

MINUTES
of the
FIFTIETH GENERAL ASSEMBLY
of the
PRESBYTERIAN CHURCH
IN AMERICA
VOLUME 1 OF 2

VOLUME 1

PART I: Directory of General Assembly Committees and Agencies
PART II: Journal
PART III: Appendices A-P

VOLUME 2

PART III: Appendices Q-X
PART IV: Corrections to Previous Minutes
Part V: References and Index

June 13-15, 2023
Memphis, TN

**FIFTIETH GENERAL ASSEMBLY ACTIONS
SENT DOWN TO PRESBYTERIES**
Proposed amendments to *BCO*: 7-3; 8-2; 9-3; 38-1

THE NEXT MEETING OF THE GENERAL ASSEMBLY:
June 10-14, 2024
Richmond, Virginia

FUTURE GENERAL ASSEMBLIES:
TBD

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of the Presbyterian Church in America

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2023

MINUTES
of the
FIFTIETH GENERAL ASSEMBLY
of the
PRESBYTERIAN CHURCH IN AMERICA
VOLUME 1 of 2

PLEASE NOTE:

1. The pages of Volume 1 and Volume 2 are numbered consecutively.
2. The INDEX to both volumes is found at the back of Volume 2.

VOLUME 1, pp. 1-505

PART I: Directory of General Assembly Committees and Agencies

PART II: Daily Journal

PART III: Appendices A-P

VOLUME 2, pp. 506-1,082

PART III: Appendices Q-X

PART IV: Corrections to Previous Minutes

Part V: References and Index

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FIFTIETH GENERAL ASSEMBLY
PRESBYTERIAN CHURCH IN AMERICA**

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Double underlining in CoC Recommendations indicates that the Committee of Commissioners added or changed the wording from the original Permanent Committee or Agency Recommendation. (Where the original Permanent Committee or Agency Report has proposed a change in the *BCO* or *RAO*, that change is indicated by single underlining.)

SUCCESSION OF MODERATORS

ASSEMBLY	YEAR	NAME	PLACE OF ASSEMBLY
1st	1973	RE W. Jack Williamson	Birmingham, AL
2nd	1974	TE Erskine L. Jackson	Macon, GA
3rd	1975	RE Leon F. Hendrick	Jackson, MS
4th	1976	TE William A. McIllwaine	Greenville, SC
5th	1977	RE John T. Clark	Smyrna, GA
6th	1978	TE G. Aiken Taylor	Grand Rapids, MI
7th	1979	RE William F. Joseph Jr.	Charlotte, NC
8th	1980	TE Paul G. Settle	Savannah, GA
9th	1981	RE Kenneth L. Ryskamp	Fort Lauderdale, FL
10th	1982	TE R. Laird Harris	Grand Rapids, MI
11th	1983	RE L. B. Austin III	Norfolk, VA
12th	1984	TE James M. Baird Jr.	Baton Rouge, LA
13th	1985	RE Richard C. Chewning	St. Louis, MO
14th	1986	TE Frank M. Barker Jr.	Philadelphia, PA
15th	1987	RE Gerald Sovereign	Grand Rapids, MI
16th	1988	TE D. James Kennedy	Knoxville, TN
17th	1989	RE John B. White, Jr.	La Mirada, CA
18th	1990	TE Cortez A. Cooper Jr.	Atlanta, GA
19th	1991	RE Mark Belz	Birmingham, AL
20th	1992	TE W. Wilson Benton Jr.	Roanoke, VA
21st	1993	RE G. Richard Hostetter	Columbia, SC
22nd	1994	TE William S. Barker II	Atlanta, GA
23rd	1995	RE Frank A. Brock	Dallas, TX
24th	1996	TE Charles A. McGowan	Fort Lauderdale, FL
25th	1997	RE Samuel J. Duncan	Colorado Springs, CO
26th	1998	TE Kennedy Smartt	St. Louis, MO
		TE Donald B. Patterson (Honorary)	
27th	1999	RE Thomas F. Leopard	Louisville, KY
28th	2000	TE Morton H. Smith	Tampa, FL
29th	2001	RE Stephen M. Fox	Dallas, TX
30th	2002	TE Joseph F. "Skip" Ryan	Birmingham, AL
31st	2003	RE Joel Belz	Charlotte, NC
32nd	2004	TE J. Ligon Duncan III	Pittsburgh, PA
33rd	2005	RE Howard Q. Davis Jr.	Chattanooga, TN
34th	2006	TE Dominic A. Aquila	Atlanta, GA
35th	2007	RE E. J. Nusbaum	Memphis, TN
36th	2008	TE Paul D. Kooistra	Dallas, TX

MODERATORS, continued

ASSEMBLY	YEAR	NAME	PLACE OF ASSEMBLY
37th	2009	RE Bradford L. “Brad” Bradley	Orlando, FL
38th	2010	TE Harry L. Reeder III	Nashville, TN
39th	2011	RE Daniel A. Carrell	Virginia Beach, VA
40th	2012	TE Michael F. Ross	Louisville, KY
41st	2013	RE Bruce Terrell	Greenville, SC
42nd	2014	TE Bryan S. Chapell	Houston, TX
43rd	2015	RE James W. Wert Jr.	Chattanooga, TN
44th	2016	TE George W. Robertson Jr.	Mobile, AL
45th	2017	RE Alexander Jun	Greensboro, NC
46th	2018	TE Irwyn L. Ince Jr.	Atlanta, GA
47th	2019	RE J. Howard “Howie” Donahoe	Dallas, TX
48th	2021	TE L. Roy Taylor	St. Louis, MO
49th	2022	RE John R. Bise	Birmingham, AL
50th	2023	TE Fred Greco	Memphis, TN

SUCCESSION OF STATED CLERKS

YEARS	NAME
1973 - 1988	TE Morton H. Smith
1988 - 1998	TE Paul R. Gilchrist
1998 - 2020	TE L. Roy Taylor Jr.
2021 -	TE Bryan Chapell

PART I

DIRECTORY OF GENERAL ASSEMBLY COMMITTEES AND AGENCIES 2023-2024

I. OFFICERS OF THE GENERAL ASSEMBLY

Moderator

TE Fred Greco
23434 Fairbranch Drive
Katy, TX 77494
Phone: 281-392-0002
E-mail: fred.greco@cckpca.org

Stated Clerk

TE Bryan Chapell
1700 North Brown Road, Suite 105
Lawrenceville, GA 30043-8143
Phone: 678-825-1000
E-mail: ac@pcanet.org

MINUTES OF THE GENERAL ASSEMBLY

II. MINISTRIES OF THE GENERAL ASSEMBLY

Administration

TE Bryan Chapell, Coordinator
1700 North Brown Road, Suite 105
Lawrenceville, GA 30043-8143
Phone: 678-825-1000
E-mail: ac@pcanet.org
www.pcaac.org

Committee on Discipleship Ministries

TE Stephen T. Estock, Coordinator
1700 North Brown Road, Suite 102
Lawrenceville, GA 30043-8143
Phone: 678-825-1100
E-mail: sestock@pcanet.org
www.pcacdm.org

Covenant College

TE Brad Voyles, Interim President
14049 Scenic Highway
Lookout Mountain, GA 30750-4164
Phone: 706-419-1119
Email: brad.voyles@covenant.edu
www.covenant.edu

Covenant Theological Seminary

TE Tom C. Gibbs, President
12330 Conway Road
St. Louis, MO 63141-8609
Phone: 314-434-4044
E-mail:
tom.gibbs@covenantseminary.edu
www.covenantseminary.edu

Mission to North America

TE Irwyn Ince, Coordinator
1700 North Brown Road
Lawrenceville, GA 30043-8143
Phone: 678-825-1200
E-mail: iince@pcanet.org
www.pcamna.org

Mission to the World

TE Lloyd Kim, Coordinator
1600 North Brown Road
Lawrenceville, GA 30043-8143
Phone: 678-823-0004
E-mail: lloyd.kim@mtw.org
www.mtw.org

PCA Foundation, Inc.

RE Timothy W. Townsend, President
1700 North Brown Road, Suite 103
Lawrenceville, GA 30043-8143
Phone: 678-825-1040
E-mail: ttownsend@pcanet.org
www.pcafoundation.com

Geneva Benefits Group

TE Edward W. Dunnington, President
1700 North Brown Road, Suite 106
Lawrenceville, GA 30043-8143
Phone: 678-825-1260
E-mail:
ed.dunnington@genevabenefits.org
www.genevabenefits.org

Reformed University Fellowship

RE Will W. Huss Jr., Coordinator
1600 North Brown Road
Lawrenceville, GA 30043-8143
Phone: 678-825-1070
E-mail: will.huss@ruf.org
www.ruf.org

Ridge Haven

TE Cameron Anderson, Exec. Director
215 Ridge Haven Road
Brevard, NC 28712
Phone: 828-862-3916
E-mail:
cameron.anderson@ridgehaven.org
www.ridgehaven.org

GENERAL ASSEMBLY DIRECTORY

**III. PERMANENT COMMITTEES
(2023-2024)**

ADMINISTRATIVE COMMITTEE

CHAIRMAN: TE Robert Brunson **VICE CHAIRMAN:** RE Danny McDaniel
SECRETARY: RE Pat Hodge

Class of 2027

TE Jason Helopoulos, Great Lakes RE Dave Cias, Houston Metro
RE Alan Walters, Mississippi Valley

Class of 2026

TE Michael Dixon, Fellowship RE Danny McDaniel, Houston Metro

Class of 2025

TE Roger G. Collins, Tennessee Valley RE Richard Dolan, Georgia Foothills
TE Steve Jeantet, Suncoast Florida

Class of 2024

TE Robert F. Brunson, Metro Atlanta RE Frank Cohee, Providence
RE Pat Hodge, Calvary

Alternates

TE EJ Nusbaum, Rocky Mountain RE Richard Phillips, Calvary

Chairman of Committee or Board, or Designate

TE Thomas M. Harr, New Jersey RE Martin A. Moore, Georgia Foothills
Committee on Discipleship Ministries Covenant College

TE Hansoo Jin, Korean Capital TE Hugh Barlett, Missouri
Mission to North America Covenant Theological Seminary

TE James Richter, Tennessee Valley TE Martin Wagner, Evangel
Mission to the World PCA Foundation

TE Josh Martin, Calvary TE Andrew E. Field, Metro New York
Reformed University Fellowship Geneva Benefits

TE Richard Smith, Susquehanna Valley
Ridge Haven

MINUTES OF THE GENERAL ASSEMBLY

COMMITTEE ON DISCIPLESHIP MINISTRIES

CHAIRMAN: TE Thomas Michael Harr Jr. **VICE CHAIRMAN:** TE W. Scott Barber

SECRETARY: RE Taylor Clement

Class of 2028

TE Richard Burguet, Central Florida
TE Robert Cathcart, Calvary

RE David Hinkley, Great Lakes

Class of 2027

TE Christopher Lee Hutchings., Ohio

RE Randy Stair, Metro Atlanta
RE Taylor Clement, Missouri

Class of 2026

TE W. Scott Barber, Georgia Foothills
TE Dean Williams, Mississippi Valley

RE Dan Barber, Central Indiana

Class of 2025

TE Thomas Michael Harr Jr., New Jersey

RE Jacob Lightsey Wallace, James River
RE Jeremy Whitley, South Texas

Class of 2024

TE Charles Johnson, Evangel
TE Dave Lindberg, North Texas

RE Dennis Crowe, Southeast Alabama

Alternates

TE Dave Vosseller, Savannah River

RE Larkin Chapman, Mississippi Valley

COMMITTEE ON MISSION TO NORTH AMERICA

CHAIRMAN: TE Hansoo Jin **VICE CHAIRMAN:** RE Timothy Threadgill

SECRETARY: RE Jason Kang

Class of 2028

TE Jeremy Byrd, Great Lakes

RE Brett Doster, Gulf Coast
RE Lance Kinzer, Heartland

Class of 2027

TE Dean Faulkner, Central Carolina
TE Hansoo Jin, Korean Capital

RE Timothy Threadgill, Mississippi Valley

Class of 2026

TE Roland Barnes, Savannah River

RE Brent Andersen, Central Carolina
RE Jason Kang, Metro Atlanta

Class of 2025

TE R. Lyle Caswell Jr., Southwest Florida
TE Robert A. Willetts, Tidewater

RE Ernie Shipman, Northern New England

Class of 2024

TE Robert Penny, Mississippi Valley

RE Keith W. Goben, Pacific Northwest
RE Julian Battle, Savannah River

Alternates

TE Hunter Brewer, Covenant

RE Samuel Suttle, Mississippi Valley

MINUTES OF THE GENERAL ASSEMBLY

IV. AGENCIES

BOARD OF TRUSTEES OF COVENANT COLLEGE

CHAIRMAN: RE John Truschel **VICE CHAIRMAN:** RE R. Craig Wood

SECRETARY: RE Robert Wilkinson **TREASURER:** RE Martin A. Moore

Class of 2027

TE Scott Seaton, Potomac
TE Thurman Williams, Missouri

RE Michael Kramer, Tennessee Valley
RE Ken Smith, North Texas
RE John Truschel, Eastern Carolina
RE Robert Wilkinson, Missouri
RE R. Craig Wood, Blue Ridge

Class of 2026

TE Thomas Groelsema, Central Carolina
TE Lance Lewis, Northern California
TE Sean McGowan, Gulf Coast
TE Omari Hill, Central Carolina

RE Don Mellott, Pacific Northwest
RE Towner Scheffler, Piedmont Triad
RE Gordon Sluis, Mississippi Valley

Class of 2025

TE Bradley J. Barnes, Southern New England
TE Alexander Brown, Savannah River

RE David Caines, Tennessee Valley
RE Mark Griggs, Tennessee Valley
RE Bradley M. Harris, Covenant
RE Drew Jelgerhuis, Great Lakes
RE Sam Smartt, Tennessee Valley

Class of 2024

TE Matthew David Fray, North Texas
TE Duncan Highmark, Missouri

RE Richard T. Bowser, Eastern Carolina
RE Robert Curtis, Southwest Florida
RE Martin A. Moore, Georgia Foothills
RE William H. Ryan, South Florida
RE Stephen E. Sligh, Southwest Florida

GENERAL ASSEMBLY DIRECTORY

BOARD OF TRUSTEES OF COVENANT THEOLOGICAL SEMINARY

CHAIRMAN: TE Hugh M. Barlett **VICE CHAIRMAN:** RE Miles E. Gresham

SECRETARY: RE Frank Wicks

Class of 2027

TE Jimmy Agan, Metro Atlanta
TE Robert Flayhart, Evangel
TE Fredric Ryan Laughlin, Potomac

RE Mark Ensio, Arizona
RE John Fitch, South Texas
RE Dwight Jones, Central Georgia

Class of 2026

TE Russell St. John, Missouri
TE David Sinclair, Calvary

RE James Albritton, Evangel
RE Doug Hickel, Missouri
RE Ron McNalley, North Texas
RE Walter Turner, Pittsburgh

Class of 2025

TE Brian Cosby, Tennessee Valley

RE Samuel N. Graham, Covenant
RE Miles E. Gresham, Evangel
RE Donald Guthrie, Chicago Metro
RE Otis Pickett, Mississippi Valley
RE Curtis S. Shidemantle, Ascension

Class of 2024

TE Hugh M. Barlett, Missouri

RE William Bennett, Evangel
RE Jonathan P. Seda, Heritage
RE Paul R. Stoll, Chicago Metro
RE Gif Thornton, Nashville
RE Frank Wicks Jr., Missouri

BOARD OF DIRECTORS OF PCA FOUNDATION

CHAIRMAN: TE Martin Wagner **VICE CHAIRMAN:** RE W. Russell Trapp

SECRETARY: RE Willis L. Frazer

Class of 2027

TE Solomon Kim, Southern New England

RE William O. Stone Jr., Miss. Valley

Class of 2026

RE Owen H. Malcolm, Georgia Foothills
RE W. Russell Trapp, Providence
DE Andrew Schmidt, Central Carolina

Class of 2025

TE Martin Wagner, Evangel

RE Willis L. Frazer, Covenant

Class of 2024

TE Patrick W. Curles, Southeast Alabama

RE John Alexander, Metro Atlanta
RE Rob W. Morton, Central Georgia

MINUTES OF THE GENERAL ASSEMBLY

BOARD OF DIRECTORS OF GENEVA BENEFITS

CHAIRMAN: TE Andrew E. Field **VICE CHAIRMAN:** RE Chris Rogers

SECRETARY: TE Jon Medlock **TREASURER:** RE Chet Lilly

Class of 2027

RE L. Robert Clark, Tennessee Valley
RE David C. Allegood, Pittsburgh
RE Huey Townsend, Mississippi Valley

Class of 2026

TE William Chang, Korean SW Orange Co. RE Ken Downer, Highlands
RE Chris Rogers, Covenant

Class of 2025

TE Roderick Miles, Northern California RE Gary D. Campbell, Metro Atlanta
RE Scott P. Magnuson, Pittsburgh

Class of 2024

TE Andrew E. Field, Metropolitan NY RE Cody Dick, Houston Metro
DE Theodore J. Dankovich, Calvary

BOARD OF DIRECTORS OF RIDGE HAVEN

PRESIDENT: TE David Sasser Hall **VICE PRESIDENT:** TE Richard Smith

SECRETARY/TREASURER: RE John Randall Berger

Class of 2028

TE Travis Hutchinson, Southern New England RE Tuan La, South Texas

Class of 2027

TE David Sasser Hall, Fellowship
TE Richard Smith, Susquehanna Valley

Class of 2026

RE Art Fox, North Florida
RE Ellison Smith, Pee Dee

Class of 2025

TE Larry Doughan, Iowa RE John Randall Berger, Eastern Carolina

Class of 2024

TE David Hart Sanders, Pee Dee RE Pete Austin IV, Tennessee Valley

MINUTES OF THE GENERAL ASSEMBLY

VI. STANDING JUDICIAL COMMISSION

CHAIRMAN: RE Jack Wilson **VICE CHAIRMAN:** RE Samuel Duncan

SECRETARY: RE Howie Donahoe **ASST. SECRETARY:** TE Fred Greco

Class of 2027

TE Rhett Dodson, Ohio	RE Daniel A. Carrell, James River
TE Brad Evans, Southern New England	RE John Maynard, Central Florida
TE David Garner, Philadelphia Metro West	RE John B. White Jr., Metro Atlanta

Class of 2026

TE Art Sartorius, Siouxlans	RE James Eggert, Southwest Florida
TE Fred Greco, Houston Metro	RE John Bise, Providence
TE Guy Prentiss Waters, Mississippi Valley	RE John Pickering, Evangel

Class of 2025

TE Paul L. Bankson, Central Georgia	RE Steve Dowling, Southeast Alabama
TE David F. Coffin Jr., Potomac	RE Frederick Neikirk, Ascension
TE Paul D. Kooistra, Warrior	RE R. Jackson Wilson, Georgia Foothills

Class of 2024

TE Hoochan Paul Lee, Korean Northeastern	RE Howie Donahoe, Pacific Northwest
TE Sean M. Lucas, Covenant	RE Melton Ledford Duncan, Calvary
TE Michael F. Ross, Columbus Metro	RE Samuel J. Duncan, Grace

Clerk of the Commission

TE Bryan Chapell, Northern Illinois

PART II

JOURNAL

MINUTES OF THE FIFTIETH GENERAL ASSEMBLY

**First Session – Tuesday Evening
June 13, 2023**

50-1 Assembly Called to Order and Opening Worship

The Fiftieth General Assembly of the Presbyterian Church in America gathered for the opening worship service at 6:30 p.m. on Tuesday, June 13, 2023, at the Renasant Convention Center in Memphis, Tennessee. Outgoing Moderator, RE John Bise, called the Assembly to order for worship and observance of the Lord's Supper. TE Randy Thompson preached from Lamentations 3:19-24.

Following worship, the Assembly recessed at 8:10 p.m. to reconvene at 8:30 p.m.

50-2 Assembly Reconvened – Declaration of Quorum and Enrollment

The Moderator reconvened the Assembly at 8:30 p.m. for business. He called on RE Sam Graham to open the Assembly with prayer. The Moderator declared a quorum present, with a total of 2,290 (1599 TEs, 691 REs) enrolled.

50-3 Video of First General Assembly Moderator's Sermon

The Assembly viewed a video portion of the audio sermon of RE Jack Williamson, Moderator of the first General Assembly of the PCA.

50-4 Voting Devices

At the Moderator's request, Mr. Jonathan Calloway briefed the Assembly on the use of the voting devices for the Assembly.

50-5 Nominations for Moderator

The Moderator opened the floor for nominations for Moderator of the Fiftieth General Assembly.

TE David Strain placed in nomination TE Fred Greco.

TE Charles McGowan placed in nomination TE Randy Pope.

A **motion** to close the nominations was made, seconded, and **adopted**, and the Moderator declared nominations closed.

50-6 Election of Moderator

The Assembly proceeded to vote for Moderator, and TE Fred Greco was **elected**, 1077-739.

Moderator Greco assumed the chair. He briefly addressed the Assembly, giving thanks and urging a spirit of collegiality.

TE Bob Brunson, Chairman of the Administrative Committee, presented to retiring Moderator Bise a plaque in token of the Assembly's appreciation for his year of service as Moderator of the 49th General Assembly.

50-7 Docket

TE Bryan Chapell, Stated Clerk, presented the third draft of the Docket (p. 1057), which was moved, seconded, and passed. The Moderator declared the docket **adopted**.

50-8 Election of Clerks, Assistant Parliamentarians, and Committee on Thanks

On recommendation by the Stated Clerk to the Moderator, the following men were **elected**, by the **adoption** of an in gross **motion**, to serve the Assembly: TEs Paul L. Bankson, Hoochan Paul Lee, Kenneth A. McHeard, and D. Steven Meyerhoff, recording clerks; TE Eddie Lim, voting screen operator; TE Per Almquist, timekeeper; Initial Production Group (IPG), event technology production team; RE Richard "Ric" Springer, Chairman of the floor clerks; TE Tom Taylor, Vice Chairman of the floor clerks; TE Tom Stein, Assistant to the Chairman of the Floor Clerks; TE Larry Roff, Assembly organist; RE Sam Duncan, TE Matthew Bradley, and RE John B. White Jr., assistant parliamentarians; and RE Mel Duncan, TE Caleb Cangelosi, and TE Jon Medlock, Committee on Thanks. TE L. Roy Taylor was declared Stated Clerk Emeritus.

50-9 Commission to Review Minutes

The Moderator appointed TEs Steve Meyerhof, Matthew Bradley, and Roy Taylor, and RE John White as a Commission to review the final minutes.

50-10 Report of the Stated Clerk of the General Assembly

TE Bryan Chapell, Stated Clerk, presented his report, opening with prayer. (For a full report of the Stated Clerk, see Appendix A, p. 121.)

TE Chapell introduced RE Jim Wert, Chairman of the 50th Celebration Committee, who reported on its work and plans.

The Stated Clerk then read a Resolution of praise to the Lord and honor to the founding fathers and mothers of the PCA, who were asked to stand and presented with an official copy of the Resolution. The Assembly affirmed the Resolution with a standing ovation and a hearty “Amen.”



The Stated Clerk continued with his report, celebrating God’s faithfulness through the 50 years of the PCA.

The Moderator introduced three TEs, who led the Assembly in prayer for various matters of concern for the PCA. TE Ken McHeard gave thanks for spiritual leaders in the PCA who have now gone to glory and asked God’s blessing on the celebration of our 50th year. TE Matthew Bradley prayed for those grieving in the aftermath of the shootings at Covenant School in Nashville. TE Billy Park prayed for the future growth and mission work of the PCA.

50-11 BCO Amendments Sent by 49th Assembly to the Presbyteries

The Stated Clerk presented the BCO amendments sent down by the 49th General Assembly to the Presbyteries for voting, ten of which had

MINUTES OF THE GENERAL ASSEMBLY

received ratification by two-thirds (2/3) of the Presbyteries. He moved that they be voted on in gross by this Assembly. (See p. 133 for tallies of Presbytery votes.)

Items 2 (BCO 8-8), **3** (BCO 15-1 and 15-3), **4** (BCO 16-4), **5** (BCO 21-4 and 24-1), **6** (BCO 31-1 and 33-4), **8** (BCO 35-1 through 5), **9** (BCO 38-1), and **12** (BCO 43-2 and 43-3), were moved by the Moderator for final approval by the 50th Assembly and **adopted** in gross. 1487-22-28.

The Enrollment was updated to 2164 commissioners. Two-thirds (2/3) of half the enrollment is required to pass the *RAO* amendments, a total of 722.

Item 11 (BCO 42-6) was **adopted**, 1363-84-74.

Item 10 (BCO 38-1 and 42-2) was **adopted**, 1428-29-52.

50-12 Partial Report of the Review of Presbytery Records

TE Paul Lee, chairman, opened the report in prayer.

The chairman moved in gross the RPR-approved changes to the *RAO* (see RPR Report to GA, Appendix Q, p. 510, V. General Recommendations 6-9).

Items 6-9 **passed**, meeting the requisite 2/3 of half of the registered commissioners, 1365-5-43.

The report was closed with prayer.

50-13 Partial Report of the Overtures Committee

RE Steve Dowling, Chairman, opened the report with prayer.

Recommendation 7, that Overture 7 be answered in the affirmative as amended, was adopted, 1271-88-39, amending *RAO* 4-21.d.

**PARTIAL REPORT OF THE OVERTURES COMMITTEE
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

IV. Recommendations

7. That **Overture 7** from Southern New England Presbytery ("Amend *RAO* 4-21.d for Committees of Commissioners to Review Committee and Board Compliance and Policies," p. 979) be answered **in the affirmative as amended**. **122-12-0**

Be it resolved that *RAO* 4-21.d be amended by adding paragraph (4) as follows (underlining for new section):

d. The contents of the minutes should include the following items:

JOURNAL

1. The names of persons leading in opening and closing prayers at all sessions;
2. In the event of a called meeting, the portion of the call stating the purpose of the meeting should be recorded verbatim in the minutes;
3. A recording of the actions of the Committee or Board, including all motions adopted and business transacted, together with such additional information as the Committee or Board deems desirable for historical purposes. Ordinarily in church courts, motions that are lost are not included in the record unless an affirmative vote for the lost motion is recorded, in which case the lost motion must be shown. Each main motion should normally be recorded in a separate paragraph. Subsidiary and procedural motions may be recorded in the same paragraph with the main motion to which they pertain. Main motions may be recorded in the same paragraph, if they are closely related and pertain to the same item of business.

A recording of information sufficient to demonstrate the Committee's or Board's implementation of instructions received from General Assembly and of material policies and material policy changes adopted by the Committee or Board in that year.

Respectfully submitted,

RE Steven Dowling, Chairman

RE Edward Wright, Secretary

50-14 Partial Report of the Standing Judicial Commission (SJC)

RE Jack Wilson, Chairman, led the Assembly in prayer.

The chairman presented proposed changes to *OMSJC* (4.2; 4.4.a, b; 8.4.a), which were **adopted** in gross, 1269-8-33.

50-15 A brief celebratory testimony video regarding the future of the PCA was presented to the Assembly.

50-16 Cooperative Ministries Committee (CMC) Report

TE John Bise, Chairman, led the Assembly in prayer and presented the report (see Appendix M, p. 449), which was received as information.

The Chairman closed with prayer.

50-17 Report of the Committee on Constitutional Business (CCB)

TE Larry Hoop, Chairman, led the Assembly in prayer and presented its report, reviewing the duties of the CCB as outlined in *RAO* 8-2 and reporting on this year's CCB activity. He noted that the CCB does not make recommendations to the General Assembly.

The Chairman reported that the committee took an exception to the minutes of the SJC as outlined in its report. (For the full report of the Committee on Constitutional Business, see Appendix O, p. 454.)

The Chairman closed the report with prayer.

50-18 Theological Examining Committee (TEC) Report

RE KJ Drake, Acting and Incoming Chairman, led the Assembly in prayer and gave the Committee's report, which was received as information. (For the full report of the Theological Examining Committee, see Appendix R, p. 719.)

The Chairman closed with prayer.

50-19 Assembly Recessed

The Assembly recessed at 10:35 p.m., to reconvene at 9:30 a.m. on Wednesday.

The Stated Clerk reminded the Assembly that floor nominations are due by the end of business day on Wednesday.

The Moderator recessed the meeting with prayer.

**Second Session - Wednesday Morning
June 14, 2023**

50-20 Assembly Reconvened and Announcements

The Assembly reconvened at 9:30 a.m. on June 14, 2023, being called to order by the Moderator and with the singing of "Holy, Holy, Holy."

50-21 50th Anniversary Video

A video presentation in celebration of the 50th Anniversary was viewed.

TE Jason Helopoulos led the Assembly in prayer.

50-22 Review of Presbytery Records (RPR) Committee Report

TE Hoochan Paul Lee, Chairman, led the Assembly in prayer and presented the report (see Appendix Q, p. 506).

The Chairman moved Recommendations V.1-5 (General Recommendations) and VI.1-88 (except for numbers 44 and 56) in gross. The motion **passed** without objection.

The Chairman moved **Recommendation VI.44.**

TE Bruce O’Neil, Metropolitan New York Presbytery, brought a substitute motion to replace Recommendation **44.f** with the following exceptions of substance:

Exception: Sept 20, 2022 [p. 69-71] (*WCF* 21-5; *WLC* 158; *BCO* 4-4; 58-4) permitting a woman to expound the Scriptures during a worship service on the Lord’s Day

Exception: Sept 20, 2022 [p. 69-71] (*WCF* 21-5; *WLC* 158; *BCO* 4-4; 58-4) permitting worship services without the preaching of the word

Exception: Sept 20, 2022 [p. 69-71] (*WCF* 21-5; *WLC* 158; *BCO* 4-4; 58-4) conducting the Lord’s Supper at services without a preceding Sermon.

Debate ensued. A motion to extend the debate 5 minutes (*RAO 19-4(d)*) **passed**, 1203-363-3. Without objection, TE David Coffin was granted an additional two minutes of debate time. A second motion to extend debate failed, 737-885-7.

RE Matt Fender gave the final word on behalf of the RPR committee, arguing against the substitute.

The **substitute motion failed**, 318-1326-44.

RPR **Recommendation 44** in its entirety, now before the Assembly, was **adopted**, 1447-168-51.

The Chairman moved **Recommendation VI.56.**

TE Dominic Aquila **moved** to amend Recommendation 56.

TE Steve Tipton raised a **point of order** that the motion made by TE Aquila was too broad in nature. The Moderator declared the point **well taken**.

TE Aquila then moved to amend Recommendation 56 by striking Item 56.e.

It was argued that the matter was not properly before the Assembly. The Moderator stated that it was properly before the body. His ruling was challenged, and the ruling of the chair was sustained, 1303-224-108.

The substitute motion to amend by striking item 56.e was again brought for debate.

TE Jason Piland presented the closing arguments against the substitute motion on behalf of CRPR.

A question was raised regarding the issues raised in closing debate by the RPR representative, and the Moderator brought clarity.

The substitute motion to amend by striking item 56.e failed, 303-1305.

Recommendation 56 in its entirety being properly before the Assembly, the Recommendation was **adopted**, 1559-82-54.

The Chairman closed the report with prayer.

50-23 50th Anniversary Video

A video was presented in celebration of the 50th anniversary of the PCA.

50-24 Interchurch Relations Committee of Commissioners (CoC) Report

RE Levoy Bankson, CoC chairman, opened the report with prayer. The chairman then introduced the chairman of the Permanent Committee, Dr. L. Roy Taylor. (For the full report of the Interchurch Relations Permanent Committee, see Appendix N, p 451.)

Dr. Taylor reported that fraternal delegates had given greetings, via videos, at a luncheon with Committee and Agency Coordinators and Presidents. He introduced fraternal delegates to the Assembly who were present:

Rt. Rev. Walter Banek, Reformed Episcopal Church and the Anglican Church of North America

Dr. Davi Gomez, Igreja Presbiteriana do Brasil (Presbyterian Church of Brazil) and the World Reformed Fellowship

Mr. David Meredith, Free Church of Scotland

Rev. Sam Jin Na, Korean Presbyterian Church Kosin

RE Mark Sampson, Reformed Presbyterian Church of North America

Dr. Chad Van Dixhoorn, Orthodox Presbyterian Church

Dr. William VanDoodevaard, Associated Reformed Presbyterian Church

CoC Chairman Bankson moved a substitute for **Recommendation 5**, (See CoC Report to GA below). He noted that the CoC substitute was technically out of order because it included instructions to the Permanent Committee (which are not allowed by *RAO* 14-9.e).

Permanent Committee chairman Taylor responded that he would convey to the Permanent Committee the concerns of the CoC.

The Moderator ruled that instructions 1 and 2, included in CoC substitute Recommendation 5, cannot be approved and that they will be struck from the record and will not appear in the minutes of the General Assembly. He noted that this ruling was made with the understanding that Permanent Committee chairman Taylor has knowledge of the CoC concerns and will make them known to the Committee.

The chairmen of the Permanent Committee and the CoC each spoke to the substitute recommendation, the CoC chairman explaining that the CoC affirmed the need for referral, but had erred in including instructions.

The **substitute passed** (825-201-172), thereby becoming the main motion before the Assembly. **Recommendation 5** (the substitute) was then **adopted**, 1183-16-59.

Recommendations 1-4, now properly before the Assembly, were **adopted** in gross, 1238-4-32.

With no objection from the Assembly, the CoC added a final Recommendation (#6) to the CoC Report, commending and thanking the Permanent Interchurch Relations Committee for their efforts.

The Chairman closed the report with prayer.

**REPORT OF THE COMMITTEE OF COMMISSIONERS ON
INTERCHURCH RELATIONS
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

I. Business Referred to the Committee

- A. IRC Permanent Committee Report
- B. IRC Permanent Committee Minutes from:
 - September 14, 2022
 - March 22, 2023
- C. IRC Permanent Committee Recommendations

II. Statement of Major Issues Discussed

- A. IRC Permanent Committee Report
- B. IRC Permanent Committee Minutes from:
 - September 14, 2022
 - March 22, 2023
- C. IRC Permanent Committee Recommendations

III. Recommendations

- 1. That the fraternal relations with Gaehyuk (Reformed) Korean Presbyterian Church be terminated because they have merged with another Korean denomination with whom we have fraternal relations. 40-0-0
- 2. That visiting ministers be introduced to the General Assembly, *BCO* 13-13. 40-0-0

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3. That the minutes of September 14, 2022, be approved without exception. 40-0-0-
4. That the minutes of March 22, 2023, be approved without exception. 40-0-0
5. That the General Assembly **answer Overture 2** from Covenant Presbytery (“Request PCA Join International Conference of Reformed Churches (ICRC)”) by referring back to the Inter-Church Relations Committee.

[Editorial note: material struck by ruling of the moderator.]
40-0-0

Grounds [given by Permanent Committee]:

- a. ICRC rules require that a denomination attend an ICRC meeting first before applying for membership. The next meeting of the ICRC is in 2026 in Korea.
- b. There are financial issues. The overture estimates that the costs for the PCA’s membership in the ICRC would be approximately \$9,880/year, but the overture does not specify how the costs would be borne nor reflect how the estimated costs are formulated in a manner consistent with the ICRC Regulations (IX.1.c).

IV. Commissioners Present:

Presbytery

Arizona
Ascension
Blue Ridge
Calvary
Central Georgia
Chesapeake
Chicago Metro
Covenant
Eastern Canada
Eastern Carolina
Eastern Pennsylvania
Evangel
Fellowship
Great Lakes

Commissioner (*Convener)

TE Jonathan Foster
TE Scott P. Moreland
TE Essen G. Daley
RE Kevin Mobley
RE Douglas Pohl
TE Mark Tippin
TE Jeffrey Allen Schneider
TE Donovan K. Riley
TE Michael Chhangur
TE John A. Musgrave
TE Jonathan Kuciemba
RE Levoy Bankson*
TE Lewis Albert Ward Jr.
RE Jerry Stutzman

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Heartland	TE Brad Hansen
Highlands	TE Skip Gillikin
Hills and Plains	RE Matt Lee
Houston Metro	RE Ryan Bowling
Illiana	TE Brian Matthew Sandifer
Iowa	TE Brian V. Janssen
James River	RE Rick Hutton
Korean Capital	TE Dong Woo Kim
Lowcountry	RE Ron Woernle
Nashville	RE James Payne
North Texas	RE Benjamin Thompson
Ohio	TE Jacob Pilan
Pee Dee	TE Zachary Wilson Simmons
Piedmont Triad	RE Trevor Laurence
Pittsburgh	TE Seth Dakota Gurley
Potomac	TE Daniel Warne
Rocky Mountain	RE James Solis
Savannah River	TE Geoff Gleason
Siouxlands	TE Luke Bluhm
Southeast Alabama	RE Mark Anderson III
Southern Louisiana	TE A. Campbell Silman
Southern New England	RE Andy Norquist
Southwest Florida	TE Stan Keith McMahan Jr.
Susquehanna Valley	TE David Kertland
Tidewater	TE Clay Warden
Wisconsin	TE Joshua Golackson

Respectfully submitted,
/s/ RE Levoy Bankson Chairman

/s/ TE Don Riley Secretary

The Moderator reminded the Assembly of the process for floor nominations.

50-25 Reformed University Fellowship (RUF) Informational and Committee of Commissioner Reports

TE Walter Henegar, CoC Chairman, led the Assembly in prayer and yielded to RE Will Huss, RUF coordinator.

A video highlighting the ministry of RUF was presented.

RE Will Huss introduced TE Mike Biggs, who gave a testimony of the ministry of RUF. Coordinator Huss continued with the Informational Report of RUF. (For the full report of the RUF Permanent Committee, see Appendix K, p. 420.)

CoC Chairman Henegar moved **Recommendations 2, 3, 4, and 6** in gross and they were **adopted** without objection.

Recommendation 1.b was moved and **adopted**.

Recommendation 5 was **declared moot** by the Moderator because it had already been acted on by the Assembly (see p. 18).

Recommendation 7 was **adopted**.

Recommendation 1.a.a,b,c was put before the Assembly as a substitute for the Permanent Committee's Recommendation 1.

TE Joshua Martin presented arguments in favor of the Permanent Committee's Recommendation.

The CoC Chairman responded with arguments in favor of the CoC Recommendation.

TE Martin yielded to RE Will Huss to present the closing statement.

A **motion** was made and **passed to divide the question** so that 1.a.a and 1.a.b could be considered separately from 1.a.c.

Debate ensued on the CoC's Recommendation 1.a.c, concerning an exception of substance to the Permanent Committee minutes in regard to a new affiliation agreement.

Referring to Overture 7, TE Jay Neikirk argued for the substitute on the basis that a new affiliation agreement was a material change in policy that should be brought back to the 51st Assembly.

On a **point of order** TE Joseph Pipa noted that commissioners had been told that the agreement would remain in effect and come back to the Assembly in the proper manner. The Moderator ruled the point **not well taken** because what is said in debate is not authoritative.

TE Larry Hoop made a **point of order** that if the Assembly approved taking an exception of substance to the minutes of the RUF Permanent Committee, the minutes would be sent back to the Permanent Committee for

action and the Assembly would not be taking further action on the matter at hand. The Moderator **affirmed** this interpretation.

RE Michael Martin, speaking for the Permanent Committee Recommendation, pointed out that the intent of the new agreement was to protect presbyteries from legal liabilities by compliance with federal and state employment laws.

The debate was interrupted for the order of the day (lunch).

50-26 Assembly Recessed

The Assembly recessed at noon to reconvene at 1:30 p.m.

The Moderator closed the session with prayer.

Third Session – Wednesday Afternoon June 14, 2023

50-27 Assembly Reconvened

The Assembly reconvened at 1:30 p.m. with the singing of “Crown Him with Many Crowns.”

TE Mike Ross led the Assembly in prayer.

50-28 50th Anniversary Video

A video was presented celebrating the 50th anniversary of the PCA.

50-29 Reformed University Fellowship (RUF) Informational and Committee of Commissioner Reports, continued

The Assembly resumed its consideration of the RUF Committee of Commissioners report. Before the Assembly was the substitute motion proposed by the CoC, Recommendation 1.a.c.

TE Pipa called the question on all matters before the house, and the call was approved, 1273-135-20.

TE Martin, Permanent Committee Chairman, gave the final word of debate on the issue.

In answer to an inquiry for clarification, the Moderator stated that in his understanding, if the substitute motion is approved, the affiliation agreement would be returned to the 51st General Assembly through the normal CoC route as an approval of a line item in the RUF Permanent Committee minutes, but that this would not undo any agreements made by Presbyteries already or between this Assembly and the next.

The **substitute motion** proposed by the CoC was **adopted**. 813-571-68.

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The **substitute, now the main motion**, was **adopted**. 996-378-71.

The Moderator stated that the RUF Permanent Committee is now required to bring a response to this exception of substance in its minutes. In the understanding of the Moderator, RUF may not in the coming year disaffiliate any ministry that has not yet signed the new affiliation agreement.

TE Henegar closed the report with prayer.

REPORT OF THE COMMITTEE OF COMMISSIONERS ON REFORMED UNIVERSITY FELLOWSHIP TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

I. Business Referred to the Committee

- A. RUF Permanent Committee Report
- B. RUF Permanent Committee Minutes from:
October 5, 2022, March 22, 2023
- C. RUF 2022 Audit
- D. RUF 2024 Proposed Budget
- E. RUF Permanent Committee Recommendations

II. Statement of Major Issues Discussed

- A. RUF Permanent Committee Report
- B. RUF Permanent Committee Minutes from:
October 5, 2022, March 22, 2023
- C. RUF 2022 Audit
- D. RUF 2024 Proposed Budget
- E. RUF Permanent Committee Recommendations

III. Recommendations

1a. That the General Assembly approve the minutes of the meetings of the Committee on Reformed University Fellowship for October 5, 2022, with exceptions of form and the following exceptions of substance, and that the General Assembly require the permanent committee to give response to exception of substance “c” at the 51st General Assembly.

a. Contra RAO 4-21.d.3, no minutes from the executive session were provided.

b. Contra RAO 4-21.d.3, although the minutes refer to recommendations regarding compensation, no record of any action taken is recorded.

- c. The permanent committee established and executed a substantial new policy not approved by the general assembly, contrary to BCO 14-1.7.

Rationale:

In their October 5, 2022 meeting, the permanent committee of Reformed University Fellowship approved a new “Affiliation Agreement” between Presbyteries and RUF concerning Campus Ministers, changing the agreement to make sure that RUF is the legal employee with the responsibility to hire, fire, and exercise fiduciary control. The permanent committee erred in approving this new “Affiliation Agreement” and in permitting Reformed University Fellowship to execute that new policy contrary to BCO 14-1.7:

The Assembly’s committees are to serve and not to direct any Church judicatories. They are not to establish policy, but rather execute policy established by the General Assembly.

The permanent committee of Reformed University Fellowship admits this is a substantial change in a document sent to presbyteries entitled *Affiliate Agreement FAQs* when they write, “This does represent a substantive change from the previous language of call letters where Presbyteries have been the calling bodies.”

RUF is a committee with limits on policy changes, as noted in BCO 14-1.7 and illustrated in Overture 2019-24:

BCO 14-1.7 has historically been understood to mean major ecclesiastical policies, not every day-operations policies. For example, the MTW Cooperative Agreement with independent missions agencies was a major issue at the Second General Assembly (M2GA, 1974, pp. 66, 68).

Whereas historically permanent committees have brought material and employment changes to policy before the General Assembly in the form of overtures (as seen in Overture 2021-14 in reference to MTW material policy), the permanent committee of Reformed University Fellowship erred additionally in not

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bringing this policy before the General Assembly pursuant BCO 14-1.15:

All business shall ordinarily come to the floor of the Assembly for final action through committees of commissioners, except reports of the Standing Judicial Commission, the Committee on Constitutional Business, the Committee on Review of Presbytery Records, the Nominating Committee and Ad Interim committees, which shall come directly to the Assembly.

The committee of commissioners does not wish to speak to the substance of the change, but the procedural ways in which this policy was brought about. 28-8-0

- 1b. That the General Assembly approve the minutes of the meetings of the Committee on Reformed University Fellowship for ~~October 5, 2022, and~~ March 22, 2023 with exceptions of form. 35-0-1
2. That the General Assembly receive the financial audit for Reformed University Fellowship for the fiscal year ending December 31, 2022 by Carr, Riggs, & Ingram, LLP. 36-0-0
3. That the action on 2024 budget for Reformed University Fellowship be deferred until the Report of the Committee on Administration for the Administrative Committee's recommendation to the General Assembly. 36-0-0
4. That the General Assembly receive as information the submitted attachment. 36-0-0
5. ~~That the General Assembly receive the Permanent Committee response to Overture 7.~~ That the General Assembly postpone consideration of Overture 7 until the 2024 General Assembly. 33-0-3
6. That the General Assembly re-elect RE Will W. Huss, Jr. as National Coordinator of Reformed University Fellowship for the 2022/2023 term. 36-0-0
7. That the Assembly thank National Coordinator RE Will W. Huss, Jr. and staff and permanent committee for their humble and faithful leadership of RUF. 36-0-0

IV. Commissioners Present:

Presbytery

Ascension
Central Carolina
Central Indiana
Chesapeake
Covenant
Eastern Carolina
Eastern Pennsylvania
Evangel
Fellowship
Georgia Foothills
Grace
Great Lakes
Gulf Coast
Heartland
Highlands
Houston Metro
James River
Metro Atlanta
Mississippi Valley
Missouri
Nashville
New Jersey
North Texas
Ohio
Ohio Valley
Pacific Northwest
Savannah River
South Coast
South Texas
Southeast Alabama
Southern New England
Southwest Florida
Susquehanna Valley
Tennessee Valley
Tidewater
Westminster

Commissioner (*Convener)

RE Steven Morley
RE Dave Eddy
TE Pat Hickman
TE Jonathan Song
RE Jason Conner
TE Dan S. Seale
TE Mark A. Herzer
TE Max Bunn
RE Neil Allen
TE Joe Deighton
TE Brian McCollough
TE Andrew M. Gretzinger
TE Joshua Sparkman
RE Vernon Dekker
TE James Curtis
TE Curt Mire
TE Harrison Ford
TE Walter H. Henegar*
TE Zachery Byrd
TE Christopher Smith
TE Ryan Clark Anderson
TE Peter James Eck
RE Matt Linebarger
RE James Parkin
TE Zach Meyer
TE Luke Morton
RE Travis Peacock
TE James Won Kwak
RE Bret Mercer
TE Ross Hodges
TE Daniel J. Jarstfer
TE Wright Busching
RE Jay Hassinger
TE Sam Brown
RE Kurt Nelson
TE Bill Leuzinger

Respectfully submitted,
/s/ TE Walter Henegar, Chairman

/s/ TE Harrison Ford, Secretary

TE Ryan Biese made a **procedural motion** that all questions related to the RUF affiliation agreement and attendant motions made by the RUF CoC be submitted to CCB.

The Moderator **ruled** the procedural motion **out of order**, based on the fact that the matter was no longer before the Assembly. The ruling of the chair was **challenged**.

On a **point of order**, the chairman of the CCB noted that individuals may not bring questions to the CCB. The Moderator clarified that the Stated Clerk may request advice from the CCB on matters brought to him by an individual or a Presbytery.

The **ruling** of the chair was **sustained**, 1213-240-50.

50-30 Covenant Theological Seminary (CTS) Informational and Committee of Commissioners Reports

TE Dave Schutter, CoC Chairman, led the Assembly in prayer and yielded to TE Thomas C. “Tom” Gibbs, President of the Seminary, who presented the Informational Report on the work of the Seminary. (For the full report of CTS, see Appendix F, p. 307.)

CoC Chairman Schutter moved Recommendations 1-10 in gross, Recommendations 8 and 10 were removed from the motion, and **Recommendations 1-7, 9**, were **adopted** in gross without objection.

Recommendation 8 was moved.

TE Steve Tipton **moved** to remove certain wording from Recommendation 8. The Moderator **ruled** the request **out of order** because changes to CoC recommendations cannot be made from the floor.

Recommendation 8 was **adopted** without objection.

Recommendation 10 was **deferred** to the CoC on Administrative Committee.

The Moderator declared **Recommendation 11** moot.

The Chairman closed the report with prayer.

REPORT OF THE COMMITTEE OF COMMISSIONERS ON COVENANT THEOLOGICAL SEMINARY TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

I. Business Referred to the Committee

- A. CTS Report to General Assembly
- B. CTS Stated Board Meeting Minutes
 - Stated Board Meeting Minutes

April 29, 2022; September 23, 2022; January 27, 2023

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- Called Board Meeting Minutes - None
- C. CTS Executive Committee Minutes
 - Stated Executive Committee Meetings:
April 28, 2022; September 22, 2022; January 26, 2023
 - Called Executive Committee Meetings:
June 30, 2022; September 14, 2022; December 14, 2022
- D. CTS 2023-2024 Proposed Budgets
- E. 2022 CTS Audits
- F. CTS Permanent Committee Recommendations

II. Statement of Major Issues Discussed

- A. CTS Report to General Assembly
- B. CTS Stated Board Meeting Minutes
 - Stated Board Meeting Minutes
April 29, 2022; September 23, 2022; January 27, 2023
 - Called Board Meeting Minutes - None
- C. CTS Executive Committee Minutes
 - Stated Executive Committee Meetings:
April 28, 2022; September 22, 2022; January 26, 2023
 - Called Executive Committee Meetings:
June 30, 2022; September 14, 2022; December 14, 2022
- D. 2023-2024 Proposed Budgets
- E. 2022 CTS Audits
- F. CTS Permanent Committee Recommendations

III. Recommendations

1. That the General Assembly give thanks to God for the ministry of Covenant Theological Seminary; for its faithfulness to the Scriptures, the Reformed faith, and the Great Commission; for its students, graduates, faculty, staff, and trustees; and for those who support the Seminary through their prayers and gifts. 38-0-0
2. That the General Assembly encourage the congregations of the Presbyterian Church in America to support the ministry of Covenant Theological Seminary by contributing the Partnership Shares approved by the Assembly, and by recommending Covenant Seminary to prospective students. 27-1-7
3. That the General Assembly ask the ~~Lord to bless~~ the Lord's blessing on Covenant Seminary's new President, Rev. Dr. Thomas C. Gibbs, and grant him and the Seminary's leadership team, faculty, and Board

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of Trustees great wisdom, biblical faithfulness, and clear vision as they lead the institution forward in training fruitful pastors and other ministry leaders. 38-0-0

4. That the General Assembly ask God to guide Covenant Seminary’s ongoing efforts at recruiting new students, evaluating and strengthening our programs, and seeking to make the Seminary a greater resource for the church both locally and globally. 38-0-0
5. That the General Assembly ask God’s blessing on the Seminary’s planning and fundraising efforts, and on its attempts to recruit a new generation of dedicated pastor-scholars to train new generations of leaders for Christ’s church and Kingdom. 38-0-0
6. That the General Assembly praise God for his provision during the ongoing pandemic, and that he would guide the Seminary’s leaders as they seek to maintain the health and safety of our students, faculty, and staff while at the same time continuing to build on the new and effective ways to carry out our mission developed during the challenges of the pandemic. Praise him for the gift of resilient and creative people who enable the institution to function so well during an unusual time. 38-0-0
7. That the General Assembly pray for unity among the brethren of the PCA and ask the Lord to work in all our hearts to foster a deeper desire to engage with one another and the world in compassionate and gospel-centered ways, and that we might bear strong witness to the truth and power of God’s redeeming grace. 38-0-0
8. That the General Assembly approve the minutes of the stated and called meetings of the Seminary’s Board of Trustees and Executive Committee of the Board of Trustees for 2021–2022 as follows:
Stated Board Meetings:
April 29, 2022 (26-9-2)
September 23, 2022 (30-2-2)
January 27, 2023 (35-0-0)
Called Board Meetings:
None
Stated Executive Committee Meetings:
April 28, 2022 (37-0-0)
September 22, 2022 (33-0-0)

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January 26, 2023	(33-0-0)
<i>Called Executive Committee Meetings:</i>	
June 30, 2022	(29-6-0)
September 14, 2022	(33-0-0)
December 14, 2022	(31-0-2)

9. That the financial audit for Covenant Theological Seminary for the fiscal year ending June 30, 2021, by Capin Crouse LLC, be received. 36-0-0

10. That the proposed budget for 2022–23 for Covenant Theological Seminary, as presented through the Administrative Committee, be approved. 36-0-0

11. ~~That the General Assembly answer Overture 7 from Southern New England Presbytery “Amend RAO 4 21.d to permit Committees of Commissioners to Review Committee and Board Compliance with Material Policies” with reference to the answer provided by the Administrative Committee.~~ That Overture 7 be referred to the Overtures Committee.

Rationale: Overtures Committee is positioned to address Overture 7 comprehensively. 32-2-2

IV. Commissioners Present:

Presbytery

Arizona
Blue Ridge
Calvary
Central Carolina
Central Georgia
Central Indiana
Chesapeake
Columbus Metro
Covenant
Eastern Carolina
Evangel
Fellowship
Grace
Great Lakes
Gulf Coast
Heartland
Highlands

Commissioner (*Convener)

TE Justin McLendon
TE Todd Johnson
RE Theodore A. Richards
TE Stanley E. Layton
RE Chris A. Schuster
TE Sam Haist
TE Joshua P. Sillaman
TE Dave H. Schutter*
TE Gage Jordan
TE Robert W. Burns
RE Drew Ricketts
TE Caleb Blow
RE Ronnie Eaves
RE Bryan Burke
RE Jason Belcher
TE Timothy Elliott
TE Steven Hansen

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Hills and Plains	RE Stephen Rowe
Houston Metro	RE Eric Manthei
Illiana	TE Ryan Douglas Diehl
Iowa	TE Colin Andrade
Metro Atlanta	TE Bob G. Carter
Mississippi Valley	RE Craig Flowers
Missouri	RE Thomas Schmidt
Nashville	RE Bill Mooney
Northern Illinois	TE David Keithley
Northern New England	TE Sean Joseph Stessman Roberts
Northwest Georgia	TE Job Dalomba
Ohio	TE Jason Piland
Pacific Northwest	TE Matthew H. Allhands
Piedmont Triad	TE Pablo Ayllon
Pittsburgh	RE Dave Johnson
Platte Valley	TE Kyle McClellan
Potomac	TE John Porter Harlow
Providence	RE James Thigpen
Savannah River	TE Jonas Brock
South Texas	TE Jonathon Herr
Southern New England	RE Mike Leigh
Southwest Florida	RE Ryan Choate
Wisconsin	TE Spencer Thomas
Southeast Alabama	TE Nicholas Bullock
Catawba Valley Presbytery	TE Andrew Goyzueta
Southern Louisiana Presbytery	TE Matt Roelofs

Respectfully submitted,

TE Dave Schutter, Chairman

TE Steven Hansen, Secretary

50-31 Geneva Benefits Informational and Committee of Commissioners Reports

TE Lee Veazey, CoC Chairman, led the Assembly in prayer. He yielded to TE Ed Dunnington, President of Geneva Benefits Group, who presented the Informational Report, including a video presentation on the work of Geneva Benefits Group. (For the full report of Geneva Benefits Group, see Appendix J, p. 408.)

Recommendations 1 and 2 were adopted in gross without objection.

Recommendations 3 and 4 were deferred to the Administrative Committee.

Recommendation 5 was adopted without objection.

Recommendation 6 was **adopted** without objection.

Recommendation 7 was declared **moot**.

Recommendation 8 was **adopted** without objection.

The CoC Chairman closed the report in prayer.

**REPORT OF THE COMMITTEE OF COMMISSIONERS ON
GENEVA BENEFITS GROUP
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

I. Business Referred to the Committee

- A. Geneva Board of Directors Minutes:
 - September 23, 2022
 - November 18, 2022
 - March 10, 2023
- B. Review of Audited Financials Report for 2022
- C. Review of the Proposed 2024 Budget
- D. Review of Board of Directors Recommendations
- E. Review of Old Business from the 2022 CoC Meeting

II. Statement of Major Issues Discussed

- A. The Chairman introduced TE Ed Dunnington, Geneva's President. TE Dunnington introduced the Geneva staff then he gave began a presentation on the work of Geneva. Specific topics in the presentation included:
 - 1) What We (Geneva) Do
 - 2) Who We (Geneva) Serve
 - 3) Geneva's Passion
 - 4) Consulting and Advocacy Services
 - a. Financial Wellbeing
 - b. Retirement Readiness
 - c. Sabbatical Best Practices
 - d. Call Package Consulting
 - 5) Elements of a Call Package
 - 6) Overview of Retirement Plan and Investments
 - a. Long-Term Investment Performance
 - i. Assets Under Management
 - ii. Expense Ratio
 - b. PCA Target Funds
 - c. Competitive Fees and Maximizing Value

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- d. Biblical Values Investing
- 7) Overview of Insurance Plans and Employee Benefits

TE Dunnington turned the meeting over to TE Medlock to continue the presentation.

- 8) Ministerial Wellbeing
 - a. The Need
 - b. Our (Geneva) Response
 - i. Counseling
 - ii. Coaching
 - iii. Lilly Grant Funding
 - 1. Sabbatical Consulting and Matching
 - 2. Peer cohorts in partnership with NXTGEN
 - iv. New Director of Ministerial Wellbeing
- 9) Ministerial Relief
 - a. 2022 Impact
 - b. Future Need

TE Dunnington continued the meeting.

- B. CoC Business:
 - 1) Floor Nomination RE Cody Dick
 - 2) Review of Agency Recommendations

TE Dunnington opened the floor for a question-and-answer session during which questions from commissioners were answered.

III. Recommendations

- 1. That the General Assembly approve the minutes of the Board of Directors meetings dated September 23, 2022, November 18, 2022, and March 10, 2023; 24-0-0
- 2. That the General Assembly receive the 2022 Audited Financials as reviewed by Capin Crouse LLP; 24-0-0
- 3. That the General Assembly approve the 2024 Operating Budget with the understanding that it is a spending plan and will be adjusted as

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- necessary by the Board of Directors to accommodate changing conditions during that fiscal year; 24-0-0
4. That the General Assembly approve the 2024 Trustee Fee Agreements for the 403(b) Retirement Plan Trust, the Health and Welfare Benefit Trust, and the Ministerial Relief Trust; 24-0-0
 5. That the General Assembly exhort PCA Presbyteries, churches, and related ministries to review and utilize the PCA Call Package Guidelines in creating compensation packages for Teaching Elders; 24-0-0
 6. That the General Assembly urge member churches to participate in an annual offering to Ministerial Relief or to budget regular benevolence giving to support relief activities through the Ministerial Relief Fund; 24-0-0
 7. That the General Assembly answer **Overture 7** from Southern New England Presbytery “Amend *RAO 4-21.d* to Permit Committees of Commissioners to Review Committee and Board Compliance with Material Policies” with reference to the answer provided by the Administrative Committee. 24-0-0
 8. That the General Assembly commend President Ed Dunnington and the staff of Geneva Benefits Group for their faithful service to the church. 24-0-0

IV. Commissioners Present:

Presbytery	Commissioner (*Convener)
Blue Ridge	RE Michael Martin
Central Georgia	TE R. Parker Agnew
Central Indiana	TE John F. Peoples, Jr.
Covenant	RE Jamey Finley
Eastern Carolina	TE Timothy Sharpe
Evangel	TE Hunter Twitty
Georgia Foothills	TE Travis Joshua Brown
Grace	TE Charles Knox Baird
Gulf Coast	TE Joseph C. Grider
Heartland	RE Marlon Johnson
Highlands	RE Brandon Ray

MINUTES OF THE GENERAL ASSEMBLY

Hills and Plains	TE Paul S. Sagan
Houston Metro	TE Benjamin S. Duncan
Illiana	RE Scott Lollar
Korean Capital	TE Brian Sang Hoon Shim
Mississippi Valley	TE Chris Stevens
Nashville	TE Mike Fennema
North Florida	TE J.D. Funyak
Northern Illinois	RE Fred Winterroth
Ohio Valley	TE Lee F. Veazey*
Pacific Northwest	RE Micah Michleson
Pittsburgh	TE Jonathan Price
Potomac	RE Mark Doehnert
Providence	TE Jason Ellerbee
South Texas	RE Randy Scott
Southwest Florida	TE John K. Keen
Susquehanna Valley	RE Darryl Kent MacPherson
Tennessee Valley	TE Frank A. Hitchings III

Respectfully submitted:

/s/ TE Lee F. Veazey, Chairman

/s/ TE Jonathan Price, Secretary

The Moderator announced the resignation of RE Timothy L. Murr from the MNA Class of 2024, leaving that position open to a floor nomination.

50-32 Ridge Haven Conference Center (RH) Informational and Committee of Commissioners Reports

TE Wes Parsons, CoC Chairman, led the Assembly in prayer and yielded to TE Cameron Anderson, Ridge Haven Executive Director, who presented the Informational Report on Ridge Haven, including a video highlighting the ministry of Ridge Haven. (For the full report of Ridge Haven Conference Center, see Appendix L, p. 446.)

TE Dave Hall, president of Ridge Haven Board of Directors, further updated the Assembly on the ministry of Ridge Haven, highlighting the transition to new Executive Director Cameron Anderson, son of outgoing Executive Director Wallace Anderson.

Recommendations 2, 3, and 4 were moved in gross and **adopted** without objection.

TE Hall noted a clerical error regarding Recommendations 6-8, which should have been double-underlined, because they were added by the CoC. **Recommendations 6-8** were then moved in gross and **adopted** without objection..

Recommendation 1 was deferred to the Administrative Committee.

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Recommendation 5 was declared **moot**.

The CoC Chairman closed the report with prayer.

**REPORT OF THE COMMITTEE OF COMMISSIONERS ON
RIDGE HAVEN
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

I. Business Referred to the Committee

- A. RH Report to General Assembly
- B. RH Board of Directors Minutes:
March 14-16, 2022
September 12-14, 2022
- C. RH 2024 Proposed Budget and Revised 2023 Budget
- D. 2021 RH Audit
- E. RH Permanent Committee Recommendations

II. Statement of Major Issues Discussed

- A. RH Report to General Assembly
- B. RH Board of Directors Minutes:
March 14-16, 2022
September 12-14, 2022
- C. RH 2024 Proposed Budget and Revised 2023 Budget
- D. 2021 RH Audit
- E. RH Permanent Committee Recommendations

III. Recommendations

- 1. That the Ridge Haven 2024 Budget, and revised 2023 Budget, as presented through the AC Budget Review Committee be approved. **30-0-0**
- 2. That the 2021 audit dated July 8, 2022, performed by Robins, Eskew, Smith & Jordan, be received. **30-0-0**
- 3. That the following minutes of the Board of Directors of Ridge Haven be approved: March 14-16, 2022, and September 12-14, 2022. **30-0-0**
- 4. That February 18, 2024, be a day for our churches to pray for the ministries of Ridge Haven. **30-0-0**

MINUTES OF THE GENERAL ASSEMBLY

5. “That the General Assembly answer Overture 7 from Southern New England Presbytery, ‘Amend *RAO* 4-21.d to Permit Committees of Commissioners to Review Committee and Board Compliance with Material Policies,’” ~~in the negative~~ by reference to the Overtures Committee. **30-0-0**
6. That the Lord would be praised and RE Wallace Anderson be commended for his fruitful service to the ministry of Ridge Haven. **30-0-0**
7. That the Lord would be praised and the staff and board of Ridge Haven be commended for their work in serving to advance the mission of Ridge Haven. **30-0-0**
8. That the churches of the Presbyterian Church in America be encouraged to make use of the tremendous resource for spiritual renewal provided by Ridge Haven. **30-0-0**

IV. Commissioners Present:

Presbytery

Calvary
Catawba Valley
Central Carolina
Central Georgia
Central Indiana
Chesapeake
Covenant
Eastern Carolina
Evangel
Fellowship
Grace
Gulf Coast
Heartland
Highlands
Hills and Plains
Houston Metro
James River
Mississippi Valley
Nashville
Northern Illinois

Commissioner (*Convener)

TE Andrew Newman
TE Cory Wing
RE Robert Rawls
TE Trey Jackson
TE Nicholas Davelaar
RE Steven Madden
RE Frank Riley
TE Doug C. Domin*
TE Michael Wichlan
RE Daniel F. Hall
TE Jackson Chang Pei Lin
TE Richard A. Fennig
RE Larry Hauck
RE Rob Patete
TE Martin S.C. (Mike) Biggs
TE Mark J. Blalack
TE Steve Moulson
TE Eric Mabbott
RE Jack Watkins
RE Larry DeVries

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Ohio	TE Justin Salinas
Pacific Northwest	TE Adam Parker
Piedmont Triad	TE Benjamin Tietje
Pittsburgh	TE Philip Amaismeier
Potomac	RE Matthew Pickens
Providence	TE Charles Duncan Cantrell
Rocky Mountain	TE Paul Ranheim
Savannah River	TE Robert L. Hendrick
Southern New England	TE Travis Hutchinson
Southwest Florida	RE Ed Jordan
Tennessee Valley	TE Charles “Wes” Parsons
Warrior	RE Lawrence Lavender

Respectfully submitted:

/s/ TE Wes Parsons, Chairman

/s/ TE Benjamin Tietje, Secretary

50-33 PCA Foundation Informational and Committee of Commissioners Reports

RE Phil VanValkenburg, CoC Chairman, led the Assembly in prayer and yielded to RE Timothy Townsend, President, who presented the Informational Report of the Foundation, together with a video explaining “complex” donations. (For the full report of the PCA Foundation, see Appendix I, p. 397).

Recommendations 1, 3, and 6 were moved in gross and **adopted** with no objection.

Recommendation 2 was deferred to the Administrative Committee.

Recommendation 4 was declared **moot**.

A CoC **substitute** motion was made for **Recommendation 5** concerning risk management policy.

TE Martin Wagoner, chairman of the Board of Directors of the PCA Foundation, argued for the Board’s recommendation and against passage of the substitute.

RE Patrick Sewell, spoke on behalf of the CoC in favor of the substitute motion.

Debate on the floor of the Assembly ensued.

RE Townsend, President of PCA Foundation, gave the final argument against the substitute motion.

The CoC **substitute motion** for Recommendation 5 **failed**, 289-966-76.

MINUTES OF THE GENERAL ASSEMBLY

Recommendation 5 – to answer in the affirmative as amended (by the PCAF Board) **Overture 29**, “Direct the Board of the PCA Foundation to Adopt a Policy on Risk Management” – was **adopted**, 1112-118-66.

The Chairman closed the report with prayer.

**REPORT OF THE COMMITTEE OF COMMISSIONERS ON
PRESBYTERIAN CHURCH IN AMERICA FOUNDATION
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

I. Business Referred to the Committee

- A. PCAF Board of Directors Report
- B. PCAF Board of Directors Minutes
August 5, 2022, March 3, 2024
- C. 2022 Audit of PCAF by Capin Crouse, LLP
- D. 2024 PCAF Proposed Budget
- E. Recommendations of the PCA Foundation, Inc., Board

II. Statement of Major Issues Discussed

- A. The work of the PCA Foundation as presented in the PCA Foundation Board Minutes and report
- B. PCAF Board of Directors Minutes
August 5, 2022, March 3, 2024
- C. 2022 Audit of PCAF by Capin Crouse, LLP
- D. 2024 PCAF Proposed Budgets
- E. Recommendations of the PCA Foundation, Inc., Board

III. Recommendations

- 1. That the financial audit for the PCA Foundation, Inc. for the calendar year ended December 31, 2022, by Capin Crouse, LLP be received and acknowledged. 25-00-00
- 2. That the General Assembly approve the proposed 2024 Budget of the PCA Foundation, Inc. with the understanding that it is a spending plan and will be modified as necessary by the PCA Foundation’s Board of Directors to accommodate changing circumstances during the year. 26-00-00
- 3. That the Minutes of Board meetings of August 5, 2022, and March 3, 2023, be approved. 26-00-00
- 4. That the General Assembly answer Overture 7 from Southern New England Presbytery, “Amend *RAO* 4-21.d to Permit Committees of

Commissioners to Review Committee and Board Compliance with Material Policies” with reference to the answer provided by the Overtures Committee. 21-04-01

Rationale: Committee of commissioners believed that the Overtures committee is the proper committee to address this overture.

5. That the General Assembly answer Overture 29 from Southern New England Presbytery, “Direct the Board of the PCA Foundation to Adopt a Policy on Risk Management” in the affirmative, as originally submitted. 19-05-00
6. That the General Assembly adopt the following schedule for the distribution by the Foundation of undesignated and unadvised gifts: 25-00-00

Administrative Committee	6%
Christian Discipleship Ministries	6%
Ridge Haven	6%
Covenant Theological Seminary	8%
Covenant College	8%
Geneva Benefits (Relief Fund)	8%
Reformed University Fellowship	14%
Mission to North America	20%
Mission to the World	24%

IV. Commissioners Present:

Presbytery

Central Carolina
 Central Georgia
 Chesapeake
 Covenant
 Evangel
 Fellowship
 Grace
 Great Lakes
 Heartland
 Hills and Plains
 Houston Metro
 James River
 Metro Atlanta
 Mississippi Valley
 Missouri

Commissioner (*Convener)

TE Cory Dean Colravy
 RE Tommy C. James III
 TE Michael S. Weltin
 TE Duncan Hoopes
 RE Matthew R. Moore
 TE John M. McArthur Jr.
 RE Bryan Kelly
 RE Allan Knapp
 TE Jonathan Whitley
 RE Eddy Moore
 RE Justin Chandler
 TE David Fischer
 TE Tim R. Locke
 RE David Cleland
 RE Phil VanValkenburg *

MINUTES OF THE GENERAL ASSEMBLY

Nashville	RE Alfred Williams
Northwest Georgia	TE Joel Smit
Ohio	TE Seth Young
Pee Dee	TE Jordan M. Gallo
Piedmont	TE Austin Pfeiffer
Potomac	RE Christopher J. Lardner
Rocky Mountain	RE Tim Ringquist
Savannah River	TE Pete Joseph Whitney
Southeast Alabama	TE Jere Scott Bradshaw
Southern New England	RE Patrick Sewell
Southwest Florida	TE Charles Scott Williams
Tennessee Valley	TE Brian Salter

Respectfully submitted,

/s/ RE Phil VanValkenburg, Chairman /s/ RE Tim Ringquist Secretary

The Moderator reminded the Assembly that floor nominations were due by 4:30 p.m. today.

50-34 Mission to the World Informational and Committee of Commissioners Report

TE Josh Reiger, CoC Chairman, led the Assembly in prayer, and yielded to TE Lloyd Kim, MTW Coordinator, who presented the Informational Report. (For the full report of the MTW Permanent Committee, see Appendix H, p. 371.)

Recommendations 1-4, 7, 8 were moved in gross and **adopted** without objection.

Recommendation 5 was **deferred** to the CoC on Administrative Committee.

CoC substitute **Recommendation 6**, without objection by the Permanent Committee, was moved and **adopted**.

Recommendation 9 was declared **moot**.

The CoC chairman closed his report in prayer.

**REPORT OF THE COMMITTEE OF COMMISSIONERS ON
MISSION TO THE WORLD
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

I. Business Referred to the Committee

- A. Review of CMTW minutes from:
 - March 9-10, 2022
 - September 28-29, 2022

- B. Review of Recommendations from the Permanent Committee
- C. Review of MTW's 2021 Financial Audit
- D. Review of 2024 Proposed Budget
- E. Recommendation on Overture 7 from Southern New England Presbytery

II. Statement of Major Issues Discussed

- A. Review of CMTW minutes from:
March 9-10, 2022
September 28-29, 2022
- B. Review of Recommendations from Permanent Committee
- C. Review of MTW's 2021 Financial Audit
- D. Review of 2024 Proposed Budget
- E. Recommendation on Overture 7 from Southern New England Presbytery

III. Recommendations

1. That the General Assembly urge churches to set aside the month of November, 2023, as a month of prayer for global missions, asking God to send many more laborers into His harvest field. (MTW will offer a 30 Days of Prayer Calendar, which your church can download from mtw.org/30DOP in the fall as well as other prayer resources); 48-0-0
2. That the General Assembly urge churches to set aside a portion of their giving for the suffering peoples of the world; to that end, be it recommended that a special offering for relief and mercy (MTW Compassion offering) be taken during 2023 and distributed by MTW (MTW offers bulletin inserts by mail, or ones that can be downloaded at mtw.org/compassion); 48-0-0
3. That the General Assembly urge churches to set aside Sunday, November 5, 2023, as a day of prayer for the persecuted church worldwide; 48-0-0
4. Having performed an annual review of our coordinator, we give thanks to our gracious Lord for His gift to the Church in the person of Dr. Lloyd Kim, who continues to serve and lead humbly and effectively in the glorious cause of missions around the world. CMTW enthusiastically recommends that Dr. Kim be re-elected Coordinator; 48-0-0

MINUTES OF THE GENERAL ASSEMBLY

5. That the proposed budget of MTW, as presented through the Administrative Committee, be approved; 48-0-0
6. That the minutes of the meeting of CMTW of March 9–10, 2022, be accepted with one notation, that on page 13, HR-3/22-6, the Lord’s Supper policy is missing from the minutes; 48-0-0
7. That the minutes of the meeting of CMTW of September 28–29, 2022, be accepted; 48-0-0
8. Regarding MTW’s 2021 Financial Audit: that the Committee of Commissioners reviewed the financial audit for calendar year ending December 31, 2021. They also noted per CMTW’s minutes that CMTW had accepted the audit; 48-0-0
9. That Overture 7 from Southern New England Presbytery “Amend RAO 4-21.d for Committees of Commissioners to Review Committee and Board Compliance and Policies” be ~~answered with reference to the answer provided by the Administrative Committee~~ referred to the Overtures Committee. 48-0-0

IV. Commissioners Present

Presbytery	Commissioner (*Convener)
Ascension	TE David W. Hills
Calvary	TE Marty Huskey Martin
Canada West	TE Don Hulsey
Central Carolina	TE Matt Harris
Central Indiana	TE Ben Reed
Chesapeake	RE Joseph Raine
Chicago Metro	TE Ian Hammond
Covenant	TE Jim Plunk
Evangel	TE Josh Johnson
Fellowship	RE Dwight Hazard
Grace	TE James Logan
Great Lakes	TE Peter J. Wallace
Gulf Coast	TE John Kelly Dunwoody Jackson
Heartland	RE Morten Vigilius
Highlands	RE Stephen Todd
Hills and Plains	TE Levi Bakerink
Houston Metro	TE Joshua Rieger*

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James River	TE Joseph E. Brown
Lowcountry	TE Jon D. Payne
Metra Atlanta	RE Chuck Francis
Mississippi Valley	TE Kevin Vollema
Missouri	TE David D. Barnes
Nashville	TE Ryan Doyle
New River	TE Michael VanDerLinden
North Texas	RE James Poteet
Northern Illinois	RE Troy Young
Northern New England	RE Ernie Shipman
Ohio	RE Scott Wulff
Pacific Northwest	TE Patrick Severson
Palmetto	TE Jonathan Adam Shields
Pee Dee	RE Michael Brown
Piedmont Triad	TE Darin Stone
Pittsburgh	TE Derek Alan Bates
Potomac	TE Nathan Boyette
Providence	TE Matthew Duraski
Rocky Mountain	TE Ronnie Garcia
Savannah River	TE Mike Hearon
Siouxlands	TE Nathan Lee
South Coast	TE Daniel A. Dalton
South Texas	RE Larry Laine
Southeast Alabama	TE Richard Holbert
Southern Louisiana	RE John Spivey
Southern New England	RE Nick Angert
Southwest Florida	RE Bob Berry
Susquehanna Valley	RE Edward Lankford
Tennessee Valley	RE Bill Browne
Tidewater	RE Timothy Nargi Jr.
West Hudson	TE Daniel Ying

Respectfully submitted,

/s/ TE Joshua Rieger, Chairman

/s/ TE Kevin Vollema, Secretary

50-35 Committee on Discipleship Ministries Informational and Committee of Commissioners Reports

RE David Hinkley, CoC Chairman, led the Assembly in prayer, and yielded to TE Stephen Estock, CDM Coordinator, who presented the Informational Report which included a video presentation, highlighting CDM's certification program for children's ministry leaders.

MINUTES OF THE GENERAL ASSEMBLY

At the request of the Coordinator, the Assembly stood in acclamation for TE Mark Lowrey's fifty years of service as founder of RUF and subsequently as Director of Publications and Executive Director of Great Commission Publications.

CoC Chairman Hinkley moved in gross **Recommendations 1, 2, 4, 5, 6, 7, and 8**, which were **adopted** without objection.

Recommendation 9 was declared **moot**.

Recommendation 10 was **deferred** to the CoC on Administrative Committee.

Recommendations 3 and 11 were moved as amended by the CoC and, without objection from the Permanent Committee, were **adopted**.

The chairman closed the report in prayer.

REPORT OF THE COMMITTEE OF COMMISSIONERS ON COMMITTEE ON DISCIPLESHIP MINISTRIES TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

I. Business Referred to the Committee

- A. CDM Permanent Committee Report
- B. CDM Permanent Committee Minutes from:
 - September 8-9, 2022
 - March 9-10, 2023
 - May 23, 2023
- C. CDM 2024 Proposed Budget
- D. 2022 CDM Audit
- E. CDM Permanent Committee Recommendations

II. Statement of Major Issues Discussed

- A. CDM Permanent Committee Report
- B. CDM Permanent Committee Minutes from:
 - September 8-9, 2022
 - March 9-10, 2023
 - May 23, 2023
- C. CDM 2024 Proposed Budget
- D. 2022 CDM Audit
- E. CDM Permanent Committee Recommendations

III. Recommendations

1. That the General Assembly approve the minutes of the meetings of the Permanent Committee for the Committee on Discipleship Ministries on September 8-9, 2022; March 9-10, 2023, and May 23, 2023. **46-0-0**
2. That the General Assembly receive the 2022 audit performed by Robins, Eskew, Smith, and Jordan, and approve the same firm for the 2023 audit. **46-0-0**
3. That the General Assembly encourage churches and individuals to contribute generously to the “**Love Gift Legacy**” (**pcacdm.org/wm-love-gift**). For 2022, the funds were used by CDM to promote and expand the new ministry to the wives of elders (“WE”). For 2023, the funds are designed to publish a new ESL curriculum designed by MNA. **46-0-0**
4. That the General Assembly encourage individuals, local churches, and presbyteries to utilize the many free resources available on the CDM website (**pcacdm.org/resources /ministry-tool-box/**). Ministry specific sites include: **children.pcacdm.org** (children’s), **women.pcacdm.org** (women’s), **pcanextgen.org** (student), and **pcabookstore.com** (books and resources). **46-0-0**
5. That the General Assembly encourage local churches to consider and use **Reachout Adventures** from CDM for Summer programming (**reachoutadventures.com**). This Reformed and covenantal curriculum was written by PCA members. The 2023 theme is *Summer Seaquest*, a voyage into the book of Jonah. The 2024 theme will be *Olympion*, a challenge to children to run the race of faith using the Book of Joshua, which connects with the theme of the Olympic Games in Paris. **46-0-0**
6. That the General Assembly encourage individuals and local churches to consider and utilize the excellent print and digital curricula from Great Commission Publications (GCP), e.g., *Show Me Jesus* and *Kids’ Quest Catechism Club* for children, *G2R Genesis to Revelation* Bible studies for preteens to teens—including *G2R God’s Promises*—and *So What?* Bible studies for youth. *Digging Deeper: Exploring Shorter Catechism* is a new 2-volume, 2-year study of the *Westminster Shorter Catechism*, designed for youth and anyone desiring to go deeper in the Christian faith. GCP also provides excellent training resources for your staff and volunteers. **46-0-0**
7. That the General Assembly give thanks to RE Bill Bolling, TE Danny Kwon, and RE Jack Wilkerson for their faithful service as members of the Permanent Committee. **46-0-0**

MINUTES OF THE GENERAL ASSEMBLY

8. That the General Assembly re-elect TE Stephen Estock to serve as the Coordinator for the Committee on Discipleship Ministries (CDM). **46-0-0**
9. That the General Assembly answer **Overture 7** from Southern New England Presbytery, “Amend *RAO* 4-21.d to Permit Committees of Commissioners to Review Committee and Board Compliance with Material Policies,” with reference to the answer provided by the Administrative Committee. **45-2-0**

Grounds

CDM currently attempts to follow the guidelines mentioned in the overture. Since the overture refers to all the Committees and Agencies, it is wise to present a single response to the General Assembly through the Administrative Committee.

