,200	19,900
	BoB (AC)-Claim Reserve-Operations	740,100	740,100	-	-	-
	BoB (AC)-Claim Reserve-Investments	1,364,400	1,364,400	-	-	-
	BoB (AE)-Endowment	21,000	21,000	-	-	-
	BoB (AP)-Retirement Plan Reserve	(54,100)	(54,100)	-	-	-
	BoB (AR)-Unrestricted Reserve	1,600	1,600	-	-	-
	BoB (AW)-Carson Gift for Widows	259,700	259,700	-	-	-
<b>Benefits Total</b>		<b>2,412,100</b>	<b>2,332,700</b>	-	<b>13,200</b>	<b>66,200</b>
Campus Ministry	Campus Ministry (ECM)	123,300	-	-	-	123,300
<b>Campus Ministry Total</b>		<b>123,300</b>	-	-	-	<b>123,300</b>
CEM	Camp Joy-FL (JR3)	47,100	-	-	-	47,100
	Camp Joy-NC (JR)-Reserve	37,700	-	-	-	37,700
	Camp Joy-SC (JR2)	62,100	-	-	-	62,100
	Camp Joy-TN (JR5)	24,400	-	-	-	24,400
	Camp Joy-V/A (JR4)	32,900	-	-	-	32,900
	Catechism (FCP) Project-CEM	1,000	-	-	-	1,000
	CEM (CR)-Operating Reserve	220,800	9,900	210,900	-	-
	CEM (CT)-Endowment	327,000	227,000	-	100,000	-
	CJ (JS)-Scholarship	50,200	-	-	-	50,200
	Conference (CX)-Reserve	22,000	22,000	-	-	-
	Julia (JH) Hardeman Rhodes Fnd-CEM	500	-	-	-	500
	Camp Joy (JR)-Endwmt/Am Brice	162,600	-	-	9,700	152,900
	Camp Joy (CW)-Equipment-Assets	11,000	-	11,000	-	-
<b>CEM Total</b>		<b>999,300</b>	<b>258,900</b>	<b>221,900</b>	<b>109,700</b>	<b>408,800</b>
Dunlap	Dunlap (DR)-Orphanage Ministry	133,200	-	-	-	133,200
	Dunlap (DR)-Orphanage Ministry	948,500	-	-	50,000	898,500
	The ARP (DRA)-Adoption Assistance	99,000	-	-	97,200	1,800
	Will (DW)-Ministry	277,800	-	-	255,000	22,800
<b>Dunlap Total</b>		<b>1,458,500</b>	-	-	<b>402,200</b>	<b>1,056,300</b>
Notes	(1) Assets without Restrictions - Designated (such as by the board)					
	(2) Assets without Restrictions - Undesignated					
	(3) Assets with Donor Restrictions - In Perpetuity					
	(4) Assets with Donor Restrictions - Specified Purpose					

ARP General Synod Net Assets by Agency/Fund For the period ended March 31, 2020						
attached notes are part of this report						
Agency	Fund Name	Total Net Assets- March 2020	Fund Categories			
			Designated (1)	Undesignated (2)	Donor- Restricted- Perpetuity (3)	Donor- Restricted- Other (4)
Facility	Facility (BR)-Plant Sinking Fund	101,100	101,100	-	-	-
<b>Facility Total</b>		<b>101,100</b>	<b>101,100</b>	-	-	-
Foundation	Crowder's (F O)-Creek Cemetery	14,900	-	-	8,600	6,300
	Fnd (FDA)-Donor Advised Fund	151,400	151,400	-	-	-
	Fnd (FL)-Land	8,800	-	-	-	8,800
	Fnd (FR)-Endowment	1,602,700	-	-	1,841,600	(238,900)
	Gift (FU)-Annuity Unrestricted	89,600	-	-	-	89,600
	Special (FPI)-Endowment-Pratt	218,800	-	-	168,500	50,300
<b>Foundation Total</b>		<b>2,086,200</b>	<b>151,400</b>	-	<b>2,018,700</b>	<b>(83,900)</b>
ONA	Evangelism (FEI)-Leadership Clinic	41,300	-	-	-	41,300
	Hilcrest (GPI)-Property	107,100	-	-	95,100	12,000
	ONA (LRI)-Church Mobilization Invmt	223,400	-	-	269,300	(45,900)
	ONA (OAI)-St Andrews Church	140,400	-	-	151,200	(10,800)
	ONA (OEI)-Endowment Invested	1,757,500	-	-	1,872,100	(114,600)
	ONA (OF)-Church Site Cash Reserve	240,800	240,800	-	-	-
	ONA (OGI)-Ralph Grigsby	30,400	-	-	28,800	1,600
	ONA (OLJ)-Revolving Loan Fund	5,128,700	-	-	5,092,800	35,900
	ONA (OMI)-Mattie B Ellis	10,200	-	-	10,400	(200)
	ONA (OOI)-Tunnel Rd/Christ Fellowship	210,100	-	-	150,000	60,100
	ONA (OPI)-Church Planting Fnd Fund	278,100	-	-	88,300	189,800
	ONA (ORI)-Operating Reserve	620,000	65,200	510,800	-	44,000
	ONA (OSG)-Seed Growers Fund	6,900	6,900	-	-	-
	ONA (OO)-Equipment-Assets	200	-	200	-	-
<b>ONA Total</b>		<b>8,795,100</b>	<b>312,900</b>	<b>511,000</b>	<b>7,758,000</b>	<b>213,200</b>
Other	Brown (GSI)-Scholarship	19,900	-	-	20,000	(100)
	Civil War (FF)-Diaries Cash Reserve	1,000	1,000	-	-	-
	HC (HEI)-Endowment	32,900	-	-	15,300	17,600
	Historical (HR) Records	1,900	1,900	-	-	-
	Jean (WJ)-White Fund	73,000	-	-	24,400	48,600
	Stewardship (SR)-Foundation Reserve	25,400	13,800	11,600	-	-
	The ARP (PS)-Promo Subscription	2,500	2,500	-	-	-
	Worship (WR)-Comm Special Off	16,200	16,200	-	-	-
	Miscellaneous	6,800	10,000	(10,300)	-	7,100
<b>Other Total</b>		<b>179,600</b>	<b>45,400</b>	<b>1,300</b>	<b>59,700</b>	<b>73,200</b>
<b>Notes</b>						
	(1) Assets without Restrictions - Designated (such as by the board)					
	(2) Assets without Restrictions - Undesignated					
	(3) Assets with Donor Restrictions - In Perpetuity					
	(4) Assets with Donor Restrictions - Specified Purpose					

ARP General Synod Net Assets by Agency/Fund For the period ended March 31, 2020						
attached notes are part of this report						
Agency	Fund Name	Total Net Assets- March 2020	Fund Categories			
			Designated (1)	Undesignated (2)	Donor Restricted- Perpetuity (3)	Donor Restricted- Other (4)
Stewardship	Betts (GBI)-Endowment	194,200	-	-	-	194,200
	GS (GR)-Operating Reserve	306,300	5,200	301,100	-	-
<b>Stewardship Total</b>		<b>500,500</b>	<b>5,200</b>	<b>301,100</b>	-	<b>194,200</b>
World Witness	ARP (FCN) TN/AL Pakistan Nursing-WWW	32,500	-	-	-	32,500
	Faires (GF)-McComick	16,000	-	-	13,502	2,498
	Fnd (FPM)-Pakistan Mission Edu-WWW	23,700	-	-	-	23,700
	Fnd (FWP)-WW Pakistan Sponsorship	13,500	-	-	-	13,500
	Helen (GH)-McComick	437,100	-	-	437,100	-
<b>World Witness Funds Under ARP Foundation</b>		<b>522,800</b>	-	-	<b>450,602</b>	<b>72,198</b>
World Witness	F. E. Hanna Memorial MLPS Fund	21,000			22,747	(1,747)
	Harper Memorial Fund	26,888			27,290	(402)
	Hubbard Memorial Fund	36,649			40,239	(3,590)
	Lillian Home Endowment	60,935	60,935			
	Pakistan ARP Mission Retirement Fund	33,278	33,278			
	Pakistan Ministries Fund	41,210	41,210			
	Pakistan MLPS Endowment	21,133				21,133
	Pakistan Retirement-Hospital	10,905	10,905			
	Pinecrest Mexican Fund	117,748			110,166	7,582
	Ragsdale Pakistan Student Endowment-School	97,488			106,592	(9,104)
	Ranson Memorial Fund	8,401			8,454	(53)
	Tunnel Rd/Christ Fellowship Permanent Endowm	151,166			150,000	1,166
	Williams Education Fund	88,808			90,828	(2,020)
	WW Permanent Fund	237,198		24,193	213,005	
	World Witness Endowment Fund	94,951	94,951			
<b>World Witness Funds-Direct</b>		<b>1,047,757</b>	<b>241,278</b>	<b>24,193</b>	<b>769,321</b>	<b>12,965</b>
<b>Total World Witness Endowment Funds</b>		<b>1,570,557</b>	<b>241,278</b>	<b>24,193</b>	<b>1,219,923</b>	<b>85,163</b>
<b>SubTotal</b>		<b>18,277,857</b>	<b>3,448,878</b>	<b>1,064,393</b>	<b>11,581,423</b>	<b>2,183,163</b>
Facility	Facility (BB)-Building	2,221,600	-	2,221,600	-	-
<b>Grand Total</b>		<b>20,499,457</b>	<b>3,448,878</b>	<b>3,285,993</b>	<b>11,581,423</b>	<b>2,183,163</b>
<b>Notes</b>						
	(1) Assets without Restrictions - Designated (such as by the board)					
	(2) Assets without Restrictions - Undesignated					
	(3) Assets with Donor Restrictions - In Perpetuity					
	(4) Assets with Donor Restrictions - Specified Purpose					



### Supplement Report

After the report from the Moderator's Blue Ribbon Committee (MBRC) was released, we received a number of questions and comments about the report and about the recommendations to Synod. The MBRC has considered these carefully and has decided to submit an additional recommendation to Synod. In our original report, we explained and described its six recommendations as constituting Phase 1 of a longer process to address the unfunded actuarial liability (UAL) in the current defined benefit plan. Many of the questions and comments we have received have asked for clarification of what the next step (or phase) might involve. The additional recommendation below is offered in response to this concern.

### Additional Recommendation:

7. That the Board of Benefits be directed to provide a recommendation of an option(s) for transitioning from the Defined Benefit Plan to the Defined Contribution Plan for participants who are currently covered by the Defined Benefit Plan but are not receiving benefits. Subject to consultation with the Defined Benefit Plan's actuaries and legal counsel, the MBRC recommends that current pensioners continue to receive their pension payments from the Defined Benefit Plan. And that said recommendation will be submitted to the Executive Board of the ARP for approval by no later than March 15, 2021, with implementation to begin in the third quarter of 2021, assuming that time frame gives the Plan's actuaries sufficient time to do the work they will need to do to prepare for the proposed transition. And that the Board of Benefits be guided by the MBRC's "... objectives of protecting current retirees and spouses, dealing fairly with vested participants, and establishing a sustainable and fair plan going forward ..." as stated in the first paragraph of the second page of our report. (SYNOD APPROVED)

Respectfully submitted,

Rob Roy McGregor III

Mr. McGregor recognized members and advisory members of his committee.

A motion **CARRIED:**

**That these men be given the privilege of the floor.**

Mr. McGregor turned the chair over to Vice-Moderator Rob Patrick.  
Synod approved Recommendation #1.  
The order of the day was noted.

Kyle Sims offered the Blessing and Closing Prayer before the evening meal.

#### THURSDAY, OCTOBER 22, EVENING SESSION

The evening session began at 6:45 P.M. with a devotional led by Andrew DiIulio.

Business continued with discussion on the Special Committee on Retirement Plan (Blue Ribbon Committee) report.

Synod approved recommendations 2 and 3.

A motion **CARRIED:**

**That General Synod direct the Board of Benefits to develop and present to the next stated meeting of Synod a change in Synod's benefits plan whereby ministers have the option to participate in Synod's defined contribution plan or other defined contribution plan of their choosing.**

Synod approved recommendation #4.

Closing prayer was led by Rob Roy McGregor, Jr.

#### FRIDAY, OCTOBER 23, MORNING SESSION

The morning session began at 8:45 A.M. with a devotional led by Eric Hancox.

A motion **CARRIED:**

**That Mr. Hancox's devotion be printed in the Minutes of Synod.**

*Humble yourselves before the Lord, and he will exalt you. (James 4:10)*

*I had originally planned on preaching a full sermon from James 3:13-4:17, in line with our Moderator's theme: preparing for the return of Christ Jesus. And, as I read through it over and over again, one word kept coming to mind. It is a word emphasized in a well-known quote from Augustine. It comes from a letter he wrote, in which he stated what his response would be if he were asked about the way of godliness. "This way," he wrote, "is first humility, second humility, third humility, and however often you should ask me I would say the same." Humility - it is the way Christ lived from His incarnation to His death. And, it is the way we're to live as we await His return. And, to that end, James has much help to offer us.*

*In chapter 3, he says he wants God's people to live lives that are filled with deeds done in the meekness of wisdom. Lives pervaded with meekness – defined by humility. And, from James 3:13-4:17, he explains four practical ways in which such a posture of humility should be manifest in our lives. In verses 13-18 of chapter 3, James says, we should have humility with regard to our position in this world (3:13-18). To put it negatively, we shouldn't spend our energy arrogantly jockeying for position and power for ourselves in this world (vv.14-16). We shouldn't be living as if life is all about a bigger church, or advancing in the workplace, or people's recognition - which the world will tell you is the way to be - but, which James says is earthly, unspiritual, and demonic. So instead, he tells us we should display humility by a life filled with good works (vv.13, 17-18). It is the opposite of much of the world's messaging, isn't it? Instead of, 'Fight your way to the top - make a name for yourself,' we're told to, 'Live in a holy and peaceable way - be gentle and sensible - be willing to listen to sound reasoning - be compassionate and forgiving as Christ has been with you - do good.' It is weak and foolish, according to those who know how to get ahead in the world – but, for the Christian, whose treasure is in heaven, and whose Lord is Christ, who sought not His own glory but His Father's, this is the way of true wisdom.*

*Application: Of course, living this way requires something, doesn't it? It requires us not only to know, but to actually trust the Lord - who says we'll reap in due season if we press on in this way of humbly doing good, and don't give up. It requires us to take the long view of things, and to believe our God when He says our humble labor and patient waiting will be worth it. That, having lived a humble, Christ-like life, we'll be vindicated and made to share in a rich inheritance when Christ comes in His glory. A reward that won't fade or perish like the titles, admiration, applause, and flattering words of men. This, brothers, is the life and the reward Christ calls us to pursue - it is what we need to hold before our people in word, and by way of example. Living with humility with regard to our position in this world, as we look and wait for far better things to come..*

*To which James adds a second call to likewise maintain...Humility with regard to our possessions in this world (4:1-5). Put another way, in verses 1-2 of chapter 4, James says... We shouldn't spend our lives selfishly coveting more and more things and pleasures for ourselves (Jas 4:1-2). This is the way of most of the world, isn't it? Holding before us images of beautiful people with nice things, with the suggestion that your life would be better if you were like them. And we, and our people, are too easily ensnared by it, aren't we? Seeing that thing – that car, device, or toy - and desiring it. Convincing ourselves that we don't just want it, we need it. And soon, if unchecked, spending more than we should – depriving others of help we might have given them - and yes, in extreme cases, even harming others - to get what we desire. It is often enough painted in a heroic light in our culture - the person who knew what he wanted and did what he had to do to get it. But, as citizens of a heavenly kingdom, James is warning us that we're not to spend our lives selfishly coveting more and more for ourselves. Instead, as he goes on in verses 2-5 of chapter 4, he says...We should humbly aim to please the Lord with what He gives (Jas 4:2-5). Do you see the contrast? We're not to love this world or the things of this world – which James says is enmity with God – but, to love the Lord and use whatever we have to bring Him glory - knowing our real treasure is safe with Him. The Holy Spirit within us, we're told, yearns jealously for this – for our single-minded commitment to living for our Savior.*

*Application: It is the example we need to keep before our people by our own lives. It is the way we need to teach them to think about their possessions - holding them 'loosely' as those who already have more than they could ever dream - guaranteed and kept for them in heaven. Not only will this serve to show the world around us what a treasure we've found in Christ - but, we ourselves will repeatedly discover that Jesus and His fellowship are far sweeter and more satisfying than all the stuff in the world - and so, we'll be made to long more fervently for that day when our enjoyment of His fellowship will be made complete. It is how Christ lived - having no place to lay His head - suffering greatly - yet, looking to the joy that was set before Him - and, it is how He calls us to live - with humility with regard to our position, with regard to our possessions - and then, third, with...*

*Humility with regard to other people in this world (4:6-12). As those who must one day stand before the Lord, James tells us...We shouldn't go around slandering and proudly judging one another - and thereby, judging the Law of God (Jas 4:11). In the beginning of verse 11, he says...We're not to proudly judge one another (v.11a). It isn't, of course, that there is never a time for pointing out and correcting sin in another person's life. But, the point James is making (which Jesus also made in His earthly ministry) is that we must be ever-mindful that we have 'logs' of sin in our eyes that need to be confessed and repented of if we would help others with the 'specks' of sin in their eyes with humility rather than harshly judging and condemning them. By which, James says, he is really warning us that...We're not to proudly judge the Law of God (vv.11b). It is an interesting thing to say, isn't it? When we proudly judge one another - we judge God's law. How does that work? What is the connection? Well, as best as I can figure, he means something like this: when we judge one another with a proud spirit, we effectively pronounce a judgment on God's law that says, 'It isn't a high enough standard to convict this person, so I'll do it.' It ought to go without saying that this is very dangerous ground. This we're not to do - rather, James implies in verse 12...We should humbly judge ourselves before the Lord (Jas 4:12). Do you see what he is driving at? Your job isn't to act in the place of God - but, to humble yourself before the true Lawgiver and Judge, before whom you also must stand - letting Him search your heart and deal with your sins.*

*Application: It is, we must always remember, the Lord Jesus Christ who will sit on the great white throne in the coming day of judgment - not you, not me. It may seem like an obvious thing to point out. Yet, apparently, we're prone to forget it when someone disagrees with us, or shows that they also have remaining sin in them. How quickly we transition from sinner saved by grace to judge who knows no mercy. But, how foolish we'll look if Christ comes and casts His great shadow over us as we look down on one another with proud spirits that know how to condemn, but not how to overlook a fault. It is a necessary reminder then, that as we wait for the appearing of the Judge of All the Earth, we're to be humble with regard to other people.*

*To which James then adds his fourth and final lesson - calling us to...Humility with regard to our plans in this world (4:13-17). In verse 13-14 of chapter 4, he tells us that we shouldn't boast about our plans for the future (Jas 4:13-14). To fixate on my five year plan for the church, or the next business deal, or the next vacation, or retirement - when we don't know if we'll enjoy any of those things - rather than focusing on praising and serving the Lord where He has us today - is an insult to His Lordship - as if our uncertain plan for the future was better than His perfect plan for us right now. It is to forget that when we stand*

*before Him, we're not going to give an account of all the great things we had hoped to do one day, but of the things we actually did with the days He gave. So, rather than boasting of the future, in verses 15-16, James says we should humbly remember that each day is a gift to be used to serve the Lord right here, right now (Jas 4:15-16). Verse 15, in particular, is the language of a person who knows Who holds every tomorrow in His hands – "If the Lord wills." It is the language of someone who lives with reference to Christ's Lordship - humbly submitting all to Him - even as He fervently prayed to His Father, then said, "not My will, but Yours, be done" (Lk 22:42). Such an attitude will result in a daily, childlike dependence upon and submission to Him that bears eternal fruit.*

*BIG APPLICATION: Taken in sum, James is describing a beautiful, Christ-like life. And, it all begins with seeing ourselves rightly before the Lord. In chapter 4, verse 6 - citing Proverbs 3:34 - we're told, "God opposes the proud but gives grace to the humble." How can we live, and help our people to live, the life James writes about? It all begins with humbling ourselves before the Lord. That is essentially what James says in verses 7-10 of chapter 4. If you would live a Christ-like and Christ-ward life, humble yourself - get down on your knees, where every battle of the Christian life must first be engaged. Drawn near to the Lord and confess your foolish pride. Grieve that you could have ever thought life was all about you and your position and your possessions and your plans - when the Son of God emptied Himself to the point of death on a cross to save you - not to do whatever you want, but to take up your cross daily and follow Him. Humble yourself before the Lord, and He will exalt you (4:10b). He will lift you up. He will forgive you - and, He will change you - enabling you to live so as to display the meekness - the humility - of one who knows the Lord Jesus, and believes He is coming again. And, when He does come, you'll be made to shine like the sun as He lifts your head and speaks those sweetest words: "Well done, good and faithful servant" (Matt 25:21, 23).*

*That, brothers, is the exaltation we're to seek and to hold before our people - the great reversal - the lifting up of the lowly in the day of Christ's return. And, if you would seek it, then James has told you, and Christ has shown you, the way: humility, humility, humility!*

Eric Hancox

Discussion continued on the report from the Special Committee on Retirement Plan (Blue Ribbon Committee). Recommendation #5, as amended, was Synod approved. Recommendation #6 was Synod approved.

A motion **CARRIED:**

**That the reallocation committee seek input from agencies and boards as they identify and determine sources of funds to reallocate to the retirement fund.**

A motion CARRIED:

**That Synod encourage sessions to explicitly communicate to their congregations the changes to the DMF distribution, specifically regarding the 20% to retirement.**

A motion CARRIED:

**That Mark Miller's comments be printed in the Minutes of Synod.**

Mr. Moderator,

*I have a burden – as I've heard discussion on the floor last night and again today – and I want to unburden myself from what I'm burdened with. If you don't like it, you can gavel me down again.*

*Proverbs 30:25 says: "The ants are a people not strong, yet they prepare their meat in the summer."*

*Ants are small creatures, but they are very smart. Food is scarce in the winter, so they save it in the summer. What is obvious to me in all these discussions is that, apparently, ants are smarter than we are.*

*I will not pose to be as smart as Moderator McGregor, Mr. Bloom, or any financial or economic expert. But my wife is. And I have some common sense. I can add. I get the reports. I read them, and I have lived my life for the past decade under the assumption that I will not get anything out of the ARP retirement fund.*

*For years, our churches have been required by this synod to pay into the retirement fund. We live off of what is put into the offering plate by God's people who love us and love His church. They have been told that they were paying for our retirement. And now that for whatever reason we have lost it, it is being suggested that we go back to them – the people off whose offerings we make our living and who have given into this fund all these years – and ask them to bail us out.*

*Is this trusting God? Or is this an entitlement mentality?*

*It seems that we are looking for someone else to take the hit. The reality is that there is only one just and realistic course of action: and that is for us to take our own hit.*

*I speak only for myself, but I personally would be willing to forfeit all that has been put in for me since March 2008 – let the retired men who need it have it – if I can just get out. We have to take care of the "old men." The young men (and though I don't look like a young man, I suppose I still am, barely) who are less invested and have more time, we have to take a hit. The middle-aged men will have to take a more moderate hit. Perhaps the older men, who are now drawing more than the fund can bear, may need to take a modest hit.*

*Perhaps our standard of living is too high. Perhaps our agencies' heads should not get a raise that is proportionally larger than a small church pastor. Maybe small church pastors, like me, need to plan on not getting a cost-of-living-adjustment.*

*If I may make one last personal statement – and I pray that I am not sanctimonious – many of you over the years have made fun of my flip phone. Many of you have made fun of the fact that until last year I never had internet at home and no television. (I did sign up for a free trial of*

*YouTube TV two weeks ago, but when the Dodgers eliminated the Braves I was able to cancel it before I got billed.) But living this way has allowed my wife (the smart one) and me to fund two Roth IRAs and invest in additional mutual funds every year for years.*

*Gentlemen, we are the leaders. We are not to be hirelings, but shepherds. We are being told to go back to our people and ask them to give more money to our retirement. But, we cannot lead if we do not take a hit.*

*Gentlemen, consider the ants. They are a people not strong, but they gather their meat in the summer.*

Mark Miller  
Clover ARP Church  
Catawba Presbytery

Synod approved recommendation #7.

A motion **CARRIED:**

**That in light of the recommendations from the Blue Ribbon Committee and the Benefits committee, the Committee on Revisions be tasked with examining FOG 9.54.H 3 & 6 and make any recommendations necessary.**

A prayer of thanks was offered by Kyle Sims for the continued work of the Blue Ribbon Committee.

The Synod stood to express thanks to Adam Bloom for his assistance to the Synod in the issues related to the Blue Ribbon Committee.

Synod noted the Order of the Day. A nomination was made by Clint Davis and seconded by Paul Marr to elect Patrick Malphrus as Moderator-Elect. Mr. Malphrus was elected by acclamation.

Mr. Malphrus nominated Jay Younts as Vice Moderator-Elect who was elected by acclamation.

A motion **CARRIED:**

**That the Officers of the Court confer during the lunch break on a plan to handle all remaining business in a judicious and expeditious way, and that this plan be presented at the beginning of the afternoon session.**

Moderator-Elect Patrick Malphrus introduced his wife, Amanda; daughter, Isabella and other family members.

Chuck Wilson led in the blessing and closing prayer.

#### **FRIDAY, OCTOBER 23, AFTERNOON SESSION**

Synod reconvened at 1:00 P.M. and expressed thanks to the chef at First Presbyterian Columbia for the meals and service during Synod.

Rob Roy McGregor, Jr., led in the afternoon devotional.

A motion **CARRIED**:

**That employees who are not enrolled in the defined benefit plan be eligible to enroll in the new 403(b)(9) plan on or after January 1, 2021.**

A motion **CARRIED**:

**That Synod recommends each presbytery appoint or select a committee to examine its funds to determine if any can be contributed towards the unfunded actuarial liability of the ARP Retirement Plan.**

The report of the **Special Committee on Denominational Ministry Fund (DMF) Spending** was presented. **SYNOD APPROVED.**

#### **SPECIAL COMMITTEE ON DMF SPENDING**

At the 2018 meeting of the General Synod of the Associate Reformed Presbyterian Church (hereafter referred to as ARPC) a motion carried that “the Moderator form a committee to review the income and expenses of each Board and Committee in light of where the denomination ministry fund was used and report their recommendations at Synod 2019.” The vote for this motion was unanimous after concerns were voiced over the question of stewardship and how the ARPC spends the monies entrusted to it. Shortly thereafter, the Moderator appointed the Denominational Ministry Fund (DMF) Spending Committee and it began the work of obtaining and interpreting data related to the income and expenses of the General Synod’s various committees, boards, and agencies. The more the committee worked, the more apparent it became that the General Synod’s finances are complicated, if not convoluted, to say the least. We believe this is not the fault of any one agency or individual, just the inevitable result of a growing bureaucracy. Even so, as the committee continued its work, several clear realities emerged.

First, the ARPC is historically a denomination comprised of predominantly small churches that produce small budgets. This is reflected by some of the numbers listed later in this report. This is part of who we are. Historically, the majority of our churches have been located in small towns and rural areas. This in itself is not a problem, but a potential blessing to the many smaller communities who may have no other access to a reformed and Presbyterian witness.

The second reality is more problematic. Across our denominational demographics our membership has been declining at a rate that is disconcerting at best. It is this overall decline that has impacted our General Synod and led to the formation of this committee. It is also because of this second reality that the ARPC can no longer afford to act as if all is well. According to the numbers presented in the 2019 Minutes of the General Synod, at the close of 2018 the ARPC had 22,459 members in 264 churches. Just a year earlier, at the close of 2017, the ARPC had a membership of 28,732 members. Numbers that are even more disturbing emerge with a closer examination of membership demographics from the 264 churches that



make up the ARPC. 12% of its 264 churches report having 200+ church members, 15% report having 100-199 members, and 73% of all ARP Churches report having less than 100 church members.

This downward trend is not an indication of a healthy, growing church. This trend manifests itself in this way: ARPC membership numbers indicate that 61% of all ARPC members attend only 31 out of 264 churches. While some have questioned the accuracy of the numbers reported in the 2019 Minutes of the General Synod, even an adjusted set of numbers still reveals the same percentage of churches that have less than 100 members and that the ARPC is trending downward. While specific demographic information is not available concerning the age of ARPC communicant members, it is not unreasonable to assume that a majority of members are over the age of 55. And perhaps most disturbing of all, as it relates to the Denominational Ministry Fund, 20 out of 264 churches make up 60% of total giving to the DMF.

This brings us to a sobering third reality: the ARPC is not growing at a rate that will sustain its present structure. Though the ARPC's membership numbers are trending downward, our denominational structure and bureaucracy have remained the same, and in some cases has even grown. According to the 2019 Denominational Ministry Allocations (available in the 2019 Minutes of the General Synod), the ARPC spent upwards of \$2.6 million dollars to fund its boards, committees, and agencies. Can a denomination with less than 25,000 people afford to spend \$2.6 million dollars a year to fund its operations? Perhaps a more appropriate question, should a denomination of fewer than 25,000 people spend over \$2.6 million dollars a year to fund its operations?

Though \$2.6 million dollars is a large amount of money for a small number of members, especially given the ARPC's demographics, the greater question is that of stewardship and return on investment. Further investigation revealed that a majority of the allocated \$2.6 million dollars was spent to fund administrative costs in the form of Director and staff salaries. In one denominational agency's case, 100% of its DMF allocation was used to pay for its staff and Director salaries. And in fact, the DMF allocation that particular agency received was not even enough to cover its administrative costs. Like the federal government, we cannot spend our way to health. The ARPC will not spend its way out of membership decline. Instead, radical change and restructuring are needed.

As the committee's first year of work ended and the 2019 meeting of the General Synod approached, the committee's oral report to the 2019 General Synod cited a fundamental challenge the committee faced in knowing what sort of recommendations to make in light of all the aforementioned information. As a result, the committee requested another year to complete its work. Thankfully, by God's providence, later at the 2019 General Synod meeting, the committee received further instruction and direction on how to proceed. After considering the report and recommendations from the Board of Benefits, the General Synod passed a motion that the Moderator appoint another special committee on the ARP Retirement Plan (also known as the Moderator's Blue Ribbon Committee) which would examine and offer solutions to the General Synod's Retirement Fund crisis. One of the param-

ters given to the Moderator's Blue Ribbon Committee was that it "work in cooperation with the Special Committee on DMF Spending."

After meeting on multiple occasions with the Moderator's Blue Ribbon Committee, and after continuing its work of examining Denominational Ministry Fund income and expenses, the DMF Spending Committee makes the recommendations listed at the end of this report to restructure the ARPC. The reason we recommend restructuring is threefold:

1. If left underfunded, our retirement plan will destroy the ARP General Synod. To do nothing about this major problem is to choose death for the ARPC denomination. The committee realizes that a statement such as this is not to be made lightly. Even so, the seriousness of the problem at hand must not be taken lightly.

2. The DMF Spending Committee fully supports the recommendations of the Moderator's Blue Ribbon Committee. Practically speaking, the denomination must undergo radical restructuring in order to find both a large sum of money in denominational assets (the \$3 million dollars recommended by the Moderator's Blue Ribbon Committee), and in order to dedicate 20% of DMF allocations hereafter for addressing the ARPC Retirement Plan's unfunded liabilities.

3. While the Moderator's Blue Ribbon Committee's in-depth report highlights a significant problem with the continued funding of Synod's Retirement Plan, there is, however, danger in focusing too closely on the immediate financial components of the problem to the exclusion of the underlying causality. Simply and profoundly stated: If the ARPC was experiencing conversions of its covenant children, and if people were regularly being drawn to the gospel by the lives of its members, there would be no crisis with the ARPC Retirement Plan. The Blue Ribbon Committee and the DMF Spending Committee would not have even been formed in the first place. To take reality one step further, if the ARPC does not begin to see growing fruit in both of these primary missions of the church, there is no amount of financial planning that keeps the retirement plan and the ARPC denomination from bankruptcy.

So, again, while the DMF Spending Committee fully supports the findings and recommendations of the Moderator's Blue Ribbon Committee, success in addressing the symptomatic problem of an underfunded retirement plan is dependent wholly upon on the ARPC fulfilling its primary mission and in so doing, addressing its primary problem. In short, the DMF Spending Committee asserts that denominational restructuring is necessary to return to the Church's primary mission. A restructured ARP Church can be an optimized ARP Church, ready to meet the challenges of the future and bring the light of the gospel to a sinful, broken, and dark world. After all, as the ARPC website says in its "Who are We?" section, the ARPC is committed to "evaluating and changing church structures and priorities in order to meet the challenges of the future while preserving the best of the past" (<http://arpchurch.org/who-we-are/>).

We, on the DMF Spending Committee, are grateful for God's intervention in the affairs of the ARPC. Though difficult, we believe this hardship is the loving hand of the Father's discipline calling us back to our core mission: To bring the light of the gospel to a lost and dark world. This report should not be read as an attack on any particular individual or agency. We are grateful for the hard work of our various boards and agencies but we also believe the time has come to embrace who we are and optimize our ministry efforts.

We urge you to accept the recommendations that we put forth before you. But please know that if we engage in our calling to bring the gospel to our children and to our community, these efforts will only lead to increased frustration. In the midst of the world's turmoil, when so many are striving, wondering, and wandering, the Evil One would lead us to believe that a denomination experiencing decline such as the ARPC could not possibly have an impact on the world around us. Remember though that God's calling for His people is that of faithful obedience. We are called to obey and leave the consequences to God. A denomination of less than 25,000 members may appear as insignificant to the world, and perhaps even to others in the visible church. Yet, as our Lord indicated, with God all things are possible. Let us strive toward faithfulness together to impact the world around us.

**Recommendations:**

1. That the Moderator appoint a Restructuring Committee of 6 members, made up of 3 Pastors and 3 Elders, to examine our present structure and formulate a plan for denominational re-structuring and report back to the 2021 General Synod with its recommendations for the Synod's adoption. **SYNOD APPROVED.**
2. That the DMF Spending Committee be dissolved. **SYNOD APPROVED.**

Respectfully Submitted,  
Rev. Patrick Malphrus  
Chairman

Committee Members:  
Rev. Patrick Malphrus—Chairman  
Rev. Kyle Sims—Vice Chairman  
Rev. Rob Patrick—Secretary  
Mr. Jay Younts

A motion **CARRIED:**

**That the hiring freeze executed by the Executive Board of Synod be continued until after the report of the Restructuring Committee has been presented to and acted on by the General Synod.**

The **Allocation of Synod's Funds** was presented. **SYNOD APPROVED.**

**ALLOCATION OF SYNOD'S FUNDS**

The Board of Stewardship was asked by the Moderator's Blue-Ribbon Committee to dedicate 20% of Denominational Ministry Fund ("DMF") allocations to funding the retirement plan deficit (see Moderator's Blue-Ribbon Committee report for more information). The Board of Stewardship also considered input from the Denominational Ministry Fund Spending Committee in adjusting the allocations to the various entities.

Guiding Principles in Determining DMF Allocations for the Retirement Plan Rescue:

1. The Retirement Plan Crisis threatens an extinction level event against the whole ARP and poverty for future retiring ministers and their families. Younger ministers and their congregations have begun to doubt that the ARP is a stable place to minister. Our Lord demands that we must care for our Ministers, their widows, and their orphans (1 Timothy 5:8, 17-18). Therefore, the Board of Stewardship must coordinate and cooperate with the Blue Ribbon Committee in finding a way forward that will recapitalize the ARP Retirement Plan.
2. DMF allocations for 2021 must include the 20% allotment requested by the Blue Ribbon Committee for the ARP Retirement Plan (Index 10), which in turn means a 20% reduction for present ARP Boards, Agencies, and Committees.
3. Reductions in DMF allocations should not be made simply on the basis of an across-the-board cut, because not all ARP Boards, Agencies, and Committees are equal. They vary significantly in size, endowment, resiliency, number of income streams, fiscal stewardship, benevolent concern for the ARP, executive salary level, bureaucratic efficiency, inertia, present productivity, future potential, Kingdom priority, and Biblical necessity.
4. While DMF allocation cuts do not necessarily have to be equal in size or percentage, it is only fair and fitting that all ARP Boards, Agencies, and Committees share to some degree in bearing this important burden in our time of crisis.
5. Some DMF allocation funding requests are simply improper. For example, requesting a raise in executive pay cannot be justified when our congregations and communities are faced with a pandemic, economic shutdowns, historic levels of unemployment, and widespread pay freezes and cuts. DMF allocations should not be made so as to enable such insensitivity in tone and optics (1 Timothy 3:7).
6. DMF allocations should better reflect the priorities of Scripture, rather than merely rolling over past disbursement patterns. The ARP is a declining denomination, losing members and finance in broad terms over the last 25 years. We must optimize DMF allocations for our present financial reality in light of biblical norms.
7. In use of DMF resources, the pattern in the New Testament is normative for us (1 Corinthians 10:1-13; Ephesians 2:19-22). Therefore, Job One for the ARP is local pastoral ministry which is sound in doctrine, diligent in discipleship, and zealous in evangelism (Ephesians 4:1-16; Philippians 1:1; 1 Timothy; 2 Timothy; Titus). Certainly, there are other important things which we are wise to do for the Kingdom as we are able, but these are secondary. We must never confuse these good things with Job One, or we will be guilty not only of poor stewardship but also spiritual infidelity and damage to the souls under our care. Job One is local pastoral ministry, or the ARP Church may wither. Therefore, it is fitting that DMF stewardship includes aid for our retiring ministers.
8. The entire Retirement Plan Crisis cannot be removed simply by adjusting DMF allocations. The Blue-Ribbon Committee, Board of Benefits, DMF Spending Committee, Board of Stewardship, and ARP Synod must coordinate and cooperate in a spirit of Christ-likeness. In the sovereign providence of God, individual congregations and ministers must also face fiscal realities and redouble their care for Job One—local pastoral ministry support to the glory of King Jesus. DMF allocations in 2021

must reflect and encourage such intra-denomination collaboration. This applies to DMF allocations in 2021 and beyond.

9. Because DMF giving in a time of national crisis, fiscal stress, and change is dynamic, DMF allotments should be distributed monthly as a percentage of DMF donation receipts, rather than as absolute dollar amounts.

In light of these nine Guiding Principles, we recommend adoption of the Recommended 2021 DMF Ministry Allocation Percentages (as % of Total DMF Donations Received).

BOARD OF STEWARDSHIP - 2021 PROPOSED DENOMINATIONAL MINISTRY ALLOCATIONS						
	2019 Actual	2020 Approved	2021 Requests	2021 Recommended	2021 Recommended Percentages (a)	Explanation
<b>Boards, Agencies &amp; Committees</b>						
Central Services	\$ 327,696	\$ 350,790	\$ 347,046	\$ 312,341	12.0%	Shared sacrifice: request reduced by 10%
Board of Benefits	5,964	6,500	5,650	5,085	0.2%	Shared sacrifice: request reduced by 10%
ARP Center Facility	23,074	23,766	24,479	22,031	0.8%	Shared sacrifice: request reduced by 10%
Executive Board & Contingency	54,884	81,682	69,955	62,960	2.4%	Shared sacrifice: request reduced by 10%
The ARP Magazine	103,594	104,364	109,103	81,827	3.1%	Efficiency challenge: request reduced by 25%
Stewardship / Foundation	98,973	105,400	108,768	81,576	3.1%	Efficiency challenge: request reduced by 25%
Inter-Church Relations	5,400	14,580	11,900	10,710	0.4%	Shared sacrifice: request reduced by 10%
Worship / Music	5,807	15,000	15,000	-	0.0%	Austerity cut: will seek funding elsewhere
Campus Ministry	101,124	106,621	109,183	-	0.0%	Austerity cut: will seek funding elsewhere
Other Committees (c)	20,728	29,630	26,130	23,517	0.9%	Shared sacrifice: request reduced by 10%
Bondlarken	113,702	108,374	103,000	92,700	3.6%	Shared sacrifice: request reduced by 10%
Christian Education Ministries	206,720	197,034	197,034	147,776	5.7%	Efficiency challenge: request reduced by 25%
Erskine (b)	418,929	399,335	399,400	359,460	13.8%	Shared sacrifice: request reduced by 10%
Outreach North America	563,375	536,977	536,977	402,733	15.4%	Efficiency challenge: request reduced by 25%
World Witness	565,504	539,006	539,006	485,105	18.6%	Shared sacrifice: request reduced by 10%
Retirement Plan				521,955	20.0%	Job One-- protecting ARP local pastoral ministry!
<b>TOTAL</b>	<b>\$ 2,615,475</b>	<b>\$ 2,619,059</b>	<b>\$ 2,602,631</b>	<b>\$ 2,609,776</b>	<b>100.0%</b>	
<i>The guiding principles on the following page are an integral part of the proposed allocation changes</i>						
(a) Allocations will be made on a percentage basis applied to DMF receipts						
(b) Includes \$750 for ARP Student Union						
(c) Minister & His work, Investment, Nominations, Revisions						

A motion **CARRIED:**

**That the recommendations for Inter-Church Relations, Bonclarken, World Witness and CEM be approved and the directors and agencies be thanked for their hard work.**

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

#### COMMITTEE ON INTER-CHURCH RELATIONS

The Committee on Inter-Church Relations met as a whole via conference calls on February 4 and March 24, 2020. There were also several subcommittee meetings and numerous email communications.

##### Ecumenical Organizations

The ARP Church currently holds membership in three (3) ecumenical organizations: The North American Presbyterian and Reformed Council (NAPARC), The World Reformed Fellowship (WRF), and the International Conference of Reformed Churches (ICRC).