10. That the General Assembly approve the 2024 CDM budget as presented by the Administrative Committee. **Deferred to CoC on AC**
11. That the General Assembly give thanks to God for the fruitful ministry of TE Mark Lowrey, who has served the PCA for over 45 years in his roles with Reformed University Ministries/Reformed University Fellowship (1971-1996) (~~1977-1996~~) and Great Commission Publications (1996-present). TE Lowrey was involved in starting Reformed University Ministries as the PCA was being formed and worked with Presbyteries and the Assembly to establish the ministry as the campus ministry of the PCA. He has been instrumental in training generations of covenant children and church leaders through resources, displaying an unwavering commitment to Scripture, the Reformed faith, and the Great Commission. **46-0-0**

IV. Commissioners Present:

Presbytery

Arizona
Blue Ridge
Calvary
Catawba Valley
Central Carolina
Central Georgia
Central Indiana
Chesapeake
Columbus Metro
Covenant
Eastern Carolina
Evangel

Commissioner (*Convener)

TE Steve Paul Cavallaro
TE John Pennylegion
RE Ron McNeely
TE Steve Stout
TE John Chandler Black
RE John Mitchell
TE Robert Paul O'Bannon
TE Jonathan S. Pickens
TE Dan Layman
TE Ashley Dusenbery
RE Bruce Narveson
RE Mike Sanders

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Fellowship	TE Devin Kahan
Grace	TE Gardner Fish
Great Lakes	RE David Hinkley*
Gulf Coast	RE Rick Sullivan
Heartland	TE James A. Baxter
Highlands	TE Andrew Adams
Hills and Plains	RE Dewayne Taylor
Houston Metro	RE Philip Whitley
James River	TE Dennis Bullock
Metro Atlanta	TE R. Carlton Wynne
Mississippi Valley	RE Chuck Murphy
Nashville	TE Mitchell Carter
New River	TE Peter Andrew Green
North Florida	TE Tommy Park
Northern Illinois	TE Daren S. Dietmeier
Northern New England	TE Per Almquist
Northwest Georgia	RE Daryl Lipham
Ohio	TE Nathaniel Bower
Pacific Northwest	TE Jerid Krulish
Pee Dee	TE Robert Jolly
Piedmont Triad	RE Kevin Miller
Pittsburgh	TE LeRoy Capper
Platte Valley	TE Isaac Terwilleger
Potomac	TE Joo Young Kim
Rocky Mountain	RE Timothy Anderson
Savannah River	TE David A. Vosseller
Siouxlands	TE Steve Johnson
South Texas	TE Danny Morgan
Southeast Alabama	RE Thomas Jeffrey Danielson
Southern New England	TE Robert Steven Hill
Southwest Florida	TE Jeremy Fuller
Tidewater	TE Jeffrey Daniel Ferguson
Warrior	TE Pace Holdbrooks
Westminster	TE Andrew Lee Wyatt
Wisconsin	TE Zach Tarter

Respectfully submitted:

/s/ RE David Hinkley, Chairman

/s/ TE Per Almquist, Secretary

The Moderator urged Commissioners to submit floor nominations immediately to meet the imminent deadline.

50-36 Assembly Recessed

The Assembly recessed at 4:37 p.m. with prayer by TE Carl Robbins, to gather for worship at 4:45 and to reconvene for business at 8:00 a.m. on Thursday.

50-37 Worship Service

The Assembly entered a time of worship at 4:45 p.m.

**Fourth Session - Thursday Morning
June 15, 2023**

50-38 Assembly Reconvened and Announcements

The Assembly reconvened at 8:00 a.m. on Thursday, June 15, 2023. TE Larry Roff led the Assembly in the singing of Psalm 100.

The Moderator gave miscellaneous announcements to the Assembly. RE Bruce Stallings led the Assembly in prayer.

50-39 50th Anniversary Video

A video was presented, highlighting the faithfulness of God in the wake of the tragic shooting at Covenant Presbyterian School in Nashville, TN, and thankfulness for the loving support of churches and individuals throughout the PCA.

50-40 Report of the Standing Judicial Commission (SJC)

RE Jack Wilson, chairman of the SJC, led the Assembly in prayer and presented the Report, which was received as information. (For the full report of the SJC, see Appendix T, p 775.)

TE Jared Krulish rose to lodge a *BCO* 45-3 **objection** to the procedure of the court. in one of its cases. The Moderator **ruled** the objection **out of order** because *BCO* 45 does not permit Commissioners to the General Assembly to object to a decision of the SJC.

RE Krulish **challenged** the ruling of the Moderator, citing *BCO* 45-4. The Moderator replied that *BCO* 45-4 refers to members of the Commission who had lost their right to vote, for example, because of membership in a Presbytery involved in the case. Historically, objection to a decision of a commission is only permissible for those who are members of the commission.

The challenge was put to a vote, and the **ruling** of the Chair was **sustained**, 830-139-24.

RE Wilson closed the report with prayer.

50-41 Covenant College Informational and Committee of Commissioners Reports

TE Aaron Baker, CoC Chairman, led the Assembly in prayer. He yielded to RE Derek Halvorson, President, who reviewed the work of the college and expressed appreciation, as he steps down as President to assume a different role at the college, for Covenant's impact on his own life. TE Dr. Brad Voyles will serve as interim president. RE Craig Wood, chairman of the Board of Trustees addressed the Assembly, remembering the work of Dr. Halvorson.

A video highlighting the work of Covenant College was presented.

Recommendations 1-3, 5, 7 were moved in gross and **adopted** without objection.

Recommendation 6 was moved and **adopted** without objection.

Recommendation 4 was **deferred** to the CoC on Administrative Committee.

Recommendation 9 was declared **moot**.

Recommendation 10, thanking and praising God for the 11 years of fruitful service of President, Dr. J. Derek Halvorson, was moved, **adopted**, and read aloud to the Assembly. The Assembly responded with a round of applause.

The chairman closed his report in prayer.

**REPORT OF THE COMMITTEE OF COMMISSIONERS ON
COVENANT COLLEGE
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

I. Business Referred to the Committee

- A. CC Report to General Assembly
- B. CC Permanent Committee Minutes from: June 28, 2022, October 13-14, 2022, January 25, 2023, March 16-17, 2023, and March 31, 2023.
- C. CC 2022 Audit
- D. CC 2023-2024 Proposed Budget
- E. CC Permanent Committee Recommendations

II. Statement of Major Issues Discussed

- A. CC Report to General Assembly
- B. CC Permanent Committee Minutes from: June 28, 2022, October 13-14, 2022, January 25, 2023, March 16-17, 2023, and March 31, 2023.
- C. CC 2022 Audit

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- D. CC 2023-2024 Proposed Budget
- E. CC Permanent Committee Recommendations

III. Recommendations:

1. That the General Assembly thank and praise God for the excellent work and faithfulness of the Board of Trustees, faculty, and staff of Covenant College in serving the Presbyterian Church in America by shaping students for lives of service in the Kingdom of God. 37-0-0
2. That the General Assembly commend the faculty and staff of the college for the faithful and God-honoring manner in which they responded to the challenges posed by the pandemic, rendering excellent service to the student body – and through it, the church – in a time of great uncertainty and difficulty. 37-0-0
3. That the General Assembly encourage congregations of the PCA to support the ministry of Covenant College through encouraging prospective students to attend, through contributing the Partnership Shares approved by the General Assembly, and through prayer. 37-0-0
4. That the General Assembly approve the budget for 2023-2024, as submitted through the Administrative Committee. 37-0-0
5. That the General Assembly receive “The Covenant College and Supporting Foundation Consolidated Financial Statements” dated June 30, 2022, as prepared by Capin Crouse LLP. 37-0-0
6. That the General Assembly approve the minutes of the meetings of the Board of Trustees for June 28, 2022, October 13-14, 2022, January 25, 2023, and March 16-17, 2023, with notations. 35-2-0
7. That the General Assembly receive as information the foregoing Annual Report, recognizing God’s gracious and abundant blessing and commending the College in its desire to continue pursuing excellence in higher education for the glory of God. 37-0-0
8. That the General Assembly designate Sunday, October 15, 2023, as a Lord’s Day on which churches of the denomination are encouraged to

highlight the ministry of Covenant College and to pray specifically for the College in its mission and ministry.

37-0-0

9. That the General Assembly answer **Overture 7** from Southern New England Presbytery “Amend RAO 4-21.d to Permit Committees of Commissioners to Review Committees and Board Compliance with Material Policies” with reference to the answer provided by the Administrative Committee. 26-10-1

10. That the General Assembly thank and praise God for the 11 years of fruitful service of President, Dr. J. Derek Halvorson. Echoing the expression of thanks from the Board of Trustees, the Committee of Commissioners wishes to highlight the following: Under Dr Halvorson’s faithful leadership, Covenant College competed its largest endowment campaign, raising over \$32 million in gifts and pledges, saw the extensive renovation of Carter Hall, and enjoyed a dramatic improvement in four-year and six-year graduation rates. Dr. Halvorson helped to introduce new majors and certificate programs, oversaw the transition of the College from NAIA to NCAA Division III and led the College through a global health pandemic with a sure and steady hand. Dr. Halvorson has fulfilled the duties of his office with exemplary wisdom and grace and has been a great blessing to the institution and to the denomination. His warmth and winsome demeanor has been a credit to the College and the General Assembly gives praise to God for his leadership as president and herein expresses their thanks to Dr. Halvorson for his service. 37-0-0

IV. Commissioners Present:

Presbytery

Blue Ridge
Canada West
Central Carolina
Central Florida
Central Indiana
Chesapeake
Chicago Metro
Evangel
Great Lakes
Georgia Foothills

Commissioner (*convener)

RE Charles Nave
TE Adam Harris
RE Tim Shorey
TE Seth Wallace
RE Nathan Partain
RE Jeremiah Horner
TE R. Aaron Baker*
TE Dave W. Matthews
TE Matthew S. Luchenbill
TE Christian Brewer

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Grace	RE Robert Lee
Great Lakes	TE Matthew S. Luchenbill
Gulf Coast	TE Stephen B. Tipton
Heartland	TE Anthony J. Felich
Heritage	TE Michael Yurik
Highlands	TE Robert Recio
Hills and Plains	TE Chris Taylor
Houston Metro	TE Jason T. Wegener
James River	RE Matthew Murray
Metro Atlanta	RE Francois Longeiret
Mississippi Valley	TE Perry McCall
Missouri	TE Chris Alan Polski
Nashville	TE Nate Shurden
New Jersey	TE Ted W. Trefsgar Jr.
North Texas	RE Larry Perry
Northern Illinois	RE Benjamin Dean Harding
Northwest Georgia	RE Chuck Lokey
Ohio Valley	TE Brian Ferry
Pacific Northwest	TE Michael Awtry
Palmetto	TE Trent Still
Piedmont Triad	TE Derek Emerson Radney
Pittsburgh	TE Michael D. Bowen
Potomac	TE James Timothy Tarter II
Providence	TE Dieter Paulson
Savannah River	TE Philip Ryan
Siouxlands	RE Ben Wiener
South Texas	RE Bob Hardister
Southeast Alabama	TE Kevin Corley
Southern New England	RE David Nok Daniel
Southwest Florida	TE Anthony Elswick
Southern Louisiana	RE Ken Kostrzewa
Susquehanna Valley	TE Erik David Swanson
Tennessee Valley	RE Loren Hartley
Tidewater	RE Jim Rogers

Respectfully Submitted,

/s/ TE Aaron Baker, Chairman

/s/ TE Steve Tipton, Secretary

50-42 Mission to North America Informational and Committee of Commissioners Reports

TE Kyle Hackmann, CoC Chairman, led with prayer and yielded to TE Irwyn Ince, Coordinator, who presented the MNA Informational Report, including a video with the theme “one church, one mission.”

Recommendations 1, 3, 4, 5, 6, and 8 were moved in gross by the CoC Chairman and adopted without objection.

Chairman Hackmann moved **Recommendation 2**, involving a CoC amendment to the MNA budget and therefore requiring a 2/3 vote of the Assembly (*RAO* 4-11). Recommendation 2 was **adopted** without objection.

The Chairman closed the report with prayer.

**REPORT OF THE COMMITTEE OF COMMISSIONERS ON
MISSION TO NORTH AMERICA
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

I. Business Referred to the Committee

- A. MNA Permanent Committee Report
- B. MNA Permanent Committee Minutes
 - March 2-3, 2022
 - June 15, 2022 (called meeting)
 - September 14-15, 2022
- C. MNA 2024 Proposed Budgets
- D. MNA Permanent Committee 2022 Audits
- E. Overtures referred to MNA Committee
- F. Permanent Committee Recommendations

II. Statement of Major Issues Discussed

- A. MNA Permanent Committee Report
- B. MNA Permanent Committee Minutes
 - March 2-3, 2022
 - June 15, 2022 (called meeting)
 - September 14-15, 2022
- C. MNA 2024 Proposed Budgets
- D. MNA Permanent Committee 2022 Audits
- E. Overtures referred to Committee
- F. MNA Permanent Committee Recommendations

III. Recommendations

1. That, the MNA Committee having reviewed the work of the MNA Coordinator during 2022 according to the General Assembly guidelines and commended TE Irwyn Ince for his excellent leadership with thanks to the Lord for the good results in MNA Ministry during 2022, the General Assembly re-elect TE Irwyn Ince as MNA Coordinator for another year. Attachment 2 provides a complete list of MNA staff; see Attachment 3 for the list of MNA Permanent Committee members. 53-0-1
2. That the General Assembly approve the Permanent Committee on Mission to North America 2024 budget through the Administrative Committee, removing \$6300 currently budgeted for the National Association of Evangelicals (This is consistent with our withdrawal from this organization after the 49th General Assembly) and commend it to the churches for their support. See proposed Budgets at p. 238. 53-0-1
3. That the General Assembly receive the 2022 MNA Audit. 53-0-1
4. That the General Assembly appoint Major General Brook J. Leonard, USAF, and TE Capt. Paul Riley Wrigley, CHC, Ret. to serve as PCA members of the Presbyterian and Reformed Commission on Chaplains and Military Personnel (PRCC) for the Class of 2027 and appoint TE COL Keith N. Goode, USA to serve as a PCA member of the Presbyterian and Reformed Commission on Chaplains and Military Personnel (PRCC) for the Class of 2024. 53-0-1
5. That the General Assembly **answer Overture 1** from the Presbytery of Southwest Florida, “Restructure Boundary of Presbytery of Southwest Florida” so that Pasco County will be included in its bounds, effective July 1, 2023, **in the affirmative**. 53-0-1
6. That the General Assembly **answer Overture 4** from Central Florida Presbytery **in the affirmative**, concurring with the Presbytery of Southwest Florida, to “Transfer Pasco County, Florida, to the Presbytery of Southwest Florida”, effective July 1, 2023, and to likewise transfer all existing PCA churches and church plants (if any) in Pasco County to the Presbytery of Southwest Florida. 53-0-1

7. That the General Assembly **answer Overture 7** “Amend *RAO* 4-21.d for Committees of Commissioners to Review Committee and Board Compliance and Policies” with reference to the answer of the ~~Administrative~~ Overtures Committee. 29-18-4
8. That the General Assembly commend again to our church the Ad-Interim Committee on Racial Reconciliation’s good report and recommendations to our Presbyteries, Sessions, Committees, and Agencies (see Attachment 4, p 368). 53-0-1
9. That the General Assembly **answer Overture 5** “Change *BCO* 8-6 Regarding Chaplain Administration of Sacraments” **in the negative**. 53-0-1

Rationale:

1. Overture 5 has an excellent goal of Chaplains being granted the powers of an Evangelist for the duration of their approved call. However, the body of Overture 5 does make it difficult for military chaplains to practice their ministry within chapels. The overture as written is not representative of the PCA approved General Assembly PRCC Commissioners. Nor is it representative of the PCA-PRCC Staff, the MNA-PCA Chaplain Ministries Coordinator and PRCC Executive Director & Endorser. Nor is it representative of our Senior PCA Chaplains from three branches of services who discussed this Overture.
2. Although there are a lot of differences between a PCA Church service and a military Chapel service, there are also a lot of similarities, particularly among the three branches of the military (Army, Air Force, and Navy). The statement that “*Chapels are not churches*” has drawn concern from every PRCC Chaplain that has given feedback on this Overture. Certainly, a chapel service is not THE Church, but it is a church when defined as “a group of people meeting for a religious worship service.”
3. Overture 5 includes language that is unsubstantiated and broad generalizations that have been reviewed by senior PCA Chaplains from all branches of the military, including those serving on the Presbyterian Reformed Chaplain Commission. The military has chaplains and chapel services to minister to military personnel who are required by the nature of their military jobs not to be able to worship in their home church or even any church at times. This statement “who are not communicants in good standing” is not substantiated. There is no pressure to attend worship on military

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installations and the fact that military personnel attend a chapel is a very strong indicator that they are communicant members in good standing of a congregation.

- a. Whereas, the vast majority of those attending military Chapels within the United States are military retirees, or those who have the ability to leave the military base and attend a local congregation, but choose not to.
 - b. Whereas, most military bases in the United States have a PCA church within a reasonable driving distance.
 - c. Although there are many bases where there is a PCA church nearby, there are many more where there is no PCA church, and when you add in everywhere Military Reserve, and National Guard Chaplains serve there are many more locations without a PCA Church nearby than those that have one.
 - d. Whereas, a Chaplain who serves communion at a military chapel within the United States is serving communion to a group of people that are likely not members at any church, are choosing to not attend a local church, or are choosing not to become members at a local church. There are exceptions to this, but the vast majority of those regularly attending chapels are choosing to act as if the chapel is a church.
 - e. Chapels have no ecclesiastical discipline, no elders, no session, and no accountability. Many chapels even rotate weekly which Chaplain presides over the service. This means that serving communion at most military chapels within the United States necessarily entails serving communion to a group of people who are not “communicants in good standing” at any evangelical church” (BCO 58-4). Additionally, closed communion is not an option at a chapel because there is no session to approve those who may participate in the ordinance.
4. The following paragraphs do not provide clear, thorough, and accurate language for the topic to be addressed well. Civilian Corrections Chaplains oversee worship services in prisons, Retirement and Hospice Community Chaplains oversee worship services to shut-ins in Retirement Communities. National Guard and Reserve Chaplains will most likely serve units away from their hometown, sometimes hundreds of miles from home and beyond. They are also deployed to areas as remote as any Active

Duty Chaplain. These Chaplains all need the powers of an Evangelist.

- a. Whereas, Chaplains do not have a session to admit people to the Lord's Table or for baptism. When an adult is baptized, they take vows to the church and become communicant members of the church (BCO 57-5). Chaplains administering baptism have no method of receiving the new convert into the visible church through membership.
 - b. Whereas, there is currently no requirement that chaplains be appointed to the work of an evangelist. For civilian chaplains, or those who are part-time Chaplains (military reservists, law enforcement, etc.), it is feasible that they do not need the powers of an evangelist because they will never be in a situation where they are called upon to administer the sacraments apart from a Session and a local congregation. However, for an active-duty military Chaplain, and some civilian Chaplains, the powers of an evangelist are necessary.
5. Overture 5 communicates criticism of PCA Chaplains for serving communion at a military chapel service where there is a PCA church within a reasonable distance. This becomes an awkward situation for a military Chaplain who is tasked with serving all members of his unit. Commanders and Supervisory Chaplains expect each Chaplain to fully support the religious program of the unit in accordance with what their faith group Endorser allows. This restriction violates Army, Air Force, and Navy guidelines for chapel operations. How should a Chaplain define "reasonable distance" when it comes to the location of a PCA Church? Finally, we're back to an issue raised earlier: for those in institutions like the military and some civilian situations, there would be those worshippers who would have no access to public worship without a Chaplain serving in their current location. So, is a PCA Chaplain supposed to tell his supervisor that he cannot participate in the chapel worship service since there is a PCA church somewhere outside the gates of his base? So, is a PCA Chaplain supposed to tell his supervisor they are not to administer the sacraments in the chapel worship service when there are PCA churches within a reasonable distance, and the attendees are able to attend the local church?

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6. Although the goal of Overture 5 is a very good goal the overall body and Whereas Statements paint a negative and incorrect picture of military ministry and chapel ministry. We recommend a vote in the negative on Overture 5. We would suggest that the OC send Overture 5 back to Tidewater Presbytery for modifications and revisions in preparation for a new Overture to be sent forward next year.

IV. Commissioners Present:

Presbytery

Ascension
Blue Ridge
Calvary
Central Carolina
Central Georgia
Central Indiana
Chesapeake
Chicago Metro
Eastern Canada
Eastern Carolina
Evangel
Fellowship
Grace
Great Lakes
Gulf Coast
Gulfstream
Heartland
Highlands
Houston Metro
Iowa
James River
Korean Capital
Metro Atlanta
Metropolitan New York
Missouri
Nashville
New Jersey
New River
North Texas
Northern Illinois
Northern New England

Commissioner (*Convener)

TE Stephen Richman
TE Jake Hooker
RE Philip Temple
TE Mark E. Upton
RE Paul McCommon
TE Jeff Nottingham
TE Brian LoPiccolo
TE Joe Cristman
TE Kyle Hackmann*
TE Skylar Adams
RE Nathan Kirkpatrick
TE Branden Cole Williams
RE Tommy Ellett
RE Jim Lopez
RE Brett Doster
TE Peter A. Bartuska
TE Nathan Currey
TE Craig S. Bulkeley
RE Neal Wade
RE Mark Bakker
TE Leonard Bailey
TE Mark Oh
TE Brandon Dean
TE Wei Ho
RE Ken Leslie
TE Paul Joiner
TE Donald F. Waltermeyer Jr.
TE Alan Hager
TE Jahaziel Cantu
TE Justin Coverstone
TE James Pavlic

Northwest Georgia	TE Andrew Hendley
Ohio	TE Scott R. Wright
Pacific Northwest	RE Scott Hedgcock
Pee Dee	TE Mark A. Horne
Piedmont Triad	TE Thomas Brown
Pittsburgh	TE Greg Mead
Platte Valley	TE Andrew Lightner
Potomac	RE Scott Hatch
Providence	TE Alexander Myron Shipman
Savannah River	TE James R. Shaw II
Siouxlands	TE Daniel Brendsel
South Coast	TE Christopher A. Sandoval
South Texas	TE Billy Crain
Southeast Alabama	TE Josh Shideler
Southern New England	TE Benjamin Sheldon
Southwest Florida	TE Jonathan Winfree
Tidewater	TE W. Dennis Griffith
Westminster	TE Bobby T. Roberts
Wisconsin	TE James M. MacGregor

Respectfully submitted,

/s/ TE Kyle Hackmann, Chairman

/s/ TE Peter Bartuska, Secretary

50-43 Administrative Committee Informational and Committee of Commissioners Reports

TE David Zavadil, CoC Chairman, led with prayer and yielded to TE Bryan Chapell, PCA Stated Clerk, who presented the Informational Report acknowledging the good work of planning done by the host committee of Covenant Presbytery.

Recommendations 1, 2, 6-30, 32, and 33 were moved in gross by the CoC Chairman and **adopted** without objection.

Recommendation 3 was declared **moot**.

Recommendation 4 was declared **moot**.

A parliamentary inquiry was made by TE Jay Neikirk regarding how best to deal with the outcome of Recommendations 5 (regarding Overture 12) and 34 (regarding Overture 28), because both Overtures were answered in different ways by different committees. By way of clarification, the Moderator explained that if different answers are given to an Overture by different Committees, the motion that is first adopted prevails.

TE Scott Edburg made a **Procedural Motion to postpone** consideration of **Recommendations 5 and 34** until after the Overture

Committee recommendation on these items are made. After a short debate, the motion **passed**, 1126-208-47.

The Administrative Committee report was paused to take up the order of day.

50-44 Special Order: Nominating Committee Report

At 9:30 a.m. a Special Order was recognized by the Assembly. RE Frank Cohee, Chairman, led in prayer and presented the report of the Nominating Committee.

Hearing no objection, the Moderator declared **all uncontested nominees elected**.

The following nominees were elected by the Assembly:

Administrative Committee:

Class of 2027

TE Jason Helopoulos, Great Lakes Presbytery 1182-266

Alternate

TE Richard Phillips, Calvary 1077-427

Board of Trustees Covenant College

Class of 2027

TE Thurman Williams, Missouri 1066-416

Board of Trustees Covenant Theological Seminary

Class of 2027

TE Jimmy Agan, Metro Atlanta 927-593

Committee on Interchurch Relations

Class of 2026

TE David Gilleran, Blue Ridge 1062-357

Committee on Mission to North America

Class of 2024

RE Julian Battle, Savannah River 771-234-377

Class of 2028

TE Jeremy Byrd, Great Lakes 897-561

Committee on Mission to the World

Class of 2028

TE Joshua Reiger, Houston Metro 1113-388

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Alternate

TE Tom Patton, Evangel 957-557

Board of Directors of Geneva Benefits

Class of 2027

RE Huey Townsend, Mississippi Valley 1079-384

Board of Directors of Ridge Haven

Class of 2028

RE Tuan La, South Texas 1087-371

Committee on Reformed University Fellowship

Alternate

RE Jeremy Kath (unopposed)

Standing Judicial Commission

Class of 2027

TE Rhett Dodson 925-666

RE John Maynard 1097-503

The chairman closed the report with prayer.

50-45 Standing Judicial Commission Vows

The newly elected members of the SJC who were present – TE Rhett Dodson, RE John Maynard, RE Dan Carrell, RE John White, and TE David Garner – took their vows before the Assembly. As is the custom, TE Brad Evans will take his vows before the SJC prior to participating in SJC deliberations.

The Moderator **declared** the Standing Judicial Commission to be the Judicial Commission of this Assembly in accord with *BCO* 15-4.

50-46 Administrative Committee Informational and Committee of Commissioners Reports, continued

Recommendations 1, 2, 6-30, 32, and 33, which had previously been moved in gross, were **adopted** without objection.

Recommendation 31 was moved and **adopted** without objection from the Permanent Committee or the Assembly.

The chairman closed the report with prayer.

The Assembly sang “It is Well with My Soul.”

**REPORT OF THE COMMITTEE OF COMMISSIONERS ON
ADMINISTRATIVE COMMITTEE
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

I. Business Referred to the Committee

- A. AC Permanent Committee Report to GA
- B. Minutes of the 2022 meetings of the AC and Board of Directors
 - 1. **AC – April 21, 2022, June 6, 2022, June 21, 2022, and October 6, 2022**
 - 2. BD – April 21, 2022, June 21, 2022, and October 6, 2022
- C. Budgets for the permanent Committees and Agencies
- D. Overtures Referred to the AC
- E. Recommendations of the AC Committee

II. Statement of Major Issues Discussed

- A. AC Permanent Committee Report to GA
- B. Minutes of the 2022 meetings of the AC and Board of Directors
 - 1. **AC – April 21, 2022, June 6, 2022, June 21, 2022, and October 6, 2022**
 - 2. BD – April 21, 2022, June 21, 2022, and October 6, 2022
- C. Budgets for the permanent Committees and Agencies
- D. Overtures related to the AC
- E. Recommendations of the AC Committee

III. Recommendations

- 1. That the General Assembly elect Dr. Bryan Chapell for another term as Stated Clerk. 43-0-0
- 2. That the Assembly express gratitude and commendation to the Administrative Committee staff for their hard work on behalf of the denomination. 43-0-0
- 3. That **Overture 2** from Covenant Presbytery, “Request PCA Join International Conference of Reformed Churches,” **be answered as proposed by the Interchurch Relations Committee**: “Postpone consideration of Overture 2 until the IRC sends representatives to the next meeting of the ICRC to be held in Korea in 2026 to investigate submitting a request for the PCA to join the ICRC and report to the following General Assembly.” 42-0-0

Grounds:

- 1) The ICRC requires that denominations requesting membership send representatives to an ICRC meeting prior

- to application for admission that requires the recommendation of two member denominations.
- 2) A reading of the financial rules of the ICRC reveals that the number of baptized members is included in a formula that determines a denomination's membership fees, as well as the economic status of the nation of the denomination. According to the Stated Clerk's report to the last General Assembly the PCA had in 2021 5,159 ministers, 297,239 communicant members, and 75,991 non-communicant for a total of 378,389 baptized members. The PCA would be one of the largest denominations in ICRC and therefore would incur a significant annual membership fee that under the present arrangement would have to be borne by the AC.
 - 3) "Postponement will provide an opportunity to confirm appropriate theological and confessional alignment between the PCA and the ICRC.
 4. That **Overture 7** from Southern New England, "Amend *RAO 4-21.d* for Committees of Commissioners to Review Committee and Board Compliance and Policies" **be answered in the negative, affirmative with an amendment** that adds the word "material" before the word "policies" in the last clause, so that in the new paragraph, *RAO 4-21.d.4*, the wording would read:
 - ~~A recording of information sufficient to demonstrate the Committee's or Board's implementation of instructions received from General Assembly and of **material** policies adopted by the Committee or Board.~~

Grounds:

- ~~1) It would be inappropriate for any Committee or Agency to object to a standard that already exists. The AC notes that our *RAO 4-21.d.3* already says, "The contents of minutes should include... a recording of the actions of the Committee or Board, including all motions adopted and business transacted." The necessity of the second clause of the proposed amendment is not apparent to the AC. However, if this overture is adopted, its usefulness would be improved by adding the word "material" to the last clause, as the presbytery originally titled its overture. The General Assembly should not be burdened with matters that are incidental to the operations of Committees and Agencies.~~
- ~~2) The suggested amendment is also in conformity with 2019 Assembly approved Overture 24, which requires all Permanent~~

MINUTES OF THE GENERAL ASSEMBLY

~~Committees and Agencies to have all material changes to policy manuals be reviewed by the General Assembly through its usual process (i.e. through Committees of Commissioners reporting to the GA):~~

~~“Further resolved, that any material change in a policy manual produced by any of the Permanent Committees and Agencies shall be approved by its respective committee or board and submitted to the General Assembly through the usual process of the reports of the Permanent Committees and Agencies in accordance with RAO 4-21.j and RAO 14-11 [sic, 21].d.f.g.h.” (emphasis added, MGA 2019, p. 66). 38-0-5~~

5. That **Overture 12** from Evangel Presbytery, “Petition Government to End Sex-change Procedures for Minors” **be answered in the affirmative.** 42-0-1

Grounds:

The AC recognizes that the substantive debate on the merits of this Overture belong to the Overtures Committee and General Assembly. The AC also recognizes that its primary connection to this Overture will be in the distribution of any communications to government agencies and leaders, as approved by the General Assembly; and is committed to fulfilling such instructions as directed.

6. That **Overture 19** from Tennessee Valley Presbytery, “Request Administrative Committee to Address Questions re Presbytery Jurisdiction and Committee/Agency Employment,” **be answered in the negative.** 42-0-1

Grounds:

The request to study and make recommendations to GA regarding the jurisdiction of presbyteries, GA Committees, and GA Agencies is beyond the scope of responsibilities given to the Administrative Committee in the *BCO* or *RAO*.

7. That **Overture 20** from Potomac Presbytery, “Request Administrative Committee to Research Use of Electronic Records for Denominational Purposes,” **be answered in the affirmative.** 43-0-0
8. That the Administrative Committee budget for 2024 of \$3,718,100 Operating Budget and \$1,996,000 Partnership Shares budget be approved. 43-0-0
9. That the PCA Building budget for 2024 of \$403,250 Operating Budget be approved. The PCA Building does not participate in Partnership Shares. 43-0-0

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10. That the CDM budget for 2024 of \$2,493,240 Operating Budget and \$1,258,440 Partnership Shares budget be approved. 43-0-0
11. That the CC budget for 2024 of \$34,355,722 Operating Budget and \$2,000,000 Partnership Shares budget be approved. 43-0-0
12. That the CTS budget for 2024 of \$8,943,020 Operating Budget and \$2,000,000 Partnership Shares budget be approved. 43-0-0
13. That the Geneva budget for 2024 of \$5,866,782 Operating Budget be approved. Geneva does not participate in Partnership Shares. 43-0-0
14. That the MNA budget for 2024 of \$26,130,850 Operating Budget and \$9,637,461 Partnership Shares budget be approved. 43-0-0
15. That the MTW budget for 2024 of \$76,008,175 Operating Budget and \$10,289,065 Partnership Shares budget be approved. 43-0-0
16. That the PCAF budget for 2024 of \$2,150,423 Operating Budget be approved. The PCAF does not participate in Partnership Shar 43-0-0
17. That the RUF budget for 2024 of \$52,707,754 Operating Budget and \$9,627,819 Partnership Shares budget be approved. 43-0-0
18. That the RH budget for 2024 of \$3,820,000 Operating Budget and \$1,250,000 Partnership Shares budget be approved. 43-0-0
19. That the “2024 Budgeted Partnership Shares and Ministry Asks of PCA Ministry Partners by the Participating General Assembly Ministries” be approved. 43-0-0
20. That the Assembly take note that the 2022 Audit performed by Robins, Eskew, Smith & Jordan on the Administrative Committee was received and reviewed as required by *RAO 14-7.h*. 43-0-0
21. That the Assembly take note that the 2022 Audit performed by Robins, Eskew, Smith & Jordan on the PCA Building Fund was received and reviewed as required by *RAO 14-7.h*. 43-0-0
22. That Robins, Eskew, Smith & Jordan, PC, be approved as auditors for the Administrative Committee and the Committee on Discipleship Ministries for the calendar year ending December 31, 20 43-0-0
23. That Capin, Crouse, & Company be approved as auditors for the Committee on Mission to the World and the Committee on Mission to North America for the calendar year ending December 31, 2023. 43-0-0
24. That Carr, Riggs & Ingram, LLP, be approved as auditors for the Committee on Reformed University Fellowship for the calendar year ending December 31, 2023. 43-0-0
25. That the Assembly receive the charts below as the acceptable response to the GA requirement for an annual report on the cost of the AC’s mandated responsibilities.

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2022 Unfunded Mandates

GENERAL ASSEMBLY COSTS

Year	# of Commissioners	Total Costs	Cost per Commissioner	Amount of Fee Allotted to GA	Total Standard Fee
2017	1461	585,301	\$401	\$350	\$450
2018	1537	628,815	\$409	\$350	\$450
2019	1652	729,515	\$442	\$350	\$450
2021	2114	844,600	\$400	\$350	\$450
2022	2385	920,326	\$386	\$350	\$450

AC GENERAL ASSEMBLY RESPONSIBILITIES

Description	2022 Total ²	Per Commissioner
Committee on Constitutional Business	\$14,078	\$5.90
General Assembly with Minutes ¹	\$960,326	\$402.65
Interchurch Relations Committee	\$20,591	\$8.63
Nominating Committee ²	\$23,016	\$9.65
Standing Judicial Commission	\$255,303	\$107.05
Theological Examining Committee ³	\$0	\$0
TOTALS	\$1,273,314	\$533.88

¹ Review of Presbytery Records is included in the General Assembly Total. In 2022, RPR cost \$26,196; production and delivery of the General Assembly Minutes cost at least \$40,000 and is included in this "Total".

² The expense of the Nominating Committee is shared by the PCA Committees and Agencies.

³ The Theological Examining Committee did not incur any material expenses in 2022 as per their report to the AC.

43-0-0

26. That the registration fee remain at \$525 (TEs) and \$300 (REs) for the 2024 General Assembly, with \$350 of the TE fee allocated to the GA expenses, \$50 for publication of the GA Minutes, and \$125 allocated to the Standing Committee cost center for the expenses of the Standing Judicial Commission; and the full \$300 RE fee allocated to GA expenses. Honorably retired or emeritus elders would continue to pay \$150. Elders coming from churches with annual incomes below \$150,000, as per their 2023 statistics, may register for \$300.

43-0-0

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27. That the plan outlined below for the payment of the required contribution from the PCA Committees and Agencies to the PCA Administrative Committee be approved. 43-0-0

PLAN: Committees and Agencies are asked to pay in one of the following three options:

1. Semiannual – one-half paid in January and one-half paid in July.
2. Quarterly – one fourth paid the first month of each quarter: January, April, July, and October.
3. Monthly – one twelfth paid the first of each month.

NOTE: The chart shows the agreed upon amounts for 2024.

PCA MINISTRY	CONTRIBUTION AMOUNT
AC	
CDM	\$11,500
CC	\$11,500
CTS	\$11,500
MNA	\$11,500
MTW	\$11,500
PCAF	\$11,500
GEN	\$11,500
RH	\$11,500
RUF	<u>\$11,500</u>
	\$103,500

28. That the Annual Administration Fee for Ministers be set at \$100 for 2024. 43-0-0
29. That the General Assembly set the request to Presbyteries for GA Host Committee assistance at \$500 for 2024. 43-0-0
30. That the Assembly approve the minutes of the Board of Directors for April 21, 2022, June 21, 2022, and October 6, 2022. 42-0-0
31. That the Assembly approve the minutes of the Administrative Committee for April 21, 2022, ~~June 6, 2022~~, June 21, 2022, and October 6, 2022 subject to the notation of exceptions of form pending the Administrative Committee's meeting on June 13, 2023. 40-1-1
32. That the Assembly approve the minutes of the called meeting of the Administrative Committee with one exception of substance: failed to note the reason for the called meeting of June 6, 2022. 42-0-0
33. That the General Assembly approve the following resolution of thanks for our founders, which will be read the first night of the General Assembly

Whereas the Presbyterian Church in America by the special providence of God, the Father, was blessed with visionary founders who called this body of believers to form a family of churches faithful to the Lord Jesus Christ;

Whereas by the gracious provision of God, the Son, these founders unfurled before the world a banner of commitment to be faithful to the Scriptures, true to the Reformed faith, and obedient to the Great Commission;

Whereas by the great power of God the Holy Spirit this church yet prays to be a faithful instrument of that gospel light in this present darkness for all who call upon the name of Jesus, even as many as the Lord himself shall call; and,

Whereas we believe ourselves to honor God by remembrance of the courageous churchmen he united in 1973 to give such scriptural integrity, confessional conviction, and missionary zeal to the very foundation of the Presbyterian Church in America;

Therefore, at this 50th General Assembly we lift our hearts in praise to God by remembering all of our founding fathers, blessing our founding mothers who supported them, and giving special recognition to those who yet gather with us here today. To you, our founders, with deepest gratitude we say, "Because of you our children may say, 'In this church, we learned the truth of God's Word, the grace of God's ways, and the wideness of God's mercy.' With your example and for Christ's glory, we will endeavor to continue your legacy in the Presbyterian Church in America, and pledge anew, by the grace of God, to work for her peace, purity, and unity until every knee shall bow and every tongue confess that Jesus Christ is Lord." 43-0-0

- 34. That** Overture 28, **"Declare Message to All Nations a Faithful Expression of Biblical Polity Shaping the PCA,"** be answered in the affirmative as amended.

Amend the final paragraph as indicated:

Therefore, the General Assembly directs its Stated Clerk to send this letter to the churches of the Presbyterian Church in America and those churches with whom we have fraternal relations. ~~Presbyterian Church in the USA via its Stated Clerk as a communication from a loving daughter to a prodigal mother.~~

Rationale: We dearly love the principles articulated in the “Message to All Churches” and respect the added comments acknowledging sin in our ranks. Our own churches would be well served to be reminded of these founding principles and gospel advances in a letter from our Stated Clerk. However, addressing a church we left 50 years ago for its errors and naming that body a “prodigal mother” in the process seems a counterproductive backward look that could be interpreted as an unnecessary and uncharitable provocation. The historic stance of this Assembly has been to grieve others’ wrongs and advocate our own gospel fidelity and mission, rather than needlessly antagonizing or negatively labeling others. 40-0-3

IV. Commissioners Present

Presbytery	Commissioner (*Convener)
Calvary	RE Melton Ledford Duncan
Central Carolina	TE Michael David Mock
Central Florida	RE Andrew Augenstein
Central Georgia	RE George Rountree
Central Indiana	TE Charles Anderson
Chesapeake	TE Jesse M. Crutchley
Chicago Metro	TE Wendell F. Collins III
Covenant	TE Benjamin David Ratliff
Eastern Carolina	RE Daniel Prins
Eastern Pennsylvania	TE Angel Gomez
Evangel	RE Charles Woodall
Fellowship	TE Jason Ryan Anderson
Grace	TE John Franklin
Great Lakes	RE Bob Haflews
Gulf Coast	TE Sean McGowan
Heartland	TE D. Timothy Rackley
Highlands	TE Sean McCann
Hills and Plains	RE Jeff Chewning
Houston Metro	RE Kenneth Wynne
Illiana	TE Scott Edburg
Iowa	TE Luke Wolfe
James River	TE Sean James Whitenack
Metro Atlanta	TE Erik Veerman
Mississippi Valley	RE Tim Threadgill
Nashville	RE John C. Pink
Northern California	TE Benjamin Kappers

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Northern Illinois	TE John Paul Cherne III
Northern New England	TE Thomas Powell
Northwest Georgia	TE Daniel E. Myers
Ohio	TE Rhett P. Dodson
Palmetto	TE Jason Cornwell
Pee Dee	TE Matthew Dallas Adams
Piedmont Triad	TE George Sayour
Potomac	TE Stephen A. Fix
Providence	TE J. Scott Phillips
Savannah River	RE Glynn Dyer
South Texas	TE Gregory Allen Ward
Southeast Alabama	TE Brannon Bowman
Southern Louisiana	TE Kelly Dotson
Southern New England	TE Matthew Kerr
Southwest Florida	RE Jim Eggert
Tennessee Valley	TE Seth Hammond
Tidewater	TE David W. Zavadil*
Westminster	TE Thomas Edwin Rickard

Respectfully submitted,

/s/ TE David Zavadil, Chairman

/s/ TE Jason Anderson, Secretary

50-47 Video Presentation – 50th Anniversary

A brief video celebrating the 50th anniversary of the PCA was presented.

50-48 Overtures Committee Report

The Moderator reminded the Assembly of the rules that govern the Assembly's actions with reference to the Overtures Committee report.

RE Steve Dowling, Chairman, led the Assembly in prayer and began the report (see below).

The Chairman moved thirteen Recommendations of the Overtures Committee in gross, three of which were removed by request.

RE Ed Wright raised a **point of order** that removing one item, Overture 23, from the in gross motion would necessitate removal of other items that were answered in reference to that item. The Moderator stated that such overtures did not need to be removed from the in gross motion, but that those recommendations would be answered in reference to Overture 23, however Overture 23 were answered.

Chairman Dowling then moved **Recommendations 3, 5, 6, 8, 10, 14, 16, 24, 25, and 27** in gross.

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The Moderator pointed out that Commissioners would be voting on the OC Recommendations, not on the Overtures themselves.

The in gross was **adopted**, thereby adopting **Recommendations 3, 5, 6, 8, 10, 14, 16, 24, 25, and 27**, 1768-42-19.

Chairman Dowling moved Recommendation 23, that **Overture 23** be **answered in the affirmative as amended**.

A **procedural motion** was made to call the previous question. The motion passed with a 2/3 majority, thereby ending any further debate. 1290-573-12

Recommendation 23 was **adopted, answering Overture 23 in the affirmative as amended**. 1673-223-15

TE Bob Mattis made a parliamentary inquiry regarding the Moderator's explanation that if the OC answers a Recommendation in the affirmative and the Assembly answers in the negative, the recommendation is recommitted to the OC.

The Chairman moved that Recommendation 9, regarding **Overture 9**, be answered **in reference to the answer to Overture 23**. The Recommendation was adopted, 1773- 106 -23.

The Chairman moved that **Recommendation 17**, regarding Overture 17, be answered **in reference to the answer to Overture 23**. The recommendation was **adopted**, 1771-97-22.

The Chairman moved that **Recommendation 15**, regarding Overture 15, be answered by **referring the overture back to the Session of Bryce Avenue Presbyterian Church**, White Rock, New Mexico, without prejudice. The recommendation was adopted, 1725-139-8.

The Chairman moved that **Recommendation 26**, regarding Overture 26, be **answered in the affirmative as amended** by the OC. The Recommendation was adopted. 1427-481-20.

Recommendation 22, that Overture 22 be answered in the negative, was moved by the Chairman, who explained the grounds for the Committee's recommendation. The Recommendation was adopted, 1727-113-30

Recommendation 11, that Overture 11 **be answered in the negative**, was moved by the Chairman, who explained the grounds for the Committee's recommendation. The Recommendation was **adopted**, 1686-94-21.

Recommendation 21, that Overture 21 **be answered in the negative**, was moved by the Chairman, who explained the grounds for the Committee's recommendation. The Recommendation was **adopted**, 1666-113-19

Chairman Dowling moved **Recommendation 12**, that Overture 12 be answered "**by empowering the Moderator to appoint a commission to draft a humble petition (WCF 31-4)**, which the PCA Stated Clerk shall send to the President of the United States, the majority and minority party leaders in the U.S. Senate and House of Representatives, and the Chief Justice of the United States; and recommend the Presbytery Clerks to send the petition to the Governors, the majority and minority party leaders in the State Legislatures, and the Chief Justice of the State Supreme Courts in their regions, condemning the practice of surgical and medical gender reassignment, especially of minors."

Debate ensued. A motion to extend debate by 5 minutes was approved, 1077-775-5.

The Moderator declared this recommendation was an answer to the Overtures as in the affirmative as amended.

Recommendation 12, that **Overture 12 be answered in the affirmative as amended**, was **adopted**, 1089-793-28.

TE David Coffin requested that his negative vote be recorded.

50-49 Video Celebrating 50th Anniversary

A video celebrating the 50th anniversary of the PCA featured one of the "founding mothers" of the PCA, Mrs. Susan Hunt.

50-50 Overtures Committee Report, continued

A **motion to reconsider the response to Overture 12** was made and seconded by a Commissioner who had voted with the majority to approve. This motion was **ruled out of order** by virtue of the fact that the maker of the motion was a member of the Overtures Committee.

A **motion to reconsider** the Assembly's response to Overture 12 was properly made by a Commissioner who had voted with the majority and who was not a member of the Overtures Committee, and the motion was seconded.

After debate, a **motion** made to **call the question** was **passed**.

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The **motion to reconsider** the Assembly's decision on Overture 12 **failed**, 655-962-23.

Recommendation 18, that Overture 18 be answered in the negative, was moved by the Chairman and **adopted**, 1156-318-19.

50-51 Order of the Day

The order of the day (lunch) was recognized.

50-52 Assembly Recessed

TE Richard Harris prayed for the Assembly.

The Assembly recessed for lunch at 12:00 p.m. to reconvene at 1:30 p.m.

Fifth Session – Thursday Afternoon June 15, 2023

50-53 Assembly Reconvened

The Assembly reconvened at 1:30 p.m. with the singing of “Crown Him with Many Crowns” and prayer led by TE Nate Shurden.

50-54 Protest Regarding Assembly's Action on RPR VI.44.f

TE David Coffin brought a *BCO* 45-5 **Protest** to the 50th General Assembly regarding its action in approving the Review of Presbytery Record's Recommendation VI.44.f.

Protest With Respect to the Action of the Assembly on the
Report of Review of Presbytery Records
Submitted by TE David F. Coffin, Jr.
June 15, 2023

I protest (*BCO* 45-3) against the action of the 50th General Assembly approving the recommendation of Review of Presbytery Records item 44.f. (p. 651), i.e., that the Assembly “find that the minutes of Metropolitan New York Presbytery (September 20, 2022; pp. 69–71) constitutes a “credible report” of “an important delinquency or grossly unconstitutional proceedings” (*BCO* 40-5).” This novel use of *BCO* 40-5 is a serious mistake, which mistake will provide a precedent for faulty interpretation of the *BCO* and will lead to an unwarranted and deleterious increase of business for the Standing Judicial Commission (SJC).

BCO chapter 40 has a clear logical progression which informs the sense of the terms used in each section. *BCO* 40-2 and -3 address the higher court's

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responsibility to examine the records of the court below. *BCO* 40-4 leaves the review of records proper, and gives instruction as to as to how to deal with a possible neglect of accurate record-keeping. *BCO* 40-5 leaves the review of records behind entirely, and addresses how a court should handle *reports* of “any important delinquency or grossly unconstitutional proceedings” on the part of the court below coming through *other than* the records of the court below. It is *in this case* that the “the first step *shall* be to cite the court alleged to have offended to appear.” The RPR and the Assembly entirely neglected the significance of this logic in the recommendation and action in question.

Should this interpretation prevail the SJC would be burdened with an increase to its labors that is unnecessary and distracting. *RAO* 16-10. c. was designed to bring before the SJC alleged exceptions of substance (“Apparent violations of the Scripture or serious irregularities from the Constitution of the Presbyterian Church in America, actions out of accord with the deliverances of the General Assembly, and matters of impropriety and important delinquencies”) only after the brotherly discussion of concerns between RPR and a presbytery, through which most such disputes would be resolved, had reached a stalemate. The erroneous view evident in the action in question, neglecting the wise procedure set forth in a proper reading of the *BCO* and the *RAO*, will do significant harm to the capacity of the SJC to adjudicate cases with efficiency and accuracy.

The Moderator **ruled** that the Protest was written **in temperate language**

TE Ryan Biese **moved** that the Moderator appoint a commission to answer the Protest brought by TE Coffin, the answer to be spread upon the minutes. The motion **passed** without objection, 928-201-6.

Commissioners were given the opportunity to sign the Protest. A list of signers is here:

TE Per Almqvist	Northern New England
TE Dominic Aquila	Rocky Mountain
RE Andrew Augenstein	Central Florida
TE Knox Baird	Grace
TE Curran Bishop	Southern New England
TE Robert Browning	Covenant
RE J. David Caldwell	Covenant
TE Jason Cornwell	Palmetto
TE David Driskill	Evangel
TE Stephen Estock	Georgia Foothills
TE Jeremy Fair	Hills and Plains
TE Larry Hoop	Ohio Valley

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TE Timothy Inman	Eastern Carolina
TE Mike Kandjian	Chesapeake
TE David Kenyon	Pittsburgh
TE Jeremy King	Ohio
TE Wayne Larson	Iowa
RE Trevor Laurence	Piedmont Triad
TE Sean Lucas	Covenant
TE Kenneth McHeard	Savannah River
TE Mark Middlekauff	Metropolitan New York
TE Danny Morgan	South Texas
TE Walter Nilsson	Potomac
RE E.J. Nusbaum	Rocky Mountain
TE David O'Leary	Ascension
TE David Richter	Nashville
TE Brad Rogers	Palmetto
RE Patrick Sewell	Southern New England
TE Andrew Shank	Highlands
RE Ric Springer	New Jersey
TE L. Roy Taylor	Calvary
TE Kevin Twit	Nashville
TE Lou Veiga	Houton Metro
RE Michael Veitz	Gulf Stream
TE Gregory Ward	South Texas
RE James Wert	Metro Atlanta
TE Scott Wright	Ohio

Answer of the 50th General Assembly
to the Protest brought forth by TE David F. Coffin, Jr. et al.

Pursuant to *BCO* 45-5, the General Assembly answers the *BCO* 45-3 protest from TE David F. Coffin, Jr. et al. “against the action of the 50th General Assembly approving the recommendation of Review of Presbytery Records item 44.f. (p. 651), i.e., that the Assembly ‘find that the minutes of Metropolitan New York Presbytery (September 20, 2022; pp. 69–71) constitutes a “credible report” of “an important delinquency or grossly unconstitutional proceedings” (*BCO* 40-5)’” (hereinafter the “Action of the Assembly”). The protest describes the Action of the Assembly as a “serious mistake” and identifies two harms that will allegedly flow from it. First, that it “will provide a precedent for faulty interpretation of the *BCO*” and, second, that it “will lead to an unwarranted and deleterious increase of business for the Standing Judicial Commission (SJC).” Both assertions are mistaken. In order to demonstrate that the protest is in error, we address two topics: First,

the Action of the Assembly is consistent with the Constitution and *RAO*; and second, the Action of the Assembly is not unwise.

First, the Action of the Assembly is neither unconstitutional nor in conflict with the Rules of Assembly Operations (“*RAO*”). The protest argues in its second paragraph that *BCO* 40-5 is properly limited to reports of important delinquencies or grossly unconstitutional proceedings regarding the lower court “coming through *other than* the records of the court below” (emphasis in original). In other words, the protest asserts that a report from any source may immediately trigger a *BCO* 40-5 citation—except when the report comes from the records of the court below. This view is erroneous because it relies on an extra-Constitutional gloss that does not appear in the text of the *BCO*. There is nothing in *BCO* 40-5 that limits its application to cases of reports “coming through *other than* the records of the court below.” The Action of the Assembly faithfully applies the text of the *BCO* as written. Rather than “provid[ing] a precedent for faulty interpretation of the *BCO*,” the Action of the Assembly does just the opposite: it interprets the *BCO* based on the plain meaning of the text. The language of *BCO* 40-5 is clear and unambiguous. A report is heard, a finding is made, and a citation is issued. There is no need for recourse to legislative history or other extrinsic evidence of intent. The best evidence of the meaning of the current version of *BCO* 40-5 is the text itself, and, absent an ambiguity, that is where the inquiry ends.

The Action of the Assembly finds a case that meets the criteria of a “credible report” of “any important delinquency or grossly unconstitutional proceedings” and then proceeds to do exactly what *BCO* 40-5 mandates: “to cite the court alleged to have offended to appear before the court having appellate jurisdiction, or its commission.” Once the court has made a judgment that the case is one that meets the criteria of important delinquency or grossly unconstitutional proceedings, the citation becomes nondiscretionary. The *BCO* requires that the “first step shall be” to issue the citation. The court has no other option.

In its third paragraph, the protest suggests that the exclusive means of citing a presbytery to appear before the SJC for an error that is discovered in the presbytery’s minutes is via the mechanism described in *RAO* 16-10.c. Such an interpretation is unsupported by the text of the *BCO* and *RAO*. *RAO* 16-10.c does describe a process by which an exception of substance can rise to the level of important delinquency or grossly unconstitutional proceedings and by which the assembly may cite the offending presbytery to appear for a

judicial proceeding according to the provision set forth in *BCO* 40-5. But nothing in the text of either the *BCO* or the *RAO* limits *BCO* 40-5 such that this is the exclusive means of the Review of Presbytery Records Committee recommending the Assembly issue such a citation. This view is in fact counter-textual and contradicts the plain language of *BCO* 40-5. The protest appeals to legislative intent, stating in relevant part, “*RAO* 16-10.c. was designed to bring before the SJC alleged exceptions of substance” But such *ipse dixit* pronouncements cannot properly be understood to modify the unambiguous text of the *BCO*. To allow such an interpretation would create a state of affairs where elders could not rely upon the text of the *BCO* and administer the courts of the church based on its plain meaning without consulting with experts who hold the insider knowledge as to what was intended, rather than what was written into the Constitution.

Further, the interpretation of *BCO* 40-5 urged by the protest is not only counter-textual, it would produce absurd results. The protest argues that reports of important delinquency or grossly unconstitutional proceedings arising from any source other than presbytery minutes can give rise to an immediate citation for a presbytery to appear before the SJC, but that if the report arises from the presbytery’s minutes, then there must be a dialogue between the assembly and the presbytery via the *RAO* exception of substance process. It would be very strange if a presbytery that engaged in serious error would be able to delay dealing with any unconstitutional action for years in an instance discovered through the review of its minutes but would be subject to immediate action if the issue were discovered through any other means, such as a member filing a *BCO* 40-5 report regarding the exact same issue with the General Assembly. If a presbytery commits serious error, the General Assembly is empowered by the text of *BCO* 40-5 to immediately bring a disciplinary case based upon the records of the presbytery alone — and this power is most necessary as addressed below.

Second, the Action of the Assembly is not unwise. The protest makes an argument from consequence that the Action of the Assembly establishes a precedent that will lead to “an unwarranted and deleterious increase of business” for the SJC. First, there is no evidence that such an outcome necessarily follows from the Action of the Assembly. The fact that once in the 50-year history of the PCA the General Assembly has cited a presbytery to appear before the SJC based on the Review of Presbytery Records Committee finding a serious error in a presbytery’s minutes says absolutely nothing about when or how often such a citation might be issued again in the future. One of the ends of proper church discipline is “the promotion of the

purity and general edification of the Church” (*BCO* 27-3). The General Assembly hopes that the citation issued to the presbytery in the present case may serve as a reminder to others to be careful in their actions and deliberations so that future cases might be avoided.

Additionally, the argument that the General Assembly ought not exercise its powers under *BCO* 40-5 for fear that the SJC might have an increase in business is invalid. Church discipline is one of the marks of a true church, and the courts of the church must administer discipline whenever and wherever it is warranted. Failure to do so, for whatever reason, would be a serious dereliction of duty. If the case load increases, then it might become necessary to modify the rules by which the SJC operates, to increase the number of members on the commission, or to create some other commission or body to share the work (in keeping with the Biblical pattern of Exodus 18 and Numbers 11). Such actions might ultimately be necessary in any event if the Lord continues to grow and increase this branch of the church.

Finally, it is important to note that while in the vast majority of cases, errors discovered in presbytery minutes are properly addressed by notations, exceptions of form, and exceptions of substance, it is necessary as a matter of prudence and godly wisdom that the General Assembly have a means by which to call a presbytery to account in an expeditious manner if the presbytery commits serious error. *BCO* 40-5 provides that mechanism, and the Action of the Assembly properly exercises it. The view urged by the protest would hamstring the General Assembly and require a years-long back and forth process before judicial action could be implemented. Such an approach would leave the sheep in such a hypothetical presbytery vulnerable to error for an unnecessarily long period of time. The wisdom of past assemblies, as codified in the unambiguous language of *BCO* 40-5, prevents such an outcome, and the Action of the Assembly was a proper exercise of its authority pursuant to *BCO* 40-5.

Commission to Respond to the Coffin Protest

TE Stephen Tipton, Chairman
RE Chris Shoemaker, Secretary
RE Matthew Fender
TE Stephen O’Neill
TE Jason Piland

50-55 50th Anniversary Celebratory Video

A video celebrating the 50th anniversary of the PCA was presented.

50-56 Overtures Committee Report, continued

Chairman Dowling moved Recommendation 28, that Overture 28 be answered **in the affirmative as amended**. **Recommendation 28** was **adopted**. 1158-143-24

Chairman Dowling moved **Recommendation 13**, that Overture 13 be answered in the negative.

A Minority Report was presented and was properly before the court as a substitute (*RAO* 15.8.g).

The chairman presented arguments in favor of the Committee's recommendation.

TE Timothy LeCroy presented as a substitute the Minority Report, to answer Overture 13 in the affirmative as amended.

RE Dowling, chairman, presented a subsequent argument in favor of the Committee's Recommendation to answer Overture 13 in the negative.

Debate ensued in accordance with *RAO* 15.8.g and continued for almost the allotted time (one hour).

The question was called on all matters before the house, but a **point of order** was raised that the previous speaker was a member of the Overtures Committee. The Moderator **ruled** the point of order **well taken** because members of the Overture Committee cannot enter into debate, including the making of motions and points of order.

Time for debate having ended, the Assembly voted against extending debate for an additional 10 minutes. 117-1761-3

Chairman Dowling presented a final argument in favor of the Overture Committee Recommendation 13.

The **motion to make the substitute the main motion**, answering Overture 13 in the affirmative as amended, **failed**. 871-999-30

The Overture Committee's **Recommendation 13**, to answer Overture 13 in the negative was **adopted**. 1091-751-41

Commissioners requesting that their **negative votes** on Recommendation 13 be recorded are listed here:

TE Dan Adamson	Chicago Metro
RE Cannon Allen	Covenant
TE Matthew Allhands	Pacific Northwest
TE Blake Altman	Hills and Plains
TE Jon Anderson	Blue Ridge
RE Nick Angert	Southern New England
TE Drew Archer	Metro Atlanta
TE Mark Ashbaugh	Fellowship

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TE Eric Ashley	Nashville
RE Andrew Augenstein	Central Florida
TE Michael Awtry	Pacific Northwest
TE Titus Bagby	South Texas
TE Knox Baird	Grace
TE Aaron Baker	Chicago Metro
TE Stephen Baldwin	Northern California
TE David Balzer	Gulf Coast
RE Dan Barber	Central Indiana
TE Bradley Barnes	Southern New England
TE Robby Baxter	Northwest Georgia
TE Loren Bell	Missouri
TE Jeff Birch	Central Georgia
TE Curran Bishop	Southern New England
RE Barry Blades	Hills and Plains
TE Jason Bobo	Hills and Plains
TE Kyle Bobos	Houston Metro
TE Matthew Boffey	Pacific Northwest
TE Erik Bonkovsky	James River
TE Matt Bostrom	Eastern Pennsylvania
TE Billy Boyce	Potomac
TE Joel Branscomb	Piedmont Triad
TE Nick Bratcher	Ohio Valley
TE Gavin Breeden	Pittsburgh
TE Steven Brooks	Georgia Foothills
TE Sam Brown	Tennessee Valley
TE Cam Brown	Wisconsin
TE Robert Browning	Covenant
TE Tim Burden	Palmetto
RTE Kevin Burrell	Catawba Valley
RE J. David Caldwell	Covenant
TE Josiah Carey	Blue Ridge
TE Brett Carl	Tidewater
RE Nathan Carlson	Philadelphia Metro West
TE David Cassidy	Gulfstream
TE Steve Cavallaro	Arizona
TE David Chambers	Central Indiana
TE Marc Champagne	Ohio Valley
TE Daniel Chin	Korean Southwest
TE Steven Chitty	Northern California
RE Yong Chong	Korean Capital

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RE Benjamin Christmann	Tennessee Valley
TE Jonathan Clark	Rocky Mountain
TE Caleb Click	Metro Atlanta
RE Aaron Collier	Southern Louisiana
RE John Collmus	Blue Ridge
TE Michael Colvard	Catawba Valley
TE Andrew Conrad	James River
TE Jason Cornwell	Palmetto
TE Will Cote	Nashville
TE Bryan Coutts	Calvary
TE Steve Coward	Heritage
TE Matthew Creamer	Gulf Coast
RE Jordan Dahl	South Coast
TE Jason Davison	Southern Louisiana
TE Chase Daws	Nashville
TE Charles DeBardeleben	Central Florida
TE Troy DeBruin	Susquehanna Valley
TE Joshua Desch	Palmetto
TE Brian Douglas	Gulf Coast
TE William Douglas	Central Georgia
TE John Downs	New River
TE Travis Drake	Southern New England
TE David Driskill	Evangel
TE Weston Duke	Nashville
TE Ashley Dusenberg	Covenant
TE David Fischer	James River
TE Joe Fischer	West Hudson
TE Alex Ford	Northern California
TE Logan Ford	Missouri
TE Harrison Ford	James River
TE Kenneth Foster	Heritage
TE David Gallagher	Wisconsin
TE Frank Garcia	Eastern Canada
TE Chris Garriott	Chesapeake
TE Collin Gingrich	Susquehanna Valley
RE Sluis Gordon	Mississippi Valley
TE Andrew Goyzueta	Catawba Valley
TE Peter Green	New River
TE Josiah Green	Missouri
RE JASON Greene	Northern California
TE Justin Grimm	Columbus Metro

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RE Jason Groves	Missouri
RE John Gunter	Metro Atlanta
TE Kyle Hackman	Eastern Canada
TE Samuel Haist	Central Indiana
TE Boyce Hales	Northern California
TE Moses Han	Central Florida
TE Ian Hard	Northern New England
TE Brooks Harwood	Houston Metro
TE Shane Hatfield	Hills and Plains
TE Jonathan Hatt	Heritage
TE Pat Hickman	Central Indiana
TE Pace Holdbrooks	Warrior
TE Jason Hood	Tennessee Valley
TE Larry Hoop	Ohio Valley
TE David Hopping	Eastern Pennsylvania
TE Jason Hsu	Hills and Plains
RE Joshua Hurst	Tennessee Valley
TE Travis Hutchinson	Southern New England
TE Timothy Inman	Eastern Carolina
TE Tomoyuki Ito	Pacific Northwest
TE Corey Jackson	Eastern Carolina
TE Cody Janicek	Rocky Mountain
TE Steven Jeantet	Suncoast Florida
TE Ross Jelgerhuis	Eastern Carolina
TE Chris Jhu	New York State
TE Hansoo Jin	Korean Capital
TE Charles Johnson	Evangel
RE David Johnson	Pittsburgh
TE Ben Jolliffe	Eastern Canada
RE Brian Kaman	James River
TE Eric Kapur	South Coast
RE Kyle Keating	Missouri
TE Tommy Keene	Potomac
RE Donald Kent	Tennessee Valley
TE David Kertland	Susquehanna Valley
TE Mike Khandjion	Chesapeake
TE Solomon Kim	Southern New England
RE Peter Kim	Korean Capital
TE Woonny Kim	Metro Atlanta
TE Jeremy King	Ohio
RE Robert King	Highlands

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RE André Kok	Illiana
RE Ken Kostrzewa	Southern Louisiana
TE Jerid Krulish	Pacific Northwest
TE James Won Kwak	South Coast
TE Peter Lamme	Heritage
TE Jack Lash	Potomac
RE Trevor Laurence	Piedmont Triad
TE Mark Lauterbach	Arizona
TE Ben Leatherberry	Wisconsin
TE Timothy LeCroy	New York State
TE Luke LeDuc	Susquehanna Valley
TE Kenny Lee	Korean Southwest
TE David Lindberg	North Texas
RE Matt Linebarger	North Texas
TE Nick Locke	South Coast
TE Caleb Long	Hills and Plains
TE Stan Long	Chesapeake
TE Brian LoPiccolo	Chesapeake
TE Dennis Louis	Tennessee Valley
TE Randy Lovelace	Nashville
TE Sean Lucas	Covenant
TE Paul May	Suncoast Florida
TE P.D. Mayfield	Evangel
RE William McCartney	Central Georgia
TE Justin McGuire	Palmetto
TE Ken McHeard	Savannah River
TE Mike McLaughlin	Missouri
RE Calvin Metz	Potomac
TE Brown Michael	Susquehanna Valley
TE Mark Middlekauf	Metropolitan New York
TE William Milligan	Chesapeake
TE Tim Mindemann	Highlands
TE Matt Mobley	Northern California
TE Danny Morgan	South Texas
TE Jacob Morrison	Piedmont Triad
TE C. Stanley Morton	James River
RE Matthew Murray	James River
TE Ben Nelson	Gulf Coast
TE Steven Nicoletti	Pacific Northwest
TE Barry Noll	Potomac
RE Andy Norquist	Southern New England

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RE Roger Norris	Georgia Foothills
TE David O'Leary	Ascension
TE Mike Palombo	Central Georgia
RE Nathan Partain	Central Indiana
TE Matt Patrick	Providence
TE Jake Patton	North Texas
RE Melvin Payne	Covenant
TE Austin Pfeiffer	Piedmont Triad
TE Matthew Pinckard	Blue Ridge
TE Chris Polski	Missouri
TE Thomas Powell	Northern New England
TE Jon Price	Pittsburgh
TE James Pulizzi	James River
TE Dan Quakkelaar	Wisconsin
TE Bill Radford	Eastern Canada
TE Derek Radney	Piedmont Triad
TE Russ Ramsey	Nashville
TE Mark Randle	Ohio Valley
RE Blake Reap	Covenant
TE Ben Reed	Central Indiana
TE Austin Reed	Great Lakes
TE Jonathan Richardson	Philadelphia
TE James Richter	Tennessee Valley
TE David Richter	Nashville
TE Brad Robson	Covenant
TE Matt Roelofs	Southern Louisiana
TE Brad Rogers	Palmetto
TE Angel Roman	Central Florida
TE William Ross	Central Carolina
RE David Roulo	Savannah River
TE Peter Rowan	Susquehanna Valley
TE Israel Ruiz	Heritage
TE David Salsedo	Chicago Metro
TE Brian Salter	Tennessee Valley
TE Mark Samuel	Chesapeake
TE Sean Sawyers	James River
RE Nathan Scheidler	Susquehanna Valley
TE Scott Seaton	Potomac
RE Patrick Sewell	Southern New England
TE Andrew Shank	Highlands
TE Alex Shipman	Providence

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TE Shawn Slate	Tennessee Valley
TE Benjie Slaton	Tennessee Valley
TE Trip Smith	Central Carolina
TE Dan Smith	Chesapeake
TE Jonathan Song	Chesapeake
TE Ryan Sparks	Missouri
TE Kalan Spencer	Wisconsin
TE Tyler Spry	Catawba Valley
TE James Suh	Korean Southwest Orange County
TE Jeff Suhr	South Coast
TE Kent Suits	Palmetto
TE Erik Swanson	Susquehanna Valley
TE Douglas Tharp	North Texas
TE Spencer Thomas	Wisconsin
TE Benjamin Tietje	Piedmont Triad
TE Adam Tisdale	Providence
RE Joshua Torrey	South Texas
TE Ross Turner	Tidewater
TE Kevin Twit	Nashville
RE Lee Tyner	North Texas
TE Tim Udouj	Calvary
TE Angelo Valle	Susquehanna Valley
RE Michael Veitz	Gulfstream
TE Richard Vise	Warrior
TE Michael Vogel	Wisconsin
TE Shane Waldron	Rocky Mountain
TE David Wallover	Ohio
TE Donald Waltermyer	New Jersey
TE Gregory Ward	South Texas
TE Andrew Whitaker	Palmetto
TE Drew Wilkins	Chesapeake
TE Marshall Wilmhoff	Ohio Valley
TE Scott Winchester	Heritage
TE Keith Winder	Susquehanna Valley
RE Peter Winterburn	Covenant
TE Luke Wolfe	Iowa
TE Vincent Wood	Susquehanna Valley
TE Brad Wright	Houston Metro
TE Geoff Ziegler	Chicago Metro
TE Heath Zuniga	Central Florida

Chairman Dowling moved the Committee's **Recommendation that Overture 2021-41 be answered with reference to the Assembly's answer to Overture 13**. The Recommendation was **adopted**. 1277-180-120

Chairman Dowling concluded the Overtures Committee report with prayer.

The Moderator declared that the **AC response to Overture 13** was now **moot** and no longer will be considered.

REPORT OF THE OVERTURES COMMITTEE TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

I. Business Referred to the Committee –

- 24 Overtures: 2021-41, 3, 5, 6, 7, 8-18, 21-28.
- One overture (12) was referred to the AC as well as to the OC.
- Six overtures (11, 13, 14, 21, 22, 25) were referred to CDM and CCB as well as to the OC.
- Eleven overtures (6,8-10, 15-17, 23, 24, 26, 27) were referred to CCB as well as to the OC.
- One overture (5) was referred to CCB and MNA as well as to the OC.
- The Committee voted to take up Overture 7 according to *RAO* 11-5. The Stated Clerk advised against this action based on *RAO* 11-5 and 15-1. Overture 7 was originally referred to CCB, AC, CDM, MNA, MTW, RUF, CC, CTS, PCAF, Geneva, and RH.
- Six overtures, referred exclusively to other Committees or Agencies, were not considered by the OC (2, 19, 20 to AC; 2 to IRC; 1, 4 to MNA; 29 to PCAF).

II. Statement of Major Issues Discussed

Each overture was discussed, and recommendations were made. If the OC recommended no amendment to an overture, then that overture is not reprinted here, and we have included only the Clerk's Summary Title. In instances where the OC proposed amendments to an overture, the Presbytery's proposed action is reprinted, noting the changes proposed by OC.

The full text of the Overtures is found in Appendix V, p. 966. OC Recommendation numbers in this report correspond to the Overture numbers.

III. Summary of Recommendations

2021-41. Tennessee Valley—Amend <i>BCO</i> 35-1	Ref. to O-13	96-13-2
3. James River—Amend <i>RAO</i> 14-.h and 15-8.g	Negative	109-20-0
5. Tidewater—Change <i>BCO</i> 8-6	Refer back	123-7-2
6. South Texas—Amend <i>BCO</i> 13-6, 21-4.b, and 24.1	Refer back	102-28-0
7. Southern New England—Amend <i>RAO</i> 4-21.d	Affirmative/Amended	122-12-0
8. Arizona—Amend <i>BCO</i> 31-10	Refer back	120-4-0
9. Arizona—Amend <i>BCO</i> 7	Ref. to O-23	101-31-2
10. Northern New England—Amend <i>BCO</i> 32-19	Ref. to O-14	116-16-1
11. Platte Valley—Amend <i>BCO</i> 15-4, 45-1, and 45-4	Negative	86-43-1
12. Evangel—Petition Govt. re: sex change for minors	Commission	72-50-1
13. Northern California—Amend <i>BCO</i> 35-1 and 35-7	Negative	66-56-1
14. Northern California—Amend <i>BCO</i> 32-19	Negative	116-17-0
15. Bryce Ave Presbyterian Church—Amend <i>BCO</i> 53	Refer back	85-52-0
16. Catawba Valley—Amend <i>BCO</i> 7	Ref. to O-23	113-17-1
17. Meadowview Reformed Pres. Church—Amend <i>BCO</i> 7	Ref. to O-23	113-17-1
18. Carriage Lane PC, Covenant PC, East Cobb, PC Tucker PC —Statement on racial reconciliation, social justice and CRT	Negative	91-39-3
21. First Presbyterian Church—Amend <i>BCO</i> 33-1 and 34-1	Negative	96-35-0
22. First Presbyterian Church—Amend <i>RAO</i> 8-4.h, 17-1, 19-2	Negative	98-36-1
23. Mississippi Valley—Amend <i>BCO</i> 8-2 and 9-3	Affirmative/Amended	99-38-0
24. Chesapeake—Amend <i>BCO</i> 8-3		

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	Ref. to O-23	113-17-1
25. Arizona—Amend <i>BCO</i> 31		
	Refer back	116-10-0
26. Northwest Georgia—Amend <i>BCO</i> 7-3		
	Affirmative/Amended	91-44-1
27. Pacific Northwest—Amend <i>BCO</i> 38-1		
	Affirmative/Amended	124-1-0
28. Calvary—Declaration on Biblical Polity		
	Affirmative/Amended	97-32-2

IV. Recommendations

2021-14 That **Overture 2021-41** from Tennessee Valley Presbytery (“Amend *BCO* 35-1 to Expand Potential Witness Eligibility,” p. 966) be answered **with reference to the answer to Overture 13.** **96-13-2**

1. *[Overture 1 was referred by the Stated Clerk to MNA.]*
2. *[Overture 2 was referred by the Stated Clerk to IRC and AC.]*
3. That **Overture 3** from James River Presbytery (“Amend *RAO* 14-9.h and *RAO* 15-8.g to Limit General Assembly Debate,” p. 969) be answered in the **negative.**

109-20-0

Grounds: While the time limits during General Assembly debates are always challenging, the Overtures Committee did not see wisdom in limiting debate on minority reports from Committees of Commissioners or from Overtures committee, due to the fact that the issues arising from minority reports are often of high importance.

4. *[Overture 4 was referred by the Stated Clerk to MNA.]*
5. That **Overture 5** from Tidewater Presbytery (“Change *BCO* 8-6 Regarding Chaplain Administration of Sacraments,” p. 972) **be referred back to Tidewater Presbytery without prejudice.**

123-7-2

Grounds: There was a concern with allowing some evangelists (chaplains) to be commissioned for a period longer than 12 months (which is the current standard for all other evangelists in *BCO* 8-6).

The CCB also raised constitutional concerns about the proposed language. When drafting overtures, presbyteries are advised to anticipate such constitutional concerns and perhaps consider a non-judicial reference to CCB prior to finalizing an overture.

6. That **Overture 6** from South Texas Presbytery ("Amend *BCO* 13-6, 21-4.b, and 24-1 To Require Criminal Background Checks of all Ministers and Officer Candidates," p. 975) **be referred back to South Texas Presbytery without prejudice.** **102-28-0**

Grounds: The Overtures Committee recommends that Overture 6 be sent back to the Presbytery without prejudice for the following reasons:

1. Presbyteries and churches are already free to do background checks at their discretion. Many churches choose to do background checks and are free to continue to do so. This overture, however, requires presbyteries and churches to require all candidates in every situation to undergo a type of formal investigation by the State, which unnecessarily restricts the liberty of presbyteries, churches, and candidates, and in its present form raises some particular concerns.
2. The overture is vague as to the type of background check required. It does not tell what kind of criminal background checks are sufficient. Is the \$1.99 background check on the internet sufficient? Is the official state and federal background check that costs \$79 and requires fingerprints the only one that satisfies this requirement? What if churches do not do the background checks? Are they liable to charges?
3. This overture commands presbyteries to share the results of the background check with the entire receiving presbytery, entire dismissing presbytery, and the calling church. Further, there are no safeguards included to protect the confidentiality of information obtained in the proposed mandatory background checks. Because these results of background checks are not always clear or accurate, this could result in unintentionally defaming a man in the church.

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4. This overture also requires all churches to perform criminal background checks on candidates for the offices of elder and deacon, which may be excessive in many situations. If a man has been a member of a small church and served as an elder or deacon for 25 years, the background check could legitimately be deemed unnecessary by a Session. They should be free to make that decision.
5. Some candidates who have nothing to hide may refuse to submit to a background check, because they do not trust the State and do not believe the church should be looking to the state for the approval of candidates. This liberty of conscience should be left free and not bound by extra-biblical rules.
6. It is also not clear what will happen if a candidate refuses to submit to a criminal background check. If a man refuses to be fingerprinted or undergo a background check for reasons of conscience, is he disqualified for office? Is refusal to submit to a criminal background check by the civil magistrate is not a legitimate ground to disqualify a man for office. Thus, the overture would add an extra-Biblical requirement for officers.
7. That **Overture 7** from Southern New England Presbytery ("Amend *RAO* 4-21.d for Committees of Commissioners to Review Committee and Board Compliance and Policies," p. 979) be answered **in the affirmative as amended.** **122-12-0**

Be it resolved that *RAO* 4-21.d be amended by adding paragraph (4) as follows (underlining for new section):

e. The contents of the minutes should include the following items:

4. The names of persons leading in opening and closing prayers at all sessions;
5. In the event of a called meeting, the portion of the call stating the purpose of the meeting should be recorded verbatim in the minutes;
6. A recording of the actions of the Committee or Board, including all motions adopted and business transacted, together with such additional information as the Committee or Board deems desirable for historical purposes. Ordinarily in

church courts, motions that are lost are not included in the record unless an affirmative vote for the lost motion is recorded, in which case the lost motion must be shown. Each main motion should normally be recorded in a separate paragraph. Subsidiary and procedural motions may be recorded in the same paragraph with the main motion to which they pertain. Main motions may be recorded in the same paragraph, if they are closely related and pertain to the same item of business.

7. A recording of information sufficient to demonstrate the Committee's or Board's implementation of instructions received from General Assembly and of material policies and material policy changes adopted by the Committee or Board in that year.

8. That **Overture 8** from Arizona Presbytery ("Amend *BCO* 31-10 for Non-censure Suspension Option During Investigation," p. 981) be **referred back to Arizona Presbytery without prejudice.** **120-4-0**

Grounds: The proposed overture seems to go too far and erodes the rights of the accused. Particularly in the case of a TE, a suspension at such an early stage will end up operating as a sanction, because the church likely cannot afford to keep a suspended teaching elder employed during the pendency of the case and any appeal. It would be wise to allow presbyteries to address those concerns via future overtures.

9. That **Overture 9** from Arizona Presbytery ("Amend *BCO* 7 to Codify the Biblical Standard for Church Officers Related to Human Sexuality," p. 983) be answered **with reference to the answer to Overture 23.** **101-31-2**

10. That **Overture 10** from Northern New England Presbytery ("Amend *BCO* 32-19 to Clarify Use of Professional Counsel in Cases of Process," p. 984) be answered **with reference to the answer to Overture 14.** **116-16-1**

11. That **Overture 11** from Platte Valley Presbytery ("Amend *BCO* 15-4, 45-1, and 45-4 to Allow Objections by GA Commissioners to SJC Decisions," p. 986) be answered **in the negative.** **116-16-1**

Grounds: The Overtures Committee had three major concerns about this overture: (1) the unfairness of allowing a commissioner who has not read the record of a case (which sometimes exceeds a thousand pages) to file an objection; (2) the lack of limitations on the number of objections that may be filed on any particular case; (3) no definition on which court (General Assembly or SJC) would rule on whether the language of an objection is temperate, or which court would write responses, in accordance with *BCO* 45-5.

12. That **Overture 12** from Evangel Presbytery ("Petition Government to End Sex-change Procedures for Minors," p. 989) be answered **by empowering the Moderator to appoint a commission to draft a humble petition (*WCF* 31-4), which the PCA Stated Clerk shall send to the President of the United States, the majority and minority party leaders in the U.S. Senate and House of Representatives, and the Chief Justice of the United States; and recommend the Presbytery Clerks to send the petition to the Governors, the majority and minority party leaders in the State Legislatures, and the Chief Justice of the State Supreme Courts in their regions, condemning the practice of surgical and medical gender reassignment, especially of minors.** **72-50-1**

13. That **Overture 13** from Northern California Presbytery ("Amend *BCO* 35-1 and 35-7 to Allow All Persons as Witnesses in Cases of Process," p. 995) be answered **in the negative.** **66-56-1**

Grounds: This overture would have great potential to disrupt the courts of the church.

The committee heard no evidence of a witness who has been excluded from testifying in the courts of the church because he did not believe in a higher power or a future state of rewards and punishments. The current language has been in the *BCO* and its predecessor documents since the 19th century. It should not be lightly cast aside to accommodate the secular culture.

The concern that prohibiting atheists from testifying will limit the church's ability to investigate abuse cases is unpersuasive. Such investigations are primarily the province of criminal and civil courts. The courts of the PCA do not have the power of the sword.

But even if such a case were to come before a PCA court, allowing atheists to testify would be disruptive and contrary to the interests of justice. A witness who lacks belief in God or his justice will have no ultimate reason to refrain from violating the Ninth Commandment. Church courts have no power to sanction a witness for perjury beyond excommunication. Such a sanction is unavailable for those who are already outside the visible church. Allowing testimony from those who have nothing by which to swear would mean admitting inherently unreliable evidence.

14. That **Overture 14** from Northern California Presbytery ("Amend *BCO* 32-19 Regarding Use of Professional Counsel in Cases of Process," p. 999) be answered in the **negative**. **116-17-0**

Grounds: This overture would have the effect of sharply restricting the ability of elders who are also civil lawyers to participate in the courts of the church. It would create *de facto* second-class elders. In addition to being fundamentally unfair and without Biblical authority, this is undesirable because the skills that such elders have to offer are very valuable in the pursuit of justice and particularly in the conducting of ecclesiastical trials.