NAPARC meets annually with the 2019 meeting being hosted by the Korean Presbyterian Church in America (Kosin). The meetings were held November 12-14, 2019, at the Roththem Presbyterian Reformed Church in Anaheim, CA. The ARPC was represented by the Reverends Seth Yi, Kent Moorlach, and Billy Barron. Each denomination reported on events happening within its fellowship and then answered questions from another denomination. We held bi-lateral meetings with four other denominations and received reports from NAPARC's special committees. Headed by the Heritage Reformed Congregations, NAPARC is compiling a depository of papers and stances from our denominations on the broad subject of human sexuality. This resource will be available to all NAPARC members. The 2020 meeting will be hosted by the Orthodox Presbyterian Church and held at the Shiloh Presbyterian Church in Raleigh, NC on November 10-12.

WRF meets every four (4) years with the last meeting being on August 8-12, 2020, in Jakarta, Indonesia. The ARPC did not have any delegates attend.

ICRC meets every four years and will hold its next meeting in 2021. One of the goals of the ICRC is to have at least one regional meeting during the years between the regular ICRC meetings. The next meeting will follow the meeting of NAPARC in November. The 2018 Synod passed a motion for us to send at least two delegates to ICRC. We hope to also be able to do this for the regional meetings that are being set up for North America. A special committee has been set up to develop a plan for the regional meetings and is to present its report this fall. Rev. Barron is serving on this committee for our denomination.

##### Churches in Fraternal Relations

The churches in fraternal fellowship with the ARPC are the Korean American Presbyterian Church (KAPC), the Orthodox Presbyterian Church (OPC), the Pres-

byterian Church in America (PCA), The Reformed Presbyterian Church of North America (RPCNA), the Evangelical Presbyterian Church (EPC), the Evangelical Presbyterian Church of England and Wales (EPCEW), and the Free Church of Scotland (FCoS). It has been our practice to exchange delegates annually with the OPC and RPCNA. Our practice is to alternate years of sending and receiving delegates with the EPC and PCA. We exchange delegates with the KAPC, EPCEW, and FCoS on an occasional basis.

In the past, we have had fraternal fellowship with the Reformed Church in America (RCA) through our joint membership in the World Alliance of Reformed Churches (WARC). We are no longer a member of WARC and thus our relationship with the RCA has ceased. We had fraternal relationship with the Cumberland Presbyterian Church (CPC) and the Cumberland Presbyterian Church in America (CPCA) through our joint membership in the Presbyterian Council on Chaplains and Military Personnel. Since we have changed our affiliation to the Presbyterian and Reformed Council on Chaplains our fellowship has ceased. Therefore, there will be no future reference to these three denominations.

The committee has been reviewing our relationship with the EPC. Much has changed since the organization of the EPC. We are seeking an opportunity to sit down with them and discuss our concerns. A special committee has been appointed to lead us in this effort.

We continue to encourage presbyteries and churches to invite local NAPARC churches to their meetings and events. We believe that this may foster a stronger sense of fellowship and connection in our shared labors in the Gospel.

#### Fraternal Delegates / Representatives

In 2020, we will not be sending fraternal delegates to the meetings of the OPC, RPCNA, and ECA General Assemblies. The OPC and RPCNA are not holding an assembly this year and the EPC are having an abbreviated assembly, but not hosting any fraternal delegates.

We have sent invitations to the OPC, RPCNA, and PCA denominations.

#### Other Relationships

In 2010, your committee was tasked to work with World Witness to investigate the establishment of relationships with at least one national church in all countries where we have missionaries serving (Minutes of Synod 2010, p.366). In recent years, we have added the Evangelical Presbyterian Church of England and Wales (EPCEW) and the Free Church of Scotland (FCoS) as fraternal churches. We are exploring other such possibilities but have no recommendations for this meeting.

The committee also continues to evaluate present relationships with other churches as the need arises. Again, we have no recommendations at this meeting.

Over the last two years, the committee has been looking at its purpose according to the Manual of Authorities and Duties. In order to better describe what is actually happening in the area of Inter-Church Relations and to better organize the duties which this committee performs, we are presenting the attached proposed revision of the section in the Manual concerning the Committee on Inter-Church Relations.

Officers for 2020 – 2021: Billy Barron (Chairman), Alan Avera (Vice Chairman),  
Seth Yi (Secretary)

**Recommendations:**

1. That Synod receive fraternal delegates at the 2020 meeting from the OPC, RPCNA, and PCA denominations. **SYNOD APPROVED.**
2. That we no longer list the Reformed Church in America (RCA), the Cumberland Presbyterian Church (CPC), and the Cumberland Presbyterian Church in America (CPCA) as being in fraternal relations. **SYNOD APPROVED.**
3. That the Manual of Authorities and Duties' section on the Committee on Inter-Church Relations be replaced by the proposed revision. **SYNOD APPROVED.**
4. That the Synod would authorize the Committee on Inter-Church Relations to assign fraternal delegates for the meetings of NAPARC and any other fraternal situations as needed. **SYNOD APPROVED.**
5. That the Committee on Inter-Church Relations begin conversation with delegates from any of the churches we associate with through our ecumenical organizations to find ways we might better cooperate in the work of the Kingdom. **SYNOD APPROVED.**
6. That the attached budget be approved. **SYNOD APPROVED.**
7. That all other actions herein reported be sustained. **SYNOD APPROVED.**

Respectfully submitted,

Billy Barron, Chairman

**COMMITTEE ON INTER-CHURCH RELATIONS**

	Synod Approved 2019	Actual 2019	Synod Approved 2020	Synod Proposed 2021
Denominational Ministry Allocation	\$ 7,600	\$ 5,400	\$ 14,580	\$ 11,900
<b>Expenses:</b>				
General Office Expense	\$ 50	\$ -	\$ 160	\$ 150
Committee Travel	500	53	0	50
Synod Planning	1,000	0	200	0
ARP Fraternal Delegates/Representatives	4,100	1,417	4,100	1,500
Hosting Fraternal Delegates	650	450	1,920	2,000
WRF Dues	500	0	500	500
NAPARC Dues & Meeting Travel	1,000	3,481	3,700	3,700
ICRC Dues & Meeting Travel	0	0	4,000	4,000
<b>Total Expenses</b>	<b>\$ 7,800</b>	<b>\$ 5,400</b>	<b>\$ 14,580</b>	<b>\$ 11,900</b>
<b>Net Income (Loss)</b>	<b>\$ (200)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**Note: This budget was approved and included in the report to Synod from the Comm. on Inter-Church Relations. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.**



**COMMITTEE ON INTER-CHURCH RELATIONS**  
**The Associate Reformed Presbyterian Church**

Membership:	At Large: Nine (9) members, one (1) of whom shall be nominated from a name or names submitted by the ARP's Women's Ministries. Advisory: Moderator of Synod, Moderator-Elect of Synod, Principal Clerk of Synod, Executive Director of Central Services.
Terms of Service:	At Large: Six (6) years. Advisory: As determined by the office to which elected or appointed.
Stated Meetings:	At least annually.
Organization:	Officers: Chairman, Vice Chairman, Secretary.
Authority:	The Committee on Inter-Church Relations is responsible for maintaining relations with church bodies and interdenominational agencies as specified by the General Synod.  In the exercise of its authority, the Committee on Inter-Church Relations shall comply with <i>The Standards of the Associate Reformed Presbyterian Church</i> .  Policies with regard to inter-church relations previously approved by the General Synod which are not in conflict with these revisions of the <i>Manual of Authorities and Duties</i> shall continue in full force unless and until revoked.

**In order to maintain our Ecclesiastical Relationships in the following ways:**

1. Relationship through Organization
  - a. North American Presbyterian and Reformed Council (NAPARC)
  - b. International Conference of Reformed Churches (ICRC)
  - c. World Reformed Fellowship (WRF)
2. Fraternal Relations
  - a. Fraternal Fellowship
    - Evangelical Presbyterian Church
    - Evangelical Presbyterian Church of England and Wales
    - Free Church of Scotland
    - Korean-American Presbyterian Church
    - Orthodox Presbyterian Church
    - Presbyterian Church in America
    - Reformed Presbyterian Church in North America

- b. Corresponding Fellowship
  - Cumberland Presbyterian Church
  - Cumberland Presbyterian Church in America
  - Reformed Presbyterian Church in America
- c. Corresponding Synods
  - Associate Presbyterian Church in Mexico
  - Associate Presbyterian Church in Pakistan

NOTE: Fraternal delegates and representatives to other general assemblies shall be ministers or elders of the Associate Reformed Presbyterian Church.

**Duties of the Inter-Church Relations Committee:**

1. Report to the General Synod for approval of the names of delegates to serve as Fraternal representatives to the various denominations and ecclesiastical bodies with whom we have established relationships. (3, 5, 6)  
To require that persons serving as a representative or delegate submit an outline of intended comments prior to the assembly and then a written report subsequent to the assembly to the chairman and secretary of the committee. (13)
2. To present to the General Synod for approval the names of delegates to the annual meeting of North American Presbyterian and Reformed Council (NAPARC). (Delegates to include the Moderator, Moderator-Elect, or their representative /Vice-Moderators as alternatives). (1)  
In consultation with the Moderator of Synod, to appoint the General Synod representatives to NAPARC Study Committees. (7)  
To receive and review the report of NAPARC as well as from the delegates and disseminate information from these reports through the denominational magazine. (1)
3. To present to the General Synod for approval the names of two delegates to the meeting of International Conference of Reformed Churches (ICRC) which meets every four years. Two other delegates are appointed by World Witness. Whenever possible, at least one of the delegates be someone who has attended a meeting of the ICRC in the past.  
To receive and review the report of ICRC as well as from the delegates and disseminate information from these reports through the denominational magazine.
4. To present to the General Synod for approval the names of delegates to the meeting of the World Reformed Fellowship (WRF) which meets about every four years. To receive and review the report of WRF as well as from the delegates and disseminate information from these reports through the denominational magazine.
5. To consider annually the feasibility and, when deemed appropriate, to present to the General Synod for approval the names of delegates for consideration for nominations as fraternal delegates for assignment during the following calen-

dar year to the Synods of the Associate Reformed Presbyterian Church in Mexico and Pakistan and other denominational bodies as directed by the Synod. In the event a selected delegate is unable to serve, it shall be the duty of the chairman of the Committee on Inter-Church Relations to make a suitable appointment of a substitute. (2,3)

6. To maintain Fraternal Relationships with the denominations approved by the General Synod. Fraternal delegates and representatives to other general assemblies shall be ministers or elders of the Associate Reformed Presbyterian Church. We hold these relationships in three ways:
  - a. Fraternal Fellowship
  - b. Fraternal Correspondence
  - c. Corresponding Synods

#### **Fraternal Fellowship (3)**

Those who are in Fraternal Fellowship will be Reformed as to confession (the Westminster Confession and Catechism, the Heidelberg Catechism, the Belgic Confession, and the canons of the Synod of Dordt), polity; and liturgy, as determined not only by their formal standards, but also by their actual practice.

This relationship is understood to involve the exchange of fraternal delegates; occasional pulpit supplies under the oversight of presbytery (where the ministers in question would satisfy the ordination requirements of the ARP Church); inter-communion under the oversight of the local session [i.e., fellowship the table of the Lord]; joint actions in areas of common responsibility; communication on major issues of joint concern; the exercise of mutual concern and admonition with a view to promoting the fundamentals of Christian unity.

#### **Fraternal Correspondence (4)**

Fraternal Correspondence involves the correspondence and, where appropriate: exchange of official representatives at major assemblies; joint action in areas of common concern; consultation on issues of joint concern; and intercommunion with the oversight of the local session.

#### **Corresponding Synods**

These are Associate Reformed Presbyterian Synods in other countries who are independent from us. We maintain a close bond with them due to historical or other specific ties. Whereas, we do not annually exchange delegates with these denominations, we do so for special occasions or reasons.

7. To exchange official minutes with those denominations approved by the General Synod. (8)  
When requested, we will send a copy of our Minutes of Synod. Otherwise, other denominations are made aware that our official minutes are on the ARP website.
8. To investigate and study ecumenical relations that would be beneficial to Synod and to make recommendations accordingly. (9)
9. In consultation with World Witness, investigate establishing interchurch relations with at least one national church in each of the countries of the world where World Witness is engaged in missions activity.

Note: Relationships which involve a channeling of finances or people resources in programs overseas are the responsibility of the Board of World Witness.

10. To evaluate present relationships of our denomination with other church bodies and interdenominational agencies and to make recommendations accordingly. (10)
11. Facilitate and encourage cooperation of ARP boards, agencies, and committees with their counterparts in the other NAPARC denominations and federations.
12. To host delegates from organizations mentioned herein and present them to the General Synod. (12)
13. Upon the request of another denomination, when it is not feasible for us to send a representative, to insure that a written greeting be sent to their assembly. The letter is to be prepared by the Committee Secretary and be signed by the Committee Chairman and the Principal Clerk of Synod. (14)
14. To prepare an annual budget for submission to the General Synod, which shall include membership fees for interdenominational bodies, our fraternal delegates' and representatives' expenses, hospitality for fraternal delegates and representatives attending our General Synod (but not their travel expenses), Inter-Church Relations Committee meeting and travel expense, and when necessary, assistance in bringing Mexican and Pakistan delegates to our General Synod. (11)
15. To make an annual report to the General Synod including an index listing of all reports received by the committee during the year. (15)

( ) indicates the number in the current *Manual of Authorities and Duties*

**The North American Presbyterian and Reformed Council** is an advisory organization. Thus any actions and decisions taken in no way curtail or restrict the autonomy of the member bodies.

The purpose and function of NAPARC is:

- 1) to facilitate discussion and consultation between member bodies on those issues and problems which divide them as well as on those which they face in common and by the sharing of insights “communicate advantages to one another” (Institutes IV, 2, 1).
- 2) to promote the appointment of joint committees to study matters of common interest and concern.
- 3) to exercise mutual concern in the perpetuation, retention, and propagation of the Reformed faith.
- 4) to promote cooperation wherever possible and feasible on the local and denominational level in such areas as missions, relief efforts, Christian schools, and church education.

More information, including the Statement of Faith, can be found at [www.naparc.org](http://www.naparc.org).

**The International Conference of Reformed Churches** is a fellowship of denominations who hold to the Reformed faith. The purpose of the conference shall be:

- 1) to express and promote the unity of faith that the member churches have in Christ;
- 2) to encourage the fullest ecclesiastical fellowship among the member churches;
- 3) to facilitate and promote cooperation among the member churches in such areas as missions, theological education, and ministries of mercy;
- 4) to study the common problems and issues that confront the member churches;
- 5) to present a Reformed testimony to the world.

More information, including the Statement of Faith, can be found at [www.icrconline.com](http://www.icrconline.com).

**The World Reformed Fellowship** is a fellowship of like-minded denominations, groups, and even individuals. The goals are:

- 1) to express accurately the common elements of the historic Reformed Confessions which we have used to define ourselves theologically - The Gallican Confession, The Belgic Confession, The Heidelberg Catechism, The Thirty-Nine Articles, The Second Helvetic Confession, The Canons of Dort, The Westminster Confession of Faith, the London Confession of 1689, and the Savoy Declaration;
- 2) to bring that historic Reformed orthodoxy to bear on some of the critical issues facing the church of the 21st century - abortion, genetic manipulation, the nature of marriage, poverty, suffering, and oppression; and
- 3) to include the voices of evangelical Reformed Christians from the entire world, in light of the fact that all of the historic Reformed confessions were written in Western Europe or Great Britain.

More information, including the Statement of Faith, can be found [www.wrfnet.org](http://www.wrfnet.org).

The report of the **Board of Bonclarken** was presented and adopted.

### BONCLARKEN CONFERENCE CENTER

Dear Gentlemen:

Bonclarken continues to be honored to serve as the conference center of the Associate Reformed Presbyterian Church.

The purpose of this report is to update Synod on the activities of the Bonclarken Board since our last annual report to Synod, as well as to share the ministry impact of Bonclarken and make recommendations for consideration by Synod.

Clearly, the most impactful event since our last report to Synod has been the COVID-19 pandemic and its effect on Bonclarken and the guests we serve. Thousands of guests who would have attended a conference or retreat at Bonclarken were not able to do so because their events were canceled. We have had no groups since March 8 and many of the groups that we regularly serve in the summer have (as of May 28) already made the decision to cancel their events for this summer. These cancellations include all four sessions of Camp Joy, Horizon, Quest, Music Conference, two sessions of Joni and Friends and several church retreats. We are still hoping to be able to host Family Bible Conference, Women's Ministries, Camp Bonclarken, Music Drama Camp and other groups scheduled for July, August and the fall. We missed the opportunity to host Synod in 2019, and we greatly appreciate Synod rescheduling its 2020 meeting from June to August. As of this writing, an easing of restrictions from North Carolina Governor Roy Cooper has begun.

In addition to losing mission opportunities by providing this "Christian environment for inspiration and renewal", Bonclarken has lost very substantial amounts of guest revenue as a result of the pandemic. Maintaining responsible financial management to sustain the ministry of our Conference Center has been a point of emphasis for our Board. Bonclarken is blessed to have some reserves and a generous donor base. By utilizing these reserves and contributions, along with Paycheck Protection Program ("PPP") funds to cover our payroll and utilities for eight weeks, we have been able to keep our excellent staff employed and busy performing tasks that would normally be accomplished during Volunteer Work Week and other work to preserve and improve our grounds and facilities.

The Board thanks Synod and the many churches that support Bonclarken through their giving to the Denominational Ministry Fund which is essential to the continuation of our ministry.

The Board of Bonclarken is responsible for oversight of the management and ministry of the Conference Center, which includes all properties and facilities. In the exercise of this responsibility, the Board implements the five 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:**

*Providing opportunities for Christian worship, education, recreation, and fellowship* is the primary mission of Bonclarken. The Board and the Administration work together to keep this mission as the focus of our efforts.

Each Monday morning, Bonclarken President Joseph (Chip) Sherer sends an email to our Board (and nearly two hundred other friends of Bonclarken) consistently asking for prayer for two things: that our guests will be receptive to the call of the Holy Spirit and that the staff's work will glorify Christ. *Christian development* is fostered when guests are open to the call of the Holy Spirit, and the Bonclarken staff works diligently to *assure a wholesome atmosphere* for this development.

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 2019, Bonclarken hosted numerous ARP events, including Family Bible Conference, Women's Ministries, Horizon, Quest, Music Conference, Camp Bonclarken, Camp Joy, Music Drama Camp, various Boards of Synod, presbytery youth retreats and individual ARP church retreats.

*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 2019.

**Duty #2:**

"To elect officers and employ and supervise the president of Bonclarken, who in turn will employ and supervise such persons as may be necessary for carrying on the work of Bonclarken in accordance with the policies established by the Board."

**Response to this duty:**

The following officers were elected to serve in 2020-21: Bill Patrick, Chairman; Paul Bell, Vice Chairman; Elaine Reed, Secretary; Mike Cruce, Treasurer.

The Board employs and supervises Joseph (Chip) Sherer as President of Bonclarken. The Board entrusts Mr. Sherer with the duty of carrying out the policies of the Board and managing the day-to-day operations of the Conference Center.

**Duty #3:**

"To make such rules and regulations for its own governance as may be consistent with the Constitution of Bonclarken Conference Center and the policies of Synod."

**Response to this duty:**

The Board regularly reviews its By-Laws and Board policies as to current applicability and makes revisions when deemed appropriate.

**Duty #4:**

"To manage, sell, lease or purchase real property as determined appropriate by the Board to carry out the mission of Bonclarken."

**Response to this duty:**

The Board continues to ensure that all property owned by Bonclarken is appropriately managed and took the following significant actions from May 2019 through May 2020:

Action taken at the May 2019 Board meeting:

Approved naming the new Youth Gathering Facility the "Back Porch."

Actions taken at the October 2019 Board meeting:

Implemented a 3-year pause on the three uncompleted projects from the 2016 Strategic Plan (Faith Apartment renovations, Chapel lighting improvements, and a handicap walkway/greenspace from Lodge/Founders to Dining Room) and will reconsider them at the October 2022 Board meeting.

Approved Carol Shaw, CPA, to conduct the 2019 financial review.

Actions taken at the January 2020 Board meeting:

Approved the 2020 Operating Budget.

Approved the 2020 Endowment Income Budget and the 2020 Endowment Withdrawal Schedule.

Approved a new policy on qualifications for ministers, staff, and counselors at Bonclarken-run camps. (February 2020 action)

Action taken at a called meeting of the Board held via conference call on March 26, 2020:

Approved using certain reserve funds for operating cash needs in response to the large number of group cancellations due to the COVID-19 pandemic.

Action taken at a called meeting of the Executive Committee on April 2, 2020:

Authorized the President to apply for a PPP loan from the SBA to help cover payroll and utilities during eight weeks of our shutdown because of the pandemic.

Action taken at the May 2020 Board meeting held via Zoom:

Approved a special campaign to raise additional funds for 2020 operating needs.

**Duty #5:**

"To make an annual report to the General Synod."

**Recommendations:**

1. That the meeting of General Synod for 2022 be held at Bonclarken beginning Tuesday, June 7, 2022. (*The meeting of General Synod for 2021 was approved by the 2019 Synod to be held at Bonclarken beginning June 8, 2021.*) **SYNOD APPROVED.**



2. That General Synod continue to support Bonclarken through the allocation of funds from the Denominational Ministry Fund and through the annual Easter offering. **SYNOD APPROVED.**
3. That General Synod encourage all presbyteries, boards, and churches to encourage and assist their members in attending the various camps/conferences/retreats hosted by Bonclarken during the year. **SYNOD APPROVED.**

Respectfully submitted,

William B. Patrick, Chairman  
Board of Bonclarken

#### BONCLARKEN CONFERENCE CENTER

	2019 Approved	2019 Actual	2020 Approved	2021 Proposed
<b>Revenue</b>				
<b>Operating Revenue:</b>				
Rooms	\$ 1,164,500	\$ 1,151,234	\$ 1,167,000	\$ 1,195,000
Meeting Room rental	10,000	\$ 15,225	14,000	15,000
Food Service	653,000	\$ 603,982	646,000	660,000
Conference Fee	79,000	\$ 67,412	78,000	78,000
Programs	41,000	\$ 37,139	38,000	38,000
Camps	61,000	\$ 65,691	66,000	67,000
Gift Shop/Nibble Nook	40,000	\$ 40,416	40,500	40,600
Property Owners	40,000	\$ 40,290	40,000	40,000
Miscellaneous	24,000	\$ 21,399	20,750	21,000
<b>Total Op. Revenue</b>	\$ 2,112,500	\$ 2,042,788	\$ 2,110,250	\$ 2,154,600
<b>Non-Operating Revenue:</b>				
Synod's DMF	\$ 113,392	\$ 113,702	\$ 102,261	\$ 103,000
ARPWM	3,500	\$ 2,740	3,000	3,000
Mountain Club/Churches	247,000	\$ 263,106	259,389	260,000
Easter Offering	17,000	\$ 13,796	13,500	13,500
Other	41,608	\$ 56,561	89,100	70,000
<b>Total Non-Op. Rev.</b>	\$ 422,500	\$ 449,905	\$ 467,250	\$ 449,500
<b>Total Revenue</b>	\$ 2,535,000	\$ 2,492,693	\$ 2,577,500	\$ 2,604,100

<b>Expenses</b>				
<b>Cost of Sales:</b>				
Food - Revenue Meals	\$ 260,000	\$ 230,056	\$ 248,000	\$ 253,000
Food - Nonrevenue Meals	41,000	\$ 38,724	\$ 38,500	\$ 39,000
Gift Shop/Nibble Nook	15,000	\$ 14,221	\$ 14,250	\$ 14,250
<b>Total Cost of Sales</b>	<b>\$ 316,000</b>	<b>\$ 283,001</b>	<b>\$ 300,750</b>	<b>\$ 306,250</b>
<b>Payroll &amp; Benefits:</b>				
<b>Total Pay/Benefits</b>	<b>\$ 1,455,000</b>	<b>\$ 1,429,099</b>	<b>\$ 1,481,400</b>	<b>\$ 1,496,214</b>
<b>Other Expenses:</b>				
Administration	\$ 130,000	\$ 131,155	\$ 119,444	\$ 120,000
Camps	\$ 50,000	\$ 56,866	\$ 51,500	\$ 52,000
Finance	\$ 26,000	\$ 26,622	\$ 29,250	\$ 30,000
Food Service	28,000	\$ 28,416	\$ 28,150	\$ 29,000
Guest Services	75,000	\$ 85,909	\$ 76,975	\$ 77,000
Maintenance	140,000	\$ 178,266	\$ 184,050	\$ 185,000
Marketing	54,000	\$ 50,514	\$ 40,300	\$ 40,500
Prop and Liab Insurance	69,000	\$ 60,335	\$ 68,431	\$ 69,000
Recreation	26,000	\$ 31,739	\$ 25,250	\$ 26,000
Utilities	166,000	\$ 172,260	\$ 172,000	\$ 173,136
<b>Total Other Expenses</b>	<b>\$ 764,000</b>	<b>\$ 822,082</b>	<b>\$ 795,350</b>	<b>\$ 801,636</b>
<b>Total Op. Expenses</b>	<b>\$ 2,535,000</b>	<b>\$ 2,534,182</b>	<b>\$ 2,577,500</b>	<b>\$ 2,604,100</b>
<b>Net Surplus (Loss)</b>	<b>\$ -</b>	<b>\$ (41,489)</b>	<b>\$ (0)</b>	<b>\$ (0)</b>

**Note:** This budget was approved and included in the report to Synod from the Board of Bonclarken. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.

The Moderator's Committee on Bonclarken recommended the adoption of recommendations 1-3 of the Board and added one additional recommendation.

4. We desire to express our gratitude to the board, staff, and leadership of Bonclarken for their exceptional effort during these difficult times. (In short, "you done good!") **SYNOD APPROVED.**

**WORLD WITNESS REPORT  
NOT AVAILABLE ONLINE  
For more information, Contact 864-233-5226**

**WORLD WITNESS REPORT  
NOT AVAILABLE ONLINE  
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**WORLD WITNESS REPORT  
NOT AVAILABLE ONLINE  
For more information, Contact 864-233-5226**

The report of the Board of **Christian Education Ministries** was presented and approved.

**CHRISTIAN EDUCATION MINISTRIES**

Drive by a construction site and you'll often see a photo posted of the house or business that will be built. The photo sets the expectation, but it is a long journey to the finished product. Any construction project begins with a hole being dug and a cement foundation being poured. The owner of the property writes a large check to pay for the foundation, only to know that nobody will either see or appreciate it once the building is completed. That work, buried below ground, does the important work of giving stability to all that stands above.

Nobody thinks much about the foundations below our homes and churches until there is a storm above that puts stresses upon the overall structure. The winds blow and the building might creek, but the foundation does its job and the storm eventually passes by.

Life is filled with storms of all types. Health issues and financial challenges are just a couple among them. It's when we face challenges in life, that the strength of our foundation becomes evident. Our faith is that foundation. Jesus said, "the wise man builds his house upon the rock." Why, because he acknowledged that we would face challenges in our everyday lives. These last few months we've seen our personal lives, as well as those of our congregations, face the very real stresses of the COVID-19 virus. We have found ourselves self-isolated, and for many weeks separated from our congregants except for virtual visits and services. The challenge stressed both our lives and our congregational coffers, and yet our foundations held firm in the storm.

Christian Education Ministries is, in many ways, like the foundation contractor. We come alongside those who seek to strengthen and grow their life walks with Jesus. We create and provide materials, resources and camp/conference experiences that strengthen spiritual foundations. In life, the wind will blow, but foundations built on scripture will withstand the gales.

CEM exists to do the job of coming alongside the church to build disciples with strong biblical foundations. Foundations are not free, but they are freeing. In Matthew 7, Jesus taught about the importance of foundations when he said, "the wise man builds his house on the rock." He went on to say but "the foolish man builds his house on the sand..." Synod's investment in CEM is a wise investment in the building of rock-solid foundations for a time like this.

Respectfully submitted,

Bob Whittet, Chairman

#### **Organization**

**Officers:** Bob Whittet (Chairman), Ike Hughes (Vice-Chairman),  
Kelly Noonoo (Secretary)

#### **Committees:**

Executive/Finance Committee  
Conferences Committee  
Resource and Training Committee  
Camp Joy Committee

#### **Board Meetings:**

The Board of Christian Education Ministries has held two meetings since Synod of 2019. These meetings were held September 16-17, 2019 and February 24-25, 2020.

#### **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 in the *Manual of Authorities and Duties for Officers and Agencies* and *Rules of Order of the Associate Reformed Presbyterian Church*.

**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.*
  - CEM has hired no new employees since last Synod's meeting
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. (MAD 2009)*
  - (see budget at the 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) (MAD 2009)*

CEM continues individual consultation, online training, local workshops, resourcing materials and regional conferences. Our CEM staff has served a number of our churches and continues to seek opportunities and methods which will make training accessible to all those who request it.

Some highlights of this year have been:

CEM has been working with Ashley Belknap with Engaging Disability with the Gospel. Ashley is an Erskine/RTS graduate and is assisting us in training churches how to better minister to those with disabilities in our churches.

Several of our churches have had training in this area.

CEM has been working with Betty Ann Synder with Great Commission Publications. Betty Ann is working on GCP youth and children's publications which have been a great asset to our ARP churches.

CEM has also been working with Sue Jakes from Christian Discipleship Ministries. CDM offers a great deal of training and is now offering specific training for Christian Educators in the life of the local churches. Several from our denomination are taking advantage of this great training.

CEM continues to work closely with ONA in getting evangelism training available in the local churches.

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.). (MAD 2009).*

- CEM has been working with Rev. Daniel Rhee on a complete Korean translation of the *ARP Book of Standards* which includes the *Westminster Confession of Faith*, *Directory of Public Worship* and *Book of Discipline*. This work is to be ready by Synod of 2020.



- CEM has added several helps in teaching the catechism. CEM approved Children's Catechism Classbook and flashcards produced by Engaging Disability based on the GCP version of the children's catechism. CEM also approved The New City Catechism by The Gospel Coalition and Redeemer Presbyterian Church. Both of these aids are in the ARP Bookstore for purchase.
- CEM has republished *The Father's Blessing* by Kerstin Hering. This is a Bible study based on Ephesians 1:3-14. The new publication now includes a leader's guide at the end. The new format is more of a workbook and has larger print.
- CEM republished *Evangelism: Rediscovering the Church's Lost Mission* by Mickey Rice. There has been a need for this work.
- CEM republished *Westminster Confession of Faith* – Modern Study Edition. CEM is also working with Dr. R.J. Gore and Central Services in making several grammatical corrections in the next publication.
- CEM has reviewed several works which were brought to the board for consideration. The board is beginning to work on some of these while dismissing those they felt were not good fits for the denomination as a whole.
- CEM has been working with Synod's Worship Committee in the area of **Family Worship**. Several books were added to the bookstore and CEM's Resource committee is working to expand the selection in 2020.
- CEM continues to work with ARP Women's Ministries to promote and provide their particular study books chosen throughout the year. The study for 2021 will be on the book of Acts. The two books for the study are: Let's Study Acts by Dennis Johnson and Acts: A 12-week Study by Justin S. Holcomb.

#### Suggested Curriculum Resources

A wide variety of curriculum resource materials are currently available for churches. Materials considered 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:

*The Quarterly of the Associate Reformed Presbyterian Church* (Order from the ARP Center, Office of Christian Education, 918 S. Pleasantburg Dr, Suite 106, Greenville, SC 29607, (864) 233-2491. Edited by Iain Duguid.

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, based on the view that Christian education is for evangelism and personal commitment. Materials are available for preschoolers through adults.

**ARP Bookstore.** The ARP Bookstore has available a wide range of thirteen-week studies, youth 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 instituted CEM Online training through our ARPCEM.org website. Here churches and individuals can view past training events for their church use.

- CEM continues to help educate churches in the area of "Child Safety and Protection Policies and Procedures." The cry for more training in this area continues to come in to us.

- CEM has helped several presbyteries in training their presbytery retreat leaders using the program "MinistrySafe". A test is given afterward and the training is geared especially for camps and conferences.

- CEM continues to offer podcasts on trends and information in Christian Education. One that was well received was by David Pendergrass who spoke on the 3/2 program offered by Erskine College and Seminary. Another one that resounded was by Sue Jakes (CDM) on the area of Christian Education training in the life of the church. Jamey Dagenhart also spoke on how the local church could be involved in ministry to those with special needs and their families. Kelly NooNoo spoke on ministering to children in the home.

- CEM has tried to use the space given in the ARP Magazine to enlist those in our denomination who are well versed in Christian Education to help write pertinent information that may help others as they serve. Rev. Garison Taylor wrote a great article this year on the topic of "When should kids get a cell phone?" Rev. Matt Mantooth wrote on "Coaching for Youth Leaders." Kelly NooNoo wrote on "Worship in the Home."

- CEM had an online training on "Tough Discussion Making" led by Steve Kern.

- CEM had an online training on "Children's Catechism in the home" led by Ashley Belknap.

- CEM continues to have a "Trends, Tips and Training" section in the ARP magazine as well as sending these helps out through mass email. The goal is to offer simple helps that might help each congregation in the area of Christian Education.

- The CEM staff continues to respond to requests from churches for consultations on developing and strengthening their current CE programs and ministries.

**6. To develop and supervise a full program of camps, conferences, retreats, etc. and when requested to assist presbyteries in these areas.**

- The Board reports the following participation in these **2019** events:

- Horizon Conference (Sr. High Conference) attendance: 362 students/ leaders

- Quest Conference (Jr. High Conference) attendance: 370 students/ leaders

- Camp Joy Attendance:

- Camp Joy NC – 131 campers/149 counselors

- Camp Joy FL – 32 campers/34 counselors

- Camp Joy SC – 48 campers/50 counselors

- Camp Joy VA – 14 campers /31 staff/counselors

- Appalachia Mission: 17 sites/18 churches/231 participants

- Family Bible Conference: 344 participants

- CEM celebrates 40 years of ministry in the Appalachia area. We praise the Lord for his continual blessing as we serve many churches in this area.

- CEM, as requested by Synod, will have "Family Worship" as the main theme in the 2021 Family Bible Conference.

- Due to Covid-19, CEM has had to cancel all camps and conferences, including Family Bible Conference for 2020.

7. *To cooperate with other Christian denominations in carrying out all phases of the teaching ministry.*

- CEM continues to work closely with Great Commission Publications (PCA and OPC). We encourage churches to use their many resources including their children's Sunday School material, catechism material, trinity hymnals, psalters and various other material they offer.

- CEM works very closely with Crown and Covenant (RPCNA). Synod 2019 was so beneficial to work with and beside this great organization. We order and sell many of the materials offered by Crown and Covenant.

- CEM works very closely with CDM (PCA). We have a close connection and share resources and trainers when needed.

- CEM works closely with Christianity Explored, a great program with evangelism and discipleship.

- CEM always opens its arms to other Christian denominations in all its activities and conferences.

8. *To help local congregations 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 purchase from the office of Christian Education Ministries.*

- CEM continues to provide leadership training. More elder and deacon training are now in the works for the latter part of 2020 and 2021. CEM is pleased to have Rev. Andy Putnam help lead these future events as well as Former Vice-Moderator Steve Kern assisting.

- CEM has provided a leadership seminar on dealing with tough issues in leadership. Mr. Steve Kern led this and we hope to offer more seminars in leadership.

- CEM has asked Rev. Matt Mantooth to begin implementing a PACT model (youth ministry leaders encouragement program) for the ARP denomination.

- CEM continues to offer help and resources for congregational libraries.

9. *To promote job opportunities for those who may be called in the ministry of Christian Education.*

- CEM continues to promote job opportunities as presented on the CEM website.

- CEM assists churches seeking to hire Christian education staff in letting people know of opportunities available as well as helping place people in different positions available.

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.*

- Annual reports were collected via internet, mail and at Synod and summary reports were made available where needed.

*11. To make an annual report to the General Synod. (MAD 2009)*

**Recommendations:**

1. CEM recommends that the 2021 budget be approved. **SYNOD APPROVED.**
2. CEM asks that Synod recognize, pray and thank the Lord for 40 years of ministry in the Appalachia area. **SYNOD APPROVED.**
3. CEM asks that Synod pray and support 2021's Family Bible Conference emphasis on FAMILY WORSHIP. **SYNOD APPROVED.**
4. CEM asks Synod to appoint a special moderator's committee to produce a catechetical instruction manual to instruct churches on how to deal with human sexuality and gender identity questions and to assist with interactions and inquiries. **SYNOD APPROVED.**

CHRISTIAN EDUCATION MINISTRIES

**Note: This budget was approved and included in the report to Synod from Christian**

**Education Ministries. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.**

The Moderator's Committee on Christian Education Ministries recommended the adoption of recommendations 1-4 of the report.  
**SYNOD APPROVED.**

The report of the **Special Committee to Produce Directory on Private and Family Worship** was approved by the Executive Board on behalf of Synod on August 19, 2020.

**SPECIAL COMMITTEE TO PRODUCE DIRECTORY ON  
PRIVATE AND FAMILY WORSHIP**

Herein, *The Directory of Private and Family Worship* is presented for the prayerful consideration of the court by the officers and members for 2019 – 2020:

Phillip Williams	Chairman
Philip Bunch	Vice Chairman
Jeremiah Thomas	Secretary/Administrative Officer
Tim Phillips	Member
Tom Stonecypher	Member

Comments and suggestions for changes in the Directory from our members, churches, and presbyteries are invited. Your committee has labored with a deep sense of obligation to present, not simply what our committee could jointly confess as the Bible's teaching about private and family worship, but what our whole synod could confess. Readers are asked to keep this aim in mind also. All recommendations for change should be made in accordance with the clear teaching of Scripture and *The Standards of the Associate Reformed Presbyterian Church*. May the Spirit of truth, who leads us into all truth, so direct our hearts and minds that we all might "agree" and "be united in the same mind and the same judgment" (1 Cor. 1:10, ESV). To join with our brethren in the past by formally confessing the biblical reality of private and family worship is of great importance to a full understanding of God's revelation of how to praise his name. In light of these things, this Special Committee to Produce a Directory of Private and Family Worship makes the following recommendations:

**Recommendations:**

1. That the draft, called *The Directory of Private and Family Worship of the Associate Reformed Presbyterian Church*, be received as information, and made available to members, churches, and presbyteries for study and comment. **SYNOD APPROVED**

2. That all comments on the draft from members and churches be submitted to the clerk of their local presbytery no later than December 31, 2020. **SYNOD APPROVED**
3. That presbyteries complete their work on recommendations to be made to the Special Committee on Private & Family Worship by March 15, 2021. **SYNOD APPROVED**
4. That the Special Committee on Private & Family Worship be continued for another year, to receive from presbyteries their recommendations for changes to *The Directory of Private and Family Worship*. **SYNOD APPROVED**
5. That the Special Committee on Private & Family Worship report back to the General Synod on the recommendations received from the presbyteries, and that as soon as possible a final draft of *The Directory* be presented to the General Synod for consideration and adoption. **SYNOD APPROVED**

Respectfully Submitted,

Phillip Williams, Chairman

**Appendix 1**  
**THE DIRECTORY OF PRIVATE AND FAMILY WORSHIP**  
**FOR THE**  
**ASSOCIATE REFORMED PRESBYTERIAN CHURCH**  
**OFFICIAL DRAFT**  
05.05.2020

*The Directory of Private and Family Worship* for the Associate Reformed Presbyterian Church is in the historical lineage of *The Directory for Family Worship* of 1647, produced by the General Assembly of the Church of Scotland.

This present document reflects our longstanding tradition of giving a directive or guide in worship, much as our *Directory of Public Worship* does. The *Westminster Confession of Faith* insists that “God is to be worshipped everywhere in spirit and in truth; as in private families daily, and in secret each one by himself; so more solemnly in the public assemblies, which are not carelessly or wilfully to be neglected or forsaken, when God, by his providence calleth thereunto” (21.6). Therefore, it is incumbent that individuals, secretly, and families, privately, worship Him daily.

Such worship is a joy and blessing from God, and it is encouraged and commanded

by the Holy Scriptures. Indeed, “the LORD takes pleasure in those who fear him, in those who hope in his steadfast love” (Psalm 147:11).

*Hear, O Israel: The LORD our God, the LORD is one. You shall love the LORD your God with all your heart and with all your soul and with all your might. And these words that I command you today shall be on your heart. You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise. Deuteronomy 6:4-7*

*Blessed is the man who walks not in the counsel of the wicked, nor stands in the way of sinners, nor sits in the seat of scoffers; but his delight is in the law of the LORD, and on his law he meditates day and night. Psalm 1:1-2*

*But when you pray, you must not be like the hypocrites. For they love to stand and pray in the synagogues and at the street corners, that they may be seen by others. Truly, I say to you, they have received their reward. But when you pray, go into your room and shut the door and pray to your Father who is in secret. And your Father who sees in secret will reward you. Matthew 6:5-6*

*Let us then with confidence draw near to the throne of grace, that we may receive mercy and find grace to help in time of need. Hebrews 4:16*

- I. Believers in the Lord Jesus Christ always have unlimited access to the throne of grace; therefore, it is good for the Christian to devote specific times to the worship of God in private, both morning and evening, and at other times throughout the day. This is an important and special way the Christian communes with God and is properly prepared for the Christian life. Therefore, ministers, elders, and the heads of families should make diligent effort to encourage daily private worship. Reading the Bible and praying in private, being ordinary means of grace, are the principal ways to worship God as individuals.
- II. The ordinary parts of individual or family worship include the following:
  - a. **Prayer**, which is a gift from God himself, is informed by the reading of Scripture and should carefully consider the needs of every member of the family, the church (both local and worldwide), and the nation(s). Every Christian should desire to pray daily, and this should be diligently encouraged by the head of the family.
  - b. **The reading of Scripture**, along with a plain explanation of the passage so that all in attendance (especially children) may understand and receive benefit from it. When appropriate, discussion and application of the passage should also take place, along with any necessary reproofs, admonishments, and corrections, to be given by the head of the family. Also, the use of the catechisms of the Associate Reformed Presbyterian Church (catechesis being instruction by method of question and answer on matters of the Christian faith), particularly when young children are present in family worship, is highly recommended.
  - c. **The singing of praises** to the glory of God. It is recommended that families make diligent use of the Psalms as a part of their praises unto God.
- III. Scripture, being God’s Word, is used by the Holy Spirit in shaping the hearts and

minds of his people. Therefore, it is good for the minister and elders to instruct their congregations in the proper use of the Bible in family worship. Likewise, heads of families should seek the help of their church leadership when needed. Great care should be taken by the head of the family to uphold the Bible as the written Word of God and the only perfect rule of faith and how to live, not assuming in any way the authority of a minister.