This overture is also vague and worded in such a way as to produce adverse effects. For example, the prohibition on the "representative [being] remunerated in any form, including, but not limited to, fees, billings, reimbursement, or other non-monetary compensation" would prohibit almost all teaching elders from serving as representatives in cases before church courts because the work for which they are paid includes participation in the courts of the church. The prohibition on reimbursement of expenses would have the undesirable result of requiring counsel to bear all of his own expenses, thus substantially increasing the burden of acting as counsel and hindering the ability of an accused person to obtain assistance in his defense.

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Most significantly, this overture is unnecessary. The committee heard no evidence of a representative being paid by an accused person to act as defense counsel.

15. That **Overture 15** from the Session of Bryce Avenue Presbyterian Church, White Rock, New Mexico ("Amend *BCO* 53 To Disallow Exhortation, Preaching, or Teaching by Women in Worship," p. 1002) be **referred back to Bryce Avenue Presbyterian Church, White Rock, New Mexico without prejudice.** **85-52-0**

Grounds: Terms in the overture like "exhort," "public worship assembly," and "where men are present" are overly broad and vague.

16. That **Overture 16** from Catawba Valley Presbytery ("Amend *BCO* 7 to Codify the Biblical Standard for Church Officers as Related to Self-Description by Biblical Sins", p. 1004) be answered **with reference to the answer to Overture 23.** **113-17-1**

17. That **Overture 17** from the Session of Meadowview Reformed Presbyterian Church, Lexington, NC ("Amend *BCO* 7 To Disqualify from Office Men Describing their Personhood, Being, or Identity by a Sin Struggle" p. 1005) be answered **with reference to the answer to Overture 23.** **113-17-1**

18. That **Overture 18** from the Sessions of Carriage Lane Presbyterian Church, Peachtree City, GA, Covenant Presbyterian Church, Fayetteville, GA East Cobb Presbyterian Church, Marietta, GA, Tucker Presbyterian Church, Tucker, GA ("Affirm Christ-Centered Racial Reconciliation and Reject Secular Social Justice and Critical Theory Ideology" p. 1007) be answered in the **negative.** **91-39-3**

Grounds: General issues regarding critical theory and racial reconciliation have already been well addressed by the Ad Interim Committee on Racial and Ethnic Reconciliation.

19. *[Overture 19 was referred by the Stated Clerk to AC.]*

20. *[Overture 20 was referred by the Stated Clerk to AC.]*

21. That **Overture 21** from the Session of First Presbyterian Church, Montgomery, Alabama ("Amend *BCO* 33-1 and 34-1 Specifying

Causes and Processes for Original Jurisdiction Requests" p. 1016) be answered in the **negative**. **96-35-0**

Grounds: This overture is closely related to overture 8 from 2022 that was rejected by half the presbyteries last year. In light of that, it is unwise to advance such a closely-related overture at this time, particularly as it does not seem to address the concerns raised in opposition to the prior overture. Among those concerns is changing the phrase "refuses to act" to "refuses to indict." The committee preferred the current language of the *BCO* to these changes.

22. That **Overture 22** from the Session of First Presbyterian Church, Montgomery, Alabama ("Amend *RAO* 8-4.h; 17-1; and 19-2 to Specify When Minority Reports Are Permitted" p. 1019) be answered in the **negative**. **98-36-1**

Grounds: This overture would give individual members of CCB too much power to force retrial of cases decided by the SJC. Additionally, no judicial decisions would ever be able to be considered final until the final review of CCB.

23. That **Overture 23** from Mississippi Valley Presbytery ("Amend *BCO* 8-2 and 9-3 to Require Officers' Conformity to Biblical Standards for Chastity and Sexual Purity in Self-description" p. 1022) be answered in the **affirmative as amended**. **99-38-0**

Therefore, be it resolved that *The Book of Church Order* Chapter 8-2 be amended to insert a new sentence as follows:

8-2. He that fills this office should possess a competency of human learning and be blameless in life, sound in the faith and apt to teach. He should exhibit a sobriety and holiness of life becoming the Gospel. He should conform to the biblical requirement of chastity and sexual purity in his descriptions of himself, and in his convictions, character, and conduct. He should rule his own house well and should have a good report of them that are outside the Church.

So that the amended *BCO* 8-2 would read as follows:

8-2. He that fills this office should possess a competency of human learning and be blameless in life, sound in the faith and apt to teach. He should exhibit a sobriety and holiness of life becoming the Gospel. He should conform to the biblical requirement of chastity and sexual purity in his descriptions of himself, and in his convictions, character, and conduct. He should rule his own house well and should have a good report of them that are outside the Church.

Be it further resolved that *The Book of Church Order* Chapter 9-3 be amended to insert a new clause as follows:

9-3. To the office of deacon, which is spiritual in nature, shall be chosen men of spiritual character, honest repute, exemplary lives, brotherly spirit, warm sympathies, and sound judgment, conforming to the biblical requirement of chastity and sexual purity in their descriptions of themselves, and in their convictions, character, and conduct.

So that the amended *BCO* 9-3 would read:

9-3. To the office of deacon, which is spiritual in nature, shall be chosen men of spiritual character, honest repute, exemplary lives, brotherly spirit, warm sympathies, and sound judgment, conforming to the biblical requirement of chastity and sexual purity in their descriptions of themselves, and in their convictions, character, and conduct.

24. That **Overture 24** from Chesapeake Presbytery ("Amend *BCO* 8-3 to Include Language from the AIC Report on Human" p. 1024) be answered **with reference to the answer to Overture 23.** **113-17-1**
25. That **Overture 25** from Arizona Presbytery ("Amend *BCO* 31 to Require Expedited and Conflict-free Investigations of Cases Involving Moral Failure or Victim(s)," p. 1026) be **referred back to Arizona Presbytery without prejudice.** **116-10-0**
Grounds: The proposed language of this overture may make church courts unduly deferential to legal authorities. It would be wise to allow presbyteries to address those concerns via future overtures.

The CCB also raised constitutional concerns about the proposed language. When drafting overtures, presbyteries are advised to anticipate such constitutional concerns and perhaps consider a non-judicial reference to CCB prior to finalizing an overture.

26. That **Overture 26** from Northwest Georgia Presbytery ("Amend *BCO* 7-3 Regarding Titling of Unordained People" p. 1028) be answered in the **affirmative as amended**. **91-44-1**

Therefore be it resolved, that *BCO* 7-3 be amended by adding the following sentence (underlining for addition):

7-3.No one who holds office in the Church ought to usurp authority therein, or receive official titles of spiritual preeminence, except such as are employed in the Scripture. Furthermore, unordained people shall ~~should~~ not be referred to as, or given the titles of, the ordained offices of pastor/elder, or deacon.

So that if adopted it would read:

7-3. No one who holds office in the Church ought to usurp authority therein, or receive official titles of spiritual preeminence, except such as are employed in the Scripture. Furthermore, unordained people shall not be referred to as, or given the titles of, the ordained offices of pastor, elder, or deacon.

27. That **Overture 27** from Pacific Northwest Presbytery ("Amend *BCO* 38-1 re Confessions and Offended Parties" p. 1029) be answered in the **affirmative as amended**. **124-1-0**

Be it resolved that *BCO* 38-1 be amended. The following shows three paragraphs: the current *BCO* 38-1, then the paragraph with the proposed amendment annotated, followed by a clean amended paragraph showing the changes incorporated.

Current (April 2023)

38-1. When any person shall come forward and make his offense known to the court, a full statement of the facts

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shall be recorded and judgment rendered without process. In handling a confession of guilt, it is essential that the person intends to confess and permit the court to render judgment without process. Statements made by him in the presence of the court must not be taken as a basis of a judgment without process except by his consent. In the event a confession is intended, a written Confession (i.e., a sufficient summary of the facts, the person's specific confession, and any expression or evidence of repentance) must be approved by the accused, and by the court, before the court proceeds to a judgment, and the co-signed document shall be appended to the minutes (regular or executive session). No other information may be presented without written consent from the accused and the court, and this prohibition includes individuals, prosecutors, committees, and commissions. The accused person has the right of complaint against the judgment.

Proposed - The amendment proposes to delete the parts shown by strikethrough and add the parts shown underlined. (Footnotes are used only to briefly explain some of these changes, but footnotes *will not* appear in the *BCO*.)

38-1. ~~When any person shall come forward and make his offense known to the court, before his court of original jurisdiction and confess to an offense, a full statement of the facts shall be recorded, and judgment rendered without process. The court may assign any or all the following tasks to a commission:~~

~~— In handling such a confession of guilt, it is essential that the court be persuaded that the person intends to confess acknowledge the offense and his guilt and permit the court to render judgment without process. The court, with due diligence and great discretion, shall evaluate the accuracy and sufficiency of the statement of facts and confession before it approves the same. Statements made by him in the presence of the court in connection with the provisions of this paragraph shall must not be taken as a basis of a judgment without process except by his the confessor's consent.~~

~~— In the event a confession is intended, a written Confession (i.e., a sufficient summary of the facts, the person's specific confession, and any expression or The Statement to be recorded (i.e., shall include evidence of repentance) must shall include (1) a summary of the facts, (2) the person's confession as above, (3) any evidence of repentance, and (4) a description of the confessor's efforts to reconcile with any individuals against whom the court deems his offense bears a special relation (BCO 29-3).~~

~~— The written Statement must be approved by the accused confessor, and by the court, before the court proceeds to a judgment, and the co-signed document shall be appended to the minutes (regular or executive session). No other information may be presented without written consent from the accused confessor and the court, and this This prohibition includes information from individuals, prosecutors, committees, and commissions.~~

When any person shall come forward and make his offense known to the court, a full statement of the facts shall be recorded and judgment rendered without process. In handling a confession of guilt, it is essential that the person intends to confess and permit the court to render judgment without process. Statements made by him in the presence of the court must not be taken as a basis of a judgment without process except by his consent. In the event a confession is intended, a written Confession (i.e., a sufficient summary of the facts, the person's specific confession, and any expression or evidence of repentance) must be approved by the accused, and by the court, before the court proceeds to a judgment, and the co-signed document shall be appended to the minutes (regular or executive session). No other information may be presented without written consent from the accused and the court, and this prohibition includes individuals, prosecutors, committees, and commissions. The accused person has the right of complaint against the judgment.

In any instances involving a personal offense (BCO 29-3), the court shall attempt to inform the offended person(s) of that

part of the ~~Statement~~ Confession the court deems pertinent to the offense against him or her. The court shall invite the offended person to provide the court comment on the ~~Statement~~ Confession prior to final approval of the ~~Statement~~ Confession by the confessor and the court. The court shall encourage the offended person to enlist the help of an advisor in preparing any such comments. In all instances, the court shall report the way such offended persons were informed of the parts of the ~~Statement~~ Confession pertinent to them.

The accused person has the right of complaint against the judgment.

Clean - Below is how 38-1 would read if the amendment is adopted as shown above.

38-1. When any person shall come forward and make his offense known to the court, a full statement of the facts shall be recorded and judgment rendered without process. In handling a confession of guilt, it is essential that the person intends to confess and permit the court to render judgment without process. Statements made by him in the presence of the court must not be taken as a basis of a judgment without process except by his consent. In the event a confession is intended, a written Confession (i.e., a sufficient summary of the facts, the person's specific confession, and any expression or evidence of repentance) must be approved by the accused, and by the court, before the court proceeds to a judgment, and the co-signed document shall be appended to the minutes (regular or executive session). No other information may be presented without written consent from the accused and the court, and this prohibition includes individuals, prosecutors, committees, and commissions. The accused person has the right of complaint against the judgment.

In any instances involving a personal offense (*BCO* 29-3), the court shall attempt to inform the offended person(s) of that part of the Confession the court deems pertinent to the offense against him or her. The court shall invite the offended person to provide the court comment on the Confession prior to final approval of the Confession by the confessor and the court. The court shall encourage

the offended person to enlist the help of an advisor in preparing any such comments. In all instances, the court shall report the way such offended persons were informed of the parts of the Confession pertinent to them.

The accused person has the right of complaint against the judgment.

28. That **Overture 28** from Calvary Presbytery ("Declare Message to All Nations a Faithful Expression of Biblical Polity Shaping the PCA" p. 1035) be answered in the **affirmative as amended.** **97-32-2**

Therefore, be it resolved that the 50th General Assembly of the Presbyterian Church in America declare the "Message to All Nations Churches" a faithful expression of Biblical polity which shaped the founding of the PCA in 1973. And

Therefore, the General Assembly directs its Stated Clerk to send ~~this letter~~ the "Message to All Churches" to the Presbyterian Church (USA) via its Stated Clerk as a communication from a loving daughter to a prodigal mother.

29. [*Overture 29 was referred by the Stated Clerk to PCAF.*]

VI. Commissioners Present

Presbytery

Arizona
Arizona
Ascension
Ascension
Blue Ridge
Blue Ridge
Calvary
Calvary
Canada West
Canada West
Catawba Valley
Catawba Valley
Central Carolina
Central Carolina
Central Florida

Commissioner (*Convener)

RE Dave Price
TE Joshua Walker
RE Frederick Neikirk
TE Jared Nelson
RE Stephen Hobson
TE Todd Pruitt
RE Scott Hultstrand
TE Richard M. Thomas
RE Paul Mandry
TE Garry Vanderveen
RE Jay Krestar
TE William Thrailkill
RE Flynt Jones
TE Benjamin Wray Thomas
RE Tommy Craggs

MINUTES OF THE GENERAL ASSEMBLY

Central Florida	TE Justin Borger
Central Georgia	RE Christopher Marks
Central Georgia	TE William C. Douglas
Central Indiana	RE Dan Barber III
Central Indiana	TE Taylor Bradbury
Chesapeake	RE Bradley James Chwastyk
Chesapeake	TE Mark Samuel
Chicago Metro	RE Don Kooy
Chicago Metro	TE Geoff M. Ziegler
Columbus Metro	TE Chris Mabee
Covenant	RE Jonathan Barlow
Covenant	TE Thomas L. Mirabella
Eastern Canada	RE Wilson Wong
Eastern Canada	TE Kenneth Franklin Garcia
Eastern Carolina	RE Michael Newkirk
Eastern Carolina	TE B. Gabriel Sylvia Jr.
Eastern Pennsylvania	RE Terry Carnes
Eastern Pennsylvania	TE Taylor Anthony Bradley
Evangel	RE Brandon Robbins
Evangel	TE Michael Brock
Fellowship	RE Chad Cureton
Fellowship	TE Richard John Wheeler
Georgia Foothills	TE Matt Siple
Grace	RE Troy Gibson
Grace	TE David T. Irving
Great Lakes	RE Jerome Gorgon
Great Lakes	TE Jason M. Helopoulos
Gulf Coast	RE Mike M. McCrary
Gulf Coast	TE Chad Watkins
Gulfstream	RE Michael Veitz
Heartland	RE Lance Kinzer
Heartland	TE Rick Franks
Heritage	TE Stephen Coward
Highlands	RE David Livernois
Highlands	TE Jonathan D. Inman
Hills and Plains	RE Heath Kirkeby
Hills and Plains	TE Ricky Dean Jones
Houston Metro	RE Mike Burns
Houston Metro	TE Richard B. Harris
Illiana	RE Andre Kok
Illiana	TE Harris Adams

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Iowa	RE Chris Sutton
Iowa	TE Wayne Larson
James River	RE Matt Fender
James River	TE Erik Bonkovsky
Korean Northeastern	TE Hoochan Paul Lee
Korean Southeastern	TE Edward Lim
Lowcountry	RE David Walters, Jr.
Lowcountry	TE Alexander Dorn Mark
Metro Atlanta	RE James W. Wert Jr.
Metro Atlanta	TE Drew Archer
Metropolitan New York	RE Bruce W. Terrell
Metropolitan New York	TE E. Bruce O'Neil
Mississippi Valley	RE Edward Currie
Mississippi Valley	TE Charles M. Wingard
Missouri	RE Jason Groves
Missouri	TE Michael G. McLaughlin
Nashville	RE Bryce Sullivan
Nashville	TE Matthew Todd Bradley
New Jersey	RE David John Keddie
New Jersey	TE Stephen O'Neill
New River	TE John W. Downs
New York State	TE Tim LeCroy
North Florida	TE Stephen Spinnenweber
North Texas	RE Willam A. Thomas
North Texas	TE Andy Wood
Northern California	RE Matt Cabot
Northern California	TE David H. Jones
Northern Illinois	RE Lee Gerrietts
Northern Illinois	TE Steve Jones
Northern New England	TE Ian G. Hard
Northwest Georgia	RE Justen Ellis
Northwest Georgia	TE David Gilbert
Ohio	RE Gregg Gorzelle
Ohio	TE Christopher Lee Hutchings
Ohio Valley	RE Shay Fout
Ohio Valley	TE Mark Randle
Pacific Northwest	RE Bill March
Pacific Northwest	TE Brant Bosserman
Palmetto	RE Andrew Rutherford
Palmetto	TE Brad Rogers
Pee Dee	RE Jack North

MINUTES OF THE GENERAL ASSEMBLY

Pee Dee	TE Stuart Mizelle
Philadelphia	TE Carroll Wynne
Philadelphia Metro West	RE Thomas C. Albrecht
Piedmont Triad	RE Trevor Laurence
Piedmont Triad	TE Jacob Morrison
Pittsburgh	TE David R. Kenyon
Platte Valley	RE Robert DeYoung
Platte Valley	TE Jacob Gerber
Potomac	RE Doug Leepa
Potomac	TE William E. Boyce
Providence	RE John R. Bise
Providence	TE William Alan Spink
Rio Grande	RE Charles Bursi
Rio Grande	TE Daniel Ferrell Herron
Rocky Mountain	RE EJ Nusbaum
Rocky Mountain	TE Matthew William Giesman
Savannah River	RE Jon Thompson
Savannah River	TE David Senters
Siouxlands	RE Blake Pool
Siouxlands	TE Jeffrey Neikirk
South Florida	RE Gregory Miseyko
South Florida	TE David Barry
South Texas	RE Joshua Torrey
South Texas	TE Michael A. Singenstreu
Southeast Alabama	RE Steven Dowling*
Southeast Alabama	TE John Brewer Ames III
Southern Louisiana	RE Aaron Collier
Southern Louisiana	TE Brian Sleeth
Southern New England	RE Chris Shoemaker
Southern New England	TE Troy Albee
Southwest Florida	RE Frank McCaulley
Southwest Florida	TE Justin Conner Woodall
Suncoast Florida	RE Michael Levenhagen
Suncoast Florida	TE Brent Lauder
Susquehanna Valley	RE James W. Ressler
Susquehanna Valley	TE Vincent L. Wood
Tennessee Valley	RE Donald Kent
Tennessee Valley	TE Philip Caines
Tidewater	TE Jeffrey T. Elliott
Warrior	TE Derrick Brite
Westminster	RE Daniel A. Witcher

JOURNAL

Westminster
Wisconsin
Wisconsin

TE Steven E. Warhurst
RE Chris Mott
TE Michael Bowman

There were no Commissioners from:

Korean Central
Korean Northwest
Korean Southern
Korean Southwest
Korean Southwest O.C.
Pacific
South Coast
West Hudson

Respectfully submitted,

RE Steven Dowling, Chairman RE Edward Wright, Secretary

**OVERTURES COMMITTEE
MINORITY REPORT
On Overture 13**

Overture 13 attempts to amend Chapter 35 of the *Book of Church Order* by altering the criteria for witness eligibility to allow all persons as witnesses in cases of process. Currently, *BCO* 35-1 disqualifies as witnesses persons “who do not believe in the existence of God, or a future state of rewards and punishments.” The proposed amendments would expand witness eligibility such that persons who do not believe in God or a future state of rewards and punishments are permitted to act as witnesses in cases of process and to offer their testimony to the courts of the church.

There was a time in the West when belief in God generally and belief in the Christian faith particularly were so widespread that even those outside of the church could be presumed to be theists of some sort, and the absence of such belief in an individual signaled an unusually significant philosophical and moral deviation from societal norms. Such is no longer the case in the rapidly secularizing modern world. In this cultural milieu, functional naturalism is no longer an exceptional anomaly, and those outside of the church who might possess valuable testimony for her courts are increasingly likely to formally profess no belief in God or a future state of rewards and punishments. The proposed amendment alters witness eligibility requirements in recognition of the sweeping and profound cultural shifts that have taken place in recent

decades in order that our courts are not unduly restrained in their pursuit of truth and justice.

In Holy Scripture, the efficacy of an oath invoking the justice of God is not contingent upon the internal faith or fear of the oath-taker. Indeed, the point of an oath is that human beings are never truly able to control or guarantee the truthfulness of other sinful humans. An oath invokes the eyes and hand of God and calls upon *him* to act, hold accountable, and render just recompense in response to false testimony. For example, in Numbers 5, the oath involved in the test of adultery has nothing whatsoever to do with any individual's subjective belief in God and everything to do with the objective reality of God and God's justice. Indeed, even when a witness cannot for conscientious reasons take the oath prescribed in *BCO* 35-8, the proposed amendment requires that, in addition to requiring some other oath or affirmation that impresses the solemnity of their duty upon the witness's conscience, the court shall declare to them that God himself will certainly hold them accountable, and the members of the court may consequently take heart in that declaration precisely because God truly is the God who is—the Judge of the living and of the dead. When invoking the justice of God by oath or otherwise, the most basic question is not, “Does this witness believe in the God of justice?” but rather, “Do *we* believe in the God of justice?”

The Westminster Standards make abundantly clear that there are many ways that falsehood may corrupt the life, witness, integrity, and justice of Christ's church. Of course, overt lies may come in from the outside. But falsehood may also take root if, internally, the church sets up obstacles to her unfettered pursuit of the truth. Westminster Larger Catechism 144–145 state that, beyond merely avoiding bearing false testimony, the ninth commandment enjoins Christians actively to “the preserving and promoting of truth” and that it prohibits “concealing the truth, undue silence in a just cause, and holding our peace when iniquity calleth for either a reproof from ourselves, or complaint to others” or otherwise acting “to the prejudice of truth or justice.” What is more, the command calls us to “a charitable esteem of our neighbors,” including our atheist neighbors, which at very least means that we ought to charitably entertain the possibility that our neighbors who bear the image of God are by common grace capable of telling the truth about grave matters.

The law of God binds not only the life of Christians individually but the life of the church collectively and the conduct of her courts. Insofar as a provision of our *Book of Church Order* inhibits the courts' preservation and promotion of truth in a manner that may functionally result in the concealment of the truth

and undue silence to the prejudice of justice, said provision impedes the church in its God-mandated commitment to the truth. The minority submits that fully and joyfully giving ourselves to the vision of the ninth commandment laid out in our Standards involves removing unnecessary hindrances that obstruct the courts of the church in their labors to pursue, establish, expose, and respond with justice to the truth wherever it may be found.

Significantly, the proposed amendment does not mandate that a court receive as equally credible every witness's testimony. It simply permits every witness to offer their testimony to be judged by the wisdom and discretion of the court, even as it retains the right of either party to challenge the competency of any witness. This provision will be incalculably valuable in the abundant and easily imagined scenarios wherein an individual who does not believe in God or a future state of rewards and punishments may be able to offer substantive testimony about the speech, actions, or abusive behavior of a member of the church. Whether an unbelieving neighbor who witnesses sinful conduct while attending a dinner in a member's home, or an adult child living at home who sees one spouse strike another, or an atheist coworker who individually observes unethical acts or an adulterous relationship in the workplace, or a medical professional who treats an injury and can corroborate a victim's disclosure to the court, or a victim of abuse within the church who has been so harmed as to have left the faith but nevertheless desires to bear witness to the court and seek the justice deserved, all of these individuals and so many more may be gifts to the church's courts as they seek to do what is right before God for the sake of Christ's bride and in the cause of truth and justice.

What is more, the requirement of *BCO* 8-2 (echoing 1 Timothy 3:7) that every elder "should have a good report of them that are outside the Church" suggests that the courts of the church ought to have a constitutional means of formally receiving and substantiating by way of judicial testimony an ill report from those outside the church—atheists among them—that would call into question an ordained elder's qualification and fitness for office. As the *Book of Church Order* currently stands, any offense witnessed and corroborated exclusively by individuals who do not believe in God or a state of future rewards and punishments, whether committed by an elder or any other member of the church, is rendered functionally invisible to the courts of the church because there is no avenue for such witnesses to offer admissible testimony to the offense.

Outright lies are not the only threat to the justice of the church's courts. Constitutional obstacles to the open pursuit of the truth, wherever it may be found, are perhaps a more sinister—because a more subtle—way that

falsehood may prevail and injustice multiply to the harm of the most vulnerable under our care.

By way of comparison, the Associate Reformed Presbyterian Church already recognizes the competence of all persons created in the image of God to stand as witnesses: “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” (Book of Discipline, 4.4J).

The formation of the Ad Interim Committee on Domestic Abuse and Sexual Assault by the 47th General Assembly and the reception of their report at the 49th General Assembly indicated an initial commitment by the Presbyterian Church in America to take constructive action toward reviewing policies and procedures and implementing wise changes to the *Book of Church Order* in order to more effectively protect the vulnerable, respond to allegations of abuse, and create judicial processes whereby victims are not unduly burdened and are instead able to pursue and receive just recourse from the church. This amendment represents one step toward making good on that commitment. While the proposed changes to Chapter 35 of the *Book of Church Order* are relevant to all manner of judicial proceedings, they are particularly crucial to ongoing endeavors to better protect children and victims of abuse.

Please note that Item 8 as approved by this 50th General Assembly impacts the numbering, arrangement, and provisions of Chapter 35 of the *Book of Church Order*. The text of the motion below utilizes the most current text of Chapter 35.

Motion of the Minority Report

We, the minority, move the following to be adopted as a substitute motion to the recommendation of the Overtures Committee.

That the General Assembly **answer Overture 13 in the affirmative as amended:**

That *Book of Church Order* 35-1 and 35-8 be amended by deleting the current language (indicated by ~~strike through~~) and replacing it (indicated by underline), as shown below.

~~35-1. All persons of proper age and intelligence are competent witnesses generally are competent to testify as witnesses, except such as do not believe in the existence of God, or a future state of rewards and punishments though the court shall give consideration to age, intelligence, belief in God, relationship to the parties involved, and other like factors in judging testimony (BCO 35-5). Either party has the right to challenge a witness whom he believes to be incompetent, and the court shall examine and decide upon his competency.~~

35-8. The oath or affirmation to a witness shall be administered by the Moderator in the following or like terms:

Do you solemnly promise, in the presence of God, that you will declare the truth, the whole truth, and nothing but the truth, according to the best of your knowledge in the matter in which you are called to witness, as you shall answer it to the great Judge of the living and the dead?

If, however, at any time a witness should present himself before a court, who for conscientious reasons prefers to swear or affirm in any other manner, or with other language, he should shall be allowed to do so, provided such oath or affirmation impresses the solemnity of this duty upon the witness's conscience, and the court shall impress upon him that the truthfulness of his testimony will be judged by God.

Such that the final text reads:

35-1. All persons generally are competent to testify as witnesses, though the court shall give consideration to age, intelligence, belief in God, relationship to the parties involved, and other like factors in judging testimony (BCO 35-5). Either party has the right to challenge a witness whom he believes to be incompetent, and the court shall examine and decide upon his competency.

35-8. The oath or affirmation to a witness shall be administered by the Moderator in the following or like terms:

Do you solemnly promise, in the presence of God, that you will declare the truth, the whole truth, and nothing but the truth, according to the best of your knowledge in the matter in which

you are called to witness, as you shall answer it to the great Judge of the living and the dead?

If, however, at any time a witness should present himself before a court, who for conscientious reasons prefers to swear or affirm in any other manner, or with other language, he shall be allowed to do so, provided such oath or affirmation impresses the solemnity of this duty upon the witness's conscience, and the court shall impress upon him that the truthfulness of his testimony will be judged by God.

Minority Report Signed By

TE Jeff Elliott	RE Michael Veitz
TE Mark Samuel	RE David Livernois
TE Daniel F. Herron	RE Trevor Laurence
TE Steve Coward	RE Joshua Torrey
TE Geoff Ziegler	RE Matt Cabot
TE Stuart Mizelle	RE James Wert
TE Jacob Morrison	RE Dan Barber
TE Vincent Wood	RE David Keddie
TE Drew Archer	RE Douglas Leepa
TE Mike McLaughlin	RE Andre Kok
TE Justin Woodall	RE Heath Kirkeby
TE Ricky Jones	RE Christopher Marks
TE William Douglas	RE E.J. Nusbaum
TE Brad Rogers	RE Brandon Robbins
TE Will Spink	RE Donald Kent
TE John Downs	RE Chris Sutton
TE Philip Caines	RE Jason Groves
TE Tom Mirabella	TE Ian Hard
TE Frank Garcia	TE Erik Bonkovsky
TE Brent Lauder	TE Billy Boyce
TE Tim LeCroy	

50-57 Committee on Thanks Report

RE Mel Duncan led the Assembly in prayer and presented the report.

The **Resolution on Thanks** was **adopted** by acclamation.

TE Caleb Cangelosi closed the report in prayer.

50-58 Adjournment and Benediction

At the vote of the Assembly, the Moderator declared the Assembly adjourned, to reconvene in Richmond, Virginia, on June 11, 2024.

The Assembly was dismissed with the singing of Psalm 133 led by TE L. Roy Taylor and pronouncement of the Apostolic Benediction by the Moderator.

MINUTES OF THE GENERAL ASSEMBLY

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PART III

APPENDICES

NOTE: Appendices A-P are included in Volume 1 of these *Minutes*.
Appendices Q-X are found in Volume 2.
See a Table of Contents for these Appendices on the back of this page.

The Appendices include the Reports of the General Assembly Committees, Agencies, and Standing Judicial Commission as originally submitted to the General Assembly. The recommendations in this section are those originally submitted and may have been amended or not adopted by the Assembly. See Part II, Journal, to find the recommendations as they were adopted by the Assembly.

Appendix V presents the Overtures as originally submitted by the presbyteries. See the Overtures Committee report and other Committee of Commissioner reports for Assembly action on these overtures, including any amendments.

The PCA Committee and Agency budgets, as approved by the Assembly, are found in Appendix C, Attachment 2, beginning on p. 208.

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APPENDIX A

STATED CLERK’S REPORT TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

FIFTIETH ANNIVERSARY

We give praise and thanks to the Lord that we are blessed to celebrate the 50th Anniversary of this branch of Christ’s Church at this 50th General Assembly in Memphis. We pray that the Holy Spirit will superintend our efforts and rule our hearts in the great privilege of celebrating God’s faithfulness – past, present, and future! The Anniversary Committee, gathered from across the denomination under the leadership of RE Jim Wert, has been working diligently with the Memphis Host Committee of Covenant Presbytery to coordinate many efforts of celebration, remembrance, honor, publication, worship, prayer, preaching, inspiration, and praise.

FIFTIETH GENERAL ASSEMBLY IN MEMPHIS , JUNE 12-16, 2023

Registration for the 50th General Assembly to be held in Memphis, June 12-16, opened in early January. As of the writing of this report, over 2100 commissioners have registered for the 50th Anniversary Assembly of the Presbyterian Church in American in Memphis, TN. We are exceedingly thankful for a large attendance this year as we focus on the Lord’s blessings to the PCA – past, present, and future. Such large interest and involvement is deeply encouraging and profoundly important as we address issues vital to our church’s witness to our culture and seek God’s favor and guidance for our united mission.

As we seek to honor the Lord for his work among us this past half century, we made a special effort to assess our numbers. We are particularly thankful for the aid of our presbyteries’ stated clerks who worked with the Administrative Committee to compile our numbers. The short story, for which we praise the Lord, is that we returned to our pre-Covid pattern of regular growth this past year. Until Covid the regular pattern of the PCA has been small but consistent growth every year. We rejoice for the Lord’s provision of such blessing. See Attachment 2, p. 175, for the 2022 Five-year Summary of statistics, which has been updated to include selected statistics received through May 25, 2023. You

may also view statistics online at <https://presbyteryportal.pcanet.org/Report/StatsReport>.

This blessing has been particularly noteworthy as the growth of almost all major denominations has slowed in recent years. Of particular note was the announcement of the Southern Baptists in May of this year, reporting the loss of three million members since 2006 (or roughly 20 percent of their members), with the loss of a half million in 2022 alone. And lest we be tempted to high-five our advances, let us remember that our recent growth has not quite returned us to pre-Covid levels and is not consistent across the board. Our present growth tends to be in churches of the sun belt (benefiting from the Covid-migration from Northern cities), with eastern, midwestern, and smaller churches of the south experiencing significant losses.

As the demographers study the churches of our nation, the general report is that most churches are still 20 percent down in attendance since Covid, with African-American churches (typically representing the most spiritually-sensitive of constituencies) down 50 percent. The general decline of Bible-believing Christianity in our culture is to no one's benefit. The percent of Americans not attending any church regularly has grown 25 percent since Covid began. Particularly acute is the loss of young people. Currently only 14 percent of those 18-34 attend any church of any kind. The need for prayer, mission-mindedness, covenant-children priorities, witness to neighbors and family, and appreciation for the immigrant populations that are re-spiritualizing our nation (as European immigrants did previously in our history) has never been more evident.

This year of growth that continues to move the PCA toward the 400-thousand-member mark with roughly 2000 churches must be celebrated with the realization that one year of post-Covid growth does not a pattern make. However, we thank our Lord for increases in professions of faith among adults and children, accompanied by increases in adult and child baptisms. One statistic of particular hopefulness is the significant growth of our ministry candidates and licentiates. Bucking almost all national trends we see a new generation readying to assume leadership of a Bible-believing, Confessionally-faithful church. As I mentioned last year, we are one of the older evangelical denominations in terms of our membership, but our pastoral leadership is significantly younger than that of most evangelical and main line

denominations, and we give thanks for future leaders committed to biblical fidelity.

These blessings must be stewarded with faithfulness to Christ's mission. No statistic makes this more clear than the announcement of the denomination from which we separated to maintain our fidelity to Scripture and Confession. This May, the PCUSA reported a total membership of 1.1 million. That is a loss of 400-thousand (our total church size) in the last six years alone, and a loss of 4 million members from the combined northern and southern churches from which we distinguished ourselves 50 years ago. We are only a small branch in the tree of faith whose saving shelter the Lord is spreading across this world, but we praise him for growth that evidences his provision for the proclamation of the truth of his Word and the salvation that is in his Son alone. The challenges are great, the cautions against compromise are clear, as is our continuing mission for Christ's sake. There is no basis for any triumphalism, but great cause to lift our hands in praise for what God has done as we humbly bend our knees to honor his sovereign grace and to pledge our commitment to his Word and Christ's mission.

OVERTURES TO THE 50TH GENERAL ASSEMBLY

We have a significant number of overtures for the PCA General Assembly to consider in this Golden Anniversary year. One overture, dealing with victim protection and witness eligibility, has been referred to this 50th General Assembly Overtures Committee (OC) by the 49th Assembly. As of the writing of this report, twenty-nine (29) new overtures have also been submitted to the 50th General Assembly.

In addition to the usual overtures relating to presbytery boundaries, thirteen deal with standards for credentialing, titling, or disciplining ordained officers. Six overtures deal with how the General Assembly processes reports from its special or permanent committees. Two deal with how the denomination addresses social issues relating to racial discrimination and to gender dysphoria. Two overtures are concerned with who may participate in disciplinary processes, and one deals with inter-denominational associations. Untypically, four of the overtures before this Assembly were turned down by presbyteries, but were then submitted by individual church sessions.

You can find a complete listing and the text of the overtures submitted in Appendix V, pp. 966ff, or go to the General Assembly website <https://pcaga.org/>

resources/#overtures. The deadline for submitting overtures to this year's Assembly (if they did not require CCB review) was May 13.

PRESBYTERY VOTES ON *THE BOOK OF CHURCH ORDER* AMENDMENTS

Twelve Book of Church Order Amendments were sent to presbyteries this past year by the Forty-ninth General Assembly. Three did not receive the required approval from two-thirds of the presbyteries. The remainder passed by significant margins and will be before this Fiftieth Assembly for final vote (requiring approval by a majority of commissioners).

For a complete tally of the presbytery votes as of May 25, please see Attachment 1, p. 133.

Votes for *BCO* amendments may continue to be submitted up until the convening of the 50th GA. Presbyteries should be aware that not voting on a proposed amendment to the *BCO* is tantamount to a negative vote (*BCO* 26-2) because the advice and consent of two-thirds of Presbyteries are required. That differs from *Robert's Rules of Order*, in which abstentions (refraining to vote) are not counted in determining a majority. The *BCO* is of higher parliamentary authority than *Robert's Rules of Order*.

INTERCHURCH RELATIONS COMMITTEE (IRC)

The Interchurch Relations Committee (IRC), which is supported in its operations and communications by the Office of the Stated Clerk, met on March 22, 2023. The Committee corresponds with churches and organizations with whom we have fraternal or ecclesiastical relations and also communicates with sister denominations and issues invitations to our Assembly for their delegates. In addition to video greetings at this year's Assembly, we will have a number of fraternal delegates at our Fiftieth General Assembly to express appreciation for our Anniversary. We are expanding the fraternal delegate luncheon to include members of the IRC, the IRC Committee of Commissioners, past PCA moderators, members of the SJC, and other PCA leaders to hear the addresses and give special attention to the larger-than-usual attendance of fraternal delegates. We have also received a number of communications congratulating the PCA on its 50th Anniversary (e.g., the Orthodox Presbyterian Church, the

Presbyterian Church of Korea, “Kosin,” who also joined with us in grieving for the tragic shootings at the Covenant School in Nashville).

Our founders’ wisdom in establishing the Interchurch Relations Committee to make deliberative recommendations regarding important associations has become increasingly plain in a time of increasing cultural, legislative, and judicial challenge. Even as we confess our relatively small size and the importance of our biblical associations, it is also important to thank the Lord for the PCA’s disproportionate influence in organizations with whom we have various levels of affiliation.

Our founding fathers prayed at the first PCA General Assembly that we would avoid a narrowing fundamentalism that would prevent our applying Scripture to the whole of life. So, they arranged for us to be able to rejoice in Christ’s work among others and to co-labor with them in various levels of association that allow us to taste and advance the "oneness" of which Jesus spoke in John 17. Our forefathers prayed that the Lord would use this church to bring a Biblical and Reformed witness to the wider church and the larger culture. Today we can rejoice in our God’s profound blessings upon those prayers.

This past year, IRC was grieved by the death of one of its long-term members and officers, TE E. Marvin Padgett, Jr., on December 18, 2022. TE Padgett served as both a ruling elder and a teaching elder in the PCA in Nashville Presbytery. He was the coordinator of Reformed University Ministries and Executive Director of Great Commission Publications, a joint ministry of the PCA and OPC. He was Executive Vice-President of Crossway Books. TE David Gilleran was seated as a voting member for the March meeting upon the death of TE Marvin Padgett, *BCO* 14-1.11, and *RAO* 8-4 g.

COMMITTEE ON CONSTITUTIONAL BUSINESS (CCB)

The CCB is supported in its operations and communications by the Office of the Stated Clerk.

The Stated Clerk refers to the CCB all proposed amendments to the *BCO* and *RAO* (*RAO* 11-5) to seek advice for the Assembly regarding the amendments’ conformity with our constitution. The Stated Clerk referred fifteen overtures to the CCB for advice on proposed changes to the PCA Constitution. For the

Committee's response regarding these overtures, please see the CCB Report to the General Assembly, Appendix O, pp. 454ff.

The Stated Clerk may also seek advice from the CCB on matters of constitutional import (*RAO* 8-2.b.1). This year the CCB received no requests for advice from the Stated Clerk.

The CCB responded to one non-judicial reference from a presbytery (please see CCB Report, Appendix O, p. 459).

THEOLOGICAL EXAMINING COMMITTEE (TEC)

The Theological Examining Committee is supported in its operations and communications by the Office of the Stated Clerk. The Committee is comprised of three Teaching Elders and three Ruling Elders (with two alternates) who serve the General Assembly by ensuring that candidates for positions of influence in our denomination are both gifted for and committed to promoting the glory of God by promoting the biblical gospel of Jesus Christ. The TEC task, according to *The Book of Church Order*, is to examine "all first and second level administrative officers of committees, boards, and agencies, and those acting temporarily in these positions who are being recommended for first time employment."

Since the 49th General Assembly, three first- and second-level Committee and Agency persons have been referred to the TEC to be examined as required by *BCO* 14-1.14. **TE Murray Lee** was examined for the position of **Executive Coordinator, Mission to North America**, **TE Chris Vogel** was examined for the position of **Church Planting Coordinator, Mission to North America**, and **TE Cameron Anderson** was examined for the position of **Executive Director, Ridge Haven**. All areas of the exam were sustained and unanimously approved by the committee for all of these men.

For a report of these examinations, see Theological Examining Committee Report to 50th GA, Appendix R, p. 719.

STANDING JUDICIAL COMMISSION (SJC)

The Standing Judicial Commission is one of the treasures of the PCA, with members of differing perspectives typically rising above partisan debates and

APPENDIX A

internet suppositions to issue decisions according to how sworn testimony aligns with our Standards. The Lord has blessed our entire denomination through the dedication and sacrificial service of these men pursuing their responsibilities with integrity.

The SJC is not separately funded but operates administratively as a subcommittee of the AC (*RAO* 17-1). The Stated Clerk serves as Clerk of the Commission and parliamentarian (*OMSJC* 3-8). The SJC is also supported in its operations, arrangements, and communications by the Office of the Stated Clerk. Since the meeting of the 49th General Assembly, the 24 members of the SJC have handled approximately 25 cases.

The SJC met October 20-22, 2022, led by Chairman Jack Wilson (RE). In addition to its regular process of judicial review, the SJC also agreed for the first time in its history under our present standards to assume original jurisdiction of a high-profile case of alleged abuse in Indiana. *Byfaithonline.com* reported on March 3, 2023, the preliminary verdict exonerating the pastor. That verdict was later finalized. Because of the intense interest in this case resulting from allegations in secular and social media, the Stated Clerk's office, with the approval of the SJC, published the full text of the SJC judgments in *byfaith.com*. The article appears at <https://byfaithonline.com/sjc-issues-preliminary-verdict-in-herron-case/>.

For the Standing Judicial Commission (SJC) report of cases handled this past year see SJC Report to GA, Appendix T, p. 775.

The whole church is blessed by full and accurate reporting of SJC actions. Providing such reporting is one reason that we have sought to have *byFaith* supply more news of the denomination and its work. Consequently, many have turned to the *byFaith* website for critical information about the PCA in this past year. In addition to our website views and email distributions, according to Hootsuite data measuring social media engagement from May 1, 2022 to April 30, 2023: 162,000 Facebook users saw *byFaith's* Facebook posts; 11,259 Instagram users saw *byFaith's* Instagram posts; and *byFaith's* tweets appeared to 223,306 Twitter users.

COOPERATIVE MINISTRIES COMMITTEE (CMC)

The Cooperative Ministries Committee (CMC) is designed to unite the leaders of our various agencies and institutions with the elected leaders of the General Assembly in coordinated ministry to advance the mission of the PCA as a whole. The CMC includes the Coordinator and Presidents of all Permanent Committees and Agencies, the Chairmen of all the Committee and Boards, and the past five Moderators of the General Assembly. The goal of the gathering is to have all the horses in the harness pulling in the same direction. That goal is achieved by relational camaraderie as well as by ministry strategizing, denominational assessment, and shared insights regarding best practices and resources for advancing Christ's mission in our challenging times.

The Cooperative Ministries Committee met on January 18, 2023. Committee members reported on the work of the various Committee and Agencies and, as a whole, the CMC rejoices to report that many examples of interagency cooperation, communication, and collaboration were shared (*RAO 7-3*). For a report of the meeting see the CMC Report to GA, Appendix M, p. 449.

The CMC is supported in its operations, arrangements, and communications by the Office of the Stated Clerk. The Stated Clerk also serves as secretary of the CMC (*RAO 7-4 c.*).

TRANSLATIONS OF THE *BCO* AND OTHER DOCUMENTS

The Administrative Committee (AC) continues to make progress with foreign language (Spanish and Portuguese) translations of our *Book of Church Order (BCO)* to help our church minister to all peoples and generations. With the help of Korean-heritage leaders, the AC has also continued to update the Korean language version of the *BCO*. We realize that we cannot reach across language barriers by waiting for significant growth of ethnic communities and various national in our churches *before* providing services to the rapidly growing populations of our nation. Instead, we reach people groups by serving them before they are established in our church communities.

With the Committee on Discipleship Ministries (CDM), the Administrative published the 49th General Assembly's *Study Report on Domestic Abuse and Sexual Assault*. In light of the realities of our times and needed protection of our churches and people, the report is receiving widespread study by local churches and presbyteries. Published versions of the report (as well as the 48th General Assembly *Study Report on Human Sexuality*) are available through CDM.

RESIGNATIONS FROM COMMITTEES AND AGENCY BOARDS

TE Murray Lee resigned from the Committee on Mission to North America class of 2024. Alternate TE Robert Penny will fill the unexpired term.

RE Keith Passwater resigned from the Board of Directors of Geneva Benefits class of 2023. Geneva appointed RE David Allegood to fill the unexpired term. This term expires at the end of General Assembly.

TE Marvin Padgett in the IRC class of 2023 passed away on December 19, 2022. Alternate TE David Gilleran will fill the unexpired term.

RE Bruce Wells resigned from the Committee on Mission to North America as an alternate February 14, 2023.

RE Paul Fullerton resigned from the Board of Directors of Geneva Benefits class of 2025 since the meeting of the Nominating Committee. Geneva appointed RE Gary Campbell to fill the unexpired term.

AC FINANCES

The AC finished this last year falling short of its net financial goals by about \$36k. We praise the Lord for his provision in a time of economic stress and uncertainty. We missed our final target by about 1.1% on a \$3.3 million budget that was planned 22 months ahead of time (due to GA deadlines) in the midst of Covid, during major church controversy, and prior to any predictions of 8% annual inflation. We are exceedingly thankful for Business Administrator John Robertson's planning, and our Development team's valiant efforts. Steps are being evaluated to minimize the impact of the shortfall and correct the situation, but added expenses for the 50th Anniversary increase the difficulty of a fast correction. The financial position of the AC will, by God's favor, remain strong in this challenging economic time. The Administrative Committee continues to need the support of all our churches in order to meet the administrative responsibilities committed to it. Our 50th Anniversary year is an important time for us to reflect upon the Presbyterian principles that commit us to mutual support of our corporate mission.

PRESBYTERY CLERKS SUPPORT

The annual training conference for Presbytery Clerks was held December 2-3, 2022. The AC has an important duty of facilitating communication among clerks for sharing knowledge and experience for the governance of our presbyteries. One way we do this is through the annual Presbytery Clerks Conference, which provides instruction for new clerks as well as a forum

where experienced clerks can compare notes and discuss challenges they face. Another platform for discussion throughout the year is the clerks' ongoing email group. By these means, clerks help each other with their responsibilities – such as processing GA business, providing advice on discipline cases, communicating with other presbyteries, and keeping presbytery minutes and other records such ministerial transfers, etc. The AC office also provides tools to this group (e.g., the Clerks Handbook, Discipline process summaries, and the presbytery statistical portal) to help all clerks in their work. I am delighted with the very active mutual support presbytery clerks give one another as we all work to serve the whole church in a unified effort to honor our Savior.

LEGAL MATTERS

The Stated Clerk's Office serves the Administrative Committee and the PCA as a whole by navigating legal matters at the denominational level. While we dealt with a number of legal matters this past year, we are able to thank the Lord that the Presbyterian Church in America (A Corporation) is not presently party of any lawsuits.

Despite our being presently at liberty from lawsuit, the litigious nature of our culture and the multitude of church cases dealing with abuse (actual wrongdoing or inappropriate responses) requires that we be very clear about childcare standards, abuse protocols, officer conduct, state regulations, and denominational standards. Additionally, it is important to remember that our "grass roots" commitments are not simply a slogan to cite during ecclesiastical debates. As the lawyers and judges among us frequently remind PCA leaders, if we establish these principles in our standards but operate differently in our practices, we could lose the legal status of being a "grass roots" denomination and our liabilities will grow exponentially. Wise forefathers established a form of government that has protected us well from devastating legal and financial vulnerabilities. The protections remain only as we all become responsible to understand and act in accord with that polity.

Trademark Monitoring

A new mandated task for the AC this year was reviewing the applications for use of the PCA name and/or trademark from the entities that have incorporated it into the titling of their website, Facebook, or organization naming. After informing the presbytery clerks at their December meeting, we clarified standards for use of the PCA trademark on the AC website and indicated how to apply for approved use. We have since looked into approximately 14

different sites or organizations (we discover more, the more we inquire) with PCA titling. Most are related to a PCA Committee or Agency or have readily changed their titling when requested. Some were seeking to market goods or services to the PCA with the appearance of PCA approval. Two social media sites, that are led by PCA TEs and REs, have insisted that we have no legal right to ask them to change, since their use of the PCA title is “adjectival.” Our attorney indicates that it is probably true that we cannot legally limit the “adjectival” use of the PCA name. So, at the request of the Board of Directors of the PCA, these entities have indicated a willingness to include a disclaimer that indicates they are not a PCA entities.

ADMINISTRATIVE STAFF

As we honor the Lord in this Golden Jubilee Assembly for his faithfulness, protection, and provision, we should also consider the “double-duty” on the faithful AC staff members who have had to carry many extra duties and develop many innovations in order to handle the challenges of a pandemic and, then, plan the many details of our 50th Anniversary. Again this year the travel industry was recuperating from Covid, and we faced many new challenges with accommodations and contracts. Preparing for the Anniversary has required thousands of hours of “non-normal” effort that the staff have tackled with a joyful and willing spirit. Sensing the needs and tragedies that have faced our churches and people in the last year, the office staff self-initiated a Monday morning prayer time (in addition to our mid-week devotions) to intercede for the people and leaders of the PCA. We have an extraordinarily gifted and dedicated staff that deserves your support as they seek to honor the Savior. One sign of the sincerity of their service was the appreciation of the work crew that has been doing office innovations this past year in Atlanta. Said the workmen, “It’s different around here. You all seem to care about us.” The Savior is well served and represented by your AC staff, and we give the Lord thanks for those who serve the PCA with such evident love for the Savior and his people.

TREASURING CHRIST’S MISSION

As we honor the Lord in this Golden Jubilee Assembly for his faithfulness, protection, and provision, may we recommit ourselves to the mission that first rallied our forefathers to his cause. That cause began even before the Convocation of Sessions that was prelude to our first Assembly. The fathers and mothers of this church who gathered in Birmingham in 1973 were

boarding a long train of faithfulness that has been formed by those who have needed to stand for God's Word and Christ's mission in the face of sin and apostasy through the ages.

When our "Message to All Churches" was published to declare our founding and our reasons, our leaders united our cause with the *Missio Deo* embraced by the apostles, church fathers, and Reformers whose protests were nothing less than a call to return to the sources by which God's faithfulness is made known and preserved. No statement better expresses our roots and our commitments than that of the Diet (i.e., Council) of Speyer in 1529. By this time, Roman Catholics would no longer tolerate the teachings of the Reformation. Luther had been branded a heretic for teaching justification by faith alone and Reformation books were banned and burned, but the light of truth was spreading despite the apostasy of the church, the cruelties of the civil authorities, and the spiritual ignorance of the populace.

Faithful church leaders were called to submit to the authority of the established church, but they would not submit. Instead, those who would be the first to be called Protestants, gathered in Speyer to protest church wrongs and proclaim Scripture's truth with these words:

We are resolved, with the grace of God, to maintain the pure preaching of God's holy Word, such as is contained in the biblical books of the Old and New Testaments, without adding anything to it that may be contrary to it. This Word is the only truth; it is the sure rule of all doctrine and of all life, and can never fail or deceive us. He who builds on this foundation shall stand against all powers of hell, while all human vanities that are set up against it shall fail before the face of God.

For this Protestant tradition, we express our most profound gratitude and, on the Fiftieth Anniversary of this branch of Christ's church, gladly reaffirm our allegiance. Our stand for Scripture, Confession, and Mission is not merely our protest against the powers of darkness; it is our proclamation of the light of salvation by which the lost are won, our souls are saved, and our church is blessed. In this light, we proclaim our devotion and our cause: sola scriptura, sola fide, sola gratia, solus Christus, soli Deo gloria. Here we stand. By God's grace, we shall do no other. God help us. Amen.

Attachment 1

2022-2023

**BCO AMENDMENTS SENT DOWN TO PRESBYTERIES
BY THE 49th GENERAL ASSEMBLY
FOR VOTING, and for ADVICE AND CONSENT**

NOTE: The Stated Clerk's Office sends the proposed amendments only in their final form, as approved by the General Assembly.

ITEM 1: Amend BCO 7 to disqualify from office men describing themselves as homosexual. [Overture 15 was answered in the affirmative as amended.]

The proposed new paragraph *BCO* 7-4 would read as follows:

***BCO* 7.**

4. Men who describe themselves as homosexual, even those who describe themselves as homosexual and claim to practice celibacy by refraining from homosexual conduct, are disqualified from holding office in the Presbyterian Church in America.

For: 39 Against: 29

MINUTES OF THE GENERAL ASSEMBLY

ITEM 1: BCO 7

	Item 1 - BCO 7						Item 1 - BCO 7					
	Presbytery	For	Against	Abstain	Passed		Not P.	Presbytery	For	Against	Abstain	Passed
1 Arizona							45 Mississippi Valley	77	4	2	1	
2 Ascension	28	7	0	1			46 Missouri	28	39	0		1
3 Blue Ridge	38	36	0	1			47 Nashville	16	52	1		1
4 Calvary	61	31	4	1			48 New Jersey	14	5	0	1	
5 Canada West							49 New River	10	2	3	1	
6 Catawba Valley	31	6	1	1			50 New York State	11	16	2		1
7 Central Carolina	41	11	1	1			51 North Florida	21	18	1	1	
8 Central Florida							52 North Texas	48	45	4	1	
9 Central Georgia	38	8	0	1			53 Northern California	12	20	2		1
10 Central Indiana	6	11	1		1		54 Northern Illinois	11	15	1		1
11 Chesapeake	31	36	1		1		55 Northern New England	4	14	1		1
12 Chicago Metro	18	25	0		1		56 Northwest Georgia	34	8	0	1	
13 Columbus Metro							57 Ohio	11	7	0	1	
14 Covenant	52	37	0	1			58 Ohio Valley	17	28	4		1
15 Eastern Canada	4	25	0		1		59 Pacific	12	21	2		1
16 Eastern Carolina	22	27	3		1		60 Pacific Northwest					
17 Eastern Pennsylvania	12	15	2		1		61 Palmetto	41	37	0	1	
18 Evangel	57	40	0	1			62 PeeDee	35	0	3	1	
19 Fellowship	33	4	1	1			63 Philadelphia	8	9	0		1
20 Georgia Foothills	15	27	2		1		64 Philadelphia Metro W.	13	5	1	1	
21 Grace	43	7	0	1			65 Piedmont Triad	18	22	0		1
22 Great Lakes							66 Pittsburgh	39	15	2	1	
23 Gulf Coast	35	2	0	1			67 Platte Valley	5	17	1		1
24 Gulfstream							68 Potomac	19	53	3		1
25 Heartland	21	4	0	1			69 Providence	37	13	4	1	
26 Heritage	19	20	4		1		70 Rio Grande					
27 Highlands	41	18	0	1			71 Rocky Mountain	32	47	4		1
28 Hills and Plains	24	21	3	1			72 Savannah River	39	1	0	1	
29 Houston Metro							73 Siouxlands	16	13	0	1	
30 Illiana	16	0	0	1			74 South Coast					
31 Iowa							75 South Florida	21	5	4	1	
32 James River	55	22	2	1			76 South Texas					
33 Korean Capital							77 Southeast Alabama	42	2	1	1	
34 Korean Central							78 Southern Louisiana	10	13	1		1
35 Korean Eastern							79 Southern New England	29	39	0		1
36 Korean Northeastern							80 Southwest Florida	51	14	0	1	
37 Korean Northwest	20	2	0	1			81 Suncoast Florida	34	14	1	1	
38 Korean Southeastern							82 Susquehanna Valley					
39 Korean Southern							83 Tennessee Valley	39	54	0		1
40 Korean Southwest	22	4	0	1			84 Tidewater	17	23	2		1
41 Korean Southwest O.C.	32	5	1	1			85 Warrior	16	14	0	1	
42 Lowcountry							86 West Hudson	13	13	1		1
43 Metro Atlanta	29	81	0		1		87 Westminster	26	2	0	1	
44 Metropolitan New York	1	31	1		1		88 Wisconsin	24	26	1		1

Official Totals: For - 39 Against - 29

Number of Presbyteries: 88

Number Reporting: 68

2/3 approval is: 59

ITEM 2: Amend BCO 8 by the addition of a new paragraph, 8-8, adding chaplain endorsement requirements and recommendations; and **renumber** the following paragraphs accordingly. [Overture 28 was answered in the affirmative as amended.]

8-8.A Presbytery may, at its discretion, approve the call of a teaching elder to work as a Chaplain whether military or civilian, with an organization outside the jurisdiction of the Presbyterian Church in America, provided that he be engaged in preaching and teaching the Word, that the Presbytery be assured he will have full freedom to maintain and teach the doctrine of our Church, and that he reports at least annually on his work. The Chaplain may be appointed to the work of an evangelist when serving as a Chaplain. Teaching elders ministering as paid or volunteer chaplains are strongly encouraged to seek and obtain their Ecclesiastical Endorsement from the endorsing agency authorized by the General Assembly for such purpose.

8-89. As there were in the Church under the law, elders of the people for the government thereof, so in the Gospel Church, Christ has furnished others besides ministers of the Word with gifts and commission to govern when called thereunto, who are called *ruling elders*.

8-910. Elders being of one class of office, ruling elders possess the same authority and eligibility to office in the courts of the Church as teaching elders. They should, moreover, cultivate zealously their own aptness to teach the Bible and should improve every opportunity of doing so.

For: 66 Against: 2

MINUTES OF THE GENERAL ASSEMBLY

ITEM 2: BCO 8

		Item 2 - BCO 8									Item 2 - BCO 8						
Presbytery		For	Against	Abstain	Passed	Not P.			Presbytery		For	Against	Abstain	Passed	Not P.		
1	Arizona								45	Mississippi Valley	83	0	0	1			
2	Ascension	33	0	2	1				46	Missouri	60	0	2	1			
3	Blue Ridge	61	0	1	1				47	Nashville	72	0	0	1			
4	Calvary	88	0	1	1				48	New Jersey	21	0	0	1			
5	Canada West								49	New River	14	0	0	1			
6	Catawba Valley	38	0	0	1				50	New York State	5	21	1			1	
7	Central Carolina	51	0	0	1				51	North Florida	29	0	0	1			
8	Central Florida								52	North Texas	81	0	3	1			
9	Central Georgia	38	0	0	1				53	Northern California	34	0	0	1			
10	Central Indiana	16	0	0	1				54	Northern Illinois	30	0	0	1			
11	Chesapeake	71	0	1	1				55	Northern New England	17	0	1	1			
12	Chicago Metro	37	0	0	1				56	Northwest Georgia	44	0	1	1			
13	Columbus Metro								57	Ohio	12	2	3	1			
14	Covenant	76	1	0	1				58	Ohio Valley	42	0	0	1			
15	Eastern Canada	28	0	2	1				59	Pacific	19	0	1	1			
16	Eastern Carolina	50	0	0	1				60	Pacific Northwest							
17	Eastern Pennsylvania	27	0	1	1				61	Palmetto	75	0	0	1			
18	Evangel	87	0	0	1				62	PeeDee	40	0	0	1			
19	Fellowship	36	0	1	1				63	Philadelphia	16	0	0	1			
20	Georgia Foothills	42	0	2	1				64	Philadelphia Metro W.	17	0	0	1			
21	Grace	47	0	1	1				65	Piedmont Triad	38	0	0	1			
22	Great Lakes								66	Pittsburgh	48	0	1	1			
23	Gulf Coast	37	0	0	1				67	Platte Valley	7	10	4			1	
24	Gulfstream								68	Potomac	46	1	1	1			
25	Heartland	25	0	0	1				69	Providence	51	0	0	1			
26	Heritage	35	0	3	1				70	Rio Grande							
27	Highlands	58	0	0	1				71	Rocky Mountain	77	0	0	1			
28	Hills and Plains	41	0	2	1				72	Savannah River	39	0	1	1			
29	Houston Metro								73	Siouxlands	32	0	0	1			
30	Illiana	16	0	0	1				74	South Coast							
31	Iowa								75	South Florida	22	0	8	1			
32	James River	79	0	0	1				76	South Texas							
33	Korean Capital								77	Southeast Alabama	44	0	0	1			
34	Korean Central								78	Southern Louisiana	19	0	1	1			
35	Korean Eastern								79	Southern New England	68	0	0	1			
36	Korean Northeastern								80	Southwest Florida	52	9	2	1			
37	Korean Northwest	22	0	0	1				81	Suncoast Florida	44	0	0	1			
38	Korean Southeastern								82	Susquehanna Valley							
39	Korean Southern								83	Tennessee Valley	42	0	1	1			
40	Korean Southwest	26	0	0	1				84	Tidewater	43	0	0	1			
41	Korean Southwest O.C.	33	1	4	1				85	Warrior	29	0	0	1			
42	Lowcountry								86	West Hudson	20	1	2	1			
43	Metro Atlanta	106	2	3	1				87	Westminster	28	0	1	1			
44	Metropolitan New York	32	1	0	1				88	Wisconsin	17	7	5	1			

Official Totals: For - 66 Against - 2

Number of Presbyteries: 88

Number Reporting: 68

2/3 approval is: 59

ITEM 3: Amend BCO 15-1 and 15-3 to clarify the role of a Presbytery commission.

[Overture 25 was answered in the affirmative as amended.]

15-1. A commission differs from an ordinary committee in that while a committee is appointed to examine, consider, and report, a commission is authorized to deliberate upon and conclude the business referred to it, ~~except in the case of judicial commissions of a Presbytery appointed under BCO 15-3.~~ A commission shall keep a full record of its proceedings, which shall be submitted to the court appointing it. Upon such submission this record shall be entered on the minutes of the court appointing, the date of the submission being the date of “the meeting of the court” for filing requirements under the rules of discipline, with exception of the “notification” dates of BCO 42-4 and 43-3, except in the case of a presbytery commission serving as a session or a judicial commission as set forth in BCO 15-3. The effective date of dismissal of a commission of Session or Presbytery shall be not before the time allowed for the filing of a complaint or appeal against that commission’s decision has expired. Any complaint or appeal so timely filed, shall be adjudicated by that commission until the matter is settled by the that commission or a higher court. When a commission is appointed to serve as an interim Session, its actions are the actions of a Session, not a Presbytery. Every commission of a Presbytery or Session must submit complete minutes and a report of its activities at least once annually to the court which commissioned it.

15-3. Presbytery as a whole may ~~try a judicial case within its jurisdiction (including the right to refer any strictly constitutional issue to a study committee with options listed below),~~ hear a case, with or without process (BCO 31-38), a reference (BCO 41), an appeal (BCO 42), a complaint (BCO 43), a BCO 40-5 proceeding, or a request to assume original jurisdiction (BCO 33-1) properly before it, or it may of its own motion commit ~~any judicial~~ such a case to a commission.

MINUTES OF THE GENERAL ASSEMBLY

Such a commission shall be appointed by the Presbytery from its members other than members of the Session of the church from which the case comes up. The commission shall try the case in the manner presented by the Rules of Discipline and shall submit to the Presbytery a full statement of the case and the judgment rendered. ~~The Presbytery without debate shall approve or disapprove of the judgment, or may refer, (a debatable motion), any strictly constitutional issue(s) to a study committee. In case of referral, the Presbytery shall either dismiss some or all of the specific charges raised in the case or decide the case only after the report of the study committee has been heard and discussed. If Presbytery approves, the~~ The judgment of the commission shall be final and shall be entered on the minutes of Presbytery as the action the decision of the Presbytery, and the statement of the case and judgment printed in its minutes. ~~If Presbytery disapproves, it shall hear the case as a whole, or appoint a new commission to hear the case again.~~

So that *BCO* 15-1 and 15-3 as amended would read:

15-1. A commission differs from an ordinary committee in that while a committee is appointed to examine, consider, and report, a commission is authorized to deliberate upon and conclude the business referred to it. A commission shall keep a full record of its proceedings, which shall be submitted to the court appointing it. Upon such submission this record shall be entered on the minutes of the court appointing, the date of the submission being the date of “the meeting of the court” for filing requirements under the rules of discipline, with exception of the “notification” dates of *BCO* 42-4 and 43-3. The effective date of dismissal of a commission of Session or Presbytery shall be not before the time allowed for the filing of a complaint or appeal against that commission’s decision has expired. Any complaint or appeal so timely filed, shall be adjudicated by that commission until the matter is settled by that commission or a higher court. When a commission is appointed to serve as an interim Session, its actions are the actions of a Session, not a Presbytery. Every

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commission of a Presbytery or Session must submit complete minutes and a report of its activities at least once annually to the court which commissioned it.

15-3. Presbytery as a whole may hear a case, with or without process (*BCO* 31-38), a reference (*BCO* 41), an appeal (*BCO* 42), a complaint (*BCO* 43), a *BCO* 40-5 proceeding, or a request to assume original jurisdiction (*BCO* 33-1) properly before it, or it may of its own motion commit such a case to a commission. Such a commission shall be appointed by the Presbytery from its members other than members of the Session of the church from which the case comes up. The commission shall try the case in the manner presented by the Rules of Discipline and shall submit to the Presbytery a full statement of the case and the judgment rendered. The judgment of the commission shall be the decision of the Presbytery, and the statement of the case and judgment printed in its minutes.

For: 56 Against: 12

MINUTES OF THE GENERAL ASSEMBLY

ITEM 3: BCO 15-1 and 15-3

		Item 3 - BCO 15-1 and 15-3							Item 3 - BCO 15-1 and 15-3				
Presbytery		For	Against	Abstain	Passed	Not P.	Presbytery		For	Against	Abstain	Passed	Not P.
1	Arizona						45	Mississippi Valley	83	0	0	1	
2	Ascension	34	1	0	1		46	Missouri	30	12	13	1	
3	Blue Ridge	60	1	0	1		47	Nashville	66	1	0	1	
4	Calvary	94	0	0	1		48	New Jersey	0	14	7		1
5	Canada West						49	New River	14	0	1	1	
6	Catawba Valley	37	0	1	1		50	New York State	4	24	0		1
7	Central Carolina	51	0	0	1		51	North Florida	40	1	0	1	
8	Central Florida						52	North Texas	71	18	6	1	
9	Central Georgia	4	30	3		1	53	Northern California	34	0	0	1	
10	Central Indiana	17	0	0	1		54	Northern Illinois	30	0	0	1	
11	Chesapeake	64	0	4	1		55	Northern New England	18	0	1	1	
12	Chicago Metro	42	0	0	1		56	Northwest Georgia	6	31	4		1
13	Columbus Metro						57	Ohio	14	2	0	1	
14	Covenant	1	77	1		1	58	Ohio Valley	40	2	0	1	
15	Eastern Canada	28	0	2	1		59	Pacific	7	14	13		1
16	Eastern Carolina	45	1	0	1		60	Pacific Northwest					
17	Eastern Pennsylvania	24	0	2	1		61	Palmetto	76	0	0	1	
18	Evangel	4	87	0		1	62	PeeDee	13	25	0		1
19	Fellowship	37	1	0	1		63	Philadelphia	15	2	1	1	
20	Georgia Foothills	42	0	2	1		64	Philadelphia Metro W.	16	0	1	1	
21	Grace	28	13	3	1		65	Piedmont Triad	38	1	0	1	
22	Great Lakes						66	Pittsburgh	50	1	2	1	
23	Gulf Coast	37	0	0	1		67	Platte Valley	20	0	0	1	
24	Gulfstream						68	Potomac	55	3	4	1	
25	Heartland	25	0	0	1		69	Providence	51	0	0	1	
26	Heritage	35	0	3	1		70	Rio Grande					
27	Highlands	28	27	4	1		71	Rocky Mountain	44	26	7	1	
28	Hills and Plains	40	0	1	1		72	Savannah River	5	30	1		1
29	Houston Metro						73	Siouxlands	11	16	1		1
30	Illiana	15	0	1	1		74	South Coast					
31	Iowa						75	South Florida	26	0	4	1	
32	James River	77	0	0	1		76	South Texas					
33	Korean Capital						77	Southeast Alabama	44	0	0	1	
34	Korean Central						78	Southern Louisiana	11	3	8	1	
35	Korean Eastern						79	Southern New England	35	22	7	1	
36	Korean Northeastern						80	Southwest Florida	0	58	4		1
37	Korean Northwest	22	0	0	1		81	Suncoast Florida	43	0	2	1	
38	Korean Southeastern						82	Susquehanna Valley					
39	Korean Southern						83	Tennessee Valley	49	0	0	1	
40	Korean Southwest	25	0	0	1		84	Tidewater	43	0	0	1	
41	Korean Southwest O.C.	33	1	4	1		85	Warrior	29	0	0	1	
42	Lowcountry						86	West Hudson	20	1	2	1	
43	Metro Atlanta	85	4	22	1		87	Westminster	7	19	4		1
44	Metropolitan New York	32	0	0	1		88	Wisconsin	30	1	1	1	

Official Totals: For - 56 Against - 12
 Number of Presbyteries: 88
 Number Reporting: 68
 2/3 approval is: 59

ITEM 4: Amend BCO 16 by adding 16-4 regarding qualifications for church office.

[Overture 29 was answered in the affirmative as amended.]

BCO 16.

4. Officers in the Presbyterian Church in America must be above reproach in their walk and Christlike in their character. While office bearers will see spiritual perfection only in glory, they will continue in this life to confess and to mortify remaining sins in light of God's work of progressive sanctification. Therefore, to be qualified for office, they must affirm the sinfulness of fallen desires, the reality and hope of progressive sanctification, and be committed to the pursuit of Spirit-empowered victory over their sinful temptations, inclinations, and actions.

For: 67 Against: 1

MINUTES OF THE GENERAL ASSEMBLY

ITEM 4: BCO 16

		Item 4 - BCO 16							Item 4 - BCO 16				
	Presbytery	For	Against	Abstain	Passed	Not P.		Presbytery	For	Against	Abstain	Passed	Not P.
1	Arizona						45	Mississippi Valley	85	0	0	1	
2	Ascension	32	1	3	1		46	Missouri	64	0	0	1	
3	Blue Ridge	64	0	0	1		47	Nashville	71	1	1	1	
4	Calvary	85	0	7	1		48	New Jersey	21	0	0	1	
5	Canada West						49	New River	15	0	0	1	
6	Catawba Valley	38	0	0	1		50	New York State	24	3	0	1	
7	Central Carolina	50	0	0	1		51	North Florida	44	0	1	1	
8	Central Florida						52	North Texas	83	5	0	1	
9	Central Georgia	38	0	0	1		53	Northern California	21	6	6	1	
10	Central Indiana	18	0	0	1		54	Northern Illinois	29	0	0	1	
11	Chesapeake	69	0	2	1		55	Northern New England	16	1	2	1	
12	Chicago Metro	41	1	0	1		56	Northwest Georgia	42	0	1	1	
13	Columbus Metro						57	Ohio	18	0	0	1	
14	Covenant	85	1	0	1		58	Ohio Valley	42	1	1	1	
15	Eastern Canada	34	0	1	1		59	Pacific	15	4	1	1	
16	Eastern Carolina	51	0	1	1		60	Pacific Northwest					
17	Eastern Pennsylvania	27	0	2	1		61	Palmetto	69	1	0	1	
18	Evangel	90	0	0	1		62	PeeDee	39	0	1	1	
19	Fellowship	38	0	0	1		63	Philadelphia	16	0	2	1	
20	Georgia Foothills	38	2	2	1		64	Philadelphia Metro W.	17	0	0	1	
21	Grace	41	0	2	1		65	Piedmont Triad	22	15	0	1	
22	Great Lakes						66	Pittsburgh	53	0	0	1	
23	Gulf Coast	36	1	0	1		67	Platte Valley	22	0	0	1	
24	Gulfstream						68	Potomac	42	27	4	1	
25	Heartland	25	0	0	1		69	Providence	51	0	0	1	
26	Heritage	39	0	2	1		70	Rio Grande					
27	Highlands	54	4	0	1		71	Rocky Mountain	75	0	1	1	
28	Hills and Plains	39	1	4	1		72	Savannah River	37	1	0	1	
29	Houston Metro						73	Siouxlands	29	1	0	1	
30	Illiana	16	0	0	1		74	South Coast					
31	Iowa						75	South Florida	24	2	4	1	
32	James River	80	0	0	1		76	South Texas					
33	Korean Capital						77	Southeast Alabama	44	0	0	1	
34	Korean Central						78	Southern Louisiana	21	0	1	1	
35	Korean Eastern						79	Southern New England	58	4	1	1	
36	Korean Northeastern						80	Southwest Florida	61	0	0	1	
37	Korean Northwest	22	0	0	1		81	Suncoast Florida	36	8	2	1	
38	Korean Southeastern						82	Susquehanna Valley					
39	Korean Southern						83	Tennessee Valley	67	22	7	1	
40	Korean Southwest	28	0	0	1		84	Tidewater	42	1	0	1	
41	Korean Southwest O.C.	34	2	2	1		85	Warrior	29	1	0	1	
42	Lowcountry						86	West Hudson	24	1	2	1	
43	Metro Atlanta	93	11	7	1		87	Westminster	29	0	1	1	
44	Metropolitan New York	9	23	2	1		88	Wisconsin	18	8	7	1	

Official Totals: For - 67 Against - 1
 Number of Presbyteries: 88
 Number Reporting: 68
 2/3 approval is: 59

ITEM 5: Amend BCO 21-4 and 24-1 by adding the following paragraphs regarding requirements for ordination:

- a new sub-paragraph 21-4.e and the re-lettering of subsequent sub-paragraphs 21-4.e-h to 21-4.f-i; and
- a new second paragraph to 24-1.

[Overture 31 was answered in the affirmative as amended.]

BCO 21.

4. Ordination Requirements and Procedures

- e. In the examination of the candidate's personal character, the presbytery shall give specific attention to potential notorious concerns. Careful attention must be given to his practical struggle against sinful actions, as well as to persistent sinful desires. The candidate must give clear testimony of reliance upon his union with Christ and the benefits thereof by the Holy Spirit, depending on this work of grace to make progress over sin (Psalm 103:2-5, Romans 8:29) and to bear fruit (Psalm 1:3, Gal. 5:22-23). While imperfection will remain, when confessing sins and sinful temptations publicly, the candidate must exercise great care not to diminish the seriousness of those sins in the eyes of the congregation, as though they were matters of little consequence, but rather should testify to the work of the Holy Spirit in his progress in holiness (1 Cor. 6:9-11).

Reletter current paragraphs 21-4.e-h to 21-4.f-i

BCO 24.

1. Every church shall elect persons to the offices of ruling elder and deacon in the following manner: At such times as determined by the Session, communicant members of the congregation may submit names to the Session, keeping in mind that each prospective officer should be an active male member who meets the qualifications set forth in 1 Timothy 3 and Titus 1. After the close of the nomination period nominees for the office of ruling elder and/or deacon shall receive instruction in the qualifications and work of the office. Each nominee shall then be examined in:

MINUTES OF THE GENERAL ASSEMBLY

- a. his Christian experience, especially his personal character and family management (based on the qualifications set out in 1 Timothy 3:1-7 and Titus 1:6-9),
- b. his knowledge of Bible content,
- c. his knowledge of the system of doctrine, government, discipline contained in the Constitution of the Presbyterian Church in America (*BCO* Preface III, *The Constitution Defined*),
- d. the duties of the office to which he has been nominated, and
- e. his willingness to give assent to the questions required for ordination. (*BCO* 24-6)

In the examination of the nominee's personal character, the Session shall give specific attention to potential notorious concerns. Careful attention must be given to his practical struggle against sinful actions, as well as to persistent sinful desires. The nominee must give clear testimony of reliance upon his union with Christ and the benefits thereof by the Holy Spirit, depending on this work of grace to make progress over sin (Psalm 103:2-5, Romans 8:29) and to bear fruit (Psalm 1:3, Gal. 5:22-23). While imperfection will remain, when confessing sins and sinful temptations publicly, the nominee must exercise great care not to diminish the seriousness of those sins in the eyes of the congregation, as though they were matters of little consequence, but rather should testify to the work of the Holy in his progress in holiness (1 Cor. 6:9-11).

So that *BCO* 21-4.e and 24-1 as amended would read:

21-4. Ordination Requirements and Procedures

- e. In the examination of the candidate's personal character, the presbytery shall give specific attention to potential notorious concerns. Careful attention must be given to his practical struggle against sinful actions, as well as to persistent sinful desires. The candidate must give clear testimony of reliance upon his union with Christ and the benefits thereof by the Holy Spirit, depending on this work of grace to make progress over sin (Psalm 103:2-5, Romans 8:29) and

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to bear fruit (Psalm 1:3, Gal. 5:22-23). While imperfection will remain, when confessing sins and sinful temptations publicly, the candidate must exercise great care not to diminish the seriousness of those sins in the eyes of the congregation, as though they were matters of little consequence, but rather should testify to the work of the Holy Spirit in his progress in holiness (1 Cor. 6:9-11).

24-1. (following 24-1.a-e)

In the examination of the nominee's personal character, the Session shall give specific attention to potential notorious concerns. Careful attention must be given to his practical struggle against sinful actions, as well as to persistent sinful desires. The nominee must give clear testimony of reliance upon his union with Christ and the benefits thereof by the Holy Spirit, depending on this work of grace to make progress over sin (Psalm 103:2-5, Romans 8:29) and to bear fruit (Psalm 1:3, Gal. 5:22-23). While imperfection will remain, when confessing sins and sinful temptations publicly, the nominee must exercise great care not to diminish the seriousness of those sins in the eyes of the congregation, as though they were matters of little consequence, but rather should testify to the work of the Holy Spirit in his progress in holiness (1 Cor. 6:9-11).

For: 64 Against: 4

MINUTES OF THE GENERAL ASSEMBLY

ITEM 5 BCO 21-4 and 24-1

		Item 5 - BCO 21-4 and 24-1							Item 5 - BCO 21-4 and 24-1				
	Presbytery	For	Against	Abstain	Passed	Not P.		Presbytery	For	Against	Abstain	Passed	Not P.
1	Arizona						45	Mississippi Valley	85	0	0	1	
2	Ascension	33	1	2	1		46	Missouri	64	0	0	1	
3	Blue Ridge	64	1	3	1		47	Nashville	70	3	0	1	
4	Calvary	93	0	3	1		48	New Jersey	21	0	0	1	
5	Canada West						49	New River	15	0	0	1	
6	Catawba Valley	38	0	0	1		50	New York State	24	3	0	1	
7	Central Carolina	52	0	0	1		51	North Florida	41	3	1	1	
8	Central Florida						52	North Texas	53	31	5	1	
9	Central Georgia	38	0	0	1		53	Northern California	20	5	8	1	
10	Central Indiana	13	5	0	1		54	Northern Illinois	21	6	2	1	
11	Chesapeake	71	0	1	1		55	Northern New England	11	3	6	1	
12	Chicago Metro	21	20	3	1		56	Northwest Georgia	42	0	0	1	
13	Columbus Metro						57	Ohio	18	0	0	1	
14	Covenant	76	3	5	1		58	Ohio Valley	37	0	2	1	
15	Eastern Canada	26	5	1	1		59	Pacific	9	10	1		1
16	Eastern Carolina	43	4	5	1		60	Pacific Northwest					
17	Eastern Pennsylvania	26	0	3	1		61	Palmetto	67	4	0	1	
18	Evangel	88	0	0	1		62	PeeDee	38	0	2	1	
19	Fellowship	38	0	0	1		63	Philadelphia	15	0	2	1	
20	Georgia Foothills	21	20	2	1		64	Philadelphia Metro W.	17	0	0	1	
21	Grace	43	0	0	1		65	Piedmont Triad	30	7	0	1	
22	Great Lakes						66	Pittsburgh	49	1	0	1	
23	Gulf Coast	37	1	0	1		67	Platte Valley	9	12	0		1
24	Gulfstream						68	Potomac	39	30	4	1	
25	Heartland	25	0	0	1		69	Providence	52	3	0	1	
26	Heritage	35	4	5	1		70	Rio Grande					
27	Highlands	51	6	0	1		71	Rocky Mountain	75	0	1	1	
28	Hills and Plains	34	3	7	1		72	Savannah River	27	10	1	1	
29	Houston Metro						73	Siouxlands	32	0	0	1	
30	Illiana	16	0	0	1		74	South Coast					
31	Iowa						75	South Florida	25	0	5	1	
32	James River	80	0	0	1		76	South Texas					
33	Korean Capital						77	Southeast Alabama	44	0	0	1	
34	Korean Central						78	Southern Louisiana	14	5	4	1	
35	Korean Eastern						79	Southern New England	35	28	3	1	
36	Korean Northeastern						80	Southwest Florida	59	2	1	1	
37	Korean Northwest	22	0	0	1		81	Suncoast Florida	36	5	2	1	
38	Korean Southeastern						82	Susquehanna Valley					
39	Korean Southern						83	Tennessee Valley	52	0	1	1	
40	Korean Southwest	28	0	0	1		84	Tidewater	43	0	0	1	
41	Korean Southwest O.C.	32	3	3	1		85	Warrior	28	1	1	1	
42	Lowcountry						86	West Hudson	23	1	3	1	
43	Metro Atlanta	48	60	3	1		87	Westminster	27	1	2	1	
44	Metropolitan New York	2	26	2	1		88	Wisconsin	18	8	8	1	

Official Totals: For - 64 Against - 4

Number of Presbyteries: 88

Number Reporting: 68

2/3 approval is: 59

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ITEM 6: Amend BCO 31-10 and 33-4 on pre-trial non-disciplinary suspensions.

[Overture 2021-20 was answered in the affirmative as amended.]

BCO 31-10. When a member of a church court is under process, all his official functions may be suspended at the court's discretion; but this shall never be done in the way of censure, and this requires a two-thirds (2/3) majority.

BCO 33-4. When it is impracticable immediately to commence process against an accused church member, the Session may, if it thinks the edification of the Church requires it, prevent the accused from approaching the Lord's Table until the charges against him can be examined, but this requires a two-thirds (2/3) majority.

<p>For: 66 Against: 2</p>

MINUTES OF THE GENERAL ASSEMBLY

ITEM 6: BCO 31-10 and 33-4

Item 6 - BCO 31-10 and 33-4						Item 6 - BCO 31-10 and 33-4					
Presbytery	For	Against	Abstain	Passed	Not P.	Presbytery	For	Against	Abstain	Passed	Not P.
1 Arizona						45 Mississippi Valley	85	0	0	1	
2 Ascension	35	0	0	1		46 Missouri	60	0	2	1	
3 Blue Ridge	64	0	2	1		47 Nashville	58	0	0	1	
4 Calvary	93	0	0	1		48 New Jersey	20	0	0	1	
5 Canada West						49 New River	15	0	0	1	
6 Catawba Valley	38	0	0	1		50 New York State	28	0	0	1	
7 Central Carolina	48	3	0	1		51 North Florida	23	0	2	1	
8 Central Florida						52 North Texas	95	0	3	1	
9 Central Georgia	38	0	0	1		53 Northern California	34	0	0	1	
10 Central Indiana	18	0	0	1		54 Northern Illinois	30	0	0	1	
11 Chesapeake	15	42	9		1	55 Northern New England	17	0	2	1	
12 Chicago Metro	43	0	0	1		56 Northwest Georgia	33	6	3	1	
13 Columbus Metro						57 Ohio	16	0	0	1	
14 Covenant	5	74	4		1	58 Ohio Valley	39	0	0	1	
15 Eastern Canada	28	0	2	1		59 Pacific	19	0	1	1	
16 Eastern Carolina	52	0	0	1		60 Pacific Northwest					
17 Eastern Pennsylvania	26	0	2	1		61 Palmetto	70	0	1	1	
18 Evangel	84	1	5	1		62 PeeDee	37	0	1	1	
19 Fellowship	38	0	0	1		63 Philadelphia	16	0	0	1	
20 Georgia Foothills	42	0	2	1		64 Philadelphia Metro W.	16	0	0	1	
21 Grace	37	0	2	1		65 Piedmont Triad	39	0	0	1	
22 Great Lakes						66 Pittsburgh	40	3	6	1	
23 Gulf Coast	37	0	0	1		67 Platte Valley	22	0	0	1	
24 Gulfstream						68 Potomac	62	1	2	1	
25 Heartland	22	2	1	1		69 Providence	51	0	0	1	
26 Heritage	35	0	3	1		70 Rio Grande					
27 Highlands	35	17	2	1		71 Rocky Mountain	65	0	2	1	
28 Hills and Plains	39	0	3	1		72 Savannah River	37	0	1	1	
29 Houston Metro						73 Siouxlans	19	8	0	1	
30 Illiana	16	0	0	1		74 South Coast					
31 Iowa						75 South Florida	25	0	5	1	
32 James River	77	0	0	1		76 South Texas					
33 Korean Capital						77 Southeast Alabama	44	0	0	1	
34 Korean Central						78 Southern Louisiana	25	0	0	1	
35 Korean Eastern						79 Southern New England	65	0	0	1	
36 Korean Northeastern						80 Southwest Florida	64	0	0	1	
37 Korean Northwest	22	0	0	1		81 Suncoast Florida	45	0	1	1	
38 Korean Southeastern						82 Susquehanna Valley					
39 Korean Southern						83 Tennessee Valley	48	0	0	1	
40 Korean Southwest	25	0	0	1		84 Tidewater	43	0	0	1	
41 Korean Southwest O.C.	31	5	2	1		85 Warrior	28	0	0	1	
42 Lowcountry						86 West Hudson	19	0	3	1	
43 Metro Atlanta	93	3	15	1		87 Westminster	30	0	0	1	
44 Metropolitan New York	32	0	0	1		88 Wisconsin	30	1	1	1	

Official Totals: For - 66 Against - 2
 Number of Presbyteries: 88
 Number Reporting: 68
 2/3 approval is: 59

ITEM 7: Amend BCO 33-1 and 34-1, establishing a percentage threshold for Original Jurisdiction requests. [Overture 8 was answered in the affirmative as amended.]

33-1. Process against ~~all a church members, other than ministers of the Gospel,~~ shall be entered before the Session of the church to which such members belongs, ~~except in cases of appeal.~~ However, if the Session does not indict in either doctrinal cases or instances of public scandal and the Session refuses to act in doctrinal cases or instances of public scandal and two other Sessions of at least ten percent (10%) of churches in the same Presbytery request the Presbytery of which the church is a member to initiate proper or appropriate action in a case of process and thus assume original jurisdiction for a case of process (to first receive and initially hear and determine) and authority, the Presbytery shall do so. The Presbytery may assess the costs thereof equitably among the parties, including the petitioning Sessions and the Session of the church member.

34-1. Process against a minister shall be entered before the Presbytery of which he is a member. However, if the Presbytery does not indict in either doctrinal cases or instances of public scandal and the Presbytery refuses to act in doctrinal cases or cases of public scandal and two other at least ten percent (10%) of Presbyteries request the General Assembly to assume original jurisdiction for a case of process (to first receive and initially hear and determine), the General Assembly shall do so. The General Assembly may assess the costs thereof equitably among the parties, including the petitioning Presbyteries and the Presbytery of the minister.

So that BCO 33-1 and 34-1 as amended would read:

33-1. Process against a church member shall be entered before the Session of the church to which such member belongs. However, if the Session does not indict in either doctrinal cases or instances of public scandal and the Sessions of at least ten percent (10%) of churches in the same Presbytery request the Presbytery of which the church is a member to assume original jurisdiction for a case of process,

MINUTES OF THE GENERAL ASSEMBLY

the Presbytery shall do so. The Presbytery may assess the costs thereof equitably among the parties, including the petitioning Sessions and the Session of the church member.

34-1. Process against a minister shall be entered before the Presbytery of which he is a member. However, if the Presbytery does not indict in either doctrinal cases or instances of public scandal and at least ten percent (10%) of Presbyteries request the General Assembly to assume original jurisdiction for a case of process, the General Assembly shall do so. The General Assembly may assess the costs thereof equitably among the parties, including the petitioning Presbyteries and the Presbytery of the minister.

For: 33 Against: 35

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ITEM 7: BCO 33-1 and 34-1

Item 7 - BCO 33-1 and 34-1						Item 7 - BCO 33-1 and 34-1					
Presbytery	For	Against	Abstain	Passed	Not P.	Presbytery	For	Against	Abstain	Passed	Not P.
1 Arizona						45 Mississippi Valley	80	5	0	1	
2 Ascension	22	5	9	1		46 Missouri	12	49	0		1
3 Blue Ridge	11	53	3		1	47 Nashville	10	55	0		1
4 Calvary	79	10	5	1		48 New Jersey	21	0	0	1	
5 Canada West						49 New River	4	6	5		1
6 Catawba Valley	35	3	0	1		50 New York State	4	25	0		1
7 Central Carolina	40	2	0	1		51 North Florida	25	1	1	1	
8 Central Florida						52 North Texas	55	36	3	1	
9 Central Georgia	2	36	1		1	53 Northern California	0	34	3		1
10 Central Indiana	0	17	1		1	54 Northern Illinois	2	26	2		1
11 Chesapeake	0	70	1		1	55 Northern New England	0	19	0		1
12 Chicago Metro	43	1	0	1		56 Northwest Georgia	23	12	8	1	
13 Columbus Metro						57 Ohio	14	3	1	1	
14 Covenant	15	62	2		1	58 Ohio Valley	28	9	2	1	
15 Eastern Canada	0	22	8		1	59 Pacific	10	0	1	1	
16 Eastern Carolina	5	36	11		1	60 Pacific Northwest					
17 Eastern Pennsylvania	17	6	6	1		61 Palmetto	28	36	7		1
18 Evangel	9	79	1		1	62 PeeDee	7	31	2		1
19 Fellowship	16	17	5		1	63 Philadelphia	3	12	2		1
20 Georgia Foothills	34	2	6	1		64 Philadelphia Metro W.	14	2	0	1	
21 Grace	13	27	0		1	65 Piedmont Triad	16	20	0		1
22 Great Lakes						66 Pittsburgh	10	34	6		1
23 Gulf Coast	27	10	1	1		67 Platte Valley	5	10	6		1
24 Gulfstream						68 Potomac	7	37	1		1
25 Heartland	23	0	2	1		69 Providence	43	8	3	1	
26 Heritage	23	17	4	1		70 Rio Grande					
27 Highlands	16	35	5		1	71 Rocky Mountain	55	17	3	1	
28 Hills and Plains	9	24	10		1	72 Savannah River	22	17	1	1	
29 Houston Metro						73 Siouxlands	27	1	1	1	
30 Illiana	15	0	1	1		74 South Coast					
31 Iowa						75 South Florida	14	15	1		1
32 James River	40	39	2	1		76 South Texas					
33 Korean Capital						77 Southeast Alabama	43	1	0	1	
34 Korean Central						78 Southern Louisiana	1	17	4		1
35 Korean Eastern						79 Southern New England	35	19	8	1	
36 Korean Northeastern						80 Southwest Florida	4	54	3		1
37 Korean Northwest	20	0	2	1		81 Suncoast Florida	6	39	1		1
38 Korean Southeastern						82 Susquehanna Valley					
39 Korean Southern						83 Tennessee Valley	34	25	7	1	
40 Korean Southwest	2	19	0		1	84 Tidewater	5	34	4		1
41 Korean Southwest O.C.	33	3	2	1		85 Warrior	4	22	2		1
42 Lowcountry						86 West Hudson	20	0	2	1	
43 Metro Atlanta	28	73	10		1	87 Westminster	6	22	2		1
44 Metropolitan New York	2	21	3		1	88 Wisconsin	25	1	6	1	

Official Totals: For - 33 Against - 35
 Number of Presbyteries: 88
 Number Reporting: 68
 2/3 approval is: 59

ITEM 8: Amend BCO 35, paragraphs 1-5 to allow victim protection provisions, and renumber paragraphs 6-14 accordingly. [Overture 2021-40 was answered in the affirmative as amended.]

35-1. All persons of proper age and intelligence are competent witnesses, except such as do not believe in the existence of God, or a future state of rewards and punishments. ~~The accused party may be allowed, but shall not be compelled to testify; but the accuser shall be required to testify, on the demand of the accused.~~ Either party has the right to challenge a witness whom he believes to be incompetent, and the court shall examine and decide upon his competency. ~~It belongs to the court to judge the degree of credibility to be attached to all evidence.~~

35-2. The accused party is allowed, but shall not be compelled, to testify; but the accuser shall be required to testify, on the demand of the accused. A husband or wife shall not be compelled to bear testimony against one another in any court.

35-3. A court may, at the request of either party, or at its own initiative, make reasonable accommodation to prevent in-person contact with the accused:

a. The court may have testimony taken by videoconference.

The videoconference shall employ technical means that ensure that all persons participating in the meeting can see and hear each other at the same time, and which allows for live cross-examination by both parties.

b. The court may restrict the accused from appearing on the videoconference screen, and when the accused is represented by counsel (BCO 32-19), cross-examination shall be conducted by that counsel.

c. In all cases where such accommodation has been made, videoconference testimony by witnesses under the age of 18 shall be taken by written interrogatory

to be read to the witness by a person appointed by the court in accordance with the applicable provisions of BCO 35-11.

- d. The court shall include in the record of the proceedings its reasons for this accommodation and any objection from either party.

~~35-34.~~ The testimony of more than one witness shall be necessary in order to establish any charge; yet if, in addition to the testimony of one witness, corroborative evidence be produced, the offense may be considered to be proved.

~~35-5.~~ ~~Witnesses shall be examined first by the party introducing them; then cross-examined by the opposite party; after which any member of the court, or either party, may put additional interrogatories. No question shall be put or answered except by permission of the moderator, subject to an appeal to the court. The court shall not permit questions frivolous or irrelevant to the charge at issue. It belongs to the court to judge the degree of credibility to be attached to all evidence.~~ **[Editorial note: In the current BCO, this sentence is the last sentence in 35-1.]**

~~35-46.~~ No witness afterwards to be examined, unless a member of the court, shall be present during the examination of another witness on the same case, if either party object.

~~35-57.~~ Witnesses shall be examined first by the party introducing them; then cross-examined by the opposite party; after which any member of the court, or either party, may put additional interrogatories. No question shall be put or answered except by permission of the moderator, subject to an appeal to the court. The court shall not permit questions frivolous or irrelevant to the charge at issue. **[Editorial note: In the current BCO, this paragraph is 35-5 – no change in wording.]**

Renumber current BCO 35-6 through BCO 35-14 to read 35-8 through 35-15.

So that *BCO* 35-1 through 35-6 would read:

35-1. All persons of proper age and intelligence are competent witnesses, except such as do not believe in the existence of God, or a future state of rewards and punishments. Either party has the right to challenge a witness whom he believes to be incompetent, and the court shall examine and decide upon his competency.

35-2. The accused party is allowed, but shall not be compelled, to testify; but the accuser shall be required to testify, on the demand of the accused. A husband or wife shall not be compelled to bear testimony against one another in any court.

35-3. A court may, at the request of either party, or at its own initiative, make reasonable accommodation to prevent in-person contact with the accused:

- a. The court may have testimony taken by videoconference. The videoconference shall employ technical means that ensure that all persons participating in the meeting can see and hear each other at the same time, and which allows for live cross-examination by both parties.
- b. The court may restrict the accused from appearing on the videoconference screen, and when the accused is represented by counsel (*BCO* 32-19), cross-examination shall be conducted by that counsel.
- c. In all cases where such accommodation has been made, videoconference testimony by witnesses under the age of 18 shall be taken by written interrogatory to be read to the witness by a person appointed by the court in accordance with the applicable provisions of *BCO* 35-11.
- d. The court shall include in the record of the proceedings its reasons for this accommodation and any objection from either party.

35-4. The testimony of more than one witness shall be necessary in order to establish any charge; yet if, in addition

APPENDIX A

to the testimony of one witness, corroborative evidence be produced, the offense may be considered to be proved.

35-5. It belongs to the court to judge the degree of credibility to be attached to all evidence.

35-6. No witness afterwards to be examined, unless a member of the court, shall be present during the examination of another witness on the same case, if either party object.

35-7. Witnesses shall be examined first by the party introducing them; then cross-examined by the opposite party; after which any member of the court, or either party, may put additional interrogatories. No question shall be put or answered except by permission of the moderator, subject to an appeal to the court. The court shall not permit questions frivolous or irrelevant to the charge at issue.

Renumber current *BCO* 35-6 through *BCO* 35-14 to read 35-8 through 35-15.

For: 65 Against: 3

MINUTES OF THE GENERAL ASSEMBLY

ITEM 8: BCO 35

		Item 8 - BCO 35							Item 8 - BCO 35				
	Presbytery	For	Against	Abstain	Passed	Not P.		Presbytery	For	Against	Abstain	Passed	Not P.
1	Arizona						45	Mississippi Valley	86	0	0	1	
2	Ascension	35	0	0	1		46	Missouri	60	0	2	1	
3	Blue Ridge	59	1	3	1		47	Nashville	68	0	0	1	
4	Calvary	90	0	0	1		48	New Jersey	21	0	0	1	
5	Canada West						49	New River	14	0	1	1	
6	Catawba Valley	38	0	0	1		50	New York State	29	0	0	1	
7	Central Carolina	51	0	0	1		51	North Florida	21	0	4	1	
8	Central Florida						52	North Texas	72	0	2	1	
9	Central Georgia	38	0	0	1		53	Northern California	34	0	0	1	
10	Central Indiana	18	0	0	1		54	Northern Illinois	28	0	1	1	
11	Chesapeake	12	46	7		1	55	Northern New England	18	0	1	1	
12	Chicago Metro	43	0	0	1		56	Northwest Georgia	33	0	3	1	
13	Columbus Metro						57	Ohio	16	0	1	1	
14	Covenant	73	1	5	1		58	Ohio Valley	37	1	1	1	
15	Eastern Canada	28	0	2	1		59	Pacific	23	0	13	1	
16	Eastern Carolina	52	0	0	1		60	Pacific Northwest					
17	Eastern Pennsylvania	24	1	3	1		61	Palmetto	65	3	3	1	
18	Evangel	82	0	3	3		62	PeeDee	33	2	3	1	
19	Fellowship	37	0	0	1		63	Philadelphia	16	0	1	1	
20	Georgia Foothills	42	0	2	1		64	Philadelphia Metro W.	16	0	0	1	
21	Grace	41	0	0	1		65	Piedmont Triad	40	0	0	1	
22	Great Lakes						66	Pittsburgh	46	2	3	1	
23	Gulf Coast	37	0	0	1		67	Platte Valley	22	0	0	1	
24	Gulfstream						68	Potomac	66	0	1	1	
25	Heartland	12	10	3	1		69	Providence	51	0	0	1	
26	Heritage	35	0	3	1		70	Rio Grande					
27	Highlands	55	0	1	1		71	Rocky Mountain	70	0	1	1	
28	Hills and Plains	41	0	2	1		72	Savannah River	38	0	1	1	
29	Houston Metro						73	Siouxlands	30	0	0	1	
30	Illiana	16	0	0	1		74	South Coast					
31	Iowa						75	South Florida	28	0	2	1	
32	James River	13	61	5		1	76	South Texas					
33	Korean Capital						77	Southeast Alabama	23	15	6	1	
34	Korean Central						78	Southern Louisiana	21	0	0	1	
35	Korean Eastern						79	Southern New England	62	0	1	1	
36	Korean Northeastern						80	Southwest Florida	57	2	1	1	
37	Korean Northwest	22	0	0	1		81	Suncoast Florida	45	0	1	1	
38	Korean Southeastern						82	Susquehanna Valley					
39	Korean Southern						83	Tennessee Valley	57	4	5	1	
40	Korean Southwest	22	0	0	1		84	Tidewater	43	0	0	1	
41	Korean Southwest O.C.	35	0	3	1		85	Warrior	28	0	1	1	
42	Lowcountry						86	West Hudson	19	0	3	1	
43	Metro Atlanta	101	5	5	1		87	Westminster	2	26	2		1
44	Metropolitan New York	32	0	0	1		88	Wisconsin	27	0	2	1	

Official Totals: For - 65 Against - 3
 Number of Presbyteries: 88
 Number Reporting: 68
 2/3 approval is: 59

ITEM 9: Amend *BCO 38-1*, regarding counsel for a case without process, by the addition of a final sentence. [Overture 2021-35 was answered in the affirmative as amended.]

BCO 38-1. When any person shall come forward and make his offense known to the court, a full statement of the facts shall be recorded and judgment rendered without process. In handling a confession of guilt, it is essential that the person intends to confess and permit the court to render judgment without process. Statements made by him in the presence of the court must not be taken as a basis of a judgment without process except by his consent. In the event a confession is intended, a full statement of the facts should be approved by the accused, and by the court, before the court proceeds to a judgment. The accused person has the right of complaint against the judgment. The person has the right to be assisted by counsel at any point, in accord with the stipulations of *BCO 32-19*.

For: 68 Against: 0

MINUTES OF THE GENERAL ASSEMBLY

ITEM 9: BCO 38-1

Item 9 - BCO 38-1						Item 9 - BCO 38-1					
Presbytery	For	Against	Abstain	Passed	Not P.	Presbytery	For	Against	Abstain	Passed	Not P.
1 Arizona						45 Mississippi Valley	85	0	0	1	
2 Ascension	34	1	0	1		46 Missouri	60	0	2	1	
3 Blue Ridge	59	1	0	1		47 Nashville	69	0	1	1	
4 Calvary	92	0	0	1		48 New Jersey	21	0	0	1	
5 Canada West						49 New River	14	0	0	1	
6 Catawba Valley	38	0	0	1		50 New York State	28	0	1	1	
7 Central Carolina	51	0	0	1		51 North Florida	27	0	1	1	
8 Central Florida						52 North Texas	96	0	2	1	
9 Central Georgia	38	0	0	1		53 Northern California	34	0	0	1	
10 Central Indiana	18	0	0	1		54 Northern Illinois	29	0	0	1	
11 Chesapeake	61	0	0	1		55 Northern New England	19	0	0	1	
12 Chicago Metro	43	0	0	1		56 Northwest Georgia	40	0	0	1	
13 Columbus Metro						57 Ohio	17	0	0	1	
14 Covenant	74	5	0	1		58 Ohio Valley					
15 Eastern Canada	28	0	2	1		59 Pacific	20	0	15	1	
16 Eastern Carolina	53	0	0	1		60 Pacific Northwest					
17 Eastern Pennsylvania	26	0	3	1		61 Palmetto	68	0	0	1	
18 Evangel	84	0	0	1		62 PeeDee	40	0	0	1	
19 Fellowship	38	0	0	1		63 Philadelphia	16	0	0	1	
20 Georgia Foothills	42	9	2	1		64 Philadelphia Metro W.	16	0	0	1	
21 Grace	43	0	0	1		65 Piedmont Triad	39	0	0	1	
22 Great Lakes						66 Pittsburgh	49	1	1	1	
23 Gulf Coast	37	0	0	1		67 Platte Valley	22	0	0	1	
24 Gulfstream						68 Potomac	65	0	0	1	
25 Heartland	25	0	0	1		69 Providence	51	0	0	1	
26 Heritage	35	0	3	1		70 Rio Grande					
27 Highlands	55	0	0	1		71 Rocky Mountain	70	0	2	1	
28 Hills and Plains	40	0	2	1		72 Savannah River	39	0	1	1	
29 Houston Metro						73 Siouxlans	31	0	0	1	
30 Illiana	16	0	0	1		74 South Coast					
31 Iowa						75 South Florida	26	0	4	1	
32 James River	77	0	0	1		76 South Texas					
33 Korean Capital						77 Southeast Alabama	44	0	0	1	
34 Korean Central						78 Southern Louisiana	21	0	0	1	
35 Korean Eastern						79 Southern New England	63	0	0	1	
36 Korean Northeastern						80 Southwest Florida	59	0	1	1	
37 Korean Northwest	22	0	0	1		81 Suncoast Florida	43	1	2	1	
38 Korean Southeastern						82 Susquehanna Valley					
39 Korean Southern						83 Tennessee Valley	68	0	1	1	
40 Korean Southwest	25	0	0	1		84 Tidewater	43	0	0	1	
41 Korean Southwest O.C.	32	1	5	1		85 Warrior	28	0	0	1	
42 Lowcountry						86 West Hudson	19	0	3	1	
43 Metro Atlanta	99	1	11	1		87 Westminster	30	0	0	1	
44 Metropolitan New York	32	0	0	1		88 Wisconsin	30	1	1	1	

Official Totals: For - 68 Against - 0
 Number of Presbyteries: 88
 Number Reporting: 68
 2/3 approval is: 59

ITEM 10: Amend *BCO 38-1* and *42-2* to allow appealing a censure in a Case Without Process. [Overture 2021-19 was answered in the affirmative.]

BCO 38-1. When any person shall come forward and make his offense known to the court, a full statement of the facts shall be recorded and judgment rendered without process. In handling a confession of guilt, it is essential that the person intends to confess and permit the court to render judgment without process. Statements made by him in the presence of the court must not be taken as a basis of a judgment without process except by his consent. In the event a confession is intended, a full statement of the facts should be approved by the accused, and by the court, before the court proceeds to a judgment. ~~The accused has the right of complaint against the judgment.~~ A censured person has the right to appeal (*BCO 42*).

BCO 42-2. ~~Only~~ The only parties entitled to an appeal are those who have submitted to a regular trial, those appealing a censure in a *BCO 38-1* case without process, and those appealing a *BCO 34-10* divestiture without censure.

For: 67 Against: 1

MINUTES OF THE GENERAL ASSEMBLY

ITEM 10: BCO 38-1 and 42-2

Item 10 BCO 38-1 and 42-2						Item 10 BCO 38-1 and 42-2					
Presbytery	For	Against	Abstain	Passed	Not P.	Presbytery	For	Against	Abstain	Passed	Not P.
1 Arizona						45 Mississippi Valley	84	0	0	1	
2 Ascension	32	1	0	1		46 Missouri	60	0	2	1	
3 Blue Ridge	60	1	0	1		47 Nashville	72	0	0	1	
4 Calvary	93	0	0	1		48 New Jersey	21	0	0	1	
5 Canada West						49 New River	15	0	0	1	
6 Catawba Valley	37	0	1	1		50 New York State	29	0	0	1	
7 Central Carolina	50	0	1	1		51 North Florida	25	1	1	1	
8 Central Florida						52 North Texas	95	0	2	1	
9 Central Georgia	38	0	0	1		53 Northern California	34	0	0	1	
10 Central Indiana	18	0	0	1		54 Northern Illinois	29	0	0	1	
11 Chesapeake	15	26	22		1	55 Northern New England	16	0	3	1	
12 Chicago Metro	40	0	3	1		56 Northwest Georgia	38	0	2	1	
13 Columbus Metro						57 Ohio	17	0	0	1	
14 Covenant	83	1	0	1		58 Ohio Valley					
15 Eastern Canada	28	0	2	1		59 Pacific	23	0	12	1	
16 Eastern Carolina	49	0	4	1		60 Pacific Northwest					
17 Eastern Pennsylvania	26	0	4	1		61 Palmetto	67	0	0	1	
18 Evangel	74	0	1	1		62 PeeDee	38	1	1	1	
19 Fellowship	36	0	0	1		63 Philadelphia	16	0	0	1	
20 Georgia Foothills	42	0	2	1		64 Philadelphia Metro We	16	0	0	1	
21 Grace	46	0	0	1		65 Piedmont Triad	37	0	0	1	
22 Great Lakes						66 Pittsburgh	46	1	3	1	
23 Gulf Coast	37	0	0	1		67 Platte Valley	22	0	0	1	
24 Gulfstream						68 Potomac	61	0	1	1	
25 Heartland	25	0	0	1		69 Providence	51	0	0	1	
26 Heritage	35	0	3	1		70 Rio Grande					
27 Highlands	52	1	1	1		71 Rocky Mountain	71	0	0	1	
28 Hills and Plains	39	1	2	1		72 Savannah River	40	0	0	1	
29 Houston Metro						73 Sioulands	30	0	0	1	
30 Illiana	16	0	0	1		74 South Coast					
31 Iowa						75 South Florida	28	0	2	1	
32 James River	77	0	0	1		76 South Texas					
33 Korean Capital						77 Southeast Alabama	44	0	0	1	
34 Korean Central						78 Southern Louisiana	19	0	0	1	
35 Korean Eastern						79 Southern New England	65	0	0	1	
36 Korean Northeastern						80 Southwest Florida	57	0	2	1	
37 Korean Northwest	22	0	0	1		81 Suncoast Florida	43	2	0	1	
38 Korean Southeastern						82 Susquehanna Valley					
39 Korean Southern						83 Tennessee Valley	67	0	1	1	
40 Korean Southwest	27	0	0	1		84 Tidewater	43	0	0	1	
41 Korean Southwest O.C.	33	1	4	1		85 Warrior	29	0	0	1	
42 Lowcountry						86 West Hudson	20	0	2	1	
43 Metro Atlanta	100	2	9	1		87 Westminster	29	0	1	1	
44 Metropolitan New York	32	0	0	1		88 Wisconsin	30	1	1	1	

Official Totals: For - 67 Against - 1
 Number of Presbyteries: 88
 Number Reporting: 68
 2/3 approval is: 59

ITEM 11: Amend *BCO 42-6* regarding vote required for maintaining censure during an appeal. [Overture 2021-21 was answered in the affirmative.]

BCO 42-6. Notice of appeal shall have the effect of suspending the judgment of the lower court until the case has been finally decided in the higher court. However, the court of original jurisdiction may, for sufficient reasons duly recorded, prevent the appellant from approaching the Lord's Table, and if an officer, prevent him from exercising some or all his official functions, until the case is finally decided (cf. *BCO 31-10; 33-4*). This shall never be done in the way of censure, and shall require a two-thirds (2/3) majority.

For: 64 Against: 4

MINUTES OF THE GENERAL ASSEMBLY

ITEM 11: BCO 42-6

		Item 11 - BCO 42-6							Item 11 - BCO 42-6				
	Presbytery	For	Against	Abstain	Passed	Not P.		Presbytery	For	Against	Abstain	Passed	Not P.
1	Arizona						45	Mississippi Valley	85	0	0	1	
2	Ascension	35	0	0	1		46	Missouri	60	0	2	1	
3	Blue Ridge	60	0	1	1		47	Nashville	67	0	0	1	
4	Calvary	52	S	5	1		48	New Jersey	21	0	0	1	
5	Canada West						49	New River	15	0	0	1	
6	Catawba Valley	38	0	0	1		50	New York State	28	0	1	1	
7	Central Carolina	6	45	0		1	51	North Florida	24	0	2	1	
8	Central Florida						52	North Texas	94	0	2	1	
9	Central Georgia	38	0	0	1		53	Northern California	34	0	0	1	
10	Central Indiana	18	0	0	1		54	Northern Illinois	29	0	0	1	
11	Chesapeake	5	44	13		1	55	Northern New England	19	0	1	1	
12	Chicago Metro	42	0	0	1		56	Northwest Georgia	33	2	5	1	
13	Columbus Metro						57	Ohio	14	0	3	1	
14	Covenant	64	11	2	1		58	Ohio Valley					
15	Eastern Canada	28	0	2	1		59	Pacific	19	0	1	1	
16	Eastern Carolina	48	0	2	1		60	Pacific Northwest					
17	Eastern Pennsylvania	27	0	1	1		61	Palmetto	71	0	1	1	
18	Evangel	79	0	0	1		62	PeeDee	35	2	1	1	
19	Fellowship	37	0	0	1		63	Philadelphia	16	0	0	1	
20	Georgia Foothills	42	0	2	1		64	Philadelphia Metro W.	16	0	0	1	
21	Grace	40	0	1	1		65	Piedmont Triad	40	0	0	1	
22	Great Lakes						66	Pittsburgh	45	1	4	1	
23	Gulf Coast	37	0	0	1		67	Platte Valley	7	13	0		1
24	Gulfstream						68	Potomac	54	1	5	1	
25	Heartland	25	0	0	1		69	Providence	51	0	0	1	
26	Heritage	35	0	3	1		70	Rio Grande					
27	Highlands	48	2	4	1		71	Rocky Mountain	1	55	14		1
28	Hills and Plains	40	2	1	1		72	Savannah River	38	1	0	1	
29	Houston Metro						73	Siouxlands	27	2	1	1	
30	Illiana	16	0	0	1		74	South Coast					
31	Iowa						75	South Florida	27	0	3	1	
32	James River	77	0	0	1		76	South Texas					
33	Korean Capital						77	Southeast Alabama	44	0	0	1	
34	Korean Central						78	Southern Louisiana	19	0	0	1	
35	Korean Eastern						79	Southern New England	65	0	1	1	
36	Korean Northeastern						80	Southwest Florida	60	0	0	1	
37	Korean Northwest	21	0	1	1		81	Suncoast Florida	46	0	0	1	
38	Korean Southeastern						82	Susquehanna Valley					
39	Korean Southern						83	Tennessee Valley	69	0	0	1	
40	Korean Southwest	22	0	0	1		84	Tidewater	43	0	0	1	
41	Korean Southwest O.C.	29	3	6	1		85	Warrior	29	0	1	1	
42	Lowcountry						86	West Hudson	20	0	2	1	
43	Metro Atlanta	100	1	10	1		87	Westminster	29	1	0	1	
44	Metropolitan New York	32	0	0	1		88	Wisconsin	30	1	1	1	

Official Totals: For - 64 Against - 4

Number of Presbyteries: 88

Number Reporting: 68

2/3 approval is: 59

ITEM 12: Amend BCO 43-2 and 43-3 regarding timing for considering a complaint.

[Overture 21 was answered in the affirmative as amended.]

43-2. A complaint shall first be made to the court whose act or decision is alleged to be in error. Written notice of complaint, with supporting reasons, shall be filed with the clerk of the court within sixty (60) days following the meeting of the court. The court shall consider the complaint at its next stated meeting, or at a called meeting prior to its next stated meeting, provided that the complaint has been filed with the clerk at least ten (10) days in advance. **If the complaint is filed with less than ten (10) days-notice, the court may consider the complaint at a later meeting not more than 60 days later.** No attempt should be made to circularize the court to which complaint is being made by either party.

43-3. If, after considering a complaint, the court alleged to be delinquent or in error is of the opinion that it has not erred, and denies the complaint, the complainant may take that complaint to the next higher court. If the lower court fails to consider the complaint against it by or at its next stated meeting, provided that the complaint has been filed with the clerk at least ten (10) days in advance, the complainant may take that complaint to the next higher court. **If the complaint is filed with less than ten (10) days-notice, the court may consider the complaint at a later meeting not more than 60 days later.** Written notice thereof shall be filed with both the clerk of the lower court and the clerk of the higher court within thirty (30) days of notification of the last court's decision.

Notification of the last court's decision shall be deemed to have occurred on the day of mailing (if certified, registered or express mail of a national postal service or any private service where verifying receipt is utilized), the day of hand delivery, or the day of confirmed receipt in the case of email or facsimile. Furthermore, compliance with such requirements shall be deemed to have been fulfilled if a party

MINUTES OF THE GENERAL ASSEMBLY

cannot be located after diligent inquiry or if a party refuses to accept delivery.

For: 66 Against: 2

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ITEM 12: BCO 43-2 and 43-3

Item 12 - BCO 43-2 and 43-3						Item 12 - BCO 43-2 and 43-3					
Presbytery	For	Against	Abstain	Passed	Not P.	Presbytery	For	Against	Abstain	Passed	Not P.
1 Arizona						45 Mississippi Valley	86	0	0	1	
2 Ascension	35	0	1	1		46 Missouri	60	0	2	1	
3 Blue Ridge	59	1	1	1		47 Nashville	70	0	0	1	
4 Calvary	85	0	0	1		48 New Jersey	21	0	0	1	
5 Canada West						49 New River	13	0	1	1	
6 Catawba Valley	36	0	3	1		50 New York State	25	1	3	1	
7 Central Carolina	46	0	5	1		51 North Florida	25	0	0	1	
8 Central Florida						52 North Texas	95	0	0	1	
9 Central Georgia	38	0	0	1		53 Northern California	34	0	0	1	
10 Central Indiana	18	0	0	1		54 Northern Illinois	29	0	0	1	
11 Chesapeake	51	0	13	1		55 Northern New England	18	1	0	1	
12 Chicago Metro	43	0	0	1		56 Northwest Georgia	38	1	1	1	
13 Columbus Metro						57 Ohio	2	16	0		1
14 Covenant	78	1	0	1		58 Ohio Valley					
15 Eastern Canada	28	0	2	1		59 Pacific	18	1	1	1	
16 Eastern Carolina	50	0	0	1		60 Pacific Northwest					
17 Eastern Pennsylvania	26	0	2	1		61 Palmetto	70	0	2	1	
18 Evangel	89	0	0	1		62 PeeDee	37	0	3	1	
19 Fellowship	38	0	0	1		63 Philadelphia	16	0	0	1	
20 Georgia Foothills	42	0	2	1		64 Philadelphia Metro W.	15	0	1	1	
21 Grace	45	0	0	1		65 Piedmont Triad	40	0	0	1	
22 Great Lakes						66 Pittsburgh	48	1	1	1	
23 Gulf Coast	37	0	0	1		67 Platte Valley	14	3	3	1	
24 Gulfstream						68 Potomac	51	0	0	1	
25 Heartland	25	0	0	1		69 Providence	51	0	0	1	
26 Heritage	35	0	3	1		70 Rio Grande					
27 Highlands	40	10	4	1		71 Rocky Mountain	71	0	0	1	
28 Hills and Plains	39	0	3	1		72 Savannah River	36	2	0	1	
29 Houston Metro						73 Siouxlans	30	0	0	1	
30 Illiana	16	0	0	1		74 South Coast					
31 Iowa						75 South Florida	26	1	3	1	
32 James River	77	0	0	1		76 South Texas					
33 Korean Capital						77 Southeast Alabama	44	0	0	1	
34 Korean Central						78 Southern Louisiana	19	0	0	1	
35 Korean Eastern						79 Southern New England	66	0	1	1	
36 Korean Northeastern						80 Southwest Florida	21	27	7		1
37 Korean Northwest	21	0	1	1		81 Suncoast Florida	47	0	0	1	
38 Korean Southeastern						82 Susquehanna Valley					
39 Korean Southern						83 Tennessee Valley	68	0	0	1	
40 Korean Southwest	25	0	0	1		84 Tidewater	43	0	0	1	
41 Korean Southwest O.C.	36	0	2	1		85 Warrior	29	0	0	1	
42 Lowcountry						86 West Hudson	20	0	2	1	
43 Metro Atlanta	100	2	9	1		87 Westminster	30	0	0	1	
44 Metropolitan New York	32	0	0	1		88 Wisconsin	30	1	1	1	

Official Totals: For - 66 Against - 2
 Number of Presbyteries: 88
 Number Reporting: 68
 2/3 approval is: 59

Attachment 2

STATISTICS (2022)

CHURCHES ADDED TO THE DENOMINATION IN 2022

Presbytery	Church	Address	Date Rec.	Source
Arizona	Ascension	Phoenix, AZ	02/06/22	Organized
	Midtown	Tucson, AZ	05/01/22	Organized
Cent FL	St. John's	Orlando, FL	09/18/22	Organized
Colum. Met	Hope	Columbus, OH		Organized
Great Lakes	Christ	Blantyre, Malawi	09/17/22	Organized
	Faith	Grandville, MI	05/22/22	Organized
	Good Shepherd	Kalamazoo, MI	05/22/22	Organized
	Hudsonville Ref.	Hudsonville, MI	10/23/22	RCA
Heartland	Grace	Lawrence, KS	11/04/22	EPC
Iowa	West Kirk	Urbandale, IA	07/09/22	Independent
Met Atlanta	Tucker Pres	Tucker, GA		Organized
Met. NYC	Exilic	Palisades Park, NJ	01/11/22	Organized
	Redeem E. Harlem	New York, NY	01/11/22	Organized
	Redeem Lincoln Sq	New York, NY	11/08/22	Organized
N Illinois	Cov Fellowship	Champaign, IL	12/22	
Pacific	New Creation	Burbank, CA	02/13/22	Organized
Pacific NW	Coram Deo	Spokane, WA		Organized
Phil Met W	Iron Works	West Chester, PA	03/20/22	Organized
Rio Grande	Coram Deo	Las Cruces, NM	04/25/22	Organized
Rocky Mt	Elevate Hope	Centennial, CO		
Savannah R	Covenant	Dublin, GA	11/13/22	Organized
South Texas	Hope	New Braunfels, TX		Organized
S. New Eng	Christ	Fairfield, CT		Organized
	Christ the King	Dorchester, MA		Organized
	Grace	Worcester, MA		Organized
SW Florida	Greater Hope	Mulberry, FL	05/10/22	Organized
Tidewater	Harbor	Elizabeth City, NC	02/05/22	Organized

APPENDIX A

CHURCHES LOST FROM THE DENOMINATION IN 2022

Presbytery	Church	Address	Date	To
Cent FL	Redeemer Comm	Hudson, FL	11/15/22	Withdrawn
Chicago Met	Covenant	Hammond, IN	11/01/22	Dissolved
E Carolina	White Oak	Fremont, NC	10/15/22	BPC
GA Foothills	ChristChurch	Suwanee, GA	09/22	Dissolved
Illiana	Westminster	Vincennes, IN	10/22/22	Dissolved
Missouri	Memorial	St. Louis, MO	11/18/22	Withdrawn
Ohio	Faith	Akron, OH	04/06/22	Dissolved
Pacific	New Life	Burbank, CA	08/14/22	Dissolved
Pacific NW	Grace Seattle	Seattle, WA	05/20/22	ACNA
Piedmont Tri	Grace Fellowship	Asheboro, NC	05/14/22	Dissolved
Savannah R	Westminster	Martinez, GA	10/18/22	Independency
South Coast	Redemption	San Marcos, CA	09/22	Dissolved
S. Louisiana	Three Rivers	Covington, LA	07/03/22	
W Hudson	All Souls Comm	Suffern, NY	09/22	CMA

MINISTERS ADDED TO THE DENOMINATION IN 2022

Presbytery	Name of Minister	Date Rec.	Source
Arizona	Caleb Curtisi		
	Jonathan Foster	05/26/22	Korea
	Justin McLendon	04/29/22	SBC
Blue Ridge	Chris Deneen	08/13/22	EPC
	Tony Meyers	08/13/22	EPC
	Matthew Picknard	06/05/22	Ordained
Calvary	James Brown		Ordained
	Thomas Buitter		
	John Casteel		ARP
	Jeff Early	11/13/22	Ordained
	Mark Kuo	09/25/22	Ordained
	Andrew Lingg	11/13/22	Ordained
	M. Scott Puckett		Non-den, prev PCA
Canada West	Adam Harris	09/30/22	Ordained
	Yuji Iwata	09/30/22	Ordained
	Scott McArthur	09/30/22	Ordained
Catawba Valley	Tyler Spry	10/16/22	Ordained

MINUTES OF THE GENERAL ASSEMBLY

Ministers Added, continued

Central Carolina	Hunter Carter	01/09/22	Ordained
	Andrew King	07/31/22	Ordained
	Trip Smith	07/24/22	Ordained
Central Florida	Levi Berntson	08/23/22	Ordained
	Eric Burket	05/15/22	Ordained
	Patrick Lennox	03/13/22	Ordained
	Matthew Matulia	11/15/22	Ordained
	Robert Rothwell	05/22/22	Ordained
	Coleman Woody	08/28/22	Ordained
Central Georgia	Timothy Grider	07/31/22	Ordained
Central Indiana	Rich Whitlock		
Chicago Metro	Pablo Herrera		Ordained
	Brad McMurray		
	Caleb Odell	05/18/22	Ordained
Covenant	Daniel Stanphill	06/12/22	Ordained
E. Pennsylvania	Robert Barker	11/15/22	KAPC
	Aron Giessinger	03/27/22	Ordained
	David Hopping	11/20/22	Ordained
	Anton Ivanov		
Evangel Fellowship	Caleb Blow	06/12/22	Ordained
	Trent Thomas		Ordained
Georgia Foothills	Steve Woodworth		
Grace	Gardner Fish	09/13/22	Ref Bapt
	Jackson Lin	09/18/22	Ordained
Great Lakes	Chad DeGraff	10/23/22	RCA
	DeMyron Haynes	12/04/22	Ordained
	Shane Sterk	10/23/22	RCA
Gulf Coast	Dustin Belue	03/27/22	Ordained
	Shawn Dean	05/29/22	Ordained
Heartland	Zachary Jones	04/10/22	Ordained
Heritage	Jonathan Hatt	11/19/22	Ordained
	Ruben Sernas	11/19/22	RPCNA
Hills and Plains	Tony Pyles		Ordained
Houston Metro	Curt Mire	04/22	Ordained
Illiana	Harris Adams	10/22/22	Ordained
James River	David Fischer	01/15/22	EPC
	Nicholas Krauss	07/24/22	Ordained

APPENDIX A

Ministers Added, continued

James Riv, cont'd	Arnold Lavaire	10/23/22	Ordained	
	Jonathan Powell	10/16/22	Ordained	
	Robert Rumbaugh	08/07/22	Ordained	
	Isaiah Thomas	08/21/22	Ordained	
Korean Central	Han Beol Kim	10/16/22	Ordained	
	Youngjin Moon	04/05/22	ARP	
Lowcountry	Brandon Hawkes	09/18/22	Ordained	
Korean SE	Minwook Kang			
	Injib Kim			
Korean SW OC	David Kim	10/02/22	Ordained	
	Paul Kim	03/20/22	Ordained	
	Joseph Lee	09/25/22	Ordained	
Lowcountry	Jacob Lee	05/28/22	Ordained	
Metro Atlanta	Ryan Carson	02/21/22	Ordained	
	Rush Hill	02/13/22	Ordained	
	Chris Williams	06/12/22	Ordained	
	Graham Girard	10/30/22	Ordained	
Metro. NYC	Jeffrey Jou	11/08/22	Ordained	
	Peter Nicholas	05/10/22	Church of England	
	John Sung	09/20/22	Ordained	
	Jeremiah von Kuhn	05/10/22	S. Africa Ref Ev Ang	
MS Valley	Bryce Davis	03/06/22	Ordained	
	Scott Miller	08/14/22	Ordained	
Missouri	Nicholas Dahlquist	05/29/22	Ordained	
	Samuel Dolby	05/08/22	Ordained	
	Logan Ford		Ordained	
	Sam Heaton	05/22/22	Ordained	
	Anthony Johnson	03/06/22	Ordained	
	Jake Mundle	02/07/22	Ordained	
	Tim Price	06/05/22	Ordained	
	Brian Roby	10/22/22	Ordained	
	Pablo Rosales	05/29/22	Ordained	
	Steve Schaper	09/04/22	Ordained	
	Charles Stover	05/22/22	Ordained	
	Nashville	Step Morgan	05/15/22	Ordained
		Keaton Paul	08/14/22	Ordained
John Santos		04/12/22	PC Brazil	
Will Young		08/14/22	Ordained	

MINUTES OF THE GENERAL ASSEMBLY

Ministers Added, continued

North Florida	Craig Williford	12/12/22	Ordained
North Texas	Brad Denton		
	Mark Evans		
	Seth Miller		
	Davis Sweatt		
	Mark Trigsted		
N. California	Jonas Patterson	07/24/22	Ordained
	Michael Snerly	02/20/22	Ordained
NW Georgia	Chris Blackman	09/18/22	Ordained
	Greg Bylsma	04/24/22	Ordained
	Xuan Li	06/19/22	Ordained
	Cilas Menezes	09/25/22	Ordained
	Matthew O’Sullivan	04/24/22	Ordained
Ohio	Justin Salinas	10/16/22	Ordained
Ohio Valley	Ryan Broadhurst	07/30/22	EFC
	Chelcent Fuad	01/09/22	Ordained
	McClellan Holt	04/24/22	Ordained
	Jared McClain	03/13/22	Ordained
	Zach Meyer	06/07/22	Ordained
Pacific NW	Austin Clement	02/20/22	Ordained
	Tomo Ito	04/10/22	Ordained
	Spencer Murphy	11/13/22	Ordained
	Matthew Teeselink	10/13/22	
Palmetto	Nate Robbins	08/14/22	Ordained
Philadelphia	Stephen Wood	06/12/22	Ordained
Phila. Metro W.	Roman Gonzalez	11/27/22	Ordained
Pittsburgh	Roddey Caughman	08/21/22	Ordained
Potomac	James Duguid	07/24/22	Ordained
	Andrew Russell	02/13/22	Ordained
	William Stockdale	09/11/22	Ordained
Rocky Mountain	Brian Chang		
	Chad Donohoe	04/21/22	EPC
	Benjamin Melli		
	Joseph Parker		
	Russell Tamm	05/22/22	Ordained
Savannah River	Ryan Bigham		Ordained
	Chris Williams	06/12/22	Ordained
South Florida	Zachary Lutz		

APPENDIX A

Ministers Added, continued

SE Alabama	Jared Collins		Ordained
	Miguel D’Azevedo	04/26/22	Ordained
	Mike Palmer		
	Josh Schideler		Ordained
S. Louisiana	Charles Marchman		
	Matthew Roelofs		
	Thiago Silva		PC Brazil
S. New England	Angelo Da Silva	09/17/22	PC Brazil
	Rodrigo De Azevedo	09/25/22	Ordained
	Travis Hutchinson	11/05/22	Ordained
	Benjamin Sheldon	06/15/22	Ordained
Southwest Florida	Wright Busching	05/06/22	Ordained
	William Peterson	01/23/22	Ordained
Susquehanna V.	Steve Brown		
	Collin Gingrich	06/19/22	Ordained
	Steve Kline		
Tennessee Valley	Jonathan Brooks	02/20/22	Ordained
	Gabe Fluhrer		ARP
Tidewater	Bryan Fowler	03/19/22	Ordained
	Paul Michanczyk	02/27/22	Ordained
West Hudson	Joseph Fischer		
	Paul Ham		
Wisconsin	Cameron Brown	11/13/22	Ordained
	Luis Garcia	02/20/22	Ordained
	Ben Leatherberry	11/13/22	Ordained
	James Lima	05/29/22	Ordained
	Rich Verano	06/17/22	Ordained

MINISTERS DISMISSED TO OTHER DENOMINATIONS IN 2022

Presbytery	Name of Minister	Date	To
Central Florida	Luder Whitlock		EPC
Covenant	John Edward Eubanks	02/01/22	EPC
	Nate Smith	10/04/22	EPC
Eastern Carolina	Gene Thompson	10/15/22	BPC
E. Pennsylvania	Robert Myers	04/28/22	ECO

MINUTES OF THE GENERAL ASSEMBLY

Ministers Dismissed, continued

Evangel	Harrison Perkins	08/09/22	OPC
Georgia Foothills	Andrew Schuster	01/22/22	EPC
Great Lakes	Addison Hawkins	06/04/22	EPC
	Tedd Sutton	04/30/22	CREC
Gulfstream	Andrew Cheatham	05/26/22	
Hills and Plains	Scott Mitchell	02/12/22	ARP
Korean Southeast	Timothy Eom		Korea
	Kenneth Kook		
	Joseph Lee		
New Jersey	Jonathan Bromhead	07/01/22	EPC
North Texas	Phillip Maxwell	06/22/22	Episcopal
N. California	Kevin Chen	02/04/22	EPC
	Sean Henderson	05/06/22	ARP
	Jeffrey Locke	02/16/22	Ang Ch N. America
	Tim Wohlers	06/07/22	ARP
Ohio	Brent Swanson	05/17/22	ECO
Pacific	Jon Beane	10/27/22	EPC
PeeDee	Frederick Rice	12/03/22	OPC
Providence	Nick Robison	11/25/22	ARP
	Bradley Tubbesing	04/27/22	EPC
South Texas			

MINISTERS REMOVED FROM OFFICE IN 2022

Presbytery	Name of Minister	Date	Cause
Arizona	Allen Cooney	04/29/22	Divested
	Luke Smith	09/19/22	Demitted
Ascension	Leon Ben-Ezra	11/05/22	Name Removed
Blue Ridge	Robert Cunningham	04/23/22	Name Removed
	Jacinto Hernandez	06/27/22	Deposed
	Lewis Lovett	04/23/22	Name Removed
Canada West	Steven Wedgeworth	09/08/22	Divested
Catawba Valley	Robert Sneed	05/22	Demitted
Central Carolina	Darol Timberlake	08/27/22	Name Removed
Central Florida	Sherif Gendy	04/26/22	Deposed
Chicago Metro	Nicholas Policow	05/18/22	Divested
Covenant	Justin Jones	02/01/22	Demitted
Evangel	Robbie Hinton	03/14/22	Divested

APPENDIX A

Ministers Removed, continued

Fellowship	Alan Wiley	09/22/22	Deposed
Great Lakes	Will Shurtliff	09/22/22	Divested
Gulf Coast	Jacob Zoller	05/22/22	Deposed/Excomm
Heartland	Mike Hershberger	11/05/22	Divested
Highlands	Dwight Basham	02/26/22	Deposed
	Timothy Fary	02/26/22	Deposed
Korean Central	Jim Han	10/11/22	Withdrawn
	Jung Yeop Lee	10/12/22	Demitted
	Sean Lee	10/12/22	Demitted
Korean Eastern	Sungho Kim		Name Erased
	Dae Kyung Lee		Name Erased
Korean NE	Leo Kim	09/27/22	Name Removed
Korean NW	Woosuk Suh		Name Removed
MS Valley	Roy McDonald	02/01/22	Demitted
	Jonathan McGuire	08/02/22	Demitted
Missouri	Todd Denholm	04/12/22	Divested
	Samuel Dolby	12/06/22	Withdrawn
	Aaron Hofius	04/13/22	Divested
	Harrison Holbrook	07/19/22	Name Removed
	Greg Johnson	12/06/22	Withdrawn
	Keith Robinson	12/06/22	Withdrawn
	Jay Simmons	07/19/22	Name Removed
	Richard Winter	10/22/22	Withdrawn
Nashville	Jeff McCord	11/08/22	Divested
	Joseph Stewart	08/09/22	Deposed
North Texas	James Madden	01/24/22	Name Removed
	Patrick Webb	04/29/22	Name Removed
N. California	David Lange	02/24/22	Name Removed
Pacific	Alex Choi	05/18/22	Name Removed
	Russ Hightower	09/07/22	Withdrawn
	James Park	05/18/22	Name Removed
Pacific Northwest	John Haralson	01/06/22	Name Removed
	Greg Joines	02/04/22	Name Removed
	Kirk Seyfert		Name Removed
Philadelphia	Timothy Bathurst	12/22	Name Removed
	Angelo Juliani	03/20/22	Name Removed
	Lawrence Smith	05/21/22	Name Removed
Piedmont Triad	Joshua Cushing	05/15/22	Demitted

MINUTES OF THE GENERAL ASSEMBLY

Ministers Removed, continued

Platte Valley	Randall Arms	02/05/22	Divested
Potomac	Julian Dusenbury	06/07/22	Name Removed
Providence	James Hollis	11/01/22	Deposed
Savannah River	Mark Scholten	10/18/22	Name Removed
South Florida	Matthew Lomenick	08/09/22	Divested/Excomm
South Texas	Ross Lockwood	06/27/22	Deposed
S. New England	Michael Hill	01/15/22	Name Removed
	Jeffrey Hutchinson	04/30/22	Deposed
	Edward Park	04/30/22	Deposed
Southwest Florida	Joshua Floyd	09/10/22	Demitted
	Frank Taylor	05/10/22	Deposed/Excomm
West Hudson	Stephen Lewis	02/22	Name Removed
	William Reinmuth	09/20/22	Name Removed
Wisconsin	Daniel Hindman	04/23/22	Name Removed

MINISTERS DECEASED IN 2022

Presbytery	Name of Minister	Date
Ascension	Nick Protos	08/03/22
Calvary	Henry M. Hope	11/24/22
Covenant	Bernhard Kuiper	01/23/22
Eastern Carolina	Ola Forbes	02/03/22
Evangel	Thomas Farr	02/02/22
Grace	Michael Ganuchau	12/10/22
	John Stodghill	09/18/22
Great Lakes	Thomas VandenHeuvel	
Illiana	James Claycomb	09/22
Korean Central	Young Dae Lee	09/22/22
Korean Southeast	Young Jun Kim	05/17/22
Metro Atlanta	Clifford Brewton	03/28/22
	Carl Wilson	01/04/22
	Jayson Kyle	03/19/22
Metropolitan NY	Wai Choon Tan	02/22
	Marvin Padgett	12/22
Nashville	Michael Scheulke	08/18/22
New Jersey	Charles Cobb	09/12/22
North Texas	George Birchler	04/02/22
Siouxlands		

APPENDIX A

Ministers Deceased, continued

South Florida	Steve Doan	
Southwest Florida	William Roldan	06/26/22
Warrior	M. Timothy Bonds	01/25/22
	Paul Chinchin	07/07/22

FIVE YEAR SUMMARY 2022

PRESBYTERIAN CHURCH IN AMERICA STATISTICS					
FIVE-YEAR SUMMARY					
	2018	2019	2020	2021	2022
Presbyteries	88	88	88	88	88
Churches	1,572	1,567	1,580	1,593	1,627
Missions	355	348	348	318	306
Teaching Elders	4,951	5,057	5,117	5,159	5,247
Candidates	537	557	531	704	751
Licentiatees	192	169	171	222	193
Profession of Faith by Children	4,720	4,922	4,023	4,479	5,203
Profession of Faith by Adults	5,351	5,153	4,291	4,674	5,067
Communicants	300,424	300,113	299,891	297,239	301,611*
Non-communicants	79,418	78,551	78,330	75,991	83,461*
Total Membership (Comm, Non-comm,TEs)	384,793	383,721	383,338	378,389	390,319*
Family Units	146,314	147,666	145,058	143,933	144,328
Sunday School Attendance	94,349	92,348	65,648	65,283	70,784
Adult Baptisms	2,520	2,613	2,181	2,275	2,573
Infant Baptisms	5,818	5,717	4,583	5,363	5,653
Total Contributions	\$861,392,789	\$904,550,356	\$1,042,366,740	\$998,758,176	\$1,040,182,918*
Per Capita Giving	\$2,867.26	\$3,014.03	\$3,475.82	\$3,360.12	\$3,448.76*
Assembly Causes	\$21,314,915	\$21,897,147	\$21,952,615	\$21,701,660	\$22,700,337
Presbytery Causes	\$11,031,726	\$10,621,337	\$10,066,064	\$10,383,683	\$10,475,321
Congregation Benevolences	\$107,665,760	\$117,755,108	\$119,004,084	\$120,310,548	\$128,340,518*
Total Benevolences	\$140,012,401	\$150,273,592	\$151,012,763	\$152,395,891	\$161,516,176*
Per Capita Benevolences	\$466	\$501	\$504	\$513	\$536*
Congregational Current Expenses	\$643,653,539	\$697,389,987	\$683,085,062	\$686,149,852	\$816,350,719*
Congregational Building Fund	\$87,013,860	\$89,827,572	\$100,487,780	\$121,359,547	\$104,892,014
Total All Disbursements	\$870,679,800	\$937,491,151	\$934,585,585	\$959,905,290	\$1,082,758,909*
Totals represent the latest statistics reported by churches to the Stated Clerk's Office.					
*Numbers based on statistics received through 5/25/2023					

APPENDIX B

PCA BOARD OF DIRECTORS REPORT FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

PCA BOARD OF DIRECTORS MINUTES

June 21, 2022

Birmingham, Alabama

The Board of Directors of the Presbyterian Church in America held a scheduled meeting on June 21, 2022, at the Birmingham-Jefferson Convention Complex in Birmingham, Alabama. President Bob Brunson called the meeting to order at 10:47 a.m. and RE Danny McDaniel opened with prayer.

The following men were in attendance:

TE Bob Brunson, Metro Atlanta
TE Roger Collins, Mississippi Valley
TE Marty Crawford, Evangel, Alt
TE Tom Harr, New Jersey, **CDM**
TE Steve Jeantet, Suncoast Florida*
TE Murray Lee, Evangel, **MNA**
TE Jerry Schriver, Metro Atlanta
TE Jason Sterling, Evangel, **RUF**
RE Frank Cohee, Providence
RE David Daniel, Southern New England*
RE Richard Dolan, Georgia Foothills
RE Lee McCarty, Evangel
RE Martin Moore, Georgia Foothills, **CC***
RE Dan Nielsen, Savannah River, **RH**
RE James W. Wert Jr., Metro Atlanta, **RBI**

*Men indicated with an asterisk participated virtually over Zoom.

Members absent:

RE Bob Caldwell, Calvary, **MTW**; TE Kevin DeYoung, Central Carolina;
RE Miles Gresham, Evangel, **CTS**; RE Pat Hodge, Calvary; TE Bill Sim,
Korean Southeastern; TE Martin Wagner, Evangel, **PCAF**

MINUTES OF THE GENERAL ASSEMBLY

Staff present:

TE Bryan Chapell, Stated Clerk
TE John W. Robertson, Business Administrator
TE Wayne Herring, Church Relations Officer
TE Larry Hoop, *by Faith* News Editor
Ms. Heidi Harrison, Operations Manager
Ms. Angela Nantz, Operations Manager

Visitors present:

TE Irwyn Ince, MNA Coordinator-Elect
RE Danny McDaniel, Houston Metro

A quorum was declared.

BD-06/22-1 MSP to approve the minutes of the April 21, 2022 meeting.

BD-06/22-2 MSP that the following officers are elected:

Robert Brunson, President
Bryan Chapell, Secretary and Treasurer
John W. Robertson, Assistant Secretary and Treasurer
Angela Nantz, Assistant Secretary and Treasurer
Heidi Harrison, Assistant Secretary Treasurer
MSP to adjourn.

The meeting was closed in prayer by TE Bob Brunson at 10:52 a.m.

Respectfully Submitted,

/s/ TE Robert Brunson, President /s/TE Bryan Chapell, Secretary/Treasurer

PCA BOARD OF DIRECTORS MINUTES

**October 6, 2022
Lawrenceville, GA**

The Board of Directors of the Presbyterian Church in America (A Corporation) held a scheduled meeting on October 6, 2022, at the MTW building in Lawrenceville, Georgia. President Bob Brunson called the meeting to order at 1:40 p.m.

APPENDIX B

The following men were in attendance:

TE Blake Altman, Hills and Plains
TE Jon Anderson, Blue Ridge, Alternate
TE Bob Brunson, Metro Atlanta
RE Frank Cohee, Providence
RE David Nok Daniel, Southern New England
TE Tom Harr, New Jersey, **CDM**
TE Steve Jeantet, Suncoast Florida
RE Danny McDaniel, Houston Metro
RE Martin Moore, Georgia Foothills, **CC**
TE Jim Richter, Tennessee Valley, **MTW**
TE Jerry Schriver, Metro Atlanta
TE Martin Wagner, Evangel **PCAF**
RE Alan Walters, Mississippi Valley, Alternate
RE James Wert Jr., Metro Atlanta, **GE**

Members absent:

TE Roger Collins, Mississippi Valley; TE Kevin DeYoung, Central Carolina;
TE Michael Dixon, Fellowship; RE Richard Dolan, Georgia Foothills; TE
Brian Habig, Calvary; RE Pat Hodge, Calvary; RE Dan Nielson, Savannah
River; TE Jason Sterling, Evangel

Staff present:

TE Bryan Chapell, Stated Clerk
TE John W. Robertson, Business Administrator
RE Richard Doster, *byFaith* Editor
TE Larry Hoop, *byFaith* News Editor
Ms. Heidi Harrison, Operations Manager

Guests present:

TE Ed Dunnington, RBI President; TE Stephen Estock, CDM Coordinator; RE
Derek Halvorson, CC President; TE Tom Gibbs, CTS President; RE Will
Huss, RUF Coordinator; TE Murray Lee, MNA Executive Coordinator; Mr.
Ron Tubbs, MTW Accounting Manager.

A quorum was declared. TE Blake Altman opened in prayer.

BD-10/22-1 to approve the minutes of the June 21, 2022 meeting.
MSP with one correction

MINUTES OF THE GENERAL ASSEMBLY

Business Administrator TE John Robertson updated the board on the current legal status, noting a lawsuit in Illinois that had come to his attention the day before. We are gathering information. No other lawsuits are pending.

BD-10/22-3 to grant to the Business Administrator permission to open additional bank accounts and to close any current accounts as seem best for the operations of the Administrative Committee and the PCA Office Building. Before any action is taken the Officers Committee will be consulted and fully informed.

MSP

BD 10/22-4 that the following update to the PCA trademark policy be made:

POLICY

1. Presbyterian Church in America (A Corporation) grants (either expressly or tacitly) and will continue to grant local churches and presbyteries the right to use its mark **PCA®** in connection with the name of the local church for ordinary local church activities (i.e., local advertising of the church's worship services and other activities, ministries in the local church and its community, local church newsletters for its members, etc.).
2. Presbyterian Church in America (A Corporation) requires that uses of the mark for other than ordinary local church activities be approved in advance by the Administrative Committee at the denominational level. Approval shall not be granted unless the Committee is able to assert sufficient control over the mark's use to assure the mark is only utilized in a manner consistent with the doctrinal tenets, existing ministries, and policies of the denomination.
3. Presbyterian Church in America (A Corporation) requires that any incidents of possible trademark infringement be immediately reported to the Administrative Committee at the denominational level. The Committee will determine what appropriate action should be taken to promptly remedy the infringement.
4. This policy applies equally online, in social media or blogs just as in any other medium. Uses of PCA marks on local church and presbytery websites or communications must be consistent with all trademark usage and other rules regarding PCA membership and affiliation.

Logos or designs should not be modified or altered. Black and white versions of logos can be used, but colors, fonts, etc., should not be changed. If technological limitations of social media or other protocols do

not permit the display of the complete logo or design, do not use such logos or designs.

The requirements to use capitalization and the registration symbol with the PCA marks are relaxed to the extent that such either cannot or are not normally observed on the internet including on social media sites.

Use of PCA marks for personal accounts of local church and presbytery employees and officials are more restricted. Local church and presbytery employees and officials should designate any personal social media accounts and/or blogs, usernames, handles, and associated postings as personal accounts. Personal social media accounts may describe the employee's/official's position at a PCA member institution but should not use any PCA logo or designs as part of a social media handle or username. Permitted descriptive use of any PCA marks must not suggest any sponsorship or endorsement by PCA of personal social media postings.

APPLICATION

Because it is impossible to anticipate every possible situation when the **PCA®** might be used, the following are given only as examples of what is appropriate:

Examples of appropriate uses of the PCA® mark:

First Presbyterian Church, a congregation of the PCA
PCA Women in the Church
PCA Men's Rally

Examples of inappropriate uses of the PCA® mark which imply denominational control or sponsorship:

- PCA Publications (when printed by a local church or a presbytery – implies publication by the denomination); however, “Covenant PCA News” would be appropriate for the newsletter of a local church named Covenant Presbyterian Church in America.
- PCA Parking (where a local church rents out its parking lot during the week – not part of the church's worship services or usual church activities and also not related to the denomination); however, “Westminster PCA Parking” would be appropriate on the sign for the parking lot of Westminster Presbyterian Church in America.

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- PCA Christian School (implies denominational control or sponsorship); however, “Christ Church PCA School” would be appropriate for the school operated by Christ Church PCA.

MSP

The meeting adjourned with prayer by TE Jerry Schriver at 2:15 p.m.

Respectfully Submitted,

/s/ TE Robert Brunson, President /s/ TE Bryan Chapell, Secretary/Treasurer

PCA BOARD OF DIRECTORS MINUTES

April 20, 2023

Lawrenceville, GA

The Board of Directors of the Presbyterian Church in America (a corporation) held a scheduled meeting on April 20, 2023, at the MTW building in Lawrenceville, Georgia. President Bob Brunson called the meeting to order at 3:30 p.m. The following men were in attendance:

The following men were in attendance:

TE Blake Altman, Hills and Plains

TE Jon Anderson, Blue Ridge, Alternate

TE Bob Brunson, Metro Atlanta

TE Roger Collins, Mississippi Valley

RE David Nok Daniel, Southern New England

TE Kevin DeYoung, Central Carolina

TE Michael Dixon, Fellowship

RE Richard Dolan, Georgia Foothills

TE Brian Habig, Calvary; **CTS**

TE Tom Harr, New Jersey, **CDM**

RE Pat Hodge, Calvary

TE Steve Jeantet, Suncoast Florida

RE Danny McDaniel, Houston Metro

TE Jim Richter, Tennessee Valley, **MTW**

TE Jerry Schriver, Metro Atlanta

TE Richard Smith, **RH**

TE Jason Sterling, Evangel

TE Martin Wagner, Evangel **PCAF**

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RE Alan Walters, Mississippi Valley, Alternate
RE James Wert Jr., Metro Atlanta, **GEN**

Members absent:

RE Frank Cohee, Providence, RE Martin Moore, Georgia Foothills, **CC**

Staff present:

TE Bryan Chapell, Stated Clerk
TE John W. Robertson, Business Administrator
RE Richard Doster, *byFaith* Editor
TE Larry Hoop, *byFaith* News Editor
Ms. Heidi Harrison, Operations Manager

Guests present:

TE Cameron Anderson, Ridge Haven Executive Director; TE Cartee Bales, MTW Senior Director of Field Operations; TE Ed Dunnington, Geneva President; TE Stephen Estock, CDM Coordinator; RE Derek Halvorson, **CC** President; TE Tom Gibbs, CTS President; RE Will Huss, RUF Coordinator; TE Irwyn Ince, MNA Coordinator; RE Tim Townsend, PCA Foundation President

A quorum was declared. TE Blake Altman opened in prayer.

Several items were presented for information and were discussed as such. The following items were presented for action:

BD-04/23-1 to approve the minutes of the October 6, 2022, meeting.
MSP

BD-04/23-5 That the following groups be approved to use PCA titling so long as their communications prominently display such disclaimer language as approved by the PCA's attorney:

The statements and opinions appearing on this website [chat room, social media site, publication, etc. as applicable to where material is hosted] are those of their respective authors. The PCA has neither reviewed nor approved them, and the authors are not speaking on behalf of the PCA. While the authors might be members of a PCA congregation, there is no affiliation with or sponsorship by the PCA of this website [chat

MINUTES OF THE GENERAL ASSEMBLY

room, social media site, publication, etc. as applicable to where material is hosted].

- “Pastors & Elders (Presbyterian Church in America) – Unofficial” – Facebook Group (Zack Carden)
- “TEs and REs in the PCA (Unofficial)” – Facebook Group (Rich Leino)
- Relational Wisdom 360 – GA Seminar (Ken Sande)

MSP

The meeting adjourned with prayer by TE Richard Smith at 3:35 p.m.

Respectfully Submitted,

/s/ TE Robert Brunson, President /s/ TE Bryan Chapell, Secretary/Treasurer

APPENDIX C

REPORT OF THE ADMINISTRATIVE COMMITTEE TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA 2023

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

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

The Administrative Committee of the General Assembly also serves as the Board of Directors of the Presbyterian Church in America (A Corporation) [PCA “Corporate Bylaws,” Article II Section 2]. “The purpose of the corporation is to engage in any lawful act or activity for which corporations may be organized under the general Corporation Law of Delaware” (PCA Certificate of Incorporation). Matters requiring civil actions are handled by the PCA Board of Directors. The Board of Directors meets immediately following the stated meetings of the Administrative Committee to deal with civil actions and activities. The stated and called meetings of the AC and Board from June 2022 to April 2023 were:

- June 6, 2022 – Called Meeting – Zoom
- June 21, 2022 – General Assembly, St. Louis, Missouri
- October 6, 2022 – MTW Building, Lawrenceville, Georgia
- April 20, 2023 – MTW Building, Lawrenceville, Georgia

SUMMARY OF THE ACTIONS OF THE BOARD OF DIRECTORS

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

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- 1) All required corporate filings of the Presbyterian Church in America (A Corporation) have been filed in the relevant states. The Presbyterian Church in America (A Corporation) is a registered Delaware corporation. The Presbyterian Church in America (A Corporation) is currently registered as a foreign corporation in Georgia, Missouri, Mississippi, and Washington.
- 2) All required corporate filings of the corporations of the Reformed Presbyterian Church, Evangelical Synod (acquired in the “Joining and Receiving of 1982) have been filed in the relevant states. **Delaware Corporations:** World Presbyterian Missions, Inc.; National Presbyterian Missions, Inc.; Christian Training, Inc. **Michigan Corporation:** Board of Home Ministries. **Pennsylvania Corporation:** Reformed Presbyterian Church, Evangelical Synod.
- 3) The current Officers of the Corporation (through the end of this Assembly) are: **President**, RE Robert Brunson; **Secretary and Treasurer**, Dr. Bryan Chapell, (Stated Clerk); **Assistant Secretaries/Treasurers**, Rev. John Robertson (Business Administrator), Ms. Heidi Harrison, (Operations Manager); Ms. Angela Nantz (Meeting Planner) [RAO 3-2.o, PCA “Corporate Bylaws,” Article IV].
- 4) The Stated Clerk updated the Board of Directors on our current legal status and concerns. The PCA as a denomination is not presently a party to any legal suits.
- 5) The Board of Directors also wishes to thank those non- and unofficial PCA organizations who helped the Board fulfill General Assembly directives by removing PCA designations from their organization or website titling. The Board of Directors has an obligation to protect the PCA trademark in order to maintain the distinct witness and legal identity of our church. The Board continues to ask that organizations not use PCA designations in their titling without General Assembly approval. While we recognize that the adjectival use of PCA designations cannot be legally limited in all titling, we also continue to request that organizations not approved by the General Assembly voluntarily refrain from such use.

If, despite this request, organizations continue to use PCA designations adjectivally (not directly naming or labeling their organization as a PCA entity), the PCA Board of Directors further requests that a disclaimer accompany the title, indicating that the organization is not an approved entity of the PCA. The PCA attorneys’ guidance for such a disclaimer is available upon request in the Office of the Stated Clerk.

ADMINISTRATIVE COMMITTEE (AC) OFFICERS FOR THE 2023-2024 ASSEMBLY YEAR

At its 2023 spring meeting, the Administrative Committee elected the following men to serve as the 2022-2023 AC officers:

- Chairman – TE Robert Brunson
- Vice Chairman – RE Danny McDaniel
- Secretary – RE Pat Hodge

FUTURE ASSEMBLIES

- 2024 – Richmond, Virginia, the location for the 51st General Assembly hosted by James River, Blue Ridge, Tidewater, and Korean Capital, June 10-14, 2024
- 2025 - TBD

TRANSLATIONS OF THE *BCO* AND OTHER DOCUMENTS

The AC continues to make progress with foreign language (Spanish and Portuguese) translations of our *Book of Church Order (BCO)* to help our church minister to all peoples and generations. With the help of Korean-heritage leaders, the AC has also continued to update the Korean language version of the *BCO*. We realize that we cannot reach across language barriers by waiting for significant growth of ethnic communities and various national in our churches *before* providing services to the rapidly growing populations of our nation. Instead, we reach people groups by serving them before they are established in our church communities.

STANDING JUDICIAL COMMISSION (SJC)

The Standing Judicial Commission is one of the treasures of the PCA, with members of differing perspectives typically rising above partisan debates and internet suppositions to issue decisions according to how sworn testimony aligns with our Standards. The Lord has blessed our entire denomination through the dedication and sacrificial service of these men pursuing their responsibilities with integrity.

The SJC is not separately funded but operates administratively as a subcommittee of the AC (*RAO* 17-1). The Stated Clerk serves as Clerk of the Commission and parliamentarian (*OMSJC* 3-8). Since the meeting of the 49th General Assembly, the 24 members of the SJC have handled approximately 25 cases this past year.

The SJC met October 20-22, 2022, led by Chairman RE Jack Wilson. In addition to its regular process of judicial review, the SJC also agreed for the first time in its history under our present standards to assume original jurisdiction of a high-profile case of alleged abuse in Indiana. *Byfaithonline.com* reported on March 3, 2023, the preliminary verdict exonerating the pastor, and that verdict was later finalized. Because of the intense interest in this case resulting from allegations in secular and social media, the Stated Clerk's office, with the approval of the SJC, published the full text of the SJC judgments in *byfaith.com*. The article may be found at <https://byfaithonline.com/sjc-issues-preliminary-verdict-in-herron-case/>.

The whole church is blessed by full and accurate reporting of SJC actions. Providing such reporting is one reason that we have sought to have *byFaith* supply more news of the denomination and its work. Consequently, a large number of our people have turned to the *byFaith* website for critical information about the PCA in this past year.

THEOLOGICAL EXAMINING COMMITTEE (TEC)

The AC provides administrative assistance and arrangements for the Theological Examining Committee (TEC). For a report of the Committee's examinations, see the Theological Examining Committee Report to 50th GA, Appendix R, p. 719.

COOPERATIVE MINISTRIES COMMITTEE (CMC)

The AC provides administrative assistance and arrangements for the Cooperative Ministries Committee (CMC), and the Stated Clerk is a member and serves as secretary (*RAO 7-4.c*). The CMC is designed to unite the leaders of our various agencies and institutions with the elected leaders of the General Assembly in coordinated ministry to advance the mission of the PCA as a whole. The simple goal is to have all the horses in the harness pulling in the same direction. That goal is achieved by relational camaraderie as well as by ministry strategizing, denominational assessment, and shared insights regarding best practices and resources for advancing Christ's mission in our challenging times.

The CMC met on January 18, 2023. Committee and Agency leaders shared challenges, goals, and prayers. See the Cooperative Ministries Committee Report, Appendix M, p. 449.

INTERCHURCH RELATIONS COMMITTEE (IRC)

The AC provides administrative assistance to the Interchurch Relations Committee (IRC), and the Stated Clerk is an *ex officio* member and secretary. The IRC, which met on March 22, 2023, corresponds and maintains relationships with churches and organizations with whom we have fraternal or ecclesiastical relations. As they did last year, the Committee has invited fraternal delegates to send video greetings to the General Assembly. Delegates will also be welcomed at the General Assembly at a luncheon hosted by IRC members and the IRC Committee of Commissioners members.

Our founding fathers strongly believed that we in the PCA constituted a blessed branch, but not the only branch, of Christ's true church. That is why we as a denomination seek cooperative ministry and understanding with like-minded and Bible-believing organizations. Supporting the mission and faith of those serving Christ with us leverages our resources, furthers our Savior's mission, and links us with those of like faith for matters of legal and legislative protection.

Nevertheless, we have wrestled since our founding with what level of affiliation to have with organizations that are not exactly like us. The question persists: When does an affiliation move from mission *cooperation* to mission *compromise*? The IRC is elected to gather accurate information to help us make such determinations because we know that our own polarities sometimes lead to inaccurate perceptions that can drive unfortunate decisions in the quick assessments of a General Assembly. For the IRC report to the 50th GA, see Appendix N, p. 451.

PRESBYTERY CLERKS CONFERENCE

The annual training conference for Presbytery Clerks was held December 2-3, 2022. The AC has an important duty of facilitating communication among clerks for sharing knowledge and experience, and one way we do this is through the annual Presbytery Clerks Conference, which provides instruction for new clerks as well as a forum where experienced clerks can compare notes and discuss challenges they face. The AC office also provides tools to this group (e.g., the Clerks Handbook and presbytery portal) to help all clerks in their work. The staff of the AC works hand-in-hand with presbytery clerks to serve the whole church in a unified effort that enables local presbyteries churches to thrive in accord with our mission and standards.

LAWSUITS

The AC navigates legal matters at the denominational level for the PCA. While we dealt with a number of legal matters this past year, none were of serious consequence for the denomination as a whole, and the Presbyterian Church in America (A Corporation) is not presently party of any lawsuits.

Despite our present liberty from lawsuit, the litigious nature of our culture and the multitude of church cases dealing with abuse (actual wrongdoing or inappropriate responses) requires that we be very clear about childcare standards, abuse protocols, officer conduct, state regulations, and denominational standards. All church leaders should know the essential contents of the Domestic Abuse and Sexual Assault Study Report. Additionally, it is important to remember that our “grass roots” commitments are not simply a slogan to cite during ecclesiastical debates. As the lawyers and judges among us frequently remind PCA leaders, if we establish these principles in our standards but operate differently in our practices, we could lose the legal status of being a “grass roots” denomination and our liabilities will grow exponentially. Wise forefathers established a form of government that has protected us well from devastating legal and financial vulnerabilities. The protections remain only as we all become responsible to understand and act in accord with that polity.

FINANCIAL MATTERS

God has in His providence richly blessed the funding of the PCA Administrative Committee. First of all, God has blessed our development efforts. The year 2022 saw Contributions Undesignated come in at \$1,443,957 and Designated at \$131,814, for a total of \$1,575,771. In the same year we had Earned Income of \$1,718,681 and Interest Income of \$17,177, bringing Total Operational Income to \$3,311,629. The higher Earned Income was, of course, driven by the largest General Assembly in our brief history.

Our thanks go out to our Development Team led by Karen Cook and implemented by Paul Kooistra, Wayne Herring and Craig Wilkes, with several other AC staff and Committee members contributing as time and opportunities are provided from year to year.

- The annual audits of the AC and the PCA Office Building were completed as required (*RAO 14-7.h*).

MINUTES OF THE GENERAL ASSEMBLY

- The PCA Committees and Agencies have submitted their 2024 proposed budgets for approval by the 50th General Assembly (see Attachment 2, p. 208).
- The AC evaluated the Committee and Agency Chief Administrative Officer compensation guidelines as required (*BCO* 14-1.13). The Committees and Agencies state CAO compensation as separate line items or notes in their respective proposed budgets presented to the Assembly. The AC annually reviews compensation guidelines. Every four years the Committees and Agencies do an in-depth study of comparable CAO compensations. We completed an in-depth study in the fall of 2021.
- The AC reviewed the General Assembly Commissioner's Registration fee as required (*RAO* 9-4) and is recommending no increase this year.¹ (Please be aware that scholarships are available.)
- The 2022 true cost of unfunded mandates was \$533.88 per commissioner, which exceeds the current \$525 TE and \$300 RE Assembly Registration Fee.
- The AC reviewed the required contributions of other General Assembly Committees and Agencies to the AC (*RAO* 5-4.a) and is making appropriate recommendations.