- IV. It is the responsibility and privilege of ministers and elders to encourage and equip all families under their care to engage in family worship, and they themselves are especially accountable to stir up their families in this practice.
- V. It is the duty of the head of the family to take care that all in the home are present during family worship. Only those who are mature and confirmed in their faith should lead family worship; otherwise, subtle and deceitful errors may enter homes and cause division in the church.
- VI. Individual and family worship are the ordinary ways whereby Christians are disciplined daily toward Christian maturity. Great care must be taken so that these are not interrupted by the ordinary events of life, whether work, rest, recreation, or entertainment. Neither should extraordinary events of life separate believers from the daily benefit of worshipping God. It is incumbent upon heads of families to make sure that individual and family worship are priorities in the lives of those

Revenues	2019 Synod Approved	2019 Actual	2020 Synod Budget	2021 Proposed Budget
Denominational Ministry Allocation	\$207,279	\$206,720	\$207,279	\$197,034
Easter Offering Allocation	\$8,200	\$9,165	\$10,000	\$9,000
Contributions for Ministry	15,100	24,610	16,256	17,420
Registration and Fees	198,920	185,351	219,976	203,520
Sales & Subscriptions	89,700	86,924	92,500	98,500
Special Endowment Fund Gift	19,151	20,027	18,297	18,297
Use of Reserve	\$4,200	(\$41,149)	\$8,692	\$11,802
<b>Total Revenues</b>	<b>\$542,550</b>	<b>\$491,648</b>	<b>\$573,000</b>	<b>\$555,573</b>
<b>Expenses</b>				
Total Salary & Benefits	217,674	162,540	217,154	217,704
Staff Expenses	18,150	25,389	31,650	17,650
Board/Committee Expenses	8,000	9,484	8,500	9,500
<b>General Office</b>				
Promotional Expenses	1,000	-	500	500
Equipment	500	-	500	500
Communications	4,300	4,873	4,600	5,100
Rent	13,271	13,271	13,669	14,079
Office Expenses	6,900	7,729	6,500	6,725
Total General Office	<b>25,971</b>	<b>25,873</b>	<b>25,769</b>	<b>26,904</b>
Facility Management	2,500	-	1,750	700
Contingency	-	(114)	-	-
<b>Publications</b>				
Adult Quarterly	42,100	47,987	42,970	49,320
Adult Quarterly Editor	24,780	19,280	19,280	19,280
Book Store Purchases	19,300	23,378	20,700	23,000
Other Publications Expenses	800	750	1,000	1,500
<b>Total Publications</b>	<b>86,980</b>	<b>91,395</b>	<b>83,950</b>	<b>93,100</b>

under their care. In addition, these should not be seen as a rival or substitute to the public worship of God on the Lord's Day. VII. Since there are immense



	2019 Synod Approved	2019 Actual	2020 Synod Budget	2021 Proposed Budget
<b>Revenues</b>				
<b>Conferences and Training</b>				
Room & Board Expenses	82,470	78,320	97,800	83,300
Honorariums & Fees	58,955	55,068	59,215	58,305
Travel	4,350	3,172	3,700	4,000
Planning	2,300	284	1,300	500
Supplies	31,700	27,698	31,100	31,100
Bank Fees	800	1,409	1,200	1,650
Promotional	2,700	3,275	2,900	2,700
Insurance		7,856	7,012	8,460
Total Conferences and Training	183,275	177,080	204,227	190,015
Transfers to Other Restricted Funds				
<b>Total Expenses</b>	\$ 542,550	\$ 491,648	\$ 573,000	\$ 555,573
<b>Change in Fund Balance</b>	\$ -	\$ -	\$ -	\$ -
<b>Beginning Fund Balance</b>	\$ 186,732	\$ 186,732	\$ 227,881	\$ 240,587
<b>Ending Fund Balance</b>	\$ 186,732	\$ 186,732	\$ 227,881	\$ 240,587

spiritual and practical benefits in keeping the Christian Sabbath, heads of families should make every effort to lead those under their care in preparing for worship on the Lord's Day. Preparation for public worship on the Lord's Day starts before the service itself and should be included as part of both private and family worship. After the worship service, it is encouraged to review and discuss the content of the service, giving special attention to the sermon, along with the prayers, songs, and Scripture readings.

*"Now therefore fear the Lord and serve him in sincerity and in faithfulness. Put away the gods that your fathers served beyond the River and in Egypt, and serve the Lord. And if it is evil in your eyes to serve the Lord, choose this day whom you will serve, whether the gods your fathers served in the region beyond the River, or the gods of the Amorites in whose land you dwell. But as for me and my house, we will serve the Lord." Then the people answered, "Far be it from us that we should forsake the Lord to serve other gods, for it is the Lord our God who brought us and our fathers up from the land of Egypt, out of the house of slavery, and who did those great signs in our sight and preserved us in all the way that we went, and among all the peoples through whom we passed. And the Lord drove out before us all the peoples, the Amorites who lived in the land. Therefore we also will serve the Lord, for he is our God." Joshua 24:14-18*  
**SYNOD APPROVED.**

The report of the **Special Commission on Complaint/Appeal** was received as information.

**REPORT OF THE COMMISSION OF GENERAL SYNOD**  
**For**  
**Appeals of Mr. Scott Robar**

**And**  
**Complaints of Rev. Vaughan Hathaway**  
**In Re: Mr. Scott Robar**  
**PROCEDURE**

The Commission's mandate: was

[T]o hear and act with finality on all matters related to, but not limited to, all complaints and appeals in the matter of Scott Robar, as well as any and all matters thereunto appertaining, both on behalf of the General Synod (ARP) and First Presbytery (ARP), including all ARP jurisdictions arising from the 2018 division of First Presbytery (ARP).

The Moderator of General Synod appointed the following members of the Commission:

Rev. John Shearouse and Mr. John Moerman from Canadian Presbytery;  
Rev. Mark Miller and Mr. Daniel Felker from Catawba Presbytery;  
Rev. Kyle Brent and Mr. Charles Browning from Mississippi Valley Presbytery;  
Rev. David Johnston and Mr. Wayne Greenwood from Northeast Presbytery;  
Rev. Hank Wilson and Dr. Eric Skaar from Second Presbytery; and  
Rev. Stephen Laughridge and Dr. Stephen Kellam from Virginia Presbytery.  
Dr. Eric Skaar was appointed as Chairman of the Commission.

The matter regarding Scott Robar came to the General Synod by way of appeals filed by Scott Robar on July 28, 2017 and October 18, 2017 and complaints of Rev. Vaughn Hathaway filed on July 28, 2017 and October 20, 2017. Both the appeals and the complaints relate to the actions of First Presbytery in suspending Scott Robar on July 18, 2017 and deposing Scott Robar on October 10, 2017, respectively.

Although many communications in the form of emails, timelines and interviews of various persons including the Appellant and Complainant and other members of First Presbytery have come to the attention of the Commission, the official record of these matters consists of the Minutes of First Presbytery of July 18, 2017 and October 10, 2017, including the reports of the First Presbytery Committee on the Minister and His Work received as part of those minutes.

In addition to the record of the matters related to this appeal and complaint, some previous records of First Presbytery have also been reviewed to provide relevant history, including portions of a previous January 2017 Judicial Commission trial transcript.

**HISTORY**

Rev. Scott Robar was received into First Presbytery in January 2010 and was most recently the minister at New Covenant ARP Church in Charlotte, NC. Rev. Robar was tried by a Judicial Commission of First Presbytery in January 2017 on charges of 1. Contempt for Authority; 2. Slander; 3. False Witness; and 4. Conduct Unbecoming of a Minister of the Gospel. He was convicted on charges 1, 2 and 4, but acquitted on charge 3. That Trial Commission imposed one censure of admonition and two censures of rebuke. Both the transcript of that trial and Presbytery Minutes indicate that Scott Robar accept-

ed the rulings and the censures of the Judicial Commission and did not appeal them.

In addition the Judicial Commission expressed concerns to First Presbytery on the following matters:

- a. "Widespread concern about voicing dissent or minority opinions for fear of unwarranted reprisals;"
- b. "That Presbytery assign moderator's committee to investigate the procedures for submitting charges against a Presbyter, and specifically at what point those charges should be distributed to the entire Presbytery;"
- c. "Understanding the constant responsibility of any church court to a situation calling for discipline is contrition by the Court itself, that First Presbytery participate in a season of contrition and repentance, specifically for allowing and perhaps encouraging an environment that includes distrust, suspicion and fear, factions and division, rash words, a lack of pastoral wisdom, a lack of love towards God's people, a climate of distrust, suspicion and fear and the abuse of spiritual authority as officers of the Associate Reformed Presbyterian Church.

It is uncontroverted that sometime in 2017 and before the meeting of General Synod, the Session of New Covenant ARP Church received into membership three ruling elders formerly on the Session of Lakeside ARP Church, who had been deposed by First Presbytery in 2016. This information was revealed by Scott Robar during the meeting of the 2017 General Synod. Thereafter the First Presbytery Committee on the Minister and His Work began consideration of Scott Robar's involvement as moderator of New Covenant's Session in receiving the former Lakeside elders into membership. Of note, there does not appear in any record of First Presbytery discussion of the involvement of other members of the New Covenant Session taking part in that process.

On July 18, 2017, upon the report and motion of First Presbytery Committee on the Minister and His Work, First Presbytery suspended Scott Robar, "pending further investigation of his actions."<sup>1</sup>

On October 10, 2017, upon the report of First Presbytery Committee on the Minister and His Work based on the request of the Session of New Covenant ARP Church, the Committee made a motion to dissolve the pastoral relationship between Scott Robar and the New Covenant ARP congregation. The motion passed.

Immediately following the vote to dissolve the pastoral relationship, a further motion was made from the floor of Presbytery to depose Scott Robar. The minutes of First Presbytery indicate at this point that an additional motion was made to go into executive session to consider the motion to depose. The entire record of the actions that day that resulted in the deposition of Scott Robar consist of the following:

*At that time, Rev. Ken McMullen rose and made the following motion:*

*"That Mr. Scott Robar be deposed from the office of minister of the Word."*

*After the motion was seconded, a motion was made to move into executive session; motion passed.*

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*The actions of the Presbytery in executive session are as follows.*

*The Presbytery dissolved into a committee of the whole. The Moderator was appointed as chairman.*

*During the time of discussion Mr. Robar was allowed to speak with both latitude and length of time on his behalf. The question was called and the court concurred and moved to a vote. The motion to depose was approved. Four abstentions were noted, and Rev. Dan Layman and Rev. Harper Price wished to have their abstentions recorded. Rev. Vaughn Hathaway asked to be recorded as protesting the vote as being unconstitutional. Motion was made to rise and report; motion carried. The committee rose and the moderator reported what the committee had done. The report was approved.*

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Minutes of First Presbytery of the Associate Reformed Presbyterian Church,  
dated October 10, 2017, p.4

The additional appeal and complaint of Scott Robar and Rev. Hathaway followed thereafter. The appeals and complaints were on the agenda of the 2018 General Synod but never considered. The matter was thereafter brought to the attention of the Synod Executive Committee at its October 2018 meeting. The Executive Committee deemed it an emergency and passed a motion authorizing the Moderator of General Synod to appoint a special committee to investigate the matter and report to the 2019 General Synod. The Moderator appointed a special committee to consider the matters, report and make recommendations to the 2019 General Synod. Based on that report and recommendations, the 2019 General Synod authorized the Moderator to appoint this Commission to consider and conclude these matters with finality.

#### DISCUSSION AND CONCLUSIONS

Having examined the record of the case consisting of the minutes of First Presbytery, conducting interviews of the Appellant, the Complainant and various representatives of First Presbytery and other documents we find the following procedural irregularities in the record of the case:

1. The failure of the Minister and His Work Committee of First Presbytery to follow up with pastoral care after the censure of suspension of Mr. Robar in order to bring reconciliation between offended parties. This was necessary because censures should always be intended to bring reconciliation (BOD 2. B. 1).
2. The miscarriage of justice at the October 10, 2017 meeting of First Presbytery when Mr. Robar was deposed in executive session with an inadequate written record of the case. Any portion of a trial held in executive session violates clear principles of justice that all are entitled to a fair and public trial. Moreover holding any portion of a trial in executive session undercuts a defendant's right to appeal by preventing a full record of the proceedings.
3. Mr. Robar was denied a fair and speedy hearing of his appeals and the complaints of Vaughn Hathaway by General Synod when the Principal Clerk failed to bring the appeals/complaints before the General Synod in a timely manner. Nearly three years have now passed since the initial appeal and complaint, requiring countless and unnecessary hours of time devoted to these matters by the General Synod Executive Committee, the Special Committee appointed at the

request of the Executive Committee and now this Commission and the General Synod.

THEREFORE, this Commission hereby rescinds all censures imposed on Scott Robar by First Presbytery of the Associate Presbyterian Church from July 18, 2017 and thereafter; and

FURTHER, Scott Robar is hereby reinstated as a Minister of the Word and member of First Presbytery of the Associate Reformed Presbyterian Church, with all obligations and privileges thereunto appertaining; and

FURTHER, the Commission having hereby fully concluded these matters with finality, respectfully requests that the Commission be dissolved by the General Synod of the Associate Reformed Presbyterian Church.

For the Majority of the Commission

Eric C. Skaar, Chairman

#### Endnotes:

<sup>1</sup>There may be confusion among some as to which of the two (2) types of suspension provided in The Book of Discipline was actually intended here. Everyone it seems is familiar with suspension as a censure provided in BOD, VII 4., however BOD, V A. 11 provides for a suspension “pending a trial” and which is specifically “not construed as a censure.” Use of the word “pending” here is too closely associated with the latter to be unmistakable. Furthermore there is no evidence in the record of any process to impose a censure at that point.

<sup>2</sup>Any consideration of an appeal or complaint as to this action, if any, would be moot in that the New Covenant congregation no longer exists.

<sup>3</sup>The purpose of these interviews by the Commission was for clarification of the record only.

<sup>4</sup>Although First Presbytery had previously held a trial for Mr. Robar, his deposition arose from subsequent issues that warranted a judicial process beyond a mere discussion in executive session. Obviously, the imposition of additional censures on an offender may be necessary to accomplish the purposes of discipline in winning them back; and this is most clearly necessary where an offender is actively running away from a court of the Church. However, imposing additional censure on a prior offender such as Scott Robar who is actively engaged with a court of the Church in a disputable matter, without further process warranting it, is an opportunity too ripe for abuse.

#### MINORITY REPORT OF THE COMMISSION OF GENERAL SYNOD

For  
Appeals of Mr. Scott Robar  
and  
Complaints of Rev. Vaughan Hathaway  
In Re: Mr. Scott Robar

The minority agrees with the decision of the majority as it relates to the rescission of the censure of deposition imposed on Scott Robar as found in the Report of the

majority of the Commission, but for the reasons discussed below the minority disagrees as to the rescission of the censure of suspension and believes that further work of the Commission is required to conclude a decision on the censure of suspension alone.

#### A SUMMARY OUTLINE OF THE CASE

The Minority agrees with the HISTORY of the case in the Majority Report, but the Minority here will give a brief outline to facilitate understanding of the case as it relates to the Minority opinion.

**2015, Fall:** The Rev. Robar became what he calls “a burdened and struggling whistleblower...” who did not “handle my burden well, at times (from his *Complaint Against First Presbytery to Synod*, received July 30, 2017).” Much of the division was over how matters were being handled regarding an issue involving three elders at Lakeside Fellowship that led to their deposition from office.

**April 12, 2016:** First Presbytery deposed the three elders at Lakeside Fellowship. This was upheld by the Synod at its June 2017 meeting (As reported in the *Minutes of First Presbytery*, Appendix H “Minister and His Work Committee Report,” July 18, 2017).

**January 2017:** The Rev. Robar was tried by a Judicial Commission of First Presbytery and found *guilty* of: Contempt for Authority, Slander, and Conduct Unbecoming of a Minister of the Gospel. He was found *not guilty* of Bearing False Witness. He accepted these censures and considered it to be a fair trial, though he contends that the Judicial Commission also expressed concerns related to his own about “unwarranted reprisals against minority opinion, unsettled cases, questionable handout practices, a culture of fear and suspicion, abuse of spiritual authority, and more” within First Presbytery (*Complaint Against First Presbytery to Synod*, received July 30, 2017).

**June 2017, Synod:** The Rev. Robar declared on the floor of Synod during the debate on the Ecclesiastical Commission on Judicial Affairs that the New Covenant session (while he was moderator) had received (as church members) the three elders that had been deposed by Presbytery from Lakeside Fellowship.

**July 18, 2017:** First Presbytery, at their stated meeting, approved the recommendation of their Minister and His Work committee “That the Rev. Robar be suspended from his ministerial office, pending further investigation of his actions (*Minutes of First Presbytery*, July 18, 2017).” They recommended that this be done without a trial because the Rev. Robar’s “actions in guiding the New Covenant Session [as their moderator] to receive the three former elders at Lakeside,” did not “constitute a new offense but a continuation of the same contempt for authority and conduct unbecoming a minister for which he was recently convicted and placed under censure (See *Minutes of First Presbytery*, Appendix H “Minister and His Work Committee Report,” July 18, 2017).” The Presbytery approved the recommendation to suspend him.

**July 25-30, 2017:** The Revs. Robar and Hathaway submitted complaints to First Presbytery regarding the Rev. Robar's suspension.

**October 10, 2017:** First Presbytery dissolved the relationship of the Rev. Robar with New Covenant Church and then deposed Rev. Robar in executive session.

This outline is given to show that essentially First Presbytery suspended Rev. Robar without another trial because they concluded that he had not repented of the conduct for which he had been censured at his trial in January of 2017. The reception of the three deposed elders into the membership of New Covenant was regarded to be evidence of the Rev. Robar's lack of repentance. The Synod's Commission reporting today has not yet evaluated this suspension.

#### THE ARGUMENT FOR THE MINORITY REPORT

The Minority believes that our Commission has not yet completed its work. When it was moved and seconded that the Commission rescind all the censures that had been imposed on Mr. Robar, the Minority opposed the motion because the motion conflated the censure of deposition (imposed Oct 10, 2017) with the censure of suspension (imposed on July 18, 2017). The Minority argued that the committee had not given due consideration to the suspension or made a clear determination yet as to why the suspension should be rescinded. This proved to be true in that some of the members on the Commission indicated that they had not looked at the report of the Minister and His Work Committee at the July 18 meeting, and expressed ignorance about First Presbytery's rationale for the suspension without a trial. All these Commission members had seen was the deposition that had been imposed in executive session and of which there was no record of the grounds.

One member of the Commission then communicated his opinion that the suspension was in fact not a censure, but a suspension as per BOD V-A-11. This article describes the suspension of a church officer who has been cited for process: "When any church officer has been cited for process, all his official functions may be suspended at the discretion of the court pending the trial, but this shall not be construed as a censure." This Commission member argued that the language "pending further investigation" suggested that this suspension was not intended to be a censure. The mood of the Commission was very much to complete its work and this idea of a suspension that was not a censure led to an approval of the motion to "rescind all censures" against the Rev. Robar and to restore him as a member in good standing of First Presbytery.

The Commission therefore acted, at least in part, on the faulty assumption that the Rev. Robar's suspension was not a censure. The record indicates that the members of the court of First Presbytery *did* consider Mr. Robar's suspension to be a censure (as per BOD VII-4) and not a non-censure suspension as per BOD V-A-11. Evidence that First Presbytery considered the suspension to be a censure is as follows:

1) The simple fact that there is no record of any citation for process involving a trial in the records of First Presbytery when the recommendation to suspend Mr. Robar was approved. A suspension from office that is not a censure is one that is done in connection with a citation of process (BOD V-A-11).

2) Mr. Robar's complaint to the Synod that was received by the Synod on July 30, 2017, speaks of the Presbytery's action as the "censure" of "indefinite suspension from ministry."

3) Rev. Hathaway's complaint to Synod (sent at the end of July, 2017) regarding the suspension clearly expresses his dissent on the grounds that Presbytery suspended Mr. Robar without judicial process because they "made a fallacious connection between this act [receiving the three elders] and a previous disciplinary action [the rebukes and admonition] of First Presbytery."

4) The clerk of Presbytery, Rev. Ken McMullen, in correspondence with Scott Robar on July 29, 2017 (an email copied to Ronald Beard and Roger Wiles), expressed that Presbytery did not conduct a new trial because: "The M&HW report made the assertion that you were guilty of ongoing sin based upon the charges confirmed in your trial in January 2017, for which you were censured. Thus there was no need for a new trial."

5) The official report of the M&HW of July 18, 2017, in making the recommendation to Presbytery to suspend Mr. Robar (which was approved) argues that there is no need for a new trial. The report clearly states that "Mr. Robar's actions in guiding the New Covenant session to receive the three former ruling elders at Lakeside and announcing it at synod do not seem to constitute a new offense but a continuation of the same contempt for authority and conduct unbecoming a minister for which he was recently convicted and placed under censure."

Therefore, the Minority contends that the Majority Commission rescinded the censure of suspension without thoroughly investigating either the nature of the suspension or the grounds for the suspension that were expressed in the July 18, 2017 Minutes of First Presbytery. The Minority notes that the Majority Commission Report does not give the Commission's grounds for overturning the suspension of Mr. Robar. The Commission could not do so because the Commission has not yet concluded what grounds they have for overturning Mr. Robar's suspension, only his deposition which occurred after his suspension.

While it does not belong to the Minority to determine whether Mr. Robar's suspension was in order (did a trial need to be conducted or not) or whether it was just, it does belong to the Commission as a whole to determine this. Therefore, the Minority would like to see the Synod instruct the Commission to complete its work by duly investigating Mr. Robar's suspension. Only then will the Commission be in a position to conclude this matter with finality.

Respectfully Submitted,

Rev. John R Shearouse  
Canadian Presbytery

John Moerman  
Canadian Presbytery

The report of the **Committee on Investment** was approved by Executive Board on behalf of Synod on August 19, 2020.

## COMMITTEE ON INVESTMENT



The Investment Committee oversees various investments owned by General Synod, presbyteries, agencies, congregations, and individuals. The committee meets at least quarterly with its investment consultants to review portfolio performance and asset allocation and make any necessary changes in investment managers or investment strategies. Representatives of Synod agencies and boards with funds invested under the oversight of the committee are invited to participate in Investment Committee meetings in an advisory capacity.

Duties as prescribed in the *Manual of Authorities and Duties* are:

a. Developing guidelines for the work of the committee.

The Investment Committee reviews their Investment Policy Statement on an annual basis to revise as needed. The Committee revised their Investment Policy Statement in February 2018.

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: The Associate Reformed Presbyterian Retirement Plan Trust, Endowment & Endowment-type Funds, and Charitable Remainder Trusts & Gift Annuities.

(1) Associate Reformed Presbyterian Retirement Plan Trust. The Investment Committee meets on a quarterly basis with financial advisor The Corpening Group (Alex. Brown a subsidiary of Raymond James) to receive reports, evaluate the performance of the Trust Fund, and make recommendations as to the management of our portfolio.

The value of assets invested as of December 31, 2019, was approximately \$58,776,907. The value of assets invested as of December 31, 2018, was approximately \$50,929,586.

(2) Endowments and Endowment-type Funds. The Investment Committee also meets on a regular basis with financial advisor Cornerstone Management to receive reports, evaluate the performance of these funds, and make recommendations as to the management of our portfolio. These individual accounts belong to churches, presbyteries, and agencies of the General Synod. Conservative, Moderate, Moderate Aggressive, and Aggressive investment options are available based upon the risk profile of each account holder. As of December 31, 2019, endowment and endowment-type funds totaled approximately \$30,661,065. As of December 31, 2018, endowment and endowment-type funds totaled approximately \$25,266,682.

(3) Charitable Remainder Trusts and Gift Annuities. The Investment Committee provides investment oversight over the ARP Foundation's charitable remainder trusts and gift annuities on behalf of the ARP Foundation Board of Directors. Each charitable trust is a separately invested entity, with a combined total value on December 31, 2019 of approximately \$313,106. The balance in the Gift Annuity Fund on the same date was \$122,872. The total sum of funds under the management of Cornerstone Management as of December 31, 2019, was \$435,978. The total sum of

funds under the management of Cornerstone Management as of December 31, 2018, was \$392,497.

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.

As stated above, The Corpening Group serves as the investment consultant on the ARP Retirement Plan Trust, and Cornerstone Management, Inc. serves as consultant for the endowment and endowment-type funds as well as the charitable remainder trusts and gift annuities.

The Corpening Group reported on the performance of the Retirement Fund investments, indicating in the overall report, a 20.81% annual return for 2019. Cornerstone also reported that individual portfolio allocations combined for an average 16.69% annual return for 2019.

d. Discuss with other boards and agencies the possibility of including their funds in those under management.

The committee is available to assist any church, presbytery, or agency of the General Synod, both in an advisory capacity and to exercise responsibilities authorized by asset owners. Contact the Executive Director of Central Services with your questions regarding the financial services that may be available to your respective church, presbytery, or agency.

The Committee respectfully requests that representatives of Synod keep in mind the following important considerations when evaluating investment performance:

Performance for calendar year was in-line relative to the benchmarks established in the Investment Policy Statement. The investment models utilized by financial advisors and money managers are not predicated upon the cyclical difficulties of financial markets, but rather upon a long-term strategy. Evaluations of negative returns or less than average performance in the financial markets must always remain tempered by the market's long-term track record, which often reverts back to the mean. Long-term financial strategy as it pertains to prudent Biblical stewardship, and not market volatility, is the primary focus of the Committee's considerations.

Officers for 2019–2020: Jim Crisp (Chairman), Steward Hurst (Vice Chairman), Chip Smith (Treasurer), Roger Wiles (Secretary/Administrative Officer)

**Recommendations:**

1. That this report be received as information. **SYNOD APPROVED**
2. That the committee be granted \$5,500 for committee travel and expenses. **SYNOD APPROVED.**

Respectfully submitted,

Jim Crisp, Chairman  
Roger N. Wiles, Secretary

COMMITTEE ON INVESTMENT

**Note:** This budget was approved and included in the report to Synod from the Comm. on Investment. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.

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

#### COMMITTEE ON MINISTER & HIS WORK

Synod's Committee on Minister and His Work met on Wednesday, April 1, 2020 via Zoom Conferencing. The meeting was opened with Scripture and prayer. Hank Wilson was elected as Chairman; Patrick Malphrus as Vice-Chairman; and Philip Bunch as Secretary.

The budget for 2021 was discussed. Hank Wilson gave a report on the Presbyterian and Reformed Council on Chaplains (PRCC). We are thankful for the excellent care that the PRCC provides for our chaplains. It was reported from the annual meeting of the PRCC that the Council will be incurring further administrative costs that had been previously covered by Mission to North America (of the PCA). These increased costs have been distributed equitably across all denominations that are endorsed by the PRCC. The Committee is recommending that the General Synod absorb the increase of these costs on behalf of our chaplains.

The Committee also discussed the recommendation received from the 2019 Meeting of the General Synod of the ARPC (See Appendix). The Committee then received input and discussion from members of the World Witness Board and Staff. World Witness and its work with all of our presbyteries to support foreign missions is to be commended, and the Committee thanked the Board and the Staff for their dedication to Christ and His Church on behalf of our missionaries and their families.

Finally, several ministers on the Committee expressed concern for the state of our church as they labor in presbyteries that are small and/or declining. The concern was expressed not for the sake of numerical growth, but rather that the Lord would revitalize our presbyteries for the sake of the Gospel. As the "essential court" of our church, our presbyteries need to be encouraged and strengthened. It is into the presbytery that men are brought under care for training and equipping in Gospel ministry. It is by the presbytery that men are identified, called, and sent to be missionaries all around the world. It is through the presbytery that churches and church planters are established and organized as mission works that grow, Lord-willing, into more churches. We must pray to our great and faithful God that He would raise up laborers, for the fields are white.

Respectfully submitted,

Hank Wilson, Chairman

#### Recommendations:

1. That the representatives to PRCC for 2021 be Mike Yarman, Buzzy Elder and Kent Moorlach. **SYNOD APPROVED.**
2. That the General Synod absorb the increased costs associated with the PRCC. **SYNOD APPROVED.**
3. That the budget for 2021 for Minister and His Work be approved. **SYNOD APPROVED.**
4. That the General Synod not amend the Form of Government, per the memorial directed to the Committee for study. **SYNOD APPROVED.**
5. That the General Synod pause for a season of prayer, particularly for the vitality and strength of our individual presbyteries. **SYNOD APPROVED.**

## APPENDIX

MEMORIAL #2 (Synod 2019)

NORTHEAST PRESBYTERY MEMORIAL (FOG Chapter 9):

**SYNOD APPROVED** as amended with the deletion of Item B

Northeast Presbytery, ARPC, respectfully memorializes the General Synod of the Associate Reformed Presbyterian Church to direct the Committee on Minister and His Work to give study to and to make recommendations for, revisions to Chapter Nine (The Minister) of the Form of Government (FOG), with particular attention given to the following:

- A. Identify and increase the personal accountability and responsibility of all ministers to the presbytery in which they are a member.
- ~~B. Provide for the position of Assistant Pastor serving in local churches and being a member of a particular presbytery.~~
- C. Clarify the responsibilities and authorities of ministers serving as missionaries of the ARPC or other non-ARPC mission agencies.

## Concerning Item A:

Personal accountability by and for ordained ministers is a necessity in today's society. Presbytery oversight of the ministers on its rolls needs to be clearly identified to insure there is proper accountability and fulfillment of responsibilities for all of its members. Several sister denominations (i.e. NA-PARC churches) include clear language in their standards providing for regular reports and other procedures to aid their presbyteries to provide oversight and maintain accountability for all enrolled ministers. The current FOG does not give special attention to this need. It is the desire of Northeast Presbytery that revisions be made to the FOG to aid the presbyteries in fulfilling their responsibility to properly oversee and provide accountability for the fulfillment of responsibilities by all ministers who are members of the presbytery.

~~Concerning Item B:~~~~—There is no provision in the current FOG for the position of an Assistant~~

~~Pastor. This position is recognized by several sister denominations. The position is typically filled by a man for a limited period of time and with specific responsibilities (i.e., "youth pastor," "pastor of visitation," etc.) Assistant Pastors are members of the presbytery in which they serve. Assistant Pastors are typically called by the Session of a local church with congregational approval. Presently there are Korean ARP churches which have Assistant Pastors on their staffs, however such men are not members of the local presbytery. It is the desire of Northeast Presbytery that the position of Assistant Pastor be added to the authorized Responsibilities Of A Minister which are listed in Chapter Nine of the FOG.~~

Concerning Item C:

The current language in the FOG concerning the role of a minister as a missionary are both extremely broad with regard to authorities given to a missionary, as well as unclear as to a missionary's responsibility and accountability to his presbytery. Contemporary technology can provide for closer involvement of presbyteries in the work of missionaries and reduce the wide latitude of authority given to missionaries. Further, differences should be noted regarding authorities and responsibilities given to missionaries serving as ARPC missionaries (i.e., under an ARP Board or Agency) and ministers who are serving as missionaries of other non-ARP agencies. Northeast Presbytery desires that increased clarity and revisions be made to the FOG regarding the responsibilities and authorities for ministers serving as missionaries.

#### COMMITTEE ON MINISTER AND HIS WORK

**Note:** This budget was approved and included in the report to Synod from the Comm. on Minister & His Work. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.

The report of the **Committee on Theological & Social Affairs** was presented and approved.

#### COMMITTEE ON THEOLOGICAL & SOCIAL AFFAIRS

The Theological and Social Concerns Committee has been hard at work this year. We have spent most of our time working on the draft for the new Book of Discipline. We are pleased to report that our committee is ready to present a new draft to the 2020 General Synod.

Our committee wishes to express our thanks to Eric Ruschky along with his committee for the draft of the Book of Discipline they created. Synod referred this draft to the Theological and Social Concerns Committee in 2018.

**Book of Discipline Draft:** The new draft that we are proposing to Synod is an improvement over our current draft for several reasons. First, the new draft has an extensive definition chapter which provides a uniform understanding of Presbyterian technical terms of jurisprudence. Second, the new draft is clearer on the process for judicial proceedings. A flow chart in the back of the new draft takes the clear

steps laid out in the body of the book and puts it into visual form. Where the current Book of Discipline addresses issues in multiple chapters, making cross-referencing necessary to clarify its meaning, the new draft tries to deal with every subject in one place. The reader will be able to use the new book with greater ease and effectiveness. For these reasons and many more, we are recommending that the Synod approve this draft of the Book of Discipline and send it to the presbyteries for their approval.

**Congregational Vows for Elders and Deacons:** Synod also requested that our committee offer revised language for the vows for the office of deacon. After studying the matter, we have concluded that it is best to simply strike the word “obedience” from the congregational vows regarding the office of deacon. We believe that this simple edit removes the potential misunderstanding that deacons have the same type of authority as the elders do in the local church. Our proposed changes to the Form of Government, as found in the report, would have two separate vows to the congregation for the ordination/installation of elders and deacons.

**Membership in the Masonic Lodge:** The 2019 General Synod also asked our committee to study whether membership in the Masonic Lodge is compatible with Reformed ethics. We have begun our study. However, due to the amount of time

	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b>Revenues</b>				
Denominational Ministry Allocation	\$ 5,500	\$ 2,223	\$ 5,500	\$ 4,000
<b>Total Revenues</b>	\$ 5,500	\$ 2,223	\$ 5,500	\$ 4,000
<b>Expenses</b>				
Committee Travel & Meeting	\$ 5,300	\$ 2,223	\$ 5,300	\$ 3,800
General Office-Copy, Etc	200	-	200	200
<b>Total Expenses</b>	\$ 5,500	\$ 2,223	\$ 5,500	\$ 4,000
<b>Net Income (Loss)</b>	\$ -	\$ -	\$ -	\$ -

put into the draft for the Book of Discipline and due to the COVID-19 disruptions in the spring and summer, our committee is not yet ready to report to Synod. We ask that the Synod allow our committee to bring a report back to the 2021 General Synod.

**Recommendations:**

1. That General Synod approve the proposed draft of the Book of Discipline and send it to the presbyteries for their approval. **SYNOD APPROVED.**

2. That General Synod approve the proposed changes for the congregational vow concerning the office of deacon and send it to the presbyteries for their approval.  
**SYNOD APPROVED.**
3. That General Synod grant the Committee on Theological and Social Concerns another year to study the issue of membership in the Masonic Lodge and that we be allowed to report back to the 2021 General Synod. **SYNOD APPROVED.**

Respectfully submitted,

Scott Cook, Chairman

## THE BOOK OF DISCIPLINE

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## THE BOOK OF DISCIPLINE

### PREAMBLE

God has, from all eternity, purposed to bring glory to Himself by redeeming sinners, through the merit and mediation of Jesus Christ, who are called out of the world by the power of the Holy Spirit. This body of believers is the household of God, the Body of Christ, and the temple of the Holy Spirit. An essential element of the Triune God's plan

of salvation is growth in personal holiness. Without such holiness, the writer to the Hebrews tells us, “no man shall see God.”

One of the necessary means by which God cultivates holiness in the life of believers is discipline. Discipline may be considered in a broad or narrow sense. Discipline, in the broad sense, is the grid through which the Christian life is to be lived. The life of both individual believers and the Church as a whole are to be disciplined by the word of God. Discipline, in the narrow sense, describes the formal judicial process in the courts of the Church. Formal discipline is given by God to the Church to protect the glory of God, the purity of the Church, and to help reclaim erring believers, bringing wayward saints to repentance and reconciliation with God and their fellow men. This Book of Discipline is the confessional document of the Associate Reformed Presbyterian Church that lays out the principles and steps of formal discipline within our branch of the visible Church.

Since Jesus Christ alone is the head and king of the Church, discipline must always be practiced according to His precepts, as found in God’s inerrant Word, the Holy Scripture. King Jesus has delegated the authority to exercise discipline to those who hold the office of elder, to those who minister and declare Christ’s word in the Church. Discipline is an aspect of ordained office that must be exercised jointly; that is, discipline in the Church of Christ is to be exercised when the elders are seated together as a court of the Church to deliberate and pass judgment according to the Law of God. When the elders of the church pass judgment in accordance with the revealed will of God, their actions are binding both on heaven and on earth.

An essential element of justice in all judicial proceedings is fairness and impartiality. “You shall do no injustice in court,” Moses warns, “You shall not be partial to the poor or defer to the great, but in righteousness shall you judge your neighbor.” The following chapters of the Book of Discipline are designed to ensure that all who stand before the courts of the Church receive fair, uniform, and impartial treatment. Procedural fairness, Biblical standards for evidence, and Scriptural censures are necessary to protect the Church from error, heresy, and moral degradation. Such proceedings, however, will never achieve their intended goal of holiness through repentance, reconciliation, and restoration without being motivated by the love of God, thoroughly grounded in the grace of Christ, and attended with the power of the Holy Spirit. Formal discipline is, therefore, a spiritual process that must be conducted in a spirit of prayer and dependence upon God and loving concern for the people of God.

## CHAPTER 1

### PRINCIPLES

- 1.1 The supreme judge by which all controversies and matters of discipline in the Church are to be judged is the Holy Spirit speaking in the Scripture.
- 1.2 Scripture alone is the final rule of faith and practice in the Associate Reformed Presbyterian Church. The *Confession of Faith* and the *Larger and Shorter Catechisms* of the Westminster Assembly, together with the *Form of Government*, the *Book of Discipline*, and the *Book of Worship* as accepted by the Associate Reformed Presbyterian Church are the standard expositions of the teachings of Scripture in relation to both faith and practice and may be used in judicial process for the purpose of establishing offenses. Nothing shall be considered by any court as an



offense or admitted as evidence for an accusation that cannot be proved to be such from Scripture.

- 1.3 The purpose of church discipline<sup>1</sup> is to promote the peace, purity, prosperity, and unity of the Church<sup>2</sup> by (A) reclaiming the erring offender;<sup>3</sup> (B) deterring others from similar offenses;<sup>4</sup> (C) exposing and removing detrimental elements from the body of Christ;<sup>5</sup> (D) vindicating the honor of Jesus Christ;<sup>6</sup> (E) promoting the truth of the gospel;<sup>7</sup> (F) preventing the wrath of God from coming upon the Church;<sup>8</sup> and (G) maintaining the sanctity of His ordinances.<sup>9</sup>
- 1.4 The responsibility to enforce discipline is committed to the courts of the Church.<sup>10</sup> Not exercising discipline or allowing discipline to fail for lack of an accuser<sup>11</sup> ignores a command of Christ and abdicates the authority He has given to the courts of the Church.<sup>12</sup>
- 1.5 Church discipline must always be exercised as biblical shepherding.<sup>13</sup> It should

	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b>Revenues</b>				
Denominational Ministry Allocation	\$ 17,530	\$ 17,252	\$ 18,130	\$ 18,130
Presbytery-PRCC above \$600/minister	9,200	8,000	9,600	9,600
<b>Total Revenues</b>	\$ 26,730	\$ 25,252	\$ 27,730	\$ 27,730
<b>Expenses</b>				
Committee Travel & Meeting	\$ 3,430	\$ 1,952	\$ 3,430	\$ 3,430
Presbyterian and Reformed Joint Commission	23,300	23,300	24,300	24,300
<b>Total Expenses</b>	\$ 26,730	\$ 25,252	\$ 27,730	\$ 27,730
<b>Net Income (Loss)</b>	\$ -	\$ -	\$ -	\$ -

seek to guide, nurture, and restore, as well as to guard and defend.<sup>14</sup>

- 1.6 The Church must resist the notion that sin is a private matter between an individual and the Lord alone.<sup>15</sup> Sin prefers darkness to light, but the Church cannot allow unrepentant sinners to remain undercover. Sin that is ignored will bring destruction to individuals, families, and congregations.<sup>16</sup>

## CHAPTER 2 DEFINITIONS

- 2.1 **ADMISSION.**<sup>17</sup> The voluntary acknowledgment of having committed certain conduct. Admission differs from confession in that admission does not acknowledge the conduct to be an offense.
- 2.2 **ADMONITION.** An informal action calling an erring church member to repentance. Admonition is to be distinguished from Rebuke. Admonition is an informal action that elders may, either jointly or severally, exercise in order to call church members to repentance from their sins. Admonition does not rise to the level of censure, does not require

a formal trial, and, therefore, anyone who is admonished is not under discipline.

2.3 ADVOCATE. An elder in good standing in the Associate Reformed Presbyterian Church who assists or represents an alleged offender or victim in the disciplinary proceedings.

2.4 ALLEGATION. A statement, ordinarily in writing, which raises the possibility of an offense.

2.5 APPEAL.<sup>18</sup> The transfer of a case from a lower court to the next higher court for review after a final decision by the lower court. (See Chapter 5)

2.6 CENSURE.<sup>19</sup> A formal application of discipline by a church court. There are four degrees of church censure, as set forth below. The appropriate censure shall be applied if an offense is confessed or otherwise confirmed, or if there is no repentance. Censures shall be put in writing, with a clear statement of the offense, and conveyed to the offender personally, if possible. Any censure may be imposed without first imposing a lesser censure. A censuring court shall advise its members of the imposition of censure; a Session shall advise the communicant members of the local congregation, when appropriate.<sup>20</sup>

The censures of Rebuke, Suspension, Removal from Office, and Excommunication are durational, which is to say that they continue in effect until the person censured has been restored, and the censure resolved or removed. Thus, a person who has been censured with Rebuke, Suspension, Removal from Office, or Excommunication is to be considered "under discipline."