¹ Commissioners should note that the General Assembly Registration fees do not fully cover all the costs associated with the General Assembly, that not all commissioners pay the full fee, and that the AC Funding Plan adopted by the General Assembly in 2012 recommended that the General Assembly Registration fees more realistically cover costs. About one-third of the costs of the Assembly's annual meeting are underwritten by Exhibitors. The larger costs to commissioners are usually not the registration fee but travel, hotel, and meals expenses.

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

PERSONNEL

We give thanks for the faithful and diligent service of all of the staff of the Administrative Committee/Office of the Stated Clerk. The godliness of your AC staff was evident in their testimony to construction workers during the extensive office reconfigurations that have needed to take place in Atlanta due to the Lord’s expansive blessings on the ministry of Geneva Benefits. The construction took several months and caused significant inconvenience for our staff but, as the work completed, workers related that they were sad to move on to other jobs because the PCA staff had ministered so well to them. We praise God for the genuine faith and generous hearts of the men and women who serve the entire PCA from Atlanta offices.

MINUTES OF THE GENERAL ASSEMBLY

Additional responsibilities of the AC are fulfilled by the PCA Historical Center (see Attachment) and *byFaith* magazine. The AC staff presently includes Bryan Chapell, John Robertson, Richard Doster, Heidi Harrison, Paul Kooistra, Priscilla Lowrey, Angela Nantz, Wayne Sparkman, Roy Taylor, Margaret Baker, Karen Cook, Ashley Davis, Erika Derr, Anna Eubanks, Karen Frey, Wayne Herring, Larry Hoop, Monica Johnston, Margie Mallow, Billy Park, and Craig Wilkes. Several staff members work remotely and/or part time.

The AC evaluated the job performance of Stated Clerk Bryan Chapell as required by RAO 3-3.d and looks forward to the election of Dr. Chapell as Stated Clerk of the PCA for the Assembly year 2023-2024.

RECOMMENDATIONS

1. That the General Assembly elect Dr. Bryan Chapell for another term as Stated Clerk.
2. That the Assembly express gratitude and commendation to the Administrative Committee staff for their hard work on behalf of the denomination.
3. That **Overture 2** from Covenant Presbytery, “Request PCA Join International Conference of Reformed Churches,” **be answered as proposed by the Interchurch Relations Committee**: “Postpone consideration of Overture 2 until the IRC sends representatives to the next meeting of the ICRC to be held in Korea in 2026 to investigate submitting a request for the PCA to join the ICRC and report to the following General Assembly.”

Grounds:

- 1) The ICRC requires that denominations requesting membership send representatives to an ICRC meeting prior to application for admission that requires the recommendation of two member denominations.
- 2) A reading of the financial rules of the ICRC reveals that the number of baptized members is included in a formula that determines a denomination’s membership fees, as well as the economic status of the nation of the denomination. According to the Stated Clerk’s report to the last General Assembly the PCA had in 2021 5,159 ministers, 297,239 communicant members, and 75,991 non-communicant for a total of 378,389 baptized members. The PCA would be one of the largest denominations in ICRC and therefore would incur a significant annual membership fee that under the present arrangement would have to be borne by the AC.

- 3) "Postponement will provide an opportunity to confirm appropriate theological and confessional alignment between the PCA and the ICRC.
4. That **Overture 7** from Southern New England, "Amend *RAO* 4-21.d for Committees of Commissioners to Review Committee and Board Compliance and Policies" **be answered in the affirmative with an amendment** that adds the word "material" before the word "policies" in the last clause, so that in the new paragraph, *RAO* 4-21.d.4, the wording would read:

A recording of information sufficient to demonstrate the Committee's or Board's implementation of instructions received from General Assembly and of **material** policies adopted by the Committee or Board.

Grounds:

- 1) It would be inappropriate for any Committee or Agency to object to a standard that already exists. The AC notes that our *RAO* 4-21.d.3 already says, "The contents of minutes should include... a recording of the actions of the Committee or Board, including all motions adopted and business transacted." The necessity of the second clause of the proposed amendment is not apparent to the AC. However, if this overture is adopted, its usefulness would be improved by adding the word "material" to the last clause, as the presbytery originally titled its overture. The General Assembly should not be burdened with matters that are incidental to the operations of Committees and Agencies.
- 2) The suggested amendment is also in conformity with 2019 Assembly-approved Overture 24, which requires all Permanent Committees and Agencies to have all material changes to policy manuals be reviewed by the General Assembly through its usual process (i.e. through Committees of Commissioners reporting to the GA):
"Further resolved, that any material change in a policy manual produced by any of the Permanent Committees and Agencies shall be approved by its respective committee or board and submitted to the General Assembly through the usual process of the reports of the Permanent Committees and Agencies in accordance with *RAO* 4-21.j and *RAO* 14-11 [sic, 21].d.f.g.h." (emphasis added, *MGA* 2019, p. 66).

5. That **Overture 12** from Covenant Presbytery, “Petition Government to End Sex-change Procedures for Minors” **be answered in the affirmative.**

Grounds:

The AC recognizes that the substantive debate on the merits of this Overture belong to the Overtures Committee and General Assembly. The AC also recognizes that its primary connection to this Overture will be in the distribution of any communications to government agencies and leaders, as approved by the General Assembly; and is committed to fulfilling such instructions as directed.

6. That **Overture 19** from Tennessee Valley Presbytery, “Request Administrative Committee to Address Questions re Presbytery Jurisdiction and Committee/Agency Employment,” **be answered in the negative.**

Grounds:

The request to study and make recommendations to GA regarding the jurisdiction of presbyteries, GA Committees, and GA Agencies is beyond the scope of responsibilities given to the Administrative Committee in the *BCO* or *RAO*.

7. That **Overture 20** from Potomac Presbytery, “Request Administrative Committee to Research Use of Electronic Records for Denominational Purposes,” **be answered in the affirmative.**
8. That the Administrative Committee budget for 2024 of \$3,718,100 Operating Budget and \$1,996,000 Partnership Shares budget be approved.
9. That the PCA Building budget for 2024 of \$403,250 Operating Budget be approved. The PCA Building does not participate in Partnership Shares.
10. That the CDM budget for 2024 of \$2,493,240 Operating Budget and \$1,258,440 Partnership Shares budget be approved.
11. That the CC budget for 2024 of \$34,355,722 Operating Budget and \$2,000,000 Partnership Shares budget be approved.
12. That the CTS budget for 2024 of \$8,943,020 Operating Budget and \$2,000,000 Partnership Shares budget be approved.
13. That the Geneva budget for 2024 of \$5,866,782 Operating Budget be approved. Geneva does not participate in Partnership Shares.
14. That the MNA budget for 2024 of \$26,130,850 Operating Budget and \$9,637,461 Partnership Shares budget be approved.

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15. That the MTW budget for 2024 of \$76,008,175 Operating Budget and \$10,289,065 Partnership Shares budget be approved.
16. That the PCAF budget for 2024 of \$2,150,423 Operating Budget be approved. The PCAF does not participate in Partnership Shares.
17. That the RUF budget for 2024 of \$52,707,754 Operating Budget and \$9,627,819 Partnership Shares budget be approved.
18. That the RH budget for 2024 of \$3,820,000 Operating Budget and \$1,250,000 Partnership Shares budget be approved.
19. That the “2024 Budgeted Partnership Shares and Ministry Asks of PCA Ministry Partners by the Participating General Assembly Ministries” be approved.
20. That the Assembly take note that the 2022 Audit performed by Robins, Eskew, Smith & Jordan on the Administrative Committee was received and reviewed as required by *RAO* 14-7.h.
21. That the Assembly take note that the 2022 Audit performed by Robins, Eskew, Smith & Jordan on the PCA Building Fund was received and reviewed as required by *RAO* 14-7.h.
22. That Robins, Eskew, Smith & Jordan, PC, be approved as auditors for the Administrative Committee and the Committee on Discipleship Ministries for the calendar year ending December 31, 2023.
23. That Capin, Crouse, & Company be approved as auditors for the Committee on Mission to the World and the Committee on Mission to North America for the calendar year ending December 31, 2023.
24. That Carr, Riggs & Ingram, LLP, be approved as auditors for the Committee on Reformed University Fellowship for the calendar year ending December 31, 2023.
25. That the Assembly receive the charts below as the acceptable response to the GA requirement for an annual report on the cost of the AC’s mandated responsibilities.

2022 Unfunded Mandates

GENERAL ASSEMBLY COSTS

Year	# of Commissioners	Total Costs	Cost per Commissioner	Amount of Fee Alloted to GA	Total Standard Fee
2017	1461	585,301	\$401	\$350	\$450
2018	1537	628,815	\$409	\$350	\$450
2019	1652	729,515	\$442	\$350	\$450
2021	2114	844,600	\$400	\$350	\$450
2022	2385	920,326	\$386	\$350	\$450

AC GENERAL ASSEMBLY RESPONSIBILITIES

Description	2022 Total ²	Per Commissioner
Committee on Constitutional Business	\$14,078	\$5.90
General Assembly with Minutes ¹	\$960,326	\$402.65
Interchurch Relations Committee	\$20,591	\$8.63
Nominating Committee ²	\$23,016	\$9.65
Standing Judicial Commission	\$255,303	\$107.05
Theological Examining Committee ³	\$0	\$0
TOTALS	\$1,273,314	\$533.88

¹ Review of Presbytery Records is included in the General Assembly Total. In 2022, RPR cost \$26,196; production and delivery of the General Assembly Minutes cost at least \$40,000 and is included in this "Total".

² The expense of the Nominating Committee is shared by the PCA Committees and Agencies.

³ The Theological Examining Committee did not incur any material expenses in 2022 as per their report to the AC.

26. That the registration fee remain at \$525 (TEs) and \$300 (REs) for the 2024 General Assembly, with \$350 of the TE fee allocated to the GA expenses, \$50 for publication of the GA Minutes, and \$125 allocated to the Standing

APPENDIX C

Committee cost center for the expenses of the Standing Judicial Commission; and the full \$300 RE fee allocated to GA expenses. Honorably retired or emeritus elders would continue to pay \$150. Elders coming from churches with annual incomes below \$150,000, as per their 2023 statistics, may register for \$300.

27. That the plan outlined below for the payment of the required contribution from the PCA Committees and Agencies to the PCA Administrative Committee be approved.

PLAN: Committees and Agencies are asked to pay in one of the following three options:

1. Semiannual – one-half paid in January and one-half paid in July.
2. Quarterly – one fourth paid the first month of each quarter: January, April, July, and October.
3. Monthly – one twelfth paid the first of each month.

NOTE: The chart shows the agreed upon amounts for 2024.

PCA MINISTRY	CONTRIBUTION AMOUNT
AC	
CDM	\$11,500
CC	\$11,500
CTS	\$11,500
MNA	\$11,500
MTW	\$11,500
PCAF	\$11,500
GEN	\$11,500
RH	\$11,500
RUF	<u>\$11,500</u>
	\$103,500

28. That the Annual Administration Fee for Ministers be set at \$100 for 2024.
29. That the General Assembly set the request to Presbyteries for GA Host Committee assistance at \$500 for 2024.
30. That the Assembly approve the minutes of the Board of Directors for April 21, 2022, June 21, 2022, and October 6, 2022.

31. That the Assembly approve the minutes of the Administrative Committee for April 21, 2022, June 6, 2022, June 21, 2022, and October 6, 2022.

**SUPPLEMENTAL REPORT
OF THE ADMINISTRATIVE COMMITTEE
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA
2023**

32. That the General Assembly approve the following resolution of thanks for our founders, which will be read the first night of the General Assembly

Whereas the Presbyterian Church in America by the special providence of God, the Father, was blessed with visionary founders who called this body of believers to form a family of churches faithful to the Lord Jesus Christ;

Whereas by the gracious provision of God, the Son, these founders unfurled before the world a banner of commitment to be faithful to the Scriptures, true to the Reformed faith, and obedient to the Great Commission;

Whereas by the great power of God the Holy Spirit this church yet prays to be a faithful instrument of that gospel light in this present darkness for all who call upon the name of Jesus, even as many as the Lord himself shall call; and,

Whereas we believe ourselves to honor God by remembrance of the courageous churchmen he united in 1973 to give such scriptural integrity, confessional conviction, and missionary zeal to the very foundation of the Presbyterian Church in America;

Therefore, at this 50th General Assembly we lift our hearts in praise to God by remembering all of our founding fathers, blessing our founding mothers who supported them, and giving special recognition to those who yet gather with us here today. To you, our founders, with deepest gratitude we say, "Because of you our children may say, 'In this church, we learned the truth of God's Word, the grace of God's ways, and the wideness of God's mercy.' With your example and

for Christ's glory, we will endeavor to continue your legacy in the Presbyterian Church in America, and pledge anew, by the grace of God, to work for her peace, purity, and unity until every knee shall bow and every tongue confess that Jesus Christ is Lord."

33. That **Overture 28**, "Declare Message to All Nations a Faithful Expression of Biblical Polity Shaping the PCA," be answered in the affirmative as amended.

Amend the final paragraph as indicated:

Therefore, the General Assembly directs its Stated Clerk to send this letter to the churches of the Presbyterian Church in America and those churches with whom we have fraternal relations. ~~Presbyterian Church in the USA via its Stated Clerk as a communication from a loving daughter to a prodigal mother.~~

Rationale: We dearly love the principles articulated in the "Message to All Churches" and respect the added comments acknowledging sin in our ranks. Our own churches would be well served to be reminded of these founding principles and gospel advances in a letter from our Stated Clerk. However, addressing a church we left 50 years ago for its errors and naming that body a "prodigal mother" in the process seems a counterproductive backward look that could be interpreted as an unnecessary and uncharitable provocation. The historic stance of this Assembly has been to grieve others' wrongs and advocate our own gospel fidelity and mission, rather than needlessly antagonizing or negatively labeling others.

Attachment 1

PCA Historical Center Annual Report to the Administrative Committee

I want to begin by saying that our prayers continue to be with the Duncan family in the loss of a very dear and elect lady, Mrs. Shirley Duncan. With her husband J. Ligon Duncan, Jr., she was a former co-owner of A Press, Greenville, SC, and among her many areas of selfless service in the Church, she was for several decades a member of the Advisory Committee for the PCA Historical Center. A PDF copy of the bulletin from her funeral service is available at www.pcahistory.org/obits/index.html (see under “Notable Others in the PCA”).

The PCA’s 50th Anniversary is now at hand and we look forward to joining together to praise God for what He has done in our midst. Early in my time here at the PCA Historical Center, someone once shared their insight, that Americans tend not to care much about a history until the passing of that 50th anniversary. We shall see. I pray there will be an increasing appreciation for the history of our denomination and its predecessors, and that we will learn to profit from the study of that history. And with the intent of encouraging more of our people to write the histories of our churches, our presbyteries, and our denomination, I would like to share some reflection on the value of church history:

Why is it important to do the work of writing a church history? Have you asked yourself this question? Writing the history of a church is not an easy task and you may often think that it is an unappreciated effort as well. Perhaps your experience is like mine and you meet people who say, "Oh, I didn't know you were interested in that sort of thing." You can tell that their view of church history is one of dusty papers filed away and never read.

I want to share a different view with you—one that hopefully will help you to realize that the church historian has one of the most exciting jobs available to anyone in the church. Our task is to make a record of what God has done and is doing among His people. It is as simple as that. Our God is not a passive God; He is at work in the life of each one of His dear children, accomplishing His redeeming

purpose. Everyone who looks by faith to Christ for salvation has this promise, that God will accomplish His work in that believer's life. The words of Romans 8:28 and Philippians 1:6 make this truth clear. And this work that God is doing is worth noting.

Church history is that simple and potentially that personal. God is actively and intimately involved in the lives of His people and this basic fact holds true at every level: in the local church, in the denomination and in the Church universal. He cares for His Church and His faithfulness toward His people is expressed in His daily provision for them. We call that continuing provision God's providence. We cannot and do not determine God's will from His providence; it would be a mistake to try, though we see many Christians making this mistake all the time. Rather, God has revealed His will in the Holy Scriptures.

Still, God's providence does stand as a testimony of His covenant faithfulness toward His people. Thus an awareness of God's providence has a place in the life of the believer, as an appreciation of God's faithfulness, love, and mercy. Thus there is also a very necessary place for the writing of church history, in order that His people should not forget the work that God has accomplished in each of their lives.

I am frequently amazed at how we can read and re-read the Bible and yet continually discover fresh truths we had not seen before. A wonderful exercise as you read through the Bible is to be alert to how often God stresses the importance of remembering. The Bible abounds with passages that reveal the importance that God places upon our remembering His many works on our behalf. We see an example of this when Joshua is told to construct a memorial after crossing the Jordan river (Joshua 4:1-24; note esp. vs. 24). Time and time again we read in the Psalms of how God's works are a constant reminder of His unfailing love, grace, and compassion (cf. Ps. 65, 66, 89, 111). And in our celebration of the Lord's Supper, God has made provision that we should remember His greatest work in the death and resurrection of Jesus Christ.

Communion of course is much, much more than a simple remembrance, but our remembering is a definite part of that

celebration. God instructs us to remember His works, to reflect on them and to profit spiritually by that reflection. Moreover, this work of remembering is not restricted to what is recorded in Scripture, but extends to what God is doing today, for the work that Christ accomplished on the cross is now unfolded day by day in the lives of His people.

Again, a word of caution is due. The Bible alone is the Word of God and we should never put anything on the same level with it. The Bible alone is inspired and infallible, and it alone tells us the will of God. We do not look to the record of Church history to determine God's will any more than we look to circumstances. Still, there is a very proper place for reflecting on the record of what God has done and is doing among His people today.

God cares greatly for His Church and He daily makes provision for it in the lives of His people. God's providence is exercised in special ways toward His people. He answers prayers. He works in and orders the events of our lives. He gifts His people for various ministries in order that they might serve the Body of Christ to His glory. All of this means that the things that God accomplishes among His people are things that are worth remembering. And this is why church histories are so important. His works stand in evidence of His faithfulness, mercy and purpose toward His people. In remembering His works, we develop thankful hearts and we are strengthened in knowing that He remains faithful, even when we are not.

A Personal Update

I praise God that my own health remains good. My wife has adjusted well to the process of dialysis, exhibits a patient, godly spirit through it all, and truly has my admiration for how she deals with this challenge.

I read volume 6 of John Owen's *Works* last year, to great spiritual profit and gave into the desire to buy the whole set. I have good hope of reading through the entire set this year and next, as I'm also setting aside reading time each evening. And I've been surprised to find Owen easier to read than I expected. Lastly, please continue to pray for all the preparations that must go into observing the PCA's 50th anniversary here in 2023. Pray too for the Lord's provision for more space for the Historical Center. A new home for the Center seems an inevitable move that must be made eventually. We are already

very near capacity here in our existing space, and will “max out” sometime in the next five years.

Collection Development Highlights

In one of our biggest blessings in many a year, our Lord used the good work of our friend Barry Waugh and his blog, *Presbyterians of the Past*, to catch the attention of a donor who wanted to donate an early 19th century portrait, seeking to place it in an appropriate institution. This painting is of Mary Hopkins Cabell Breckinridge, wife of U.S. Senator John Breckinridge and mother of nine children, three of whom grew to become prominent Presbyterian pastors, with Robert J. Breckinridge being the best known of those three. She was also the great-grandmother of Benjamin Breckinridge Warfield. Barry had written an article about Mrs. Breckinridge and upon finding that article, the donor then contacted Barry, who in turn directed the donor to the PCA Historical Center. We arranged safe transfer of the painting and have since had it appraised. The next step will be to have restoration work done on the painting. When funds become available. For more information on this historic painting, we have prepared a descriptive brochure, which can be viewed or downloaded at <https://www.pcahistory.org/ms/breckinridge/MaryCabell/Polly%20Brochure%202022.pdf> Another blessing came with the decision by the staff of the Covenant Seminary library to deaccession their collection of *The Christian Beacon*. The *Beacon* is arguably one of the key journals of record for coverage of the fundamentalist/modernist controversy of the early 20th century. It was edited by Dr. Carl McIntire and is a rich source of articles, sermons, and news reporting covering the years 1936-1994. Merged with our own holdings of this title, we expect to find that we have a complete, or near-complete collection of this journal, matched perhaps only by holdings at the Princeton Theological Seminary. Other relevant journals found on our shelves include a complete collection of *Christianity Today* [the original series under this title, 1930-1949] and a Canadian newspaper edited by J. Marcellus Kik, *Bible Christianity*, 1935-1950.

While our pockets are not deep here at the PCA Historical Center, from time to time we can't pass up opportunities to acquire important Presbyterian works when they become available. One recent opportunity allowed us to accession an original facsimile lithograph of the Free Church of Scotland's Deed of Demission and Act of Separation (1843), as signed by over 400 of the founding fathers of that denomination on 23 May 1843 and lithographed and issued by W. & A. K. Johnston, Engravers, 29 May 1843. Signatories include Thomas Chalmers, James Buchanan, Andrew Thomson, John James Bonar,

James Drummond, James Anderson, Alexander Somerville, John G. Lorimer, Thomas Brown, Duncan Macfarlan, Andrew Bonar, William Chalmers Burns, John Milne, John Bonar, David Black, Alexander Tulloch, George Smeaton, Samuel Miller, Robert S. Candlish, Wm. K. Tweedie, Samuel Martin, Horatius Bonar, William Cunningham, William Hetherington, David Brown, Patrick Fairbairn, Norman Macleod, John Duncan, Alexander Keith, etc. etc. etc. It has been disassembled and mounted as an album sometime in the 1860's or so; it is also trimmed at the right margin. That said, it is complete textually and full restoration would be a project well worth undertaking, should funds become available. This is an important historical item, perhaps the only lithograph copy extant. When assembled, it would measure an imposing approximately 24 x 72 inches or slightly less depending on how the margins were constructed; currently it occupies 16 pages of an album. This historic lithograph is all the more interesting in light the apparent parallels between the founding of the PCA and the organization of the Free Church of Scotland. But more on that another time.

The James Perry Manuscript Collection was received in 2022, consisting of (1.) nearly two dozen books authored by Rev. Perry and (2.) a large group of sermon manuscripts.

Two rare pamphlets were added to our Gordon Haddon Clark Manuscript Collection, namely, (1.) *Christianity and Education* (12 p.) and (2.) *Attitude Before God* (8 p.) These pamphlets are transcripts of messages brought by Dr. Clark over New York radio station WMCA in 1935 and 1938, respectively.

Research Library

The online catalog for our research library can be accessed at <https://www.librarycat.org/lib/pcahc> We now have over 3,100 titles entered into the database. We have been adding roughly one hundred additional titles per year, but are also still working to add to the database many titles previously donated by Dr. George P. Hutchinson and Rev. Vaughn Hathaway, among others.

I would continue to extend an invitation to all PCA authors, pastors and others, to send a copy of their published work for preservation at the PCA Historical Center. These works to our permanent collection and with your assistance we would like to have a more comprehensive representation of PCA authors. For example, it was a pleasure to add to the Center's library resources a recent work by Ruling Elder James L. (Jim) Harvey, Jr., titled *The Civil War in My South Carolina Lowcountry*. [ISBN 978-1-6628-4774-5] Our online catalog provides a closer look:

<https://www.librarycat.org/lib/pcahc/item/228336634>

Patronage

We had but one Ph.D. candidate who came to conduct research at the Historical Center in 2022, and another doctoral candidate is due here in April of 2023. Apart from these visits, there have been only about a dozen in-person visits over the last year, with most requests submitted by email. But we average at least one or two requests per day, and while some can be answered quickly, it is not unusual for it to take hours or even days to prepare replies to some requests.

Facilities Update

As available space in the Historical Center becomes more scarce year by year, I've begun a more concerted effort to rid the Archives of things no longer needed. Previously donated books which had nothing to do with anything Presbyterian (which will now be donated rather than sold), out-of-date software and manuals, some old office equipment and some duplicate materials, have together cleared twenty or more shelves.

Along with that clearing of some shelves came a major relocation move in 2022 as the manuscript collections for the PCA's first three Stated Clerks were all relocated to the same shelving range (Range 6) of our facility. This is a move which will yield dividends of greater convenience for our staff for years to come. Those three collections include the papers of Dr. Morton H. Smith (27 cu. ft.); Dr. Paul R. Gilchrist (44 cu. ft.); and Dr. L. Roy Taylor (20 cu. ft.). Additional space on that Range has also been set aside for the Papers of Dr. Bryan Chapell. A similar effort was made to gather together the annually produced Review of Presbytery Records, placing all of these on two facing ranges, to make access more efficient and with room set aside for future growth of this important record group.

Management of the Historical Center

I'm finding Excel to be a useful tool in managing all that goes on in the PCA Historical Center. In 2022, I began to develop a single Excel file comprised of almost a dozen "sheets." This allows me to open that single file and move easily between the various Excel sheets, giving me immediate direction to most everything needed in the day-to-day management of the Archives. All of that is exceedingly useful, as my work is all about access to information : "What do we have and where is it in our facility?" I've called this tool the "Compendium" and its several parts, with brief description, are:

MINUTES OF THE GENERAL ASSEMBLY

1. Accession Record (a record of all that has been received, donated, or purchased over the years)
2. Articles on File (primarily articles on virtually any aspect of Presbyterianism)
3. Biography Files (information on various individuals gathered as things come available)
4. Manuscript Collections Overview
5. Map File Index (architectural drawings and large format items)
6. Oral Histories Index
7. Patron Record (Tracking patron visits & requests : who has asked what, and how did we reply)
8. Record Groups Overview
9. Research Library Overview
10. Shelf List (an index of what box is on what shelf)
11. Subject Index (gathered resources on a variety of topics)

Items 2, 5, and 11 in that list are the least developed at this point, but while the entire tool will be further developed in the coming year(s), it is already indispensable in the work here.

Historical Center Staffing & Student volunteers

While Mr. Jay Mallow has graduated from Covenant Seminary, he continues to work on a limited part-time basis as my assistant, now working this year to scan Presbytery minutes, 2001-current. At this time we have no student volunteers working in the Historical Center.

Historical Center Advisory Committee

Members of the Historical Center Advisory Committee include:

- Rev. Brannon Bowman, pastor of the Millbrook Presbyterian Church, Millbrook, AL.
- Rev. Caleb Cangelosi, pastor of the Pear Orchard Presbyterian Church, Madison, MS.
- Mr. David Cooper, Ruling elder at First Presbyterian Church, Chattanooga, TN, and author of its history and former Wire Editor at the Chattanooga Times Free Press.
- Mrs. Laura Ledbetter Dowling, mother of seven homeschooled children and wife of RE Steve Dowling.
- Miss Lannae Graham, former archivist at the Presbyterian Historical Foundation, Montreat, NC.
- Dr. Sean Michael Lucas, Senior pastor of the Independent Presbyterian Church, Memphis, TN.
- Dr. Ken McHeard, Pastor of Christian Formation, First Presbyterian Church, Augusta, GA.
- Dr. Otis W. Pickett, University Historian, Clemson University, Clemson, South Carolina.
- Dr. Robert Davis Smart, Senior pastor of Christ Church, Normal, IL.
- Dr. Barry Waugh, author and independent researcher, Greenville, SC.

Ex-officio members of the Advisory Committee include:

- Dr. Bryan Chapell, Stated Clerk of the Presbyterian Church in America.
- Rev. John Robertson, Business Manager for the Stated Clerk's Office & the Administrative Committee

Respectfully submitted,

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

Attachment 2

PROPOSED BUDGETS PCA COMMITTEES AND AGENCIES

ADMINISTRATIVE COMMITTEE 2024 PROPOSED BUDGET

I. Economic Considerations and General Ministry Factors

Budget philosophy

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

General Comments

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

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

The Current Prognostication

In a time of pandemic remnants, threatening inflation, faltering government, divisive politics, and unpredictable war one is unsettled relying on any economic forecasts. That being said, numbers are being selected from a posture of optimism that our merciful God and Father will deliver us in the midst of the chaos.

Economic Assumptions

A. Stated Clerk/Administration

- 1.0% PCA Growth Rate – greatly uncertain in times like ours.
- Current 8.5% National Consumer Price Index (CPI) and 6.5% at end of 2022– Kiplinger Letter, March 31, 2022, and April 16, 2023. Also, Kiplinger projects CPI to be 3.6% at end of 2023.
 - Kiplinger predicted a year end unemployment rate of 3.0% for 2022 – Kiplinger Letter, March 31, 2022, and for 2023 4.2% with recession and 3.7% without.
 - The full-time equivalent (FTE) employees budgeted for 2024 is 17.

B. PCA Office Building

- Rent will be increasing for 2023 and 2024 to \$16 per square foot.
- The full-time equivalent (FTE) employees budgeted at the beginning and end of the year will be 0.5. Many of the AC staff serve part-time to help with building operations.

II. Major Changes in the Budget

The main changes in the budget for 2024 are increases to manage inflation.

III. Income Streams and Development Plans

The PCA AC Development plans are increasing in man hours and in effectiveness. Other income streams are expected to grow gradually. Some donors are experiencing less flexibility than previous years.

IV. Major Ministry Not Implemented in the Past Year

- There was no “Major Ministry” unimplemented in 2022.

Present & Future

- We are continuing our efforts to provide Korean translations of our more important documents. Also, progress is being made for a Spanish and Portuguese translation.
- We are in the Lord’s hands always, but very evident in these uncertain times.

V. Notes to Line Items

Notes to the Budget Comparison Statement

General Note: First, all expenses are increased on an overall basis by the expectation of inflation effects. If inflation jumps as much as some are expecting, it could be necessary for all Committees and Agencies to increase compensation above these budgeted numbers in order to keep and care for very valuable employees. We trust this will not be necessary but believe it should be acknowledged.

Line 6: The News Office is expected to operate with less expense when their responsibilities for the 50th anniversary are completed.

Line 12: Other changes in expenses are in the ordinary range with the exception of the General Assembly, which increased almost 12%; mostly by the overall price increase in the hospitality industry striking across the whole range of their activities.

APPENDIX C

ADMINISTRATIVE COMMITTEE						
PROPOSED 2024 BUDGET						
DESCRIPTION	TOTAL PROGRAMS	MANAGEMENT & GENERAL	FUND RAISING	CAPITAL ASSETS	TOTALS	% OF TOTALS
SUPPORT & REVENUE						
1 Contributions (1)	\$ 1,996,000	\$ -	\$ -		\$ 1,996,000	53.23%
2 Fees	1,623,500	0	0		1,623,500	43.30%
3 Interest	0	10,000	0		10,000	0.27%
4 Others	120,000	0	0	0	120,000	3.20%
5 TOTAL REVENUES	3,739,500	10,000	0	0	3,749,500	100.00%
OPERATING EXPENSES						
6a Coordinator Sal, Hsng & Benefits	261,000	14,500	14,500	0	290,000	7.73%
6b Staff Salary & Benefits	1,607,200	59,860	129,590	0	1,796,650	47.92%
6 Total Staff Salary & Benefits	1,868,200	74,360	144,090	0	2,086,650	55.65%
7 Travel	231,700	10,000	6,000	0	247,700	6.61%
8 Rent	53,600	7,000	2,000	0	62,600	1.67%
9 Janitor/Grounds	0	0	0	0	0	0.00%
10 Mail/Ship	136,800	1,000	8,000	0	145,800	3.89%
11 Office Supplies	13,400	5,000	1,200	0	19,600	0.52%
12 Telephone	29,400	2,500	500	0	32,400	0.86%
13 Maintenance	0	0	0	0	0	0.00%
14 Leased Equipment	132,500	5,000	0	0	137,500	3.67%
15 Dues/Subscription	57,400	11,000	300	0	68,700	1.83%
16 Insurance	32,600	1,200	1,000	0	34,800	0.93%
17 Interest	0	0	0	0	0	0.00%
18 Printing	277,900	0	10,000	0	287,900	7.68%
19 Staff Training/Develop.	1,700	0	0	0	1,700	0.05%
20 Promotion/Appeals	6,500	0	0	0	6,500	0.17%
21 Foundation	0	0	0	0	0	0.00%
22 Planning	0	0	0	0	0	0.00%
23 Professional Services	472,000	20,000	4,000	0	496,000	13.23%
24 Taxes	0	0	0	0	0	0.00%
25 Utilities	5,000	0	0	0	5,000	0.13%
26 Contingencies	44,000	10,000	2,000	0	56,000	1.49%
28 Depreciation	7,250	22,000	0	0	29,250	0.78%
29 TOTAL OPERATING EXPENSES	3,369,950	169,060	179,090	0	3,718,100	98.38%
30 Operating Surplus/ Deficit	369,550	(159,060)	(179,090)	0	31,400	0.84%
31 LESS Depreciation	7,250	22,000	0	0	29,250	0.78%
32 NET OPERATING EXP.	3,362,700	147,060	179,090	0	3,688,850	100.00%
OTHER CAPITAL ITEMS:						
33 Capital Expenditures	0	0	0	0	0	0.00%
34 TOTAL CAPITAL EXPENDITURES	0	0	0	0	0	0.00%
26 TOTAL NET BUDGET	3,362,700	147,060	179,090	0	3,688,850	98.38%
36 SURPLUS/DEFICIT	376,800	(137,060)	(179,090)	0	60,650	1.62%
(1) Partnership Shares --- (contributions required from churches to fulfill responsibilities)						

MINUTES OF THE GENERAL ASSEMBLY

ADMINISTRATIVE COMMITTEE									
BUDGETS COMPARISONS STATEMENT									
FOR PROPOSED 2024 BUDGET									
DESCRIPTION	2020 (amended)	2021	2022	2023	PROPOSED BUDGET		2023 TO 2024		
	BUDGET	BUDGET	BUDGET	BUDGET	2024	% OF	CHANGE IN BUDGET		
					PROPOSED	TOTALS	\$	%	
SUPPORT & REVENUE									
1	Contributions (1)	\$ 1,492,000	\$ 1,781,000	\$ 1,881,000	\$ 1,921,000	\$ 1,996,000	53.23%	\$ 75,000	3.90%
2	Fees	1,049,622	1,053,500	1,173,500	1,538,500	1,623,500	43.30%	85,000	5.52%
3	Investments	8,000	2,000	5,000	2,000	10,000	0.27%	8,000	400.00%
4	Others	0	300,664	321,962	130,000	120,000	3.20%	(10,000)	-7.69%
TOTAL SUPPORT									
5	& REVENUE	2,549,622	3,137,164	3,381,462	3,591,500	3,749,500	100.00%	158,000	4.40%
OPERATING EXPENSES									
6	News Office	493,910	507,220	551,030	702,393	650,700	17.35%	(51,693)	-7.36%
7	Historical Center	157,380	157,560	163,740	178,273	177,400	4.73%	(873)	-0.49%
8	Committees & Agencies	111,400	122,650	127,750	156,850	167,400	4.46%	10,550	6.73%
9	Churches & Presbyteries	632,600	590,100	643,800	704,300	722,700	19.27%	18,400	2.61%
10	Stats & Publications	236,610	240,620	264,530	284,650	305,150	8.14%	20,500	7.20%
11	Standing Comm.	299,800	377,050	405,300	396,500	424,600	11.32%	28,100	7.09%
12	Gen. Assembly	373,600	708,300	680,150	825,736	922,000	24.59%	96,264	11.66%
TOTAL PROGRAMS									
13	PROGRAMS	2,305,300	2,703,500	2,836,300	3,248,702	3,369,950	89.88%	121,248	3.73%
14	Management & General	118,470	122,940	126,400	152,639	169,060	4.51%	16,421	10.76%
15	Fund Raising	122,580	143,660	146,050	164,490	179,090	4.78%	14,600	8.88%
TOTAL MGMT. & FUND RAISING									
16	FUND RAISING	241,050	266,600	272,450	317,129	348,150	9.29%	31,021	9.78%
TOTAL OPERATING									
17	EXPENSES	2,546,350	2,970,100	3,108,750	3,565,831	3,718,100	99.16%	152,269	4.27%
18	OPERATING SURPLUS/(DEFICIT)	3,272	167,064	272,712	25,669	31,400	0.84%	5,731	22.33%
19	LESS Depreciation	19,800	23,000	23,800	32,981	29,250	0.78%	(3,731)	-11.31%
NET OPERATING									
20	EXPENSES	2,526,550	2,947,100	3,084,950	3,532,850	3,688,850	98.38%	156,000	4.42%
OTHER CAPITAL ITEMS:									
21	Capital Expenditures								
22	Principal Loan Pmts								
23	Building Loss/(Gain)								
TOTAL CAPITAL EXPENDITURES									
24	EXPENDITURES	0	0	0	0	0	0.00%	0	
25	TOTAL EXPENSES	2,526,550	2,947,100	3,084,950	3,532,850	3,688,850	98.38%	156,000	4.42%
26	NET SURPLUS/(DEFICIT) EXCLUDING DEPRECIATION	23,072	190,064	296,512	58,650	60,650	1.62%	2,000	-0.02%
27	Equity Transfer Profit/(Loss)								
28	NET SURPLUS/(DEFICIT)	23,072	190,064	296,512	58,650	60,650	1.62%	2,000	-0.02%
(1) Partnership Share --- (contributions required from churches to fulfill responsibilities):									

APPENDIX C

ADMINISTRATIVE COMMITTEE					
FIVE YEAR FINANCIAL HISTORY					
FOR PROPOSED 2024 BUDGET					
	2018	2019	2020	2021	2022
DESCRIPTION	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL
SUPPORT & REVENUE					
1 Contributions - Designated & Undesignated Income (1)	\$ 1,313,191	\$ 1,595,390	\$ 1,992,737	\$ 1,503,522	\$ 1,575,771
2 Fees (Earned Income)	1,271,711	1,307,220	394,157	1,580,658	1,718,681
3 Investments	7,533	8,233	6,880	10,458	17,177
4 Others					
TOTAL SUPPORT &					
5 REVENUE	2,592,436	2,910,843	2,393,774	3,094,638	3,311,629
OPERATING EXPENSES					
7 News Office	505,206	467,533	483,052	560,824	591,131
8 Historical Center	135,274	141,535	144,968	143,884	151,432
9 Committees & Agencies	107,207	110,896	124,241	134,363	137,173
10 Churches & Presbyteries	530,595	532,240	516,911	545,281	608,697
11 Stats & Publications	221,793	252,365	243,360	237,201	302,408
12 Standing Comm.	285,558	311,597	346,984	300,229	387,776
13 Gen. Assembly	628,815	729,408	335,958	844,600	920,326
TOTAL					
14 PROGRAMS	2,414,448	2,545,574	2,195,474	2,766,382	3,098,943
15 Management & General	108,715	117,147	111,833	127,767	176,203
16 Fund Raising	86,633	120,550	104,883	116,196	114,897
TOTAL MGMT. &					
17 FUND RAISING	195,348	237,697	216,716	243,962	291,100
TOTAL OPERATING					
18 EXPENSES	2,609,797	2,783,270	2,412,190	3,010,344	3,390,043
19 OPERATING SURPLUS/(DEFICIT)	(17,361)	127,573	(18,416)	84,294	(78,414)
20 LESS Depreciation & Dispositions	21,160	20,844	25,099	32,750	32,981
21 NET OPERATING EXPENSES	2,630,957	2,804,114	2,437,289	3,043,094	3,423,024
OTHER CAPITAL					
ITEMS:					
22 Capital Expenditures	17,410	40,644	55,352	7,313	7,528
23 Principal Loan Pmts					
24 Other Items - Dishonored Pledges					
TOTAL CAPITAL					
25 EXPENDITURES	17,410	40,644	55,352	7,313	7,528
26 TOTAL EXPENSES W/O Depreciation	2,627,206	2,823,914	2,467,541	3,017,656	3,397,571
NET OPERATING SURPLUS/(DEFICIT)					
27 EXCLUDING DEPRECIATION	(17,361)	127,573	(18,416)	84,294	(78,414)
28 Equity Transfer	(16,206)	28,209	21,615	25,804	(50,052)
NET SURPLUS/(DEFICIT)					
29 EXCLUDING DEPRECIATION	(33,567)	155,782	3,198	110,097	(128,465)

MINUTES OF THE GENERAL ASSEMBLY

PCA OFFICE BUILDING PROPOSED 2024 BUDGET						
DESCRIPTION	TOTAL PROGRAMS	MANAGEMENT & GENERAL	FUND RAISING	CAPITAL ASSETS	TOTALS	% OF TOTALS
SUPPORT & REVENUE						
1 Contributions	\$0	\$0	\$0	\$0	\$0	0.00%
2 Investments	0	6,000	0	0	6,000	1.48%
3 Fees	0	0	0	0	0	0.00%
4 Rent	0	398,512	0	0	398,512	98.52%
5 TOTAL REVENUES	0	404,512	0	0	404,512	100.00%
OPERATING EXPENSES						
6 Staff Salary & Benefits	0	61,350	0	0	61,350	15.17%
7 Travel	0	1,000	0	0	1,000	0.25%
8 Rent	0	0	0	0	0	0.00%
9 Janitor/Grounds	0	50,000	0	0	50,000	12.36%
10 Mail/Ship	0	100	0	0	100	0.02%
11 Office Supplies	0	500	0	0	500	0.12%
12 Telephone	0	1,500	0	0	1,500	0.37%
13 Maintenance	0	50,000	0	0	50,000	12.36%
14 Leased Equipment	0	0	0	0	0	0.00%
15 Dues/Subscription	0	1,800	0	0	1,800	0.44%
16 Insurance	0	35,000	0	0	35,000	8.65%
17 Interest	0	0	0	0	0	0.00%
18 Printing	0	0	0	0	0	0.00%
19 Staff Training/Develop.	0	0	0	0	0	0.00%
20 Promotion/Appeals	0	0	0	0	0	0.00%
21 Foundation	0	0	0	0	0	0.00%
22 Planning	0	0	0	0	0	0.00%
23 Professional Services	0	38,000	0	0	38,000	9.39%
24 Taxes	0	3,000	0	0	3,000	0.74%
25 Utilities	0	50,000	0	0	50,000	12.36%
26 Contingencies	0	16,000	0	0	16,000	3.96%
27 Depreciation	0	95,000	0	55,981	150,981	37.32%
28 TOTAL OPERATING EXPENSES	0	403,250	0	55,981	459,231	113.53%
29 Operating Surplus/Deficit	0	1,262	0	(55,981)	(54,719)	-13.53%
30 LESS Depreciation	0		0		0	0.00%
31 NET OPERATING EXPENSES	0	403,250	0	55,981	459,231	113.53%
OTHER CAPITAL ITEMS:						
32 Capital Expenditures	0	0	0	0	0	0.00%
32a Loss (Gain) on Investments	0	0	0	0	0	0.00%
33 Depreciation Reserve	0	0	0	0	0	0.00%
34 TOTAL CAPITAL EXPENDITURE	0	0	0	0	0	0.00%
35 TOTAL NET BUDGET	0	403,250	0	55,981	459,231	113.53%
36 SURPLUS/(DEFICIT)	\$0	\$1,262	\$0	(\$55,981)	(\$54,719)	-13.53%

APPENDIX C

PCA OFFICE BUILDING							
BUDGETS COMPARISON STATEMENT							
FOR PROPOSED 2024 BUDGET							
DESCRIPTION	2021	2022	2023	2024	%	2023 TO 2024	
	BUDGET	BUDGET	BUDGET	BUDGET	OF TOTALS	\$	%
SUPPORT & REV							
1 Contributions	\$0	\$0	\$0	\$0	0.00%	\$0	0.00%
2 Fees	0	0	0	0	0.00%	0	0.00%
3 Investments	6,000	6,000	6,000	6,000	1.48%	0	0.00%
4 Rent	298,884	298,884	298,884	398,512	98.52%	99,628	33.33%
TOTAL SUPPORT & REVENUE	304,884	304,884	304,884	404,512	100.00%	99,628	32.68%
OPERATING EXP							
6 Capital Fund	55,981	55,981	55,981	55,981	13.84%	0	0.00%
7 TOTAL PROG	55,981	55,981	55,981	55,981	13.84%	0	0.00%
8 Mgmt & Gen'l	357,400	341,568	349,494	347,269	85.85%	5,701	1.60%
9 Fund Raising	0	0	0	0	0	0	0.00%
10 TOTAL MGMT& FUND RAISING	357,400	341,568	349,494	347,269	85.85%	5,701	1.60%
11 TOTAL OPER EXPENSES	413,381	397,549	405,475	403,250	99.69%	5,701	1.38%
12 Operating Surplus/(Def)	(108,497)	(92,665)	(100,591)	1,262	0.31%	93,927	0.00%
13 Depreciation					0.00%	0	
14 NET OPERATING EXPENSES	413,381	397,549	405,475	403,250	99.69%	5,701	1.38%
CAPITAL ASSETS							
15 Capital Additions							
16 TOTAL OPER& CAPITAL EXP	413,381	397,549	405,475	403,250	99.69%	5,701	1.38%
16 Loss (Gain) from Investments	0	0	0	0	0.00%	0	0.00%
17 SURPLUS/(DEF)	(\$108,497)	(\$92,665)	(\$100,591)	\$1,262	0.31%	\$93,927	-86.57%

MINUTES OF THE GENERAL ASSEMBLY

PCA OFFICE BUILDING					
FIVE YEAR FINANCIAL HISTORY					
FOR PROPOSED 2024 BUDGET					
	2018	2019	2020	2021	2022
DESCRIPTION	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL
SUPPORT & REVENUE					
1 Contributions	\$100	\$100	\$237	\$100	\$100
2 Fees					
3 Investments	(61,753)	294,506	223,053	222,397	(267,911)
4 Rent	298,884	298,884	298,884	298,884	298,884
TOTAL SUPPORT & REVENUE	237,231	593,490	522,174	521,381	31,073
OPERATING EXPENSES					
6 Capital Fund	55,981	55,981	55,981	55,981	55,981
7 TOTAL PROGRAM	55,981	55,981	55,981	55,981	55,981
8 Management & General	294,108	341,068	315,674	285,709	323,640
9 Fund Raising					
10 TOTAL MGMT& FUND RAISING	294,108	341,068	315,674	285,709	323,640
11 TOTAL OPERATING EXPENSES	350,089	397,049	371,655	341,690	379,621
12 OPERATING SURPLUS/(DEFICIT)	(112,859)	196,441	150,519	179,690	(348,548)
13 Less Depreciation and Dispositions					
14 NET OPERATING EXPENSES	350,089	397,049	371,655	341,690	379,621
OTHER CAPITAL ITEMS					
15 Other Items	**	**	**	**	**
16 TOTAL OPERATING & CAPITAL EXPENSES	350,089	397,049	371,655	341,690	379,621
17 NET OPERATING SURPLUS/(DEFICIT)	(112,859)	\$196,441	\$150,519	\$179,690	(348,548)
**					
Equity Transfer	(112,859)	196,441	150,519	179,690	(348,548)
Investments Include:					
3 Realized Gain(Loss) on Investments	41,434	28,603	96,429	123,688	14,949
3 Unrealized Gain(Loss) on Investments	(133,322)	232,623	100,307	73,965	(309,211)
3 Investment Income	30,135	33,281	26,317	24,744	26,351

COMMITTEE ON DISCIPLESHIP MINISTRIES
PROPOSED BUDGET
2024

I. Economic Considerations and General Ministry Focus:

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

The *Book of Church Order* states, “It is the responsibility of every member and every member congregation to support the whole work of the denomination as they be led in their conscience held captive to the Word of God” (*BCO* 14-4). Currently, 28% of particular PCA churches contribute to CDM, and the permanent committee and staff are grateful for the generosity shown by these churches. We pray more will join them in support of CDM’s essential ministry.

Underlying budget assumptions include:

- inflation that far exceeds that of recent years—particularly impacting compensation, travel, and events. The proposed budget assumes 7% average increase.
- health insurance premiums are projected to increase 20% from the actual paid in 2023.
- occupancy cost in the PCA Building will increase 33% as operating costs have risen and space once rented by other committees is being reallocated to “shared” meeting space.
- moderate growth in giving from churches and greater need for gifts from individuals to supplement churches that do not give according to the Ministry Ask.

MINUTES OF THE GENERAL ASSEMBLY

- CDM anticipates 12.8 FTE employees in 2024, which is an increase of 1.8 over 2023. Funds for these positions are provided by a grant as explained below.
- CDM continues to provide mailroom and technology services to the other Committees and Agencies in the building and is reimbursed accordingly.

II. Major Changes in Budget:

The budget for 2024 presents a net increase of 21.9%. This increase reflects CDM's receipt of the first year of a five-year, \$1.25 million grant to lead an initiative to encourage and train churches in teaching children to participate in the worship and prayer practices of the congregation. CDM also anticipates additional expenses related to its certification program as it expands to serve those in NextGen ministries. As noted, inflation is putting extreme upward pressure on all expenses, especially committee and team meetings, conference expenses, occupancy cost, and staff compensation.

III. Income Streams:

CDM has four revenue streams: 1) church contributions, 2) individual contributions, 3) revenues from the sale of resources, and 4) registration fees for. CDM's primary source of gift income for the ministry is contributions from 28% of particular PCA churches. In light of the ministry responsibilities given to CDM by the General Assembly, the "Ministry Ask" is set at \$7 per communicant member. If every PCA congregation were to give at this level, CDM would be fully funded and able to accomplish what the Assembly has directed.

Since a majority of PCA congregations do not contribute to the ministry of CDM, and others are unable to give the \$7 "Ministry Ask," the staff of CDM works to solicit donations from individuals, local church women's groups, and the PCA Foundation. Additionally, the staff seeks to find creative ways to enhance revenue through sales of products, attendance at events, and receipt of fees for services provided to churches and the other committees and agencies.

CDM desires to be a wise steward of the funds God has provided and offer the very best service to PCA churches. As CDM engages with and receives feedback from leaders in churches, the staff is convinced a percentage

request is more helpful to those who contribute to General Assembly committees. Consequently, CDM asks churches to give a minimum of .20% (.0020) of the congregation's total tithes and offerings, excluding capital budget items.

IV. Major Ministry Not Implemented in the Past Year:

In an effort to bring the scope of the ministry of CDM in line with the giving from PCA churches, the staff and permanent committee have focused on the areas of ministry to women, children, and resource development. Due to financial constraints, these ministries are forced to operate below budget by forgoing ministry opportunities, using volunteers wherever possible and limiting staff compensation. CDM continues to seek funding from churches and individuals to grow and staff ministries to youth and men in the denomination.

V. Notes to Budget "line items":

- Contributions and Support (Budget Comp., line 1) represents all donated funds by churches, individuals, and organizations. CDM is prayerfully optimistic that ongoing development efforts in 2023 along with receipt of the grant will result in a material increase in this source of funds.
- Other Revenue (Budget Comp., line 2) consists of book and curriculum sales, conference and training fees, reimbursements for postage and other services, and the net change in CDM's investments held at the PCA Foundation. This line item is projected to increase slightly representing modest growth in book sales, greater participation in conferences and training opportunities and great uncertainty about what might happen with CDM's invested funds.
- Training and Certification (Budget Comp., line 3) reflects a fourth year of the Children's Ministry Certification program and first full year of a NextGen Certification program for those who work with teens. CDM anticipates consistent enrollment in the Children's Certification and modest enrollment in the NextGen program.
- The Women's Ministry (Budget Comp., line 4) represents the cost of related staff, the annual Women's Leadership Training Conference, the women's program at General Assembly, local seminars conducted in churches by the Women's Ministry Trainers and the three regional conferences originally planned for 2023, now slated for 2024.
- CDM continues, in a limited way, to help local churches that request assistance in developing Men's Ministries (Budget Comp., line 5)

MINUTES OF THE GENERAL ASSEMBLY

- NextGen Ministry (Budget Comp., line 6) represents the cost of the CDM coordinator working with a part-time consultant and ministry team.
- Children's Ministry (Budget Comp., line 7) is projected to decrease slightly as the transition in ministry coordinators is complete.
- The Children's Worship and Prayer (Budget Comp, line 8) initiative is a new line item representing CDM's first year of activity provided for by a five-year, \$1.25 million grant. Activities include developing curriculum and training programs to aid churches in this endeavor. A full-time coordinator and part-time assistant will be hired.
- Seniors Ministry (Budget Comp, line 9) costs are now integrated into the Men's and Women's Ministries. CDM desires to conduct training in this area but sees its greatest opportunity to do so under these existing ministries.
- Publications and Curriculum (Budget Comp., line 10) includes the costs associated with developing and producing between eight and twelve Bible studies, topical books and other curricula.
- The increase of budgeted expenses for the Bookstore (Budget Comp., line 11) corresponds to the projected increase in sales revenue (line 2). Bookstore sales have increased since 2017, except for the year of the pandemic onset (2020). Sales in 2021 were 12% higher than 2019 and 25% higher than 2018. These rapid increases appear to be tapering now but sales do continue to grow.
- Reachout Adventures (Budget Comp, line 12) is projected to decline, not due to a decrease in the number of churches using the curriculum, but rather a decrease in the cost to provide it to churches. CDM is refreshing the curriculum to replace many of the printed pieces with downloadable, digital resources.
- Management and General (Budget Comp., line 13) In addition to staff costs, this line item includes the Audit Fees (Proposed, line 26), and CDM's share of Liability Insurance (Proposed, line 17) as well as fees that are mandated to CDM by the General Assembly such as Nominating Committee and Administrative Committee fees. See General Assembly Shared Expenses (Proposed, line 25)
- The line-item Committee/Agency Services (Budget Comp., line 14) represents mailroom and technology services provided to the other Committees and Agencies and are reimbursed 100% to CDM. Geneva Benefits Group now rents office space from CDM which replaces income lost when RUF vacated the building at the end of 2021.

APPENDIX C

- Fund Raising (Budget Comp., line 17) represents the costs associated with contacting churches, presbyteries and individuals and informing them about the ministry of CDM and their potential role in supporting the ministry. This item includes 20% of the CDM Coordinator and his associated expenses as well as two part-time staff assistants.
- The Coordinator, his part time assistant and related expenses are allocated to the various expense categories as follows: Training and Certification 10%, Fund Raising 20%, Administration 15%, Bookstore 5%, Women's Ministry 10%, Youth Ministry 10%, Children's Ministry 10%, and Publications and Curriculum 20%.

MINUTES OF THE GENERAL ASSEMBLY

Committee on Discipleship Ministries
Proposed 2024 Budget

	<u>Total Programs</u>	<u>Management & General</u>	<u>Fund Raising</u>	<u>Capital Assets</u>	<u>Totals</u>	<u>% of Totals</u>
SUPPORT & REVENUE						
1 Contributions and Support	\$836,978	\$290,874	\$115,588	\$15,000	\$1,258,440	50.47%
2 Other Revenues	\$1,102,780	\$131,780	\$240	\$0	\$1,234,800	49.53%
TOTAL SUPPORT AND REVENUE	\$1,939,758	\$422,654	\$115,828	\$15,000	\$2,493,240	100.00%
OPERATING EXPENSES						
3 Coordinator Salary and Housing	\$98,995	\$22,845	\$30,460	\$0	\$152,300	6.11%
4 Coordinator Benefits	\$19,955	\$4,605	\$6,140	\$0	\$30,700	1.23%
5 Staff Salary and Benefits	\$660,249	\$210,466	\$50,885	\$0	\$921,600	36.96%
6 Inventory Purchases	\$404,000	\$0	\$0	\$0	\$404,000	16.20%
7 Supplies	\$5,204	\$716	\$180	\$0	\$6,100	0.24%
8 Telephone & Internet	\$5,819	\$1,745	\$396	\$0	\$7,960	0.32%
9 Technology Resources	\$58,747	\$2,983	\$750	\$0	\$62,480	2.51%
10 Printing	\$15,900	\$0	\$5,000	\$0	\$20,900	0.84%
11 Postage & Shipping Materials	\$97,733	\$13,508	\$2,010	\$0	\$113,250	4.54%
12 Miscellaneous	\$4,948	\$8,123	\$780	\$0	\$13,850	0.56%
13 Subscriptions, Books, Materials	\$1,148	\$323	\$30	\$0	\$1,500	0.06%
14 Equipment Rental/Maint.	\$3,605	\$10,955	\$240	\$0	\$14,800	0.59%
15 Depreciation	\$11,267	\$2,983	\$750	\$0	\$15,000	0.60%
16 Occupancy Cost	\$65,459	\$52,954	\$1,347	\$0	\$119,760	4.80%
17 Liability Insurance	\$0	\$27,500	\$0	\$0	\$27,500	1.10%
18 Consultants, Prof. Services, Reps.	\$40,500	\$8,500	\$4,000	\$0	\$53,000	2.13%
19 Travel	\$91,270	\$1,550	\$2,900	\$0	\$95,720	3.84%
20 General Assembly Expense	\$15,670	\$1,470	\$1,560	\$0	\$18,700	0.75%
21 Staff Development / Book Allowance	\$1,913	\$338	\$50	\$0	\$2,300	0.09%
22 Graphics/Design	\$61,200	\$0	\$3,000	\$0	\$64,200	2.57%
23 Promotion and Advertising	\$24,000	\$0	\$6,000	\$0	\$30,000	1.20%
24 Video Acquisition and Production	\$29,500	\$0	\$0	\$0	\$29,500	1.18%
25 G.A. Shared Expenses	\$0	\$16,500	\$0	\$0	\$16,500	0.66%
26 Audit Fees	\$0	\$14,500	\$0	\$0	\$14,500	0.58%
27 Facilities, Events and Activities	\$121,325	\$75	\$100	\$0	\$121,500	4.87%
28 Committee and Team Meetings	\$24,500	\$23,000	\$0	\$0	\$47,500	1.91%
29 Honorariums and Royalties	\$88,120	\$0	\$0	\$0	\$88,120	3.53%
30 Vehicles	\$0	\$0	\$0	\$0	\$0	0.00%
TOTAL OPERATING EXPENSES	\$1,951,025	\$425,637	\$116,578	\$0	\$2,493,240	100.00%
Surplus/(Deficit) from operations	(\$11,267)	(\$2,983)	(\$750)	\$15,000	\$0	
LESS DEPRECIATION	(\$11,267)	(\$2,983)	(\$750)	\$0	(\$15,000)	-0.60%
TOTAL CASH OUTLAYS	\$1,939,758	\$422,654	\$115,828	\$0	\$2,478,240	99.40%
OTHER CAPITAL ITEMS						
31 Capital Expenditures	\$0	\$0	\$0	\$15,000	\$15,000	0.60%
TOTAL CAPITAL EXPENDITURES	\$0	\$0	\$0	\$15,000	\$15,000	
TOTAL NET BUDGET	\$1,939,758	\$422,654	\$115,828	\$15,000	\$2,493,240	

APPENDIX C

Committee on Discipleship Ministries
Budget Comparisons Statement
for Proposed 2024 Budget

	Unaudited 2022 <u>Actual</u>	Proposed 2022 <u>Budget</u>	Proposed 2023 <u>Budget</u>	Proposed 2024 <u>Budget</u>	Budget % of Totals	2024 - 2023 Change in Budget in \$ in %	
SUPPORT & REVENUE							
1 Contributions and Support	\$598,294	\$832,000	\$840,000	\$1,258,440	50.5%	\$418,440	49.8%
2 Other Revenues	\$1,119,625	\$1,028,500	\$1,206,000	\$1,234,800	49.5%	\$28,800	2.4%
TOTAL SUPPORT & REVENUE	\$1,717,919	\$1,860,500	\$2,046,000	\$2,493,240	100.0%	\$447,240	21.9%
OPERATING EXPENSES							
TRAINING							
3 Training and Certification	\$49,461	\$62,054	\$71,418	\$95,019	3.8%	\$23,601	33.0%
4 Women's Ministries	\$262,167	\$261,224	\$367,640	\$360,870	14.5%	(\$6,770)	-1.8%
5 Men's Ministries	\$4,098	\$3,000	\$4,000	\$6,500	0.3%	\$2,500	62.5%
6 NextGen Ministries	\$27,558	\$28,553	\$32,789	\$74,512	3.0%	\$41,722	127.2%
7 Children's Ministries	\$218,109	\$236,897	\$209,854	\$200,686	8.0%	(\$9,168)	-4.4%
8 Children's Worship and Prayer	\$0	\$0	\$0	\$324,640	13.0%	\$324,640	n/a
9 Seniors Ministry	\$0	\$0	\$0	\$0	0.0%	\$0	n/a
RESOURCES							
10 Publications and Curriculum	\$84,544	\$86,517	\$101,979	\$107,934	4.3%	\$5,954	5.8%
11 PCA Bookstore	\$682,987	\$570,251	\$672,830	\$725,667	29.1%	\$52,838	7.9%
12 VBS Reachout Adventures	\$89,053	\$108,143	\$95,323	\$55,199	2.2%	(\$40,125)	-42.1%
Total Programs	\$1,417,976	\$1,356,639	\$1,555,833	\$1,951,025	78.25%	\$395,192	25.4%
13 Management & General	\$213,268	\$223,950	\$227,340	\$253,698	10.2%	\$26,358	11.6%
14 Committee/Agency Services	\$137,606	\$120,642	\$105,846	\$133,939	5.4%	\$28,094	26.5%
15 CDM Committee	\$22,287	\$16,000	\$19,000	\$23,000	0.9%	\$4,000	21.1%
16 Depreciation	\$5,884	\$15,000	\$15,000	\$15,000	0.6%	\$0	0.0%
17 Fund Raising	\$82,353	\$128,269	\$122,981	\$116,578	4.7%	(\$6,403)	-5.2%
Total Management / Fund Raisin	\$461,397	\$503,861	\$490,167	\$542,215	21.7%	\$52,048	10.6%
TOTAL OPERATING EXPENSES	\$1,879,373	\$1,860,500	\$2,046,000	\$2,493,240	100.0%	\$447,240	21.9%
Surplus/(Deficit) from Operations	(\$161,454)	(\$0)	\$0	\$0		\$0	
LESS DEPRECIATION	(\$5,884)	(\$15,000)	(\$15,000)	(\$15,000)	-0.7%	\$0	
TOTAL CASH OUTLAYS	\$1,873,489	\$1,845,500	\$2,031,000	\$2,478,240		\$447,240	
OTHER CAPITAL ITEMS							
18 Capital Expenditures	\$4,465	\$15,000	\$15,000	\$15,000	0.7%	\$0	0.0%
TOTAL CAPITAL ITEMS	\$4,465	\$15,000	\$15,000	\$15,000	0.0%	\$0	0.0%
TOTAL NET BUDGET	\$1,877,954	\$1,860,500	\$2,046,000	\$2,493,240	100.0%	\$447,240	21.9%

MINUTES OF THE GENERAL ASSEMBLY

**Committee on Discipleship Ministries
Five Year Summary
for Proposed 2024 Budget**

	<u>2018</u> <u>Actual</u>	<u>2019</u> <u>Actual</u>	<u>2020</u> <u>Actual</u>	<u>2021</u> <u>Actual</u>	<u>2022</u> <u>Actual</u> (Unaudited)
SUPPORT & REVENUE					
1 Contributions and Support	\$568,496	\$694,146	\$669,010	\$604,680	\$598,294
2 Other Revenues	\$1,043,924	\$1,052,659	\$1,075,623	\$1,351,717	\$1,119,625
TOTAL SUPPORT & REVENUE	\$1,612,420	\$1,746,806	\$1,744,633	\$1,956,397	\$1,717,919
OPERATING EXPENSES					
TRAINING					
3 Training and Certification	\$59,808	\$56,047	\$48,427	\$43,330	\$49,461
4 Women's Ministries	\$273,094	\$240,969	\$241,520	\$191,307	\$262,167
5 Men's Ministries	\$0	\$0	\$1,854	\$2,844	\$4,098
6 Youth Ministries	\$14,634	\$23,696	\$22,740	\$23,443	\$27,558
7 Children's Ministries	\$168,187	\$166,110	\$144,503	\$169,309	\$218,109
8 Seniors Ministries	\$4,142	\$0	\$0	\$0	\$0
RESOURCES					
9 Publications and Curriculum	\$95,528	\$72,805	\$69,981	\$114,672	\$84,544
10 PCA Bookstore	\$537,168	\$576,429	\$555,552	\$643,529	\$682,987
11 VBS Reachout Adventures	\$0	\$6,527	\$100,040	\$67,777	\$89,053
Total Programs	\$1,152,561	\$1,142,583	\$1,184,616	\$1,256,210	\$1,417,976
12 Management & General	\$214,045	\$216,927	\$186,877	\$193,864	\$213,268
13 Committee/Agency Services	\$158,364	\$158,275	\$140,270	\$143,020	\$137,606
14 CE Committee	\$13,220	\$15,361	\$10,118	\$6,721	\$22,287
15 Depreciation	\$9,507	\$11,209	\$15,842	\$13,998	\$5,884
16 Fund Raising	\$75,716	\$79,601	\$90,036	\$79,304	\$82,353
Total Management / Fund Raising	\$470,852	\$481,373	\$443,143	\$436,906	\$461,397
TOTAL OPERATING EXPENSES	\$1,623,413	\$1,623,956	\$1,627,759	\$1,693,116	\$1,879,373
Surplus/(Deficit) from Operations	(\$10,992)	\$122,849	\$116,874	\$263,281	(\$161,454)
LESS DEPRECIATION	(\$9,507)	(\$11,209)	(\$15,842)	(\$13,998)	(\$5,884)
TOTAL CASH OUTLAYS	\$1,613,905	\$1,612,748	\$1,611,917	\$1,679,119	\$1,873,489
OTHER CAPITAL ITEMS					
17 Capital Expenditures	\$6,834	\$14,775	\$12,427	\$1,680	\$4,465
TOTAL CAPITAL ITEMS	\$6,834	\$14,775	\$12,427	\$1,680	\$4,465
TOTAL NET EXPENSES	\$1,620,740	\$1,627,523	\$1,624,345	\$1,680,799	\$1,877,954

COVENANT COLLEGE
PROPOSED BUDGET
FISCAL YEAR ENDING JUNE 30, 2024

I. Economic Considerations and General Ministry Factors

General Comments

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

The college continues to struggle to grow enrollment, experiencing mixed results in recruiting efforts. The economic impact of smaller incoming classes persists as the cohort progresses through the four years.

For the past number of years the college has worked diligently to mitigate the effects of inflation. Increasing inflation pressures have necessitated selected increases in departmental budgets. College employees were not provided an increase in compensation in the fiscal year ending June 30, 2023

Economic Assumptions Used in Budgeting for the next fiscal year

- 280 new students entering in fall 2024
- Continued expense increases due to inflationary pressures
- A 4% increase in employee base wages and benefits
- A draw from the endowment of 5% of the weighted three-year average value

II. Major Changes in Budget

Covenant College is committed to sound financial planning and good stewardship of its resources. The attached budget proposes a 4% increase in tuition and a 5% increase in room and board fees for the coming year. These increases, along with the budgetary adjustments, allow the College to maintain its low student-to-faculty ratio of 14:1 and to provide high quality residential programs.

MINUTES OF THE GENERAL ASSEMBLY

The proposed budget does not provide for any significant changes in programs or program spending.

The budget that is presented to the General Assembly includes \$3.5 million in depreciation, which is a non-cash expense. While the college is committed to living within its means, in the coming fiscal year we are expecting to experience a deficit. This deficit will be funded from free cash flow resulting from our non-cash depreciation expense, and by drawing upon surplus funds realized in previous fiscal years.

III. Income Streams

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

The majority of College costs are paid by the students and their families, who are the direct beneficiaries. The College works with each family in an attempt to find an affordable path to attendance. The attraction and retention of students is essential to the financial health of the College and our retention rates remain above industry norms.

Restricted and unrestricted gifts for scholarships and operations, received from churches and individuals make up \$3.02 million dollars of the operating budget. Churches historically have given about \$1 million of that amount each year. Churches that participate in the Church Scholarship Promise program are able to realize an additional scholarship benefit for their students.

The College provides other services for fees as well. Offering housing in its residential rental properties, operating the college bookstore, and delivering conference services provide for a modest income stream that nets about \$300,000 each year before allocation of facilities costs.

Finally, the combined endowment of the College and the Covenant College Foundation provide resources directly to the annual operating budget of the College for general operations and student scholarships. Due

to the growth of the endowment, we anticipate drawing almost \$2.4 million for operations and scholarships

IV. Major Ministry Not Implemented in the Past Year

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

V. Notes to Budget “line items”

Accounting Format & Other Notes

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

- Budget Comparison Note 1 - Net Tuition & Fees decreasing from the prior year budget due to enrollment challenges.
- Budget Comparison Note 2 – Room and Board income increasing due to projected increase in total students living in campus housing and to increase in fees.
- Budget Comparison Note 3 – Salaries and wages increasing due primarily to an inflationary increase of 4% in base compensation. Compensation of \$301,008, consisting of salary (\$262,725) and benefits (\$38,283) is provided to the president of the college.
- Budget Comparison Note 4 – An increase in capital expenditures is planned to expenses related to an aging physical plant.

MINUTES OF THE GENERAL ASSEMBLY

COVENANT COLLEGE
PROPOSED BUDGET
For the Fiscal Year Ending June 30, 2024

	Independent Management Advancement					% of Total	
	Programs	Operations	& General	/Development	Capital	Total	Revenue
Revenues							
Net Tuition & Fees	14,361,572					14,361,572	47.7%
Auxiliary Income	8,671,292					8,671,292	28.8%
Independent Operations		1,490,809				1,490,809	4.9%
Other Income	242,634					242,634	0.8%
Gifts & Support Income						-	
Unrestricted Gifts	2,000,000					2,000,000	6.6%
Restricted Gifts	1,020,000					1,020,000	3.4%
Endowment Support	2,339,000					2,339,000	7.8%
Total Gifts & Support Income	5,359,000					5,359,000	17.8%
Total Revenues	28,634,498	1,490,809				30,125,307	100.0%
Operating Expenses							
Salaries & Benefits							
Salaries	10,627,748	299,799	1,702,791	1,514,805		14,145,143	47.0%
Benefits	2,877,968	33,974	517,104	432,245		3,861,291	12.8%
Total Salaries & Benefits	13,505,716	333,773	2,219,896	1,947,049	-	18,006,434	59.8%
Travel & Professional Activities	1,034,469	2,425	125,655	225,865		1,388,414	4.6%
Insurance	42,517	2,000	97,449	-		141,966	0.5%
Supplies	618,942	550,520	958,813	210,506		2,338,781	7.8%
Contracts & Leases	4,171,531	9,000	605,365	19,394		4,805,290	16.0%
Acquisitions	55,478	-	-	-		55,478	0.2%
Other Expenses	496,209	315,346	111,800	-		923,355	3.1%
Allocation of Maintenance Costs	3,045,964	152,056	182,433	23,144		3,403,596	11.3%
Depreciation	-	-	-	-	3,272,407	3,272,407	10.9%
Total Operating Expenses	22,970,826	1,365,119	4,301,410	2,425,959	3,272,407	34,335,722	114.0%
Operating Surplus (Deficit)	5,663,672	125,690	(4,301,410)	(2,425,959)	(3,272,407)	(4,210,415)	-14.0%
Less: Depreciation	-	-	-	-	3,272,407	3,272,407	10.9%
Net Operating Surplus (Deficit)	5,663,672	125,690	(4,301,410)	(2,425,959)	-	(938,008)	-3.1%
Non-Operating Activities							
Capital Expenditures					1,600,000	1,600,000	5.3%
Change in Cash					1,600,000	(2,538,008)	-8.4%

APPENDIX C

COVENANT COLLEGE
BUDGET COMPARISON
For the Fiscal Year Ending June 30, 2024

	FY 2022 Actual	FY 2023 Budget	Proposed		FY 2023 to FY 2024 Change in Budget	
			FY 2024 Budget	% of Total Revenue	\$	%
Revenues						
Net Tuition & Fees	13,528,319	14,659,089	14,361,572	47.7%	(297,517) ¹	-2.0%
Auxiliary Income	7,487,245	7,782,320	8,671,292	28.8%	888,972 ²	11.4%
Independent Operations	1,643,720	1,485,809	1,490,809	4.9%	5,000	0.3%
Other Income	327,990	285,510	242,634	0.8%	(42,876)	-15.0%
Government Support	2,109,774					
Gifts & Support Income						
Unrestricted Gifts	2,061,399	2,000,000	2,000,000	6.6%	-	0.0%
Restricted Gifts	1,192,619	1,020,000	1,020,000	3.4%	-	0.0%
Endowment Support	2,565,851	2,339,000	2,339,000	7.8%	-	0.0%
Total Gifts & Support Income	5,819,869	5,359,000	5,359,000	17.8%	-	0.0%
Total Revenues	30,916,917	29,571,728	30,125,307	100.0%	553,579	1.9%
Operating Expenses						
Salaries & Benefits						
Salaries	13,110,828	13,321,680	14,145,143	47.0%	823,463	6.2%
Benefits	3,721,157	3,960,344	3,861,291	12.8%	(99,053)	-2.5%
Total Salaries & Benefits	16,831,985	17,282,024	18,006,434	59.8%	724,410 ³	4.2%
Travel & Professional Activities	1,425,493	1,324,794	1,388,414	4.6%	63,620	4.8%
Insurance	153,177	122,627	141,966	0.5%	19,339	15.8%
Supplies	2,267,807	2,204,320	2,338,781	7.8%	134,461	6.1%
Contracts & Leases	4,867,167	4,553,831	4,805,290	16.0%	251,459	5.5%
Acquisitions	34,679	56,747	55,478	0.2%	(1,269)	-2.2%
Other Expenses	1,005,672	739,728	923,355	3.1%	183,627	24.8%
Maintenance Costs	3,411,825	3,519,714	3,403,596	11.3%	(116,117)	-3.3%
Depreciation	3,326,813	3,364,721	3,272,407	10.9%	(92,314)	-2.7%
Total Operating Expenses	33,324,618	33,168,506	34,335,722	114.0%	1,167,216	3.5%
Operating Surplus (Deficit)	(2,407,701)	(3,596,778)	(4,210,415)	-14.0%	(613,637)	17.1%
Less: Depreciation	3,326,813	3,364,721	3,272,407	10.9%	(92,314)	-2.7%
Net Operating Surplus (Deficit)	919,112	(232,057)	(938,008)	-3.1%	(705,951)	304.2%
Non-Operating Activities						
Capital Expenditures	1,918,950	1,200,000	1,600,000	5.3%	400,000 ⁴	33.3%
Change in Cash	(999,838)	(1,432,057)	(2,538,008)	-8.4%	(1,105,951)	77.2%

MINUTES OF THE GENERAL ASSEMBLY

COVENANT COLLEGE FIVE YEAR FINANCIAL HISTORY For the Proposed Budget for the Fiscal Year Ending June 30, 2024

	Audited Financial Statement Actual Performance				
	2022	2021	2020	2019	2018
Revenues					
Net Tuition & Fees	13,528,319	13,219,181	14,102,280	14,984,956	14,831,963
Auxiliary Income	7,487,245	6,733,319	5,453,025	7,468,901	7,531,533
Independent Operations	1,643,720	481,672	794,173	1,484,220	1,280,250
Other Income	327,990	368,208	627,665	894,438	740,166
Income on Investments	437,245	302,595	293,341	277,438	292,999
Government & Grants	2,109,774	1,590,047	4,458,581	394,280	400,544
Net Assets Released from Restrictions	3,321,225	2,646,824	2,956,656	2,933,986	2,925,095
Unrestricted Gift Income	<u>2,061,399</u>	<u>1,828,282</u>	<u>2,744,465</u>	<u>3,813,566</u>	<u>2,589,510</u>
	<u>30,916,917</u>	<u>27,170,128</u>	<u>31,430,186</u>	<u>32,251,785</u>	<u>30,592,060</u>
Operating Expenses					
Instructional	9,246,311	8,330,733	8,994,817	9,391,177	9,985,220
Academic support	1,036,287	961,325	974,585	1,180,720	950,768
Student services	7,544,041	6,513,745	6,626,033	6,480,925	6,343,544
Library	869,090	804,473	835,353	855,433	945,958
Public service	182,095	174,169	172,038	181,845	216,836
Auxiliary enterprises	4,944,249	4,913,556	4,685,466	4,891,535	4,871,724
Independent operations	2,723,685	1,873,431	2,111,618	2,711,168	2,566,305
Institutional support	4,404,839	4,103,648	3,371,210	3,792,960	4,718,414
Advancement / Development	<u>2,374,021</u>	<u>2,081,830</u>	<u>1,877,217</u>	<u>2,104,962</u>	<u>1,773,963</u>
	<u>33,324,618</u>	<u>29,756,910</u>	<u>29,648,337</u>	<u>31,590,725</u>	<u>32,372,732</u>
Change in Net Assets from Operations	<u>(2,407,701)</u>	<u>(2,586,782)</u>	<u>1,781,849</u>	<u>661,060</u>	<u>(1,780,672)</u>
Less: Depreciation	<u>3,326,813</u>	<u>3,364,722</u>	<u>3,450,433</u>	<u>3,433,428</u>	<u>3,442,145</u>
Net Operating Surplus (Deficit)	<u>919,112</u>	<u>777,940</u>	<u>5,232,282</u>	<u>4,094,488</u>	<u>1,661,473</u>
NonOperating Activities					
Contributions received for Long-Term Purpo	3,146,887	5,732,185	2,972,840	1,928,827	4,764,558
Income from sale of Tax Credits	-	-	-	1,359,166	3,404,376
Income (loss) on Investments	(1,438,784)	2,202,614	(196,499)	118,737	231,419
Income (loss) on Endowment Investments	(9,346,366)	9,862,432	488,385	1,563,580	2,391,071
Capital Expenditures	<u>(1,918,950)</u>	<u>(1,066,250)</u>	<u>(1,268,850)</u>	<u>(1,607,231)</u>	<u>(3,838,943)</u>
Total NonOperating Activities	<u>(9,557,213)</u>	<u>16,730,981</u>	<u>1,995,876</u>	<u>3,363,079</u>	<u>6,952,481</u>

COVENANT THEOLOGICAL SEMINARY
PROPOSED BUDGET
2023-2024

I. Economic Considerations and General Ministry Factors

Ministry Impact: Covenant Theological Seminary is a ministry of the Presbyterian Church in America training pastors, counselors, and others who seek to minister in Christ's church. Our purpose is to glorify the triune God by training his servants to walk in God's grace, minister God's Word, and equip God's people — all for God's mission. Our thousands of alumni serve throughout the United States and in dozens of other countries. People all over the world continue to download Covenant's free online materials.

Budget Summary: Covenant Seminary's budget is based on revenue projections for student enrollment, gifts and donations, endowment returns, and auxiliary services (primarily student housing). We make reasonable estimates based on past trends, changes in our industry and economic environment, and institutional indicators. The Seminary faces challenges similar to other small institutions of higher education. Data and anecdotes from peers in seminaries and other small schools demonstrate that there is a common challenge in recruiting and retaining students. While the environment is challenging, we believe in the need for biblical, Christ-centered, theological training; and we are adapting so that we can continue as a leading organization in this field. Our critical financial objective is reversing student declines in degree programs focused on the preparation of pastors. Under the leadership of our new president, we are giving renewed attention to denominational leaders and partners to more effectively recruit future pastors and ministry leaders to serve the PCA and the broader evangelical world. We believe that our efforts will lead to enrollment increases, but in the short run we must use reserve funds to finance manageable operating losses (see section V). This controlled use of reserve funds will allow the Seminary to remain poised for growth.

Net Tuition: The Seminary uses credit hours sold (CHS) as its primary financial measure of enrollment. Two years of improving enrollment (9,167 CHS in FY20 and 9,399 CHS in FY21), informed a budget of 9,762 CHS in FY23. However, actual results in FY22 of 8,452 CHS were short

MINUTES OF THE GENERAL ASSEMBLY

of expectation. The Seminary's forecast for FY23 is now 7,400 CHS, and the FY24 CHS budget is 7,700. The net tuition budget uses the historical scholarship rate of approximately 39% of gross tuition. Of the \$1,796,531 in budgeted scholarships, \$1,419,310 is "funded," i.e., paid for by funds donated for this purpose.

Tuition Costs: Tuition rates in FY24 will increase to \$595 per credit hour for MDiv and MA students and to \$665 per credit hour for DMin and ThM students. The total costs for the MDiv program remain comparable to peer seminaries. The tuition charge for a full-time student (taking 30 hours) will be \$17,850 before financial aid.

Gifts and Donations: The unrestricted gifts and donations budget of \$2,286,000 is an increase of 14.3% over the FY23 budget of \$2,000,000. Though a substantial increase in unrestricted giving, we expect to realize these gains through a new, quiet capital campaign called "Bridge the Gap," which is focused on key Seminary donors. Overall, this campaign seeks to raise \$1,000,000 in unrestricted donations.

Endowment Draw: The endowment draw percentage continues to be 5% of the endowment's average fair market value. This fair market value measurement date is one year prior to the beginning of the budgeted fiscal year. Thus, the amount of \$1,765,556 for FY24 was set before the beginning of the budget process.

Auxiliary Services: Low enrollment has adversely impacted the vacancy rate in student housing. This coincides with increased maintenance needs as the Seminary's apartment buildings age. We anticipate that expenses for student housing will exceed revenue in FY24. This negative dynamic will improve in future years as we recruit more students to full-time, in-residence studies.

Expenses: All Seminary departments are asked to submit expense budgets to the business and finance office. The president's cabinet evaluates these budgets in light of revenue assumptions and the strategic direction of the institution. Necessary changes are discussed with departments and approved by the president with the support of the president's cabinet. The Seminary's most significant cost is personnel.