A. Rebuke.<sup>21</sup> A formal reproof of an offender by a court of the Church, warning him of his guilt and the danger of his sin, exhorting him to repent. A rebuke shall be imposed only after disciplinary proceedings. A rebuke addresses specific conduct. The court having imposed that censure should be more attentive to the spiritual care of the person rebuked. In so doing, if the censure has not had the intended effect, the court should continue the disciplinary process to address his lack of repentance.

B. Suspension.<sup>22</sup> A censure that excludes the offender from the privileges of the sacraments and/or exercising the duties of church office. Suspension from the sacraments excludes the offender from the sealing ordinances of the Church for an indefinite period of time. There shall be no definite suspension from the sacraments. Suspension from Office excludes the offender from the exercise of his office. Suspension from Office may be indefinite or definite. Definite suspension from office is appropriate when the glory of God, the honor of Christ, and the good of the offender requires it, even after the offender has repented of his sins to the satisfaction of the church court. Indefinite Suspension from Office is appropriate in order to bring an impenitent offender to repentance. When an offender is an officer, suspension from the sacraments shall also entail suspension from office, but suspension from office does not necessarily entail suspension from the sacraments. The

court shall evaluate the offender's repentance and may remove the suspension when appropriate or may proceed to a greater censure. The suspension shall be made known to the communicant members of the local congregation and any church court of which he is a member, and may be made known more widely, as appropriate.

- C. Removal from Office.<sup>23</sup> A censure which expels an ordained member from his office, which may be in addition to or apart from other censures. The removal must be made known to the communicant members of the congregation and to any courts of which he is a member; it may be made known more widely, as appropriate.
- D. Excommunication.<sup>24</sup> A censure which excludes an offender from membership in the visible Church. Excommunication is imposed for offenses that are grossly inconsistent with the Christian profession or for obstinate persistence in offenses despite the application of lesser censures. The excommunicated person shall no longer be considered a brother or sister in

Christ;

members should then relate to the person with love and compassion as one who is outside the visible Church and in need of repentance and salvation. The excommunication shall be made known to the communicant members of the congregation of which he is a member and/or to any courts of which he is a member; it may be made known more widely, as appropriate.

- 2.7 CHARGE. The written statement of a specific offense when an investigation has determined that there is reason to believe that an offense warranting discipline has occurred. (See Appendix 1, Form 1)

- 2.7 CHURCH MEMBER.<sup>25</sup>

- A. A communicant church member<sup>26</sup> is subject to the Book of Discipline.
- B. A non-communicant church member<sup>27</sup> is primarily subject to the discipline

of

his or her parents or guardians under the oversight of the session. A non-communicant member who reaches the age of 18 comes under the direct oversight of the session and is subject to the Book of Discipline.

- C. An associate church member<sup>28</sup> is subject to the Book of Discipline; the associate member's home congregation shall be advised of any censures imposed.
- 2.8 CLERK.<sup>29</sup> The member of a court responsible for keeping records and performing administrative duties.
- 2.9 COMPLAINT. A complaint is a written representation made against some act or decision of a court of the Church.
- 2.10 CONFESSION.<sup>30</sup> The voluntary acknowledgment of having committed conduct which constitutes an offense, ordinarily accompanied by repentance.
- 2.11 CONTUMACY.<sup>31</sup> An Unwillingness to cooperate with a lawful command of any church court, and any Conduct which demonstrates contempt, dishonor, and disrespect for proper and legitimate authority. When alleged as an offense, disciplinary procedures shall be followed. When committed in the presence of a court of the Church, censures may be applied without any need for further investigation.
- 2.12 COURTS OF THE CHURCH.

- A. SESSION.<sup>32</sup> The lowest court of the Church, comprised of actively serving Elders in a local congregation. The Session has original jurisdiction over church members, but not over ministers. It is specifically authorized to “[a]dmonish, rebuke, suspend, or exclude from the Sacrament of the Lord’s Supper any member of the congregation found delinquent . . . ”
  - B. PRESBYTERY.<sup>33</sup> An intermediate court of the Church between the Session and the Synod, comprised of all the ministers and elder delegates from churches within a defined geographical region. A presbytery has original jurisdiction over ministers.
  - C. GENERAL SYNOD.<sup>34</sup> The highest court of the Church. The General Synod is comprised of all ministers and elder delegates from each congregation of the ARP Church. The Synod is to, “to determine controversies of faith, and cases of conscience; to set down rules and directions for the better ordering of the public worship of God, and government of his Church; to receive complaints in cases of maladministration; and authoritatively to determine the same: which decrees and determinations, if consonant to the Word of God, are to be received with reverence and submission, not only for their agreement with the Word but also for the power whereby they are made, as being an ordinance of God, appointed thereunto in his Word.”<sup>35</sup> The General Synod is the court with authority to change and give final interpretation to the constitution.
- 2.12 DISCIPLINARY PROCEEDINGS.<sup>36</sup> The orderly process involved in commencing and concluding the question of whether a censure should be imposed. For the sake of maintaining the honor of Christ by providing a fair process to all, Disciplinary proceedings require due process. Due process includes the following: (A) charges in writing; (B) the opportunity to be heard after notice to appear; (C) the opportunity to present evidence and arguments; (D) the cross-examination of witnesses; (E) the right to fairness and impartiality;<sup>37</sup> and (F) the right to a prompt resolution of the charges.<sup>38</sup>
- 2.13 DISQUALIFICATION.<sup>39</sup> A member of a court shall not participate in an action or decision of the court when that person cannot be fair and impartial. A member of the court shall be disqualified if he meets any of the following criteria:
- A. A member of a court may disqualify (recuse) himself as a matter of conscience.
  - B. An elder who has served as the Investigator shall not render judgment in a case in which he has served.
  - C. Any member of the lower court ordinarily should recuse himself from rendering judgment in a higher court in the same case in which he previously sat in judgment.
  - D. Any challenge to a member’s participation must be made at the earliest opportunity (that is, the beginning of the trial or immediately after grounds for disqualification come to light) and decided by a majority of the remaining members of the court
- 2.14 ELDER.<sup>40</sup> A man ordained to govern and discipline God’s people. Ordained ministers are also elders who are members of a presbytery.

- 2.15 ENTITY. A collective body within the Associate Reformed Presbyterian Church, e.g. session, presbytery, board, commission, committee.
- 2.16 EVIDENCE. Information used to establish or disprove charges during the trial. Evidence must meet the Biblical criterion as found in Deuteronomy 19:15, "A single witness shall not suffice against a man for any crime or for any wrong in connection with any offense that he has committed. Only on the evidence of two witnesses or of three witnesses shall a charge be established." But if, in addition to the testimony of one witness, corroborative evidence be produced, the offense may be considered to be proved.
- 2.17 EXHIBITS. Documents or other physical objects which, if ruled relevant and properly authenticated (that the exhibit is what it purports to be) by the presiding officer, may be admitted as evidence at any proceeding.
- 2.18 FAILURE TO ACT. A court of the Church has failed to act when it has either refused to take action in a judicial matter or has wrongly interpreted the constitution. Failure to act includes but is not limited to: refusing to investigate charges when there is a strong presumption of guilt; investigating charges but refusing to bring them to trial when a trial is warranted; holding a trial but failing to convict the accused offender in the presence of sufficient evidence; or when a court has failed to try a case or inflict censures due to a misinterpretation of the Standards of the ARP Church.
- 2.19 INVESTIGATOR.<sup>41</sup> An elder of the Associate Reformed Presbyterian Church appointed by a court to inquire into the particulars of an alleged offense. A court may appoint an elder from another Associate Reformed Presbyterian Church court, in which event the elder must submit himself to the jurisdiction of the court making the appointment. The Investigator interviews persons and collects evidence to make a determination about the accuracy or validity of the alleged offense, and makes a report to the court which appointed him. As directed by the court, the Investigator shall prepare written charges. The Investigator shall be responsible for presenting the evidence supporting the allegations to the court at a hearing.
- 2.20 MINISTER.<sup>42</sup> A man who is called by God in the Lord Jesus Christ to a special ministry of the word, who is a member of a presbytery of the Associate Reformed Presbyterian Church.
- 2.21 MODERATOR.<sup>43</sup> The presiding officer of a court of the Church.
- 2.22 OFFENSE.
- A. Any conduct, in words, actions, or omission, which is contrary to the Holy Scriptures or the Standards of the Associate Reformed Presbyterian Church.<sup>44</sup> Every sin deserves the wrath and curse of God; however, not every sin is an offense that requires discipline by the Church.<sup>45</sup> An offense requires discipline when it is detrimental to the faith, practice, witness, or spiritual condition of one or more members of the body, including the offender.
  - B. Offenses are classified as personal or general, and private or public.<sup>46</sup> Reporting an allegation of an offense to a court of the Church does not make the offense public.
    - 1. A personal offense is committed against another person.<sup>47</sup>

2. A general offense is committed against more than one person or against no one person in particular.
  3. A private offense is known only by the person(s) affected by the offense.<sup>48</sup>
  4. A public offense is ordinarily known by more than one person in the Church or is known by people in the community, though not necessarily by large numbers of people.<sup>49</sup>
  5. Personal offenses that are committed publicly, for example, could be considered as public offenses.<sup>50</sup>
- C. Offenses fall under one of three categories: (1) heresy;<sup>51</sup> (2) violation of the moral law;<sup>52</sup> and (3) contempt for the courts of the Church (Contumacy).<sup>53</sup> In determining whether a sin rises to this level, church courts shall:
1. consider the “aggravations” of the sin<sup>54</sup> and the nature and purpose of discipline;<sup>55</sup>
  2. consider the kinds of offenses that traditionally have been subject to discipline in the Church;<sup>56</sup>
  3. refrain from being overly burdensome or legalistic, being especially careful to avoid hypocrisy or partiality,<sup>57</sup> and
  4. resist any temptation to minimize the seriousness of sin to escape the difficulty or discomfort of the duty to enforce discipline.<sup>58</sup>
  5. Because sin and the contexts in which it occurs can take innumerable forms, there can be no rigid formula for determining when a sin becomes an offense requiring discipline. Church officers and courts shall exercise wisdom and discernment in this regard, knowing that they are in turn subject to the judgment of higher courts.
- 2.23 ORIGINAL JURISDICTION. Original Jurisdiction describes the court that has primary jurisdiction over a member or officer of the Church. For members of churches and ruling elders, the court of original jurisdiction is the session of the Church where they hold their membership; for ministers, the court of original jurisdiction is the presbytery to which he belongs. In special circumstances, a higher court may assume jurisdiction over cases where the court of original jurisdiction was within its geographical bounds. Transfer of original jurisdiction may occur when:
- A. When an appeal is made and the higher court chooses to assume original jurisdiction over the case;
  - B. When a complaint is made and the higher chooses to sustain the complaint and assume original jurisdiction over the case.
  - C. When a session has failed to act, two churches in the same presbytery may memorialize the presbytery to assume original jurisdiction. The memorials must lay out how the session has failed to act. If a majority of the presbytery determines that the session has failed to act, the presbytery shall proceed to try the case itself.
  - D. When a presbytery has failed to act, two presbyteries may memorialize the General Synod to assume original jurisdiction. The memorials must lay out how the presbytery has failed to act. If a majority of the

Synod determines that the presbytery has failed to act, the Synod shall proceed to try the case itself.

- 2.24 **PRESIDING OFFICER.** Ordinarily the moderator of a court of the Church, except when a court appoints another to preside over a disciplinary proceeding.
- 2.25 **RECORD.**<sup>59</sup> All materials gathered in the disciplinary procedures in any court of the Church, including but not limited to the following: written charges or complaint; the Investigator's report; testimony, recorded or transcribed; exhibits; and the decision of a court.
- 2.26 **REFERENCE.**<sup>60</sup> A written request from a lower court to a higher court for advice or instruction on matters pending before the lower court, or the transfer of the entire matter to the higher court for action or decision. What may be referred includes matters that are delicate or difficult, that have not been resolved in the lower court, that involve such conflicts of interest as to make it improper for the lower court to sit in judgment, or that involve conflicts or disagreements between two or more lower courts. References may be either judicial or non-judicial. Non-judicial reference is when the lower court seeks advice from the higher court, while the judicial reference transfers original jurisdiction to the higher court. (See Chapter 6)
- 2.27 **REPENTANCE.**<sup>61</sup> The act of grieving for and hating the offense committed, such that the offender properly confesses, turns from the offense, and seeks to obey God in the future. Actions appropriate to repentance, such as reconciliation, restitution, and an evident change in heart must be demonstrated.
- 2.28 **RESTITUTION.**<sup>62</sup> A non-punitive remedy that a court may impose alone or in addition to any censure, for the purpose of reasonably restoring actual losses to a victim of an offense and/or as a condition of restoration. Willful failure to meet the requirements of a properly imposed restitution requirement may be considered an offense, so courts should impose restitution only after carefully considering an offender's ability to meet its conditions.
- 2.29 **RESTORATION.**<sup>63</sup> The reaffirmation of love and fellowship toward the person who has been suspended, removed from office, or excommunicated, and the commitment to pursue peace, reconciliation and restitution when appropriate, and the reinstatement of the full privileges of church membership including offices, when appropriate.
- 2.30 **UNDER DISCIPLINE.** A member of a church or presbytery is considered to be under discipline if he is in any of the following stages of formal discipline: a judicial investigation where an Investigator is forming charges; when charges have been filed against him; during the process of his trial before a church court; while he is under a durational censure of the church court.

### **CHAPTER 3**

#### **PROCEDURES FOR PERSONAL OR PRIVATE OFFENSES**

- 3.1 If a member believes that another member has committed an offense against him,<sup>64</sup> or has committed an offense by straying into sin,<sup>65</sup> and the offense cannot be overlooked,<sup>66</sup> that member should follow the procedures found in Matthew 18 as outlined below in an attempt to resolve the perceived offense.

- A. The member should go to the offender in a spirit of Christian love, seek to bring the offender to recognize and repent of his sin, and be ready to grant forgiveness.
  - B. If the offender refuses to repent or be reconciled, the member should take one or two other believers as witnesses and attempt again to bring about repentance, reconciliation, and correction.
  - C. If, after a reasonable time, the offender persists in refusing to repent or be reconciled, the member should report the matter to the appropriate church court for further action.
  - D. Personal or private offenses should not be reported to a church court until the attempts to resolve the offense as outlined above have occurred. Seeking the counsel and assistance of a church officer in attempting to resolve the matter privately does not constitute a report to the church court.
  - E. Unresolved personal or private offenses should be reported to a court of the Church and shall be dealt with as general or public offenses.<sup>67</sup> (See Chapter 4)
- 3.2 Church leaders should encourage members to be reconciled to one another before pursuing process.<sup>68</sup>

#### CHAPTER 4 PROCEDURES FOR GENERAL OR PUBLIC OFFENSES

- 4.1 Allegations of general or public offenses should be submitted to the church court having original jurisdiction over the alleged offender. Any person bringing allegations against another person or entity should be strictly warned by the court that if the court finds the allegations to be unreasonable or frivolous, the accuser shall be subject to discipline.<sup>69</sup>
- 4.2 Investigation.
- A. When a church court receives an allegation of a general or public offense, it shall appoint one or more Investigators who shall, to the extent possible, do the following:
    - 1. Interview all available witnesses on either side of the dispute, and identify all relevant documents and/or exhibits.<sup>70</sup>
    - 2. Advise the alleged offender that he has the following rights:
      - (a) to be represented by an advocate, who shall be a member in good standing of the Associate Reformed Presbyterian Church;
      - (b) to be informed of the evidence against him;
      - (c) to challenge the evidence against him;<sup>71</sup>
      - (d) to present a defense against the allegations; and/or
  - B. The Investigator(s) shall prepare a report for the court, which shall include the following: statements of witnesses, including the alleged victim, or summaries of the interviews with these witnesses; copies of documents or exhibits relevant to the alleged offense; the results of the interview with the alleged offender, including:
    - 1. whether or not the Investigator has reason to believe that an offense has been committed<sup>72</sup> (which is advisory only); and
    - 2. whether or not the alleged offender has admitted or confessed to the



alleged offense.<sup>73</sup>

- 4.3 Undisputed Cases. If the court concludes, before the appointment of an Investigator(s) or based upon the report of the Investigator(s), that there is reason to believe that the alleged offender has confessed and given evidence of repentance,<sup>74</sup> the court shall document the confession and proceed to administer censure, if appropriate.

- 4.4 Disputed Cases.

- A. Appointing an Investigator: If the court concludes, based upon the report of the

Investigator, that there is reason to believe that an offense warranting discipline was committed, charges shall be prepared and served on the alleged offender. As far as possible the charges shall include the time, place, and circumstances of each alleged offense. (See Appendix 1, Form 1)

If, after allowing a reasonable time for response, the alleged offender does not admit the offense or refuses to cooperate, the court shall commence formal process as hereinafter provided.<sup>75</sup>

- B. Pre-Trial Hearing: The charges shall be delivered to the alleged offender along with a summons to appear before the court so that he may plead guilty or innocent to the charges. At this pre-trial hearing, if the alleged offender pleads "guilty," he shall be dealt as if it is an undisputed case. If the alleged offender admits that he committed the offense without any sense of repentance or confession, the court shall forego the trial and proceed to censure him. If the alleged offender pleads "not guilty," the court shall assign him an advocate and shall set a date for the trial. The trial should be set so as to give the Investigator(s) and the alleged offender and his advocate enough time to prepare for the trial. But the trial shall be held at least 14 days from the date of the pre-trial hearing. If the alleged offender does not appear, the court may continue to pre-trial hearing to another date if the alleged offender was providentially hindered. If the alleged offender refuses to come to the pre-trial hearing, the court may declare him contumacious and impose censure upon him.

- C. Summons shall be sent to the accused and to each witness to appear at the trial. The Summons shall:

1. be sent to the accused and to each witness at least fourteen (14) days prior to the scheduled trial, requiring all to appear. (See Appendix 1, Form 8) Witnesses who are not members of the Associate Reformed Presbyterian Church may only be requested to appear.
2. be served personally, when possible, or by registered mail to the last known place of residence.
3. be signed by either the clerk or the presiding officer.
4. contain a warning that failure to obey a Summons to appear may result in discipline for a witness who is a member of the Associate Reformed Presbyterian Church. Witnesses shall attend court until excused by the presiding officer. The presiding officer shall reasonably consider excusing a witness who would voluntarily submit to recall.
5. be for a time closely associated with the need for that witness' testimony and so as not to subject the witness to unnecessary inconvenience. The court and participants should be mindful of the schedules of summoned

witnesses and make every effort to conduct hearings in a timely and efficient manner.

- D. The court may continue the trial to another date, for any valid reason.
- E. The court shall record the trial by audio tape, video tape,<sup>76</sup> or some other means, such as a court reporter. All participants shall be informed of such recording.<sup>77</sup>
- F. The presiding officer shall insure that all is done properly and in an orderly manner.<sup>78</sup> He shall exhort all present to adhere faithfully to the word of God and to subordinate all human judgments and actions to God's infallible rule.<sup>79</sup> All proceedings shall begin and close with prayer. Prayer should be offered at other times, as appropriate.<sup>80</sup>
- G. If the alleged offender does not appear, the court may declare him contumacious and proceeded to censure him; or continue the Trial to another date. (Also see Section 4.6)
- H. The presiding officer shall decide all questions concerning the order, relevance, and admissibility of evidence. If the presiding officer's ruling is challenged, the court shall decide by a majority vote without debate.
- I. The presiding officer is authorized to administer oaths and shall instruct all witnesses to testify truthfully.<sup>81</sup> (See Appendix 1, Form 7)
- J. All persons generally are competent to testify as witnesses, though the court shall make due allowance for age, intelligence, character, belief in God, possible bias, relationship to the parties involved, and other like circumstances.
  - 1. A witness who is a member of the Associate Reformed Presbyterian Church and who refuses to appear or testify may be censured by the court.<sup>82</sup>
  - 2. The alleged offender shall be allowed, but not compelled, to testify, and no negative inference shall be drawn if he declines to testify.<sup>83</sup>
  - 3. A husband or wife, or parent or child, shall not be required to testify against one another.<sup>84</sup>
  - 4. If a member of the court sitting in judgment is called to testify, that member may be disqualified from continuing to sit in judgment if the court determines that such disqualification is appropriate.
- K. The Trial shall proceed in the following order:
  - 1. Opening Prayer.
  - 2. Opening Statements. First the Investigator and then the alleged offender or his advocate may make an opening statement.
  - 3. Prosecution case. The Investigator or his designee shall present his case by examining his witnesses and by introducing exhibits ruled admissible by the presiding officer. Witnesses are subject to cross-examination by the alleged offender or his advocate, or any member of the court.
  - 4. Defense case. The alleged offender or his advocate shall present his case by examining his witnesses and by introducing exhibits ruled admissible by the presiding officer. Witnesses are subject to cross-examination by the Investigator, the victim or his advocate, or any member of the court.
  - 5. Closing statements. First the Investigator or his designee and then the alleged offender or his advocate may make a closing argument concerning the facts, references to Scripture and the Standards of the Associate Re-

formed Presbyterian Church, and any appropriate censure.

6. Deliberation. After all evidence has been considered, the court shall deliberate in private and reach a decision on each of the charges. A secret ballot is recommended when controversy or intimidation may be a factor.<sup>85</sup>
    - a. If a majority of those sitting in judgment finds that the alleged offender did not commit the alleged offense, the charge shall be dismissed.
    - b. If a majority of those sitting in judgment finds that the allegation itself was unreasonable or frivolous, the person making the allegation shall be subject to discipline.<sup>86</sup>
    - c. If a majority of those sitting in judgment finds that the alleged offender did commit the alleged offense, the formal hearing may be adjourned for a time, and upon reconvening, the offender shall be afforded an opportunity to speak concerning the offense and an appropriate censure before it is imposed.<sup>87</sup>
  7. Announcement of decision and censure. Thereafter the court shall announce its decision and any censure.
  8. Closing Prayer.
  - L. No portion of the trial (including the pre-trial process, the trial, and the application of censure) may be held in closed or executive session.
  - M. The clerk of the court shall keep a detailed record of the hearing, including the following:
    1. The written charges;
    2. A list of all members and other persons in attendance at each session;
    3. A list of all witnesses, and a recording of their testimony;
    4. All papers, documents, or other exhibits received and considered during the hearing, which shall be identified and marked for reference;
    5. Any objections made during the hearing, and the ruling on the objections;
    6. The decision rendered by the court; and
    7. The censure imposed, if any, with any dissent or objections.
- 4.5 Evidence at Hearings shall be subject to the following rules:
- A. Documents or exhibits may be introduced if properly authenticated.<sup>88</sup>
  - B. No person shall be found to have committed an offense except:
    1. on the testimony of two or more witnesses;<sup>89</sup>
    2. when the testimony of one witness is corroborated by independent evidence; or
    3. when other credible evidence is corroborated by independent circumstantial evidence.
  - C. The presiding officer normally should exclude hearsay, unless there are special reasons to consider it as reliable.<sup>90</sup>
  - D. The Investigator or Advocate may challenge the validity of evidence if he does not believe it meets the Biblical standards for evidence. Such challenges shall be decided by the presiding officer, subject to the majority vote of the court in the case of an appeal of the decision of the chair.
  - E. When it may not be convenient for a witness to appear at the formal trial,

suitable arrangements may be made so that the evidence of this witness can be considered, so long as safeguards are in place to assure its reliability.<sup>91</sup>

- F. Records of a church court, whether original or copied, when certified by the presiding officer or clerk of that court, shall be received as evidence in any other court. Private writings and printed publications, if genuineness of authorship is established, shall be received in evidence as exhibits.<sup>92</sup>
- 4.6 Procedures when the Alleged Offender Refuses to Cooperate or is Unable to Appear. If an alleged offender is providentially hindered so that he is unable to appear at any stage of the disciplinary process, the court may continue the trial to another date.<sup>93</sup> If the alleged offender refuses to cooperate and does not appear at any stage in the disciplinary process, the court may vote to declare him contumacious and censure him without further trial.
- 4.7 Ordinarily a court shall try a case itself. A court may delegate primary responsibility for hearing the case to a committee that shall report its findings and recommendations to the court, which shall then review the report and render a decision. Alternately, a court may appoint a commission for that purpose, which shall render a decision and report it to the court. In cases where the court appoints a commission to render a decision, the commission's decision shall conclude the case with finality.
- 4.8 Any process contemplated by the provisions of the *Book of Discipline* shall be commenced as soon as reasonably possible. In the case of moral scandal, judicial process must begin within one year of either the alleged offense being committed or it being made known, unless the offense has recently become flagrant or aggravated.<sup>94</sup> In cases of heresy, there is no set time limit by which time charges must be filed. In the event of a potential disciplinary matter being considered by the secular authorities, a court of the Church may delay process: (1) if that process could compromise the position of an alleged offender before the secular magistrate; (2) to prevent the participants in the ecclesiastical process from being drawn into the secular courts; or (3) until the court determines when process would be in furtherance of the purposes of church discipline.<sup>95</sup>
- 4.9 Application of Censure. The application of censure shall be commensurate with the extent to which the offense was known. In other words, a rebuke may be applied privately, if the offense was private. If the offense was general or public, the censure shall be applied and announced publicly. The church court may determine which censure(s) are appropriate for the offense. In cases where an initial censure appears to fail to bring about repentance on the part of the offender, the court may impose a higher level of censure without the need for another trial. (See Appendix 1)
- A. Rebuke.<sup>96</sup> A Rebuke shall be announced by the presiding officer of the court. (See Appendix 1, Form 3)
  - B. Suspension.<sup>97</sup> A Suspension shall be announced by the presiding

- officer of the court. (See Appendix 1, Form 4)
- C. Removal from Office.<sup>98</sup> A Removal from office shall be announced by the presiding officer of the court, who shall recount the steps taken, the necessity of the action, and the meaning of the censure. Removal from office shall be announced to the congregation for cases at the level of the local Church. If removal from office is imposed upon a minister without the censure of excommunication, the presbytery shall assign him to membership in a local church that is willing receive him as a member of the congregation. (See Appendix 1, Form 5)
  - D. Excommunication.<sup>99</sup> An Excommunication shall be announced by the presiding officer of the court, who shall recount the steps taken, the necessity of the action, and the meaning of the censure. Excommunication shall be announced to the congregation for cases at the level of the local Church. (See Appendix 1, Form 6)
  - E. In each case, the proceeding as a whole shall be concluded with prayer for the Church, the court, and the offender.

## CHAPTER 5

### APPEALS AND COMPLAINTS

- 5.1 The decision of a lower court may be appealed<sup>100</sup> to the next higher court<sup>101</sup> by: the person or entity that has been censured; a victim of an alleged offense;
- 5.2 Any member participating in the decision or judgment rendered by any lower court is disqualified from rendering judgment as a member of the higher court.
- 5.3 An appeal shall suspend the censures of excommunication and removal from office by a lower court in the matter until a decision is made by the higher court. The censures of rebuke, suspension from office or suspension from the Lord's Table shall not be overturned by an appeal.
- 5.4 The grounds for an appeal include, but are not limited to, the following:
  - A. The decision is not supported by the evidence (however, the credibility of witnesses may not be reevaluated on appeal, as credibility should be determined by those having heard the testimony);
  - B. Errors made during the hearing concerning the admission or exclusion of evidence, or the interpretation of doctrine or of the Standards of the Church;
  - C. New evidence has come to light;
  - D. Bias on the part of a member of the court;
  - E. The censure imposed is more or less severe than warranted by the evidence; or
  - F. Any other irregularity that affected the outcome of the hearing.
- 5.5 If the reviewing court determines that the error was harmless in that it did not affect the outcome, the reviewing court should affirm the judgment.
- 5.6 A higher court shall show great deference to the lower court on factual matters, which the lower court is more competent to determine because of its proximity to the events and witnesses involved, but shall not be required to show deference on matters of doctrine or the interpretation of the Standards.
- 5.7 Appeal Process<sup>102</sup>

- A. To appeal, the person appealing ("appellant") must give written notice of appeal to the clerk of the court which rendered the decision within 30 days after the judgment is pronounced, with a copy to the clerk of the higher court. The lower court shall send a copy of the full record of the case to the higher court as soon as reasonably possible but no later than 45 days after notice of appeal is given.
  - B. If the lower court fails to send up the record of the case within 45 days of notice of the appeal, the higher court shall rebuke the lower court by written communication, and the censures inflicted by the lower court shall be suspended until the record of the case is delivered to the higher court.
  - C. The higher court may hear oral arguments from the appellant and a person designated to defend the decision of the lower court, or in its discretion, it may decide the appeal on the record from the lower court.
  - D. If in the course of the appeal, new evidence is offered which in the judgment of the appellate court has important bearing on the case and which was not previously known to the appellant, the appellate court may return the case to the lower court for a new trial, or it may receive the new evidence and proceed with the appeal, making additional findings based on the new evidence that, in its discretion, it believes are proper.
  - E. After the opportunity for oral arguments, the court shall deliberate on the merits of the appeal. After debate has ended, the court shall vote for each specified ground of appeal "shall this specification be sustained." If none of the specifications of the appeal are sustained, then the appeal is denied. If any or all of the specifications of the appeal are sustained, then the higher court may either affirm, affirm in part, or reverse the decision of the lower court, either in whole or in part; it may return matters to the lower court for reconsideration; it may retry the case itself; or it may issue any other appropriate relief. The decision of the higher court, with its explanation, shall be recorded and a copy of it sent to the lower court and to the appellant.
- 5.8 A higher court shall hear an appeal that meets the procedural requirements for filing and may hear appeals where minor deviations from procedural requirements have occurred, if the interests of justice require it.
- 5.9 A higher court may, in its discretion, delegate its work to a committee or other subdivision of its body for all but final disposition.<sup>103</sup>
- 5.10 A higher court shall issue a written explanation detailing the rationale for its decision in the case of the appeal.<sup>104</sup> Failure to do so shall be deemed an irregularity in the proceedings.
- 5.11 If an appellant fails to pursue the appeal, the judgment of the lower court is affirmed. An appellant has failed to pursue his appeal if he fails to appear before the higher court, in person or by counsel, for a hearing thereof, after he has received proper notification. An appellant may, however, waive his right to appear before the court so long as he has submitted his request for waiver to the court in writing. Should the appellant fail to appear before the court, the decision of the lower court will stand unless the appellant gives satisfactory evidence that he was unexpectedly hindered from appearing before the court.
- 5.12 A complaint is a written representation made against some act or decision of a

court of the Church. Unlike an appeal which may only be made by one who has been tried by a court, any communing member in good standing of an ARP Church or Presbytery has the standing to make a complaint against any action to whose jurisdiction he is subject, except in judicial cases that are in the appeals process.

#### 5.13 Complaint Process

- A. Before filing a complaint with a higher court, a complaint shall first be made to the court whose act or decision is alleged to be in error. The complaint shall be made in writing, specifying the errors of the court along with supporting reasons and evidence, and filed with the clerk of the court within 60 days following the meeting of the court where the alleged error occurred. The court shall consider the complaint at its next stated meeting or at a called meeting prior to its next stated meeting.
  - B. If the lower court votes to receive the complaint and reverses its alleged errors to the satisfaction of the complainant, then the matter shall be concluded. If the lower court votes to reject the complaint, the complainant may complain the action of the lower court to the next highest court. If the lower court fails to hear the complaint by or at its next stated meeting, the complainant may appeal to the next highest court. In cases where the complainant complains to a higher court, the complainant shall file his complaint with the clerk of the higher court and the clerk of the lower court within 30 days of the lower court's last decision. The clerk of the lower court shall send up the response of the lower court to the complainant within 45 days of notice of complaint, along with any papers or minutes associated with the action or case. Should the lower court fail to send up any required material within 45 days, the higher court shall rebuke the clerk of the lower court in writing, and any actions complained against shall be suspended until the clerk of the lower court files the appropriate paperwork.
  - C. The higher court may hear oral arguments from the complainant and a person designated to defend the decision of the lower court.
  - D. After the opportunity for oral arguments, the higher court shall deliberate on the grounds of the complaint. After deliberation has come to a close, the court shall vote whether to concur with the complaint or to deny it. If the court concurs with the complaint, the higher court may annul the whole or any part of the action of the lower court against which complaint has been made, or to send the matter back to the lower court with instructions.
- 5.14 A higher court may, in its discretion, delegate the hearing of a complaint to a committee or other subdivision of its body for all but final disposition.
- 5.15 A higher court shall issue a written explanation detailing the rationale for its decision in the case of the complaint.<sup>105</sup> Failure to do so shall be deemed an irregularity in the proceedings.
- 5.16 If a complainant fails to pursue the complaint, the higher court shall deny the complaint. A complainant has failed to pursue his complaint if he fails to appear before the higher court, in person or by counsel, for a hearing thereof, after he has received proper notification. A complainant may, however, waive his right to appear before the court so long as he has submitted his request for waiver to the court in

writing. Should the complainant fail to appear before the court, the court shall reject his complaint unless the complainant gives satisfactory evidence that he was unexpectedly hindered from appearing before the court.

## **CHAPTER 6**

### **REFERENCE**

- 6.1 Reference is a written request from a lower court to a higher court for advice or instruction on matters pending before the lower court (non-judicial reference), or the transfer of the entire matter to the higher court for action or decision (judicial reference).<sup>106</sup>
  - A. The matter referred may be delicate or difficult, not previously resolved in the lower court, involve conflicts of interest that make it improper for the lower court to sit in judgment, or involve disagreements between two or more lower courts.
  - B. Matters shall not be referred as a means of avoiding hard decisions.<sup>107</sup>
- 6.2 Reference may occur at any time in a particular proceeding. Notice of reference must be given to the parties concerned in the case. All evidence and records shall be transmitted to the higher court, that the case may be heard with as little delay as possible.
- 6.3 The clerk of the higher court shall assume administrative duties concerning the matter referred.
- 6.4 Members of the lower court who are members of the higher court may participate in the decision of the higher court, subject to objections for conflict of interest.
- 6.5 The higher court normally shall give advice when requested, but it is within the discretion of the higher court to give or refuse to give advice, to take over the matter in its entirety, or to return the matter to the lower court with or without instructions.

## **CHAPTER 7**

### **RESTORATION**

- 7.1 Restoration is the reaffirmation of love and fellowship toward the person who has been suspended, removed from office or excommunicated, and the commitment to pursue peace, reconciliation and restitution where appropriate, and the reinstatement of the full privileges of church membership including offices, where appropriate.<sup>108</sup>
- 7.2 Restoration is the goal of church discipline; however, it shall not be granted hastily based on promises of contrition and penitence. A person under censure must demonstrate the fruit of repentance over a reasonable period of time, and regain trust before restoration can effectively take place.<sup>109</sup>
- 7.3 If in the course of disciplinary proceedings, the alleged offender acknowledges the offense in question and expresses a desire to repent, be reconciled, and make restitution where applicable, the court may halt proceedings and continue to provide pastoral support to resolve the matter before the court. Willingness to submit to



the directives and counsel of the court is an indicator of the person's sincerity and readiness to pursue repentance and reconciliation.<sup>110</sup> Should the court conclude that the man's repentance is not sincere based on his failure to be restored and make restitution, the court may censure him without trial on the grounds of his previous confession of guilt.

- 7.4 Full restoration, after an appropriate season of healing and growth in grace, shall be a celebration of God's mercy and grace. If the matter is private, then restoration shall be equally private; if widely known and public, then restoration shall be widely acknowledged and celebrated.<sup>111</sup> Previously excommunicated persons shall be received with a reaffirmation of membership vows and the extending of the right hand of fellowship.<sup>112</sup>
- 7.5 Notwithstanding restoration, some offenses by their nature may prohibit an offender from holding office or performing certain church functions.<sup>113</sup> An officer who has been suspended or removed from office and has had the privileges of the Church suspended is to be restored to the church privileges on satisfactory evidence of repentance. He is not to be restored to the exercise of his office until such time as the witness of the Church will not be impaired by such restoration.
- 7.6 Restoration is the responsibility of the church court that imposed the censure. Members under the discipline of any Associate Reformed Presbyterian Church court shall not be granted transfer to or membership in another body of the Church until restoration is accomplished.<sup>114</sup>
- 7.7 Because of sin, restoration may not always be possible. In such cases, it should be emphasized that the goal of church discipline is not only the restoration of the offender, but also the preservation of the peace, purity, prosperity and unity of the body of Christ.<sup>115</sup>

## CHAPTER 8 WITHDRAWAL

- 8.1 The visible Church consists of all those who profess Christ throughout the world along with their children. As such, the Church is the kingdom of the Lord Jesus Christ, the household and family of God, and the temple of the Holy Spirit, out of which there is no ordinary possibility of salvation. Membership in the visible Church, therefore, is the duty and obligation of every believer. When a member wishes to withdraw his membership or ministerial credentials without transferring to another branch of the Church visible, the church court that has original jurisdiction shall solemnly warn him that his actions are tantamount to apostasy, and that he is, in effect, practicing self-excommunication by placing himself outside of the visible Church. The court shall act to remove his name from the roll if he persists with his request. When a member or minister is under discipline and wishes to withdraw his membership rather than face the censure of the Church, the church court shall act by removing his name from the roll which is the theological equivalent of excommunication without judicial process.

## CHAPTER 9 OTHER MATTERS

- 9.1 Discipline is part of the complex life of the Church. Any matters of discipline or details of process not provided for in this Book are left to the judgment of the court having jurisdiction in the case. The court, however, is to be governed by the general principles and rules set forth in Scripture and in the Standards of the ARPC. (See Ch. I and Appendix 4)
- 9.2 Church proceedings are conducted as before the Lord according to Scripture and the Standards of the ARPC, therefore church courts are not necessarily bound by the decisions of secular authorities in a particular matter, notwithstanding Romans 13: 1-7 and the Confession of Faith, Chapter XXIII.

### BOOK OF DISCIPLINE-APPENDIX 1

#### FORMS

##### FORM 1: CHARGE

The following form may be used:

IN THE MATTER OF:                      BEFORE THE *[name of court or commission]*  
*{Alleged offender's name}*

##### CHARGE:

You, *{alleged offender's name}*, ARE HEREBY CHARGED WITH HAVING COMMITTED THE OFFENSE OF *{name of alleged offense}* ON OR ABOUT *[date]* OR FROM ON OR ABOUT *[date]* THROUGH ON OR ABOUT *[date]*, IN THE FOLLOWING PARTICULARS: *[provide tactful or generic description of the alleged offense]*.

YOU ARE HEREBY REQUIRED TO APPEAR ON *[date and time]* BEFORE *[name of court or commission]* AT *{address at which to appear}* FOR THE PURPOSE OF ANSWERING TO THIS CHARGE. YOU MAY BRING ANY WITNESS[ES] YOU HAVE, AND YOU MAY BE REPRESENTED BY AN ADVOCATE, WHO IS AN ELDER IN GOOD STANDING IN THE ASSOCIATE REFORMED PRESBYTERIAN CHURCH.

DATE:

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CLERK OF THE COURT

##### FORM 2: REBUKE:

The following format may be used:

IN THE MATTER OF:                      BEFORE THE *[name of court]*  
*{Offender's name}*

## REBUKE:

YOU, {name of offender}, BY YOUR CONTINUED NEGLECT OF YOUR CHRISTIAN DUTY AND BY THE OFFENSE OF {name of offense}, HAVE BROUGHT REPROACH ON YOURSELF, AND HAVE GIVEN OCCASION TO THE ENEMIES OF THE LORD TO MOCK HIM. YOU ARE HEREBY REBUKED FOR YOUR OFFENSE OF {name of offense}. YOU ARE COMMANDED TO GIVE EVIDENCE OF SINCERE REPENTANCE, AND TO BE MORE WATCHFUL, STUDYING TO KNOW AND TO DO THE WILL OF GOD.

**FORM 3: SUSPENSION:**

The following format may be used:

IN THE MATTER OF:  
{Offender's name}

BEFORE THE {name of court}

## SUSPENSION:

YOU, {name of offender}, HAVE COMMITTED THE OFFENSE OF {name of offense}. THEREFORE, IN THE NAME OF THE LORD JESUS CHRIST, YOU ARE SUSPENDED FROM THE PRIVILEGES OF CHURCH MEMBERSHIP, INCLUDING PARTICIPATION IN THE SACRAMENTS, UNTIL YOU HAVE GIVEN SATISFACTORY EVIDENCE OF TRUE REPENTANCE, AND HAVE BEEN RESTORED TO GOOD STANDING BY THIS OR A HIGHER COURT OF THE CHURCH.

DATE:

---

CLERK OF THE COURT

**FORM 4: REMOVAL FROM OFFICE:**

The following format may be used:

IN THE MATTER OF:  
{Offender's name}

BEFORE THE {name of court}

## REMOVAL FROM OFFICE:

YOU, {name of offender}, HAVE COMMITTED THE OFFENSE OF {name of offense}. THEREFORE, IN THE NAME OF THE LORD JESUS CHRIST, YOU ARE REMOVED FROM THE OFFICE OF {name of office}, AND YOU ARE FORBIDDEN TO PERFORM ANY OF THE DUTIES BELONGING TO IT, UNTIL YOU HAVE GIVEN SATISFACTORY EVIDENCE OF TRUE REPENTANCE, AND HAVE BEEN RESTORED TO GOOD STANDING BY THIS OR A HIGHER COURT OF THE CHURCH.

DATE:

---

CLERK OF THE COURT

**FORM 5: EXCOMMUNICATION:**

The following format may be used:

IN THE MATTER OF:  
*{Offender's name}*

BEFORE THE *{name of court}*

EXCOMMUNICATION:

YOU, *{name of offender}*, HAVE COMMITTED THE OFFENSE OF *{name of offense}*, AN OFFENSE DESERVING THE EXTREME PENALTY OF EXCOMMUNICATION. YOU HAVE GIVEN NO EVIDENCE OF REPENTANCE, DESPITE EFFORTS TO RESTORE YOU. THEREFORE, IN THE NAME OF THE LORD JESUS CHRIST, YOU ARE EXCOMMUNICATED FROM THE CHURCH. MAY GOD HAVE MERCY UPON YOU.