APPENDIX C

Low enrollment has caused a significant shortfall in revenue, which required a reduction in expenses of \$874,270 (or 8.9%) from the FY23 to FY24 budget. While this included painful decisions to cut six full-time positions, the Seminary was able to preserve all academic programs and student services. Additionally, the Seminary’s staff continues to receive cost of living increases in salaries and the same level of employee benefits.

II. Major Changes in Budget

This year there were no major changes in the budget.

III. Income Streams

The Seminary’s budgeted revenue sources in FY24 are as follows:

Tuition & Fees	37.44%
Unrestricted Giving	26.37%
Endowment*	20.37%
Temp. Restricted Gifts	10.82%
<u>Auxiliary Services</u>	<u>5.00%</u>
Total	100.0%

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

Tuition and Fees: The budget is based on historical trends combined with current retention and recruitment indicators. It is set before the CHS outcome for the year immediately preceding the budget year is known. Forecast adjustments are made, if necessary, after data on CHS outcomes becomes available.

Unrestricted Giving: The development team has consistently met annual fund goals for several years. The team’s direct knowledge of individual donor circumstances and broader giving trends supports an incremental percentage increase in FY24.

Endowment: The endowment draw calculation is based on a fair market value measurement made one year before the fiscal year begins. Thus, it is a known quantity. Professional management of the endowment, combined with fiduciary oversight by the board of trustees, has

MINUTES OF THE GENERAL ASSEMBLY

successfully minimized volatility that would threaten our endowment draw expectations.

Temporarily Restricted Gifts: Restricted gifts are counted as revenue when the gifts are spent for their restricted purposes. During the recent Hope for the Future capital campaign that ended in April 2021, the Seminary accumulated significant restricted gifts. Our development team’s interactions with peers and direct experience informs us that donor interest in restricted giving remains strong. However, it is normal that restricted giving is lower during non-campaign years, and the Seminary is experiencing this with 36% less restricted giving revenue in FY24.

Auxiliary Services: Our FY24 budget anticipates a net loss in auxiliary operations. See “Auxiliary Services” under section I above.

IV. Major Ministry Not Implemented in the Past Year

We did not have a major ministry that was not implemented in the past year.

V. Notes to Budget Line Items

In the 2022 report to the General Assembly, there was an error in the actual expenses reported for FY21. A year-end adjustment was inadvertently excluded from the figures presented. This caused small errors in several expense lines. The correction of this error has resulted in an overall reduction of FY21 expenses by \$42,085. In this report, the “20-21 Actual” columns present the correct figures.

The Seminary accumulated significant financial reserves in the years prior to FY22. We expect our unrestricted reserves at the end of FY24 to be \$1,392,035.

APPENDIX C

COVENANT THEOLOGICAL SEMINARY								
Proposed FY24 Budget								
	Instruction	Student Services	Auxiliary	Academic Support	Institutional Support -- Fundraising	Institutional Support -- General and Administrative	Total	% of Total
REVENUES								
Credit Hours Sold							9,762	
Gross Tuition	4,606,490	-	-	-	-	-	4,606,490	53.14%
Unfunded Scholarship	(377,221)	-	-	-	-	-	(377,221)	-4.35%
Funded Scholarship	(1,419,310)	-	-	-	-	-	(1,419,310)	-16.37%
Net Tuition Before Fees	2,809,959	-	-	-	-	-	2,809,959	32.41%
Fees	401,689	-	-	-	-	-	401,689	4.63%
Net Tuition & Fees	3,211,648	-	-	-	-	-	3,211,648	37.05%
Missional Training Center	34,200	-	-	-	-	-	34,200	0.39%
Gifts and Donations	-	-	-	-	2,286,000	-	2,286,000	26.37%
Auxiliary Enterprises	-	-	433,788	-	-	-	433,788	5.00%
Released from Temporary Restriction	911,160	-	-	-	-	26,750	937,910	10.82%
Operational Endowment	-	-	102,168	-	-	1,155,238	1,257,406	14.50%
Endowed Student Aid	508,150	-	-	-	-	-	508,150	5.86%
TOTAL REVENUES	4,665,158	-	535,956	-	2,286,000	1,181,988	8,669,102	100.00%
EXPENSES								
Salaries & Wages	2,346,923	807,031	159,287	323,363	689,502	514,426	4,840,532	54.13%
Employee Benefits	477,802	209,388	54,819	80,164	196,649	170,220	1,189,041	13.30%
Advertising	6,100	14,657	-	6,657	39,939	-	67,352	0.75%
Contract Services	40,410	47,934	40,410	40,060	44,760	121,314	334,888	3.74%
Occupancy, Utilities, & Maintenance	36,967	19,033	231,013	905	5,130	10,838	303,885	3.40%
Technology	104,069	65,706	39,950	31,006	45,038	50,000	335,769	3.75%
Travel & Entertainment	67,590	90,469	625	469	126,850	37,448	323,450	3.62%
	3,079,861	1,254,217	526,104	482,623	1,147,867	904,245	7,394,917	82.69%
Other	133,436	63,377	3,918	77,840	96,612	64,805	439,989	4.92%
Facilities Allocation	398,967	232,614	51,673	161,446	137,228	126,179	1,108,109	12.39%
TOTAL EXPENSES	3,612,264	1,550,209	581,696	721,910	1,381,707	1,095,229	8,943,015	100.00%
NET INCOME before Depreciation	1,052,894	(1,550,209)	(45,740)	(721,910)	904,293	86,759	(273,913)	
President's Salary							225,000	
Benefits							25,675	

MINUTES OF THE GENERAL ASSEMBLY

COVENANT THEOLOGICAL SEMINARY				
Budget Comparison FY22 - FY24				
	21-22	22-23	23-24	FY24 Budget to
	Actual	Budget	Budget	FY22 Actual
				Favorable / (Unfavorable)
REVENUES				
Credit Hours Sold	8,452	9,762	7,700	(752)
Gross Tuition	\$4,705,553	\$5,753,190	\$4,606,490	(\$99,063)
Unfunded Scholarship	(403,674)	(997,336)	(377,221)	26,453
Funded Scholarship	(1,497,739)	(1,246,408)	(1,419,310)	78,429
Net Tuition Before Fees	2,804,140	3,509,446	2,809,959	5,819
Fees	248,201	487,859	401,689	153,488
Net Tuition & Fees	3,052,341	3,997,305	3,211,648	159,307
Missional Training Center	37,800	34,200	34,200	(3,600)
Gifts and Donations	2,126,348	2,000,000	2,286,000	159,652
Auxiliary Enterprises	544,196	596,089	433,788	(110,408)
Released from Temporary Restriction	1,442,788	1,469,962	937,910	(504,878)
Operational Endowment	1,129,404	1,218,585	1,257,406	128,002
Endowed Student Aid	324,021	425,490	508,150	184,129
TOTAL REVENUES	8,656,898	9,741,631	8,669,102	12,204
EXPENSES				
President's Cabinet				
President / Trustees	370,149	363,913	366,681	3,468
Chaplain	41,732	46,187		41,732
Strategic Academic Projects	(222)	250		(222)
Operations	292,303	289,680	205,101	87,202
Total President's Cabinet	703,962	700,030	571,782	132,180
Academics				
Instruction	1,646,469	1,762,166	1,720,024	(73,555)
Disability Ministry	20,676		16,750	3,926
Field Education	120,322	136,692	26,291	94,031
Doctor of Ministry	67,886	108,753	91,335	(23,449)
Master of Theology (Th. M.)	3,000	2,550	3,060	(60)
Online Education	151,794	230,470	208,642	(56,848)
Counseling	769,885	800,657	733,964	35,921
World Missions	23,115	35,055	24,020	(905)
Francis Schaeffer Institute	223,260	235,421	132,841	90,419
Church Planting	87,498	123,605	121,999	(34,501)
Seattle Site	60			60
Nashville Site	1,743			1,743
Total Academics	3,115,708	3,435,369	3,078,926	36,782
General				
Library	462,726	496,979	413,776	48,950
Student Life	341,747	375,822	356,140	(14,393)
Registration & Academic Advising	225,923	254,500	243,990	(18,067)
Financial Aid Administration	116,740	115,083	123,549	(6,809)
Development	754,973	772,876	787,456	(32,483)
Communications	375,503	414,287	391,931	(16,428)
Admissions	218,931	337,132	343,475	(124,544)
Alumni Relations	125,115	125,786	130,046	(4,931)
Business Office	418,021	424,159	369,929	48,092
Information Technology Services	606,568	666,148	595,044	11,524
Facilities	1,059,990	1,109,355	1,053,211	6,779
General Sub-total	4,706,237	5,092,127	4,808,547	(102,310)
Total Educational and General	8,525,907	9,227,526	8,459,255	66,652
Total Auxiliary Enterprises Expenses	573,953	579,005	483,765	90,188
Transfers to Non-operating Funds	15,687	10,759		15,687
Hope for the Future Campaign	18			18
TOTAL EXPENSES	9,115,565	9,817,290	8,943,020	172,545
OPERATING NET INCOME	(458,667)	(75,659)	(273,918)	184,749
NON-OPERATING ACTIVITY				
Presidential Search/Transition Expense	188,999			188,999
* In years with negative net income, operating reserves are used to fund the deficit.				

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COVENANT THEOLOGICAL SEMINARY					
Budget Comparison FY20 - FY24					
	19-20	20-21	21-22	22-23	23-24
	Actual	Actual	Actual	Budget	Budget
REVENUES					
Credit Hours Sold	9,167	9,399	8,452	9,762	7,700
Gross Tuition	\$4,852,715	\$5,103,898	\$4,705,553	\$5,753,190	\$4,606,490
Unfunded Scholarship	(874,818)	(1,060,091)	(403,674)	(997,336)	(377,221)
Funded Scholarship	(1,013,036)	(891,908)	(1,497,739)	(1,246,408)	(1,419,310)
Net Tuition Before Fees	2,964,861	3,151,899	2,804,140	3,509,446	2,809,959
Fees	190,875	195,682	248,201	487,859	401,689
Net Tuition & Fees	3,155,736	3,347,581	3,052,341	3,997,305	3,211,648
Missional Training Center	27,600	33,600	37,800	34,200	34,200
Gifts and Donations	1,757,428	2,008,245	2,126,348	2,000,000	2,286,000
Auxiliary Enterprises	639,434	536,339	544,196	596,089	433,788
Released from Temporary Restriction	1,696,534	1,085,444	1,442,788	1,469,962	937,910
Operational Endowment	1,173,152	1,267,342	1,129,404	1,218,585	1,257,406
Endowed Student Aid	313,052	316,141	324,021	425,490	508,150
TOTAL REVENUES	8,762,936	8,594,692	8,656,898	9,741,631	8,669,102
EXPENSES					
President's Cabinet					
President / Trustees	291,823	386,981	370,149	363,913	366,681
Chaplain	64,354	40,737	41,732	46,187	
Strategic Academic Projects	124,728	128,233	(222)	250	
Operations	216,621	201,084	292,303	289,680	205,101
Total President's Cabinet	697,526	757,035	703,962	700,030	571,782
Academics					
Instruction	1,501,863	1,560,386	1,646,469	1,762,166	1,720,024
Disability Ministry	26,424	18,659	20,676		16,750
Field Education	103,778	120,849	120,322	136,692	26,291
Doctor of Ministry	31,795	35,083	67,886	108,753	91,335
Master of Theology (Th. M.)	2,500	2,500	3,000	2,550	3,060
Online Education	112,280	86,675	151,794	230,470	208,642
Counseling	571,921	654,748	769,885	800,657	733,964
World Missions	2,565	1,551	23,115	35,055	24,020
Francis Schaeffer Institute	204,687	206,225	223,260	235,421	132,841
Church Planting	77,676	88,013	87,498	123,605	121,999
Nashville Site	2,544	2,395	1,743		
Partnership Development	123		60		
Total Academics	2,638,156	2,777,084	3,115,708	3,435,369	3,078,926
General					
Library	388,185	426,080	462,726	496,979	413,776
Student Life	273,275	291,629	341,747	375,822	356,140
Registration & Academic Advising	179,242	203,950	225,923	254,500	243,990
Financial Aid Administration	120,495	118,033	116,740	115,083	123,549
Development	575,287	695,617	754,973	772,876	787,456
Communications	426,407	400,206	375,503	414,287	391,931
Admissions	226,911	168,131	218,931	337,132	343,475
Alumni Relations	94,252	127,219	125,115	125,786	130,046
Business Office	383,946	394,163	418,021	424,159	369,929
Information Technology Services	519,709	533,330	606,568	666,148	595,044
Facilities	978,964	1,007,595	1,059,990	1,109,355	1,053,211
General Sub-total	4,166,673	4,365,953	4,706,237	5,092,127	4,808,547
Total Educational and General	7,502,355	7,900,072	8,525,907	9,227,526	8,459,255
Total Auxiliary Enterprises Expenses	573,534	520,181	573,953	579,005	483,765
Transfers to Non-operating Funds	17,113	17,113	15,687	10,759	
Hope for the Future Campaign	84,983	82,921	18		
TOTAL EXPENSES	8,177,985	8,520,287	9,115,565	9,817,290	8,943,020
OPERATING NET INCOME	584,951	74,405	(458,667)	(75,659)	(273,918)
NON-OPERATING ACTIVITY					
PPP Loan Received (forgiveness criteria met in FY20)	1,102,300	0	0	0	0
Presidential Search/Transition Expense	0	55,039	188,999	0	0
<i>* In years with negative net income, operating reserves are used to fund the deficit.</i>					

MISSION TO NORTH AMERICA
PROPOSED BUDGET
2024

I. Economic Considerations and General Ministry Factors

The Committee on Mission to North America (MNA) is a Permanent Committee of the Presbyterian Church in America (PCA), serving PCA churches and presbyteries under the nonprofit corporation of the PCA. Per *Rules of Assembly Operations* VI.6-2, ‘The affairs of the church involved in its extension in the United States and Canada are assigned to the Committee on Mission to North America’.

MNA accomplishes its mission to cultivate Kingdom advancement through the PCA in North America through its various ministries.

Church Planting: MNA provides services to those seeking to be church planting catalysts (church planting networks, presbyteries, individual churches) or those seeking to pursue church planting and, on a denominational level, offers services such as church planter development and recruiting, assessment, assistance with placement, training, coaching and fundraising consultation, and cash management services at no charge.

MNA also provides publications and referrals for established PCA churches to equip them for participation in church planting as well as forums for leaders in church planting across the PCA to gather for the sharing of ideas, for further leadership training and for creating and carrying out the North American vision for church planting.

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

PCA Unity Fund: The purpose of the PCA Unity Fund is to provide resources for the seminary training, mentoring and development of ethnic minority leadership in the PCA through partnership with individuals, churches, and presbyteries, with the goal of raising up Reformed minority Teaching Elders, Ruling Elders, Church Staff, and Missionaries within the denomination.

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

II. Major Changes in Budget

There are no major changes in the proposed 2024 budget.

III. Income Streams

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

IV. Major Ministry Not Implemented in the Past Year

All budgeted ministries were implemented in the past year.

V. Notes to Budget Line Items

Assumption for 2024 budget: MNA is submitting a 2024 proposed budget that is an increase of 11% from the 2023 budget. Due to an increase in church planter project accounts and growth in permanent staff ministry development, we believe this is a realistic Total Expense Budget for 2024.

Per Capita Calculation: The 2024 Proposed *Total Expense Budget* of \$26,130,850 is adjusted using the following formula:

2024 Proposed Total Expense Budget	\$ 26,130,850
2024 Proposed Church Planters/Missionaries Expense	(15,602,500)
Subtotal	10,528,350
2024 Budgeted investment income	(440,884)
2024 Budgeted conference revenue	(450,004)
Total Net Partnership Share Fund	\$ 9,637,461

The *per capita* calculation of the *Partnership Share Fund* will be \$9,637,461 divided by the number of PCA members. The MNA Ministry Ask figure will remain at \$26 for 2024.

MINUTES OF THE GENERAL ASSEMBLY

An overall net increase of 8% in salaries and benefits is assumed. That is an aggregate of cost of living, merit increases and health insurance costs.

The cost being charged by the Administrative Committee for office space increased to a projected estimate of \$14 per square foot for the 2024 budget projection.

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Mission to North America
Proposed 2024 Budget

	Total Program	Total Administration/ General	Total Fund Raising	Total	% of Total
Support and Revenue					
Contributions	\$ 22,800,546	\$ 1,835,916	\$ 603,500	\$ 25,239,961	96.6%
Investment	-	440,884	-	440,884	1.7%
Conference and Other Revenues	450,004	-	-	450,004	1.7%
Total Support and Revenue	23,250,550	2,276,800	603,500	26,130,850	100%
Expenses					
Coordinator Salary & Housing	-	128,750	128,750	257,500	1.0%
Coordinator Benefits	-	31,250	31,250	62,500	0.2%
Salaries	3,446,832	780,000	236,250	4,463,082	17.1%
Benefits	144,920	260,000	78,750	483,670	1.9%
Projects/Direct Support	18,005,549	600,000	-	18,605,549	71.2%
Travel	573,500	275,000	125,000	973,500	3.7%
Telephone	-	-	-	-	0.0%
Postage	17,500	21,500	-	39,000	0.1%
Materials/Supplies	53,750	-	-	53,750	0.2%
Office Space	-	-	-	-	0.0%
Scholarship/Training	125,000	-	-	125,000	0.5%
Missionary Ministry Programming	8,500	-	-	8,500	0.0%
Ministry Development	673,500	-	-	673,500	2.6%
Ministry Publications	82,000	-	-	82,000	0.3%
Conferences/Meetings	55,500	-	-	55,500	0.2%
Insurance	-	-	-	-	0.0%
Equipment & Maintenance	-	-	3,500	3,500	0.0%
Consultants	1,000	-	-	1,000	0.0%
NAE Dues	1,500	4,800	-	6,300	0.0%
Audit/Legal Services	-	55,500	-	55,500	0.2%
General Assembly	53,000	75,000	-	128,000	0.5%
Committee Meeting	8,500	25,000	-	33,500	0.1%
Depreciation	-	35,000	-	35,000	0.1%
Capital Expenditures	-	20,000	-	20,000	0.1%
Depreciation	-	(35,000)	-	(35,000)	-0.1%
Total Expenses	23,250,550	2,276,800	603,500	26,130,850	100%
Net of Revenue over Expenses	\$ -	\$ -	\$ -	\$ -	-

MINUTES OF THE GENERAL ASSEMBLY

Mission to North America Budget Comparison Spreadsheet For Proposed 2024 Budget

	2022	2022	2023	Proposed	% of	Change in	
	Actual	Budget	Budget	2024 Budget		Total	\$
Support and Revenues							
Individuals	\$ 428,305	\$ 1,125,543	\$ 1,406,820	\$ 1,456,748	5.57%	\$ 49,928	3.55%
Individuals - Designated for permanent staff	2,292,781	1,915,825	2,111,616	2,322,778	8.89%	211,162	10.00%
Individuals - Designated for church planters	9,722,339	8,491,789	8,737,037	9,742,949	37.29%	1,005,913	11.51%
Churches	1,416,949	2,016,403	2,194,259	2,303,972	8.82%	109,713	5.00%
Churches - Designated for permanent staff	2,268,853	2,043,808	2,195,999	2,415,599	9.24%	219,600	10.00%
Churches - Designated for church planters	4,447,759	4,841,996	5,009,096	5,859,550	22.42%	850,455	16.98%
Corporation/Foundation	1,381,902	842,739	1,034,876	1,138,364	4.36%	103,488	10.00%
Investment	(828,811)	328,466	419,890	440,884	1.69%	20,994	5.00%
Conference and Other Revenues	273,495	336,739	428,576	450,004	1.72%	21,429	5.00%
Total Support and Revenues	21,403,572	21,943,309	23,538,168	26,130,850	100.00%	2,592,681	11.01%
Expenses							
Program							
Church Planters and Missionaries	14,170,098	13,333,785	13,746,132	15,602,500	59.71%	1,856,368	13.50%
Church Planting	2,790,945	1,986,249	2,284,425	2,477,000	9.48%	192,575	8.43%
MNA Ministries	4,391,953	3,758,723	4,584,311	5,019,550	19.21%	435,239	9.49%
Ministry to Constituency	100,028	175,805	151,500	151,500	0.58%	-	0.00%
Five Million Fund	1,000	1,500	-	-	0.00%	-	0.00%
Total Program	21,454,024	19,256,063	20,766,368	23,250,550	88.98%	2,484,182	11.96%
Support Services							
Administrative & General	2,031,411	1,916,220	2,054,300	2,156,800	8.25%	102,500	4.99%
General Assembly	60,162	75,000	75,000	75,000	0.29%	-	0.00%
Committee Meetings	24,585	20,000	20,000	25,000	0.10%	5,000	25.00%
Development	372,892	656,026	602,500	603,500	2.31%	1,000	0.17%
Total Support Services	2,489,050	2,667,246	2,751,800	2,860,300	10.95%	108,500	3.94%
Capital Expenditures	-	20,000	20,000	20,000	0.08%	-	0.00%
Depreciation Expense	27,859	35,000	35,000	35,000	0.13%	-	0.00%
Depreciation Expense	-	(35,000)	(35,000)	(35,000)			
Total Expenses	23,970,933	21,943,309	23,538,168	26,130,850	100.00%	2,592,682	11.01%
Net Revenue	\$ (2,567,361)	\$ (0)	\$ -	\$ -			
Additional Information:							
Coordinator Salary	\$ 220,000	\$ 205,383	\$ 215,652	\$ 251,000		35,348	16%
Coordinator Benefits	53,504	51,996	54,596	62,500		7,904	14%
Total	\$ 273,504	\$ 257,379	\$ 270,248	\$ 313,500		43,252	16%

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

	2018	2019	2020	2021	2022
Support/Revenues					
Individuals	\$ 9,949,917	\$ 11,171,531	\$ 12,247,018	\$ 13,340,936	\$ 12,443,425
Churches	7,032,848	6,720,926	7,212,248	6,795,965	8,133,561
Corporation/Foundation	883,428	867,060	963,698	820,023	1,381,902
Investment	182,329	281,432	273,743	(215,733)	(828,811)
Conference and Other Revenues	266,714	290,547	558,860	340,975	273,495
Total Support and Revenues	18,315,236	19,331,496	21,255,567	21,082,165	21,403,572
Expenses					
Program					
Church Planting	12,679,182	13,694,580	13,345,517	13,948,519	16,962,043
MNA Ministries	3,106,611	3,389,386	3,612,706	4,396,371	4,391,953
Ministry to Constituency	100,416	133,343	75,182	89,790	100,028
Total Program	15,886,209	17,217,309	17,033,405	18,434,680	21,454,024
Support Services					
Administrative and General	1,550,797	1,745,320	1,937,881	1,585,173	2,031,411
General Assembly	68,920	96,863	5,726	47,409	60,162
Committee Meetings	25,597	21,303	9,830	8,400	24,585
Development	509,469	594,558	533,129	333,849	372,892
Total Support Services	2,154,783	2,458,045	2,486,566	1,974,830	2,489,050
Depreciation Expense	25,103	31,071	23,913	28,578	27,859
Total Expenses	18,066,095	19,706,425	19,543,885	20,438,089	23,970,933
Revenues Less Expenses	\$ 249,141	\$ (374,930)	\$ 1,711,682	\$ 644,076	\$ (2,567,361)

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

MISSION TO THE WORLD
PROPOSED CONSOLIDATED 2024 BUDGET

I. Economic Considerations and General Ministry Focus:

The proposed 2024 budget is based on an analysis of key factors that influence the income and expenses of Mission to the World (MTW) as it operates in a global context with a rapidly changing global economy. We start by reviewing the results of 2022 and extend these indicators into 2023 and 2024.

2022 was a year of high stock market volatility as a result of various contributing factors such as inflation reaching heights unseen since the early 1980s; the Federal Reserve aggressively raising interest rates and the Russia/Ukraine war. The performance of the S&P 500 varied greatly from month to month in 2022, exhibiting some rather large monthly moves. In addition, global financial conditions are becoming tighter with higher-than-expected inflation in the largest European economies and resulting in higher field costs.

Due to the dismal performance of the market, MTW's investments experienced a negative return in 2022. It appears that stock volatility will continue into 2023 and we might be headed into a mild recession, therefore, we are budgeting accordingly with decreases in endowment and investments income. Also, compensation for home office staff and missionaries were adjusted for inflation in 2022 and increases are budgeted for the following two years.

We want to give God praise that in spite of the unstable economy in 2022, MTW contributions ended with increases in giving from our churches and individual donors. MTW saw a 5.6% increase in giving to our missionaries and a 60.6% increase in giving to field projects and teams. The significant increase in giving to our field projects and teams was mainly attributable to the astounding response to our ask for the Ukraine crisis. We rejoice that we were able to see our ministries fully funded and the faithful support of our donors.

II. Major Changes in Budget:

Changes in budget reflect a sober look at the unstable economy and a desire to be a good steward of the resources God gives us through His

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people. We carefully worked with each department to reach a balanced budget in the home office. Due to the uncertain future, a hiring freeze has been implemented. Several minor adjustments helped reach the proposed budget. The outcome should allow us to continue to give full support to our missionaries while helping them to advance ministry.

In 2023, we plan to continually increase our engagement with national partners at a strategic level and emphasize partnerships with PCA churches and other agencies to advance church planting around the world. We will seek to open new ministries with an emphasis on church planting and other support ministries tied closely to the churches with which we work.

In 2022, we experienced a net decrease of 18 long-term missionaries and an increase of seven short-term missionaries over 2021. The decrease to long-term missionaries was mainly attributed to the retirement of our aging missionaries. As a result of increased short-term trips in 2022, we experienced an increase of 27 interns and an increase in 736 one-to-three-week trip participants.

The missionary selection process was modified and beginning 2023, all new candidates will begin as initial term missionaries and if approved, will transition to long-term missionaries. The category of short-term missionaries will phase out by 2024.

Ministry Personnel Plans	2020	2021	2022	2023 Plan	2024 Plan
Long-Term Missionaries	625	588	570	570	628
Short-Term Missionaries	73	59	66	58	-
Initial Term Missionaries	-	-	-	55	115
Intern Missionaries	31	48	75	100	125
Volunteers	146	290	1026	500	700

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

Our U. S. Operations team (U.S. Ops) continues to strengthen MTW’s relationships with local churches, presbyteries, and seminaries/universities by providing helpful resources and promoting mission opportunities. All five regional mobilization centers (hubs) are established and currently

active for the mobilizing of missionaries and partnering with churches in their respective regions. Unfortunately, we have not seen the growth in our missionary force that we desired. Therefore, U.S. Ops is re-examining their mobilization strategy and restructuring the hubs to be more efficient and effective.

In 2022, the Information Technology Department (IT) implemented a new software platform: Survey Monkey Apply. It is an online application tool to create an easier application and approval process for people who would like to serve with MTW as interns. This platform has contributed to the largest number of people applying for internship service with MTW. There are additional uses planned for this software to support other types of applications with MTW in the future.

Additionally, IT began to investigate a more robust customer relations management (CRM) software system. A project timeline and scope have been developed and implementation of the CRM is expected by the end of 2023 or beginning of 2024.

III. Income Streams:

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

We anticipate that continued efforts to recruit missionaries in 2023 will show additional results during 2024, amplified by the efforts of the hubs. Beginning 2023, we are already welcoming 24 new missionaries. MTW continues to focus on its goal of mobilizing churches to send out at least 1% of their adult members for world missions.

We plan to hold home office staff hiring in 2023 and 2024 to support the strategic initiative to control the growth of administrative fees. Any additions will be directly related to new ministry that will generate needed income.

We have anticipated a mild recession in 2023 and expect other global economic factors to be unstable. With inflation projected to continue in 2023, we anticipate an increase in ministry costs. Therefore, we find it will be necessary to take specific steps to keep income and expenses in balance.

APPENDIX C

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

Missionary support accounts with deficit balances decreased in 2022 and our Resource Team continues to work closely with each missionary account in deficit or trending toward deficit to address their ongoing support needs.

Partnership share giving for the home office indicated an increase in 2022 and is projected to hold steady in the coming year.

Project and team income are calculated by reviewing active and planned special projects. There was a significant increase in project and team income in 2022 mainly due to the \$8 million raised for the Ukraine crises. We don't plan similar income increases in the following two years but have budgeted for increased distributions for relief efforts. Our Ambassadors program continues to provide major funding for new fields, church planting, training nationals, and mercy ministry.

Investment income projections assume a continued unstable stock market and are planning for less endowment earnings being available for use in the general fund. The fixed monthly administrative assessment charge per missionary was increased in 2023 by 15%. This is an increase of the lowered 40% administrative fee structure from 2022. With controlled or specially funded costs in the home office, we expect to keep the general fund in balance.

The 2021 trend of increasing medical claims continued through 2022 with many of the medical claims occurring during the first half of the year. Inflationary increases to medical and pharmaceutical costs also impacted the Medical Fund which has led to a significant decrease in the fund, bringing the reserve to \$2.5 million. As a result, the monthly health insurance premium for missionaries and office staff were increased in 2023.

MINUTES OF THE GENERAL ASSEMBLY

IV. Major Ministry Not Implemented in the Past Year

All major ministry items were implemented.

V. Notes to Budget

The following three tables show the consolidated income and expense budget proposed for 2024. The first table shows the 2024 budget broken down into major components. The second table presents a historical perspective showing 2022 unaudited actual information and budget approved at General Assembly, 2023 modified budget, 2024 proposed budget and the changes in budget from 2023 to 2024. The third table shows a five-year history of income and expenses.

APPENDIX C

MISSION TO THE WORLD							
PROPOSED 2024 BUDGET							
Consolidated Budget	Ministry			Designated	Capital		% of
Functional Analysis	Program	Administration	Fundraising	Programs	Assets	Total	Total
Income							
Missionary Contributions	52,595,550	-	-	-	-	52,595,550	69.1%
Project/Team Contributions	11,488,140	-	-	-	-	11,488,140	15.1%
Unrestricted Contributions	-	2,210,700	-	-	-	2,210,700	2.9%
Medical Fund Income	-	-	-	5,500	-	5,500	0.0%
Endowment Income	-	-	-	2,801,210	-	2,801,210	3.7%
Investment Income	-	-	-	5,076,630	-	5,076,630	6.7%
Other Income	1,898,402	17,398	-	-	-	1,915,800	2.5%
Total Income	65,982,092	2,228,098	-	7,883,340	-	76,093,530	100.0%
Transfers							
	(8,436,420)	7,282,540	-	828,880	325,000	-	
Total Income & Transfers	57,545,672	9,510,638	-	8,712,220	325,000	76,093,530	
Expenses							
Staff Personnel Costs	-	6,082,605	528,925	-	-	6,611,530	8.7%
Facilities & Vehicles	-	167,760	14,590	-	-	182,350	0.2%
Marketing	-	158,690	15,700	-	-	174,390	0.2%
Fees & Permits	-	72,585	8,725	-	-	81,310	0.1%
Insurance	-	155,020	13,480	-	-	168,500	0.2%
Professional Services	-	458,230	188,170	-	-	646,400	0.9%
Information Technology	-	874,140	71,900	-	-	946,040	1.2%
Distributions	-	18,900	-	-	-	18,900	0.0%
Ministry Expenses	-	1,460	10,740	-	-	12,200	0.0%
Office Expenses	-	19,845	1,730	-	-	21,575	0.0%
Hospitality Meals	-	60,535	49,535	-	-	110,070	0.1%
Gifts & Awards	-	38,640	3,360	-	-	42,000	0.1%
Postage & Delivery	-	99,215	1,975	-	-	101,190	0.1%
Conferences	-	164,870	2,600	-	-	167,470	0.2%
Travel Expenses	-	552,825	452,315	-	-	1,005,140	1.3%
Project & Team Expenses	13,915,100	-	-	-	-	13,915,100	18.3%
Missionary Personnel Costs	33,878,160	-	2,432,840	-	-	36,311,000	47.8%
Missionary Operating Expenses	5,020,285	-	360,515	-	-	5,380,800	7.1%
Endowment Expenses	-	-	-	17,625	-	17,625	0.0%
Investment Expenses	-	-	-	3,065,440	-	3,065,440	4.0%
Medical Claims & Expenses	-	-	-	6,061,420	-	6,061,420	8.0%
Depreciation	-	-	-	-	967,725	967,725	1.3%
Total Expenses	52,813,545	8,925,320	4,157,100	9,144,485	967,725	76,008,175	100.0%
Consolidated Excess or Deficit	4,732,127	585,318	(4,157,100)	(432,265)	(642,725)	85,355	

MINUTES OF THE GENERAL ASSEMBLY

MISSION TO THE WORLD							
PROPOSED 2024 BUDGET COMPARISON							
Consolidated Budget Comparison	2022 Unaudited Actual	2022 GA Approved Budget	2023 GA Modified Budget	2024 GA Proposed Budget	Budget % of Total	2023 to 2024 Change in Budget	
						\$	%
<u>Income</u>							
Missionary Contributions	47,435,051	46,049,375	50,091,000	52,595,550	69.1%	2,504,550	5.00%
Project/Team Contributions	17,488,796	9,182,030	11,233,800	11,488,140	15.1%	254,340	2.26%
Unrestricted Contributions	1,773,053	2,100,000	2,171,520	2,210,700	2.9%	39,180	1.80%
Medical Fund Income	5,228	5,000	5,000	5,500	0.0%	500	10.00%
Endowment Income	(7,264,237)	6,014,650	(2,464,344)	2,801,210	3.7%	5,265,554	213.67%
Investment Income	(6,092,672)	8,347,000	(245,060)	5,076,630	6.7%	5,321,690	2171.59%
Other Income	1,887,611	1,756,560	1,885,740	1,915,800	2.5%	30,060	1.59%
Total Income	55,232,830	73,454,615	62,677,656	76,093,530	100.0%	13,415,874	21.40%
<u>Expenses</u>							
Staff Personnel Costs	6,192,860	6,158,455	6,450,273	6,611,530	8.7%	161,257	2.50%
Facilities & Vehicles	153,263	192,454	181,532	182,350	0.2%	818	0.45%
Marketing	126,600	198,756	173,091	174,390	0.2%	1,299	0.75%
Fees & Permits	68,431	96,246	80,902	81,310	0.1%	408	0.50%
Insurance	183,116	156,770	154,095	168,500	0.2%	14,405	9.35%
Professional Services	627,428	715,518	633,895	646,400	0.9%	12,505	1.97%
Information Technology	796,543	785,458	859,654	946,040	1.2%	86,386	10.05%
Distributions	26,916	18,283	18,350	18,900	0.0%	550	3.00%
Ministry Expenses	8,711	14,634	12,085	12,200	0.0%	115	0.95%
Office Expenses	14,644	21,924	21,466	21,575	0.0%	109	0.51%
Hospitality Meals	96,404	88,165	109,249	110,070	0.1%	821	0.75%
Gifts & Awards	40,326	35,470	41,209	42,000	0.1%	791	1.92%
Postage & Delivery	83,420	103,204	100,474	101,190	0.1%	716	0.71%
Conferences	146,356	97,699	165,808	167,470	0.2%	1,662	1.00%
Travel Expenses	885,331	512,004	1,000,137	1,005,140	1.3%	5,003	0.50%
Project & Team Expenses	13,730,552	10,900,064	13,850,716	13,915,100	18.3%	64,384	0.46%
Missionary Personnel Costs	33,113,486	32,162,580	35,396,299	36,311,000	47.8%	914,701	2.58%
Missionary Operating Expenses	5,150,380	4,065,425	5,302,450	5,380,800	7.1%	78,350	1.48%
Endowment Expenses	16,575	22,500	15,600	17,625	0.0%	2,025	12.98%
Investment Expenses	2,942,936	2,600,100	3,004,000	3,065,440	4.0%	61,440	2.05%
Medical Claims & Expenses	6,020,195	5,036,831	6,052,100	6,061,420	8.0%	9,320	0.15%
Depreciation	979,224	967,530	962,106	967,725	1.3%	5,619	0.58%
Total Expenses	71,403,697	64,950,070	74,585,491	76,008,175	100.0%	1,422,684	1.91%
Consolidated Excess or Deficit	(16,170,867)	8,504,545	(11,907,835)	85,355			

Note 1: Coordinator's 2023 Salary is \$162,760, housing is \$42,000, SECA is \$12,292 and benefits at \$34,590.
 Note 2: Coordinator's 2024 Salary is projected to be \$170,898, housing is \$42,000, SECA is \$13,018 and benefits at \$36,700.
 Note 3: The 2022 actuals are pre-audit figures as the external audit is not complete.
 Note 4: The 2022 actuals include a \$21.8 million unrealized loss in investments.

APPENDIX C

MISSION TO THE WORLD					
PROPOSED 2024 BUDGET - FIVE YEAR ACTUAL HISTORICAL DATA					
	Audited 2018	Audited 2019	Audited 2020	Audited 2021	Unaudited 2022
<u>Income</u>					
Missionary Contributions	42,691,870	43,009,991	42,955,517	44,911,710	47,435,051
Project/Field Contributions	8,978,385	7,148,399	7,997,728	10,883,814	17,488,796
Unrestricted Contributions	2,045,033	2,511,011	2,249,801	1,797,778	1,773,053
Medical Fund Income	209,280	40,036	39,336	4,683	5,228
Endowment Income	(211,884)	8,881,091	4,742,514	8,351,238	(7,264,237)
Investment Income	828,106	11,878,658	9,365,405	11,508,855	(6,092,672)
Other Income	2,450,940	2,411,123	1,641,163	1,948,448	1,887,611
Total Income	56,991,730	75,880,309	68,991,464	79,406,526	55,232,830
<u>Expenses</u>					
Staff Personnel Costs	5,622,082	6,066,289	6,168,542	6,238,437	6,192,860
Facilities & Vehicles	197,617	228,342	154,395	175,436	153,263
Marketing	161,684	169,992	155,208	129,001	126,600
Fees & Permits	117,529	97,173	109,668	122,388	68,431
Insurance	118,733	115,856	109,268	138,725	183,116
Professional Services	547,279	884,606	597,404	555,037	627,428
Financial Expenses	429,114	13,730	0	0	0
Information Technology	517,298	730,889	594,959	727,437	796,543
Distributions	18,070	36,750	17,566	23,087	26,916
Ministry Expenses	17,121	19,283	15,074	5,672	8,711
Office Expenses	20,940	24,666	14,854	18,408	14,644
Hospitality Meals	110,267	103,355	40,433	60,165	96,404
Gifts & Awards	30,812	51,797	32,946	36,693	40,326
Postage & Delivery	80,719	74,647	97,809	100,575	83,420
Conferences	47,411	190,758	37,132	72,302	146,356
Travel Expenses	454,136	524,929	230,688	266,934	885,331
Project & Team Expenses	12,776,998	10,991,066	9,741,128	10,760,855	13,730,552
Missionary Personnel Costs	27,092,818	27,505,515	27,534,494	29,365,951	33,113,486
Missionary Operating Expenses	5,360,455	5,588,453	3,215,821	3,717,000	5,150,380
Endowment/Investment Expenses	1,632,480	2,268,120	2,246,669	2,681,697	2,959,511
Medical Claims & Expenses	5,344,400	5,071,759	5,032,685	5,453,917	6,020,195
Depreciation	489,209	766,926	897,331	932,654	979,224
Total Expenses	61,187,172	61,524,901	57,044,074	61,582,371	71,403,697
Consolidated Excess or Deficit	(4,195,442)	14,355,408	11,947,390	17,824,155	(16,170,867)
<p>Note 1: The 2018 actuals include a \$7.1 million unrealized loss in investments.</p> <p>Note 2: The 2022 actuals are pre-audit figures as the external audit is not complete.</p> <p>Note 3: The 2022 actuals include a \$21.8 million unrealized loss in investments.</p>					

MINUTES OF THE GENERAL ASSEMBLY

PRESBYTERIAN CHURCH IN AMERICA FOUNDATION, INC.
PROPOSED BUDGET
2024

I. Economic Considerations and General Ministry Factors

The PCA Foundation's (PCAF) is organized for the "purposes . . . of the Church of Jesus Christ, including the carrying out of the Great Commission, the support of churches, presbyteries, and other committees and agencies of the Presbyterian Church in America, and distributions to or for the use of organizations . . . that minister to man's spiritual, physical, emotional, and intellectual powers." (PCAF Articles of Incorporation)

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

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

The PCAF has experienced significant growth in recent years, which has provided increased funds for grants and support and education activities. As of December 31, 2022, its assets totaled \$200.3 million. Compared to the 2017 year-end total assets of \$93.1 million, it has increased \$107.2 million over the last five years. In addition to substantially increased giving, improving financial markets over that period, with 2022 being an exception, and increased awareness of the PCAF's charitable services have been significant contributors to the PCAF's growth.

The PCA Foundation's proposed Operating and Capital Budget for 2024 of \$2,141,923 represents a \$197,003 or 10.13% increase from the General Assembly approved budget for 2023 of \$1,944,920.

II. Major Changes in Budget

The major changes in budgeted revenue included in the proposed 2024 Budget compared to 2023 Budget are decreased balanced-based revenue from Increase Funds, and a higher payout from the Advise & Consult Fund earnings. The PCAF anticipates \$267,750 in decreased balanced-based charges, and \$420,000 in increased payout from earnings.

The major changes in budgeted expenses included in the proposed 2024 Budget compared to 2023 Budget are increased wages and benefits due to adding a new staff position, and very high cost-of-living increases to remaining staff wages (no increase in president's compensation). The PCAF anticipates costs related to hiring an executive assistant of \$91,528, and costs of \$67,350 for increases in existing staff wages and benefits.

III. Income Streams

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

Approximately 74% of the PCAF's total 2024 budgeted operating revenue is interest/earnings generated on its Advise and Consult Funds®, the PCAF Endowment (consistent with prior years) and several other invested assets. Trustee fees and administrative-cost charges imposed on Increase Funds, Charitable Trusts, Endowments and other charged accounts are expected to be 23% of 2024 budgeted operating revenue. Direct charitable contributions for operational support (primarily from a small number of individuals and Board members) account for the remaining 3%. Income streams budgeted for 2024 are lower than those budgeted for in the prior year due to a reduction in the projected increased assets from complex gifts.

The sources described above are attainable and sufficient to provide the 2024 budgeted operating revenues.

IV. Major Ministry Not Implemented in the Past Year

There were no new major ministry plans of the PCA Foundation scheduled for implementation during 2022.

MINUTES OF THE GENERAL ASSEMBLY

V Notes to Budget “line items”

General Comments

The 2024 Operating and Capital Budget of \$2,141,923 represents a \$197,003 or 10.13% increase compared to the 2023 Budget of \$1,944,920.

Support & Revenue

The 2024 Budget for Support and Revenue is \$2,179,750, the amount needed to fund the 2024 Operating and Capital Budget.

Undesignated Earnings (line 1) – These payouts are from funds held by the PCA Foundation, mainly from Advise & Consult Funds and the PCAF Endowment, which help underwrite the Foundation’s operating expenses. The payout percentages are set annually by the PCA Foundation’s Board, and generally are somewhat correlated to the expected investment returns of the accounts. However, during times when the expected investment returns may be lower than the payout amounts needed to fund operations, reserves in these accounts are significantly more than adequate to compensate for the differences. The 2024 Budget of \$1,620,000 represents a change of \$420,000 or 35.0% from the 2023 Budget amount of \$1,200,000.

Account Charges (line 2) – 2024 account charges are fees and balanced-based charges on funds held for long term administration such as Increase Funds, Charitable Remainder Trusts, Charitable Lead Trusts, Endowments, and Designated Funds. The 2024 Budget amount of \$493,250 compares to the 2023 Budget amount of \$761,000, a decrease of \$267,750 or 35.2%. Balanced-based charges are projected to be \$460,000, per-grant charges are projected to be \$13,250, and per-gift transaction charges for complex gifts are projected to be \$20,000.

Contributions (line 3) – Gifts primarily from a small number of individuals and Board members help underwrite the Foundation’s Operating Budget. Contributions budgeted for 2024 are \$50,000, compared to \$50,000 in the 2023 Budget.

Operations Expenses

The 2024 amount budgeted for operating expenses is \$2,150,423, compared to \$1,959,817 budgeted for 2023, an increase of \$190,606 or 9.73%.

APPENDIX C

Staff Wages & Benefits (lines 5, 6 and 7) – 2024 is budgeted at \$1,418,758, representing an increase of 12.61% or \$158,878 from the 2023 Budget amount of \$1,259,880. The increase results from adding a new executive assistant, and much higher than anticipated budgeted salary increases due to record high inflation.

The 2024 Budget for Staff Wages and Benefits of \$1,418,758 represents an increase of \$377,477 or 36.25% over the 2022 Actual expenditure of \$1,041,281. However, of this increase, \$184,197 is due to not expending full budgeted amounts for 2022 for a gift planner and accounting assistant because the Foundation did not identify and hire the gift planner until well after the forecasted start date, and did not hire the accounting assistant during the year. The remaining increase of \$193,280 is due primarily to a new executive assistant expected to be hired in 2023, timing of actual hire dates compared to forecasted dates, and inflation-required increases in wage, payroll tax and retirement plan contribution expenses.

All Other Operating Expenses (lines 8-23) – All other operating expenses for the 2024 Budget are \$731,665, compared to \$699,937 in the 2023 Budget, an increase of \$31,728 or 4.53%.

Capital Expenditures

Capital Expenditures (line 24) – The 2024 Budget of \$18,250 consists primarily of computer hardware and software enhancements for operations and donor relations.

MINUTES OF THE GENERAL ASSEMBLY

PRESBYTERIAN CHURCH IN AMERICA FOUNDATION, INC.
PROPOSED 2024 BUDGET

	2022 ACTUAL	2022 BUDGET	2023 BUDGET	GENERAL & ADMIN.	FUND RAISING	CAPITAL ASSETS	2024 TOTALS	% OF TOTAL
SUPPORT & REVENUE								
1. UNDESIGNATED EARNINGS	1,170,000	1,010,000	1,200,000	1,620,000	-	-	1,620,000	74.32
2. ACCOUNT CHARGES	450,033	551,000	761,000	493,250	-	-	493,250	22.63
3. CONTRIBUTIONS	76,584	50,000	50,000	-	50,000	-	50,000	2.29
4. INTEREST INCOME	(6,202)	12,500	15,750	16,500	-	-	16,500	0.76
TOTAL SUPPORT & REVENUE	1,690,415	1,623,500	2,026,750	2,129,750	50,000	-	2,179,750	100.00
OPERATIONS EXPENSES								
5. PRESIDENT'S SALARY	254,536	250,000	263,528	89,250	165,750	-	255,000	11.70
6. PRESIDENT'S BENEFITS	62,940	50,102	64,374	26,353	48,941	-	75,294	3.45
7. STAFF WAGES & BENEFITS	723,805	617,862	931,978	728,870	359,594	-	1,088,464	49.94
8. TRAVEL EXPENSE	23,212	42,550	29,435	4,186	45,424	-	49,610	2.28
9. PROFESSIONAL SERVICES	196,356	211,480	233,610	246,760	-	-	246,760	11.32
10. PROMOTION	132,729	105,650	115,500	-	127,780	-	127,780	5.86
11. OFFICE EXPENSE	105,857	81,800	117,175	66,648	27,728	-	94,375	4.33
12. POSTAGE/UPS/FED EX	11,246	12,500	12,500	3,125	9,375	-	12,500	0.57
13. TAXES & LICENSES	141	300	300	300	-	-	300	0.01
14. RENT	29,016	29,016	36,000	36,000	-	-	36,000	1.65
15. TELEPHONE	7,970	8,500	8,500	2,125	6,375	-	8,500	0.39
16. DUES & SUBSCRIPTIONS	2,937	6,885	7,235	4,587	8,518	-	13,105	0.60
17. TRAINING	2,536	13,500	19,000	5,600	13,400	-	19,000	0.87
18. BOARD EXPENSE	19,067	19,500	19,500	22,500	-	-	22,500	1.03
19. OFFICE INSURANCE	27,275	24,369	36,735	36,735	-	-	36,735	1.69
20. GA EXPENSE	6,125	12,000	22,000	20,000	-	-	20,000	0.92
21. ADMIN/GA NOM. CMTES.	21,739	15,000	15,000	15,000	-	-	15,000	0.69
22. MISCELLANEOUS	1,752	2,550	2,550	2,750	-	-	2,750	0.13
23. DEPRECIATION	18,023	19,500	24,897	18,725	8,025	-	26,750	1.23
TOTAL OPERATIONS EXPENSES	1,647,261	1,523,064	1,959,817	1,329,513	820,910	-	2,150,423	98.65
SURPLUS/(DEFICIT) FROM OPERATIONS	43,154	100,436	66,933	800,237	(770,910)	-	29,327	1.35
CAPITAL ASSETS								
24. CAPITAL EXPENDITURES	41,781	8,000	10,000	-	-	18,250	18,250	0.84
25. LESS DEPRECIATION	(18,023)	(19,500)	(24,897)	-	-	(26,750)	(26,750)	(1.23)
TOTAL CAPITAL EXPENDITURES	23,758	(11,500)	(14,897)	-	-	(8,500)	(8,500)	(0.39)
TOTAL OPERATIONS & CAPITAL	1,671,019	1,511,564	1,944,920	1,329,513	820,910	(8,500)	2,141,923	98.26
TOTAL SURPLUS/DEFICIT	19,396	111,936	81,830	800,237	(770,910)	8,500	37,827	1.74

PCAF THREE YEAR COMPARISON OF INCOME, EXPENSE, SURPLUS/(DEFICIT)				
	2020	2021	2022	AVERAGE 2020-2022
BUDGET	1,417,000	1,507,359	1,511,564	1,478,641
INCOME - ACTUAL	1,180,180	1,388,980	1,690,415	1,419,858
EXPENSE - ACTUAL	1,122,899	1,329,884	1,647,261	1,366,681
SURPLUS/(DEFICIT) - ACTUAL	57,281	59,096	43,154	53,177

APPENDIX C

PRESBYTERIAN CHURCH IN AMERICA FOUNDATION, INC.
 BUDGETS COMPARISON STATEMENT
 FOR PROPOSED 2024 BUDGET

DESCRIPTION	2022	2022	2023	PROPOSED	BUDGET	CHANGE IN BUDGET	
	ACTUAL	BUDGET	BUDGET	2024	% OF	IN \$	IN %
				BUDGET	TOTAL		
SUPPORT & REVENUE							
1. UNDESIGNATED EARNINGS	1,170,000	1,010,000	1,200,000	1,620,000	74.32	420,000	35.00
2. ACCOUNT CHARGES	450,033	551,000	761,000	493,250	22.63	(267,750)	(35.18)
3. CONTRIBUTIONS	76,584	50,000	50,000	50,000	2.29	-	-
4. INTEREST INCOME	(6,202)	12,500	15,750	16,500	0.76	750	4.76
TOTAL SUPPORT/REVENUE	1,690,415	1,623,500	2,026,750	2,179,750	100.00	153,000	7.55
OPERATIONS EXPENSES							
PROGRAMS							
5. NONE	-	-	-	-	-	-	-
TOTAL PROGRAMS	-	-	-	-	-	-	-
SUPPORT SERVICES							
6. GENERAL & ADMIN.	1,061,552	1,011,613	1,211,966	1,329,513	60.99	117,547	9.70
7. FUND RAISING	585,709	511,451	747,851	820,910	37.66	73,059	9.77
TOTAL SUPPORT SERVICES	1,647,261	1,523,064	1,959,817	2,150,423	98.65	190,606	9.73
TOTAL OPERATIONS EXPENSES:	1,647,261	1,523,064	1,959,817	2,150,423	98.65	190,606	9.73
SURPLUS (DEFICIT) OPERATION	43,154	100,436	66,933	29,327	1.35	(37,606)	-
CAPITAL ASSETS:							
8. CAPITAL EXPENDITURES	41,781	8,000	10,000	18,250	0.84	8,250	82.50
9. (LESS DEPRECIATION)	(18,023)	(19,500)	(24,897)	(26,750)	(1.23)	(1,853)	7.44
TOTAL CAPITAL EXPENDITURES:	23,758	(11,500)	(14,897)	(8,500)	(0.39)	6,397	-
TOTAL OPERATIONS & CAPITAL:	1,671,019	1,511,564	1,944,920	2,141,923	98.26	197,003	10.13
TOTAL SURPLUS/(DEFICIT):	19,396	111,936	81,830	37,827	1.74	(44,003)	-

MINUTES OF THE GENERAL ASSEMBLY

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

2018-2022

	2018 ACTUAL	2019 ACTUAL	2020 ACTUAL	2021 ACTUAL	2022 ACTUAL
SUPPORT & REVENUE					
1. UNDESIGNATED EARNINGS	735,000	1,040,000	546,000	710,000	1,170,000
2. ACCOUNT CHARGES	256,198	285,174	333,395	503,271	450,033
3. CONTRIBUTIONS	142,871	29,731	294,370	163,414	76,584
4. INTEREST INCOME	24,299	19,076	6,415	12,295	(6,202)
TOTAL SUPPORT & REVENUE	1,158,368	1,373,981	1,180,180	1,388,980	1,690,415
OPERATIONS EXPENSES					
5. PRESIDENT'S SALARY	204,600	222,400	227,200	240,424	254,536
6. PRESIDENT'S BENEFITS	45,000	42,900	48,800	55,919	62,940
7. STAFF WAGES & BENEFITS	484,843	554,882	533,597	598,304	723,805
8. TRAVEL EXPENSE	10,103	7,555	3,421	37,021	23,212
9. PROFESSIONAL SERVICES	45,245	54,890	68,673	56,407	196,356
10. PROMOTION	89,481	88,911	84,572	92,264	132,729
11. OFFICE EXPENSE	52,019	52,195	47,057	98,697	105,857
12. POSTAGE/UPS/FED EX	10,861	15,013	11,367	12,396	11,246
13. TAXES & LICENSES	70	192	260	187	141
14. RENT	29,016	29,016	29,016	29,016	29,016
15. TELEPHONE	6,940	7,900	8,307	7,747	7,970
16. DUES & SUBSCRIPTIONS	5,346	5,270	1,405	1,639	2,937
17. TRAINING	50	2,976	348	21,000	2,536
18. BOARD EXPENSE	40,131	17,617	8,224	10,944	19,067
19. OFFICE INSURANCE	17,667	17,643	20,108	26,019	27,275
20. GA EXPENSE	12,405	19,438	2,000	13,396	6,125
21. ADMIN/GA NOM. CMTES.	14,110	14,419	11,549	12,660	21,739
22. MISCELLANEOUS	1,820	166,166	1,656	68	1,752
23. DEPRECIATION	33,420	25,151	15,339	15,775	18,023
TOTAL OPERATIONS EXPENSES	1,103,127	1,344,534	1,122,899	1,329,884	1,647,261
SURPLUS/(DEFICIT) FROM OPERATIONS	55,241	29,447	57,281	59,096	43,154
CAPITAL ASSETS					
24. CAPITAL EXPENDITURES	15,480	40,178	6,260	5,307	41,781
25. LESS DEPRECIATION	(33,420)	(25,151)	(15,339)	(15,775)	(18,023)
TOTAL CAPITAL EXPENDITURES	(17,940)	15,027	(9,079)	(10,468)	23,758
TOTAL OPERATIONS & CAPITAL	1,085,187	1,359,561	1,113,820	1,319,416	1,671,019
TOTAL SURPLUS/DEFICIT	73,181	14,420	66,360	69,564	19,396

APPENDIX C

GENEVA BENEFITS GROUP, INC.
PROPOSED BUDGET
2024

- I. Economic Considerations and General Ministry Factors
 - A. Geneva Vision: We believe the church thrives and the gospel advances when men and women who serve PCA ministries grow spiritually and financially healthy.
 - B. Geneva Mission: We guide PCA pastors and ministry workers through the complexities of financial planning and employee benefits so they and their families are able to live generously in every season of ministry.
 - C. This budget reflects the costs incurred to administer the trust funds for Geneva Benefits Group. This budget does not reflect the financial activity in those trust funds. (Geneva's Annual Report provides complete financial activity in the trust funds, including audited financial statements.)

- II. Major Changes in Budget
 - A. The 2024 budget reflects a 19.9% increase from the prior year, or \$972,066. This change is funded by a 15.4% increase in trustee fees and a 4.5% increase in grant/other income sources. The increase in budgeted expenses results primarily from the following line items:
 - i. 5.5% increase in salary costs to offset expected higher inflation for existing employees
 - ii. 10% increase in benefits expense to offset higher costs
 - iii. 3% increase for professional services and travel expenses for participant communication and outreach
 - B. The total number of staff budgeted for 2024 is 28 FTE (consistent with the 2023 budgeted staff). Geneva is not planning to hire new employees in 2024.
 - C. The Retirement portion of Support and Revenue increased 19.7%, or \$522,371, as higher expenses increase the overall Trustee Fees

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allocated to Retirement and Insurance. (See details above at II. A.; Budget Comparisons – Line 1).

- D.** The Insurance portion of Support and Revenue increased 19.7%, or \$261,186, as higher expenses increase the overall Trustee Fees allocated to Retirement and Insurance. (See details above at II. A.; Budget Comparisons – Line 2).
- E.** The Relief portion of Support and Revenue shows a 6.1% decrease, or (\$48,583). The reduction of fees is possible through a new source of grant revenue provided by the Lilly Foundation. (See details above at II. A.; Budget Comparisons – Line 3 and Line 6).
- F.** The Insurance TPA income portion of Support and Revenue reflects fee income collected by Geneva for in-house administration of the Insurance plan (Budget Comparisons – Line 4).
- G.** The Retirement Fee Income portion of Support and Revenue represents administrative fees from self-directed investment accounts in the Retirement Plan (Budget Comparisons – Line 5).
- H.** The Other Income portion of Support and Revenue reflects estimated registration income for the annual Ministerial Relief Golf Tournament (Budget Comparisons – Line 7)
- I.** The 2023 budget reflects \$190,000 for capital expenditures, primarily office improvements and company vehicle replacement. (Proposed Budget – Line 26)
- J.** Please note that 2022 actuals are unaudited as of the drafting of the Budget Package. The 2022 audit is expected to be complete by May 11, 2023. (Budget Comparisons and Five-Year Comparison).

III. Income Stream

Geneva's primary budgeted revenue sources are 1) trustee fees charged to the PCA Health and Welfare Benefit Trust, PCA Ministerial Relief Trust, and the PCA 403(b)(9) Retirement Plan

APPENDIX C

Trust, 2) estimated Insurance TPA fees, 3) estimated Retirement fee income, and 4) Grant Income.

- IV. Major Ministry Not Implemented in the Past Year
Geneva began but did not complete the planned move and renovation to a larger office suite in 2022. The project will remain ongoing in 2023.
- V. Notes to Budget Line Items
- A.** Occupancy expense for the shared facility is expected to remain at the same rate of \$12 per square foot, though Geneva will occupy more square footage. (Proposed Budget – Line 15).
- B.** All fundraising activities are related to the Ministerial Relief department through our development activities, annual Relief Offering, appeals through PCA Foundation, and advertising in denominational publications (Proposed Budget – Fundraising Column). The 2024 fundraising budget includes salary and benefits expenses for the Director of Philanthropy and the program staff.
- C.** Our General Assembly line item includes Geneva's share of the Nominating Committee expense and any Ad Hoc Committee expense; the cost of convention services, such as booth space and electrical supply; transportation of materials and staff to and from General Assembly; seminars and other education/information activities presented at General Assembly. (Five-Year Comparison – Line 11).

MINUTES OF THE GENERAL ASSEMBLY

GENEVA BENEFITS GROUP, INC.						
PROPOSED 2024 BUDGET						
DESCRIPTION	PROGRAMS	MANAGEMENT & GENERAL	FUND RAISING	CAPITAL ASSETS	TOTALS	% OF TOTALS
Support & Revenue:						
1 Retirement		3,042,752		126,667	3,169,419	54.02%
2 Insurance		1,521,376		63,333	1,584,709	27.01%
3 Relief	205,986	363,954	174,622		744,562	12.69%
4 Insurance TPA Income		45,500			45,500	0.78%
5 Ministerial Relief Tournament Income		57,500			57,500	0.98%
6 Retirement Fee Income		36,500			36,500	0.62%
7 Grant Income	228,592				228,592	3.90%
Total Support & Revenue	434,578	5,067,582	174,622	190,000	5,866,782	100.00%
Operations Expenses:						
<i>Salaries & Benefits:</i>						
8 President's Salary & Housing	-	232,591	-		232,591	3.96%
9 President's Benefits	-	70,495	-		70,495	1.20%
10 Staff Salaries & Housing	233,337	2,411,201	72,053		2,716,591	46.30%
11 Staff Benefits	91,566	994,055	30,029		1,115,650	19.02%
<i>G & A:</i>						
12 Advertising, Promotions & Website	-	10,083	3,000		13,083	0.22%
13 Computer & Office Equipment	-	143,010	-		143,010	2.44%
14 Insurance	-	65,000	-		65,000	1.11%
15 Occupancy Cost/Rent	-	106,850	-		106,850	1.82%
16 Office	-	107,307	200		107,507	1.83%
17 Postage	1,200	26,920	16,000		44,120	0.75%
18 Printing	10,000	34,516	30,000		74,516	1.27%
19 Professional Services	74,000	348,134	16,000		438,134	7.47%
20 Telephone	-	16,700	-		16,700	0.28%
21 Training & Professional/Ministry Dues	-	80,170	-		80,170	1.37%
22 Travel	24,475	320,500	7,340		352,315	6.01%
23 General Assembly Expense	-	42,550	-		42,550	0.73%
24 Ministerial Relief Tournament Expense	-	57,500	-		57,500	0.98%
Total Operations Expenses:	434,578	5,067,582	174,622	-	5,676,782	96.76%
25 Surplus/(Deficit) from Operations:	-	-	-	190,000	190,000	
Capital Assets:						
26 Capital Expenditures				190,000	190,000	3.24%
27 Depreciation		55,699			55,699	
28 Less Depreciation		(55,699)			(55,699)	
Total Capital Assets:	-	-	-	190,000	190,000	3.24%
Total Operations & Capital:	434,578	5,067,582	174,622	190,000	5,866,782	100.00%

APPENDIX C

GENEVA BENEFITS GROUP, INC.							
BUDGET COMPARISONS STATEMENT							
FOR PROPOSED 2024 BUDGET							
DESCRIPTION	2022	2022	2023	PROPOSED BUDGET	2023 TO 2024	CHANGE IN BUDGET	
	ACTUAL	BUDGET	BUDGET	2024 BUDGET	% OF TOTALS	IN \$	IN %
Support & Revenue:							
1 Retirement	2,248,986	2,248,986	2,647,047	3,169,419	54.02%	522,371	19.7%
2 Insurance	1,124,493	1,124,493	1,323,524	1,584,709	27.01%	261,186	19.7%
3 Relief	645,396	645,396	793,145	744,562	12.69%	(48,583)	-6.1%
4 Insurance TPA Income	46,638	44,400	45,000	45,500	0.78%	500	1.1%
5 Retirement Fee Income	35,468	35,600	38,000	36,500	0.62%	(1,500)	-3.9%
6 Grant Income	30,487	-	-	228,592	3.90%	228,592	
7 Other Income	58,637	48,000	48,000	57,500	0.98%	9,500	19.8%
Total Support & Revenue	4,190,105	4,146,875	4,894,716	5,866,782	100.00%	972,066	19.9%
Operations Expenses:							
<i>Programs:</i>							
8 Ministerial Relief	117,756	86,527	143,352	434,578	7.41%	291,226	203.2%
Total Programs:	117,756	86,527	143,352	434,578	7.41%	291,226	203.2%
<i>Supporting Activities:</i>							
9 Administration	3,790,211	3,820,219	4,458,204	5,025,032	85.65%	566,828	12.7%
10 Fund Raising	117,310	163,279	226,300	174,622	2.98%	(51,678)	-22.8%
11 General Assembly Expense	31,286	27,850	26,860	42,550	0.73%	15,690	58.4%
Total Supporting Activities	3,938,807	4,011,347	4,711,364	5,242,204	89.35%	530,840	11.3%
Total Operations Expenses:	4,056,563	4,097,875	4,854,716	5,676,782	96.76%	822,066	16.9%
12 Depreciation/Disposals	48,554						
13 Surplus(Deficit) after Depreciation	84,988						
Capital Assets:							
14 Capital Additions **	(32,202)	49,000	40,000	190,000	3.24%	150,000	
Total Operations & Capital:	4,072,915	4,146,875	4,894,716	5,866,782	100.00%	972,066	19.9%
Net Revenue over (under) Expense including depreciation and excluding equity transfer	117,190	-	-	-			

Additional Information:	2022	2022	2023	Proposed	Change in Budget	
	Salary	Budget	Budget	2024 Budget	in \$	in %
President's Salary & Housing	190,723	190,056	201,460	232,591	31,131	15.5%
President's Benefits	57,314	56,761	60,940	70,495	9,555	15.7%

* See Budget Note V.C.

** Administrative costs reflected in this budget are incurred to administer the trust funds for Retirement, Insurance and Relief.

This budget does not reflect the financial activity in those trust funds.

*** Capital Additions for 2022 were \$52,147. Equity Transfer addition(loss) for the building is (\$84,349).

**** DRAFT Audit Building Financials as of March 15, 2023.

2022 Actuals are unaudited as of the 2024 Budget submission deadline.

MINUTES OF THE GENERAL ASSEMBLY

GENEVA BENEFITS GROUP, INC.					
FIVE-YEAR COMPARISON					
DESCRIPTION	2018 ACTUAL	2019 ACTUAL	2020 ACTUAL	2021 ACTUAL	2022 ACTUAL
Support & Revenue:					
1 Retirement	1,719,780	1,907,140	1,687,730	2,017,516	2,248,986
2 Insurance	857,604	968,324	845,005	1,008,758	1,124,493
3 Relief	433,656	285,236	321,344	583,270	645,396
4 Insurance TPA Income	43,107	43,660	44,768	45,077	46,638
5 Retirement Fee Income	182,158	31,371	31,845	42,863	35,468
6 Grant Income	-	-	-	401,601	30,487
7 Other Income (Loss)	(5,168)	35,878	84,855	50,585	58,637
Total Support & Revenue	3,231,138	3,271,608	3,015,547	4,149,669	4,190,105
Operations Expenses:					
<i>Programs:</i>					
8 Ministerial Relief	332,172	319,223	253,578	184,008	117,756
Total Programs:	332,172	319,223	253,578	184,008	117,756
<i>Supporting Activities:</i>					
9 Administration	2,655,235	2,782,656	2,815,165	3,332,538	3,790,211
10 Fund Raising (Relief)	12,231	15,392	69,246	62,151	117,310
11 General Assembly Expense	31,157	49,939	857	22,501	31,286
Total Supporting Activities:	2,698,622	2,847,987	2,885,268	3,417,190	3,938,807
Total Operations Expenses:	3,030,794	3,167,210	3,138,846	3,601,198	4,056,563
12 Depreciation	19,648	20,946	40,356	43,458	48,554
13 Surplus(Deficit) after Depreciation	180,696	83,452	(163,655)	505,013	84,988
Capital Assets:					
14 Capital Additions	**	**	**	**	**
Total Operations & Capital:	3,050,442	3,188,156	3,179,202	3,644,657	4,105,117
Net Revenue over (under) Expense including depreciation	180,696	83,452	(163,655)	505,013	84,988
Administrative Costs reflected in this budget are incurred to administer the trust funds for Retirement, Insurance and Relief. This budget does not reflect the financial activity in those trust funds.					
** Capital Additions	\$33,599 + (27,312)	\$123,390 + 47,538	\$52,372 + 36,425	\$88,902 + 43,485	\$52,147 + (84,349)
	Purchase of office equipment, computers + equity transfer of building and furnishings	Purchase of office equipment, computers, improvements, company car + equity transfer of building and furnishings	Purchase of office equipment, computers, improvements + equity transfer of building and furnishings	Purchase of office equipment, computers, improvements + equity transfer of building and furnishings	Purchase of office equipment, computers + equity transfer of building and furnishings ***

RIDGE HAVEN
BREVARD, NC – CONO, IA
PROPOSED GENERAL ASSEMBLY 2024 BUDGET

I. Economic Considerations and General Ministry Factors

The upward trajectory the Lord blessed Ridge Haven Brevard and Cono with the last couple of years continues. This, alongside the completion of our Capital Campaign, has led to another profitable year for Ridge Haven, thus paving the way for continued upgrades to our facilities and customer service, and growth in our many ministries.

Already we are nearing full capacity this summer for our camps and retreats and looking now to filling up our year-round ministries. Last year in Brevard we completed three additional winterized cabins to accommodate the additional 1,500 guests that came in 2022 (13,500 total). Earlier this year we opened the “Badger Barn,” our new indoor multi-purpose gymnasium, and currently we are constructing three additional guest cabins which will house up to 84 adults and campers to help serve our growing summer and year-round ministries.

We continue to make campus improvements as designated in our capital campaign, by completing our sprinkler systems in all guest lodgings at our Cono IA campus and building a new family cabin and updating our outdoor Barnes Center in Brevard.

II. Major Changes in Budget

The adjustments in this 2024 budget take into consideration our concluded capital campaign and the added maintenance upkeep these additions bring. Also considered is the full-time staff increase needed due to our larger ministries. In particular, we are looking to hire a development officer alongside our transition to a new Executive Director.

Additionally, we have submitted a revised 2023 budget considering the unforeseen increases the Lord saw fit to bless us with last year.

III. Income Streams

Ridge Haven receives support/revenue from the following sources:

1. Camp, conference, and retreat fees (includes food service and camp store/ bookstore revenue).

MINUTES OF THE GENERAL ASSEMBLY

2. Facility, house rentals, and Cono School and farmland rental.
3. Contributions (includes partnership shares and direct contributions).
4. Minor sources of revenue, which include resident fees (water/sewer fees, road assessments, etc.), and interest-bearing bank accounts.

IV. Major Ministry Not Implemented in the Past Year

The six-month delay in completion of the new multi-purpose gymnasium, due to multiple supply chain issues, had unplanned effects on last fall's ministry.

V. 2024 Budget Line Items Notes

Notes refer to all three inserts below.

Line 2. Property – This line item includes revenue from lot maintenance fees, water hookups, water usage fees, and road maintenance fees from 18 lots which are contiguous to our main campus. The amount budgeted each year reflects the predictable aspects of this revenue, i.e. the principal and interest being paid on lot leases being bought over time, the annually collected lot lease maintenance fees, water usage fees, and a portion of the road maintenance fees. This line item also includes our farmland rental and rental houses at Cono.

Line 3 & 4. Contributions – Slightly down from 2023 as most of our pledges from the Capital Campaign have already been paid.

Line 6. Miscellaneous – Includes refund of state sales tax, amortization of lot leases, Right-of-Way land sales, staff rentals, and interest revenue. In 2021, this also included our Payroll Tax Refund.

Line 7. Payroll and Benefits – Includes payroll and benefits for 24 year-round employees including the Executive Director, Director, 6 part-time staff, plus over 100 part-time counselors and summer/weekend staff both for Ridge Haven Brevard, and Ridge Haven Cono. Speakers, and musicians' honorariums are included in this category, as well as payroll taxes and workers' compensation insurance. Executive Director's Salary -- Total Package is included in Line 7. The breakdown is:

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2020 Budget	\$100,000	Actual	\$50,751
2021 Budget	\$110,000	Actual	\$89,507
2022 Budget	\$110,000	Actual	\$87,373
2023 Budget	\$110,000		
2024 Budget	\$120,000		

Line 9. Office and Administrative – Includes major expense items, including commercial insurance, telephone fees, office and housekeeping supplies, loan interest and bank fees, and audit and legal fees.

Line 11. Facilities – Includes all maintenance, upkeep, repairs, deferred maintenance, real estate taxes, and refuse expenses. Also includes vehicle parts and service, fuel costs, and equipment leases.

Line 13. Ministry – Includes ministry supplies, registration software fees, our Barnabas Scholarships for ministry leaders, and travel and other expenses associated with our no cost for camp for inner-city kids.

Line 14. Recruitment & Development – Includes all printing costs, promotional ads and media productions, and recruitment initiatives and trips.

Comparison, Line 17. Capital Campaign – Start-up, production costs, and initial Capital Campaign expenditures until they are capitalized moving them to the Balance Sheet.

MINUTES OF THE GENERAL ASSEMBLY

Ridge Haven 2024 Budget		
DESCRIPTION	BUDGET	% totals
Support/Revenue		
1. Ministry Income	2,600,000	62%
2. Property	160,000	4%
3. Contributions - Brevard	900,000	21%
4. Contributions - Cono	350,000	8%
5. Bookstore & Vending	175,000	4%
6. Miscellaneous	20,000	0%
Total Income	\$ 4,205,000	100%
Operating Expense		
7. Payroll & Benefits	2,100,000	55%
8. Bookstore/Vending	140,000	4%
9. Office & Admin. Expense	240,000	6%
10. Food Service Department	275,000	7%
11. Facilities & Maintenance	550,000	14%
12. Utilities	240,000	6%
13. Ministry	175,000	5%
14. Recruitment & Development	100,000	3%
15. Water & Sewer Systems		0%
16. Depreciation		0%
17. Capital Campaign		0%
18. Cono Expense		0%
Total Expenses	\$ 3,820,000	100%
* Depreciation is on the Balance Sheet.		

APPENDIX C

Ridge Haven 2024 Budget Comparison						
DESCRIPTION	2022 BUDGET	2022 ACTUAL	2023 BUDGET	2024 BUDGET	2024 Budget %	CHANGE 2022 actual-2024 Budget %
Support/Revenue						
1. Ministry Income	1,500,000	2,165,844	1,700,000	2,600,000	62%	434,156
2. Property	115,000	147,473	155,000	160,000	4%	12,527
3. Contributions - Brevard	1,000,000	1,861,002	900,000	900,000	21%	(961,002)
4. Contributions - Cono	350,000	197,630	325,000	350,000	8%	152,370
5. Bookstore & Vending	95,000	140,778	100,000	175,000	4%	34,222
6. Miscellaneous	20,000	17,198	150,000	20,000	0%	2,802
Total Income	\$ 3,080,000	\$ 4,529,925	\$ 3,330,000	\$ 4,205,000	100%	\$ (324,925)
Operating Expense						
7. Payroll & Benefits	1,375,000	1,384,145	1,200,000	2,100,000	55%	715,855
8. Bookstore/Vending	50,000	116,758	54,000	140,000	4%	23,242
9. Office & Admin. Expense	170,000	172,362	180,000	240,000	6%	67,638
10. Food Service Department	150,000	230,731	200,000	275,000	7%	44,269
11. Facilities & Maintenance	350,000	352,801	375,000	550,000	14%	197,199
12. Utilities	150,000	165,280	145,000	240,000	6%	74,720
13. Ministry	80,000	93,805	60,000	175,000	5%	81,195
14. Recruitment & Development	35,000	618	15,000	100,000	3%	99,382
15. Water & Sewer Systems	40,000	*			0%	-
16. Depreciation					0%	
17. Capital Campaign	600,000	1,849,363	1,100,000	-	0%	(1,849,363)
Total Expenses	\$ 3,000,000	\$ 4,365,863	\$ 3,329,000	\$ 3,820,000	100%	\$ (545,863.00)
* Depreciation is on the Balance Sheet.						

MINUTES OF THE GENERAL ASSEMBLY

Ridge Haven Five Year Comparison					
Description	2018	2019	2020	2021	2022
Income					
1. Ministry Income	1,307,727	1,403,802	747,660	1,602,284.85	2,165,844
2. Property	44,158	112,248	110,044	149,948.27	147,473
3. Contributions - Brevard	849,738	767,604	861,731	912,836.51	1,861,002
4. Contributions - Cono	319,059	209,491	484,297	313,062.13	197,630
5. Bookstore & Vending	74,292	83,157	58,647	96,289.69	140,778
6. Miscellaneous	24,344	78,996	15,688	246,671.78	17,198
Total Income	\$2,619,318	\$2,655,298	\$2,278,067	\$ 3,321,093.23	\$ 4,529,925
PPP Forgiveness				471,300.00	
				\$ 3,792,393.23	
Expense					
7. Payroll & Benefits	992,829	986,213	959,504	1,121,744.96	1,384,145
8. Bookstore/Vending	57,433	60,903	27,371	52,190.60	116,758
9. Office & Admin. Expense	128,514	161,740	141,593	174,713.51	172,362
10. Food Service Department	168,150	172,805	101,218	191,547.01	230,731
11. Facilities & Maintenance	202,795	250,086	253,796	373,647.45	352,801
12. Utilities	113,922	110,175	147,852	137,254.17	165,280
13. Ministry	55,144	63,816	43,844	47,990.86	93,805
14. Recruitment & Development	14,221	18,195	3,561	6,685.25	618
15. Water & Sewer Systems	22,096	25,661	38,172		
16. Depreciation	144,000	144,000	*	*	*
17. Capital Campaign	39,175	7,500	0.00	653,771.22	1,849,363
18. Cono Expense	377,865	302,737	**	**	
Total Expense	\$2,316,144	\$2,303,831	\$1,716,911	\$ 3,510,068.59	\$ 4,365,863
Net Ordinary Income (loss)	\$ 303,174	\$ 351,467	\$ 561,156	\$ 282,325	\$ 164,062
* Depreciation is on the Balance Sheet.					
** Cono and Brevard are combined above.					

APPENDIX C

Ridge Haven Revised 2023 Budget		
DESCRIPTION	BUDGET	% totals
Support/Revenue		
1. Ministry Income	2,400,000	60%
2. Property	150,000	4%
3. Contributions - Brevard	850,000	21%
4. Contributions - Cono	300,000	8%
5. Bookstore & Vending	150,000	4%
6. Miscellaneous	150,000	4%
Total Income	\$ 4,000,000	100%
Operating Expense		
7. Payroll & Benefits	1,600,000	40%
8. Bookstore/Vending	125,000	3%
9. Office & Admin. Expense	180,000	5%
10. Food Service Department	250,000	6%
11. Facilities & Maintenance	380,000	10%
12. Utilities	200,000	5%
13. Ministry	95,000	2%
14. Recruitment & Development	65,000	2%
15. Water & Sewer Systems		0%
16. Depreciation	*	
17. Capital Campaign	1,100,000	28%
18. Cono Expense	**	
Total Expenses	\$ 3,995,000	100%
* Depreciation is on the Balance Sheet.		
** Cono and Brevard are combined above.		

MINUTES OF THE GENERAL ASSEMBLY

REFORMED UNIVERSITY FELLOWSHIP PROPOSED 2024 BUDGET

BUDGET EXPLANATORY NOTES

The RUF Mission:

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

I. Economic Considerations and General Ministry Factors

- This budget reflects our continuing growth as we develop new RUF works on campuses nationwide. For 2024, we project to have over 175 campus ministries worldwide.
- The proposed 2024 budget for the entire ministry is \$52,707,753.
- There is a net increase in ministry expenses of 2% from the 2023 approved budget.
- There was a jump in 2022 programming costs due to the payout of church plants. That will normalize in 2023 and 2024.
- An overall net decrease of less than 1% for salaries and related adjustments to benefits is assumed for all existing staff positions. That is mostly due to being able to account for the exit of our church plants more accurately.
- In general, we are predicting a 7.5% increase from 2022 minus church plant expenses that totaled approximately \$2.1MM in 2022.

II. Major Changes in Budget

- Two significant changes to the budget in 2024 are the impact of the exit of our RUF church plants and the execution of the 50-year Capital Campaign. The exit of RUF church plants is driving a decrease in revenue, as well as programming, and facilities expenses.

III. Income Streams

- Income for the 2024 budget is projected to come from contributions (89%), medical fund (7%), conference revenues (3%) and other revenue (0.2%).

APPENDIX C

IV. Major Ministry Items Not Implemented

- The only major ministry item planned for 2024 is a continuing capital campaign.

V. Notes to Budget Line Items

- One major area of increase/decrease from 2022 to 2024 is programming and facilities due to the exit of RUF church plants. All other categories are projected at a moderate 7.5%.

MINUTES OF THE GENERAL ASSEMBLY

REFORMED UNIVERSITY FELLOWSHIP
PROPOSED 2024 BUDGET

	Ministry Program	Administration	Fundraising	Designated	Total	% of Total
Income						
Ministry Contributions	41,696,844	0	0	0	41,696,844	79%
Unrestricted Contributions	0	0	2,300,000	3,000,000	5,300,000	10%
Interest Income	0	0	0	370,000	370,000	1%
Gain/Loss on Disposal of Assets	0	(4,700)	0	0	(4,700)	0.0%
Medical Fund Income	0	0	0	3,800,000	3,800,000	7%
Conferences	1,400,000	0	0	0	1,400,000	3%
Other Revenue	75,000	25,000	0	0	100,000	0.2%
Total Income	43,171,844	20,300	2,300,000	7,170,000	52,662,144	100%
Expenses						
Personnel	29,111,879	5,900,000	1,271,708	0	36,283,587	69%
Audit/Bank and Payroll Fees	494,151	150,000	0	0	644,151	1%
Denominational Costs	120,516	30,000	0	0	150,516	0.3%
Committee Expense	929,557	50,000	0	0	979,557	2%
Conferences	1,549,117	5,000	0	0	1,554,117	3%
Depreciation	0	118,803	0	0	118,803	0.0%
Fundraising	347,805	0	170,000	0	517,805	1%
Honorarium	44,063	0	0	0	44,063	0.1%
Insurance-Liability	0	125,308	0	0	125,308	0.2%
Marketing	40,127	0	30,000	0	70,127	0.1%
Ministry Relations	983,659	137,000	0	0	1,120,659	2%
Misc	125,901	0	0	0	125,901	0.2%
Ministry Support	93,919	0	0	0	93,919	0%
Professional/Personal Development	593,557	15,000	0	0	608,557	1%
Programming	1,983,721	0	0	0	1,983,721	4%
Facilities	1,138,426	25,000	0	0	1,163,426	2%
Service Contracts	221,085	110,000	0	0	331,085	1%
Travel	233,638	750,000	0	0	983,638	2%
Recruitment/Assessment/Training	1,230,612	740,000	0	0	1,970,612	4%
Medical Claims & Expenses	0	0	0	3,838,203	3,838,203	7%
Total Expenses	39,241,733	8,156,111	1,471,708	3,838,203	52,707,754	100%
Consolidated Surplus or Deficit	3,930,111	(8,135,811)	828,292	3,331,797	(45,610)	

Coordinator's 2023 Salary is \$222,789 and benefits are \$77,907.

Coordinator's 2024 Salary is projected to be \$222,789 and benefits are \$81,802 (5% increase for benefits).

APPENDIX C

REFORMED UNIVERSITY FELLOWSHIP							
BUDGET COMPARISON STATEMENT							
FOR PROPOSED 2024 BUDGET							
	2022	2022	2023	2024 GA	Budget	2023 to 2024	2023 to 2024
Consolidated	Audited	Approved	Approved	Proposed	% of	Change in \$	Change in %
Budget Comparison	Actual	Budget	Budget	Budget	Total		
Income							
Contributions	44,340,677	45,000,000	52,423,000	46,996,844	89%	(5,426,156)	-10%
Interest Income	(1,949,803)	650,000	650,000	370,000	1%	(280,000)	-43%
Gain/Loss on Disposal of Assets	(4,627)	(3,000)	(3,000)	(4,700)	0.0%	(1,700)	57%
Medical Fund Income	3,797,369	3,951,000	4,148,550	3,800,000	7%	(348,550)	-8%
Conferences	1,323,223	1,000,000	1,300,000	1,400,000	3%	100,000	8%
Other Revenue	183,864	100,000	100,000	100,000	0.2%	0	0%
Total Income	47,690,704	50,698,000	58,618,550	52,662,144	100%	(5,956,406)	-10%
Expenses							
Personnel	34,764,191	34,971,000	36,295,000	36,283,587	69%	(11,413)	-0.03%
Audit/Bank and Payroll Fees	620,879	591,110	620,650	644,151	1%	23,501	4%
Denominational Costs	141,615	168,000	176,400	150,516	0.3%	(25,884)	-15%
Committee Expense	911,216	125,000	131,250	979,557	2%	848,307	646%
Conferences	1,445,690	1,000,000	1,300,000	1,554,117	3%	254,117	20%
Depreciation	110,515	90,000	90,000	118,803	0.2%	28,803	32%
Fundraising	481,679	510,500	536,025	517,805	1%	(18,220)	-3%
Honorarium	40,989	100,000	105,000	44,063	0.1%	(60,937)	-58%
Insurance-Liability	116,565	116,250	122,063	125,308	0.2%	3,245	3%
Marketing	65,234	72,000	75,600	70,127	0.1%	(5,473)	-7%
Ministry Relations	1,086,283	1,100,000	1,155,000	1,120,659	2%	(34,341)	-3%
Misc	117,117	100,000	105,000	125,901	0.2%	20,901	20%
Ministry Support	167,096	250,000	262,500	93,919	0.2%	(168,581)	-64%
Professional/Personal Development	566,100	515,000	540,750	608,557	1%	67,807	13%
Programming	4,087,838	1,950,000	1,945,000	1,983,721	4%	38,721	2%
Facilities	1,082,257	1,950,000	1,645,000	1,163,426	2%	(481,574)	-29%
Service Contracts	307,986	300,000	315,000	331,085	1%	16,085	5%
Travel	915,012	550,000	577,500	983,638	2%	406,138	70%
Recruitment/Assessment/Training	1,833,127	1,600,000	1,680,000	1,970,612	4%	290,612	17%
Medical Claims & Expenses	3,570,421	3,951,000	4,148,550	3,838,203	7%	(310,347)	-7%
Total Expenses	52,431,809	50,009,860	51,826,288	52,707,754	100%	881,466	2%
Consolidated Surplus or Deficit	(4,741,105)	688,140	6,792,262	(45,610)			
Coordinator's 2023 Salary is \$222,789 and benefits are \$77,907.							
Coordinator's 2024 Salary is projected to be \$222,789 and benefits are \$81,802 (5% increase for benefits).							

MINUTES OF THE GENERAL ASSEMBLY

REFORMED UNIVERSITY FELLOWSHIP						
FIVE YEAR COMPARISON STATEMENT						
FOR PROPOSED 2024 BUDGET						
	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Actual	Inc/Dec
Income						
Contributions	38,347,042	42,304,277	43,489,957	44,875,780	44,340,677	(535,103)
Interest Income	(497,553)	2,059,320	1,416,633	821,211	(1,949,803)	(2,771,014)
Gain/Loss on Disposal of Assets	(25,853)	(2,426)	(1,293)	(51,676)	(4,627)	47,049
Medical Fund Income	3,199,561	3,522,355	3,718,287	3,950,201	3,797,369	(152,832)
Conferences	1,026,496	1,285,399	280,955	174,283	1,323,223	1,148,940
Other Revenue	84,751	101,295	89,243	5,400,293	183,864	(5,216,428)
Total Income	42,134,444	49,270,219	48,993,783	55,170,091	47,690,704	(7,479,387)
Expenses						
Personnel	28,373,554	30,375,447	32,133,387	33,543,646	34,764,191	1,220,545
Audit/Bank and Payroll Fees	459,968	511,379	544,879	562,963	620,879	57,916
Denominational Costs	111,552	140,419	55,651	155,084	141,615	(13,469)
Committee Expense	1,303,632	1,219,166	102,623	98,482	911,216	812,734
Conferences	926,038	1,239,204	468,740	685,054	1,445,690	760,636
Depreciation	87,553	71,987	58,479	90,042	110,515	20,473
Fundraising	595,002	637,214	486,931	486,182	481,679	(4,502)
Honorarium	138,416	78,669	16,163	(6,587)	40,989	47,576
Insurance-Liability	69,609	82,958	86,449	96,478	116,565	20,087
Marketing	19,451	34,646	22,674	10,024	65,234	55,211
Ministry Relations	856,022	871,755	602,312	1,082,680	1,086,283	3,602
Misc	272,135	159,737	119,257	96,422	117,117	20,695
Ministry Support	36,556	236,183	296,353	241,299	167,096	(74,204)
Professional/Personal	246,539	255,857	312,075	489,753	566,100	76,347
Programming	1,374,126	1,368,303	1,626,749	4,458,089	4,087,838	(370,251)
Facilities	1,045,201	1,106,179	1,127,939	1,212,298	1,082,257	(130,041)
Service Contracts	364,541	416,411	113,166	228,219	307,986	79,767
Travel	814,341	729,790	365,420	465,683	915,012	449,329
Recruitment/Assessment/Training	1,010,991	1,164,502	388,683	1,498,594	1,833,127	334,533
Medical Claims & Expenses	3,384,078	3,485,733	2,815,231	3,779,866	3,570,421	(209,445)
Total Expenses	41,489,305	44,185,539	41,743,162	49,274,272	52,431,809	3,157,537

PREFACE TO THE 2024 PARTNERSHIP SHARES STATEMENT
FOR THE PCA GENERAL ASSEMBLY MINISTRIES

The working definition under which the 2024 Partnership Share Budgets have been calculated is as follows.

As a general statement, “Partnership Shares” describes the amount of money needed to cover the anticipated total expenses of a ministry minus earned income and minus funds designated to specific individuals who are missionaries, church planters, campus ministers, and staff (unless the ministry also guarantees the full compensation of the employee), as well as specific capital funds or similar designated monies. This portion of the approved expense budget is dependent on contributions from the PCA churches and individuals. In every case the “Partnership Share” is permitted to be at least the General Administrative and Overhead portion of the particular ministry’s total budget.

Two important numbers for each participating ministry are provided by the Partnership Share and Ministry Ask calculations. First, the numbers located in the column labeled “Per Capita Calculation” are obtained by a per capita giving formula, which divides the Partnership Share Fund amount for each General Assembly Ministry by the total number of communicant members last reported to and accumulated by the Office of the Stated Clerk.

A second set of numbers under the column labeled “Ministry Ask” is provided for churches. The “Ministry Ask” is the amount of money each Committee or Agency is asking the churches of the PCA to give if the church would like to give to PCA Ministries on a “per member” basis. The amount listed in this column is generally an estimate of what each Committee and Agency needs to receive from each *donor* church per member in order for the Committee or Agency to raise their full budget approved by the PCA General Assembly.

These two numbers provide churches and individuals with important factors as they seek to decide how to give to the PCA General Assembly Committees and Agencies. All PCA Ministries struggle to raise Partnership Share funds, and none of the PCA ministries would be sustained without generous donors who give far beyond the Partnership Share. Please assist as generously as you are able.

In short, the Partnership Shares calculation is based on the inaccurate assumption that all churches have the same giving capacity per member and

MINUTES OF THE GENERAL ASSEMBLY

that all churches will give to all committees and agencies. The Ministry Ask is a more realistic figure.

2024 Budgeted Partnership Shares and Ministry Asks
of PCA Ministry Partners
by the Participating General Assembly Ministries

Participating Ministries of the PCA	2024 Total Expense Budget	2024 Partnership Share Fund			Ministry Asks
		P.S. Fund	% of Total	Per Capita Calculation	\$ Per Member
AC ¹	\$3,718,100	\$1,996,000	5.24%	\$6.75	\$8
CDM	\$2,493,240	\$1,258,440	3.31%	\$4.25	\$7
CC ²	\$34,355,722	\$2,000,000	5.26%	\$6.76	\$10
CTS	\$8,943,020	\$2,000,000	5.26%	\$6.76	\$10
MNA	\$26,130,850	\$9,637,461	25.32%	\$32.57	\$26
MTW	\$76,008,175	\$10,289,065	27.03%	\$34.77	\$30
RUF	\$52,707,754	\$9,627,819	25.30%	\$32.54	\$18
RH	\$3,820,000	\$1,250,000	3.28%	\$4.22	\$4
TOTALS	\$208,176,856	\$38,058,785	100.00%	\$128.62	\$113

The total number of Communicant Members according to the PCA
Administrative Committee
was 295,894 as of December 31, 2022.

GENERAL NOTE

Gifts designated “spread per Partnership Shares” (or some equivalent) and the totally undesignated gifts (which amount to less than \$3,000 a year) will be spread according to the “Ministry Ask” column (by percentages of the total).

APPENDIX C

SPECIFIC COMMITTEE AND AGENCY NOTES

- 1 - The PCA Administrative Committee requests that you contribute on the basis of 0.35% of total tithes and offerings (excepting contribution to capital campaigns for such efforts as new buildings). In the same manner, CDM would like to be supported on the basis of 0.20% of total tithes and offerings. Please support us in this way if you are able to do so.
- 2 – By giving \$10 per member to Covenant College, churches qualify for the Church Scholarship Promise program at Covenant College.

APPENDIX D

REPORT OF THE COMMITTEE ON DISCIPLESHIP MINISTRIES TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

“If the Spirit of him who raised Jesus from the dead dwells in you, he who raised Christ Jesus from the dead will also give life to your mortal bodies through his Spirit who dwells in you. So then, brothers, we are debtors, not to the flesh, to live according to the flesh. For if you live according to the flesh you will die, but if by the Spirit you put to death the deeds of the body, you will live.”

(Romans 8:11-13 ESV)

The Committee on Discipleship Ministries (CDM) continues to serve the General Assembly by working to strengthen the local church to make disciples through connection—connecting local church leaders to the people and resources they need. Our desire is to see PCA congregations with ministries that focus on God’s Word and on the nurturing of relationships in the covenant community. Paul’s words to the Romans describe the power that drives discipleship. The Spirit uses the Word, especially in the context of the Body of Christ, to enable us “more and more to die unto sin, and live unto righteousness (WSC 35).

Discipleship Ministry to Children

- The CDM staff and Children’s Ministry (CM) Team have updated the website to better serve churches (children.pcacdm.org). Recently, team members created a series of 5-7 min. videos that leaders can use for training. Topics include “Tips for Classroom Management,” “The 5 P’s of Volunteer Recruitment,” and “Helping New Families Feel Welcomed.”
- CDM offered another virtual conference in August 2022. The conference is designed to provide high quality, yet affordable, training content for congregations of any size. This year, 97 churches

APPENDIX D

(including a PCA congregation in Germany) registered for 5 months of access to the plenary talks and 10 workshops on shepherding. The format enables leaders to adapt the content to their context. The CM Team decided to offer a 2023 virtual conference that will launch with a “live” event on August 4-5.

- The CDM Connect Children Facebook group continues provide a place for CM workers to share ideas, ask questions, and gain encouragement.
- The CDM CM Certification program continues to bless individuals and churches. The permanent committee certified 25 students in the 2022 class (see Attachment 1). The 2023 class has 24 students who began work in January 2023.
- In August 2022, CDM partnered with Covenant Seminary to launch “Certification Plus.” Ten CDM Certification graduates audited a course on educational foundations through Covenant’s online program. They also participated in on-campus lectures and a cohort-based video discussions.
- In January 2023, CDM submitted a proposal for a large 5-year grant to create resources and training to help churches nurture children in the worship and prayer practices of the congregation. In mid-March, CDM received word we were approved for the grant. As part of the proposal, CDM conducted quantitative and qualitative research on the topic. Over 200 PCA leaders answered the survey. Here are some interesting results:
 - We asked if the pastor/worship leader mentions the presence of children in the service: 41% did often to always; 47% sometimes; 12% never.
 - We asked if the pastor regularly engages children in the service by praying for them or referring to them in the sermon: 36% reported often to always; 52% sometimes; 12% never.
 - We asked how often the children of the congregation serve in some way during the corporate worship service (e.g., distributing bulletins, sound/AV, read, pray, sing, etc.): 13%

reported weekly; 16% monthly; 23% quarterly; 17% annually; 32% never.

Discipleship Ministry to Students

- The Nextgen Student Ministry Team, led by team facilitator TE Matt Luchenbill, is working to connect student ministry leaders around the denomination and strengthen cooperative relationships with other like-minded student ministries.
- Team members have a podcast on topics common to student ministry leaders (“**PCA Nextgen**” on iTunes and Spotify). Popular episodes include an interview with Walt Mueller on addressing sexuality issues and ways to engage parents in the ministry.
- The Team has planned a conference for student ministry workers **October 16-18, 2023**, at **New City PC** in Ferndale, MI (Detroit area). Also this fall, CDM will launch an online certification program for student ministry leaders. Enrollment is limited, especially in this first year, as the Team seeks to provide a quality experience.

Discipleship Ministry to Men

- In August 2022, the Men’s Ministry Team members used the information gained from the 2021 General Assembly survey to launch a year-long cohort-based training with about 20 churches. Two cohorts meet every month to discuss the elements of a Word-based and relationally-driven ministry to men.

Discipleship Ministry to Women

- CDM has been very encouraged by the overwhelmingly positive response to the “WE” ministry (“Wives of Elders”). Ms. Meaghan May leads a group of volunteers who work to encourage and equip this vital demographic in the PCA. As of March, there are over 940 women on the contact list, with 30 women leading groups. Ms. May and the CDM WM Team are working to provide special activities at

the GA in Memphis. To get more information about the opportunities of this ministry, go to pcacdm.org/we/.

- In October 2022, over 60 part-time and full-time women staff members gathered at Redeemer PC in San Antonio, TX. CDM partners with a church to provide 3 days of encouragement and professional development for these leaders in the PCA. The next gathering is scheduled for **October 23-25, 2023**, at Downtown PC, in Greenville, SC.
- In 2022, almost 3,200 women participated in *Breathe*, a CDM study on the Lord's Prayer. CDM also offered a companion study on the Lord's Prayer for children written by Ms. Heather Molendyk. For 2023 and in honor of the PCA's 50th Anniversary, Karen Hodge and Susan Hunt are revising an earlier title by Ms. Hunt on 1 Timothy. The new study, *Entrusted to Be Invested*, is available for group or individual study.
- The *enCourage* blog and podcast (encourage.pcacdm.org) continues to be a blessing for many. The blog has over 38,000 visitors per month from around the world, and the podcast averages 2,000 listeners weekly.
- The CDM staff and Women's Team has redesigned the website (women.pcacdm.org) to better serve church leaders. The site is now a "one-stop shop" for resources, videos, podcasts, and blog articles.

Connecting People to Resources

The PCA Bookstore (pcabookstore.com) provides a wide variety of resources. CDM staff members or trusted partners review items included in the PCA Bookstore and consider how the resource(s) might be used by people serving in the PCA. Some customers have expressed gratitude for a place where they can focus their search for resources and escape the somewhat overwhelming results from queries on the Internet. Additionally, through the PCA Bookstore, CDM passes along the discounts we receive in order to provide churches greater discounts, especially for group orders (5 or more books).

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Recent CDM Resources and Publications		
<i>50th Anniversary Prayer Calendar</i>	PCA Committees and Agencies	resource for 50 th Anniversary of the PCA
<i>Addressing Abuse</i>	PCA Study Committee	Committee report at 49 GA 2022
<i>Beneath the Cross</i>	Lisa Wallover	script for a Tenebrae service
<i>Breathe</i>	Karen Hodge	study on the Lord's Prayer
<i>His Name Is Great</i>	Rachel Craddock	children's book on the names of God
<i>Knowing His Great Name</i>	Michael and Rachel Craddock	study on the names of God
<i>Learn It, Love It, Live It, Teach It</i>	John Kwasny	devotional for Middle School students
<i>Preparing for the Table</i>	Lisa Updike	communicant's curriculum
<i>Understanding Wisdom</i>	Maria Currey	study in biblical wisdom

In 2022, CDM began to update the Reachout Adventures curriculum, used primarily for VBS programs (**reachoutadventures.com**). The 4 rotating themes provide a unique and engaging way to study Joshua, Luke, Genesis, and Jonah. The 2023 theme “Summer Sequest” was redesigned according to feedback from users to be primarily digital, more flexible, and easier to use. CDM is working with children’s ministry leaders to revise and adapt the other themes to better serve the current programs of local churches.

In the CDM budget, the PCA Bookstore and Reachout Adventures are treated as separate cost centers designed to operate on at least a “break-even” basis (i.e., the cost of inventory, staff salaries, floor space, storage, postage, etc., is covered by sales revenue). Sales of Reachout Adventures curriculum improved in 2022, which led to essentially a break-even status (writing off old material resulted in a small loss). Bookstore sales were encouraging. In 2022, the PCA Bookstore covered expenses and contributed over \$50,000 to the overall CDM ministry.

Financial Review

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

1. giving from churches,
2. giving from individuals,
3. revenue from the sale of resources,
4. revenue from conference fees, and
5. reimbursements for ministry expenses.

CDM had an unusual and significant financial setback in 2022, as it ended the year with an operating loss of \$161,000 (almost 10% of total revenue). There were three primary reasons for the loss: 1) a net loss of \$67,400 on CDM's investments, 2) a loss of \$38,600 in rental income due to changes in the use of office space in the CDM suite, and 3) the unusual expense of \$54,600 due to the overlap of salaries caused by the expedited transition to a new CM Coordinator. The remainder was due to inflation and other programmatic changes, but the amount was offset by modest increases in contributions, sales, and fees. The members of the permanent committee rejoice at God's provision of surpluses in previous years that enabled CDM to absorb this loss. CDM still has an operating reserve of approximately four months.

Since the beginning of the denomination, CDM's primary source of income has been support from PCA congregations (BCO 14-1). However, just under 30% of PCA particular churches contribute financially to the ministry of CDM. The staff and committee members are grateful for those churches who partner with CDM, but the large number of PCA churches who choose not to financially support the ministry is discouraging. Because of the limited support from PCA congregations, CDM has been hindered in providing a full range of resources for churches, especially in ministry to youth, men, and older adults.

Conclusion to the CDM Report

The Committee on Discipleship Ministries strengthens the church by connecting you to the people and resources you need for discipleship ministry. We are thankful for the opportunity to help PCA churches develop discipleship ministries that are Word-based and relationally-driven in order to see the Body of Christ grow through the work of the Spirit.

Recommendations:

1. That the General Assembly approve the minutes of the meetings of the Permanent Committee for the Committee on Discipleship Ministries on September 8-9, 2022; and March 9-10, 2023.
2. That the General Assembly receive the 2022 audit performed by Robins, Eskew, Smith, and Jordan, and approve the same firm for the 2023 audit.
3. That the General Assembly encourage churches and individuals to contribute generously to the “**Love Gift Legacy**” (pcacdm.org/wm-love-gift). For 2022, the funds were used by CDM to promote and expand the new ministry to the wives of elders (“WE”). For 2023, the funds are designed to publish a new ESL curriculum design by MNA.
4. That the General Assembly encourage individuals, local churches, and presbyteries to utilize the many free resources available on the CDM website (pcacdm.org/resources/ministry-tool-box/). Ministry specific sites include: children.pcacdm.org (children’s), women.pcacdm.org (women’s), pcanextgen.org (student), and pcabookstore.com (books and resources).
5. That the General Assembly encourage local churches to consider and use **Reachout Adventures** from CDM for Summer programming (reachoutadventures.com). This reformed and covenantal curriculum was written by PCA members. The 2023 theme is *Summer Seaquest*, a voyage into the book of Jonah. The 2024 theme will be *Olympion*, a challenge to children to run the race of faith using the Book of Joshua, which connects with the theme of the Olympic Games in Paris.
6. That the General Assembly encourage individuals and local churches to consider and utilize the excellent print and digital curricula from Great Commission Publications (GCP), e.g., *Show Me Jesus* and *Kids’ Quest Catechism Club* for children, *G2R Genesis to Revelation* Bible studies for preteens to teens—including *G2R God’s Promises*—and *So What?* Bible studies for youth. *Digging Deeper: Exploring Shorter Catechism* is a new 2-volume, 2-year study of the *Westminster Shorter Catechism*, designed for youth and anyone desiring to go deeper in the Christian faith. GCP also provides excellent training resources for your staff and volunteers.
7. That the General Assembly give thanks to RE Bill Bolling, TE Danny Kwon, and RE Jack Wilkerson for their faithful service as members of the Permanent Committee.
8. That the General Assembly re-elect TE Stephen Estock to serve as the Coordinator for the Committee on Discipleship Ministries (CDM).

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9. That the General Assembly answer **Overture 7** from Southern New England Presbytery “Amend *RAO* 4-21.d to Permit Committees of Commissioners to Review Committee and Board Compliance with Material Policies” with reference to the answer provided by the Administrative Committee.

Grounds

CDM currently attempts to follow the guidelines mentioned in the overture. Since the overture refers to all the Committees and Agencies, it is wise to present a single response to the General Assembly through the Administrative Committee.

10. That the General Assembly approve the 2024 CDM budget as presented by the Administrative Committee.
11. That the General Assembly give thanks to God for the fruitful ministry of TE Mark Lowrey, who has served the PCA for over 45 years in his roles with Reformed University Ministries (1977-1996) and Great Commission Publications (1996-present). TE Lowrey has been instrumental in training generations of covenant children and church leaders through resources, displaying an unwavering commitment to Scripture, the Reformed faith, and the Great Commission.

Attachment 1

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

The 2022 Class

The 2022 certification class completed their course work in January 2023. After receiving the final projects and the recommendations of mentors and/or elders, the CDM permanent committee in March 2023 authorized the CDM staff to present certificates to the 25 students listed below. This certification acknowledges the recipient has demonstrated competency in the knowledge, skills, and character necessary for children’s ministry leaders in the PCA.

Name	Church	City
Brigitte Bailey	New City Presbyterian Church (PCA)	Macomb, MI
Karen Benke	Hope of Christ Presbyterian Church (PCA)	Fredericksburg, VA
Marina Bettner	Grace Church Stamford (PCA)	Norwalk, CT
Gavin Brand	Trinity Church Seattle (PCA)	Seattle, WA
Bethany Carson	Covenant Presbyterian Church (PCA)	Hendersonville, TN
Michelle Hilton	Church of the Redeemer (PCA)	Indian Trail, NC
Bridget Johnson	Evangelical PC of Annapolis (PCA)	Annapolis, MD
Shawn Kelley	First Presbyterian Church Aliceville (PCA)	Aliceville, AL
Betsy Kreamer	Saint Andrew's Chapel (Indep. Reformed)	Eustis, FL
Kendra Knowles	Sojourn Church (Non-denominational)	Marietta, GA
Stephanie Kooienga	Grace Community Church (PCA)	Mobile, AL
Jessica Livermore	Christ Community Church (PCA)	Carmel, IN
Linda Madden	Westminster Presbyterian Church (PCA)	Bryan, TX

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Jajuan McNeil	Redeemer PCA, Jackson (PCA)	Ridgeland, MS
Sherry Moss	Wayside Presbyterian (PCA)	Signal Mountain, TN
Amy Pasqualini	Naperville Presbyterian Church (PCA)	Aurora, IL
Beth Pearson	Cahaba Park Church (PCA)	Birmingham, AL
Amber Saucedo	Seven Rivers Church (PCA)	Inverness, FL
Ashley Sharpe	Redeemer Presbyterian Church (PCA)	Winston-Salem, NC
Cathleen Smythe	Truth Point Church (PCA)	Wellington, FL
Belinda Tanner	Chehalem Valley Presbyterian (PCA)	Newberg, OR
Carrie Vance	Redeemer Presbyterian Church (PCA)	Des Moines, IA
Tori Winter	Rainbow Presbyterian Church (PCA)	Gadsden, AL
Emily Woo	Proclamation Presbyterian Church (PCA)	Swarthmore, PA
Jenny Woo	Crossroads Community Church (PCA)	Basking Ridge, NJ

Attachment 2

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

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

GCP is governed by a twelve-member board of trustees, all teaching or ruling elders. Six are elected by the PCA CDM and six by the OPC Committee on Christian Education (CCE). Additionally, the PCA CDM Coordinator and the OPC CCE General Secretary serve as ex-officio, non-voting trustees. In 2021 Mark Lowrey, a PCA teaching elder, was appointed as Executive Director, after serving as Director of Publications for over 25 years. The GCP Director of Business Operations is a PCA ruling elder. The president of the board of trustees for 2022 was PCA teaching elder David Stewart. and the president for 2023 is OPC teaching elder Dr. Alan Strange. (This position alternates annually between the PCA and OPC.)

Show Me Jesus (flexible for toddlers through 4th grade) is GCP's foundational curriculum. This Bible-based curriculum teaches God's story of redemption, showing how Jesus is the fulfillment of his covenant promises. This is taught in an age-appropriate manner through four departments: Toddler (2- to 3-year-olds), Preschool (4- to 5-year-olds), Younger Elementary (1st and 2nd grades), and Middle Elementary (3rd and 4th grades). Free lesson samples, the scope and sequence, and free training videos for all GCP curriculum are at www.gcp.org. *G2R (Genesis to Revelation) Bible Survey* for preteens is an exciting journey through every book of the Bible, helping students integrate its stories through a historical-redemptive study of Scripture. *G2R God's Promises* (grades 7–9) zeroes in on God's unfolding covenant promises. Both *G2R* series are flexible to meet the needs of middle schoolers/teens. Download free lesson samples at www.gcp.org. *So What?* youth Bible studies offers 10 study series focusing on books of the Bible (John, Romans, Philippians) and topics such as a biblical worldview, the character of God, the Bible, the church, worship, and more: *Identity & Purpose, The Christian Mind, Knowing the God*

Who Is, Treasuring God's Word, Growing in Christ's Church, and Worshiping God. Visit www.sowhatstudies.org for free lesson samples, video previews, and more. *Kids' Quest Beginning* and *Elementary* curricula teach *First Catechism*—basic Bible truths in a Q/A format. A free Summer Download Kit with planning guides, social media, t-shirt logos, and more is available to serve churches. *First Catechism* is also available in two parallel language editions: English-Korean and English-Spanish—excellent for our churches in bilingual contexts and outreach. The newest curriculum, *Digging Deeper*, launched in 2022 with Volume 1. Volume 2 will be available in fall 2023. It teaches the Shorter Catechism in two years, taking both youth and anyone who wants to go deeper in the Reformed faith through such crucial biblical truths as what to believe about God and how to live out the duties God requires. It provides a lifelong framework for living as citizens of Christ's kingdom. Free sample lessons are available at www.gcp.org.

Pilgrim's Progress teaches the gospel to kids using the classic adventure story. The curriculum includes a fully illustrated chapter hardback book, audiobook with character voices and sound effects, music, teacher manual, and student activities for elementary ages. For sample lessons, visit www.childrenspilgrimsprogress.org. GCP also publishes the *Trinity Hymnal*, the treasured hymnal that enriches worship with its collection of over 700 hymns and psalms. It includes the *Westminster Confession of Faith* and the *Shorter Catechism*, as well as the Apostles' and Nicene Creeds. Orchestrations are available for all of the hymns. New digital editions are now available in both a read-only PDF format, as well as a printable church edition with individual hymns that can be inserted into bulletins. Further, GCP is the exclusive distributor of the *Trinity Psalter Hymnal*, a joint publication of the OPC and the United Reformed Churches of North America (URCNA). GCP is also the exclusive distributor of Liturgical Forms and Prayers and Creeds and Confessions for the URCNA. These relationships have been positive for all parties involved. For samples of any materials or to place an order, visit www.gcp.org. You also may call 800-695-3387 to speak to a curriculum specialist.

APPENDIX E

REPORT OF COVENANT COLLEGE TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

Greetings in the name of Jesus Christ,

On behalf of the Board of Trustees and the Covenant College community, I offer this annual report on the 2021–2022 academic year. This was a year in which the lingering effects of the COVID-19 pandemic were felt on our campus, with some restrictions stretching into the spring semester. Despite these frustrating impediments to normal campus life, the 2021–2022 academic year was nevertheless one in which we experienced God’s blessings in rich ways.

Trustee Candidate Recommendations

One way God continues to bless Covenant College is with gifted trustee candidates who meet particular needs on the board, who are committed to Reformed liberal arts education, and who have demonstrated a desire to support the work of the college. This year is no exception in that regard. The following elders have been screened and recruited by the Covenant College Board of Trustees and have been recommended unanimously as candidates for election to the Class of 2027 of the Covenant College Board of Trustees. They have all been nominated by their presbyteries. We are deeply grateful for these men, for their willingness to serve, and for how their gifts and skill-sets meet the present needs of the board. Full biographies are available in the “Rainbow Book.”

RE Michael Kramer, Tennessee Valley (1st term)

Mike currently serves as the Chairman of the Southeastern Trust Company. He previously served as President and COO of Atlantic Capital Banks and as CEO of FSG Bank in Chattanooga. He is an elder at the First Presbyterian Church of Chattanooga. He holds a BA in Religion and Economics from Grove City College and an MBA. He serves on the Covenant College Foundation Board of Trustees and meets a need on the board’s Finance Committee.

TE Scott Seaton, Potomac (2nd term)

Scott is the pastor of Emmanuel Presbyterian Church in Arlington, VA. He is the father of two Covenant College graduates. He has previously served with MTW as a missionary in Japan and as head of MTW Enterprise. He also served on staff at Intown Community Church in Atlanta. Scott has been a vocal advocate for the college in the key admissions market of Northern Virginia. Scott has been serving on the board's Academic Affairs Committee and meets an ongoing need.

RE Ken Smith, North Texas (1st term)

Ken is a former president of Geneva College and serves as the Dean of the McLane College of Business at the University of Mary Hardin-Baylor in Belton, TX. He holds a PhD in Business/Strategic Management from the University of Maryland and previously taught strategy in the Whitman School of Management at Syracuse University. He is an elder at Redeemer Presbyterian Church in Temple, TX. He meets a need on the board's Academic Affairs Committee and a need in strategic planning.

RE John Truschel, Eastern Carolina (2nd term)

John is the Managing Director of the Institution Division of Ronald Blue Trust. He previously worked in investment management with the Boston Company and Mercer Investments and has also previously served as the CFO at Gordon College and Montreat College. He holds a BA and an MBA and earned the CFA designation. John is a member of Christ Central Church in Durham, NC. He sits on the Covenant College Foundation Board of Trustees. He currently serves as vice chair of the college's Board of Trustees and as chair of the board's Governance Committee.

RE Robert Wilkinson, Missouri (1st term)

Bob is a retired partner with Husch Blackwell in St. Louis, MO. He holds a BA, an MBA, an MPH, and a JD. He has two sons, both of whom are Covenant College graduates. He has previously served two terms on the college's Board of Trustees, during which he served as chair of the board's Governance Committee and as vice chair of the Board. He currently serves on the Covenant College Foundation Board of Trustees. He is a longtime ruling elder at Twin Oaks Presbyterian Church. Bob has been instrumental in maintaining and updating the college's constitutional documents and meets a need on the Governance Committee.

TE Thurman Williams, Missouri (1st term)

Thurman is the senior pastor of New City Fellowship West End in St. Louis, MO, and also serves as Director of Homiletics at Covenant Theological Seminary. He earned his MDiv from Chesapeake Seminary and his DMin from Covenant Theological Seminary. His son is a junior art major at Covenant College. Thurman brings important connections to St. Louis—a key admissions market for the college—and to the African-American community in the PCA. He meets a need on the board's Student Development Committee.

RE Craig Wood, Blue Ridge (2nd term)

Craig is a retired partner with McGuireWoods in Charlottesville, VA, where he specializes in education and employment law. He is a nationally recognized expert on legal issues in higher education, including religious liberty issues. He holds an MEd in addition to his JD. He has a daughter who is a graduate of Covenant College. He has served three terms on the board, during which he has chaired the Student Development Committee. He has chaired the boards of Serge, the Center for Christian Study in Charlottesville, and the Covenant School in Charlottesville. He also serves on the Covenant College Foundation board, which he has chaired in the past. He has served as Chair of the Board of Trustees for the last four years and—pending election—will serve a fifth and final year in the 2023–24 academic year. Craig's continued service is critical to the board during presidential transition.

Academic Affairs Report

New Faculty Member:

- Dr. Deborah Forteza, Assistant Professor of Spanish with an MA and MDiv from Central Baptist Theological Seminary, an MA in English from the University of Saint Thomas, and a Ph.D. in Literature from the University of Notre Dame

Selected faculty publications from the 2021-2022 academic year:

Dr. Robert Erle Barham, Associate Professor of English

- Barham, R. E. (2021). A true account. Fourth Genre: *Explorations in Nonfiction*.
- Barham, R. E. (2021, September 14). Waking up. *Current*. Retrieved from <https://currentpub.com/2021/09/14/waking-up/>

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- Barham, R. E. (2021, Spring). Small as this. *The Baltimore Review*. Retrieved from https://baltimorereview.org/spring_2021/contributor/robert-erle-barham
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Dr. William (Bill) C. Davis, Professor of Philosophy

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- Davis, W. C. (2021, May 5). Honoring and protecting the elderly. *Tabletalk*. Retrieved from <https://tabletalkmagazine.com/posts/honoring-and-protecting-the-elderly/>

Dr. Sarah E. Donaldson, Associate Professor of Mathematics

- Donaldson, S. E. (2021, August). Math is beautiful. *Redeemed Reader Quarterly*. Retrieved from <https://redeemedreader.com/the-redeemed-reader-quarterly/>

Dr. James Drexler, Dean of the Graduate School of Education & Dr. Amy Bagby, Associate Professor of Education

- Drexler, J. L., & Bagby, A. H. (2021). Defining and assessing spiritual formation: A necessity for Christian schooling. *International Christian Community of Teacher Educators Journal*, 16(1).

Dr. Jeff Dryden, Professor of Biblical Studies

- Dryden, J. de W. (2025). *2 Corinthians: International theological commentary*. Edinburgh, Scotland, T&T Clark. [forthcoming]

Dr. Brian T. Fikkert, Professor of Economics and Community Development and Executive Director of the Chalmers Center

- Fikkert, B. T., Kabiswa Kyazze, J. H., & Sytsma, A. (2021). *Helping without hurting in Africa: Facilitator manual*. Wheaton, IL: Oasis International Publishers.

Dr. Deborah Forteza, Assistant Professor of Spanish

- Forteza, D. (2022). *The English reformation in the Spanish imagination: Rewriting Nero, Jezebel, and the Dragon*. Toronto, Canada: University of Toronto Press.

Dr. Heath W. Garris, Assistant Professor of Biology

- Stotz, G.C., Cahill,...Garris H.W., et al (2020). Not a melting pot: Plant species aggregate in their non-native range. *Global Ecology and Biogeography*, 29(3), 482-490. Retrieved from doi.org/10.1111/geb.13046

Dr. Nola M. Hecker, Associate Professor of Linguistics

- Hecker, N. M. (2020). Grammar next to Godliness: Prescriptivism and the tower of Babel. In D. Chapman, & J. D. Rawlins (Eds.), *Values and multiplicity: Identity and fluidity in prescriptivism and descriptivism*. Blue Ridge Summit, PA: Multilingual Matters.

Dr. Cale D. Horne, Professor of Political Studies

- Horne, C. D., Robinson, K., & Lloyd, M. (2019). The relationship between contributors' domestic abuses and peacekeeper misconduct in United Nations peacekeeping operations. *International Studies Quarterly*. doi:10.1093/isq/sqz066

Dr. John M. Hunt, Professor of Computer Science

- Hunt, J. M. (2021, January 20). Guest post: Thoughts on academic titles. *Christian Scholars Review Animated Learning Blog*. Retrieved from <https://christianscholars.com/guest-post-thoughts-on-academic-titles/>

Dr. Alicia K. Jackson, Associate Professor of History

- Jackson, A. K. (2021, December). *The recovered life of Isaac Anderson*, University Press of Mississippi.
- Jackson, A. K. (2021). [Review of the book *Soul liberty: The evolution of black religious politics in post emancipation Virginia* by N. M. Turner]. *Journal of Appalachian Studies*, 27(1), 116–117. Retrieved from <https://www.jstor.org/stable/10.5406/jappastud.27.1.0116>

Dr. Scott C. Jones, Professor of Biblical Studies

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- Jones, S. C. (2022). Dietrich Bonhoeffer: “Who am I?” (translation of original poem, *Wer bin ich?*). In K. M. Kopic (Ed.), *You’re only human: How your limits reflect God’s design and why that’s good news*. Grand Rapids, MI: Brazos Press.
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Dr. Kelly M. Kopic, Professor of Theological Studies

- Kopic, K. M. (2022). A Theology of the Christian Life. In M. Allen, & S. Swain (Eds.), *New studies in dogmatics*. Grand Rapids, MI: Zondervan. [forthcoming]
- K. M. Kopic (2022.). *You're only human: How your limits reflect God's design and why that's good news*. Grand Rapids, MI: Brazos Press.
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Michaela J. Kourmoulis, Assistant Professor of Sport Management

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Dr. Hans L. Madueme, Associate Professor of Theological Studies

- Madueme, H. L. (2021). *The evolution of sin? Sin, theistic evolution, and the biological question—a theological account*. Grand Rapids, MI: Baker Academic. [forthcoming]
- Madueme, H. L., & Wood, T. C. (2021). Bridging ideological divides: Why Christians still disagree about evolution and what we should do about it. [forthcoming]
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- Madueme, H. L. (2020). A theological critique of witchcraft: Ruminations from a fellow African. *On Knowing Humanity Journal*, 4(1),83-86.
- Madueme, H. L. (2020). An Augustinian-reformed view. In C. Meister & J. Stump (Eds.), *Original sin and the fall: Five views*. Downers Grove, IL: InterVarsity Press.

Dr. Rebecca E. Pennington, Dean of Education and Social Sciences and Professor of Education

- Pennington, R. E. (2020, February). Assessment as science and story: A roadmap for Christian higher education. *Christian Higher Education*. Retrieved from doi.org/10.1080/15363759.2020.1712560

Dr. Scott A. Quatro, Professor of Management

- Quatro, S.A. (2021). The Common Grace Agency of Capitalistic Corporate Strategy in God's World, *Unio Cum Christo*, 8(1). Retrieved from doi.org/10.35285/ucc8.1.2022.art4

MINUTES OF THE GENERAL ASSEMBLY

Dr. Chris T. Robinson, Associate Professor of Sociology

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Dr. John V. Rush, Assistant Professor of Economics

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Admissions

In the fall of 2021, we welcomed 292 new students from 33 states and 8 countries; this was 22 students over our Fall 2021 enrollment goal. Over the 2021-22 academic year, we welcomed 1455 prospective student visitors to campus from 43 states and 11 countries, though COVID protocols prevented us from hosting overnight visitors. We are excited to welcome back overnight visitors and host groups from churches and schools in the dorms this academic year (2022-23).

Campus & Facilities

During the 2021-2022 year, Facilities Management completed the replacement of field turf at Scotland Yard, installation of air conditioning in Barnes Gym, and ADA interior signage improvements. Miscellaneous mechanical and electrical equipment were replaced in Carter, Belz, Sanderson, and the Kirk, and continued integration of building automation systems across campus. Planning projects included an initial Carter Hall Interior Study, Stucco Building Envelope Evaluation, and planning for Chapel Roof Repairs.

Development & Finances

Donors gave over \$7.2 million to Covenant during the 2021-2022 fiscal year, including gifts to the IMPACT Endowment Campaign, student scholarships, and support for the college's operations. The number of churches that gave to Covenant remained steady, with 170 churches participating in our Church Scholarship Promise program through their faithful giving to the school. The total amount given by churches in 2021/22 was \$924k.

In March of 2022, the college concluded the IMPACT Campaign with \$32,165,000 in gifts and pledges to the college's endowment, exceeding the campaign goal of \$30,000,000. We are deeply grateful to the men and women around the country who have demonstrated the foresight to invest in a manner that helps to ensure the ongoing affordability of a Covenant College education and the ongoing sustainability of the college. We thank God for his generous provision through these faithful supporters.

The fiscal year ending June 30, 2022, was challenging for Covenant College. Enrollment challenges—particularly small incoming classes in 2019 and 2020—continued to impact operating results and led to a decrease in net assets from operations. The challenging investment market saw a reversal of some of the previous year's endowment gains. Overall the college is still in a strong financial position and maintains sufficient reserves to meet operating challenges.

Student Life

During the 2021-22 academic year, Nesha Evans, Associate Dean of Students for Student Life, hired Covenant College alumna Kelsey Bazzel '13 into the role of coordinator of student leadership to help the students bring back the historical campus traditions and way of life after Covid restrictions were reduced. Clubs began meeting in person again; the Conversation Series allowed students a platform to dialogue about happenings in our culture using

a biblical lens, and the Highland Games were reintroduced after a four-year hiatus. Jon Wylie, Associate Dean of Students for Residence Life, had the resident directors and student resident assistants continue to cultivate discipleship, learning, and relationships in their hall communities.

The Covenant College Athletic Department experienced significant success across all programs. We prioritize strong discipleship models, stand-out academic success, intentional recruiting, and a holistic pursuit of excellence. Academically, we achieved a 3.18 fall average GPA and a 3.24 spring average GPA for all athletes. Athletically, 9 programs finished in the top 4 of the USA South standings (Men's and Women's Soccer, Volleyball, Men's and Women's Cross Country, Men's Basketball, Women's Track, Men's and Women's Tennis), while Men's and Women's Soccer both won the conference championship.

The mission of Chapel remains the same—to encounter Jesus together in the community. To that end, last year we were able to once again fill the chapel and sit next to one another. The gift of gathering together, raising our voices in praise, resuming conferences, and hearing God's word taught was so sweet after being unable to do so. We had a variety of wonderful guest speakers including Pastor Russ Ramsey, who delivered a rich conference on the role of imagination in the Christian life, the editor-in-chief of *Comment* magazine Anne Snyder, Dr. Christina Bieber Lake, President of RTS–Orlando Scott Swain, Dr. Carl Ellis, Pastor Kevin Twit, Pastor Rob Pacienza of Coral Ridge Presbyterian Church, Pastor Harry Reeder, and a host of others.

Conclusion

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

Yours in Christ,

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

Recommendations

1. That the General Assembly thank and praise God for the excellent work and faithfulness of the Board of Trustees, faculty, and staff of Covenant College in serving the Presbyterian Church in America by shaping students for lives of service in the Kingdom of God.
2. That the General Assembly commend the faculty and staff of the college for the faithful and God-honoring manner in which they responded to the challenges posed by the pandemic, rendering excellent service to the student body—and through it, the church—in a time of great uncertainty and difficulty.
3. That the General Assembly encourage congregations of the PCA to support the ministry of Covenant College through encouraging prospective students to attend, through contributing the Partnership Shares approved by the General Assembly, and through prayer.
4. That the General Assembly approve the budget for 2023-2024, as submitted through the Administrative Committee.
5. That the General Assembly receive “The Covenant College and Supporting Foundation Consolidated Financial Statements” dated June 30, 2022, as prepared by Capin Crouse LLP.
6. That the General Assembly approve the minutes of the meetings of the Board of Trustees for October 13-14, 2022, and March 16-17, 2023, with notations.
7. That the General Assembly receive as information the foregoing Annual Report, recognizing God’s gracious and abundant blessing and commending the College in its desire to continue pursuing excellence in higher education for the glory of God.
8. That the General Assembly designate Sunday, October 15, 2023, as a Lord’s Day on which churches of the denomination are encouraged to highlight the ministry of Covenant College and to pray specifically for the College in its mission and ministry.

APPENDIX F

**REPORT OF
COVENANT THEOLOGICAL SEMINARY
TO THE FIFTIETH GENERAL ASSEMBLY OF
THE PRESBYTERIAN CHURCH IN AMERICA**

JUNE 2023

**Charting the Course for the Future:
Navigating Challenges and Seizing Opportunities**

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

– 2 Timothy 2:1–2

These words from 2 Timothy have long been a guiding light for us at Covenant Theological Seminary. Over the last few years especially—as we have dealt with challenges and adaptations brought on by the recent COVID pandemic, denominational turbulence, demo-graphic and economic shifts affecting theological education institutions in general, and leadership, faculty, and staffing transitions within the Seminary itself—the Holy Spirit has spurred us to reflect on these verses more than almost any others. Renowned pastor and preacher R. Kent Hughes has described the task of raising up the next generation of ministry leaders as a “living chain of truth” which was first entrusted to Timothy by the apostle Paul but is now a holy and cooperative stewardship of the whole church. As the denominational seminary of the Presbyterian Church in America, Covenant serves a crucial role in this stewardship by identifying, training, and sending out called and qualified gospel ministers.

This is the primary purpose for which we were founded 67 years ago, and it remains the primary purpose for our existence today. Though we also prepare counselors, church planters, missionaries, and other ministry leaders to serve and support Christ’s church and kingdom, **the continual strengthening and**

sharpening of our focus on pastoral training is and always will be our highest priority.

Undergirding that focus are our continuing commitments to the inerrancy of and our submission to the **authority of the Scriptures**, our emphasis on the **priority of grace** in the life of the believer, the engagement and **discipleship of the whole person**, the **collegiality of our faculty, staff, and students**, and our desire to see our **culture impacted and transformed by the gospel**. These commitments permeate everything we do at Covenant Seminary as we seek to be a living, learning, worshiping community of grace devoted to the preparation of faithful servant-leaders for our denomination and beyond.

Assessing Performance and Strategic Planning

To better ensure that our priorities remain clear and that we are serving our students and the church to the best of our ability, President Dr. Tom Gibbs has been leading the Seminary's faculty, board, and staff through a period of intensive evaluation and assessment aimed at producing a revised and updated Strategic Plan to guide us for the next five years. We aim to have the plan finalized later this year and approved early in 2024. The process will be informed by the Strategic Plan adopted by the Seminary's Board of Trustees in 2021 and built around six main pillars already identified and agreed upon by the President's Cabinet.

1. Prioritize the recruitment of **pastor-minded** students.
2. Strengthen the overall **theological preparedness** of our students.
3. Sharpen our focus on the **spiritual formation** of our students.
4. Strengthen and develop our emphasis on **cross-cultural mission: locally and globally**.
5. Promote **organizational sustainability through proven financial management** strategies despite a challenging economic environment.
6. Better steward our **relationship with the PCA** as we seek to provide its next generation of ministry leaders.

Parts of this process included the hosting of our first ever Fall Staff Retreat in late 2022 to review institutional status and goals and think about the future, a survey of some of our alumni from the last 30 years to solicit their perspective

on the Seminary, and the hosting of several key alumni on campus for a Theological Summit to assess areas of strength and needed growth in how we prepare church leaders (see other sections of this report for details).

Our desire in all this is that the life and work of Covenant Seminary would be characterized not only by the principles implied in our purpose statement (“*To glorify the triune God by training his servants to walk in God’s grace, minister God’s Word, and equip God’s people—all for God’s mission*”) but also by our institutional values:

- **Christ-Centered Ministry**—We believe that a seminary education is successful only if—at its end—the student knows Jesus Christ more intimately than at its beginning. All our curriculum finds both its source and goal in the person and work of Christ.
- **Biblical Authority**—We believe that the Bible is the Word of God and therefore it is our only infallible rule of faith and practice. We believe in the plenary verbal inspiration of the Scriptures by the Holy Spirit, and thus we affirm the inerrancy of the original manuscripts whose objective truth it is our responsibility to interpret and proclaim in accord with the principles of Scripture.
- **Grace Foundation**—We believe that the foundation for all that we do must be the gospel of grace—our absolute confidence in God’s acceptance provided through his redemptive work as the supreme motivation and enablement for love and holiness.
- **Relational Emphasis**—We believe that relationships between students and professors must take a meaningful place alongside teaching content, so that the entire character of the student—mind and heart—might be transformed for ministry.
- **Pastoral Training**—We believe that our primary task is to train students for pastoral ministry—including church planting, campus ministry, chaplaincy, and missionary service. To accomplish this purpose, we have gathered a faculty of pastor-scholars who are not only first-rate scholars but also experienced in ministry.
- **Church Leadership**—We believe that, as the Seminary of the Presbyterian Church in America (PCA), it is our responsibility to provide pastoral training that is grounded in the Westminster Standards and the historic distinctives of Presbyterian orthodoxy.

while equipping the next generation of Christian servants for effective church leadership in a changing world.

- **Kingdom Perspective**—We believe that God’s ultimate purpose is the gathering of his people from every nation and the renewal of all things. He calls his church to active involvement with the world’s peoples and cultures, carrying out the mission of bringing the gospel to those who do not believe and expressing Christ’s lordship in every area of life.

Prioritizing the Recruitment of Pastor-Minded Students

As previously noted, since our founding in 1956, Covenant Seminary has been working to train pastors for Christ’s church who are **true to our Reformed Confession**. At the heart of our work is **our desire to recruit and train students for the ministry** who:

- sense the call of God on their lives to **preach and teach the Word of God** and to **lead and shepherd God’s people**,
- are willing to **let themselves be shaped and molded for ministry by the grace of God** working in their lives, and
- are willing to be **shaped in community** through the lives and ministries of **a faculty and staff fully committed to the gospel message** and the transformative power it has over us.

Due to several interconnected factors, however, carrying out our mission has been challenging the last several years. These challenges have been felt across institutions devoted to Christian theological education, and in most seminaries enrollments are down. Shifting cultural demographics and economic trends, changing denominational and educational needs, a polarizing cultural moment, and the advent of new and more flexible educational delivery tools have led to major changes in how institutions like Covenant pursue their goals. The result is that for several years we have seen a decline in the numbers of our residential students, particularly in the MDiv program, and a corresponding rise in the numbers of online and hybrid-learning students.

In light of these trends, Covenant has begun to adapt in strategic ways, but **this challenging moment has also given us an opportunity to reprioritize our core mission in St. Louis**. We still believe that residential study under the daily teaching and mentorship of godly pastor-scholars is the most strategic

way to train pastors and ministry leaders for the church. Consequently, **recruiting students to St. Louis for a traditional, residential experience is receiving renewed emphasis.**

One current residential MDiv student, who came to campus after being an online student last fall, said this about the benefits of doing seminary residentially:

“My favorite aspect of being on campus is the opportunity to give and receive in relationships. Talking with professors after class, scheduling office hours with faculty, discussing course content with friends, asking a question during a lecture, engaging in conflict-resolution with fellow peers have all been opportunities not only to learn new things, but to be shaped by the character of others. A phrase that I heard often during my early Christian formation applies here in many ways: “more is caught than taught.”

“It is a once in a lifetime opportunity to be taught under professors who are experts in their fields of study. In person education is not only an excellent opportunity to learn, but also to grow in your relationship with God, Christlike character, personal relationships, and future ministry potential. It combines learning and spiritual formation in a way that online education is not able to emulate.”

— MIKE CAPONIGRO, MDiv
Scheduled to graduate in 2024

For these reasons and more, we have **recommitted ourselves to aggressively identifying—and recruiting promising students who fit the “pastor-minded” characteristics outlined above**, especially those gifted and called to be local church pastors, church planters, and missionaries. We are also committed to aggressively pursuing and providing the resources—both educational and financial—necessary to ensure that these students are able to get the best training they possibly can for leading Christ’s church in a challenging time, and so that they can graduate from seminary without incurring heavy debt that could hamper their future ministries.

As part of this re-emphasis, **Rev. John Chung** joined the staff of Covenant Seminary last year as **Senior Director of Enrollment**, where he oversees and coordinates the functions of the Admissions, Communications, Financial Aid, and Institutional Retention teams, and provides strategic leadership and

direction for all the Seminary's initiatives related to student recruitment, enrollment, and retention. A 2009 MDiv graduate of Covenant, **John is an experienced pastor and highly skilled leader with expertise in areas of team leadership and staff development.** His history of working with nonprofit organizations and his extensive relationships in the Presbyterian Church in America (PCA) and beyond bring additional strengths to his new role. A significant part of John's work is aimed at giving the Seminary a greater communicational and physical presence with our various constituencies as he and our recently established Enrollment Management Task Force further develop relationships and strategies to help make Covenant the top choice seminary among potential ministry students.

Prior to coming to Covenant, John served in a variety of ministry capacities over many years. He worked with Mission to the World and as Institute Director for Next (formerly known as Global Youth and Family Institute). He has served as a pastor in a variety of churches: as a Youth Minister and Pastor with the Korean Presbyterian Church of St. Louis (PCA); as Executive Pastor of Christ Central Presbyterian Church (PCA) in Centreville, Virginia; and as an Associate Pastor at The Journey–Tower Grove (Acts 29) in St. Louis. During some of this time, he also served as a Visiting or Adjunct Professor at Covenant. In each of these roles John's ability to communicate across generational, cultural, and language boundaries was instrumental in strengthening and advancing the missions of the organizations he worked for. John holds a BA in speech communication from the University of Illinois at Urbana-Champaign and an MDiv from Covenant Theological Seminary. He and his wife, Saras, have two children.

We are grateful for the gifts John brings to this role and are excited for his part in helping to bring a new generation of pastor-minded students to Covenant.

Strengthening Theological Preparedness

The last few years have seen much controversy in the PCA, some of which has centered around perceptions of Covenant Seminary that have often been inaccurate or distorted. Yet amid the misinformation and our efforts to correct the distortions there have been **some legitimate elements of concern that we have taken to heart and are working to address.** One of these has been a perception that recent Covenant graduates have not always been as well-prepared theologically as they could be, as indicated by performance on Presbytery licensure and ordination exams. Given that preparing students for

pastoral ministry is our primary purpose, this has been something we wanted to examine in more depth.

An Alumni Survey and Theological Summit

To this end, early last year we conducted an **email survey of our alumni** to get information on their perceptions about the Seminary and to solicit their feedback on various aspects of our ministry. Then, last fall, Dr. Tom Gibbs invited several alumni representing the past four decades of our graduates to join some of our faculty and staff on campus for a **Theological Summit** during which we discussed some of the issues raised by the survey and others that emerged during our in-person discussion. The group focused specifically on four main areas:

1. **Evaluating our strengths and areas of potential improvement** with regard to preparing students for the PCA and to represent a missional expression of the Reformed tradition.
2. **Brainstorming ways to better communicate** the Seminary's understanding of the relationship between Christ and culture, especially with regard to issues of sexuality, race, social justice, and politics.
3. **Discussing the confusion and controversy around the name "Missional Theology"** for our theology division (see below).
4. **Evaluating a proposal to introduce a theology exam** for graduating MDiv students to assess preparedness for licensure/ordination exams.

Informed by the group's deep love and passion for the Seminary and its future, **the honest and forthright discussion provided much good feedback** that will be helpful as we continue the strategic planning process noted above. We are grateful to those who participated and look forward to seeing what fruit God will bear from these efforts.

Missional Theology Division Renamed

As noted above, a key discussion point in the Theological Summit surrounded the school's Division of Missional Theology. In agreement with feedback from the summit participants and after much internal discussion among faculty, board members, alumni, and denominational leaders, the President determined it would be wise to rename the school's Division of Missional Theology to the

Division of Theological Studies. This change was made to help reinforce the goals and purpose of the division, and to clarify some of the confusion many have felt surrounding the previous name change.

Back in 2016, the Division of Missional Theology was created to encompass our departments oriented specifically to theological inquiry, with the intent of recognizing the missionary impulse at the heart of all Christian theology, as stated in the Great Commission in Matthew 28, commanding the church to “go and make disciples of all nations.” Though the concept and intent of the name was biblical, the term “missional” itself has been the source of confusion and concern among many both inside and outside our denomination. The most serious source of confusion was the inaccurate notion that Covenant had ceased to teach systematic theology. (In fact, our systematic course sequence remained unchanged.)

For these reasons, the President and our faculty ultimately agreed that a different term was needed to communicate more succinctly the primary nature of the division while still conveying the broadness of the areas it encompasses. Thus, the name Division of Theological Studies was chosen. This division continues to comprise the departments of Systematic Theology, Historical Theology, Apologetics, Christian Ethics, and World Mission. Except for the name, and the newly appointed Chair of the renamed division, Dr. Robbie Griggs (see below), **nothing about the various interlocking departments contained within the division has changed or will be changing.**

Moreover, Covenant has always been and continues to be solidly committed to a biblical and Reformed understanding of the Christian faith, which is gladly **shaped by and submitted to the Westminster Standards as the doctrinal standards of the PCA.** We are eager to impress upon our students the beauty of Scripture’s unifying thread of grace as emphasized in biblical theology while equally prioritizing the traditional loci of systematic theology. We believe excellent theological preparation is core to our overall institutional mission, as we seek to train pastors, counselors, and other ministry leaders for Christ’s church and kingdom.

A New Chair for the Division of Theological Studies

Dr. Robbie Griggs, Associate Professor of Systematic Theology and Director of the ThM Program, was recently named **Chair of the Seminary’s renamed Division of Theological Studies** (see above). Dr. Griggs, who had been

serving in this role in an interim capacity following the retirement last year of Dr. Michael Williams, holds a PhD in New Testament from Durham University and an MDiv from Covenant Seminary, as well as a BA in philosophy and a BS in finance from the University of Missouri–Columbia. An expert in New Testament theology and early Jewish theology, his research focuses on Paul’s theology of grace in Galatians in comparison with contemporary Jewish theologies of God as “giver.” This research takes him to the heart of several key historic and contemporary debates in Pauline and systematic theology. Previously, Dr. Griggs served as a pastor at Central Presbyterian Church (EPC) in St. Louis for eight years. Originally ordained in the EPC, he recently transferred credentials to the PCA to better serve our students as a denominational representative and mentor. Dr. Griggs is a life-long Missouri resident. He and his wife, Jane-Ellis, have three boys.

A New Professor of Systematic Theology

Further strengthening of our theological resources occurred last year with the addition of **Dr. Andrew J. “Drew” Martin** to our faculty as **Associate Professor of Systematic Theology**. Dr. Martin is the embodiment of the pastor-scholar model prized at Covenant Seminary. He has served as a PCA pastor and church planter for 15 years, including as pastor of West Charlotte Church in Charlotte, North Carolina, a church he co-founded. He brings a wealth of experience in teaching systematic theology and church history at the seminary level, including his most recent teaching post at Gordon-Conwell Theological Seminary’s Charlotte campus. He also brings both a strong academic focus as well as a deep personal commitment to Reformed theology and the Westminster Standards.

Prior to his time at Gordon-Conwell, Dr. Martin taught at Vanderbilt University and the School of Theology at Sewanee: The University of the South. As a pastor, he has served in three congregations. His passion for intercultural ministry led him to co-plant West Charlotte Church, considered to be the first church in the Presbyterian Church in America to be planted from a mother church with an African American senior pastor.

Dr. Martin holds a BA in political science and psychology from the University of North Carolina, Chapel Hill; an MDiv and MA in theology from Gordon-Conwell Theological Seminary; and a PhD in religion and historical studies from Vanderbilt University. His PhD dissertation focused on the development of covenant theology in the post-Reformation period. His most recent book,

part of Crossway's Theologians on the Christian Life series (forthcoming), explores the practical ethics of prominent black pastor and theologian Francis Grimké. His work also includes contributions to *The Oxford Dictionary of Late Antiquity*, the *Evangelical Dictionary of Theology*, *The Oxford Handbook of Reformed Theology*, and *Richard Hooker and Reformed Orthodoxy*.

Drew is married to Meg, who worked for many years as a school counselor and most recently with Young Lives, a ministry to teen mothers. The Martins have five children.

A Theological Fellowship for Encouraging Further Study

The student-led **Theological Fellowship at Covenant Seminary**, in existence for more than a decade, is designed to promote deeper theological understanding and a love for Christ-centered scholarship. The Fellowship benefits students considering advanced academic training as well as ministry leaders seeking greater depth in areas that may not have been covered in their previous training. Through collaboration and camaraderie with faculty supervisors, other professors, and fellow students, the group's weekly meetings and spring lecture presentations are a safe haven for theological dialogue, encouragement, prayer, and growth. The Fellowship's Annual Theological Conference **helps students develop and deepen skills for further theological study** and provides opportunities to hear from world-class theologians who are helping to shape the next generation of biblical scholars.

In January 2023, the Fellowship hosted its **12th Annual Theological Conference** on campus. In addition to in-depth papers on a variety of theological topics presented by Covenant students, the conference featured plenary speaker **Dr. Steve Garber**, former Professor of Marketplace Theology and Leadership at Regent University, former principal for the Washington Institute for Faith, Vocation and Culture, and currently Senior Fellow for Vocation and the Common Good for the M. J. Murdock Charitable Trust.

The Fellowship is supervised by faculty members **Dr. Bob Yarbrough, Dr. Brian Aucker, and Dr. Robbie Griggs**.

Celebrating the Preparedness of Recent Graduates

In surveying our recent graduating class of divinity students, we are happy to announce that they are performing well in their ordination trials all across the

presbyteries of our denomination. This is a testimony to the abundant grace of the Lord Jesus Christ and the hard work of these graduates, but it also demonstrates the Holy Spirit’s anointing on the instruction and investment of the pastor-scholars at Covenant Seminary. Please join us in giving thanks for God’s blessing on both our faculty and these graduates as they launch into those fields of ministry to which they have been called.

Moreover, this pastoral focus does not diminish Covenant’s broader mission, which also prioritizes training those who will become counselors, educators, women’s ministry leaders, campus workers, and more—all in service to the church. We would be so bold as to say that by regaining our focus on pastoral training, Covenant expands the reach and widens the door of the Seminary by strengthening the foundation on which we are built. A healthy Covenant Seminary enables us to serve an even greater number of students, gives us the ability to serve them more faithfully, and provides assurance that such service will extend long into the future.

MAC Degree Receives Full Accreditation from CACREP

We were pleased this spring to announce that our **75-credit hour Master of Arts in Counseling (MAC) degree was given full accreditation by CACREP**—the Council for Accreditation of Counseling and Related Educational Programs—and the accreditation is for the maximum term of 8 years. This news means that current and future graduates of the program will have **more options for licensing in states other than Missouri**. The change affects not only students currently in the program, but also applies retroactively to the first class to graduate with the 75-credit version of the degree in 2022. The announcement is the culmination of a long process of preparation and review led over the last few years by **Dr. Jeremy Ruckstaetter**, Associate Professor of Counseling and Interim Co-Chair of the Counseling Department, and the Seminary’s Counseling faculty.

Created in 1993 under the directorship of **Dr. Richard Winter** (now Professor Emeritus of Counseling), Covenant’s MAC program is designed for those seeking formal licensure to work as counselors in public or church-related settings. The program has long been accredited by the Higher Learning Commission and the Association of Theological Schools, the Seminary’s regular educational accrediting bodies. Until recently, however, the degree was built around criteria that primarily met the licensure requirements for the state of Missouri. Students intending to seek licensure in other states often had to

do additional coursework or other training to meet requirements in those states.

Revisions made to the degree in recent years brought it more in line with the content standards of CACREP, the national accrediting body for counseling programs. These changes, while **retaining the program's conceptual framework rooted in Scripture** and informed by clinical study, **increase the overall credibility and portability of the degree** for states outside of Missouri, providing access to many more counseling opportunities for graduates. The revised degree will provide better training for handling the issues of today's culture.

We are excited and grateful for this news and the opportunities it represents for our Counseling students. We are also profoundly thankful for the leadership of Dr. Jeremy Ruckstaetter and the entire counseling faculty in shepherding this process to completion. We are grateful for God's grace as he worked through the tireless and strategic efforts of this amazing team. And we are grateful for all the prayers, encouragement, and support for them as they ardently pursued this goal. We look forward to seeing how the Lord will work through this new phase of our MAC to bring hope and healing to people in a hurting world as he continues to build his kingdom.

Extending Our Reach and Training More Students through Online Learning

One of our most important opportunities for growth in recent years has been our online and hybrid learning programs. It is a great tribute to the expertise, fortitude, and adaptability of our fine faculty and staff that the challenges of running a seminary during the COVID pandemic simply accelerated a process of development that had been taking place well before the pandemic hit. The lessons learned internally and the generally positive response from students as we further developed online and hybrid options during that time led to the creation of **more flexible and accessible ways of delivering our degree programs** in every area, and thus **more opportunities for bringing the benefits of a Covenant Seminary education to a broader segment of the church**, including especially many people who might not otherwise be able to receive seminary training.

Thus, we have introduced over the last few years **degrees with more online or hybrid components** (the MABTS, several online/hybrid tracks for the MAM), created **multiple new Graduate Certificates** to accommodate those

who want more training but don't necessarily require a full degree, and made it possible to **complete portions of the MDiv itself online**. These changes—while retaining the core content and other strengths of our programs—have brought Covenant to the attention of a wider constituency than ever before.

They have **also helped us to maintain a strong number of actual students** (“head count”). But the number of credit hours sold (an important measure of our financial health) has continued to lag. More specifically, **in terms of residential and online enrollment our numbers are healthy**, but the number of credit hours those students are purchasing per semester needs to improve. Across the institution, we are working diligently to reverse these trends, and hopeful signs have begun to emerge.

The success of our online program is evident in that **our semester-to-semester persistence rate was 79.40% in Fall 2022 and 85.25% in Spring 2023** (spring semesters are always higher). **Our one-year retention rate as of Fall 2022 for online students was 72%**. It is difficult to know how these compare to numbers for other institutions, because, while all accredited institutions are required to post retention data, they are not required to break out online numbers. However, the average online retention rate at four-year institutions is 60–65%. Thus, we find our numbers highly encouraging.

Additional facts about our online program that we hope are encouraging to the denomination:

- **All full-time faculty at Covenant are involved in both the teaching of and design of online courses.** Several online courses are taught by full-time faculty themselves. (For online courses that are taught by a visiting instructor, the visiting instructor must be highly qualified, and usually either has a PhD or a PhD-in-process. Instructors without a PhD or PhD-in-progress have a high degree of teaching or ministry experience.) Full-time faculty are involved in every step of online course creation, from the design or vetting of content, the choosing of team-mates to help teach the course, the design of learning assessments, and meeting with the visiting instructor.
- **Online students at Covenant Seminary are encouraged to seek out office hours with their professors,** and often develop meaningful relationships with them.

MINUTES OF THE GENERAL ASSEMBLY

- Covenant Seminary is **dedicated to cultivating a community of learning in the online space**. Each online course is designed in such a way that the students are growing toward the course goals in community with their peers and the professor/ instructor. Learners are expected to engage one another, helping one another understand the dilemmas of their context and support one another to achieve the course's learning goals. (See quote from online student Mary Catherine Montgomery below.)
- Each student preparing for ministry in an online or hybrid program at Covenant is **required to be part of a cohort in which students engage with one another to understand their own life stories**. The Student Life department has a staff member dedicated to caring for online students.
- All online students at Covenant Seminary **have access to the librarians and staff at the campus Writing Center** to assist them with research and writing skills.
- Online students are **assigned to a full-time academic advisor** and are expected to meet with their academic advisor regularly.
- All online courses are **equal to on-campus courses in terms of rigor**.
- We regularly hear **stories of students who develop meaningful friendships with fellow online students**, even at a distance.
- Online students in the professional degrees (MDiv and MAM) **participate in supervised ministry practice (field education)** supervised by the field education office.

One current online MABTS student said this about the quality, integrity, and impact of the online seminary experience:

“I have loved and been so formed by the relational emphasis Covenant places on education. Online seminary can feel isolating at times, but, again and again, I have seen Covenant meaningfully draw online students into community and into relationship with their professors and peers in an unparalleled way. I will never forget the time our Greek professor, Dr. Brad Matthews, took the time to Zoom with my roommate and me as we asked him questions about vocation and calling with tears in our eyes. Dr. Matthews took the time out of his busy schedule to listen and counsel and pray for us. This high valuing

of relationships has transformed my seminary experience, reminding me that my education is not for myself and drawing me out that I might not just grow in the knowledge of the Lord but truly grow in the love of the Lord and of my neighbor.”

“Covenant is truly unique in its prioritization of relationships within the seminary context. The value they place on relationships with both peers and professors has been so formative, challenging me in order that what I learn about the Lord and his Word might not just sit in my head but sink down into my heart, stir my affections, and move my hands and feet.”

— MARY CATHERINE MONTGOMERY, MABTS
Scheduled to graduate in 2025

Training and Growth Beyond the Classroom

Our philosophy of ministry training stresses not only **academic and theological excellence**, but also **practical, real-world learning** through internships in local churches, life-on-life mentoring relationships, and the building of deep community ties between students, faculty, and staff. This co-curricular aspect of life at Covenant is vital to the preparation of fully rounded, gospel-drenched pastors and church leaders. In addition, **we provide many other avenues for growth** through a variety of conferences, seminars, lecture series, and other activities designed to foster a pastor-minded approach to life and ministry.

- **Covenant Seminary Preaching Lectures.** Each year we host the Covenant Seminary Preaching Lectures, featuring renowned preachers speaking on the principles and practices of homiletics. The fall 2022 Preaching Lectures spotlighted **Dr. Jimmy Agan**, Senior Pastor of Intown Community Church in Atlanta, Georgia, and a former New Testament and homiletics professor at Covenant. Dr. Agan spoke on the main theme of **“A New Death Every Time: The Importance of Preparing the Preacher.”** His lectures focused on the topics “Prepared to Preach by Thorns of Grace,” “Prepared to Preach as Jars of Clay,” and “Prepared to Preach as Living Branches.” His chapel sermon for the day explored what it means to be “Changed by Impossible Grace.”
- **Christianity Explored: *Equipping for Evangelism.*** What does evangelism look like today? How can we effectively share the gospel

in a culture that is, at best, disinterested and, at worst, hostile toward faith? These were just a few of the questions discussed at a conference on our campus in November 2022 **co-hosted by Christianity Explored and the Francis Schaeffer Institute**. Titled *Equipping for Evangelism: How to Live, Love, and Tell the Gospel*, the conference provided an encouraging look at evangelism and how we can be better equipped to share the good news of Jesus in today's world. The two-day conference featured speakers **Rico Tice**, co-founder of Christianity Explored Ministries and Minister of Evangelism at All Souls Church Langham Place; **Craig Dyer**, Christianity Explored's International Training Director; **Lorianne Merritt**, Executive Director of Christianity Explored; and a diverse team of breakout speakers including Covenant Seminary's own **Dr. Thurman Williams**, Director of Homiletics; **Dr. Robert Kim**, Assistant Professor of Applied Theology and Church Planting; and **Prof. Jessie Swigart**, Assistant Professor of Educational Ministries. Video of presentations from the conference are available through the Resources tab on the Seminary's website at <https://resources.covenantseminary.edu>; simply sign in with a free account to get access.

- ***Trauma and the Church Conference***. The church should be a safe refuge for the increasing numbers of people in our world who are suffering due to violence, abuse, war, and other traumatic events. Sadly, this is not always the case, as leaders who should be caring shepherds are too often wolves instead. To help address this issue, Covenant Seminary's Counseling Department last summer hosted a conference titled ***Trauma and the Church: Leading in a Traumatized World***. Featuring noted psychologist and author **Dr. Diane Langberg** (*On the Threshold of Hope: Opening the Door to Healing for Survivors of Sexual Abuse; Suffering and the Heart of God: How Trauma Destroys and Christ Restores*), the conference offered help in understanding trauma and how individuals and systems can offer dignity and healing for themselves and those under their care. Breakout sessions featured teaching on specific related topics by Covenant Counseling faculty. The conference also provided continuing education credits for professional counselor attendees. Video of presentations from the conference are available through the Resources tab on the Seminary's website at <https://resources.covenantseminary.edu>; simply sign in with a free account to get access.

- ***Lifetime of Ministry Conference.*** We are pleased to announce the return of Covenant’s *Lifetime of Ministry Conference*, which will be held November 3–4, 2023, in St. Louis. **Dr. Carl Trueman**, renowned historian and author of *The Rise and Triumph of the Modern Self* and *Strange New World*, among many others, and Covenant’s own **Dr. Robbie Griggs** (see his bio elsewhere in this report) are slated as featured speakers. As we know, the level of cultural turbulence surrounding the church and its ministry leaders is at an all-time high. Much of that anxiety surrounds the issue of sexuality. Drs. Trueman and Griggs will offer some historical and pastoral insight to help church leaders seeking to address this challenging topic in our current cultural moment. Look for more details on the conference soon.

Sharpening Our Focus on Spiritual Formation

The goal of a seminary education is to not only know the Bible, but to be transformed through a deeper relationship with Jesus Christ. **We believe that the deepest transformation occurs within gospel-centered community.** Many of our alumni point to their time in community at Covenant as one of the greatest and most formative times of their lives. Our Student Life team seeks to cultivate this transformative personal and spiritual formation in a variety of important ways.

Renewed Emphasis on Weekly Chapel Services

One of the primary ways the Lord shapes our students (and the rest of us!) for ministry is through worship, and here at Covenant that comes through our Friday Chapel services. This year we have enjoyed a renewed emphasis on this weekly time of gathering as a community to hear the Word of God preached by a faculty member or guest preacher. Under the **leadership of Drs. Robert Kim and Robbie Griggs**, our chapel services are more focused and have been better attended by students, staff, and faculty. Growing out of Covenant’s statement of purpose, our chapel speakers this year have been **reflecting on and unpacking the meaning of some of the themes and phrases that are at the core of the Seminary’s ethos.** The fall 2022 theme, for example, was “Walking in God’s Grace”; for spring 2023 it was “To Minister God’s Word.” Please join us in giving thanks for this renewed interest in the worship of our triune God and in praying that Chapel services may flourish even more.

Whole-Person Support

In addition to worship, relationships are at the heart of the Christian life and the basis of effective gospel ministry. **The Student Life team pursues each student individually**—whether male, female, residential student or online student—through personal contacts and ongoing check-ins and follow-ups throughout their time at Covenant. Faculty also set aside specific hours each week to meet with and mentor students in ways that go beyond class-room teaching. The Seminary also provides access to a limited number of free counseling sessions for those who may be dealing with issues that require deeper biblical insight.

Cohort and Covenant Groups

First-year students in several degree programs are required to participate in **Cohort Groups**. These groups of eight to ten students facilitated by a faculty or staff member meet regularly throughout the semester and are **designed to promote sustainability for a lifetime of ministry by helping students grow in emotional and spiritual health, relational skills, and wise conflict resolution**. By reflection on each person's own story within the group context, students learn how they fit into the community of faith and into the larger biblical story that God invites them to be part of. The groups are aimed at helping students become more like Christ—a crucial element for leading Christ's church well.

The Seminary also offers a variety of non-required **Covenant Groups** that students are encouraged to participate in as they are able. These groups are usually focused on a particular theme or interest and **aim at deepening relationships and skills that help to foster personal growth in grace**.

Other Aspects of Our Gospel-Centered Community

Campus life is geared toward nurturing growth in gospel-centered community through many avenues that bring students, faculty, staff, and families together in creative, challenging, and life-changing ways.

- **Ministry Lunches** – Multiple times throughout each semester representatives from many different church, ministry organizations, and PCA agencies and committees host lunch-time gatherings to inform students about internship and ministry opportunities, provide helpful insights on ministry life, share experiences, and offer

encouragement.

- **Seminary Picnics** – Each fall and spring Student Life organizes seminary-wide picnics as times when the entire Covenant community can gather to share good food, enjoy fun games, and just hang out together and get to know one another better.
- **Parents’ Morning/Night Out** – Our Family Nurture program offers childcare during select Seminary events and also provides specific times during each semester when parents may drop their kids off for fun and games at the Log Cabin on our campus while Mom and Dad enjoy some much-needed time off.
- **Day of Prayer** – Each semester we host a Day of Prayer during which all classes are cancelled so everyone can participate in a morning of intensive gathered prayer and worship, followed by a lunch prepared by our International Student Fellowship.

A Servant-Leader Mindset

At new student orientation, our incoming students are told, “**You are not the end of your own education.**” The fact is a deepening relationship with Christ is not for oneself alone but for the benefit of those whom we will be called upon to lead and serve in every area of life and ministry. Every aspect of community life at Covenant is geared toward fostering this mindset of servant-leadership and nurturing a heart of grace in men and women who will one day be the leaders and influencers in Christ’s church and kingdom.

Strengthening Our Emphasis on Cross-Cultural Mission: Locally and Globally

An emphasis on missions has been part of Covenant Seminary’s DNA from the beginning. We have **trained many hundreds of missionaries** who now serve in many countries around the world, **as well as hundreds of church planters** who are busy working to build new local churches in cities all across the U.S. Covenant faculty, such as Professor Emeritus of Applied Theology and Church Planting **Dr. Phil Douglass** and others, have been key players in identifying and mentoring promising missionaries and church planters, assisting in the development of missionary and church planting strategies for the denomination, and creating the Mission to North America’s Church Planting Assessment Center in Atlanta. More recently, under the guidance of **Dr. Robert Kim**, Assistant Professor of Applied Theology and Church

Planting (and the Philip and Rebecca Douglass Chair of Church Planting and Christian Formation), we continue to make missions and church planting a high priority.

The Paul D. Kooistra Chair of World Missions Established

In 2022 Covenant Seminary established **The Paul D. Kooistra Chair of World Missions**, an endowed faculty chair funded partly through the Seminary's completed *Hope for the Future* capital campaign and in partnership with the PCA's Mission to the World (MTW). The chair is named in honor of Dr. Paul D. Kooistra, the third President of Covenant Seminary from 1985 to 1994 and Coordinator of MTW from 1994 to 2014. Dr. Kooistra's influence on Covenant continues to this day in our faculty's ongoing emphasis on the need for pastors to be rooted in God's grace in order to flourish for a lifetime of ministry.

Of the new chair, Rev. Dr. Thomas C. Gibbs, President of Covenant Seminary, said, "Covenant Seminary has long held that our commitment to training pastors and ministry leaders for the church is has its roots in the Great Commission of our Lord. Everything we do, in fact, is an outgrowth of faithfulness to Christ and his Word, and in service to his mission, making the gospel known to every tongue, tribe, and nation. How appropriate, then, that the Chair of World Missions should be named in honor of the Rev. Dr. Paul D. Kooistra, who faithfully led both Covenant Seminary as President and Mission to the World as its coordinator! It is my hope that Dr. Kooistra's legacy of leadership and passion for the grace of the gospel will inspire future generations of mission-minded pastors and ministry leaders who train at Covenant."

Dr. Dan Doriani, who served on the faculty under Dr. Kooistra, noted, "Paul Kooistra was a highly effective, even brilliant President of Covenant Seminary. He proved his leadership skills again as Coordinator of MTW and in other strategic roles. Whether his job title had the word 'mission' in it or not, Paul was always a man on a mission—God's mission. It is fitting for him to receive this honor, that his legacy be recognized and his voice heard and remembered as widely as possible."

Church Planting Track Expanded to MABTS and Graduate Certificate

Initially developed several years ago as a more specialized track for the MDiv

degree, the Church Planting Track is designed to equip students in the theological and practical ministry skills necessary for planting gospel-preaching churches and for becoming movement leaders for church planting and multiplication. With the advent of more online and hybrid-learning options for many of our degrees, and with the reality of many potential planters already serving in ministry who may not be able to come to Covenant for several years to pursue a degree, the track has expanded in the last couple of years. **The Church Planting Track is now also an option for the Master of Arts (Biblical and Theological Studies) (MABTS) and for one of our Graduate Certificate programs.** These options, in addition to the residential or hybrid MDiv, mean that training for potential church planters is now more flexible and accessible than ever before.