DATE:

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CLERK OF THE COURT

**FORM 6: OATH**

The following oath or affirmation may be used:

Do you swear (or affirm) by the Living God that you will tell the truth, the complete truth, and nothing but the truth, as far as you know it, as you shall answer to God in the Judgment?



WCF XV.4, Luke 15:7, 10; 11-32, Ephesians 2:13-19, Philemon 1:15-16.

WCF XV.5, Psalm 51:3-12, Proverbs 28:13.

WCF XV.6, Psalm 51:17.

Psalm 32:1.

James 5:19-20.

Genesis 32:30-32, 2 Samuel 7:1-29.

2 Timothy 4:14-15.

Galatians 6:9-10, 1 Thessalonians 5:11; 14, James 3:16-18.

#### ENDNOTES:

<sup>1</sup> WCF XXX.3, 1 Corinthians 11:31-32.

<sup>2</sup> Acts 9:31, 1 Corinthians 14:33.

<sup>3</sup> 2 Corinthians 7:8-13; 13:9, Galatians 6:1-2.

<sup>4</sup> 1 Corinthians 5:7, Titus 1:10-11.

<sup>5</sup> 1 Corinthians 5:7, Galatians 2:11-14.

<sup>6</sup> 1 Peter 1:7.

<sup>7</sup> Titus 1:9.

<sup>8</sup> WCF XXX.3, Matthew 5:13, 1 Corinthians 11:29-32.

<sup>9</sup> 1 Corinthians 5:7-8; 11:17-26.

<sup>10</sup> WLC Q.129, Acts 20:28, Ephesians 4:11-13, 2 Timothy 2:2, Titus 1:5-10, 1 Peter 5:2-3.

- <sup>11</sup>Deuteronomy 19:15, 2 Corinthians 13:1-3, 1 Timothy 5:19.
- <sup>12</sup>WCF XXX.2, WLC Q.130, 1 Thessalonians 5:12-13, Hebrews 13:7, 17.
- <sup>13</sup>1 Peter 5:1-5.
- <sup>14</sup>Luke 15:1-7, John 10:1-18.
- <sup>15</sup>Luke 21:1-3, 1 Corinthians 5:6-7.
- <sup>16</sup>Matthew 16:11-12, 2 Peter 3:17, 2 Timothy 3:6-8.
- <sup>17</sup>Psalms 59:12, Acts 8:1-3, Romans 16:18, Philippians 3:19, 1 John 1:8.
- <sup>18</sup>Acts 11:1-4; 25:11.
- <sup>19</sup>WCF XXX, FOG 6.8C.
- <sup>20</sup>The courts of the church should be guided by the principle that the extent of the offense determines the extent of the publicity; if the offense was private, the censure need not be publicized. However, if the offense was public and/or general, the court should consider publicizing the censure in a sensitive fashion, so that it might be known as widely as necessary and appropriate. Suspension, removal from office, and excommunication, by their very nature require some degree of publicity.
- <sup>21</sup>Psalms 50:21; 14:5, Proverbs 17:10, Mark 8:33, Luke 17:3, 1 Timothy 5:20, 2 Timothy 4:2, Titus 1:9, 13; 2:15.
- <sup>22</sup>1 Timothy 3:1-7, Titus 1:15-16; 3:10-11, Matthew 3:8.
- <sup>23</sup>(Formerly known as Deposition) FOG 10.3K, Acts 1:15-20, 1 Timothy 1:10-11.
- <sup>24</sup>(Formerly known as Expulsion) 1 Corinthians 5:5, 2 Thessalonians 3:14-15, 1 Timothy 1:20, Titus 3:10-11.
- <sup>25</sup>Romans 12:5, 1 Corinthians 12:12.
- <sup>26</sup>FOG 4.1; 4.4.F; 4.5A (7).
- <sup>27</sup>FOG. 4.2.
- <sup>28</sup>FOG. 4.3.
- <sup>29</sup>FOG 6.12; 10.10; 12.11.
- <sup>30</sup>Psalms 32:5; 51:3-4, James 5:16, 1 John 1:9.
- <sup>31</sup>WLC Q.127; Q.128, Proverbs 16:18, Romans 13:1-2, Hebrews 3:15; 12:5-6.
- <sup>32</sup>FOG 6; 6.8C, 1 Peter 5:1-5, 1 Timothy 5:17, Titus 1:5, James 5:14.
- <sup>33</sup>FOG 10, Acts 15:22, 1 Peter 5:1.
- <sup>34</sup>FOG 12, Exodus 18:19-23, Joshua 24:1, 1 Samuel 8:3, Psalm 119:36, 1 Peter 5:2.
- <sup>35</sup>WCF 31.3.
- <sup>36</sup>Acts 15:19; 22; 28, 1 Corinthians 14:40.
- <sup>37</sup>Romans 2:11, Colossians 3:25.
- <sup>38</sup>Ecclesiastes 8:11.
- <sup>39</sup>1 Samuel 8:3, Psalm 119:36, 1 Peter 5:2.
- <sup>40</sup>FOG 6.1-4, Exodus 18:19-23, 2 Timothy 2:2, Titus 1:5.
- <sup>41</sup>Amos 7:7-8, Zechariah 2:1-2.
- <sup>42</sup>FOG 91; 9.3; 9.5; 10.3K.
- <sup>43</sup>WCF XXV.6, FOG 6.10-19; 10.10; 12.6; 12.9; 12.10; 12.11; 12.15, Acts 15:13-19.
- <sup>44</sup>Westminster Shorter Catechism (WSC) Q.14, 1 John 3:4.
- <sup>45</sup>WLC Q.150-Q.152, WCF VI.6; XI.5, Psalm 89:30-33, Luke 22:31-32.
- <sup>46</sup>1 Timothy 5:24.
- <sup>47</sup>Matthew 18:15, 1 Corinthians 8:12.
- <sup>48</sup>Matthew 18:15.
- <sup>49</sup>Genesis 37:23-24, 1 Corinthians 1:11.
- <sup>50</sup>1 Corinthians 6:5-6.
- <sup>51</sup>Galatians 1:8-9.
- <sup>52</sup>WLC Q. 98, 1 Corinthians 5:1-2.
- <sup>53</sup>2 Timothy 3:8.
- <sup>54</sup>WLC Q.151.

**FORM 7: SUMMONS**

<b>IN THE MATTER OF:</b>		<b>BEFORE THE</b>	
		<b>SUMMONS FOR</b>	
		<input type="checkbox"/> <b>PERSON</b> <input type="checkbox"/> <b>DOCUMENT(S) OR OBJECT(S)</b>	
<b>TO:</b>			
<input type="checkbox"/> <b>YOU ARE HEREBY COMMANDED to appear at the place, date, and time specified below to testify in the above-entitled case.</b>			
<b>PLACE</b>			
		<b>DATE AND TIME</b>	
<input type="checkbox"/> <b>YOU ARE ALSO COMMANDED to bring with you the following document(s) or object(s).</b>			
<b>LIST DOCUMENT(S) OR OBJECT(S)</b>			
This summons shall remain in effect until you are granted leave to depart by the court. If you are a member of an Associate Reformed Presbyterian Church or court, failure to obey this Summons to appear may result in censure.			
<b>CLERK OF COURT</b>			<b>DATE</b>

**PROOF OF SERVICE**

<b>SERVED</b>	<b>DATE</b>	<b>PLACE</b>
<b>SERVED ON (PRINT NAME)</b>		<b>MANNER OF SERVICE</b>
<b>SERVED BY (PRINT NAME)</b>		<b>TITLE</b>

**DECLARATION OF SERVER**

I certify that the forgoing information contained in the Proof of Service is true and correct.	
Executed on	_____
	<b>SIGNATURE OF SERVER</b>
	<b>ADDRESS OF SERVER</b>

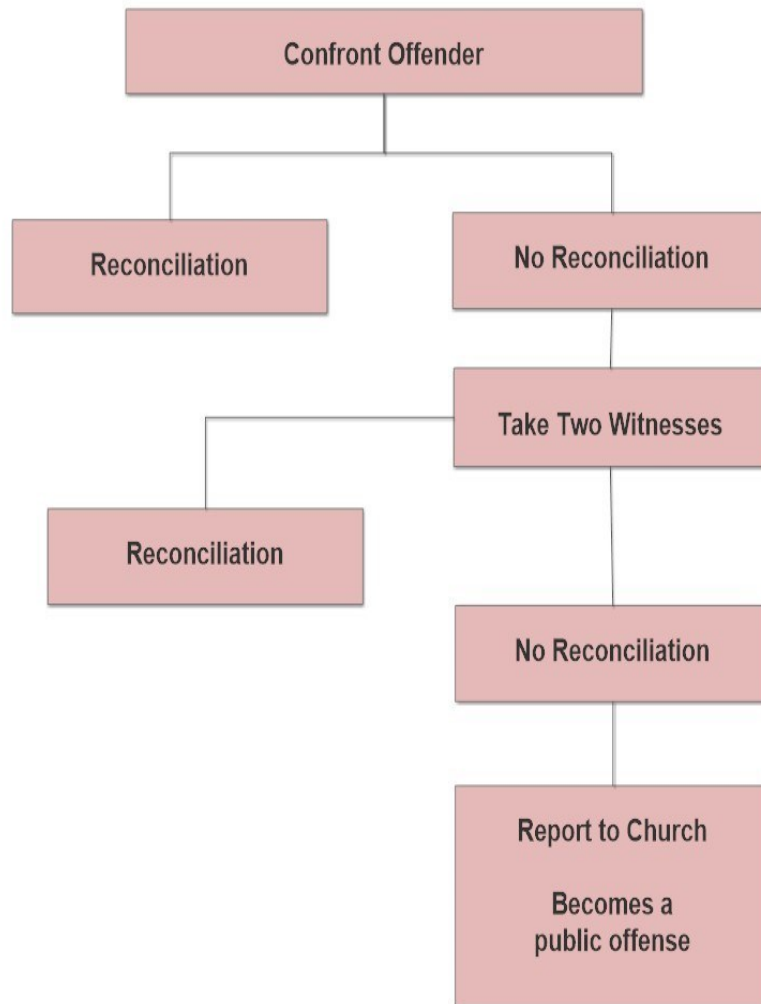
<sup>55</sup>WCF XXX.3.<sup>56</sup>Deuteronomy 32:7, Romans 15:4, 1 Corinthians 10:11.<sup>57</sup>Galatians 6:1-5.<sup>58</sup>Jeremiah 6:14, Hebrews 12:5-6.<sup>59</sup>Psalms 102:18, 1 Chronicles 24:6.<sup>60</sup>Acts 15:1-2, Galatians 1:15-2:2.<sup>61</sup>WCF XV.5-6, WLC Q.76, 153, Matthew 3:8, Acts 26:20b, 2 Corinthians 7:10-11, James 4:8-10.



<sup>62</sup>WCF XV.6, Exodus 22:1, 3-6, 14, Leviticus 6:2-5, Luke 19:8.

**Book of Discipline - Appendix 2 - A  
Flow Chart\***

**PRIVATE / PERSONAL OFFENSE (Matthew 18)**

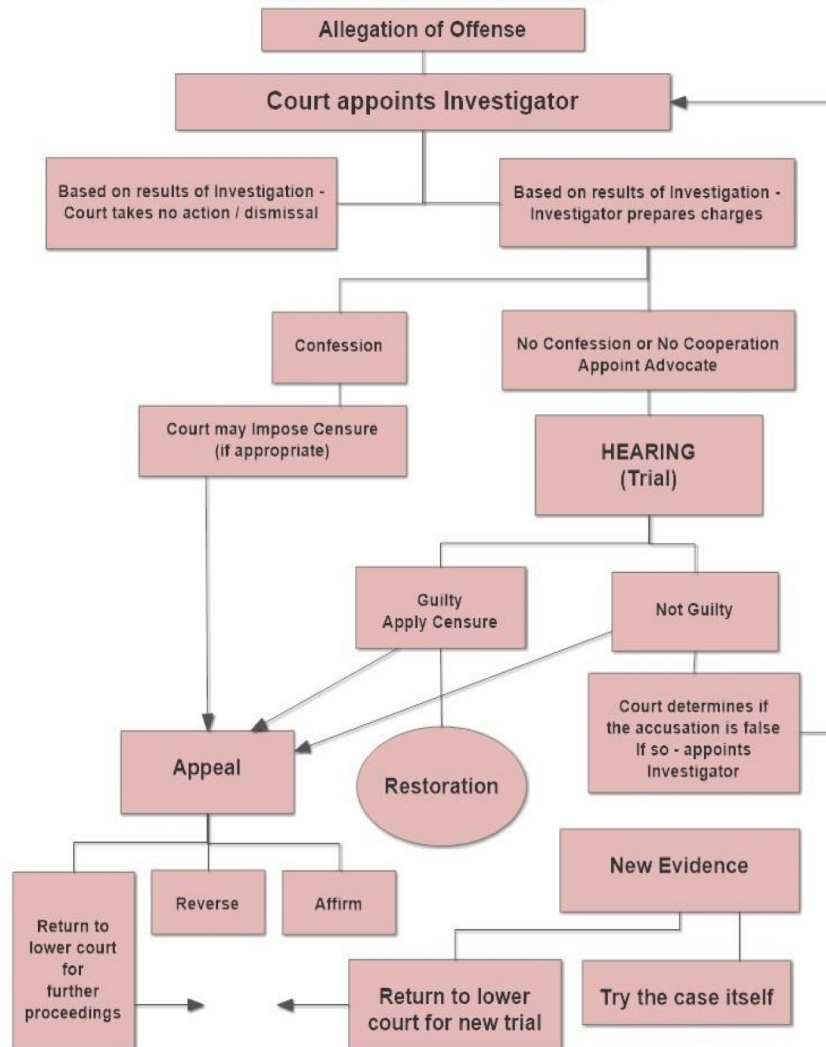


\*Flow charts are provided as a tool to assist courts in working through biblical discipline. Ultimate confidence in biblical discipline rests in the work of the Holy Spirit, not in the process.

<sup>63</sup>WCF XXX.2, Luke 15:6-7, 22-24, 32, 2 Corinthians 2:6-8, Hebrews 4:11-12.

**Book of Discipline - Appendix 2 - B  
Flow Chart\***

**PUBLIC / GENERAL OFFENSE**



\*Flow charts are provided as a tool to assist courts in working through biblical discipline. Ultimate confidence in biblical discipline rests in the work of the Holy Spirit, not in the process.

<sup>64</sup>Matthew 18:15-18.

<sup>65</sup>James 5:19-20.

<sup>66</sup>Proverbs 19:11.

<sup>67</sup>Matthew 18:17.

<sup>68</sup>1 Corinthians 6:7-8, Ephesians 4:32, Colossians 3:13.

<sup>69</sup>Exodus 20:16, Deuteronomy 5:20; 19:18-19, Proverbs 17:27.

<sup>70</sup>Genesis 11:5, Deuteronomy 19:15, Isaiah 43:9.

<sup>71</sup>Proverbs 18:13; 15; 17, Isaiah 50:8.

<sup>72</sup>Deuteronomy 13:14.

<sup>73</sup>Deuteronomy 19:15, 2 Corinthians 13:1.

<sup>74</sup>Matthew 3:8, Luke 3:8.

<sup>75</sup>Matthew 18:16-17.

<sup>76</sup>In many cases, Video recording would be preferable given that it will provide more information for the higher court in the case of appeal than an audio recording would.

<sup>77</sup>Jeremiah 32:10-12.

<sup>78</sup>1 Corinthians 14:40.

<sup>79</sup>James 4:7-12.

<sup>80</sup>Luke 18:1-8, 1 Thessalonians 5:18-22.

<sup>81</sup>WLC Q.144, Exodus 20:19, Job 27:1-4, Jeremiah 4:2, John 14:17.

<sup>82</sup>Leviticus 5:1.

<sup>83</sup>Isaiah 53:7.

<sup>84</sup>Genesis 2:24.

<sup>85</sup>FOG 3.25G.

<sup>86</sup>Proverbs 11:1; 30:12, Matthew 5:37.

<sup>87</sup>Romans 13:1-3, 2 Corinthians 2:6, 1 Peter 4:15-17.

<sup>88</sup>Deuteronomy 19:15, Isaiah 43:9, Matthew 5:33-37.

<sup>89</sup>Deuteronomy 19:15, Matthew 18:16, John 5:31-40, 2 Corinthians 13:1, 1 Timothy 5:19.

<sup>90</sup>Proverbs 26:20-23.

<sup>91</sup>Proverbs 18:17.

<sup>92</sup>Jeremiah 32:9-15.

<sup>93</sup>Romans 13:5.

<sup>94</sup>In cases where there are mitigating circumstances (such as physical abuse, trauma, or child sex abuse) the court may proceed with the discipline process regardless of when the alleged offenses were committed.

<sup>95</sup>See Section 1.6

<sup>96</sup>Proverbs 17:10; 28:23.

<sup>97</sup>Titus 1:15-16; 2:15; 3:10-11.

<sup>98</sup>Titus 1:10-11.

<sup>99</sup>Matthew 18:17, 1 Corinthians 5:5.

<sup>100</sup>FOG 10.3B; 12.25C.

<sup>101</sup>Acts 15:2.

<sup>102</sup>Acts 11:1-4; 25:11.

<sup>103</sup>Acts 15:30-33.

<sup>104</sup>Acts 15:22-29.

<sup>105</sup>Acts 15:22-29.

<sup>106</sup>1 Kings 12:6-19, Proverbs 1:1-7; 11:14; 15:22.

<sup>107</sup>Proverbs 3:12, Hebrews 12:6; 13:17.

<sup>108</sup>WCF XV.4, Luke 15:7, 10; 11-32, Ephesians 2:13-19, Philemon 1:15-16.

<sup>109</sup>WCF XV.5, Psalm 51:3-12, Proverbs 28:13.

<sup>110</sup>WCF XV.6, Psalm 51:17.

<sup>111</sup>Psalm 32:1.

<sup>112</sup>James 5:19-20.

<sup>113</sup>Genesis 32:30-32, 2 Samuel 7:1-29.

<sup>114</sup>2 Timothy 4:14-15.

<sup>115</sup>Galatians 6:9-10, 1 Thessalonians 5:11; 14, James 3:16-18.

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**FORM OF GOVERNMENT**  
**Congregational Vows for Deacons Proposed Changes:**

8.18

These questions having been answered in the affirmative, the presiding officer shall address the following questions to the congregation:

Congregational vow to elders:

"Do you, the members of this congregation, acknowledge and receive these fellow members as elders, and do you promise to give them all the honor, obedience, encouragement, and assistance in the spirit of love to which their office, according to the Word of God and the Standards of this Church, entitles them?"

Congregational vows to deacons:

"Do you, the members of this congregation, acknowledge and receive these fellow members as deacons, and do you promise to give them all the honor, encouragement, and assistance in the spirit of love to which their office, according to the Word of God and the Standards of this Church, entitles them?"

(Text in bold would be added to the Form of Government)



The report of the Committee on Worship was presented. Recommendations 1 and 2 were approved by Executive Board on behalf of Synod on August 19, 2020.

#### COMMITTEE ON WORSHIP

*It is good to give thanks to the LORD, to sing praises to your name, O Most High; to declare your steadfast love in the morning, and your faithfulness by night, to the music of the lute and harp, to the melody of the lyre. For you, O LORD, have made me glad by your work; at the work of your hands I sing for joy.*”—Psalm 92:1-4 (ESV)

This committee held its regular Fall and Winter meetings on September 26, 2019, and February 15, 2020. Little did we realize at that latter event that the COVID-19 virus we were beginning to hear about would impact our country and the entire world in almost unprecedented ways, infecting millions in our land (including many without symptoms), causing or contributing to the death of over 100,000 of our fellow-citizens, and prompting many state governors to close most of our businesses and schools for months, and many of our usual church services and events as well. Even the meeting of this 2020 General Synod had to be postponed. But Almighty God is always in control, sovereignly working out His good purposes; graciously providing resources, opening doors for ministry in unexpected ways, granting protection or the strength to endure; and constantly deserving our trust and our worship!

In our report to the 2019 meeting of Synod we referenced a survey of our churches our Committee conducted to “*learn about the music and worship programs of our congregations including which hymnbooks, psalters and/or songbooks the congregations currently use. . . .*” (2019 Minutes of Synod, p.57) While we realize that some of our congregations sing psalms or portions of them using more contemporary arrangements and projection screens, we were concerned to learn that of the 100 churches responding, 43% indicated that they did not use any of our 3 primary recommended psalters. We fear that reflects a significant decline in our heritage of singing from the only divinely inspired songbook. It is worth noting that in 1946, when our Synod approved allowing the use of hymnbooks, the recommendation included the guideline of singing [at least] one Psalm per week. In our discussion we noted a variety of methods many of our churches are using to recover this God ordained form of worship, including: having a “Psalm of the Month” used each Sunday to increase familiarity, singing at least one Psalm in each morning service, churches having a “Hymn/Psalm Sing” occasionally as an evening service, or gathering the congregations in an area for a “Psalm-Sing” each 5<sup>th</sup> Sunday. All of these strategies have been used successfully in various congregations. We would note that the Music Conference last year emphasized singing the Psalms and the Worship Committee is working with Susan Tanner to begin including a “*Psalm of the Month*” article in *The ARP Magazine* starting in 2021, if not sooner.

Another outcome of that same survey, where “57% of . . . congregations [reported using] *contemporary songs and hymns not published in any hymnal*,” (Synod, p.58) was a decision last year to offer a workshop at the 2019 Music Conference “to provide some guidance to ministers, sessions, and music directors in the selection of songs” and also “to include information about services available for reporting this use.” (Ibid) We asked Josh Hjenvick from First ARP Church in Gastonia to conduct this workshop, and it was very well received. So much so that our Committee has asked him to videotape the workshop and we have asked Moderator-Elect McGregor to grant us time in Synod's program this year so Mr. Hjenvick may present a summary of his workshop, especially concerning the copyright issues of which all of our churches need to be aware. The link to the workshop will be made available at Synod. Link to video: <http://arpchurch.org/governing-documents/>

Even though Executive Orders and concern for the safety of participants led to many beloved summer ministry events being cancelled, we want you to know that our Music Conference sub-committee, consisting of Trip McGill and Lynn Grimsley, managed to move the 2020 Bonclarken Music Conference ONLINE! They secured the participation of the clinicians and other staff already scheduled to participate, to do so live through Zoom, and made it possible for registrants to “attend” at no cost. The event was recorded and uploaded so that anyone may view the sessions at another time if they were not available to view it live.

As more and more churches, including many in our own denomination, began deliberating in May about resuming public worship services, our Committee held a called meeting using Zoom on May 13, and decided to send all our churches a link from the CDC concerning houses of worship and a link to a webinar held by the ACDA - The American Choral Directors Association and the NATS - National Association of Teachers of Singing, national music organizations focusing on research concerning how singing significantly increases the danger of spreading the COVID-19 virus as well as a written summary of the conclusions of that webinar. We also decided to send out a COVID-19 ARP Music Survey asking the ministries, sessions, and Music Directors to share information about their current plans and concerns related to reopening worship, and then we held 2 forums using Zoom on May 21 and 22 with panelists to provide an opportunity for ministers and musical staff to ask questions about these concerns and share ideas about singing and reopening for worship safely. Finally, with the assistance of two of our panelists, Phil Biedenbender, Choir Director at First ARP, Gastonia, NC, and Kristen Wonderlich, voice professor at Winthrop University and Bonclarken Music Conference voice teacher, we produced a list of suggestions to assist our ministers, sessions, and music staff as they plan online and corporate worship services in these difficult times. The document, “*Suggested Singing and Worship Guidelines during Viral Outbreaks such as COVID-19*,” was sent out to all our churches in late May along with information on obtaining additional resources for reference and the links to the recordings of the two Zoom forums. [See Appendix to this report.] We will seek to continue to gather and make known to our congregations information that wor-

ship leaders may find useful in coping with the current challenges as they plan vibrant, Scriptural worship.

Current Officers for 2019-2020:

Gregory C. Slater	Chairman
Phil Painter	Vice Chairman
Cheri Owensby	Secretary

**Recommendations:**

1. That each of our sessions identify specific strategies for encouraging regular use of the Psalms in the corporate worship of their congregation. **SYNOD APPROVED.**
2. That ministers, sessions, and music staff in our congregations be aware of music copyright laws and make provisions to be compliant, including viewing and sharing, as appropriate, the recorded workshop led by Josh Hjenvick described above. **SYNOD APPROVED.**
3. That all of our ministers and sessions be encouraged to review the Synod Worship Committee's document entitled: *"Suggested Singing and Worship Guidelines during Viral Outbreaks such as COVID-19"* so as to be aware of those suggested practices which most effectively attempt to safeguard the health of all congregants who wish to gather for corporate worship during times of widespread public illness. [See the Appendix to this report.] **SYNOD DID NOT APPROVE.**
4. That the proposed 2021 budget for the Committee on Worship be approved. **SYNOD APPROVED.**

Respectfully submitted,  
Gregory C. Slater, Chairman

**COMMITTEE ON WORSHIP**

Acct Description	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b><u>Worship Committee</u></b>				
<b><u>Revenues</u></b>				
Worship Committee DM Allocation	\$ 2,000	\$ 1,854	\$ 2,000	\$ 2,000
<b>Total Revenues</b>	\$ 2,000	\$ 1,854	\$ 2,000	\$ 2,000
<b><u>Expenses</u></b>				
Worship Committee Meeting Exp	\$ 2,000	\$ 1,854	\$ 2,000	\$ 2,000
Worship Comm Travel	0	0	0	0
Worship Comm Misc Expenses	0	0	0	0
<b>Total Expenses</b>	\$ 2,000	\$ 1,854	\$ 2,000	\$ 2,000
<b>Net income (Loss)</b>	\$ -	\$ -	\$ -	\$ -



**MUSIC CONFERENCE**

<u>Acct Description</u>	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b><u>Music Conference</u></b>				
<b><u>Revenues</u></b>				
Worship Committee DM Allocation	\$ 13,000	\$ 3,953	\$ 13,000	\$ 13,000
Music Conf Special Offering	1,200	1,526	1,200	1,200
Music Conf T-Shirt Sales	1,500	1,276	1,500	1,500
Music Conference Registration	62,607	68,054	62,450	62,450
<b>Total Revenues</b>	<b>\$ 78,307</b>	<b>\$ 74,808</b>	<b>\$ 78,150</b>	<b>\$ 78,150</b>
<b><u>Expenses</u></b>				
WC Program Material & Resource				
Music Conf Room & Board-See below	\$ 19,000	\$ 18,279	\$ 19,000	\$ 19,000
Music Conf Honorariums/Fees-see below	22,000	20,396	19,000	19,000
Music Conference Travel	4,000	1,540	3,000	3,000
Music Conference Supplies-see below	14,107	15,727	17,950	17,950
Music Conference Fees	18,000	17,340	18,000	18,000
MC Special Offering Expense	1,200	0	1,200	1,200
<b>Total Expenses</b>	<b>\$ 78,307</b>	<b>\$ 73,282</b>	<b>\$ 78,150</b>	<b>\$ 78,150</b>
<b>Net income (Loss)</b>	<b>\$ -</b>	<b>\$ 1,526</b>	<b>\$ -</b>	<b>\$ -</b>

**Note:** This budget was approved and included in the report to Synod from the Comm. on Worship. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.

## APPENDIX:

**Synod Committee on Worship  
Associate Reformed Presbyterian Church  
Suggested Singing and Worship Guidelines during  
Viral Outbreaks such as COVID-19**

We acknowledge information changes rapidly, but we wanted to give the best information we have at this time so that churches, ministers, and music directors are aware of the concerns and possible risks of spreading COVID-19 on both sides of the issue of singing in worship. We will continue to provide new information as it comes, and we hope the following suggestions will help churches, ministers, and music directors as they determine how best to proceed in re-opening for corporate worship in the coming days and weeks. Above all, we yearn for the day when we can return to congregational singing safely.

We acknowledge that each church is different and that each session is responsible for making the most informed decision as to when the local church can resume corporate worship. We also acknowledge that live-streaming services may be the best-continued practice for worship for the sake of both the congregation and community. This may include corporate worship with live-streaming capability where recorded music or soloists may be the best way in which to encourage participation.

1. Upon return to corporate worship, limit use of hymnals, bulletins, and passing offering plates and suggest that everyone wear a mask.
2. For the very same reasons masks are useful in halting the spread of droplets and particles, they also make it difficult to breathe and, therefore, sing, especially for anyone with an existing respiratory concern like asthma.
3. For the purposes of singing, outdoor services pose less danger than indoor services due to the free flow of air. If hosting outdoor services, remember that you need 15-20 feet of spacing in between groups if you would like to include corporate singing, not just the six feet recommended by the CDC. Arrange chairs or create a chart to ensure congregants are following these safe distancing guidelines.
4. For indoor services:
  1. Based on the information we currently have, we do not recommend corporate singing in an indoor space.
  2. Limit attendance capacity, abiding by state or local guidelines. Utilize a Google Form or the like to make reservations, ensuring that you have a record of attendance at each service and that you do not become the church that turns people away at the door.
  3. Consider opening overflow spaces where you can stream the service to more members and abide by safe distancing guidelines.
  4. Rope or tape off pews to ensure you maintain 6-foot distance between families.
5. Look on our current situation as an opportunity to explore new avenues of corporate worship:
  1. Invite vocal and instrumental soloists or small ensembles to record

- themselves or, if performing live, maintaining the currently recommended 15-20 feet of distance between performers.
2. Utilize guided hymn meditation with organ or piano accompaniment in the service.
  3. In lieu of singing psalms, participate in antiphonal recitation, alternating speakers or groups.
  4. Organize a handbell or percussion ensemble to provide instrumental music.
  5. Before the Benediction, dismiss the congregation to the parking lot and have them join in singing the Doxology or another familiar hymn *a cap pella* and safely distanced by their cars. (This will also move the congregation outdoors quickly and help your ushers and ministers avoid chasing people out of the sanctuary.)
  6. Above all, be creative, find ways to adapt, and do not put yourself in the situation of having to tell someone they cannot do something. Make changes organically and showcase all the things we ARE able to do safely.

Approved by the Committee, May 27, 2020

**SYNOD DID NOT APPROVE.**

The report of the **Committee on Campus Ministry Oversight** was presented and approved.

### **CAMPUS MINISTRY OVERSIGHT**

The Committee on Campus Ministry Oversight held stated meetings October 23, 2019 at Christ Church (Denver, NC), and virtually on March 18, 2020.

In affiliation with Reformed University Ministries (RUF), the ARP oversees ordained RUF ministers on three college campuses. Rev. Josh Grimm serves on the campus of Queens University (Charlotte, NC). Rev. Scott Andes serves with RUF-International on the campus of the University of South Carolina (Columbia, SC). The Synod also oversees the ministry of RUF Erskine College (Due West, SC).

As our campus ministers faithfully serve, God is working by Word and Spirit. At Queens, Rev. Grimm leads a growing large group meeting of 20+ students, and oversees three weekly small groups. The committee rejoiced to hear of his ministry to many types of people: growing Christians, non-Christians, and new Christians whom the Lord has called to Himself through Josh's ministry. On the campus of USC, Rev. Andes serves as a vital bridge between international scholars and life in the United States, all under the banner of Jesus Christ. Pray that Scott's hospitality and outreach would be used to bring many to Jesus, and pray for the new believers that Scott disciples.

Each of our Campus Ministers have weathered the shift to virtual schooling this spring. Pray for their ministries and pray that their support would stay strong through the summer. We encourage your church to consider financially supporting our campus ministers.

What does involvement in RUF do for the ARP? The committee sees that question as an opportunity to recognize the ministry done by Rev. Paul Patrick at Erskine College. This spring Paul accepted a call to the local church, ending 17 years of ministry at Erskine Student Fellowship at the Barn/RUF Erskine. His faithfulness to Jesus and to the students of Erskine will stand as an eternal testimony to God's love and grace. Consider the fruit of Fellowship at the Barn/RUF Erskine from 2002-2020:

11 Ministers of the Gospel (5 ARP)  
 8 RUF ministry interns  
 3 Full-time missionaries  
 2 Directors of Christian education  
 1 Director of Music, 1 Director of Youth Ministry, 1  
 Director of Special Needs Ministry  
 3 Current M.Div. students

...and, this doesn't begin to tell the story of the countless doctors, teachers, attorneys, businessmen and women, nurses, mothers, fathers, husbands, and wives whose formative college years at Erskine were interwoven with faithful Gospel ministry in a nearby barn. Your committee will take time during our report to further give thanks for Paul's work. Truly, our work through RUF has great Kingdom impact.

What's next for RUF Erskine? The Committee is already hard at work to bring the next RUF Erskine Campus Minister to Due West. By our meeting of Synod, a number of interviews will have taken place, and we hope to be able to announce the minister to you. In the meantime, we are thrilled to present Miss Ramsey Conner as our approved Women's Ministry Intern at Erskine for the 2020-2021 school year. Miss Conner graduated Erskine in 2020, and returns to the campus this fall to disciple young women. She will serve as a vital bridge through this transition while faithfully witnessing to Jesus.

We give thanks to God for the hope that RUF offers as campus ministers across the USA point to Christ and disciple believers. It is that hope of the love of God in Jesus Christ, well summarized in the hymn by Scottish minister George Matheson:

*O Love that will not let me go,  
 I rest my weary soul in thee;  
 I give thee back the life I owe,  
 That in thine ocean depths its flow  
 May richer, fuller be.*

*O light that followest all my way,  
I yield my flickering torch to thee;  
My heart restores its borrowed ray,  
That in thy sunshine's blaze its day  
May brighter, fairer be.*

*O Joy that seekest me through pain,  
I cannot close my heart to thee;  
I trace the rainbow through the rain,  
And feel the promise is not vain,  
That morn shall tearless be.*

*O Cross that liftest up my head,  
I dare not ask to fly from thee;  
I lay in dust life's glory dead,  
And from the ground there blossoms red  
Life that shall endless be.*

**Recommendation:**

1. That the position of Erskine Campus Ministry Intern be created for the 2020-21 academic year, and that support raised by the Intern be accounted for and monies received at the ARP Center, and that the Intern report to, and be under the oversight of, the ARP Committee on Campus Ministry Oversight. And, that Miss Ramsey Conner be hired as Erskine Campus Ministry Intern for the 2020-2021 academic year for the purpose of ministering to Erskine female freshmen and female students at large. **SYNOD APPROVED.**

Respectfully Submitted,

Mackay Smith, Secretary

**Note: Budget information for Committee on Campus Ministry Oversight is included in the Executive Board report.**

A motion **CARRIED:**

That the unused portion of the approved 2020 Denominational Ministry Fund allocation to Campus Ministry be placed in the Erskine RUF Ministry Fund at the ARP Center.

A motion **CARRIED:**

That the state of Oklahoma be included in the bounds of Florida Presbytery.

The report of the **Committee on Nominations** was presented. Recommendations 1-9, 11 and 12 were approved by Executive Board on behalf of Synod on August 19, 2020.

### COMMITTEE ON NOMINATIONS

The Committee on Nominations (CON) met on Wednesday, February 19, 2020 at the ARP Center in Greenville, SC and again by Zoom Video conferences on April 30, 2020 and June 23, 2020. During these meetings several items of business were addressed.

The following officers were elected for the Committee on Nominations 2020-2021:

Rev. Lee Shelnutt, Chairman  
Rev. Patrick Malphrus, Vice Chairman  
Mrs. Brandy Glaser, Secretary

The 2021 meeting of the Committee on Nominations is scheduled for Thursday, February 11, 2021, at 9:00 am at the ARP Center, Greenville, SC.

The deadline for submitting names to the Committee on Nominations (excluding Erskine) will be Friday, January 4, 2019.

The committee approved SCONE members for 2020-2021: (J. Donahue, P. Malphrus, M. Bolhofner)

The Committee on Nominations, by consensus, presents to the Synod the persons listed in our report as nominees to serve on Synod's boards, committees, the Ecclesiastical Commission on Judiciary Affairs, and as officers or representatives of the General Synod. The terms of service will begin September 1, 2020, and will expire June 30 of the year indicated. All nominees have indicated a willingness to serve, if elected.

The committee expresses appreciation for those who submitted nominations, and for those who were nominated and are willing to serve.

#### **Recommendations:**

1. That those persons listed in this report be approved for service in the positions indicated. **SYNOD APPROVED.**
2. That each presbytery consider appointing an alternate representative to Synod's Committee on Nominations in the event that the chairman of a presbytery's committee on nominations is not able to attend Synod's committee meeting. **SYNOD APPROVED.**
3. That presbyteries consider making recommendations for service during their fall meetings. **SYNOD APPROVED.**
4. That sessions consider making recommendations for service during their November and December meetings. **SYNOD APPROVED.**
5. That recommendations for the Board of Erskine College and Seminary be made by October 31 each year. **SYNOD APPROVED.**
6. That those making Recommendations for Service to the Committee on Nominations (by mail or online) use the proper form and provide helpful information concerning qualifications for each person recommended. **SYNOD APPROVED.**

7. That various boards, committees and commissions of Synod provide a clear and concise Needs Analysis as well as Recommendation for Service forms to the CON following their Fall stated meetings and that they clearly communicate their ministry and needs to pastors, sessions and presbyteries through in-person presentations, video, *Minutes of Synod* or other social media in order to educate the larger connectional church regarding opportunities to serve. **SYNOD APPROVED.**
8. That all persons resigning from Synod boards and agencies be reminded to submit their resignation request to the Principal Clerk of General Synod and the chairman of the board or committee from which they are resigning. **SYNOD APPROVED.**
9. That the General Synod authorize \$2,000.00 for committee expenses for 2021. **SYNOD APPROVED.**
10. That the MAD be amended to allow/provide the position of *Officer-elect* for Synod Officers one (1) year prior to service for all officers of the court. **SYNOD APPROVED.**
11. That the Synod express appreciation for the many faithful years of service offered by Ron Beard (Principal Clerk), Chip Smith (Treasurer), Leland Beaudrot (Bill Clerk), and Edith Brawley (Archivist) and whose labors have so richly blessed the Synod and her ministries. **SYNOD APPROVED.**
12. That Synod allow the Committee on Nominations to fill open slots until next year's Synod when they could be ratified along with the approved nominees by the 2021 Committee on Nominations. **SYNOD APPROVED.**

Respectfully submitted,

Lee Shelnutt, Chairman

#### COMMITTEE ON NOMINATIONS

	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b>Revenues</b>				
Denominational Ministry Allocation	\$ 4,000	\$ 1,253	\$ 4,000	\$ 2,000
<b>Total Revenues</b>	<b>\$ 4,000</b>	<b>\$ 1,253</b>	<b>\$ 4,000</b>	<b>\$ 2,000</b>
<b>Expenses</b>				
Committee Meeting	\$ 3,900	\$ 1,253	\$ 3,900	\$ 1,900
Committee Travel	-	-	-	-
General Office-Copy, Etc	100	-	100	100
<b>Total Expenses</b>	<b>\$ 4,000</b>	<b>\$ 1,253</b>	<b>\$ 4,000</b>	<b>\$ 2,000</b>
<b>Net Income (Loss)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

Note: This budget was approved and included in the report to Synod from the Comm. on Nominations. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.

<i>Board/Committee/Commission</i>	<i>Class</i>	<i>Nominee</i>
Benefits	2022	
Benefits	2025	
Benefits	2025	
Benefits	2025	
Benefits	2026	Louie Cason
Benefits	2026	Rex Casterline
Benefits	2022	Cindy Chitwood
Benefits	PR (A) 2021	Kevin Carter
Benefits	PR (C) 2023	Buzzy Elder
Benefits	PR (F)	Rob Roy McGregor, III
Benefits	PR (L)	Mike Avato
Benefits	PR (G) 2023	Ross Durham
Benefits	PR (M) 2022	Kent Moorlach
Benefits	PR (N) 2022	Nathan Beard
Benefits	PR (S)	Hank Wilson
Benefits	PR (T) 2022	Philip Bunch
Benefits	PR (V)	P.Malphrus/D. Rankin
Bonclarken	2026	David Brunt
Bonclarken	2026	Barry Dagenhart
Bonclarken	2026	Connie Savell
Bonclarken	2021	Barbara Sherrill
CEM	2024	Luther Clark
CEM	2024	Laurel Patrick
CEM	2024	Paul Yoo
CEM	2025	Linda Dolan
CEM	PR (A)	
CEM	PR ( C) 2021	Bob Elliott
CEM	PR (F)	Matt Mantooth
CEM	PR (L)	Randall Anderson
CEM	PR (G) 2023	Ken Rufty
CEM	PR (M) 2024	Stephen Ewing
CEM	PR (N) 2023	Bob Whittet
CEM	PR (S)	Andrew Di Iulio
CEM	PR (T)	
CEM	PR (V) 2022	Ike Hughes



## MINUTES OF SYNOD

Dunlap	2024	Erin Ulerich
Dunlap	PR (A)	
Dunlap	PR ( C) 2021	James Sherrill
Dunlap	PR (F) 2024	Ken McMullen
Dunlap	PR (L)	Darrell Peer
Dunlap	PR (G)	John Kimmons
Dunlap	PR (M) 2025	Diane Clowers
Dunlap	PR (N)	Peter Lee
Dunlap	PR (S)	Robby Bell
Dunlap	PR (T)	
Dunlap	PR (V) 2022	Doug Fravel
Erskine	2025	Margaret Kiser
Erskine	2025	Andrew Shoger
Erskine	2025	Kelly Sims
	2020	Dawn Lewis
Executive Board	2021	Brandy Glaser
Executive Board	PR (A) 2021	Bill McKay
Executive Board	PR ( C) 2022	Dan Felker
Executive Board	PR (F) 2021	Doug Petersen/Tim Watson
Executive Board	PR (L)	Charlie Lewis
Executive Board	PR (G)	Randy Foster
Executive Board	PR (M) 2021	Tim Phillips
Executive Board	PR (N) 2020	Jonathan Kuciemba/GJ Gerard
Executive Board	PR (S)	Eric Skaar
Executive Board	PR (T)	Fred Hartin
Executive Board	PR (V)	Donnie Bowker
Outreach North America	2024	
Outreach North America	2026	Jeremiah Thomas
Outreach North America	2023	Eve Huffman
Outreach North America	PR (A) 2021	John Shearouse
Outreach North America	PR (C) 2021	James McManus
Outreach North America	PR (F)	Zack Keuthan
Outreach North America	PR (L)	Drew Severance
Outreach North America	PR (G)	Ken Kunkel
Outreach North America	PR (M) 2022	Brian Taylor
Outreach North America	PR (N) 2022	Peter Kemeny

Outreach North America	PR (S)	Seth Yi
Outreach North America	PR (T)	Greg Duke
Outreach North America	PR (V) 2024	David Vance
Stewardship	2025	Nathan Beard
Stewardship	2022	Scott Cornelius
Stewardship		Libby Elder
Stewardship	PR (A) 2021	Simon Oosterhof
Stewardship	PR (C) 2024	David Lauten
Stewardship	PR (F)	Robert Hunter
Stewardship	PR (L) 2022	Darrell Peer
Stewardship	PR (G) 2022	Bryan Crotts
Stewardship	PR (M) 2023	Mike Thomason
Stewardship	PR (N) 2021	Paul Matthews
Stewardship	PR (S) 2022	Chuck Wilson
Stewardship	PR (T)	David Rentschler
Stewardship	PR (V)	Duncan Rankin
World Witness	2026	Matt Kuiken
World Witness	2026	Henry Bartsch
World Witness	2025	Doug O'Neal
World Witness	2023	Julaine Harding
World Witness	PR (A) 2023	Henry Bartsch/Bill McKay
World Witness	PR (C) 2021	Jimmy McLaughlin
World Witness	PR (F) 2022	M.Kuiken/A.Puzzuti
World Witness	PR (L) 2024	Scott Smith
World Witness	PR (G)	Phil Williams
World Witness	PR (M)	-----
World Witness	PR (N) 2022	GJ Gerard
World Witness	PR (S) 2022	David Griffin
World Witness	PR (T) 2021	Charles Edgar
World Witness	PR (V)	-----
Ecclesiastical	2023	
Ecclesiastical	2023	
Ecclesiastical	2024	Kevin Muldoon
Ecclesiastical	2024	
Ecclesiastical	2024	Mark James
Ecclesiastical	2024	
Ecclesiastical	2024	
Ecclesiastical	2024	
Ecclesiastical	Alternate	

Campus Ministry Oversight	2025	Bryan Crotts
Inter-Church	2024	Scott Andes
Inter-Church	2026	William VanDoodewaard
Inter-Church	2026	Ben Glaser
Inter-Church	2023	Susan Cavin
Investment	2023	Peter Bridge
Investment	2025	Matt Wylie
Minister & His Work	PR (A) 2021	Kevin Carter
Minister & His Work	PR (C) 2023	Buzzy Elder
Minister & His Work	PR (F)	P.Mayberry/Rob Roy McGregor, III
Minister & His Work	PR (L)	Michael Avato
Minister & His Work	PR (G)	Ross Durham
Minister & His Work	PR (M) 2022	Kent Moorlach
Minister & His Work	PR (N) 2020	Steven Badorf
Minister & His Work	PR (N) 2021	Matthew Harmon
Minister & His Work	PR (S)	Hank Wilson/Jay Younts
Minister & His Work	PR (T) 2022	Philip Bunch
Minister & His Work	PR (V)	D. Rankin/P.Malphrus
Nominations	PR (A)	Simon Oosterhof
Nominations	PR (C) 2021	Andy Putnam
Nominations	PR (F)	Lee Shelnutt
Nominations	PR (L)	Mark Bolhofner
Nominations	PR (G)	Eric Hancox
Nominations	PR (M) 2021	Joey Donahue
Nominations	PR (N) 2022	G.J. Gerard
Nominations	PR (S)	Chuck Wilson
Nominations	PR (T)	Fred Hartin
Nominations	PR (V)	Patrick Malphrus
Nominations		Brandy Glaser
Revision Committee	2024	Dan Hazen (Pending Pa- perwork)
Revision Committee	2024	Clinton Dix
Revision Committee	Alternate	

Theological & Social	2023	David Huffman
Theological & Social	2024	
Theological & Social	2024	Neil Stewart
Theological & Social	2023	Elaine Devusser
Worship	2024	Joshua Klatt
Worship	2024	Cheri Owensby
Worship	2023	Martha McKenzie
Synod Principal Clerk	2024	Kyle Sims
Synod Bill Clerk	2024	Ben Glaser
Synod Treasurer	2024	Jamey Dagenhart
Synod Archivist	2024	M.J. Denning

The report on Memorials was presented.

### MEMORIAL #1 CANADIAN PRESBYTERY

**Whereas**, Scripture instructs us to “Remember the Sabbath day, to keep it holy.” (Exodus 20:8 - ESV); and,

**Whereas**, Scripture also instructs us to continue to meet on the Lord’s Day so that the church is to “stir one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near.” (Hebrews 10: 24-25 - ESV); and,

**Whereas**, Scripture also reminds us “Let every person be subject to the governing authorities. For there is no authority except from God, and those that exist have been instituted by God. Therefore, whoever resists the authorities resists what God has appointed, and those who resist will incur judgement. For rulers are not a terror to good conduct, but to bad. Would you have no fear of the one who is in authority? Then do what is good, and you will receive his approval, for he is God’s servant for your good. But if you do wrong, be afraid, for he does not bear the sword in vain. For he is the servant of God, an avenger who carries out God’s wrath on the wrongdoer. Therefore, one must be in subjection, not only to avoid God’s wrath but also for the sake of conscience.” (Romans 13: 1-5 – ESV); and,

**Whereas**, the Westminster Confession of Faith (Chapter XXIII – Of The Civil Magistrate) states:

*I. God, the supreme Lord and King of all the world, hath ordained civil magistrates, to be, under Him, over the people, for His own glory, and the public good: and, to this end, hath armed them with the power of the sword, for the defence and encouragement of them that are good, and for the punishment of evil doers; and,*

**Whereas**, during this time of the Covid-19 pandemic, there is confusion within the church body about whether God has given the civil magistrate authority to limit all gatherings including church gatherings in a pandemic to a small number of persons.

**Therefore**, the Canadian Presbytery humbly petitions the General Synod of the Associate Reformed Presbyterian Church to give both theological and practical advice as to how we, the Church, should respond to the Civil Magistrate's authority in the imposition of restrictions on public gatherings during a time of a declared state of emergency regarding a communicable disease.

Respectfully submitted by the Canadian Presbytery – May 9, 2020  
**SYNOD APPROVED.**

A motion **CARRIED:**

**That the memorial be referred to the Committee on Theological and Social Concerns for study; and further, to return with a report to the 2021 General Synod.**

A motion **CARRIED:**

**That the Committee on Theological and Social Concerns study and recommend to the next General Synod under what conditions according to FOG 6.8.L. a Session may suspend corporate worship, for how long a Session may suspend corporate worship, and whether or not a Session may offer virtual communion.**

#### **MEMORIAL #2 FIRST PRESBYTERY**

First Presbytery memorializes Synod, to the end that FOG 9:23 be changed from,

"As a rule no one shall be licensed to preach the gospel without a course of theological study embracing (3) years. This, however, shall not prohibit students of theology from preaching under the direction of presbytery, during their theological course"

to  
 "Except in extraordinary circumstances, no one shall be licensed to preach the gospel without a Master of Divinity degree (or its equivalent). This, however shall not prohibit students of theology from preaching under the direction of presbytery during their theological course." **SYNOD APPROVED. (MAD requires this be referred to Committee on Revision)**

#### **MEMORIAL #3 SECOND PRESBYTERY**

**Whereas** the Lord Jesus, the King and Head of the Church has appointed the church to be the missionary sending institution in the world; and

**Whereas**, the courts of the church alone have the authority to send or recall ministers from the particular works to which they are called; and

**Whereas**, the presbytery is the court which holds credentials for all ministers; and

**Whereas**, presbytery alone has the authority to approve or dissolve the call of a minister; and

**Whereas**, the General Synod has instituted the Board of World Witness to oversee the work of missionaries on behalf of General Synod; and

**Whereas**, World Witness does not have the authority to dissolve the call of a minister; and

**Whereas**, World Witness and presbyteries must cooperate in the great task of sending ministers to labor in foreign lands;

**Therefore**, be it resolved that the General Synod of the Associate Reformed Presbyterian Church does hereby amend the Bylaws of World Witness, Article III, Section 5, subpoint b in the *Manual of Authorities and Duties* to read as follows:

“Review the Applications, Counsel, Appoint and assign missionaries to the field. It is then responsible for their work and support. It may cancel an appointment or recall a missionary when it feels the good of the work dictates. In the case where a missionary is an ordained minister, the board shall move to extend a call or move to dissolve the call of the missionary in conjunction with the presbytery in which the minister holds his credentials in the same manner that all other pastoral calls are handled.”

**SYNOD DID NOT APPROVE.**

#### **MEMORIAL #4 TENNESSEE-ALABAMA PRESBYTERY**

We, the members of the Tennessee-Alabama Presbytery, appreciate the hard work the Benefits Committee of the ARP Synod has put into providing a comprehensive medical insurance policy for the individual members of Synod.

However, due to the size of our churches and financial restrictions, they are not always able to fund the premiums required for this type of medical insurance policy.

Therefore, it is requested that the Synod put out an email/letter and publicly state at the next Stated Synod Meeting that congregations that cannot afford the Synod’s medical insurance policy look into getting medical coverage through other organizations such as: Samaritan Ministries, Medi-Share, Christian Healthcare and Liberty Health Share. The average monthly cost being \$600-\$700.

A motion was made that this memorial be referred to the Board of Benefits.  
**SYNOD APPROVED.**

#### **MEMORIAL #5 FIRST PRESBYTERY**

**That FOG 8.8 be amended as follows (underlined text to be added):**

FOG 8.8. Any elder or deacon who has served the church faithfully but whose ability to render active service is (may be) limited because of age, physical inability, or other legitimate cause, may be elected Elder Emeritus or Deacon Emeritus or Emerita. Such election shall be by the action of the congregation upon condition that the said officer is willing to accept this title as one of honor ~~precluding the right to vote or to~~

~~serve as a delegate on a court of the ARPC (in the case of an elder). An elder emeritus can be appointed by the Session as a delegate for the congregation to a higher court of the ARPC.~~ **SYNOD APPROVED.**

**The Moderator's Committee on Memorials** recommended that #1 (Canadian Presbytery), #2 (First Presbytery), #4 (Tennessee-Alabama Presbytery), and #5 (First Presbytery) be approved. The Moderator's Committee did not recommend that Synod approve Recommendation #3 (Second Presbytery).

In addition, the **Moderator's Committee** recommended an additional memorial #6 (an alternative to #3 from Second Presbytery)

6. (Second Presbytery) That the General Synod of the Associate Reformed Presbyterian Church does hereby amend the Bylaws of World Witness, Article III, Section 5, sub-point b in the *Manual of Authorities and Duties* to read as follows:

"Review the applications, counsel, appoint, and assign missionaries to the field. It is then responsible for their work and support. It may cancel an appointment or recall a missionary when it ~~feels~~ the good of the work dictates. In the case where a missionary is an ordained minister, the board shall move to extend a call, recall, or move to dissolve the call of the missionary. These actions shall take effect upon the approval of the Presbytery in which the minister holds his credentials in the same manner that all other pastoral calls are handled. In rare situations where a Presbytery or its commission cannot act as exigencies require, World Witness may provisionally recall an ordained missionary for a period of review with the Presbytery, not to exceed one month unless extended by the Presbytery"

A motion was made to editorially change "feels" to "decides" and refer this memorial to World Witness for review. **SYNOD APPROVED**

The report of the **Board of Erskine** was presented.

## ERSKINE COLLEGE & SEMINARY

### Introduction

The Chair of the Board of Trustees of Erskine College and Theological Seminary submits this report to the General Synod of the Associate Reformed Presbyterian Church, acknowledging the authority delegated to Erskine's Board of Trustees by the ARP Synod. The work accomplished by the Synod and the Board of Trustees on the Philosophy of Christian Higher Education continues to direct administrators in the operation of Erskine College and Erskine Theological Seminary. All new professors and administrators must endorse the ARP Church's definition of an evangelical Christian and must adhere to the ARP Church's guidelines for Christian higher education. With the addition of many new students both in the College and the Seminary, Erskine's growth brings excitement and gratitude. This growth affords us increased opportunity in a gospel-oriented and mission-driven institution to prepare young adults to serve Jesus Christ both in the Church and in the wider culture.

**Financial Stewardship**

Erskine's operating budget for fiscal year 2019-20 was \$40.9 million, including instructional and academic support, student services, institutional support, auxiliary enterprises, and operational and facility maintenance expenditures. Erskine, like many small liberal arts colleges, is tuition-driven; therefore, student recruitment and successful retention of these students are essential.

Augmenting the revenue from tuition are the funds raised through the Advancement Office and the resources from the Endowment Fund, with assets of approximately \$42.7 million as of December 31, 2019. These funds that come through the Advancement Office and from the endowment are key components of the financial stability and future viability of Erskine College. As part of the Institution's multi-year enrollment plan, the current spending rate from the endowment is 7%. The rate will return to 5% over a two-year period. Earnings for the fiscal year as of December 31, 2019, are 6.0770% and 19.81% from December 31, 2017.

**Advancement**

The year ending June 30, 2019 saw giving to our annual fund (unrestricted) fall below our anticipated levels once again, while donor-restricted giving rose sharply. Contributions from the General Synod Denominational Ministry Fund, individual congregations, and individual members of the denomination undergird our ministry, and we are deeply grateful for each gift. Every donation helps to reduce costs that are borne by students and their families.

In September 2019, Paul Bell was appointed Vice President for Advancement and Alumni Relations, Hope Crenshaw (Erskine College Class of 2019) became Coordinator of Alumni Relations, and David Pendergrass (Erskine College Class of 2012, currently enrolled in Erskine Theological Seminary) was hired in a dual role with the Advancement Office and the Admissions Office. In his Advancement role, Mr. Pendergrass serves as a liaison for church relations and has been meeting with presbyteries and ministers across the ARP denomination.

**Erskine College**

In the fall of 2019, Erskine College welcomed 420 new students, including 39 transfer students, the school's largest entering class ever. The total head count in the college for the fall semester was 780 students, the largest enrollment in the history of the institution.

The newly developed and grant-funded Accelerated Ministry Program is a pipeline partnership between Erskine College and Erskine Theological Seminary. College students called to ministry move through a mentored college track into ministerial education at the seminary. Currently entering its first full year of implementation, this relational and rigorous course of cohort study concludes after five years, with graduating students receiving the Bachelor of Arts as well as the Master of Divinity degree. This is known in educational circles as a 3+2 program. In keeping with our "OneErskine" emphasis, the Accelerated Ministry Program honors the historic trajectory of the institution, which began with and continues to include the training of young people for gospel ministry.

The Master of Science in Athletic Training program was approved for full accreditation status by SACSCOC in February 2020 and is currently enrolling students for the fall 2020 semester. In addition to attracting new master's degree students, this program will



benefit our undergraduates in the new Health Science major, creating an opportunity for a 3+2 degree.

Eight new full-time professors joined the Erskine College faculty in the fall of 2019, and two more plan to begin teaching in the fall of 2020.

These outstanding scholars and men and women of faith have already begun making an impact on our campus since their arrival in 2019:

- *Dr. Deborah Caldwell, Assistant Professor of Music and Director of Instrumental Studies*
- *Dr. Teresa Carter, Associate Professor of Education*
- *Dr. Matthew Cawvey, Assistant Professor of Political Science*
- *Sharalynn Hicks, Visiting Professor of Music*
- *Caleb Martin, Visiting Professor of Accounting*
- *Dr. Laura Truell, Associate Professor of Sport Management*
- *Dr. Stephen Miller, Visiting Professor of Biology*
- *Sandy Robinson, Associate Professor of Education*

We expect to welcome these fine scholars to our faculty in the fall of this year:

- *Dr. Corinne Gressang, Assistant Professor of History*
- *Dr. Christiane-Marie Abu Sarah, Assistant Professor of History*

#### **ARP Campus Ministry (Reformed University Fellowship)**

Rev. Paul Patrick has served as Erskine's Chaplain since 2002 and as the ARP Campus Minister with Reformed University Fellowship (RUF) since 2011. Rev. Patrick announced in February 2020 that he had received and accepted a call to serve as senior pastor of the Greenwood Presbyterian Church (PCA), effective at the close of the 2019-20 academic year.

Synod's Committee to Oversee Campus Ministry (SCOCM) and President Gustafson were made aware of this expected transition in the fall of 2019 to allow the maximum amount of time possible to plan for a transition in campus ministry leadership. That ministry transition plan and search for a new RUF Campus Minister is being led by SCOCM, of which Dr. Gustafson is an advisory member. The desire is for Erskine students to experience a transition that is as seamless as possible. The 2011 Affiliation Agreement between General Synod, Reformed University Fellowship, and Erskine College should help to ensure that outcome.

As Erskine Chaplain, Rev. Patrick organized, led, and administered weekly chapel services, served on the President's senior team, was a member of the Erskine College faculty, and served on the Faculty Personnel Committee, which interviewed all potential faculty members considered for employment at Erskine College.

The RUF campus ministry provides weekly large-group fellowship meetings, small-group Bible studies and fellowship groups, ministry leadership training, one-to-one discipleship, and various events, conferences, and retreats each semester. All avenues of RUF ministry seek to "Reach Students for Christ and Equip Students to Serve."

Erskine has benefitted from Synod's provision of our chaplain and campus minister, from our affiliation with Reformed University Fellowship, and for the ministry and community that RUF has helped provide for students.

### **Student Development**

Dr. Wendi Santee continues to lead the department of Student Development and is now in her fifth year. Student Development continues to grow and evolve. This past year, with a significant increase in student enrollment, we have focused on student housing, programming, and supporting the needs of our students.

In the summer of 2019, all new students were required to attend S.O.A.R. (Summer Orientation and Registration). We offered four S.O.A.R. dates for incoming students. By move-in day in August, more than 430 new students had participated in S.O.A.R. events. This process has significantly improved the transition process for new students and their families, and it has been beneficial for other campus departments in their work with new students.

Residence Life has seen significant change over this year. We continue to work toward a model of residential life leadership that reflects a Christian worldview and aligns with best practices across the country in the field of student development and residential life on similar Christian college campuses. One step we have been able to take in this direction has been in the area of staffing. For the first time, we have been able to hire all full-time Resident Directors (RDs). We no longer rely on a part-time RD model. We have four full-time RDs. Kyle Keesling oversees Bonner Hall, the largest of the residence halls on campus. Shaq Hunter oversees Carnegie Hall and Edwards House. Edwards, converted to student housing this year to accommodate our growing student body, serves as a women's honors dorm. Grant Lawson oversees Grier, Pressly, and McQuiston. McQuiston serves as a men's honors dorm. Ashton Newman oversees Robinson, Kennedy, and the apartments. The apartments were acquired in the summer of 2019 to help accommodate the growing student body. Having four full-time RDs means that there are some buildings that do not have an RD living in the building. We have appointed "Lead Resident Assistants" for those areas. A Lead Resident Assistant is an upperclassman who has served as a Resident Assistant (RA) for the previous one or two years and acts as a right-hand person to the RD overseeing that building. The Lead RA serves as contact person for the building and assists the RD with oversight and communication.

In addition, in order to continue to meet the needs of our growing student body, the construction of new campus townhouses has begun on Depot Street. The first phase consists of four buildings, with eight units housing six students in each unit, for a total of 48 student beds. This first phase will house 48 upperclassmen beginning in fall 2020. A second phase with an additional 48 beds will follow in the next one to two years.

We have a new Coordinator of Campus Life this year. Sarah Smith began work in May 2019 and has spent this year laying a foundation for increasing the accountability of student leaders and encouraging their development as leaders. She has been working to bring focus to the structure, organization, training, and accountability of all of the student organizations. In fact, she is in the process of implementing a new structure for campus clubs and organizations, their budgets, and more efficient delivery of campus

activities for all students. She has worked with our student leaders to provide support and training that will help them build their leadership skills as they invest in and take ownership of their organizations. This continues to be a work in progress.

The Office of Student Development continues to work toward strong community standards and appropriate accountability. With our significant increase in student enrollment, one might expect an increase in student conduct concerns. However, a comparison of the percentage of the student body going through the judicial system process during the fall semester of 2019 with the percentage during the preceding two fall semesters shows very little difference.

#### **Percentage of Student Body Brought Before Judicial**

- Fall 2019 – 12.4%
- Fall 2018 – 12.2%
- Fall 2017 – 14.4%

Convocation attendance continues to rise and fees for missed convocations continue to decrease significantly. We made a change in the schedule format and attendance requirements this year. Chapel meets three Tuesdays a month and convocation is held one Tuesday a month. We also continue to offer some evening and service-related convos. We offer approximately 16 to 18 total opportunities each semester and students are required to attend eight. This new schedule format has been well received.

Fall 2019: There were nine chapels offered with a total student attendance of 3,523. There were eight convocations offered with a total attendance of 2,083.

Spring 2020: As of spring break, six chapels were offered with a total attendance of 1,826. There were five convocations offered with a total attendance of 1,119.

Retention continues to be a focus of this office.

#### **Fall 2019 to Spring 2020 Retention**

- Freshmen entered in FA-19 – 389
- Freshmen returned SP-20 – 316
- Retention Rate for Freshmen Fall to Spring – 81.2%

The goal in the area of Retention and Student Success is to eventually hire a person to oversee campus- wide retention initiatives, serve as a support to students in need, and work toward the development of a first-year experience program. A first-year experience course and support program to assist new students could have a positive impact on retention.

#### **Erskine Theological Seminary**

The state of your seminary is strong—spiritually, fiscally, and strategically. We are not where we want to be, but to paraphrase Saint Paul, we are not where we have been!

*Erskine Theological Seminary prepares men and women to fulfill the Great Commission of Jesus Christ through theological higher education that is ecclesial, missional, and confessional.*

Fathers and brothers, our theology and ecclesiology are Reformed and Presbyterian, our work is to preach and teach the Doctrines of Grace, and our Confession is the *Gov-*

*erning Documents of the Associate Reformed Presbyterian Church.*

Our report to you will seek to provide a summary of the official seminary of the Associate Reformed Presbyterian Church in five specific areas.

### 1. Leadership

Dr. Michael A. Milton began to serve as Interim Provost at the beginning of the Fall 2019 semester. As many of you know, Dr. Milton is the former Chancellor-President of another seminary and has served other graduate schools of theology in North America through consulting, board membership, and teaching. In a career that has included higher education leadership, pastoral ministry, and military chaplaincy, Dr. Milton has sought to apply his experience and education with a calming pastoral presence. We have witnessed a revitalization of vision and mission and faculty and staff unity. In December 2019, I appointed Dr. Milton as the Provost of Erskine Theological Seminary. Mike's record of service in the larger Church has also brought our seminary into contact with other evangelical leaders in our nation. Truly, Erskine Seminary, YOUR seminary, is a national and international seminary that is active in both participating in and leading others in theological higher education. Dr. Milton's leadership team includes the Dean of the Seminary, Dr. R.J. Gore, and the Associate Dean, Dr. J.P. Marr. Drs. Gore and Milton have a fruitful history of co-laboring both at Erskine (where Dr. Milton has served as an adjunct professor since 1998) and, especially, in US Army Chaplaincy service. Both former command chaplains of major divisions in the Army, these two men enjoy an intuitive collaboration that benefits the Seminary and the Church. Both Dr. Gore and Dr. Marr, as Associate Dean, lead a productive faculty of first-class pastor-scholars. These men also represent Erskine Seminary with increasing levels of responsibility in the several agencies of accreditation, being called upon to provide assistance to other seminaries. Together, our Seminary Leadership Team is advancing the Gospel of Jesus Christ by serving the ARP Synod and beyond.

### 2. Faculty

Before I give a further report, I want to recognize a true milestone in the history of our seminary. This past year, Dr. Terry Eves went home to be with the Lord. There is no way to replace the remarkable academic and pastoral commitment of Dr. Eves in our community. We would like to pause at this time. Mr. Moderator, I ask if I may pray at this time.

a. *Dear Heavenly Father, You sent Your only begotten Son to bring the saving light of Your love to our broken world. As our Lord ascended, He blessed us with gifts. We give thanks for one of those choice gifts, our beloved Dr. Terry Eves. Thank you, Lord, for sharing Your life and love with us through this remarkable scholar, pastor, and counselor in Your Church. In this great loss, grant healing to Terry's family, strength to the community he helped create, and bless us with the legacy of kindness, grace, and love that exemplified our dear Terry. We pray this for Your honor and in the name of the One whom Terry preached and taught so well and for so long. In Jesus' name I pray. Amen.*

b. *I want to direct you to see the Memorial for Dr. Eves written by Dr. Milton. It appeared in several publications and may be found online at the Seminary website ([seminary.erskine.edu](http://seminary.erskine.edu)). Thank you.*

c. Our faculty report continues by focusing on the outstanding gathering of residential faculty as well as distinguished professors and adjunct professors. We continue to

enjoy great unity in our faculty and a renewed sense of calling. We have sought to meet the good challenges of growing programs, students, and service to the Church by strengthening our faculty bullpen with residential professors like Dr. Matt Miller, an Assistant Professor of Ministry at Erskine-Greenville, distinguished professors like Dr. Duncan Rankin, who is also the director of our Th.M. program; and adjunct professors like our own committee chairman, Dr. David Smith. Each of these new additions is an ARPC minister of the Gospel. In the coming three years we are going to experience a transition through retirements. We are planning now for that eventuality by bringing on younger pastor-scholars as adjuncts and shaping these young men to take on increasing responsibility. Some of them will be called to serve in full-time capacity in our seminary. By 2023 we plan to have every professor at Erskine Seminary trained and certified in best practices for teaching and learning in an online environment. We will also offer post-doctoral online teaching and learning to other faculty at a minimal cost. We believe this demonstrates our commitment to not only recognizing the future of theological education, but also doing so in a Kingdom-minded, collaborative spirit.

### 3. Staff

We believe that the staff at Erskine Theological Seminary is stronger than ever. *We staff for our renewed vision and mission plan and we are staffing for growth.* We have a strong admissions team led by Miss Robin Broome, and an online learning department that has been strengthened for the growing outreach of the Seminary (and the College) in hybrid-residential-online programs that meet the needs of students around the world. Our staff are also telling the story of God's grace at Erskine with a new online quarterly magazine, *Grace and Truth*, which is produced by our communications director, with our editor, Heath Milford, in Columbia, and in concert with every single team member at Erskine Seminary. Together, our staff meets monthly for prayer, for encouragement, and for reporting on vision and mission progress.

### 4. Students

This spring, our Full-Time Equivalency (FTE) reached 78.5, even as our head count reached 128 students studying for the ministry. Even though both of those numbers are up over prior year to date, we believe the best is yet to come. Indeed, with growth in outreach, and new and renewed academic programs, we believe that we are standing on the precipice of a period of accelerated growth. You should be proud in the Lord, to know that the largest single constituency at Erskine Seminary is composed of students from the Associate Reformed Presbyterian Church, followed by the PCA, the EPC, Southern Baptists, and then a host of denominations, including a strong presence by the Anglican Church in North America, the African Methodist Episcopal Church, and the Independent Ministers Fellowship. Our students are, increasingly, representing top undergraduate scholars, and many second-career students who have been called of God to proclaim the unsearchable riches of Christ. And Erskine is here to receive them, prepare them in the faith of the Westminster Standards, and to send them out with a zeal for Christ and his Kingdom.

### 5. Campuses and Extensions

Dr. Milton is working on a plan to "Strengthen the foundations of our campuses, extensions, and programs so that Erskine Seminary will have a sustainable platform

from which to project strong Reformed ministry into the coming generations.” Working with myself, our team, our board, and many in our denomination, we are installing administrative plans for each of our ministry points. From Erskine Seminary-Columbia, Erskine Seminary-Greenville, to our renewed Erskine Online (formerly the Erskine Virtual Campus), all the way to our beautiful, historic home campus in Due West, South Carolina, we are actively pursuing a ministry plan that will result in more students, and more mission-focused ministries to reach the world for Jesus Christ by preparing shepherds for His harvest.

#### 6. Programs

Erskine Theological Seminary is a truly exciting place to be at this moment in her history. We are delighted to announce the approval of a new Master of Arts in Christian Counseling. This new degree, the MACC, will provide licensed professional Christian counselors at a time when our nation is experiencing both a shortage and a growing demand for trained and licensed mental health care professionals. Our degree is already attracting the interest of new students from around the country who desire to train in a Reformed and Evangelical seminary that can also prepare them for licensure. You will be seeing more about this new program in the news. Our Master of Theology degree (the Th.M.) is growing in *numbers, strength, and influence*. With our new director, Dr. Duncan Rankin, we are engaging students in the ARP, the PCA, and also partnering with *World Witness* to train up pastoral educators in other parts of the globe. We have two institutes that are engaging the larger Body of Christ. *The David Livingstone Institute* is applying a Biblical and Reformed worldview by teaching courses in areas like medical ethics. Led by Dr. Noel Brownlee, an ARP medical doctor, a Ph.D., and head of pathology at a leading hospital in Greenville, South Carolina, this Erskine Seminary faculty member is making a difference in the lives of many people who would otherwise never come to Erskine Seminary. This past spring over 350 people gathered at Erskine-Greenville to hear noted Christian astronomer Dr. Hugh Ross speak on Creation. This is the kind of national ministry impact that this Erskine institute is having. We are also proud to announce that by vote of the board the D. James Kennedy Institute of Reformed Leadership will now reside at Erskine Theological Seminary. Through Erskine Online, the D. James Kennedy Institute will provide post-seminary fellowships in pastoral ministry to Erskine graduates and to other seminary graduates. The old phrase, “But I didn’t get that in seminary,” is an expression we do not want *our* graduates to utter. Pray for us as we prepare this course — this one-year post-seminary pastoral “residency” — that every Erskine Seminary grad will receive at no cost.

#### Summary

We need your prayers. We are experiencing the blessing of the Lord as a result of your prayers. Erskine Theological Seminary is not just an institution; she is a movement of the Holy Spirit under the authority of His Church. Every person in our community is vital to the success of the whole. And that includes you. Erskine Seminary exists for a glorious and noble Great Commission-grounded goal: *to shepherd the shepherds who will shepherd the flock*. We are *your* ARP seminary. Send your students to us. They will receive an unsurpassed theological higher education, and solid Reformed and Evangelical pastoral training.

This is *your* seminary. This *is* Erskine Theological Seminary.

### Board Development

It is a blessing to serve on the Board of Trustees and to work on behalf of Erskine College and Theological Seminary. We acknowledge our responsibility to lead Erskine with integrity and in a professional manner. As Christian men and women, we conduct our business with a spirit of unity.

The Board continues to provide educational opportunities for its members. This year we have had the pleasure of hearing from students, faculty, and coaches. These presentations are the highlight of our meetings. They give us a glimpse into life on campus and into the hearts of those who are called to lead here. In October the Board hosted a faculty dinner in the Bowie Arts Center with nearly 80 in attendance. It was a privilege to honor the faculty with a lovely evening of food and fellowship.

In an effort to play a more active role in increasing Erskine's donor base, the Board formed an Ad Hoc Development Committee. The purpose of this committee is to assist the President and the Vice President for Advancement and Alumni Relations in securing major gifts for the institution. Their duties include establishing relationships with major donors, identifying opportunities for large gifts, and assisting in plans for capital campaigns. The Board is very pleased with the work of this committee, with a high point being the President's Gala in February honoring significant donors over the last five years.

We encourage Synod to continue to select only faithful, capable trustees who are committed to the ARP's vision for Erskine as expressed in its Statement of the Philosophy of Christian Higher Education. We appreciate the work of the SCONE as they evaluate potential candidates. The Board is deeply grateful for the confidence that the Synod has shown in our ability to govern this institution. We seek to do all we can to represent the ARP Church and to support our denomination. We thank you for your continued prayers and financial support.

The Chairman of the Board of Trustees recommends that the following description be added to the Erskine "Membership" section of Synod's *Manual of Authorities and Duties (MAD)* to clarify board composition. "The Board of Trustees consists of 15 voting members who serve five-year terms. One member of each class of three must be an ARP minister. The current Moderator of Synod and the current Alumni Association President serve as non-voting board members. Other advisory members may be called on at the pleasure of the chair."

### SUMMARY

The opening of the 2020 academic year generated palpable excitement as Erskine College welcomed a record 430 freshmen and a total of 780 students. Since 90% of Erskine students live on campus, the year also began with new housing options. For the first time the College offered honors housing to 16 female students in the Edwards House and 23 male students in McQuiston. The purchase of a 54-bed apartment complex on County Road just east of the Due West Family Medicine office allowed Erskine students the opportunity to enjoy apartment living as part of the on-campus housing options. By the time classes started, every bed on campus was filled for the first time in recent history.

Additionally, students returned to a renovated Moffatt Dining Hall with new fixtures, flooring, and food choices, including a Mongolian Grill where students select meats and vegetables for the chef to stir-fry. For the first time in many years, a new building was in progress on campus, a football field house with a state-of-the art weight room. Not long afterward, new construction began on the Depot Street village houses, which will accommodate 48 students beginning in the fall of 2020. This new housing complex offers Erskine students another option for living on campus in a residential setting with six students per unit, four of whom will live in single rooms while the other two will live in a spacious double loft upstairs.

With the large new freshman class, academic classrooms were filled, Moffatt was brimming with diners, and Due West ARP Church was fully packed with students sitting on the main floor and the balcony for the Formal Opening Convocation and early chapels. Growth brought larger crowds to watch athletic contests, to participate in student activities, and to attend musical concerts, art shows, and convocations with special speakers. Throughout the semester there was a positive buzz on campus, a sense that Erskine's vibrant community was flourishing.

Yet this positive start was abruptly interrupted in mid-March by the COVID-19 pandemic. Within a few weeks of the word that a new virus was sweeping the world, Erskine College and Seminary transitioned from residential classes to an online format. In the end, most of our students returned home for the remainder of the semester, finishing their coursework through a distance-learning format. The initial effects of this transition were extremely difficult when many events had to be cancelled: Choraleers and instrumental concerts, senior art shows, the spring dramatic production, and spring athletic seasons. Graduation was postponed to the fall. The finish to the year seemed like a whimper compared to the celebrations that should have occurred.

But God is provident. He is an *"ever present help in trouble"* (Psalm 46:1). Erskine's communications staff prepared a lovely virtual celebration for Erskine admissions team transitioned quickly into a virtual world and continues to see strong interest for the fall of 2020. Athletic recruiting has remained strong, also in a virtual world. Our students persisted in the new online environment and finished the semester strongly. Our professors performed an amazing job of walking their students through the semester and communicating with them daily to encourage and instruct them. The new Depot Street village house construction continued on schedule. There was and is life after the COVID-19 pandemic.

Our sense is that God is bringing good out of this terrible plague. Erskine administrators, professors, and staff learned new ways to communicate with constituents. In addition to the May 2 virtual celebration for seniors, Erskine hosted a Virtual Alumni Day March 28, held admissions tours online, and created an online version of Erskine's summer orientation program. Students responded to online classes with resolve to work hard and finish, but they also told professors and staff that they preferred the residential campus environment and could not wait to get back to "normal campus life in the fall." Many of them expressed how much they missed campus life, realizing when they were away how much they valued Erskine's residential college environment and the close relationships and strong community that have always made Erskine special.

After an exciting beginning in the fall, Erskine's 2019-20 academic year was disrupted during the spring semester by unforeseen disappointments and challenges. But Er-



skine's leaders believe that God is at work in these circumstances. Erskine students will return in the fall to a stronger and more faithful institution committed to honoring Christ in every aspect of higher education for the glory of His name.

**Recommendation:**

1. That the following description be added to the Erskine "Membership" section of Synod's *Manual of Authorities and Duties (MAD)* to clarify board composition. "The Board of Trustees consists of 15 voting members who serve five-year terms. One member of each class of three must be an ARP minister. The current Moderator of Synod and the current Alumni Association President serve as non-voting board members. Other advisory members may be called on at the pleasure of the chair." **SYNOD DID NOT APPROVE.**

*Soli Deo Gloria*  
Jill Gazzaway, Chair

**ERSKINE COLLEGE AND SEMINARY**

Master Cash Operating Budgets For the Fiscal Years Ending 2019 and 2020				
	APPROVED 2018-2019 BUDGET	PROPOSED 2019-2020 BUDGET		
		COLLEGE	SEMINARY	INSTITUTION
<b>REVENUE AND OTHER ADDITIONS</b>				
Tuition, fees, room, and board	\$ 25,827,414	\$ 34,903,000	\$ 812,111	\$ 35,715,111
Less: scholarships and financial aid	\$ 14,935,781	\$ 20,609,250	\$ 170,000	\$ 20,779,250
Net tuition, fees, room, and board	\$ 10,891,633	\$ 14,293,750	\$ 642,111	\$ 14,935,861
Endowment income (draw on endowment funds and unrestricted investments)	\$ 2,569,330	\$ 2,106,511	\$ 462,590	\$ 2,569,101
Annual fund	\$ 1,228,000	\$ 905,500	\$ 236,000	\$ 1,141,500
General Synod	\$ 422,000	\$ 245,100	\$ 163,400	\$ 408,500
Other income (Athletic fundraising, rental income, etc...)	\$ 551,500	\$ 494,500	\$ 9,500	\$ 504,000
Known other fundraising sources	\$ 325,000	\$ -	\$ -	\$ -
	\$ 15,987,463	\$ 18,045,361	\$ 1,513,601	\$ 19,558,962
<b>EXPENSES AND OTHER DEDUCTIONS</b>				
Salaries and benefits	\$ 8,914,392	\$ 8,320,181	\$ 1,077,143	\$ 9,397,324
Operating expenses - (instructional & institutional)	\$ 7,655,742	\$ 8,864,079	\$ 433,288	\$ 9,297,367
Bookstore	\$ 196,170	\$ 65,000	\$ 1,170	\$ 66,170
Debt service	\$ 929,649	\$ 1,332,649	\$ 2,000	\$ 1,334,649
	\$ 17,695,953	\$ 18,581,909	\$ 1,513,601	\$ 20,095,510
<b>CHANGE IN NET ASSETS</b>	\$ (1,708,490)	\$ (536,548)	\$ -	\$ (536,548)
<b>ESTIMATED CASH SURPLUS/(DEFICIT)</b>	\$ (1,708,490)	\$ (536,548)	\$ -	\$ (536,548)

**Note: This budget was approved and included in the report to Synod from the Erskine Board. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.**

The report of the Moderator's Committee on Erskine recommended that Synod not approve recommendation #1. In addition, the Moderator's Committee made an additional recommendation.

2. That the following description be added to the Erskine "Membership" section of Synod's *Manual of Authorities and Duties (MAD)* to clarify board

3. That prayer be offered for Erskine College and Seminary, the Board, the administration, faculty, staff and the RUF minister on the floor of Synod. **SYNOD APPROVED.**

The report of the **Executive Board** was presented and approved.

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

The Executive Board had two regular meetings and two called meetings following the 2019 meeting of the General Synod. This report reflects its 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:

#### **From the Executive Board meeting of October 24, 2019:**

After hearing discussion and proposals from the Special Committee on Denominational Ministry Fund (DMF) Spending and the Special Committee on Retirement Plan (aka Blue Ribbon Committee), a motion was proposed, "That the Special Committee on DMF Denominational Spending with the concurrence of the Special Committee on Retirement Plan, requests that an emergency freeze be implemented for all ARP denominational hiring in Greenville, SC." The motion carried. Following further discussion, the Executive Board voted that the financial matter was an emergency. The Moderator was asked to write and circulate an information letter on the matter.

The Executive Board approved a \$100 registration fee for Synod 2020. This was forwarded to the Committee to Plan the Synod meeting for 2020.

The submitted report of the Nominations Committee was approved.

An ad hoc committee was appointed to choose a theme for the decade.

Reports from the Boards and Presbyteries were heard.

#### **From the Executive Board meeting of March 26, 2020:**

The Synod Decade Theme was adopted. (See Attachment A)

The Synod Yearly Emphasis was adopted (See attachment B)

The potential rescheduling for General Synod was approved for August 18-20.

The terms of Board/Committee members and Synod Officers were extended through September 1, 2020.

The Tentative General Synod meeting schedule was approved.

The budgets were approved. (See Attachments C-E)

Special Committee/Commission updates were received.

Agency Directors and Presbytery reports were presented.

**From the Executive Board Called Meeting of April 7, 2020:**

The meeting was held by Zoom conference to determine the matter of possible application by Central Services for the Paycheck Protection Program from the Small Business Administration of the Federal Government. The permission to make the application was deemed to be an emergency matter and was approved by the following vote: ayes, nine. nays, seven. abstention, (by absence), three. The application to the Paycheck Protection Program is for retention of and payroll for the employees of Central Services, Outreach North America, Christian Education Ministries and the Associate Reformed Presbyterian Foundation. Based on discussions at the Executive Board meeting, the application was modified to exclude Christian Education Ministries and Outreach North America and only include those entities without reserves such as Central Services and the Foundation.

Following the conclusion of the meeting, a member of the Executive Board noted a technical difficulty in getting his vote included in the meeting. The Executive Board decision would not have been altered had that vote been registered during the meeting.

An investigation as to how this difficulty could be avoided in the future was begun. No further precautions were possible.

**From the Executive Board Called Meeting of April 14, 2020:**

The meeting was held by Zoom conference to revisit the matter of a possible application by Central Services for the Paycheck Protection Program from the Small Business Administration of the Federal Government. (See **Executive Board Called Meeting of April 7, 2020**)

Following discussion, a motion to declare that revisiting the matter constituted an emergency failed.

**Recommendations:**

1. That the proposed budgets for the Executive Board, Committee on Campus Ministry Oversight, The ARP Center Facility, The ARP Magazine, and Central Services be approved. **SYNOD APPROVED.**
2. That the Moderator's proposed theme and monthly emphases be endorsed. **SYNOD APPROVED.**
3. That the schedule for the annual meeting of Synod 2020 be approved. **SYNOD APPROVED.**
4. That the actions of the Executive Board reported herein be received as information. **SYNOD APPROVED.**

Respectfully submitted,

C.R Beard, Principal Clerk

## CENTRAL SERVICES

	Synod Approved 2019	Actual 2019	Synod Approved 2020	Proposed 2021
<b>Revenues</b>				
<b>Current Funds</b>	-6.4%		7.0%	2.0%
Denominational Ministry Funds	\$ 320,075	\$ 327,696	\$ 350,790	\$ 347,046
Miscellaneous Gifts	2,000	1,646	2,000	2,000
Total Current Funds	\$ 322,075	\$ 329,342	\$ 352,790	\$ 349,046
<b>Agency Support</b>				
Board of Benefits	\$ 184,400	\$ 184,400	\$ 190,400	\$ 195,300
ARP Foundation	5,000	5,000	5,000	5,000
W. H. Dunlap Fund	4,500	4,500	4,500	4,500
Total Agency Support	\$ 193,900	\$ 193,900	\$ 199,900	\$ 204,800
<b>Total Revenues</b>	\$ 515,975	\$ 523,242	\$ 552,690	\$ 553,846
<b>Expenses</b>				
<b>Total Salary and Benefits</b>	\$ 475,537	\$ 485,881.20	\$ 501,837	\$ 507,658
<b>Staff &amp; Program</b>				
Worker's Compensation	\$ 1,495	\$ 1,869	\$ 1,809	\$ 1,937
Director Travel & Expenses	2,500	1,704	3,000	2,000
Staff Travel & Expenses	1,200	589	1,500	1,000
Training	1,000	328	2,000	2,000
Contract Employees	4,800	11,392	10,400	10,400
Dues/Subscriptions	1,000	351	1,500	1,500
Contingency	-	-	-	-
Total Staff & Program	\$ 11,995	\$ 16,233	\$ 20,209	\$ 18,837
Total Equipment	\$ 2,200	\$ -	\$ 3,200	\$ 3,200
<b>Agency Support</b>				
Agency Support Revenue	\$ (22,000)	\$ (23,669)	\$ (20,000)	\$ (22,000)
Copier Lease	6,150	5,651	6,151	6,151
Postage Meter/Scales	1,993	1,944	1,993	1,993
Postage	11,500	6,700	14,000	9,000
<b>Net Agency Support Expense</b>	\$ (1,857)	\$ (9,374)	\$ 2,144	\$ (4,856)
<b>General Office</b>				
Software Maintenance	\$ 7,200	\$ 8,760	\$ 7,200	\$ 8,800
Bank Fees-Net	5,000	9,150	8,000	9,000
Bank Fees Allocated	(5,200)	(9,150)	(8,000)	(9,000)
Communication	4,900	6,473	5,500	6,637
ARP Synod Web Page design & maint	2,000	2,224	2,600	2,340
Office Supplies	14,000	12,828	10,000	11,000
Commercial Insurance		217		230
Total General Office	\$ 28,100	\$ 30,502	\$ 25,300	\$ 29,007
<b>Total Expenses</b>	\$ 515,975	\$ 523,242	\$ 552,690	\$ 553,846
<b>Net Income (Loss)</b>	\$ -	\$ -	\$ -	\$ -

## CENTER FACILITY

	<u>2019</u> <u>Budget</u>	<u>2019</u> <u>Actual</u>	<u>2020</u> <u>Budget</u>	<u>2021</u> <u>Budget</u>
<b><u>RECEIPTS</u></b>				
General Synod Allocation	\$ 23,074	\$ 23,074	\$ 23,766	\$ 24,479
Rent - ARP Entities	72,186	69,574	74,235	56,898
Rent - External Entities	38,166	43,005	17,387	13,184
Other Income	-	6,800	-	-
<b>TOTAL RECEIPTS</b>	<b>\$ 133,426</b>	<b>\$ 142,453</b>	<b>\$ 115,389</b>	<b>\$ 94,561</b>
<b><u>Expenses</u></b>				
Facility Repairs	21,375	24,259	19,750	19,750
Facility Maintenance	47,565	44,861	49,575	47,675
Utilities	33,206	31,542	32,050	31,225
Sinking Fund/Major Replacements	31,000	31,000	14,000	10,000
Other Expenses	-	839	-	-
<b>TOTAL Expenses</b>	<b>\$ 133,146</b>	<b>\$ 132,501</b>	<b>\$ 115,375</b>	<b>\$ 108,650</b>
<b>Net Income (Loss)</b>	<b>\$ 280</b>	<b>\$ 9,952</b>	<b>\$ 14</b>	<b>\$ (14,089)</b>
Beginning Facility Fund Balance	\$ 8,090	\$ 4,753	\$ 14,704	\$ 17,218
<b>Ending Facility Fund Balance</b>	<b>\$ 8,370</b>	<b>\$ 14,704</b>	<b>\$ 14,718</b>	<b>\$ 3,129</b>
	-	-	-	-
<b>Plant Sinking Fund (a)</b>				
Beginning Balance	\$ 59,074	\$ 59,074	\$ 65,544	\$ 36,874
Contributions	31,000	31,000	14,000	10,000
Expenses	(19,500)	(18,530)	(22,500)	(30,500)
<b>Ending Plant Sinking Fund Balance</b>	<b>\$ 70,574</b>	<b>\$ 71,544</b>	<b>\$ 57,044</b>	<b>\$ 16,374</b>

a) Funds set aside for future major repairs and replacements

## EXECUTIVE BOARD

	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b>Revenues</b>	20.5%		1.8%	-13.1%
General Synod Allocation	\$ 81,811	\$ 54,884	\$ 81,682	\$ 69,955
General Synod Registration	23,000	34,811	23,000	35,000
Executive Board Misc Income	-	500	-	-
<b>Total Revenues</b>	<b>\$ 104,811</b>	<b>\$ 90,195</b>	<b>\$ 104,682</b>	<b>\$ 104,955</b>
<b>Expenses</b>		-		
<b>General Synod Officers</b>				
Moderator	\$ 6,000	\$ 8,245	\$ 6,000	\$ 6,000
Vice-Moderator	500	918	1,500	1,500
Moderator-Elect	1,000	519	1,000	1,000
Vice-Moderator Elect	500		500	500
Principal Clerk	5,000	5,000	5,000	5,000
Treasurer	3,675	1,800	3,675	3,675
<b>Total General Synod Officers</b>	<b>\$ 16,675</b>	<b>\$ 16,482</b>	<b>\$ 17,675</b>	<b>\$ 17,675</b>
<b>General Synod Meeting</b>				
Program & Preparation	9,000	8,498	9,500	9,500
Honorariums	2,200	300	3,000	3,000
Staff Expenses	3,000	8,875	1,800	1,800
Synod Planning	250	59	250	100
Synod Room & Board	10,000	15,534	5,200	5,500
Synod Service Fee	0	10,558	13,000	13,000
<b>Total General Synod Meeting</b>	<b>\$ 24,450</b>	<b>\$ 43,824</b>	<b>\$ 32,750</b>	<b>\$ 32,900</b>
<b>Executive Board Meeting &amp; Office</b>				
Board Travel & Meeting Expense	\$ 4,000	\$ 4,906	\$ 4,000	\$ 4,500
General Office & Miscellaneous	400	66	400	400
Executive Board-Legal	1,000		1,000	1,000
<b>Total Executive Board</b>	<b>\$ 5,400</b>	<b>\$ 4,972</b>	<b>\$ 5,400</b>	<b>\$ 5,900</b>
<b>General Synod Contingency</b>				
Unallocated	\$ 25,000	\$ 5,454	\$ 25,000	\$ 25,000
Spec Comm -Synod Erskine Relations		\$ 98		
Special Committee on Worship	-	202	-	-
Special Committee-Blue Ribbon		98		
Special Committee-DMF		529		
Sp Committee-on nominations Erskine		51		
<b>Total General Synod Contingency</b>	<b>\$ 25,000</b>	<b>\$ 6,432</b>	<b>\$ 25,000</b>	<b>\$ 25,000</b>
<b>Promotion &amp; Services</b>				
Total Insurance	\$ 12,886	\$ 4,454	\$ 4,207	\$ 4,330
Orientation Program	\$ 8,000	\$ 2,953	\$ 7,000	\$ 7,000
<b>Historical Concerns</b>				
Archive Honorarium	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
Erskine Historical Records Maintance	-	500	500	500
ARP Historical Records storage	1,650	1,500	1,650	1,650
<b>Total Historical Concerns</b>	<b>\$ 2,650</b>	<b>\$ 3,000</b>	<b>\$ 3,150</b>	<b>\$ 3,150</b>
<b>New Mission Subscriptions-THE ARP</b>	<b>\$ 500</b>		<b>\$ 500</b>	<b>\$ 500</b>
<b>Total Promotion &amp; Services</b>	<b>\$ 24,036</b>	<b>\$ 10,407</b>	<b>\$ 14,857</b>	<b>\$ 14,980</b>
<b>Minutes of Synod</b>				
Preparation & Distribution	\$ 3,000	\$ 1,952	\$ 3,000	\$ 2,500
Printing	6,000	5,527	6,000	6,000
<b>Total Minutes of Synod</b>	<b>\$ 9,000</b>	<b>\$ 7,479</b>	<b>\$ 9,000</b>	<b>\$ 8,500</b>
Total Plan Book	\$ 250	\$ -	\$ -	\$ -
Standards Printing		\$ 600		
<b>Total Expenses</b>	<b>\$ 104,811</b>	<b>\$ 90,195</b>	<b>\$ 104,682</b>	<b>\$ 104,955</b>
<b>Net Income (Loss)</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

## MINUTES OF SYNOD

## EXECUTIVE BOARD

	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b><u>Erskine-Patrick</u></b>				
<b><u>ECM Revenues</u></b>				
ECM Contributions	\$ 48,800	\$ 50,402	\$ 48,500	\$ 42,530
ECM Denominational Ministry Alloc.	101,680	101,124	105,121	107,183
DM Allocation-Campus Ministry	\$ 500	\$ -	\$ 3,000	\$ 2,000
Total ECM Revenues	\$ 150,980	\$ 151,525	\$ 156,621	\$ 151,713
<b><u>ECM Expenses</u></b>				
<b>ECM Salary &amp; Benefits</b>	\$ 101,680	\$ 101,124	\$ 105,121	\$ 107,183
Committee to Oversee Campus Ministry	500	963	3,000	2,000
<b><u>ECM Other Expenses</u></b>				
ECM Intern Expenses (\$75/mo)	750	(125)	600	600
ECM Intern Expenses (\$75/mo)	850	-	700	700
ECM Travel	6,500	3,306	6,500	4,000
ECM-Large Group Expenses	20,000	15,376	20,000	16,000
ECM-Small Group Expenses	1,600	3,314	1,600	1,600
ECM-1 to 1 Expenses	1,800	1,169	1,600	1,600
ECM Staff Training	3,500	3,139	3,500	3,500
ECM-RUF Conferences	3,800	6,199	3,800	6,200
ECM Ministry Events	8,000	4,530	8,000	4,500
Office Supplies-ECM	1,800	3,495	2,000	3,500
ECM Bank Fees	200	184	200	300
Commercial Ins'r-ECM		27		30
Total ECM Other Expenses	\$ 48,800	\$ 40,613	\$ 48,500	\$ 42,530
<b>Total Erskine Campus Ministry Expenses</b>	\$ 150,980	\$ 142,700	\$ 156,621	\$ 151,713
<b>Net Income (Loss)-ECM</b>	\$ -	\$ 8,825	\$ -	\$ -
Beginning Fund Balance-ECM	\$ 32,385	\$ 32,385	\$ 32,385	\$ 32,385
<b>Ending Fund Balance-ECM</b>	\$ 32,385	\$ 41,210	\$ 32,385	\$ 32,385

## CAMPUS MINISTRY OVERSIGHT

	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b>REVENUES</b>	8.8%	33.6%	0.7%	4.1%
Denominational Ministries Alloc	\$ 105,631	\$ 103,594	\$ 104,364	\$ 109,103
Miscellaneous Gifts	500	87	900	500
ARPWM Contributions	3,600	3,722	3,600	3,600
ARP Subscription Income	24,000	19,353	20,550	20,300
ARP Advertisement Income	5,300	3,776	3,600	3,800
Misc Income	120	20	120	100
<b>TOTAL REVENUES</b>	<b>\$ 139,151</b>	<b>\$ 130,553</b>	<b>\$ 133,134</b>	<b>\$ 137,403</b>
<b>EXPENSES</b>				
<b>Total Salary &amp; Staff Benefits</b>	<b>\$ 105,154</b>	<b>\$ 100,885</b>	<b>\$ 104,689</b>	<b>\$ 107,068</b>
<b>STAFF &amp; BOARD EXPENSES</b>				
Editor Expenses	2,000	920	2,100	1,000
Staff Expenses	300	326	300	300
Dues & Membership Fees	200	400	200	400
Total Staff & Board Expenses	\$2,500	\$1,646	\$2,600	\$1,700
<b>PUBLICITY &amp; PROMOTION</b>				
Publicity & Promotion	700	564	700	700
"The ARP" Web Page	740	743	740	740
Total Publicity & Promotion	\$1,440	\$1,307	\$1,440	\$1,440
Total Equipment	\$720	\$2,474	\$500	\$500
Total Communications	\$1,650	\$2,041	\$1,820	\$2,320
<b>Office Expenses</b>				
Rent	3,577	3,578	3,685	3,795
Office Supplies & Misc	1,600	930	1,000	1,000
Commercial Insurance		359		375
Bank Fees	50	65	50	75
Total Office Expenses	\$5,227	\$4,931	\$4,735	\$5,245
<b>PRODUCTION EXPENSES</b>	-1.4%		-2.1%	652.7%
Preparation & Printing	12,429	9,000	8,520	10,010
Labels and Postage	4,441	3,364	3,190	3,630
P2P Subscription Software	1,840	1,654	1,840	1,690
Materials and Supplies	300	0	300	300
Photography Expenses	200	0	50	50
Design Services	3,250	3,250	3,450	3,450
Total Production Expenses	\$22,460	\$17,268	\$17,350	\$19,130
<b>TOTAL EXPENSES</b>	<b>\$139,151</b>	<b>\$130,553</b>	<b>\$133,134</b>	<b>\$137,403</b>
<b>NET INCOME/(LOSS)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



*The Associate Reformed Presbyterian*

	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b>REVENUES</b>	8.8%	33.6%	0.7%	4.1%
Denominational Ministries Alloc	\$ 105,631	\$ 103,594	\$ 104,364	\$ 109,103
Miscellaneous Gifts	500	87	900	500
ARPWM Contributions	3,600	3,722	3,600	3,600
ARP Subscription Income	24,000	19,353	20,550	20,300
ARP Advertisement Income	5,300	3,776	3,600	3,800
Misc Income	120	20	120	100
<b>TOTAL REVENUES</b>	<b>\$ 139,151</b>	<b>\$ 130,553</b>	<b>\$ 133,134</b>	<b>\$ 137,403</b>
<b>EXPENSES</b>				
<b>TOTAL SALARY &amp; STAFF BENEFITS</b>	<b>\$ 105,154</b>	<b>\$ 100,885</b>	<b>\$ 104,689</b>	<b>\$ 107,068</b>
<b>STAFF &amp; BOARD EXPENSES</b>				
Editor Expenses	2,000	920	2,100	1,000
Staff Expenses	300	326	300	300
Dues & Membership Fees	200	400	200	400
Total Staff & Board Expenses	\$2,500	\$1,646	\$2,600	\$1,700
<b>PUBLICITY &amp; PROMOTION</b>				
Publicity & Promotion	700	564	700	700
"The ARP" Web Page	740	743	740	740
Total Publicity & Promotion	\$1,440	\$1,307	\$1,440	\$1,440
Total Equipment	\$720	\$2,474	\$500	\$500
Total Communications	\$1,650	\$2,041	\$1,820	\$2,320
<b>Office Expenses</b>				
Rent	3,577	3,578	3,685	3,795
Office Supplies & Misc	1,600	930	1,000	1,000
Commercial Insurance		359		375
Bank Fees	50	65	50	75
Total Office Expenses	\$5,227	\$4,931	\$4,735	\$5,245
<b>PRODUCTION EXPENSES</b>	-1.4%		-2.1%	652.7%
Preparation & Printing	12,429	9,000	8,520	10,010
Labels and Postage	4,441	3,364	3,190	3,630
P2P Subscription Software	1,840	1,654	1,840	1,690
Materials and Supplies	300	0	300	300
Photography Expenses	200	0	50	50
Design Services	3,250	3,250	3,450	3,450
Total Production Expenses	\$22,460	\$17,268	\$17,350	\$19,130
<b>TOTAL EXPENSES</b>	<b>\$139,151</b>	<b>\$130,553</b>	<b>\$133,134</b>	<b>\$137,403</b>
<b>NET INCOME/(LOSS)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Note: These Executive Board budgets were approved and included in the report to Synod. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.**

The Moderator's Committee on Executive Board recommended the adoption of all recommendations. **SYNOD APPROVED.** In addition, the Moderator's Committee made an additional recommendation:

5. That the Director of Central Services and staff be thanked for their diligence in investigating retirement plan issues and other financial issues. **SYNOD APPROVED.**

See Synod Archivist Report (Appendix).

The report of the **Board of Stewardship** was presented and approved.

### BOARD OF STEWARDSHIP

General Synod has given the Board of Stewardship “responsibility for working cooperatively with the congregations and agencies of 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” (*Manual of Authorities and Duties*).

The members of the Board of Stewardship also serve as the board of directors of the ARP Foundation. Synod’s Investment Committee serves as Investment Advisor to the Foundation Board.

#### ARP Foundation

Steve Nichols, the Director of Gift Planning informed the Board of an initiative by the Foundation to provide on-line giving capabilities to local churches without that capacity. Twenty seven (27) churches were able to utilize the service this spring.

The Board adopted the following resolution:

“The Board of the ARP Foundation is greatly appreciative of the generous gifts of assets and bequests being made by our members to strengthen churches, agencies, ministries and special projects far above their regular give commitments. We regard it an honor as a Board to be entrusted with the ongoing responsibilities of managing your gifts to help meet current financial needs and build resources for the future of local churches and ministries important to our denomination.”

Planned Giving is an essential resource in combination with DMF to meet the funding needs of the denomination. Steve is available to make presentations to local churches. Planned giving typically benefits the local church as congregants are educated about planning options.

#### Stewardship

General Synod created agencies, boards, and committees to serve the entire Church in the proclamation of the Gospel of God by every means possible. **Every agency, board, and committee is dependent upon the free-will giving of every member of every congregation to the Denominational Ministry Fund in the financial support of our ARP Ministries.**

The Board of Stewardship was asked by the Moderator’s Blue-Ribbon (Retirement Plan) Committee to dedicate 20% of the 2021 Denominational Ministry Fund allocations to contribute toward funding the retirement plan actuarial deficit (see Moderator’s Blue-

Ribbon Committee report Index Number 10 for more information). The Board of Stewardship also considered input from the Denominational Ministry Fund Spending Committee in adjusting the allocations to the various entities. This is further noted on the Allocation of Denominational Ministry Funds that is attached at the end of this report.

The Board of Stewardship discussed the potential impact on Denominational Ministry Fund giving from the current economic environment. In the event there is a shortfall, the Board of Stewardship has directed that any shortfall be allocated between the Program Agencies on a prorata basis. Through May, contributions were close to budget and the Board is hopeful no adjustment will be required in 2020.

<b><u>Easter Offering</u></b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Stewardship/</b>					
<b>Foundation</b>	<b>8,757</b>	<b>9,802</b>	<b>8,672</b>	<b>7,567</b>	<b>6,716</b>
<b>Bonclarken</b>	<b>13,225</b>	<b>14,735</b>	<b>13,411</b>	<b>10,693</b>	<b>9,906</b>
<b>CEM</b>	<b>9,880</b>	<b>11,500</b>	<b>9,966</b>	<b>8,179</b>	<b>8,112</b>
<b>Erskine College</b>	<b>13,017</b>	<b>14,971</b>	<b>12,926</b>	<b>11,399</b>	<b>10,227</b>
<b>World Witness</b>	<b>22,533</b>	<b>23,767</b>	<b>20,943</b>	<b>18,020</b>	<b>17,994</b>
<b>Subtotal</b>	<b>67,412</b>	<b>74,775</b>	<b>65,918</b>	<b>55,858</b>	<b>52,956</b>

#### **Thanksgiving**

<b>Erskine Seminary</b>	<b>7,132</b>	<b>6,085</b>	<b>4,959</b>	<b>6,187</b>	<b>6,648</b>
<b>American Bible Soc.</b>	<b>3,853</b>	<b>2,781</b>	<b>2,896</b>	<b>3,742</b>	<b>3,306</b>
<b>Outreach North Am.</b>	<b>9,574</b>	<b>6,570</b>	<b>6,086</b>	<b>7,458</b>	<b>6,396</b>
<b>Christmas Benev.</b>	<b>57,097</b>	<b>45,500</b>	<b>37,214</b>	<b>50,995</b>	<b>51,108</b>
<b>Subtotal</b>	<b>77,656</b>	<b>60,936</b>	<b>51,155</b>	<b>68,382</b>	<b>67,458</b>

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 Magazine*, Christian Education Ministries, and Outreach North America. Procedures are in place to ensure compliance as a non-profit and 501(c)(3) religious organization.

The Board has engaged the independent auditing firm SuggsJohnson LLC, for the December 31, 2019 audit. The audit covers those areas for which the Office of Central Services provides the accounting as noted above.

#### **Administrative Information**

Officers for September 1, 2020– June 30, 2021

David Lauten, Chairman

Bryan Crotts, Vice-Chairman

Libby Elder, Secretary

Roger N. Wiles, Administrative Officer

**Recommendations:**

1. That the proposed 2021 Board of Stewardship and ARP Foundation budgets be adopted. **SYNOD APPROVED.**
2. In support of the Blue Ribbon Committee's recommendations for the recapitalization of the Retirement Plan (Index 10), the Board of Stewardship recommends the Moderator appoint a committee of five to plan a capital funds campaign to address the unfunded liability in the Retirement Plan and report back to the 2021 General Synod with recommendations. **SYNOD APPROVED.**
3. Recognizing the Associate Reformed Presbyterian Church is committed to "evaluating and changing church structures and priorities in order to meet the challenges of the future while preserving the best of the past" (<http://arpchurch.org/who-we-are/>), the Board of Stewardship joins with the Special Committee on Denominational Ministry Fund Spending (Index 11) in its recommendation for denominational restructuring, as received on 6/24/2020. **SYNOD APPROVED.**
4. That the moderator appoint a Select Committee composed of six members: (1) an active minister; (2) a retired minister, (3) two laypersons who are attorneys, and (4) two laypersons who are accountants; and from the six members appoint a chairman. The purpose of this Select Committee is to investigate all matters which contributed to and triggered the Retirement Fund Crisis. The select committee shall report back to the 2021 General Synod with its findings and recommendations. The Select Committee shall be given full authority to examine all documents necessary for this investigation. **SYNOD APPROVED.**
5. **Whereas** past Synod failures to adequately care for the ARP Retirement Plan justify immediate strong measures to correct the shortfall,  
**Whereas** the Blue Ribbon Committee has recommended 20% of the Denominational Ministry Fund (DMF) be designated to help correct this shortfall,  
**Whereas** this emergency threatens the vitality of the ARP denomination, creating a moral imperative that we not fail at Job One—protecting local pastoral ministry (Ephesians 4:1-16; Philippians 1:1; 1 Timothy; 2 Timothy; Titus),  
**Nevertheless**, the Bible also clearly teaches that local congregations ought to properly and adequately provide for their pastors and their families (Numbers 18:21, 24, and 28; Malachi 3:8 and 10; 1 Timothy 5:8, 17-18),  
**And whereas** providing now for their future infirmity and retirement of ministers is rightly a part of such proper provision,  
**And whereas** modern industrial standards for such provision are no longer 10% of total compensation as in the last Century but rather 15% to 20% of total compensation, due to declining market returns on fiduciary investments, as well as instability in Social Security (presently scheduled for a 20% haircut by 2028),  
**Therefore** be it resolved that the Board of Stewardship reminds congregations, sessions, presbyteries, the Synod, and her Board of Benefits that the emergency use of DMF funds for this good purpose does not overturn the Biblical responsibility of congregations to bear this larger burden, notwithstanding the Synod of 2019's hesitations to follow actuarial advice of the same.  
Our Biblical duty to care for Job One—local pastoral ministry—on the local and corporate levels of the ARP is clear. **SYNOD APPROVED.**

6. In the event of a shortfall in DMF in 2020, the 2020 allocations to the Program Agencies would be adjusted to cover the shortfall. **SYNOD APPROVED.**
7. That the Thanksgiving and Easter offerings be continued for Fall 2020 and Spring 2021. **SYNOD APPROVED.**
8. That Synod encourage all churches to visit the [arpchurch.org](http://arpchurch.org) website for a fuller explanation of the Denominational Ministry Fund, i.e. what it is and what it does. This information is available on the website under the *Give* option. **SYNOD APPROVED.**
9. That the General Synod encourage presbyteries and local congregations to provide a means for retired ministers to attend the Annual Meeting of the General Synod. **SYNOD APPROVED.**
10. That the General Synod thank Mr. Chip Smith for his 28 years of faithful service as the Treasurer of the General Synod for his tireless, generous and sacrificial service, wise counsel, helpful disposition, and his love for Christ and the ministry of the ARP Church, and we also rejoice in his continued service to his denomination. **SYNOD APPROVED.**
11. That General Synod pause for prayer, thanking God for His provision for our denomination, asking that all current and future ministry needs be met and seeking His wisdom to be faithful stewards of His provisions for the advancement of His kingdom and glory. **SYNOD APPROVED.**

Respectfully submitted,  
David Lauten, Acting Chairman

Denominational Ministry Fund Statistics  
April 2020

Category	2020	2019	2018	2017	2016
Churches meeting goal of 20%	2	3	4	5	5
Churches giving 10% - 19%	31	30	27	31	29
Giving percentage not determined	75	89	82	70	82
Remaining at same percentage	89	72	100	132	36
Increased percentage level	45	71	51	55	144
Increased by at least 1%	21	53	31	42	135
Decreased percentage level	44	34	34	37	12
Decreased giving but at 10% or above	11	5	8	7	0
Submitted a report but did not pledge support	41	23	27	56	45
Churches who have not submitted reports as of Synod packet deadline.	70	85	104	53	148

The figures reported in the column "2020" are based on information recorded in Statistical Reports for calendar year 2019 from individual congregations. Total churches = 253.  
(Does not include the Canadian Presbytery.)

## BOARD OF STEWARDSHIP

	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b>Revenue</b>				
General Synod Allocation-Stewardship	\$ 20,870	\$ 18,557	\$ 18,558	\$ 19,398
General Synod Allocation-Foundation(Dir GP)	79,952	80,416	86,842	89,370
ARP Foundation		\$ 5		
Special Offering	8,120	8,757	9,200	9,200
Transfers for Ministry	46,340	44,245	44,671	46,862
Endowment Transfers for Dir of GP	46,340	44,245	44,671	46,862
<b>Total Revenue</b>	<b>\$ 201,622</b>	<b>\$ 196,225</b>	<b>\$ 203,942</b>	<b>\$ 211,692</b>
<b>Expenses</b>				
<b>Director of Gift Planning (GP)</b>				
<b>Total Salary &amp; Benefits</b>	<b>\$ 106,872</b>	<b>\$ 108,194</b>	<b>\$ 112,205</b>	<b>\$ 105,233</b>
Dir of GP Travel/Meals	\$ 12,000	\$ 9,868	\$ 12,000	\$ 12,000
Dif of GP Dues/memberships	1,200	904	200	1,000
Cell Phone	526	763	766	766
Rent	2,954	2,954	3,042	3,133
GP Office Supplies/Promotional	2,740	1,979	3,300	3,300
Admin/Consultant				10,800
<b>Total GP Office Expenses</b>	<b>\$ 19,420</b>	<b>\$ 16,467</b>	<b>\$ 19,308</b>	<b>\$ 30,999</b>
<b>Total Director of Gift Planning Expenses</b>	<b>\$ 126,292</b>	<b>\$ 124,661</b>	<b>\$ 131,513</b>	<b>\$ 136,232</b>
<b>Stewardship Expenses</b>				
Board Travel & Expenses	\$ 6,000	\$ 6,172	\$ 6,000	\$ 6,100
Administrative Support	5,000	5,000	5,000	5,000
Promotional	2,400	400	1,000	1,000
General Synod Audit & Legal	11,000	9,860	10,200	10,400
Ministry Contribution to DM Fund	46,340	44,244	44,671	46,862
General Office	2,590	2,954	3,000	3,000
Bank Fees	\$ 2,000	\$ 2,296	\$ 1,900	\$ 2,400
Commercial Insurance		\$ 639	\$ 658	\$ 698
<b>Total Stewardship Expenses</b>	<b>\$ 75,330</b>	<b>\$ 71,564</b>	<b>\$ 72,429</b>	<b>\$ 75,460</b>
<b>Total Expenses</b>	<b>\$ 201,622</b>	<b>\$ 196,225</b>	<b>\$ 203,942</b>	<b>\$ 211,692</b>
<b>Net Income (Loss)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**Note: This is the budget approved by the Board of Stewardship and presented in the report to Synod. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.**

The Moderator's Committee on the Board of Stewardship recommended the adoption of all recommendations. **SYNOD APPROVED.** In addition, the Moderator's Committee made an additional recommendation:

12. That the General Synod thank the Board of Stewardship and commend them for their cooperation with other agencies and boards. **SYNOD APPROVED.**

The report of the **Board of Benefits** was presented.

### BOARD OF BENEFITS

The Board of Benefits oversees the benefit programs of the ARPC. The Board works to provide financial support for eligible individuals and families in the areas of benevolence, insurance, and retirement benefits administered through the Office of Central Services.

#### Benevolence

The ARPC has a long history of benevolence to our retired ministers, their widows, families of ARPC ministers who died while serving a congregation, and retired ARPC agency employees. These faithful servants of God are not to be forgotten by the church they loved and served.

The Christmas Benevolent Fund distribution is funded by the annual Thanksgiving Offering, the J. C. Lott Endowment, the Helen W. Carson Fund and by special gifts and offerings. A full 100% of the money collected is distributed annually to qualified recipients. The Christmas Benevolent Fund distribution for 2019 was as follows:

Need-Based Assistance	\$6,000.00
Christmas Gifts	<u>\$49,832.00</u>
Total Distribution	\$55,832.00

The Board of Benefits appreciates all who contributed to the Christmas Benevolent Fund last year to assist those who have faithfully served our denomination. Please continue your generous contributions.

#### Insurance

##### Medical Plan

The ARPC Medical Insurance Plan (Plan) is self-funded. Blue Cross Blue Shield of South Carolina serves as Third Party Administrator of the Plan. The benefits are comparable to "platinum" plans available through the federal insurance exchanges.

Forum Benefits of Greenville, SC serves as benefit advisor to the Board of Benefits. Forum Benefits reviews and recommends design changes in the Plan, evaluates potential providers and competitive bids on an annual basis to control the cost of premiums, maintains the legal compliance of the Plan, provides "Open Enrollment" for members through their *myForum* portal and supports Central Services in the daily administration of the Plan.

In addition, Forum Benefits has developed cost savings and income producing programs with our new Medicare HRA Plan for members that continue to be employed past their Social Security retirement age and a new Prescription Benefit Manager Rebate Plan, respectively.

While the cost of health care nationally has continued to increase significantly, the cost of the Plan has held level for the last few years as a result of the work of Forum Benefits and administrative reforms within Central Services.

Eligible employees include all full-time ministers working at least 30 hours per week serving under terms of a Call, employees of local churches, Synod agency employees, qualified retired employees, and enrolled ARPC seminary students under the care of a presbytery.

#### Dental Plan

Synod's dental program is also a self-insured plan.

#### Vision Plan

Synod's vision program is fully funded.

#### Life, Accidental Death & Dismemberment, and Long-Term Disability

These three benefits are *fully insured* and *mandatory* for all full-time employees. The employing church or agency pays for the coverage. This premium is mandatory even in the event the employee declines the offer of medical and/or dental coverage. There are no exceptions.

#### HIPAA Privacy

As a self-insured Plan, the primary privacy focus is on the protection of Personal Health Information. Plan participants are given a Privacy Notice and Plan Document. Security policies and procedures are in place, including Business Associate Agreements that conform to HIPAA requirements.

#### Enrollment

Medical and dental coverage is conditional on eligible employees enrolling within the first 31 days of eligibility. Late enrollment is not allowed under the Plan and will result in the denial of benefits. Eligible employees who desire to enroll after the annual "open enrollment" period, may do so upon a "qualifying event." Contact the Human Resource Administrator at Central Services for specific eligibility and enrollment.

#### Post-Retirement Medical Coverage

General Synod's medical and dental coverage terminates at retirement for those who qualify at the age of Medicare eligibility. Persons retiring prior to attaining Medicare eligibility may continue coverage pursuant to certain requirements outlined in the Plan.

#### Termination of Insurance Benefits

Pursuant to policy adopted by the Board of Benefits, when insurance premiums of an employee are 60 days in arrears, Central Services will write to the appropriate church or



agency stating that the account is delinquent giving that church or agency 120 days from the date of the notice to bring the account current. If the account balance is not a zero (0) within the 120 days, insurance coverage for the employee of the church or agency will be terminated. The employee's insurance coverage may **only** be reinstated secondary to a qualifying event as stated in the insurance plan plus payments of all past due premiums.

Insurance Premiums, Fees, and Reserve Balance

	2016	2017	2018	2019
Total Insurance Premiums				
Collected -	\$4,370,509	\$4,839,156	\$5,211,437	\$5,279,754
Fees Paid to Third Party				
Administrators-	\$ 885,897	\$ 894,465	\$ 338,303	\$ 444,415
Paid Insurance Benefit Claims-	\$3,738,846	\$3,572,393	\$5,048,259	\$4,954,120
Administrative Costs -	\$ 83,191	\$ 89,992	\$ 88,919	\$ 92,200
Claims Reserve Investment				
Gain/(Loss) -	\$ 113,699	\$ 194,377	( \$67,280)	\$ 241,348
Balance of Claim Reserve -	\$1,858,674	\$2,335,357	\$2,004,033	\$2,034,401

Retirement

The Associate Reformed Presbyterian Plan (Plan) is a qualified, noncontributory, defined benefit plan. The Board of Benefits Retirement Committee serves as Administrator for the Plan. Copies of the Plan are available through the Office of Central Services.

The Board of Benefits (Board) monitors the financial health of the Retirement Plan Trust on an ongoing basis by reviewing changes in the demographics of the Plan's participants, investment outlook, and refinement of actuarial methods used to determine the value of assets and costs. Findley of Columbus Ohio serves as actuary to the Board.

The Investment Committee of Synod oversees the ARP Retirement Plan Trust portfolio. Alex.Brown Institutional Consulting manages the retirement plan assets. SunTrust Bank of Atlanta serves as Trustee and Custodian of the Plan assets. The Board works closely with the Investment Committee concerning portfolio performance and setting target rates of return on investments. The Chairman of the Board of Benefits serves as an advisory member of the Investment Committee.

	2017	2018	2019	2020
Actuarial Value of				
Assets -	\$52,503,000	\$53,958,000	\$54,700,000	\$56,900,000
Actual Liability—	\$60,214,000	\$62,078,000	\$67,900,000	\$70,000,000
Unfunded Actuarial				
Liability -	(\$7,711,000)	(\$8,120,000)	(\$13,200,000)	(\$13,100,000)
Percentage Funded -	87.2%	86.9%	80.5%	81.3%

The *Form of Government* requires a Call to have provisions for the church to make contributions at a designated percentage of a participant's earnings to the General Synod in support of the ARP Retirement Plan. Contributions to the Plan are not voluntary. Change in Actuarial Assumptions

The single greatest liability of the ARPC is the ARP Retirement Fund. The Board of Benefits has the responsibility to preserve enough money to support hundreds of retired, terminated vested, and active participants in their retirement.

In order to determine how much money will be needed to meet what has been promised, certain assumptions are made – interest discount rates, mortality, salary increases, contributions etc. The Board of Benefits has a fiduciary duty to “charge what it costs” to maintain their duty of care on behalf of our participants and the solvency of the Plan.

#### Ministers Opting Out of Social Security

General Synod has taken the position that there is nothing in the Standards of the Church that would support the “**religious principles test**” in the event a minister opts out of Social Security as provided for in Section 1402(e) of the Internal Revenue Code.

To opt out of Social Security a 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.”

A minister must base his filing on religious conscientious objection alone, not on a desire to personally invest funds that would otherwise be paid to Social Security. The deadline for filing an 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. Ministers planning to opt out of Social Security must notify the ordaining presbytery.

Applicants for exemption should be aware that the exemption is not official until the IRS has confirmed it in a written response to the individual's application. Bi-vocational pastors should note 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.

IRS rules regarding opting out of Social Security are stringent. Infractions can result in significant retroactive financial penalties to the pastor. Therefore, the Board strongly encourages that ministers exercise great care before making such an important decision.

#### Retirement and Disability Housing Allowance Resolution

The Board of Benefits recommended that the General Synod of the Associate Reformed Presbyterian Church replace in its entirety the denomination's Retirement and Disability Housing Allowance Resolution. The General Synod 2019 adopted the recommendation as follows:

*RESOLVED: Pursuant to Internal Revenue Code Section 107, the General Synod of the Associate Reformed Presbyterian Church, having control over the retirement and disability plans of the*

denomination, hereby declares that up to 100% of the retirement pension and/or disability payments received by retired or disabled **ordained** ministers each year, be designated as a rental/housing allowance and to that extent may be excluded from federal taxable income. Benefit payments so designated are excludable from federal taxable income only to the extent that said amounts provide for a home, that may include, principal and related taxes, assessment, insurance, repairs, maintenance, furnishings and any similar expenses directly related to providing a home. The amount eligible for exclusion under Section 107 may not exceed the fair rental value of the retired or disabled minister's home including furnishings, appurtenances, plus the cost of utilities. Effective the 1<sup>st</sup> day of July 2019.

#### Suspension of Retirement Benefits

Pursuant to policy adopted by the Board of Benefits, when retirement contributions on behalf of an employee are 60 days in arrears, Central Services will write to the appropriate church or agency stating that the account is delinquent giving that church or agency 120 days from the date of the notice to bring the account current. If the account balance is not a zero (0) within the 120 days, retirement accrual for the employee of the church or agency will be suspended. The employee may **only** be reinstated with the payment of all past due contributions plus interest based upon the discount rate that would have accrued during the suspension.

#### Financial Review

Suggs Johnson, LLC of Columbia, South Carolina, an independent certified public accounting firm, has been engaged to conduct the review of the Plan for 2019. The financial activities of the Board of Benefits are included in the audit of General Synod.

#### Role of Central Services

Central Services is responsible for the administration of the benevolence, insurance, and retirement benefits for eligible employees. Central Services receives, records, and disburses gifts for benevolent purposes, insurance premiums, and retirement contributions. Central Services provides each church with a detailed invoice for insurance premiums and Plan contributions monthly.

#### Officers for 2020-2021

Chairman: Jim Heppel  
 Vice-Chairman: Adam Bloom  
 Secretary: Cindy Chitwood  
 Treasurer: Treasurer of Synod  
 Administrative Officer: Roger N. Wiles, Exec. Dir. of Central Services

#### Recommendations:

1. That Synod give thanks to God for his provision to fund the benevolence, insurance and retirement benefits referenced in this report. **SYNOD DID NOT APPROVE.**
2. That the Christmas Benevolent Fund Offering continue to be taken during Thanksgiving and that the churches encourage the members of each congregation to support those in need who have served the Church so well. **SYNOD APPROVED.**

3. That presbyteries direct all their churches (except Canadian Presbytery) to **offer** General Synod medical, dental and vision insurance plan or plans to all eligible employees. **SYNOD APPROVED.**
4. That presbyteries direct their churches to **enroll** and **pay** premiums for all eligible employees to participate in the life, accidental death and dismemberment, and long-term disability plans. **SYNOD APPROVED.**
5. That presbyteries direct their churches (except Canadian Presbytery) to **enroll** and **pay** contributions for the ARPC Retirement Plan to all eligible employees. **SYNOD APPROVED.**
6. That the proposed budget for 2021 be approved **SYNOD APPROVED.**

Respectfully submitted,

Jim Heppel, Chairman  
 Roger N. Wiles, Administrative  
 Officer

#### BOARD OF BENEFITS

	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b>Revenues</b>				
<b><u>Unrestricted for Operations</u></b>				
General Synod Allocation	6,500	5,964	6,500	5,650
<b><u>Designated Estimates for Benevolence</u></b>				
Benevolent Fund Special Offering	44,104	57,097	41,360	51,300
Christmas Benevolence	1,987	-	80	-
J. C. Lott Trust	5,199	7,228	5,500	6,630
Total Benevolent	51,290	64,325	46,940	57,930
<b><u>Group Insurance Resources</u></b>				
Group Insurance Premiums	5,047,375	5,174,439	5,508,000	5,699,650
Group Insurance Interest	25	-	-	-
Inter Fund Transfers	18,800	180,000	26,200	26,200
Interest on Claim Reserve-ACI Fund	27,300	37,458	34,700	37,500
Gain/(Loss) A&R Claim Reserve-ACI Fund	-	210,008	-	-
Total Group Insurance	5,093,500	5,601,906	5,568,900	5,763,350
<b><u>Retirement Plan Resources</u></b>				
Ola B. Hunter Trust for Retirement	3,800	4,410	3,780	4,300
ARP Retirement Plan	1,890,000	1,869,458	1,867,200	1,925,500
Total Retirement Plan	1,893,800	1,873,869	1,870,980	1,929,800
<b>Total Revenues</b>	<b>\$ 7,045,090</b>	<b>\$ 7,546,064</b>	<b>\$ 7,493,320</b>	<b>\$ 7,756,730</b>

	2019 Synod Approved	2019 Actual	2020 Synod Approved	2021 Proposed
<b>Expenses</b>				
<b>Board and General</b>				
Board Travel & Meeting	5,000	5,349	5,000	5,000
Office and Miscellaneous	1,500	615	1,500	650
Total Board and General	6,500	5,964	6,500	5,650
<b>Benevolence</b>				
Benevolence	51,290	55,832	46,940	57,930
<b>Group Insurance</b>				
Group Insurance Premiums, Claims, Reserve	4,974,000	5,343,774	5,439,000	5,633,000
Group Insurance Administrative Support	92,200	92,200	95,200	97,650
Bank Charges	-	24	-	-
Fees-A&R Claim Reserve-ACI Fund	8,500	6,094	8,500	6,500
Inter Fund Transfers	18,800	180,000	26,200	26,200
Total Group Insurance	5,093,500	5,622,092	5,568,900	5,763,350
<b>ARP Retirement Plan</b>				
Audit	4,000	5,800	6,000	6,700
Actuarial Fees	50,000	76,303	50,000	70,000
Legal	5,000	1,380	5,000	5,000
Administrative Support	92,200	92,200	95,200	97,650
Miscellaneous Expenses	2,500	7,830	3,800	7,500
Transfer to Trustee	1,740,100	1,690,356	1,710,980	1,742,950
Total ARP Retirement Plan	1,893,800	1,873,869	1,870,980	1,929,800
<b>Total Expenses</b>	<b>\$ 7,045,090</b>	<b>\$ 7,557,757</b>	<b>\$ 7,493,320</b>	<b>\$ 7,756,730</b>
<b>Net Income (Loss)</b>	<b>\$ -</b>	<b>\$ (11,693)</b>	<b>\$ -</b>	<b>\$ -</b>

**Note:** This budget was approved and included in the report to Synod from the Board of Benefits. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.

The Moderator's Committee on Benefits did not recommended the adoption of recommendation 1. The Moderator's Committee recommended the adoption of recommendations 2-6. **SYNOD APPROVED.** In addition, the Moderator's Committee made an additional recommendation:

7. That Synod give thanks to God for his provision and pray diligently for further provision for any shortfalls in the benevolence, insurance, and retirement benefits referenced in this report. **SYNOD APPROVED**

The report of the Board of **Outreach North America** was submitted to Synod.

#### OUTREACH NORTH AMERICA

*[The following is the report from the former Executive Director of ONA given at the Fall Meeting of the ONA Board 2019. All comments from ONA Board Chairman, Rev. Dr. Jan Sattlem, are identified in brackets [ ]. Little has been proactively planned*

*at ONA since that November meeting. We continue to be prepared to bring a candidate before the Board!]*

## EXECUTIVE DIRECTOR'S REPORT TO THE BOARD OF OUTREACH NORTH AMERICA

### FALL 2019

In June of 2017, our General Synod passed the recommendation that affirmed our vision to grow the ARPC by (at least) 90 churches by 2030. We have called this the **More Initiative**, based on Ephesians 3:20-21 *"<sup>20</sup>Now to Him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, <sup>21</sup>to Him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen."* We desperately need continued prayer and the blessing of The Holy Spirit on this endeavor. **The General Synod has also directed presbyteries to set aside the day after each presbytery meeting as a day of voluntary fasting and prayer for new church development, evangelism and church vitality.** This focused prayer and passion will greatly influence our commitment to these vital ministries of the ARPC, ONA and our churches.

By Board action, we have the systems in place to accomplish the More Initiative, should the Lord provide the opportunities and church planters. When we adopted our new church planting model in the Spring of 2015, we presented a plan that would fiscally support funding **6 new church planting explorers per year**. When fully realized, this means that as presbyteries locate suitable municipalities and planters, there will be 24 active church plants or explorers in the field receiving presbytery and Synod financial support at any one time. The total annual cost for a fully funded paradigm is \$326,000. At this board meeting, we will discuss and take action on the merits of setting aside that amount in our budget each year to go into the field and directly to New Church Development. *That is, even if we do not have 6 new explorers per year, ONA will commit to investing \$326,000 each year to fund NCD's in the field.* This funding may include intern grants, programming grants or even extra stipends for church planters.

Not only will this move help our finance team to forecast expenses accurately, it will also allow us to help our men in the field with any "surplus" the Lord provides. As the Lord would have it, this year we are being asked to invest in two full time interns who will plant new ARP Churches beginning in 2020. That means that for the next four years, unless the Lord brings new church planters off cycle, we will have the equivalent 4 "empty" spots in the paradigm. While this is a sliding scale, the additional resources available to our planters will range from \$72,000 to \$108,000. But, in order to meet our vision of 90 new ARP churches by 2030, we will have to increase our volume in subsequent years. Pray now for more core groups and organized churches to want to join the ARPC!

What barriers can we anticipate as our denomination strategizes to reach this goal?

**Spiritual resistance.** Scripture reminds us of the true nature of resistance to the Gospel message, especially in taking new ground in church planting!

*“For we do not wrestle against flesh and blood, but against the rulers, against the authorities, against the cosmic powers over this present darkness, against the spiritual forces of evil in the heavenly places.” Eph. 6:12*

**Cultural pushback.** Jesus tells us emphatically in Matthew 16 that *“the gates of hell will not prevail against [His church],”* but that does not mean that there will not be resistance in taking new ground!

**Church planters.** We will need gifted, called and entrepreneurial church planting families. We should select our best men (Acts 11:24) and send them. Instead of the initiative being left to the individual, churches should deliberately approach their best, most gifted Christian leaders to send them to places of greater need.

**Leadership.** We must have trained, called and equipped servant leaders ready to serve as provisional elders.

**Pioneering church planting team members.** Should be willing to travel to or/ move to the target area with the church plant in order to invest themselves in a church planting opportunity. Mark Dever has said that *“the local church, in all its glory, makes the audible gospel visible.”* We must pray for and recruit members of the church visible for our new churches.

We must major in producing and maintaining healthy, **vitalized ARPC churches and presbyteries.**

We must develop and increase **financial resources** for the task ahead. *“For which of you, desiring to build a tower, does not first sit down and count the cost, whether he has enough to complete it? (Luke 14:28)* While we have set up a responsible allocation of the resources entrusted to us, our goal and desire is to fund each church plant at maximum levels.

We must aid in the development of visionary Church Extension committees leading presbyteries that will reach cities, communities and neighborhoods both within and outside of their geographical bounds in order to *“fish where the fish are”* while recognizing the sizable populations that are also within our stated boundaries.

Numbers don't lie, and the number of ARP's in North America have slightly declined over recent years. In fact, of our 269 congregations, over half are less than 70 members, with half of those under 30 members! 38 are mission churches. But if we only gauged the ARPC success and substantiality only by numbers, we would be incredibly short sighted. Our health and vitality are assured by the Lord Himself and He is building His Kingdom as He sees fit. However, we must be proactive to seize the moment that the Lord has given us in this day and in this time. Like the men of Issachar, we

must understand the times (1 Chron. 12:32) and we must be about “*making the best use of the time, because the days are evil.*” (Eph. 5:16)

*“The Executive Director of Outreach North America is the chief executive officer. He reports to the Chairman of the Board of Outreach North America, a board of the General Synod of the Associate Reformed Presbyterian Church. He is to be a resource person to General Synod, presbyteries, and congregations of the denomination. He will present a written report at each regular Board meeting and will bring to the Board informative and innovative ideas that will enable the Board to explore new directions for its work. By direction of the General Synod, he will also serve on Synod’s Committee on the Minister and His Work...”* so begins the job description of the Executive Director of ONA found in *Synods Manual of Authorities and Duties*. For this report, I will use this job description as a rubric, italicizing the responsibility.

#### **Duties and Responsibilities:**

*There are five strategic areas for which the Executive Director is responsible. They are Evangelism, Church Planting, Church Vitality, National Development, and Administration.*

#### **Evangelism:**

*To be a stimulus for evangelism as a primary activity for all congregations.*

The past five years has seen a marked increase in information, emphasis and overall passion for evangelism for the evangelical church in North America as a whole. A great deal of our zeal has come from several empirical studies that have examined the rise in the “nones” in the USA and other western nations - a census category that allows the respondent to identify themselves as having no religion. Barna, Lifeway Research and Pew have all conducted research and found that up to 90 percent of self-identified nones are open to having a CONVERSATION about Jesus, if the believing friend were to instigate it. The same studies have found that less than 30 percent of self-described evangelicals will instigate these conversations. A recent study by Barna indicates that only 3 in ten “evangelicals” feel equipped to share the gospel. Indeed, “The fields are ripe for the harvest, but the workers are very few.” (Like 10:2) The Billy Graham Center also conducted a study of the top ten churches that grew by conversion growth. They found that without exception, pastors who practice personal evangelism lead churches that grow through conversions. We in the ARPC are not immune to these trends. That’s why we have taken these proactive steps to address this chasm:

We have developed the Gospel Conversations presentation/seminar. In it, we explore three questions: **Are you motivated to share the Gospel, are you prepared to share the Gospel and are you available to shares the Gospel?** By exposing ARP congregations to the cultural trends, especially the openness of younger Americans to faith conversations, we hope to embolden them to instigate relationships that will lead to a presentation of the claims of Christ. We also present a very simple gospel presentation outline with the hope of emboldened personal evangelism in the local church.

We hosted Dr. Rick Richardson to present at Erskine College and Erskine Theological Seminary. Dr. Richardson is the Director of the Billy Graham Center for Evange-



lism, US President of the Lausanne International Conference on Evangelism and professor of Evangelism at Wheaton College and author of "You Found Me." Dr. Milton and Dr. Richardson hosted "Evangelism in the Post Christian World." The information and format was excellent. This presentation will be repeated for our Pre-Synod Conference on Evangelism at Synod this year. *[Due to a booking oversight, Dr. Richardson was unable to be with us. Dr. Wayne Frazier and Dr. Michael Milton will deliver a similar message. Sattem]*

We have solidified our relationship with Evangelism Explosion and have offered the XEE training to each of our presbyteries. The relationship with EE continues, and we hope that each Presbytery will host an XEE event for themselves. *[A second XEE training launch was conducted in March with good success. Rev. Bill McClain should receive our praise and thanks for seeing this through! Sattem]*

We have an ongoing relationship with EE, XEE, Christianity Explored and the Billy Graham Center for Evangelism, each of which offer resources and training.

We encourage prayer for evangelistic boldness (Acts. 4:29) through our weekly "please pray for this mission church email" and other ONA communications.

As a "stimulus" for evangelism, I have sought to make several Gospel presentation outlines available to our congregations. I have done this through preaching, teaching and offering evangelism training online. Be it the simple Gospel presentation of John 3:16, the Roman's Road New Testament Bible or equipping relational evangelism through Christianity Explored, ONA has sought to make evangelism techniques available to all who want to learn. We recently joined a formal relationship with Evangelism Explosion International. The first fruit of that relationship was a recent EE training in Huntersville NC in which 6 presbyteries sent folks to be trained in Evangelism. God is good! We hope to continue to offer the EE training and hope that the ones we have trained will become champions within their own churches and presbyteries.

*To develop a means for measuring the effectiveness of evangelism in congregations, both qualitatively and quantitatively.*

The development of this measure is quite germane to and in the best interest of presbyteries. ONA participated in a study of churches who grow through conversion growth and found that the number one marker for evangelism and conversion growth is the pastor. **Pastors who regularly evangelize lead growing churches.** In response, we suggested an accountability cohort of pastors who evangelize. This recommendation (Fall 2015) was referred to Presbyteries and seems to have languished.

*To encourage the involvement of all groups, e.g. pastors, seminary students, youth, lay men and women in evangelism.*

Congregations where Evangelism is modeled and encouraged most often draws in all age groups. This was certainly exemplified at Bartow ARP in Florida Presbytery recently. I led a Gospel Conversations presentation that was very well attended by a very diverse crowd of folks from the church. The XEE training was offered to all pres-

byteries and several did not participate. Future plans include taking the XEE training to several locations and age groups across the denomination.

*To support and encourage inter-cultural evangelism notably in parishes that are multi-ethnic, multicultural, and/or multi-religious.*

Over the past five years, we have intentionally sought to minister to the various ethnicities represented in the APRC but even more, to North America.

Ethne Outfitters continues to be laser focused on interacting with Muslims in North America.

Within the ARPC, we have established a close community of Korean ARP Pastors through retreats and various gatherings. With the guidance and counsel of Dr. John Lim, Rev. Sung Song and others, we have hosted 4 Korean ARPC pastors' retreats. These retreats have been a welcome respite for our pastors who are often isolated within their presbyteries due to language and cultural differences. We mourn the loss of Dr. Lim as he was used mightily of the Lord to be the glue to this community.

We have also established a multiethnic church planting internship and have issued that grant several times to several church plants.

We have sought to bring attention and ministry to the plight of refugees and immigrants in the towns and cities in which we have churches. This is not only Biblical, but also strategic in that many millennials and others are drawn to faith through involvement in a missional activity.

We have recently planted two culturally and racially diverse churches: Montage Church in Los Angeles, CA, and Iglesia en Movimiento in Lake Placid, FL.

### **Church Planting:**

*To be a stimulus for church planting throughout the denomination.*

Current church plants include the following:

First Presbytery:

Trinity Chapel, Charlotte, NC

Catawba:

Arsenal Hill ARPC, Columbia, SC

King's Church, Irmo SC

Montage Church, Los Angeles, CA [*As of Spring 2020 Presbytery meeting, this work is no longer an active church plant Satterm*]

Northeast:

Hope Reformed Presbyterian, Millsbury, MA

Second:

Village Presbyterian, Greenville SC

Christ the King, Savannah, GA

Canada:

Hope Presbyterian, Toronto, Canada

Florida:

Trinity Presbyterian, Norman, OK

Iglesia en Movimiento, Lake Placid, FL

Virginia:

Christ Central, Charlottesville, VA

Mississippi Valley:

River City Reformed, Little Rock, AR

Redeemer Presbyterian, Murray, KY

Immediate opportunities and need for planters in KY, VA and MD.

Church Planting Pipeline: Interns: Mark Forbes and Josh Smith

*To develop a denominational church planting strategy.*

Recognizing the historically rural emphasis of the ARPC, four years ago produced a demographic map of each presbytery which outlined the cities of opportunity within their stated boundaries. We encouraged each Church Extension committee to prayerfully seek opportunities to reach the urban areas with new church development. When we established the New Church Planting Paradigm in 2015, we included special incentives for planters in larger SMA's. The Dare to Plant funding paradigm provides more DMF resources for urban areas of 500,000 or more.

Also in 2015, we introduced the **new funding paradigm**, which then allowed us to envision the **More Initiative of 90 new ARP Congregations by 2030**. While it's counter-intuitive, many movements and denominations, including the PCA report that generally, lowering the amount of money the national denomination contributes to the local work actually increases the success of that work. (Since 2000, the PCA has given \$0 national dollars to planting. The SBC gives a max of \$30k from national dollars.) **In 2015, we introduced the new funding paradigm for three important reasons:**

- 1) the aforementioned **buy-in and vision casting** component of the church planter and the community,
- 2) **ONA financial sustainability**. Between decreases in DMF and increases in recruitment and opportunities, we could not continue to finance multiple new works at the old levels. The net benefit from this has been men who are able to cast a compelling vision for a new work. The Lord has also provided free or affordable meeting places for many of our church plants! In some cases, the savings have matched or exceeded any reduced ONA payments!
- 3) **National Church Planting Strategy**- Prior to the paradigm, we had no way of tempering the funding of works that the Board deemed strategically important to the future and expansion of the ARPC. That is, a work in a static rural area was supported at the same level as a work in a growing cosmopolitan area. The national church planting strategy with which ONA is charged can best be supported by the new paradigm. The new paradigm also includes support for an Explorer year for the mission developer to grow a core group, produce a church planting proposal and invest himself into the community before meeting weekly as a church community.

Finally, the paradigm allows ONA to **effectively budget our resources** with a static \$326,000 per year set aside for New Church Development.

*To encourage congregations to engage in church planting by establishing mother-daughter congregations; by praying for and supporting the church planting activities of others; and by actively engaging in the encouragement and support of church planters and their families.*

Arguably, every Presbyterian Church plant is in a mother daughter relationship. Presbyteries and local churches commit to pray for, support and encourage the church plant, the church planter and his family. Presbyteries provide direct oversight and leadership through the Church Extension Committees and provisional session, as well as provide presbytery financial resources to instigate the work. ONA also provides leadership, training and Synod wide resources to help the church succeed. One model of church planting is the direct mother/daughter church planting relationship. While I have sought to champion this model, only three churches have actively engaged in it: Greenville ARPC and Village Presbyterian Church in Second Presbytery, First Presbyterian of Lake Placid and Iglesia en Movimiento in Florida Presbytery, and New Geneva Community Church and Redeemer Presbyterian in Mississippi Valley Presbytery. There have been many other conversations, but to date, no real traction.

Recently, we began to send out our “pray for this ARPC Mission church” email blast each Saturday night. This allows us to ask for prayer for each of the 38 mission churches in the ARPC at least once per year.

Tessa and the rest of the staff compile the newsletter and monthly prayer communications.

We have intentionally improved the ONA “brand” - from the logo, brochures and print media to the website, Connor and the staff have worked diligently for modernity, consistency and quality across all of our platforms. This has greatly enhanced our recruitment of church planters and donors.

*To help presbyteries develop an awareness of and responsibility for church planting and to provide support, resources, and encouragement to the presbyteries.*

We have intentionally included ONA board members as assessors in the CPAC (Church Planters Assessment Center) and CAM (Comprehensive Assessment for Ministry) process.

We have expanded the CAM to be a blend of the traditional CPAC and the truncated CAM. (Primarily to accommodate between CPAC cycle candidates.)

We have systematized the insurance, finance, initial church needs set up and organization process. This includes back office finance and giving systems.

*To earnestly pursue the recruitment of church planters and to provide for their screening, training/equipping, and coaching/mentoring.*

We continue to pray that the Lord will send us or show us new church planting families. I have built good relationships with Tom Hawkes and Dean Faulkner at RTS

Charlotte and also with RTS Orlando. This has allowed me to present and recruit from those great pools of potential planters. ONA has also joined the Gospel Coalition and recently presented at the GC Carolina, as well as the Acts 29 Carolina upstate greenhouse. All these contacts are helpful, but recruiting is a one on one, highly relational activity. The gestation period is often counted in years, not months! However, as the ARPC is getting well known for genuinely caring for our planters, the conversations are a bit easier.

We provided **separate church planter and wives retreats**- In the past, with family retreats, we were caught between the didactic and the relational emphasis. We also had to work around kids napping and eating schedules- so much so that the planters needed a vacation to recover from the retreats! We found though that the most meaningful and enriching times for the pastors' wives were the 90 minutes or so we set aside for them to pray together and fellowship. The men too enjoyed each other's fellowship, prayer times and sharing best practices in church planting. So, we decided to set aside two retreats- one for the wives and one for the husbands! This is quite unique in church planting circles and it's one reason the ARPC is gaining some traction in church planters recruitment!

**Training**- Our church planters are invited to attend at least two events while they are receiving support.

**Pathways Online Curriculum and monthly Zoom calls.** Pathways is a 12 month graduated system of online learning taught by Dr. Steve Childress from RTS. The Zoom calls give our men a chance for a "mini retreat" to catch up, learn, pray together and get coaching and wisdom from each other.

We have been blessed to have several former RUF campus ministers plant ARP churches. Each of these men have been particularly equipped to start a plant in the ARPC.

ONA continues to enjoy membership in the Church Planters Leadership Fellowship. (CPLF) This group of national and denominational leaders meets twice per year. The networking, training and fellowship are unmatched.

#### **Church Vitality:**

*To be a stimulus for church vitality throughout the denomination and to work with presbyteries in developing plans to implement the strategy. To provide assistance to declining or reclining congregations and to urge thriving congregations to achieve higher levels of success: vision-casting, exploring possibilities, and developing excitement and enthusiasm. To provide training for pastors and church leaders and provide resources to aid congregations in church vitality.*

When I arrived at ONA, I ended Ken Priddy's retainer with ONA/ARP. While Ken offered great material, I believed it had run its course with the ARPC. Those who were interested had used it- those who weren't, were not going to. But I knew we needed a repeatable church vitality system that could be coached, not "installed."

One of the smartest things I've done at ONA is to bring on Wayne Frazier as our church vitality coach. Wayne and I attended the Church Unique training in 2015 and have worked to combine that strategy with elements of Embers to a Flame, Organic Outreach, materials from Aubrey Malphus and others to create the Framing the Future of your Church and Ministry (FFCM). The 12 month FFCM process is cohort based and is truly unique to the ARPC. It is available to any of our churches regardless of where they are in the life cycle. We have partnered with Flourish coaching, a PCA ministry pastoral revitalization ministry to pastors and their wives. To date we have had 13 churches from 6 presbyteries participate in FFCM cohorts.

Wayne or Mike have presented in all US presbyteries on FFCM. *[Wayne and Connor met with approximately 30 RTS students over a Linger Longer meeting laying out the history and vision and planning of the ARP for the future. We pray for some pastors and planters from that effort. Satten]*

We also offer a DMin with Erskine in Vitality. This too is unique in academia. To date we have trained 37 students, including 6 ARP's in the two courses unique to the curriculum- the Church in Culture and the Culture of the Church.

### **National Development:**

*To aid in developing a national expansion strategy for the denomination.*

Working directly with presbyteries' church extension committees, we have developed a Church planting paradigm that incentivizes planters and presbyteries to consider planting in cities with a population of over 500 thousand souls.

Presbyteries have expanded into two new states (OK and MA). *[Catawba Presbytery is, at this time, studying a motion to initiate a new presbytery in the Southwest inclusive of TX, LA and perhaps other western churches. Satten]*

*To respond to inquiries from individuals and congregations that express an interest in the denomination.*

We have received churches and are in conversation with others in CA, OK, TX, HI, CO, MD, VA, WA and AZ.

We have Developed the "joining the ARPC" packet for Church extension committees as well as posted guidelines and expectations on the web site.

*To encourage the development of a warm and welcoming image for the denomination.*

We have developed a new ARPC brochure and ONA website. I have been personally involved in Exponential, CPLF, TGC and ELF as the ARPC representative to network and to personalize us to other denominational and movement leaders

### **Administration:**

*To establish an effective and efficient base of operations for Outreach North America (ONA) in order to carry out the policies, communicate the purposes and goals, and oversee the on-going business of the Board and its committees.*

When I arrived at the old ARP Center, ONA was located downstairs, away from the other program ministries- (WW, CEM). We moved upstairs and immediately began to have a much more collegial and cooperative environment in which to work. This has borne fruit in many cross-agency opportunities to work together. This cooperative attitude is still strong today, even in the new offices we enjoy.

Our staff team is second to none in their skills, passion for ministry, knowledge of our systems and dedication to our purposes. They are also quite integrated into all of our church plants and the churches with which we work. We are blessed!

*To recruit and train such other officers/employees as may be necessary to accomplish the duties and responsibilities of the Executive Director.*

We have assembled a GREAT staff! Erin Hipps, Event Manager, does her job well and effectively. She never says no! Connor Hipps, Chief of Operations, administers our systems and much more. He is passionate about excellence and efficiency. In fact, he is leaned on by the entire ARP Center! Brian Such has been working alongside ONA since Alan Avera. His institutional knowledge and wisdom are invaluable. Tessa Taylor is another gem on this highly qualified and gifted staff! She is invaluable in her communication skills and gracious persona. *[It should be noted that the Hipps have filled many "holes" while our "Holding Freeze" continues. Erin has dedicated many of her hours to World Witness after their loss of two key personnel. Connor has loaned his expertise to various boards and agencies so that the ARP could continue to function during the COVID-19 calamity. I am proud to report that he is assisting us greatly in moving, albeit kicking and screaming, into the 21st Century! Satten]*

*To maintain an effective communications system for ONA. This includes communicating with presbyteries about the challenges, needs, programs, plans, resources, and directions of the work of church extension, counseling with presbytery committees, pastors, church planters, sessions, and other groups concerning the work of church extension, and working with other boards, agencies and institutions of our own and other denominations to develop mutual programs of ministry that will further God's work through the ARP Church.*

We produce monthly prayer emails, quarterly ONA newsletters, Fall prayer and fasting prayer guides, Spring presbytery updates and contribute to each issue of the ARP magazine.

As mentioned above, ONA enjoys great inter agency rapport and cooperation.

*To represent the Board in cooperative agreements between presbyteries and the Board.*

We maintain our fiduciary responsibilities to all our presbyteries as we administer DMF funds, RLF (Revolving Loan Fund) and seek to invest our funds wisely. For this reason, we do not give, loan or distribute ONA funds into a church within a presbytery without formal action from that Presbytery.

*To manage the finances of ONA.*

In order to meet the vision for growth and to fund the new church development paradigm, we needed to increase our “footprint” without increasing our DMF impact. This meant to **increase our income to cover our increase in expenses**. By God’s grace and the bull market, we have almost doubled our program income over the past five years. We **repurposed the interest income on our RLF funds** and utilized **wise investing** of our capital resources and have increased our operations budget without sacrificing our long-term assets.

We have also **received gifts over the last five years in excess of \$350,000**. God is so gracious!

We have begun the Church Planting Foundation with the hope of funding ARPC church planting into the future.

*To report to the Chairman of the Board of ONA on all matters that the Board deems necessary and to work independently on all other matters.*

*In November 2019, Mike Jones said this, “Personally, I have enjoyed a GREAT working relationship with Jan and the rest of the board. The Board has been very active, but also trusted me to instill the vision for ONA and administer the programs necessary to pursue that vision with maximum support. I shall miss serving in this position and the fantastic support I have enjoyed.”*

*[ONA Board Chairman Jan Sattlem does echo the above. We have an excellent staff and a very active and informed Board. It is my pleasure to lead these men and women as they labor in their respective presbyteries. Presently, we are somewhat hamstrung since we are trying to honor the denominational initiative referred to as a “hiring freeze.” We cautioned the Executive Board of Synod that this was an unwise move as far as the forward progress of our denomination was concerned. Please be advised that if we have not hired a new Director by the time that you receive this report, we want you to know that we have an excellent candidate and we are prepared to hire him tomorrow should the General Synod approve this report.]*

**Recommendation:**

1. That Synod give the ONA Board hearty approval to proceed at once in hiring our new ONA Director. **This recommendation was ruled moot based on an earlier motion approved by Synod (see pg. 394).**

Respectfully submitted,

Jan Sattlem, Chairman



## OUTREACH NORTH AMERICA

	2019 Synod Approved	2019 Actual	2020 Synod Approved (6# paradigm)	2021 Proposed (4# paradigm)
<b>Revenues</b>				
<b>Projected Increases</b>	<u>0%</u>		<u>-5%</u>	<u>0%</u>
<b>Denominational Ministry Funds</b>	\$ 569,910	\$ 563,375	\$ 536,977	\$ 536,977
<b>Contributions for Ministry</b>	90,500	78,356	70,500	69,500
<b>Other Revenues</b>	306,724	568,713	185,332	146,565
(Increase)/Use of Operations Reserve	5,287	(382,278)	259,382	108,212
<b>Total Revenues for Operations</b>	<b>\$ 972,421</b>	<b>\$ 828,166</b>	<b>\$ 1,052,191</b>	<b>\$ 861,254</b>
<b>Expenses</b>				
<b><u>New Church Development (NCD)</u></b>				
<b>Total Explorers Supplement Expenses</b>	103,500	72,000	108,000	72,000
<b>Total Church Plant Supplements</b>	177,083	172,667	224,000	144,000
<b>Total NCD Support Expense</b>	105,274	56,191	110,274	104,416
<b>Total New Church Development (NCD)</b>	385,857	300,858	442,274	320,416
<b>Total Evangelism/Multi-Cultural Exp</b>	113,161	64,761	100,841	36,550
<b>Total Church Vitality</b>	89,715	69,585	100,652	93,039
<b>Total National Presence</b>	44,142	42,850	45,245	45,582
<b><u>Administration Expenses</u></b>	<u>3%</u>		<u>3%</u>	<u>3%</u>
<b>Total Payroll &amp; Benefits</b>	262,081	265,058	273,025	286,867
<b>Total Adm. Support Exp (includes Board)</b>	77,465	85,054	90,154	78,800
<b>Total Administration Expenses</b>	339,546	350,113	363,179	365,667
<b>Total Expenses</b>	<b>\$ 972,421</b>	<b>\$ 828,166</b>	<b>\$ 1,052,191</b>	<b>\$ 861,254</b>
<b>Net Income (Loss)</b>	\$ -	\$ -	\$ -	\$ -
<b>Beginning Fund Balance</b>	\$ 85,104	\$ 85,104	\$ 467,381	\$ 407,144
<b>Ending Operating Fund Balance</b>	\$ 79,817	\$ 467,381	\$ 207,999	\$ 298,932

Note: This budget was approved and included in the report to Synod from the Board of Outreach North America. The Board of Stewardship's DMF Allocation which was approved by Synod supersedes this.

The report of the Board of Wm. H. Dunlap Orphanage, Inc. was received as information by the Executive Board on August 19, 2020.

## WM. H. DUNLAP ORPHANAGE, INC.

Officers for 2020 – 2021:

Rob Roy McGregor, Jr. - Chairman

Diane Clowers - Vice Chairman

Kristin Shoger - Secretary

The William H. Dunlap Orphanage, a ministry of the ARP Church, has been providing care for children since 1905. It was founded in the west Tennessee town of Brighton in 1905 by Annie Belle Dunlap to honor the memory of her Father, William H. Dunlap, and her aunt, Elizabeth Dunlap Spain. The orphanage cared directly for children until 1978, when it was closed by the General Synod. Assets and proceeds of the property

were turned over to Synod and invested as an endowment to provide funds to continue to care for orphans. Significant contributions made by other individuals have increased the endowment to provide funds for annual distribution.

The Board gives thanks for new contributions to the trust and the several endowments which allow us to increase our support for children. The social and spiritual ills of today's society cause children to be caught in untenable situations where there are dangerous living conditions and no care. The need is great to provide these children with a safe and loving Christian environment. Dunlap receives no assistance from General Synod's Denominational Ministry Fund. Resources for Dunlap's work are provided solely from gifts, endowment earnings, and trust funds which name Dunlap as the beneficiary. The Board encourages giving to the Dunlap ministry and using the services of the institutions that Dunlap supports for children in need.

Dunlap's purpose is stated in the bylaws, which state that the "object of the corporation is to provide care, support, maintenance, and education of orphaned, or fatherless, or helpless, or needy children, and to support projects related to such children." The William H. Dunlap Orphanage, Inc., fulfills this duty through its Board of Trustees. Synod's treasurer serves as treasurer of the corporation, and the Executive Director of Central Services serves as administrative officer for the Board. To promote new gifts for operations and growth of endowment funds, the ARP Foundation provides an administrative point of contact for organizations and adoptive families supported through the Dunlap ministry. The ARP Foundation facilitates site visits to these organizations for interested individuals and for church service projects.

The Dunlap Board meets two times each year. The March meeting is devoted both to receiving updates from our residential facilities that have ongoing relationships with Dunlap and to considering grant applications for discretionary grants from other ministries for the upcoming year. Grants are effective from April 1 through March 31 of the following year. The Board meets again in November by telephone conference to receive updates from funded institutions and to consider any interim business.

Dunlap grants are provided in a three-tiered manner:

Erskine College receives a minimum of \$20,000 per year (\$10,000 per semester) to be given to eligible students.

The Dunlap Board has established with the following homes a relationship which guarantees yearly funding as monies are available: Collins Children's Home - Seneca, South Carolina; Palmer Home for Children - Columbus, Mississippi; French Camp Academy - French Camp, Mississippi; and Mabel Lowry Pressly Hostel - Sahiwal, Pakistan. These homes, which have a member of the Board serving as a liaison on their board, make a report to the Dunlap Board at the March meeting. The reports of what these organizations are doing to impact the children's lives are inspiring and prove the worthiness of the denomination's endeavor.

Other ministries to orphans submit grant applications each year and are considered on a year-to-year basis. These are discretionary grants and are allotted as funds are available.

All supported ministries must agree with the Dunlap Statement of Biblical Christian Belief, and, for the coming year, they have the aid of the ARP members or ARP churches which are involved in their work.

For the year 2020 – 2021, the Dunlap Board of Trustees is pleased to be able to provide \$174,000 for financial assistance to the following organizations:

Ongoing Grants:

Erskine College: \$24,000  
 Collins Children's Home (Seneca, SC): \$25,000  
 French Camp Academy (French Camp, MS): \$25,000  
 Palmer Home for Children (Columbus, MS): \$25,000  
 Mabel Lowry Pressly Hostel (Sahiwal, Pakistan): \$18,000

Discretionary Grants:

Miracle Hill (Greenville, SC): \$10,000  
 Calvary Home for Children (Anderson, SC): \$12,000  
 Hope for the Fatherless (Ethiopia): \$10,000  
 Reach the Children of Rwanda International (Kigali - Rwanda): \$12,000  
 Boys Farm (Newberry, SC): \$13,000

Dunlap has two other ministry funds which have been established to provide for eligible children:

The Dunlap Adoption Assistance Fund was established in 2011 to assist families of ARP pastors, elders, and members in good standing who are in the process of adopting children, a process that is often long and expensive. With income from this fund, the Board was able to make three new grants of \$3,000 each to couples that are in the process of adopting. (The board has been able to provide 11 adoption assistance grants since 2017 for a total of \$35,000.)

The Jim Barker Fund was established in memory of ARP Minister Jim Barker, who served on the Dunlap Board. It will provide a scholarship for an eligible Erskine College student who exhibits characteristics of Christian leadership. This fund currently has a balance of about \$14,000 and needs a balance of \$25,000 to be able to fund an Erskine scholarship from year to year. Any and all contributions to this fund will be greatly appreciated.

While the Dunlap Board is making no specific recommendations to Synod, we do wish to call Synod's attention to the following:

Interest in the Adoption Assistance Fund of the ARP Church (formerly Dunlap Adoption Assistance Fund) continues to grow and give visibility to adoption and pro-life awareness via church-level events and board-developed materials made available to churches for the ARP Adoption Sunday in concert with Adoption and Orphan Awareness Month, which receives with appreciation monthly support from Christ Presbyterian Church (PCA) in New Braunfels, TX. All ARP congregations are encouraged to participate in this program as a vital ministry and practical statement of the denomination's stance on the value of human life.

The generosity of individual donors makes grants possible from the Dunlap Orphanage Funds and the Adoption Assistance Fund. Dunlap Orphanage was established by the ARP Foundation, which continues to facilitate gifts of assets

and bequests. **Interested individuals are encouraged to consider making gifts of assets and assigning such funds as beneficiaries in their will or trust.**

We encourage the congregations of the Associate Reformed Presbyterian Church to continue to support prayerfully and financially the many needy and precious children whose lives are touched through the Dunlap ministry. We are indeed grateful for all on-going and past support and give thanks to our heavenly Father for his provisions and guidance in this exciting, worthy, and compassionate ministry.

Sincerely,

Rob Roy McGregor, Jr.  
Chairman

Administrative Addendum –

The 2019 General Synod requested, as a matter of interest, information on assets invested, and performance earned on the assets, which enable this ministry.

As noted in the Administrators report to the Dunlap Board March 2020, the majority of the total income of \$169,764 is derived from Trusts not under authority of the Dunlap Board including a 35% allocation of income related to the assets held by the BJ Wade Trust and investment income managed by First Horizon Advisors, Memphis. Similarly, the Ola B. Hunter Trust held by Bank of America generates a lesser portion the total Dunlap revenue. EOY 2019 combined total income to Dunlap from these Trusts was about \$95K that reflect donor stipulations and typical institutional trust policy designed to protect the assets and distribute conservative yields.

The balance of income to Dunlap ministries is generated from assets under authority of the Dunlap Board managed by Cornerstone Management that were valued EOY 2019 on a 3-year rolling average at approximately \$1,314K with the 10-year trailing investment data showing yields of 8.30% generated from endowment assets.

## MINUTES OF SYNOD

## WM. H. DUNLAP ORPHANAGE, INC.

Description	2019 Synod Budget	Actual 2019	2020 Synod Budget	2021 Proposed Budget
<b><u>Executive Summary</u></b>				
Anticipated Revenue	\$ 169,073	\$ 195,290	\$ 178,397	\$ 169,764
Beginning Fund Balance	7,634	92	8,900	8,900
<b>Total Available</b>	<b>\$ 176,707</b>	<b>\$ 195,382</b>	<b>\$ 187,297</b>	<b>\$ 178,664</b>
<b>Less:</b>				
Reserve for Potential Revenue Shortfalls	(8,500)	(8,500)	(8,900)	(8,500)
Percentage of Revenue	5.0%	4.4%	5.0%	5.0%
Administration	(8,775)	(8,790)	(8,500)	(8,500)
Erskine	(20,000)	(20,000)	(20,000)	(20,000)
<b>Remaining for Allocation</b>	<b>\$ 139,432</b>	<b>\$ 158,093</b>	<b>\$ 149,897</b>	<b>\$ 141,664</b>
<b><u>Summary of Dunlap Fund Balances</u></b>				
Dunlap Ministry Operations		25,192		
ARP Adoption		108,860		
Dunlap Orphanage Ministry		1,018,247		
James Barker Erskine Scholarship		15,810		
McGregor Memorial Fund		110,456		
Will Ministry		335,469		
<b>Total Fund Balances</b>		<b>\$1,614,033</b>		
<b><u>Supporting Detail</u></b>				
<b><u>Anticipated Income</u></b>				
Denominational Ministry	\$ -		\$ -	\$ -
Miscellaneous Gifts	1,000	20,939	4,000	4,000
B. J. Wade	94,679	103,707	103,707	90,484
Ola B. Hunter	4,100	4,410	4,300	4,500
McGregor Memorial	3,594	3,536	4,090	5,080
Orphanage Fund	49,400	47,154	47,200	49,400
Will Ministry Fund (min bal of \$255,022)	16,300	15,544	15,100	16,300
<b>Total Anticipated Income</b>	<b>\$ 169,073</b>	<b>\$ 195,290</b>	<b>\$ 178,397</b>	<b>\$ 169,764</b>
<b><u>Ministry Expenditures</u></b>				
Erskine-guaranteed	20,000	20,000	20,000	20,000
<b>Ongoing Relationships (50% max of remaining unless unanimous)</b>	<b>76%</b>	<b>67%</b>	<b>69%</b>	<b>62%</b>
Collins Home	6,625	26,500	6,625	6,250
Palmer Home	6,625	26,500	6,625	6,250
World Witness-Mabel Lowery Pressley home				
Girls' Hostel	4,500	18,000	4,500	4,500
French Camp Academy	6,625	26,500	6,625	6,250
Calvary Home	2,500	13,263	3,588	3,000
Boys Farm	-	3,750	-	3,250
Miracle Hill	-	2,500	-	2,500
Hope for the Fatherless	2,000	12,763	3,588	2,500
RCRI (Reach Children of Rwanda Int'l)	3,125	14,738	3,588	3,000
Committed for 1st Qrt next year		(3,113)		
Remaining for allocation	<b>107,432</b>		<b>114,760</b>	<b>104,163</b>
<b>Sub-Total Ministry Expenditures</b>	<b>\$ 159,432</b>	<b>\$ 161,400</b>	<b>\$ 169,897</b>	<b>\$ 161,663</b>
<b><u>Administration</u></b>				
Central Services	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500
Board	2,800	1,718	2,600	2,600
Promotional	1,000	987	1,000	1,000
General Office	200	602	50	50
Commercial Insurance		543		
Bank Fees	275	439	350	350
<b>Total Ministry Expenditures</b>	<b>\$ 168,207</b>	<b>\$ 170,190</b>	<b>\$ 178,397</b>	<b>\$ 170,163</b>
Net Income over/(under) expenditures	\$ 866	\$ 25,100	\$ (0)	\$ (399)
Beginning Fund Balance	\$ 7,634	\$ 92	\$ 8,900	\$ 8,900
<b>Ending Fund Balance</b>	<b>\$ 8,500</b>	<b>\$ 25,192</b>	<b>\$ 8,900</b>	<b>\$ 8,500</b>

A motion **CARRIED:**

That the final adoption of the minutes be waived.

A motion **CARRIED:**

That the personnel directories of the Minutes of General Synod of the Associate Reformed Presbyterian Church for 2020 and subsequent years be made to conform to the format of, and contain at least the minimum information contained in, the 2017 Minutes of Synod and that the courtesy title, Doctor (Dr.), be added for those on whom the title has been officially conferred.

A motion **CARRIED:**

To waive the final roll call.

A motion to adjourn prevailed.

The Synod sang the song of Christian Unity , Psalm 133.

Prayer and benediction was led by Mr. Rob Patrick.

Respectfully submitted,

Rob Roy McGregor III, Moderator

Rob Patrick, Vice Moderator

Kyle Sims, Principal Clerk

Mark Miller, Reading Clerk

Ben Glaser, Bill Clerk

John Cook, Assistant Clerk

Andrew Putnam, Parliamentarian