Church Planting Summit and Church Planter Assessment

In October 2022, Covenant had the privilege of hosting a **Church Planting Summit** with our sister PCA agency, Mission to North America (MNA). This conference brought 140 church planters and ministry leaders from across the country to our campus to collaborate on the current challenges to church planting and how best to raise up the next generation of church planters. The fruit of the discussion will help inform our future church planter training efforts.

On a related note, for the past several summers the Seminary has hosted the full **Mission to North America Church Planting Assessment Center on our campus** and will do so again in July 2023. The partnership between Covenant and MNA in periodically bringing the full assessment process to campus enables many students who are potential church planters to undergo evaluation of their abilities and readiness for church planting without the need to travel to the Center's offices in Atlanta, Georgia. We are grateful for this partnership and pray that the Lord will continue to use the Seminary as a powerful instrument for educating future church planters for the PCA and beyond.

Building Financial and Organizational Sustainability

Like many similar institutions, Covenant Seminary has experienced serious financial stresses in the last few years. We continue to address these aggressively, partly through renewed recruitment strategies (see elsewhere in this report) and partly through budgetary and staffing adjustments. In the last year, these efforts have led to dramatic cuts in spending by roughly \$1 million.

This was achieved by a combination of reductions in non-essential program expenditures, restructuring certain positions to leverage cost reductions related to employee attrition, and, unfortunately, the elimination of several positions. Though those decisions were difficult, we are glad to report that **due to the creativity, devotion, and hard work of our staff and faculty, the Seminary has not suffered a reduction in services or instruction** being offered to our students.

On the encouraging side, our spirits were buoyed through the strong leadership of **Mr. Ken McDonald**, our Interim VP of Advancement (see “Faculty/Staff Updates”), and his Development team, who **realized a record year of undesignated contributions in excess of \$2.4 million in FY 2022** and, at the half-way point in FY 2023, the Seminary had already received undesignated contributions in excess of \$1.2 million, which was 60% of our annual goal. This news not only **strengthens our capacity to mitigate financial pressures** due to declining enrollment but **testifies to the good will of our donors** and the enduring legacy of God’s ongoing and faithful work at Covenant Seminary. Indeed, these are kind providences of the Lord.

When our enrollment efforts, development successes, and operational management strategies are considered together, it becomes clear that the Seminary’s overall situation is stabilizing, which is the first step in a turnaround. Thus, despite a further reduction in credit hours sold for the current academic year, **our budget for FY 2024 projects modest growth in revenues**. We have also initiated a new fund-raising goal to raise an additional \$1 million in undesignated funds over the next two years to **“bridge the gap”** affecting the Seminary at this time. These funds will enable the Seminary to execute specific strategies and hire more personnel focused on recruitment of students, communications and marketing, faculty, and additional strategic personnel to reverse current trends.

Please be in prayer with us that God would bless these efforts to bring greater financial and organizational stability to Covenant Seminary.

Stewarding Our Relationship with the PCA

We are continually grateful to be the denominational seminary for the PCA and **value the partnerships we have in ministry with our sister PCA agencies and churches**. It is a blessing to serve our denomination with them. We look forward to further exploring these partnership opportunities and

planning together for the future as we seek to foster greater denominational unity for the good of the church and the expansion of the gospel.

Additionally, as noted elsewhere in this report, the Seminary has sought feedback from various alumni and others with strong connections to Covenant as we go through a new phase of strategic planning. These conversations have been immensely helpful to us. We are grateful for the honest and sometimes challenging input as we seek with humility to continue improving in how we carry out our pastoral training mission.

Recent years have seen continued instances from some in our denomination (and even from outside it) of negative, unhelpful, and often simply untrue comments made about the Seminary on social media. President Dr. Tom Gibbs has addressed some of these situations directly and has made it **a priority during his tenure to personally attempt to build bridges of brotherly connection** not only with our sister agencies and supporting churches and donors, but also with some of those who have been our critics. Dr. Gibbs has traveled widely to promote the Seminary and to strengthen relationships across the denomination. These efforts have met with much positive response.

Our sincere desire is to glorify the Lord together as we all seek to bless Christ's people, grow Christ's church, and expand Christ's kingdom—all for Christ's glory.

Other Notable News and Events

Celebrating the Ongoing Success of Our DMin Program

We continue to be encouraged by strong enrollment in our Doctor of Ministry programs, including the creation of **a second cohort focused on Leadership in Ministry**. These two cohorts account now for 27 students in our doctoral program. More importantly, these DMin programs represent the **growing involvement of ministry leaders throughout the PCA and the wider church** who, in turn, will be more likely to influence those under their charge to consider attending Covenant Seminary.

We are especially thankful for **Dr. Joel Hathaway's** leadership of the DMin and for his efforts in recruiting students and instructors to expand and improve the program. In addition to directing the DMin program, Joel is our Director of Alumni and Career Services.

Honoring the Life and Legacy of Professor Jerram Barrs on His Retirement

The September 2022 edition of the Francis Schaeffer Lectures, hosted by the Francis Schaeffer Institute (FSI) at Covenant Seminary, focused on the theme *From Strength to Strength: Apologetics in the Schaeffer/Barrs Tradition*. The program featured lectures and presentations from author and social critic **Os Guinness**, director of operations for The Rabbit Room **Andy Patton**, Covenant Seminary President **Dr. Tom Gibbs**, FSI Scholar-in-Residence **Dr. Zack Eswine** and Visiting Instructor of Integrated Apologetics **Dr. Jessica Eswine**, FSI Director **Dr. Mark Ryan**, and of course, the founder and original Director of FSI **Prof. Jerram Barrs**.

As always, the second day of the lectures addressed topics related to Christian apologetics within our current cultural moment. But this year the **first evening was devoted entirely to a celebration of Jerram's life and legacy as he prepared to retire** from the Seminary and FSI in December 2022. Jerram's 34 years of teaching, leading, and mentoring the Seminary community in understanding and engaging compassionately with the people and issues of our time from a biblical perspective have left an indelible mark on the ethos and culture of Covenant. Even more, his heart for people has impacted deeply the lives and ministries of generations of students, faculty, and staff—as well as the broader church.

As part of honoring Jerram, the Seminary produced a **special limited-edition book entitled *The Jerram Barrs Collection: Selected Shorter Writings***, compiled and edited by Rick Matt, Senior Writer and Editor for Covenant, and designed by Director of Communications Kent Needler. The book pulls together more than 20 articles, essays, and other pieces from the entirety of Jerram's ministry career, along with an extensive bibliography of his work and an interview with him from when the Francis Schaeffer Institute celebrated its 30th Anniversary a few years ago. (Visit our online store at <https://www.covenantseminary.edu> to find out more and order a copy.)

We are grateful for the love and care Jerram has shown to so many over the years, and for the way the Lord has used him—personally as well as professionally—to provide a powerful model of Christ-like compassion and gospel grace to which we all aspire.

As Jerram begins a new chapter of his life, our love and prayers go with him and Vicki, his dear wife and partner in ministry. But even as we celebrate Jerram and what he has meant and continues to mean to us, we celebrate even more the gracious savior he has served so well and so long, whose love draws us to himself and shapes all that we are and do at Covenant Seminary. To God alone be the glory!

Increased Scholarship Offerings through Generous Donor Giving

The Lord has always blessed Covenant Seminary with generous donors who have hearts for supporting theological education. Following the successful completion of our \$43 million *Hope for the Future* capital campaign, **two additional donors stepped forward to provide Covenant with two new legacy endowments—totaling \$10 million**—for training future ministry leaders.

The first gift of \$5 million came from Steve and Debby Robins to establish the **Deborah M. Robins Legacy Scholarship Endowment**. This largest-ever-received cash gift provides an endowment that will fund **25 new scholarships annually for female students** seeking seminary-level training for leadership in discipleship, education, counseling, and next generation ministries. Debby Robins noted, “We need men and women with the proper theological training to bring forward a sustaining Christian narrative that gives meaning to our origin and life’s purpose. Covenant Seminary is training men and women with the knowledge and skills to come alongside people and meet these needs with a biblical response in a deeply relational way. This is why we give to Covenant Seminary.”

The Robinses’ gift inspired a second donor to step forward and match their commitment with **an additional \$5 million gift** to provide **25 new scholarships annually for male students preparing for pastoral ministry**. The donor said, “Covenant Seminary has an indisputable legacy of training pastors to preach the word and shepherd the church. It is my deep joy to provide a gift that will support future generations in their training.”

We are deeply thankful to these donors for their support and pray that these new scholarships will enable more men and women to attend Covenant Seminary so that the church may thrive because of their training. We are grateful as well for our Development and Financial Aid staff who work hard to ensure that funds are available to assist students in pursuing this training.

Rejoicing in the Blessing of the People God Provides: Faculty, Staff, and Board Updates

The Lord's greatest gift to Covenant Seminary is the people who serve here as faculty, staff, or trustees. We have been particularly blessed in this regard. Notable staffing updates or changes for the past year are listed below.

Faculty/Staff Updates

- **Prof. Jerram Barrs**, Professor of Christian Studies and Contemporary Culture and Senior Scholar-in-Residence at the Francis Schaeffer Institute, **retired at the end of 2022 after 34 years with Covenant Seminary**. Jerram came to the Seminary in 1988 at the behest of then-President Dr. Paul Kooistra and in 1989 founded and served as the first Director of The Francis Schaeffer Institute at Covenant Seminary. A student of the late Francis A. Schaeffer, Professor Jerram Barrs joined the Covenant Seminary faculty in 1988 at the behest of then-President Dr. Paul Kooistra, after 18 years with L'Abri Fellowship in England, where he also served as a pastor in the International Presbyterian Church he helped plant there. In 1988, he founded and served as the first Director of the Francis Schaeffer Institute at Covenant to help students learn to engage with people and cultural issues in a courageous but compassionate and biblical way. Through FSI, his classroom teaching, his personal mentoring and friendships with students, his writings (including *Being Human*, *Echoes of Eden*, *The Heart of Evangelism*, *The Heart of Prayer*, *Through His Eyes*, and many others), and his speaking engagements at churches and other settings around the world, Jerram's influence on the lives and ministries of generations of Covenant students, faculty, and staff has been profound. We are immensely grateful for him and his wife, Vicki, and pray God's blessing on them as they move into a new phase of ministry.
- **Rev. John Chung** joined the staff of Covenant Seminary in 2022 as **Senior Director of Enrollment**, where he oversees and coordinates the functions of the Admissions, Communications, Financial Aid, and Institutional Retention teams, and provides strategic leadership and direction for all the Seminary's initiatives related to student recruitment, enrollment, and retention. See more on John in the section "Prioritizing the Recruitment of Pastor-Minded Students" earlier in this report.

- **Dr. Robbie Griggs**, Associate Professor of Systematic Theology and Director of the ThM Program, was recently named **chair of the Seminary’s recently renamed Division of Theological Studies**. Dr. Griggs holds a PhD in New Testament from Durham University and an MDiv from Covenant Seminary, as well as a BA in philosophy and a BS in finance from the University of Missouri–Columbia. An expert in New Testament theology and early Jewish theology, his research focuses on Paul’s theology of grace in Galatians in comparison with contemporary Jewish theologies of God as “giver.” See more on Robbie in the section “A New Chair for the Division of Theological Studies” earlier in this report.
- **Mr. Ken McDonald**, previously our Senior Director of Business Development, graciously agreed to serve as Interim VP of Advancement after the departure in 2021 of Mr. John Ranheim, who had served in that role for many years. Ken, a west-coast import to St. Louis, is a 2014 MDiv graduate of Covenant and brings a diverse background in corporate and entrepreneurial business and ministry to the Development team. His heart beats for taking the gospel out to the world. With interests in practical theology, discipleship, evangelism, and church planting, Ken thrives on Covenant’s mission to raise up pastors, teachers, counselors, and lay ministers to lead God’s people on God’s mission. He desires to work with Covenant partners, alumni, and donors to position the seminary as a lifelong partner for a lifetime of ministry. Ken is the husband of Shari and the father of three children.
- **Dr. Andrew J. “Drew” Martin** joined our faculty in the summer of 2022 as **Associate Professor of Systematic Theology**. Dr. Martin is the embodiment of the pastor-scholar model prized at Covenant Seminary. He has served as a PCA pastor and church planter for 15 years, including as pastor of West Charlotte Church in Charlotte, North Carolina, a church he co-founded. He brings a wealth of experience in teaching systematic theology and church history at the seminary level, including his most recent teaching post at Gordon-Conwell Theological Seminary’s Charlotte campus. He also brings both a strong academic focus as well as a deep personal commitment to Reformed theology and the Westminster Standards. See more on Drew in the section “A New Professor of Systematic Theology” earlier in this report.

- **Miss Diane Preston**, who filled many important roles at Covenant Seminary (most recently as Associate Dean) and is well known to and loved by hundreds of students, alumni, faculty, and staff, **retired in the fall of 2022 after 32 years of service**. In a parting email message to staff, Diane offered this summary of her years at Covenant: “I started August 1, 1991, as the Registrar. I had NO knowledge of higher ed, so I learned on those poor students in my first couple of years! I attended faculty meeting every week but said nothing for two years (I know—hard to believe!). I was responsible for student records and gradually took over advising. We created the schedule (and monitored the classrooms). Along the way, we tried to do a lot of team-building things (organized an appreciation day for the physical plant staff, organized the First Annual Staff Olympics, etc.). I think it was the late 1990s when I was asked to join the President’s Cabinet and to represent the institution at the PCA’s women’s discipleship events during the year (working with what is now CDM in Atlanta). Later, I picked up additional responsibilities (and became an Associate Dean) working with the VP for Academics to create course schedules, hire adjunct faculty, create the academic calendar, helping to create the Catalog and the Student Handbook, and whatever else came up. In 2010 I moved to One-Stop, working on special projects (helping to digitize the transcripts was the biggest one) and completing an MAC degree. At the end of that time, Dr. Mark Dalbey asked me to handle accreditation and later additional responsibilities (numbers reporting, helping with the Nashville and Phoenix extension sites, etc.). I also worked with a team to produce our current Bible exams. It has been such a joy and privilege to work with people who love the Lord and love our students. The faces change over the years but the heart is remarkably similar. Thank you for loving me and welcoming me into this venture to train servants for God’s kingdom.” Please join us in thanking Diane for her faithful service over so many years and ask God’s blessing on this new and exciting chapter of her life.
- **Dr. Mark Ryan**, who has served as Director of the Francis Schaeffer Institute and Adjunct Professor of Religion and Culture since 2013, **stepped out of his role with FSI in January 2023** to pursue another apologetics ministry opportunity. He will continue to teach some classes for the Seminary on an adjunct basis. Before joining our faculty part time in 2010, then full time in 2013, Mark served with L’Abri Fellowship in Boston and Vancouver and pastored

congregations in Australia and the USA. Over the past decade of leading FSI, Mark has taught multiple classes across numerous departments and disciplines, organized and overseen a variety of conferences and weekend electives, built bridges between the Seminary and the broader community, helped bring into being the inaugural FSI Apologetics and Communications Cohort as part of the Seminary's DMin program, and helped hundreds of students learn to think biblically about cultural issues and interact compassionately with people whose ideas and worldviews may be very different than their own. In his new role, Mark will be serving as Executive Director of Sage Christianity, an apologetics education and training ministry founded by Covenant colleagues Dr. Zack and Jessica Eswine. The Seminary is currently seeking a new Director for FSI.

Board/Advisory Board Updates

- **Future Trustees (Class of 2027) – Endorsed by the Board of Trustees and recommended to the Nominating Committee of the General Assembly**

The Board of Trustees of Covenant Theological Seminary is pleased once again to present to the Nominating Committee of the PCA our recommendations for the next class of Seminary Board members. We remain thankful for the General Assembly's ruling nearly two decades ago which allows the Seminary to communicate directly with the Nominating Committee to endorse specific candidates for our Board, as long as their names have first been submitted by their respective presbyteries. These men provide key strengths and experience we believe the Seminary needs for the years ahead.

- **Mr. Mark Ensio, RE**, *President of Ballast Technologies, Inc., Tucson, Arizona*. Mark studied chemical engineering at MIT (BS, MS) and was a Managing Director for a roofing material manufacturer with plants throughout North America when he moved to Arizona in 2000 to take the helm of Ballast Technologies, a global permanent ballast installation contractor for the shipping and offshore industries. He is a ruling elder at Catalina Hills Presbyterian Church, and prior to moving to Arizona, he helped plant Bay Area Presbyterian Church and also to found Westminster Christian Academy during more than a decade of service in the Houston area.

MINUTES OF THE GENERAL ASSEMBLY

Mark was first elected to the Seminary board in 1995, and during his time on the board, he has served on the Trustee Development and Governance Committees, many of those years spent as Chairman of each committee, respectively. He has also served on the Executive Committee, and for eleven years has been Secretary of the Board. Mark and his wife, Shelle, have three adult daughters, two sons-in-law and one grandson.

- **Dr. John Fitch, RE**, *Pediatrician and Owner, Heritage Pediatrics, San Antonio, Texas*. John received his BA (1990) and MD (1995) from Vanderbilt University. He completed his Pediatric residency at Vanderbilt and also served as the Chief Resident there from 1998 to 1999. He has been serving children and their families at Heritage Pediatrics since 1999. John is a founding member of Redeemer Presbyterian Church in San Antonio, and became a ruling elder in 2004 when the church particularized. He has served on the Mission to North America committee as well as the combined MNA/Mission to the World committee, and now on the MNA committee again. He served as the Moderator of the South Texas Presbytery in 2015. John has also served on various local school district committees and task forces as well as on the board of the local Christian Medical Dental Association. He has attended and led numerous medical mission trips in Dominican Republic, Ecuador, Belize, Peru, Ukraine, and Mexico. He and his wife, Chrissy, have four teenage and young adult children. John joined the Advisory Board of Covenant Seminary in 2022.
- **Mr. Dwight Jones, RE**, *President, Ocmulgee Fields, Inc., Macon, Georgia*. Dwight graduated from the University of Georgia (BBA, 1998) and his career has covered a broad range of real estate and development ventures, as well as involvement in local politics. He has also served actively in a board or officer capacity for a wide range of organizations involving business, educational and ministry endeavors. Dwight also serves his community as the CEO and an elected member of the Macon Water Authority. His myriad interests and skillsets have not only brought wisdom and leadership to his community and business endeavors, but also to the Board

of Covenant Seminary, where he has served faithfully since 2007. During his time on the Board, he has served on the Advancement and Finance Committees (including three years as Chairman of the Finance Committee). He has also served on the Executive Committee of the Board, including three years as Treasurer of the Board. Dwight and his wife, Tracy, are members of First Presbyterian Church in Macon, where he has served as a ruling elder since 2010. They have three adult children.

- **Rev. Dr. Jimmy Agan, TE, Senior Pastor, Intown Community Church, Atlanta, Georgia.** Jimmy has served as Senior Pastor of Intown Community Church since 2015, and before that as Senior Pastor at Clemson Presbyterian church and Associate Pastor at Greenwood Presbyterian in Greenwood, South Carolina. Jimmy has also served for many years as a professor in the seminary context, both at Covenant Seminary and at Erskine Theological Seminary, teaching New Testament and Homiletics, including a season as the Director of the Homiletics program at Covenant. As both a seasoned pastor and professor of theology and preaching, Jimmy understands at an experiential level the kind of formation that is happening as we educate students at seminary and what is required of our graduates as they enter ministry. His passion for seeing young men and women well-equipped to take the gospel to the world is a great resource to this board, and his leadership as an educator and a minister of the gospel with a heart for students' well-being and theological acumen is a great resource as the Board seeks to lead the institution. Jimmy joined the Advisory Board of the Seminary in 2022. He and his wife, Tricia, have four adult children and one son-in-law.
- **Rev. Dr. Robert “Bob” Flayhart, TE, Senior Pastor, Oak Mountain Presbyterian Church, Birmingham, Alabama.** Bob was the church planter for Oak Mountain Presbyterian Church in Birmingham and has served as its senior pastor since 1992. Bob brings a unique combination of pastoral and leadership experience critical to his work on the board. He is uniquely positioned to bring a rich pastoral care to the student

experience through his work with our Student Life Department as he chairs the board's Student Life Committee. His work with the ministry of Campus Crusade for Christ following graduation from Penn State, his involvement in planting North Shore Presbyterian Church while attending Trinity Evangelical Divinity School, and his Covenant Seminary DMin in Christ-centered mentoring have qualified him for this role. His service on Covenant's Board began in 1999. Bob and his wife, Laurie, have three adult children, a daughter-in-law, and a son-in-law.

- **Rev. Ryan Laughlin, TE**, *Senior Pastor, McLean Presbyterian Church, Mclean, Virginia*. Ryan is a graduate of the United States Military Academy (West Point) and served six years in the Army after graduation. Prior to his current call at McLean Presbyterian, Ryan was the Senior Pastor at Covenant Presbyterian Church in St. Louis for fifteen years. In his close proximity to the Seminary, he was uniquely situated for involvement on campus and in student affairs. Ryan first joined the Advisory Board in 2010 and over the past 12 years has served on the Student Life Committee, most recently as the Chairman. During his time on the board, his love for students and passion for their theological preparedness have been an asset to the Board's leadership of the Seminary.

The Board of Trustees of Covenant Theological Seminary humbly submits the above endorsements with gratitude that the General Assembly encourages us to voice our particular needs and concerns in this way.

- **New Board of Trustees Members**

- **Rev. Dr. Russell St. John**, Lead Pastor, Twin Oaks Presbyterian Church, St. Louis, MO. Elected to first term for class of 2026.
- **Dr. James Albritton**, Educator and Chairman of the History Department, Briarwood Christian School, Birmingham, AL. Elected to first term for class of 2026 after serving on Advisory Board in 2021–2022.

- **Mr. Doug Hickel**, Attorney with Summers Compton Wells, St. Louis, MO. Elected to first term for class of 2026 after serving on Advisory Board in 2021–2022.
- **Mr. Walter Turner**, Chairman and Vice President of Turner Dairy Farms, Inc., Pittsburgh, PA. Elected to first term for class of 2026 after serving on Advisory Board in 2021–2022.
- **Board Members Re-Elected to a Second Term**
 - **Mr. Ronald McNalley**, President/Owner of Employee Benefits Resources, Inc., Dallas, TX. Elected to second term for class of 2026.
 - **Rev. Dr. David Sinclair**, Pastor in Residence at Oconee Presbyterian Church, Seneca, SC. Elected to second term for class of 2026.
- **Retiring Trustees**
 - **Mr. Bill French**, CEO, French Gerleman Electric Co., St. Louis, MO.
- **New Advisory Board Members**
 - **Dr. Jimmy Agan**, Senior Pastor, Intown Community Church, Atlanta, GA. Serving first term on Advisory Board.
 - **Dr. John Fitch**, Pediatrician and Owner, Heritage Pediatrics, San Antonio, TX. Serving first term on Advisory Board.
 - **Mr. Mark Ensio**, President of Ballast Technologies, Inc., Tucson, AZ. Serving on Advisory Board after completing term on Board of Trustees in 2022.
 - **Mr. Dwight Jones**, President, Ocmulgee Fields, Inc., Macon GA. Serving on Advisory Board after completing term on Board of Trustees in 2022.
 - **Rev. Dr. Bob Flayhart**, Senior Pastor, Oak Mountain Presbyterian Church, Birmingham, AL. Serving on Advisory Board after completing term on Board of Trustees in 2022.
- **Retiring Advisory Board Members**
 - **Mr. Chris Gonzalez**, Lead Pastor, Missio Dei Communities (church), Tempe, AZ.
 - **Mr. Carlo Hansen**, retired, former Senior Director, Global

Process Support, Ralston-Purina, Waterloo, IL.

- **Rev. John Haralson**, Senior Pastor, Grace Church Seattle, WA.
- **Mrs. Patricia Kleinecht**, Homemaker, St. Louis, MO.

Faculty Publications and Kingdom Service

Our faculty's influence reaches far beyond the classroom: professors mentor and disciple students, participate in the life of local congregations, share their teaching and preaching abilities with the larger church in the U.S. and around the world, and engage with our culture and the pressing issues of our day from a biblically sound and gospel-centered perspective. Here is a sampling of their publications and other kingdom service since our last report.

- **Dr. Brian Aucker**, Professor of Old Testament
 - Review of *The Oxford Handbook of the Historical Books of the Hebrew Bible*, ed. B. E. Kelly and B. A. Strawn (Oxford, 2020), forthcoming in *Bulletin of Biblical Research*.
 - Faculty Advisor for the student-led Theological Fellowship at Covenant Seminary (along with Dr. Bob Yarbrough and Dr. Robbie Griggs).
- **Prof. Jerram Barrs**, Professor of Christian Studies and Contemporary Culture, Senior Scholar-in-Residence for the Francis Schaeffer Institute, and Francis Schaeffer Chair of Apologetics (now retired)
 - *The Jerram Barrs Collection: Selected Shorter Writings*, compiled and edited by Rick Matt and designed by Kent Needler, was published by the Seminary in September 2022 to honor Jerram as he prepared to retire from Covenant after 34 years.
- **Prof. Suzanne Bates**, Assistant Professor of Counseling
 - Served on the Seminary's Title IX Committee and Diversity Committee.
 - Served as member of the board of Restore St. Louis.
 - Facilitated Beautiful Community Covenant Group primarily for CTS students of color.
 - Speaker at conferences and seminars including Cultural Identity Development (for Care Point

Counseling), Suicide Prevention and Intervention (CTS), and Spiritual Warfare and Trauma (CTS).

- **Dr. David W. Chapman**, Professor of New Testament and Archaeology
 - Published “1 Thessalonians” and 2 Thessalonians” for Gospel Coalition’s Concise Commentary series (online) in 2022.
 - Taught online class for Covenant Bible School in Singapore, February–April 2022.
 - Taught three classes over four weeks in Archaeology and NT Studies for Sangre de Cristo Seminary in Westcliffe, CO, in summer 2022.
 - Served on the boards of the Near East Archaeological Society and Presbyterian Mission International.
- **Dr. Tasha Chapman**, Professor of Educational Ministries
 - Contributed 7 previously published devotional writings to *Daily Joy: A Devotional for Women* (Crossway, 2022), drawn from the *ESV Women’s Devotional Bible*.
 - Published blog post “Five Steps Toward Discernment” for PCA-CDM Women’s Ministries *Encourage* website and on CTS website.
 - Presented partial findings from survey for “Women in Vocational Ministry Wellbeing Assessment” at national CDM Women’s Ministry Training Conference. Research continuing in collaboration with and/or support from the PCA’s Geneva Benefits, CDM, RUF, and MTW.
 - Did podcasts Reformed Youth Ministries on leading and asking questions for youth Bible studies, and for the PCA’s Women’s Ministry WE (Wives of Elders) on relevant Resilient Ministry themes.
- **Dr. C. John “Jack” Collins**, Professor of Old Testament
 - Published “An Exegetical Response to William Lane Craig, *In Quest of the Historical Adam*” in *Presbyterion* 48, no. 2 (Fall 2022).
 - Published ““The Heavens Declare the Glory of God’: Is Anyone Listening?” in *Religions* online access

- journal (forthcoming) special edition with guest editor John Bloom.
- Participated in online forums for Sapiaentia on W. L. Craig's *In Quest of the Historical Adam* and Te-Li Lau's *Defending Shame*.
- Spoke and taught in various church or conference settings.
- **Dr. Dan Doriani**, Professor of Biblical and Systematic Theology
 - Published revised and expanded edition of *Getting the Message: A Plan for Interpreting and Applying the Bible* (P&R, 2022).
 - Published *Romans* in the Reformed Expository Commentary series (P&R, 2022).
 - Published a variety of blog posts for The Gospel Coalition, the Alliance for Confessing Evangelicals, and the Seminary's *Orthodoxy and Orthopraxy*.
 - Hosted podcasts for the Center for Faith and Work throughout the year.
 - Served as Pulpit Supply for Greentree Community Church (EPC) in Kirkwood, MO, and on Executive Board of The Gospel Coalition.
- **Dr. Thomas C. Gibbs**, President and Associate Professor of Applied Theology
 - Published three articles for *byFaith online*: “Three Things to Help Your Church Plant Survive” (May 9, 2022), “How Not to Capsize Your Faith” (August 16, 2022), and “Bridge Building, the PCA, and the Next 50 Years” (October 26, 2022).
 - Published “Inaugural Address on Becoming President of Covenant Theological Seminary,” in *Presbyterion* 48, no. 1 (Spring 2022).
 - Published “Preparing Pastors and Ministry Leaders to Reach the Next Generation” and “Three Things to Help Your Church Plant Survive” on the Seminary's *Orthodoxy and Orthopraxy* blog.
 - Traveled extensively to meet with donors, supporters,

- alumni, and key PCA leaders on behalf of the Seminary.
 - Taught Doctor of Ministry courses on Ministry Leadership.
 - Preached regularly at Covenant Presbyterian Church in St. Louis, MO.
- **Dr. Michael Goheen**, Professor of Missional Theology and Director of Theological Education at the Missional Training Center–Phoenix
 - Published *Becoming a Missionary Church: Lesslie Newbigin and Contemporary Church Movements* (Baker, 2022), co-authored with Timothy M. Sheridan.
 - Published “The Significance of Dooyeweerd’s Philosophy for Understanding the Foundational Role of Worldview,” in *Dooyeweerd Discovered*, ed. Daniel F. M. Strauss (Paideia Press, 2023).
 - Published “Theologizing in a Missional Mode: Harvie Conn’s Contribution,” in *Journal for Biblical and Theological Studies* (Jan. 2023).
- **Dr. Aaron Goldstein**, Assistant Professor of Old Testament and Director of Online Learning
 - Published review of James M. Hamilton Jr.’s *Typology—Understanding the Bible’s Promise-Shaped Patterns: How Old Testament Expectations Are Fulfilled in Christ*, in *Presbyterion* 48, no. 2 (Fall 2022).
 - Regular teacher with Covenant Bible School in Singapore.
- **Dr. Robbie Griggs**, Associate Professor of Systematic Theology
 - Recently appointed Chair of Covenant’s Department of Theological Studies.
 - Serving as Director of the Master of Theology (ThM) program.
 - Faculty Advisor for the student-led Theological Fellowship at Covenant Seminary (along with Dr. Bob Yarbrough and Dr. Brian Aucker).
 - Preached multiple times throughout the year at various local St. Louis churches.
- **Dr. Robert Kim**, Assistant Professor of Applied Theology and Church

Planting, Philip and Rebecca Douglass Chair of Church Planting and Christian Formation

- Serving on board of Serge and with Mission to North America.
 - Served as Pulpit Supply for various churches and consulted with various church planting networks and churches.
 - Spoke at a variety of mission-related conferences.
- **Dr. Paul Loosemore**, Assistant Professor of Counseling
 - Published “Preliminary Development of an Emic Measure of Christian Counselor Mentoring Experience” in *Journal of Psychology and Christianity* 41, no. 1.
 - Published “Situating Grief in Redemptive History for the Sake of Joy” in *Christian Psychology Around the World* 17.
 - Published “A Countercultural Ecology for Spiritual Formation” in *byFaith online* (Sept. 1, 2022).
 - Served as Director of the Counseling Center at Covenant Seminary and continued support of Joy FM Radio as it develops counseling scholarships and partnerships in the community.
- **Dr. Drew Martin**, Associate Professor of Systematic Theology
 - Served as Director of Field Education for Covenant Seminary.
 - Nominated to serve on GA Theological Examining Committee by Central Carolina Presbytery.
- **Dr. Brad Matthews**, Associate Professor of New Testament and Dean of Faculty
 - Served as Interim Pastor at South City Church in St. Louis City.
- **Dr. Mark Pfuetze**, Associate Professor of Counseling and Interim Co-Director of Counseling
 - Served as board member for FirstLight St. Louis.
 - Served as counseling consultant/director for Global

Counseling Network.

- Served as counseling consultant to pastors, churches, and ministries.
- **Dr. Jeremy Ruckstaetter**, Associate Professor of Counseling and Interim Co-Director of Counseling
 - Served as overseer of the Counseling Department’s efforts in securing CACREP accreditation and wrote the Seminary’s response to CACREP site visit.
 - Served on the board of Presbyterian Mission International (PMI).
 - Served as Support Group Coordinator for Chesterfield Presbyterian Church.
- **Prof. Jessie Swigart**, Assistant Professor of Educational Ministries and Dean of Academic Administration
 - Taught at Missional Training Center–Phoenix in spring 2022 and spoke for breakout sessions at FSI conferences at Covenant in spring and fall 2022.
 - Preparing to serve as member of an ATS school evaluation site team peer reviewer to gain insight for how Covenant can grow in its embodiment of ATS standards.
- **Dr. Robert W. Yarbrough**, Professor of New Testament
 - Published revised 4th edition of *Encountering the New Testament* (Baker, 2022), co-authored with Walter Elwell.
 - Published “Martyrdom: Martin Albertz’s Neglected New Testament Theology and the Importance of a Theological Category,” in *Hearing and Doing the Word: The Drama of Evangelical Hermeneutics, in Honor of Kevin J. Vanhoozer*, ed. Daniel J. Treier and Douglas A. Sweeney (T&T Clark, 2021).
 - Served as Editor for *Presbyterion*, the Seminary’s academic journal, and as Editor for *Revelation* in the Exegetical Guide to the Greek New Testament series and for *1 Peter* in the Baker Exegetical Commentary on the New Testament series.

MINUTES OF THE GENERAL ASSEMBLY

- Faculty Advisor for the student-led Theological Fellowship at Covenant Seminary (along with Dr. Robbie Griggs and Dr. Brian Aucker).
- Guest taught adult Sunday school and/or preached at Greentree Community Church (EPC) multiple times throughout 2022 and into 2023.
- **Dr. Dan Zink**, Professor of Counseling
 - Published “Fix Marriage, and We Fix the Fractured Family” in *byFaith online* (July 27, 2021).
 - Served as breakout session speaker for The Harbor Conference at Pepperdine University in May 2022.

Staying the Course—by God’s Grace

We conclude this report with humble gratitude to our denomination for continuing to support and encourage us, and to the Lord for allowing us to be part of his gracious work in bringing the good news of Jesus Christ to people everywhere as we train pastors, counselors, and other ministry leaders for the PCA and beyond. May God’s hand of blessing be on us, and on our sister PCA organizations, as we work together to bring honor and glory to Jesus’s name. May he guide us and keep us all steadfast in our devotion to him, so that we may stay the course that he has set for us and hear at last, when we reach our final destination, those beautiful and blessed words, “Well done, good and faithful servants.”

Respectfully submitted,

Rev. Dr. Thomas C. Gibbs
President

Recommendations

1. That the General Assembly give thanks to God for the ministry of Covenant Theological Seminary; for its faithfulness to the Scriptures, the Reformed faith, and the Great Commission; for its students, graduates, faculty, staff, and trustees; and for those who support the Seminary through their prayers and gifts.
2. That the General Assembly encourage the congregations of the Presbyterian Church in America to support the ministry of Covenant

APPENDIX F

Theological Seminary by contributing the Partnership Shares approved by the Assembly, and by recommending Covenant Seminary to prospective students.

3. That the General Assembly ask the Lord's blessing on Covenant Seminary's President, Rev. Dr. Thomas C. Gibbs, and grant him and the Seminary's leadership team, faculty, and Board of Trustees great wisdom, biblical faithfulness, and clear vision as they lead the institution forward in training fruitful pastors and other ministry leaders.
4. That the General Assembly ask God to guide Covenant Seminary's ongoing efforts at recruiting new students, evaluating and strengthening our programs, and seeking to make the Seminary a greater resource for the church both locally and globally.
5. That the General Assembly ask God's blessing on the Seminary's planning and fundraising efforts, and on its attempts to recruit a new generation of dedicated pastor-scholars to train new generations of leaders for Christ's church and kingdom.
6. That the General Assembly praise God for his provision during the recent economic instability, and for the many ways that he has enabled Covenant Seminary's students, faculty, and staff to continue building on the new means and methods developed during the recent pandemic to help carry out our mission more effectively. Praise him for the gift of resilient and creative people who enable the institution to function so well during challenging times.
7. That the General Assembly pray for unity among the brethren of the PCA and ask the Lord to work in all our hearts to foster a deeper desire to engage with one another and the world in compassionate and gospel-centered ways, and that we might bear strong witness to the truth and power of God's redeeming grace.
8. That the General Assembly approve the minutes of the stated and called meetings of the Seminary's Board of Trustees and Executive Committee of the Board of Trustees for 2022–2023 as follows:
 - *Stated Board Meetings:* April 29, 2022; September 23, 2022; January 27, 2023
 - *Called Board Meetings:* None
 - *Stated Executive Committee Meetings:* April 28, 2022; September 22, 2022; January 26, 2023
 - *Called Executive Committee Meetings:* June 30, 2022; September 14, 2022; December 14, 2022

MINUTES OF THE GENERAL ASSEMBLY

9. That the financial audit for Covenant Theological Seminary for the fiscal year ending June 30, 2022, by Capin Crouse LLC, be received.
10. That the proposed budget for 2023–24 for Covenant Theological Seminary be approved.
11. That the General Assembly answer Overture 7 from Southern New England Presbytery “Amend RAO 4- 21.d to permit Committees of Commissioners to Review Committee and Board Compliance with Material Policies” with reference to the answer provided by the Administrative Committee.

Grounds

Covenant Seminary currently attempts to follow the guidelines mentioned in the overture. Since the overture refers to all the Committees and Agencies, it is wise to present a single response to the General Assembly through the Administrative Committee. This action has been entered into the minutes of the April 28, 2023 Board Meeting of Covenant Seminary, to be submitted to the 50th General Assembly.

APPENDIX G

THE REPORT OF THE COMMITTEE ON MISSION TO NORTH AMERICA TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

The glory that you have given me I have given to them, that they may be one even as we are one, I in them and you in me, that they may become perfectly one, so that the world may know that you sent me and loved them even as you loved me. John 17:22-23

MNA Purpose

Cultivating Kingdom Advancement through the PCA in North America

MNA Mission

MNA provides expertise with excellence to all PCA churches, presbyteries, and networks in North America by offering a suite of practical ministry resources—training, equipping and assisting in missional purpose, serving communities to advance God’s kingdom.

MNA Vision

The glory of the knowledge of the Lord will fill the earth as the waters cover the sea. Jesus is on mission in our secular age to advance his kingdom. Mission to North America serves the PCA for the expansion of churches that are faithful to the Scriptures, true to the Reformed faith and obedient to the Great Commission. By resourcing our churches for kingdom impact, in the next ten years, MNA will facilitate the multiplication of PCA churches in the US and Canada from 1,994 to 3,000 congregations. By the grace of God our church will prayerfully accomplish this by planting new churches, reducing church closures, expanding the diversity of the PCA, partnering with denominational committees and agencies, and enfolding existing congregations into the PCA.

The Church in North America in the 21st Century

We have a wonderful opportunity. The fields are ripe for harvest. We need laborers and a vision for the harvest. We are working to see God expand the kingdom impact of the PCA. In the next 10 years we will strive to facilitate the

multiplication of PCA churches from 1,994 to 3,000 congregations. In order to accomplish this vision, the following must be true:

1. **Ongoing Focus and Commitment to Church Vitality:** As our churches grow in health and the rhythm of renewal through the means of grace, our heart for the lost and commitment to neighbor love in Jesus's name will also grow.
2. **Multiplying Church Planting:** The multiplication of churches that will be faithful to the Scriptures, true to the Reformed faith, and obedient to the great commission will take the prayer-saturated, collaborative effort of our whole denomination.

The PCA planted just under 50 churches each year for the past generation. That number dramatically declined during the pandemic and is slowly recovering. During that same period, approximately 45 churches a year closed, leaving us with a net gain of 5 additions each year, which is a growth rate of 0.25%. The annual US population growth rate for the past 75 years is 3.13% and slowed to under 0.5% in the past few years. Christianity is declining in the United States and the numbers for Canada are even less optimistic. Those who identify as Christians will make up less than 50% of the population by 2070.

A similar negative growth rate occurred over the past few years in the number of churches in the US. There are presently approximately 300,000 churches serving around 333,000,000 Americans. In 2014 Protestants averaged 4000 new churches each year and closed 3700 for a net gain of 300 each year. That number represents a loss of the presence of Christian witness in the U.S.

In 2019 the number of new churches opening dropped to 3000, and closures rose to 4500. The effects of the past five years are still unknown, but all indications are that the trend is moving toward more significant losses. If the present downturn does not increase, we will have approximately 250,000 churches serving a projected population of 450,000,000. Simply to maintain the status quo, we need to double the number of churches in the US in the next 30 years: a gain of 6,666 churches each year as opposed to a loss of 1,500.

What about the PCA?

We need a multi-pronged approach. We must provide structures to close fewer churches. If our denomination continued planting 50 churches each year and

reduced the number of closures by half, we will realize a net gain of 30 churches each year. Such an effort ensures a shrinking impact in our communities. We must not strive for failure. If Protestantism needs 70,000 new churches in ten years and the PCA answered just one quarter of one percent of that need, that will require planting 2500 churches over the next ten years. That would more than double the number of churches in the PCA in ten years. That is hard to comprehend and harder still to imagine how we would get there. Even if the PCA were to double its size, we would still fall behind population growth.

Church planting and church vitality must simultaneously feed each other. It is only possible for this growth to take place through the work of God's Spirit. Jesus is the vine and we are the branches commanded to abide in him that we might bear much fruit (John 14:4-5). We invite every church, presbytery, committee, and agency to join us in the challenge to pray that our Lord grant the unity, collaboration, love, sacrifice, and perseverance that is required to pursue this vision. In the 4th quarter of 2023 MNA will provide a detailed document on The Path Forward for Church Planting Vitality for consideration by our presbyteries, sessions, and network leaders.

MNA Executive Staff and Senior Leadership Transitions:

2022 was a year of leadership transition for Mission to North America (MNA). September 1, 2022, TE Murray Lee began serving as MNA Executive Coordinator following a unanimous endorsement by the MNA Committee. TE Lee planted and pastored Cahaba Park Presbyterian Church, Birmingham, AL for 15 years. Additionally, he was serving as the MNA Committee Chairman. TE Lee has extensive experience in organizational leadership, church planting, and pastoral ministry.

October 18, 2022 we announced that TE Chris Vogel would begin serving in the new role of MNA Church Planting and Vitality Coordinator. TE Vogel has served MNA as the Ecosystem Development Director for the past three years. Additionally, he has been actively involved in church planting and credentialing in Northern Illinois Presbytery and, since 2005, in the Wisconsin Presbytery. As a church planter himself, he understands the complexities of planting and revitalizing churches and has a heart for developing pastors. TE Vogel also developed NXTGEN Pastors, a program that provides presbyteries and networks with the mechanism to create mentored cohorts for soft skills

development, which is vital for pastoral health. He also has a robust vision for kingdom advancement and is excited to lead MNA's efforts to serve the PCA.

July 1, 2022 TE Charles McKnight began serving as MNA African American Ministries (AAM) Coordinator. TE McKnight helped plant and pastor West Charlotte Church in Charlotte, NC. He volunteered with AAM in 2020 then transitioned to AAM Associate Coordinator. TE McKnight's leadership is helping AAM grow the number of African American church planters and ministry leaders in the PCA and church plants in African American communities throughout North America.

Following 30 years of service to the Lord at MNA, TE Fred Marsh announced his retirement, effective December 31, 2022. TE Marsh's vast knowledge of ministry and the needs of PCA churches and their communities was vital to the growth of MNA. He served at MNA in several positions, most recently as MNA Development Director. We give God the praise and thanksgiving for TE Marsh's commitment to serve him and the PCA.

MNA Thanksgiving:

- Essential to MNA's commitment to serving all PCA churches, presbyteries, and networks is listening to our leaders for where those opportunities to serve are most beneficial. We are thankful for the 730 teaching and ruling elders who participated in our MNA survey during the summer of 2022. This input was crucial for our ability to move forward with a robust vision and strategy for church planting and vitality in the current age. This includes a growing awareness of the practical ministry resources for outreach and evangelism that are available through MNA. Additionally, MNA is becoming a much more unified organization with a shared purpose across all of our ministries.
- Please join us in praise to God for his gracious financial provision for MNA.

MNA Resources for Church and Presbytery Vitality:

MNA began with dreams that God, by his grace and for his own glory, would transform the PCA into a grassroots church planting culture; healthy churches reproducing healthy churches. We hoped to see:

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- All PCA churches become houses of prayer for all the nations and embrace a Great Commission vision,
- People coming to Christ from the many diverse communities and people groups of North America,
- The PCA impact the centers of influence in North America, and
- Gospel and Reformed churches planted in all regions of North America.

MNA continues to be committed to these hopes, pursuing a heart for gospel impact through the PCA in every region, community, and people group of North America. We long for the Spirit to continue the good work of MNA and are excited to press forward in that direction. For the detail of services and resources available for this pursuit through MNA Ministries, visit: www.pcamna.org.

MNA Church Planting Resources: MNA continues to coordinate church planting services in several ways.

MNA held its first Church Planting Summit partnership with Covenant Theological Seminary, October 18-20, 2022. The summit convened church planting network leaders, MNA committee chairmen, MNA ministry directors and coordinators, church planters, church planting coaches, ministry leaders, and aspiring church planters to collaborate and connect with each other to catalyze church planting in the PCA. We are dedicated to the ongoing work of bringing the varied and diverse voices in the PCA together to pray, dream, and strategize for church planting in the years to come. We are excited to partner with Reformed Theological Seminary – Charlotte for our next Summit, January 22-24, 2024.

For the list of PCA church planters placed on the field in 2022, see Attachment 1.

For the full list of MNA Ministries, and services visit our website, www.pcamna.org. Please consider giving to the MNA General Fund, our ministries, and the PCA Unity Fund. To give online, go to www.pcamna.org and select the “Give” button. You may also mail donations to: MNA, PO Box 890233, Charlotte, NC 28289-0233.

Join us in praying for God's leading and blessing of MNA's commitment to Cultivate Kingdom Advancement through the PCA in North America, serving all churches, presbyteries, and networks. May Christ be glorified through our efforts! And may he bless us to be unified as we bear witness to his might and love in this world!

TE Irwyn L. Ince, Jr.
MNA Coordinator

MNA Stewardship and Finances: 2022 Progress

A. Ministry Ask/Askings Giving:

MNA was supported in 2022 by 1,101 churches giving \$3,603,275 and 2,837 individual donors giving \$2,583,950. MNA was supported in 2021 by 1,120 churches giving \$3,712,750 and 2,972 individual donors giving \$3,507,671. MNA requests that churches give the Ministry Ask of \$26 per member, if giving on a per capita basis. If all churches gave \$26 per member, all projects would be funded without individual fundraising by project leaders.

MNA requests that churches give to all PCA Committees and Agencies at the Ministry Ask level. Because many churches do not contribute at the Ministry Ask level, MNA senior staff members seek designated support for their personal support and programs. Churches have responded generously to these additional requests for support, providing significantly greater resources for ministry. Contact MNA Executive Coordinator TE Murray Lee (mwlee@pcanet.org or 678-825-1250) or MNA Church Relations Director RE Stephen Lutz (slutz@pcanet.org or 828-242-1440) for further information on financial support for MNA.

B. Funding for Church Planting and Other Projects:

- All church planters are supported by gifts designated for their particular church planting projects.
- Church planters who do not have a strong personal PCA network require a special priority for project support as we trust God for much greater ministry among the many people groups of North America. MNA strongly encourages churches to give a high priority to church planters who do not have a background in the PCA.
- Five Million Fund for Church Buildings: providing interest-free loans of up to \$100,000, this fund continues to be a helpful source for

churches as they put together funding packages for their initial building programs. This is a revolving fund, supported by loan repayments, as well as by donations.

C. Thanksgiving Offering: MNA is grateful to the Lord for more than \$21,000.00 given to the 2023 Thanksgiving Offering, and commends to PCA churches the opportunity to support, through the annual MNA Thanksgiving Offering, the training of men and women for leadership in ministry among the ethnic groups of our communities.

D. Recommendations:

1. That, the MNA Committee having reviewed the work of the MNA Coordinator during 2022 according to the General Assembly guidelines and **commended TE Irwyn Ince for his excellent leadership with thanks to the Lord for the good results in MNA Ministry during 2022, the General Assembly re-elect TE Irwyn Ince as MNA Coordinator for another year.** Attachment 2 provides a complete list of MNA staff; see Attachment 3 for the list of MNA Permanent Committee members.
2. That the General Assembly **approve the Permanent Committee on Mission to North America 2024 budget** and commend it to the churches for their support. See Proposed Budgets at p. 238.
3. That the General Assembly **receive the 2022 MNA Audit.**
4. That the General Assembly **appoint Major General Brook J. Leonard, USAF, and TE Capt. Paul Riley Wrigley, CHC, Ret. to serve** as PCA members of the Presbyterian and Reformed Commission on Chaplains and Military Personnel (PRCC) **for the Class of 2027** and **appoint TE COL Keith N. Goode, USA to serve** as a PCA member of the Presbyterian and Reformed Commission on Chaplains and Military Personnel (PRCC) **for the Class of 2024.**
5. That the General Assembly **answer Overture 1** from the Presbytery of Southwest Florida, **“Restructure Boundary of Presbytery of Southwest Florida” so that Pasco County will be included in its bounds,** effective July 1, 2023, **in the affirmative.**
6. That the General Assembly **answer Overture 4** from Central Florida Presbytery, **Concur with the Presbytery of Southwest Florida, to “Transfer Pasco County, Florida, to the Presbytery of Southwest Florida”,** effective July 1, 2023, and to likewise transfer all existing PCA churches and church plants (if any) in Pasco County to the Presbytery of Southwest Florida, **in the affirmative.**

7. That the General Assembly **answer Overture 7 “Amend RAO 4-21.d for Committees of Commissioners to Review Committee and Board Compliance and Policies”** with reference to the answer of the Administrative Committee.
8. That the General Assembly **commend again to our church the Ad-Interim Committee on Racial Reconciliation’s** good report and recommendations to our Presbyteries, Sessions, Committees, and Agencies (see Attachment 4).
9. That the General Assembly **answer Overture 5 “Change BCO 8-6 Regarding Chaplain Administration of Sacraments” in the negative.**
Rationale:

1. Overture 5 has an excellent goal of Chaplains being granted the powers of an Evangelist for the duration of their approved call. However, the body of Overture 5 does make it difficult for military chaplains to practice their ministry within chapels. The overture as written is not representative of the PCA approved General Assembly PRCC Commissioners. Nor is it representative of the PCA-PRCC Staff, the MNA-PCA Chaplain Ministries Coordinator and PRCC Executive Director & Endorser. Nor is it representative of our Senior PCA Chaplains from three branches of services who discussed this Overture.
2. Although there are a lot of differences between a PCA Church service and a military Chapel service, there are also a lot of similarities, particularly among the three branches of the military (Army, Air Force, and Navy). The statement that “*Chapels are not churches*” has drawn concern from every PRCC Chaplain that has given feedback on this Overture. Certainly, a chapel service is not THE Church, but it is a church when defined as “a group of people meeting for a religious worship service.”
3. Overture 5 includes language that is unsubstantiated and broad generalizations that have been reviewed by senior PCA Chaplains from all branches of the military, including those serving on the Presbyterian Reformed Chaplain Commission. The military has chaplains and chapel services to minister to military personnel who are required by the nature of their military jobs not to be able to worship in their home church or even any church at times. This statement “who are not communicants in good standing” is not substantiated. There is no pressure to attend worship on military installations and the fact that military personnel attend a chapel is

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a very strong indicator that they are communicant members in good standing of a congregation.

- a. Whereas, the vast majority of those attending military Chapels within the United States are military retirees, or those who have the ability to leave the military base and attend a local congregation, but choose not to.
 - b. Whereas, most military bases in the United States have a PCA church within a reasonable driving distance.
 - c. Although there are many bases where there is a PCA church nearby, there are many more where there is no PCA church, and when you add in everywhere Military Reserve, and National Guard Chaplains serve there are many more locations without a PCA Church nearby than those that have one.
 - d. Whereas, a Chaplain who serves communion at a military chapel within the United States is serving communion to a group of people that are likely not members at any church, are choosing to not attend a local church, or are choosing not to become members at a local church. There are exceptions to this, but the vast majority of those regularly attending chapels are choosing to act as if the chapel is a church.
 - e. Chapels have no ecclesiastical discipline, no elders, no session, and no accountability. Many chapels even rotate weekly which Chaplain presides over the service. This means that serving communion at most military chapels within the United States necessarily entails serving communion to a group of people who are not “communicants in good standing” at any evangelical church” (BCO 58-4). Additionally, closed communion is not an option at a chapel because there is no session to approve those who may participate in the ordinance.
4. The following paragraphs do not provide clear, thorough, and accurate language for the topic to be addressed well. Civilian Corrections Chaplains oversee worship services in prisons, Retirement and Hospice Community Chaplains oversee worship services to shut-ins in Retirement Communities. National Guard and Reserve Chaplains will most likely serve units away from their hometown, sometimes hundreds of miles from home and

beyond. They are also deployed to areas as remote as any Active Duty Chaplain. These Chaplains all need the powers of an Evangelist.

- a. Whereas, Chaplains do not have a session to admit people to the Lord's Table or for baptism. When an adult is baptized, they take vows to the church and become communicant members of the church (BCO 57-5). Chaplains administering baptism have no method of receiving the new convert into the visible church through membership.
 - b. Whereas, there is currently no requirement that chaplains be appointed to the work of an evangelist. For civilian chaplains, or those who are part-time Chaplains (military reservists, law enforcement, etc.), it is feasible that they do not need the powers of an evangelist because they will never be in a situation where they are called upon to administer the sacraments apart from a Session and a local congregation. However, for an active-duty military Chaplain, and some civilian Chaplains, the powers of an evangelist are necessary.
5. Overture 5 communicates criticism of PCA Chaplains for serving communion at a military chapel service where there is a PCA church within a reasonable distance. This becomes an awkward situation for a military Chaplain who is tasked with serving all members of his unit. Commanders and Supervisory Chaplains expect each Chaplain to fully support the religious program of the unit in accordance with what their faith group Endorser allows. This restriction violates Army, Air Force, and Navy guidelines for chapel operations. How should a Chaplain define "reasonable distance" when it comes to the location of a PCA Church? Finally, we're back to an issue raised earlier: for those in institutions like the military and some civilian situations, there would be those worshippers who would have no access to public worship without a Chaplain serving in their current location. So, is a PCA Chaplain supposed to tell his supervisor that he cannot participate in the chapel worship service since there is a PCA church somewhere outside the gates of his base? So, is a PCA Chaplain supposed to tell his supervisor they are not to administer the sacraments in the chapel worship service when there are PCA

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churches within a reasonable distance, and the attendees are able to attend the local church?

6. Although the goal of Overture 5 is a very good goal the overall body and Whereas Statements paint a negative and incorrect picture of military ministry and chapel ministry. We recommend a vote in the negative on Overture 5. We would suggest that the OC send Overture 5 back to Tidewater Presbytery for modifications and revisions in preparation for a new Overture to be sent forward next year.

Attachment 1

2022 CHURCH PLANTERS PLACED ON THE FIELD

This church planter list is compiled by MNA staff through contact with the presbyteries and attempts to identify every church planter placed on the field to begin a new work during 2022. In listing these mission churches, MNA does not intend to imply that MNA had direct involvement with each and every mission church. The majority of the listed mission churches utilized MNA services; others were established solely by presbyteries or sponsoring churches. Teaching Elders assigned to a new site of a multi-congregation church are included in this list as church planters placed on the field. Some church planters listed here may have been placed in previous years but not reported at the time.

Presbytery	Last Name	First Name	Location
Calvary	Casteel	Jon	Mauldin SC
Great Lakes	Riendeau	Jerry	Dearborn MI
Great Lakes	McVicar	Ryan	Ann Arbor MI
Great Lakes	Muthukumar	Shivkumar	Novi MI
Grace	Horn	Mark	Ocean Springs MS
Korean Capital	Kim	Peter	Tysons Corner VA
Metro Atlanta	Thomas	Tony	Atlanta GA
Metro Atlanta	Brown	Howard	Atlanta GA
North Texas	Evans	Mark	Allen TX
Ohio Valley	Otten	Billy	Cincinnati OH
Ohio Valley	Cramer	Casey	Springboro OH
Potomac	Boyette	Nathan	Centreville VA
Providence	Venable	Adam	Huntsville AL
Providence	Williams	Amos	Madison AL
Providence	Patrick	Matt	Huntsville AL
Providence	Berry	Mark	Albertville AL
Southwest Florida	Busching	Wright	Temple Terrace FL
Southwest Florida	Williams	Chuck	San Antonio FL
Southwest Florida	MacDonald	Brian	Bartow FL
South Coast	Chappell	Eric	Vista CA
South Texas	West	Byron	Dripping Springs TX
S. New England	Sheldon	Ben	New London CT
S. New England	Azevedo	Rodrigo	Penuel Lowell MA

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Suncoast	Blosser	Greg	Naples FL
Susquehanna	Hughes	Owen	Bellefonte PA
Wisconsin	Leatherberry	Ben	Eau Claire WI

2022 Church Planting Apprentices

Presbytery	Last Name	First Name	Location
South Texas	Radcliff	Adam	Austin TX
Chesapeake	Dubs	Titus	Baltimore MD

2022 MNA/Covenant/RTS Church Planter Interns

Intern	Mentor	Church	Location
Josh Beck	John Kinyon	Redeemer Church	Southern Pines NC
Garrett Newman	Steve Stanton	Waypoint Church	Colorado Springs CO

Attachment 2

MNA STAFF MEMBERS

MNA Executive Leadership

TE Irwyn Ince	MNA Coordinator
TE Murray Lee	MNA Executive Coordinator
TE Chris Vogel	MNA Church Planting and Vitality Coordinator

MNA AAM Ministries

TE Charles McKnight	African American Ministries Coordinator
TE Howard Brown	African American Ministries Associate Coordinator
Kellie Brown	African American Ministries Operations Director
Jenell Chavis	African American Ministries Content and Communications Specialist

MNA Bent Tree Fellowship

TE David Wilson	Bent Tree Fellowship Director
TE Clif Wilcox	Bent Tree Fellowship Associate Director

MNA Chaplain Ministries

TE Jim Carter	Chaplain Ministries Director
TE Mack Griffith	Chaplain Ministries Associate Director/PRCC Chief of Staff
RE Gary Hitzfeld	Chaplain Ministries Administrative Assistant
Bekah Lawing	Chaplain Ministries Administrative Assistant
TE Don Sampson	Chaplain Ministries Associate Director, Military Chaplaincy
TE Michael Stewart	Chaplain Ministries Associate Director, Civilian Chaplaincy

MNA Church Planter Assessment Center

Jenny Dorsey	Church Planter Assessment Center Administrator
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Church Planting and Vitality

TE Drew Bennett	Regional Church Planter Development
Stefanie Dunnington	Church Planting Administrative Assistant
TE Alan Foster	Church Planter Recruiting Director
TE Jim Hatch	Church Planter Development Director

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TE Wy Plummer Cross-Cultural Director
TE Vincent Tauriello Coaching Specialist

MNA Church Relations

RE Stephen Lutz Church Relations Director

MNA Engaging Disability with the Gospel

Ashley Belknap Engaging Disability with the Gospel Director
Cheryl Erb Engaging Disability with the Gospel Assistant
Kristin Harnly Engaging Disability with the Gospel Associate
 Director, Congregational Ministry
Joel Wallace Engaging Disability with the Gospel Associate
 Director, Ministry Development

MNA English as a Second Language (ESL) Ministries

Nancy Booher English as a Second Language (ESL) Ministries
 Director
Don Baret English as a Second Language (ESL) Assistant
 Director
Kristy Holliday ESL Teacher Trainer

MNA Haitian American Ministries

TE Dony St. Germain Haitian American Ministries Coordinator

MNA Hispanic Ministries

TE Hernando Sáenz Hispanic Ministries Coordinator

MNA Intercultural Development Inventory (IDI)

TE Ted Powers Intercultural Development Inventory (IDI) Director
Ann Powers Intercultural Development Inventory (IDI)
Administrator

MNA Korean American Leadership Initiative (KALI)

RE Alex Jun Korean American Leadership Initiative (KALI)
 Coordinator
TE Moses Lee Korean American Leadership Initiative
 (KALI) Communications Director
TE Owen Lee Korean American Leadership Initiative (KALI)
 Operations Director

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MNA Disaster Response

RE Arklie Hooten	Disaster Response Director
Lauren Ammons	Disaster Response Administrative Assistant, Volunteer Scheduling
RE Mark Becker	Disaster Response Specialist, South Central Region
DE Andy Eisenbraun	Disaster Response Specialist, Midwest
Lisa Hellier	Disaster Response Administrative Assistant
DE Marty Huddleston,	Disaster Response Specialist, Logistics
TE Steve Jessen	Disaster Response Specialist, The Carolinas
RE Mike Kenamer	Disaster Response Specialist, TAG and Warehouse Manager
Sherry Lanier	Disaster Response Facilitator
DE Rick Lenz	Disaster Response Associate Specialist, South Central
DE Keith Perry	Disaster Response Specialist, Florida
RE Evan Scroggs	Disaster Response Specialist, Gulf Coast Region
DE Mark Willett	Disaster Response Specialist, Mid-Atlantic Region

MNA Korean Ministries

TE Bill Sim	Korean Ministries Coordinator
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MNA Media

Don Baret	Media Producer
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MNA Mercy Ministries

Robert Blevins	Mercy Ministries Ministry Director
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MNA SecondCareer

RE Arklie Hooten	SecondCareer Acting Director
Sherry Lanier	SecondCareer Acting Facilitator
RE Patrick Maddox	SecondCareer Regional Specialist, Mid-Atlantic
RE Gregg Noll	SecondCareer RV Specialist

MNA ShortTerm Missions

RE Arklie Hooten	ShortTerm Missions Director
Sherry Lanier	ShortTerm Missions Facilitator
TE Curt Moore	ShortTerm Missions Specialist

MINUTES OF THE GENERAL ASSEMBLY

MNA Support Staff

Shirley Cano-Tai	Donor Services Specialist
Heather Dussack	Database Facilitator
Michelle Foster	Finance and Human Resources Director
John Franco	Donor Services Specialist
Stephanie Glander	Financial Services Manager
Lori Harrison	Financial Services Specialist
Dee Ann Hickman	Financial Services Manager
Kristin Holliday	Financial Services Specialist
Tracy Lane-Hall	Strategic Assistant to the MNA Coordinator
Charlotte McKnight	Executive Assistant
Summer Rojas	Event Planner
Themerace Tyson	Financial Services Manager

MNA Network of Portuguese Speaking Churches

TE Renato Bernardes	Network of Portuguese Speaking Churches Coordinator
TE Darcy Caires	Network of Portuguese Speaking Churches Associate Coordinator

MNA Native American and First Nations Ministry

RE Jeb Bland	Native American/First Nations Ministries Coordinator
TE Josh Charette	Rocky Mountain Native American Ministries Director
TE Chris Granberry	Northwest Native American Ministries Advisor

MNA Refugee and Immigrant Ministry

Pat Hatch	Refugee and Immigrant Ministry Director
Osman Jama	Refugee and Immigrant Ministry, Church Engagement Specialist
Leslie Johnson	Refugee and Immigrant Ministry, Cross- Cultural Specialist
Sarah Kalichman	Refugee and Immigrant Ministry, Refugee Children's Ministry Specialist

The PCA Unity Fund Committee

TE Scott Bridges	The PCA Unity Fund Committee Development Coordinator
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Attachment 3

MNA COMMITTEE MEMBERS

TE Blake Altman, Chairman
TE Hansoo Jin, Vice-Chairman
RE Jason Kang, Secretary

RE Brent Andersen
TE Roland Barnes
TE Bob Cargo
TE Lyle Caswell
TE Dean Faulkner
RE Keith Goben
TE Lance Kinzer
RE Tim Murr
TE Bob Penny
TE Ernie Shipman
RE Tim Threadgill
TE Bob Willetts

Attachment 4

LONGITUDINAL STUDY ON RACIAL RECONCILIATION

The 44th General Assembly (2016) appointed a Racial and Ethnic Reconciliation study committee (Overture 45) that reported back to the 46th General Assembly in 2018. The Assembly received the report and adopted all four recommendations. Their fourth recommendation was:

That the General Assembly direct the Committee on Mission to North America to budget and plan for renewing the research with Lifeway Research Services, or some other research service, to report back to the 51st General Assembly (2023) in order to establish a longitudinal study of our denomination on the issue of racial reconciliation.

MNA responded to the Assembly's direction and worked with Lifeway Research to establish the longitudinal study on the issue of racial reconciliation to report back in 2023 (the 50th General Assembly).

To provide a valid comparison the survey needed to be essentially the same as the one conducted from 2016-2017. A few changes were made for clarity based on some of the feedback that the Ad Interim Committee received following the first survey. Lifeway and MNA included additional questions at the end of the survey based on the recommendations from the Committee's report.

There are three particularly relevant highlights from the longitudinal study.

1. A large percentage (87% in 2022, up from 81% in 2017) recognize the need for the PCA to have a determined commitment in addressing racial problems and seeking racial reconciliation. The degree of the need includes about half (52%, flat from 2017) feeling it is *Extremely or Very Much Needed*, with 23% (down from 20% in 2017) selecting *Somewhat Needed* and 12% (up from 9% in 2017) selecting *Slightly Needed*. There are 13% (down from 18% in 2017) who believe it is *Not At All Needed*.
2. Regarding whether PCA leaders need to work towards greater racial reconciliation, 53% believe it is *Extremely or Very Much Needed*. This is a decrease from 65% in 2017. 24% believe it is *Somewhat Needed* (22% in 2017). 10% selected *Slightly Needed* (up from 6% in 2017). Another

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13% feel the need for greater racial reconciliation is *Not At All Needed* (up from 8% in 2017).

3. The survey asked respondents whether the Ad Interim Committee's recommendations have been implemented individually and congregationally.
 1. 56% of elders say their congregation has conducted at least one of the occasions suggested by the Study Committee on Racial Reconciliation (a season of prayer for the session – 25%, congregational dialogue –27%, community engagement –23%, learning from other churches –31%, sending church leaders to conferences or training –17%, none of these –44%).
 2. 81% of elders currently describe their congregation's activities including at least one of the Committee's suggestions (encouraging building long-term relationship with those from other races, ethnicities, and cultures – 54%, supporting minority-focused ministries at MNA, RUF, or MTW –48%, actively partnering with local churches or para-church organizations who are culturally different – 41%, congregational commitment to strive toward racial reconciliation – 30%, regularly addressing racial reconciliation through preaching –22%, holding one another accountable for shepherding racial reconciliation into the lives of members –14%, regularly addressing racial reconciliation through liturgy –8%, none of these –19%).
 3. 86% of elders currently describe their activities including at least one of the Committee's suggestions on individual activity (seek to discern racial sin in my life –68%, personal commitment to strive toward racial reconciliation –57%, pray for church connections with different ethnic minorities –40%, meet regularly with a local pastor or ministry leader from a different culture or race –26%, participate in conferences or training to be better equipped for racial reconciliation –20%, spending time in prayer over the need for racial reconciliation –17%, none of these –14%).
 4. 58% of elders describe their presbytery's activities including at least one of the Committee's suggestions for presbyteries (planting new multi-ethnic churches –46%, intentionally placing candidates of minority ethnicities in churches within the presbytery –24%, has a committee for the purpose or racial reconciliation –14%, none of these –42%).

MINUTES OF THE GENERAL ASSEMBLY

The gospel imperative to pursue racial reconciliation is simply an application of the gospel imperative to love neighbors across lines of deep difference in Jesus' name. MNA is called to provide leadership and coordination of the extension of the church in the United States and Canada. Addressing racial conflict and reconciliation is properly addressed by MNA in that context. All church members, churches, presbyteries, committees and agencies are called to teach and apply gospel transformation by faith in all aspects of life by the power of the Holy Spirit. Thus, all are responsible to address racial conflict and reconciliation as one of a large number of key applications in daily life and ministry. In our work for the church, MNA seeks to pursue racial reconciliation to the same extent that all of God's people are similarly called. MNA thus commends again to our church the Ad-Interim Committee on Racial Reconciliation's good report and recommendations to our Presbyteries, Sessions, Committees, and Agencies.

APPENDIX H

REPORT OF THE COMMITTEE ON MISSION TO THE WORLD TO THE FIFTIETH GENERAL ASSEMBLY PRESBYTERIAN CHURCH IN AMERICA

Vision: The gospel of the kingdom advancing throughout the world

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

Mission: Making disciples among all nations

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

Values:

- **Church**

The establishment, growth, and maturity of the Church in all our ministry efforts.

- **Grace-based**

Community life and ministry shaped by God's grace for us in His Son, Jesus Christ.

- **Reformed and Covenantal**

A ministry that is guided, inspired, and shaped by our theology.

- **Mercy, Justice, and the Love of God**

A love for God that is demonstrated through acts of mercy and justice.

“Jesus Christ is the same yesterday and today and forever.” (Hebrews 13:8)

As we look back over MTW's 50-year history a lot has changed, and yet what remains the same is the One we proclaim, our Lord Jesus Christ. He is our comfort as we continue to navigate the global challenges before us.

During this past year the world opened up more and more as the global pandemic changed to a global endemic disease. Our missionaries were able to travel more freely. We have been able to hold our global gatherings and opportunities for global missions continue to multiply.

Missionary Care — After a two-year hiatus, we were able to hold our area retreats for our missionaries in Europe in the spring and for our missionaries in our Africa and Global Muslim Ministry areas in the fall. In addition, we were able to have a Summer “Refresh” Conference at Ridge Haven, North Carolina, and a Winter “Refresh” Conference in Florida for our missionaries coming home on their home ministry assignment. At these events, we heard the many challenges and losses our missionaries have experienced these past few years. One of the counselors on our Member Care team said that in his 20 years of doing missionary care he has not seen missionaries so stressed and broken. COVID-19 and other global events have been hard on our missionaries. And yet, we see God’s hand of faithfulness in keeping and protecting our people. We are grateful for God’s sustaining grace in our struggles with stress and brokenness. Please continue to pray for the spiritual, emotional, and physical health of our missionaries and national partners.

Global Opportunities — In February 2022 Russia escalated its invasion in Ukraine. Millions of Ukrainians—especially women and children—were internally displaced or fled the country. Our missionaries adapted and adjusted to this reality by serving and caring for Ukrainian refugees in Romania, Poland, and many other European countries. Bible studies were started, church services held, and many Ukrainians have come to faith. The PCA has also responded with an outpouring of generosity in finances, goods (Crates for Ukraine), time, and prayers. God has blessed these efforts with much gospel fruit. Please continue to pray for peace in Ukraine and for the ongoing growth of the church in the midst of war.

In October our Asia-Pacific leadership met in Bangkok for the first time since the pandemic began. Our new international director, Jonathan I. led us capably in reflecting on God’s sustaining grace through the pandemic and in dreaming about the growing ministry opportunities in Asia-Pacific, especially for the unreached and unengaged people groups. Please pray for more laborers to engage with the many unreached/unengaged peoples of this region.

This theme was echoed as our Global Muslim Ministry leadership team gathered in the fall for their first leadership meeting since the pandemic. At the meeting, leaders shared about their co-workers who are serving in difficult places and feeling burnt out. One family was exhausted, not because of local opposition, but because there were more people asking to be discipled than they had the ability to disciple. Please pray for more missionaries to serve with

our Global Muslim Ministry teams. Please also pray for more leaders to lead these teams.

In our Africa region we are seeing more opportunities for discipleship and training. There are not only opportunities to train those who will lead local Presbyterian and Reformed churches in Africa, but also those who will be sent as global missionaries. At the same time, we are also seeing more African international associate missionaries joining MTW. Many of these brothers and sisters have studied in the U.S. for many years and are deeply connected to the PCA. We give thanks to God for them and our partnership in growing and maturing the church in Africa. Please pray for the continued growth and maturity of the Presbyterian and Reformed Church in Africa.

Our Field Leadership Team has recognized a helpful path to long-term missionary service is through our internship program. We are grateful for RUF Global Coordinator Chad Brewer's leadership in encouraging many to pursue RUF/MTW internships to our fields. The problem was that we did not have enough field sites to host and mentor the number of interns we were anticipating. To prepare more fields to receive interns, our MTW/RUF-G team in Bogota, Colombia, hosted and trained MTW leaders from several other MTW fields across the world in developing mentored internship programs. These efforts have multiplied our capacity to host interns and created a larger pipeline for longer term missionary service. Please continue to pray for the growth of our mentored internship program and that many interns would answer the call to go into longer term missionary service.

As we reflect on the past couple of years things have become more challenging for global missions (anti-globalization, war and conflicts, inflationary economic pressures); however, these very things are opening more opportunities for gospel proclamation and demonstration. As the PCA and MTW celebrate 50 years, may our Lord continue to keep us faithful to the Word of God, true to the Reformed faith, and obedient to the Great Commission!

Lloyd Kim, Coordinator
Mission to the World

2022 GLOBAL MINISTRY HIGHLIGHTS

ASIA-PACIFIC

Overview — Reflecting on what the Lord has done in Asia-Pacific through MTW, Paul’s words in 1 Corinthians 16 come to mind: “a great door for effective work has opened to me, and there are many who oppose me.” Both those realities are true everywhere we look.

Opened Doors — By God’s grace, in 2022 much of Asia-Pacific opened back up to travel and restrictions on public meetings were lifted. Many countries where public worship was limited or prohibited have been able to resume at pre-COVID-19 levels. In East Asia and Japan, we’ve seen our teams tackle new projects in theological education to better equip our national partners with tools for ministry. In Cambodia, South Asia, and East Asia, our teams have launched new mercy and justice ministries that serve marginalized communities and support local church planting efforts. In 2022 we also saw the beginnings of a new church plant in Japan. We continue to see growth in MTW’s partnership with Parakaleo as it serves to train our women and national partners. A growing partnership with Reformed University Fellowship means that in 2022 we have identified two cities in Asia-Pacific that will now be able to host RUF/MTW internships for students and graduates. MTW has added about 10 new units to our missionary force in Asia-Pacific in 2022. MTW team leaders and their wives were all able to meet in person this year for a few days of celebrating what the Lord has done and planning for the future. It was certainly a highlight after having been apart for so long. Please continue to pray for your missionaries, national partners, and those serving in the Asia-Pacific region as they continue to labor by faith, serving Christ’s church, reaching the lost, and raising their families.

Opposition — In 2022 struggles continued in many of the same areas that we have been facing in recent years. We’ve seen some of our missionaries deported from their place of service and barred for their ministry activities. Some of our partner churches in South Asia regularly navigate religiously zealous governments and communities that intimidate them and make life extremely difficult. Sending missionaries to South Asia and East Asia continues to present visa challenges and so creative, non-traditional methods are being explored and utilized where needed. Persecution in East Asia continues to force closure of churches and imprisonment of leaders. One of

our missionaries hosts care groups for wives of pastors who are imprisoned for their ministry. The devil finds many other ways to discourage and diminish the Lord's work in Asia-Pacific. We've seen increased deficits in missionary accounts due to costs and worldwide inflation, limiting what we're able to do. Please continue to pray for the Lord to sustain those who face persecution for the sake of Christ. Pray for our missionaries who are struggling to raise the needed funds to stay on the field. Also pray that we would continue to bear up under the devil's oppositions.

EUROPE

New Fields — During 2022 the LORD has opened new doors for us to expand ministry in new places in Europe:

- In June we approved the re-opening of Portugal, with one couple appointed to move to Lisbon in early 2023. The work will focus on starting an international church. For a variety of reasons, such as low taxes and ease of getting a visa, Lisbon has become a major global city housing a significant number of global nomads. The church planting strategy is to start an international church to reach these nomads, and then leverage the resources of the international church to help the Presbyterian denomination plant more indigenous churches.
- The ongoing war in Ukraine has had an unintended consequence: It has allowed us to establish a church planting work in Krakow, Poland! The pastor of the fledgling Christ the Savior Presbyterian Church in Krakow became instrumental in collaborating with MTW's Lviv team in Ukraine during the early days of the war, due to a long-time connection between Christ the Savior-Krakow and Church of the Holy Trinity in Lviv. Two MTW missionaries serving on church planting teams that needed to evacuate their fields of service in the early days of the war remained in Krakow and have since joined forces with pastor Sashko N. Praise the LORD for this new partnership and the extension of His kingdom in the midst of such difficulty and destruction due to the war.
- Norway was not on our radar until a Norwegian pastor reached out to us, asking if he could become an MTW missionary. His wife is an American, they had planted one church in the city of Stavanger, and they had a small core group for a new church plant in the town of Hamar, north of Oslo. They deployed to Hamar in January 2022. A few months later we were contacted by an MTW missionary from Latin America who had a vision for starting an international church in the city of Oslo. They have since

deployed as well. Pray for these two couples as they begin working together to reach the Norwegian people with the gospel.

- In addition to new fields, new churches have been started during 2022 in Lecce, Italy, and Leeds, England.

New Leaders — One of our strategic priorities this year has been to identify and recruit new team leaders and regional directors. If we are to meet our challenge goals, we desperately need new leaders to lead, develop, and care for our workers, as well as to form the infrastructure to receive new missionaries. During 2022 we added to our leadership ranks one new member care coordinator, two new regional directors, and three new team leaders. We also have one potential team leader who was assessed and is being mentored toward a future leadership position.

War in Ukraine — As of this writing the war in Ukraine is unabated. MTW Europe is eternally grateful for the generosity of churches and individuals who have contributed toward the war relief efforts. Within weeks of the start of the war the Ukraine Crisis Church Fund (90965) project account was opened, and by year end several million dollars were donated. Half of those funds have been spent on immediate relief and diaconal aid, while the other half is being reserved for rebuilding churches and communities once the war comes to an end. The amount of restoration and rebuilding needed physically (buildings and lives), emotionally (counseling and processing), and spiritually (new church plants and new teams) is enormous. Additionally, the Crates for Ukraine initiative, spearheaded by the MTW Lviv team over the summer, allowed more than 250 churches from 100 cities and 21 states to deliver over 1,300 crates of material aid and supplies, which have been distributed throughout the country. A second Crates for Ukraine campaign is underway with a target completion date of mid-March 2023. Praise the LORD for the generosity of God's people in ministering in tangible ways to the Ukrainian people. Pray for an end to the war.

SUB-SAHARAN AFRICA

Overview — New opportunities arose in 2022 as countries began to open more widely after the previous two years of COVID-19 closures. The goal remains to be a region that plants healthy churches who then establish healthy presbyteries. International Director Victor Nakah traveled to the United States for three months in order to meet with churches, encourage missionaries in the

States on home ministry assignment, attend General Assembly and CMTW, and hold a strategic planning and team formations session for regional leadership. This time was key, as this was the first full year of new leadership in place: three regional directors and new member care coordinators.

The region attended our area retreat in October as well. This was the first time the region met in person since West Africa transitioned from MTW's Global Muslim Ministry division to the Sub-Saharan Africa division. The area retreat afforded the region an opportunity to connect as a whole and rejuvenate with daily messages from Kevin Smith and worship from Chapelgate Presbyterian Church in Maryland.

Member Care — Dan and Janet McBride continued in their new role as member care coordinators for sub-Saharan Africa. Dan and Janet spent time meeting with their team, which assists with member care across the three regions of sub-Saharan Africa: West Africa, East Africa, and Southern Africa. Dan traveled to western Africa to provide support to the two teams in the region.

West Africa — Jim W. continued in the role of regional director for West Africa. The Timothy House projects grew throughout the region and several new Timothy sites were established, including ones in the Gambia and Guinea Bissau. Senegal saw its first graduates from the Timothy House program. As a result four new church planters, fully ordained, emerged from the Evangelique Presbyterian Senegal and were sent out. MTW missionaries Collin and Zury J. joined one of the graduates to begin an RUF program, while Donnie and Kara W. joined another pastor and his wife to begin a church plant among the Wolof people group. Jim and other MTW missionaries from the region continued to provide support to the Presbyterian Conference of Sierra Leone. This local body seeks to strengthen the presbytery and ordain ruling and teaching elders. The team in a more sensitive location in West Africa experienced several coups this year. By God's grace they were able to remain in country and it appears that the situation has since stabilized somewhat.

East Africa — Frank Sindler, East Africa regional director, made several trips to the region this year, to continue to establish relationships with teams on the ground. The farming program grew this year and exists to help churches reach sustainability for their ministry needs. Ethiopia saw a cohort of pastors and church planters prepare for and take their presbytery Bible exam. In addition,

MINUTES OF THE GENERAL ASSEMBLY

short-term missionary Molly De Bruin arrived on the field to assist Jason and Liz Polk in church planting. A civil war in the country led to evacuations, but by God's grace, the civil war calmed down and a team in the Soddo region was able to return. The team in Uganda continues to assist the Reformed Churches of East Africa Presbytery. Ginny Rutherford began itinerating to join the team in the summer. Several new candidates are also interested in East Africa including a couple that will begin a new work with interns in Rwanda.

Southern Africa — Southern Africa saw an increase of personnel as well as transitions. Jorum and Evah Mugari were approved to serve long term in Zimbabwe while Bryan and Rebe McReynolds accepted the position of missions catalyst for the Southern Africa region. Their new role includes mobilizing and training Africans for missions. South Africa's newly formed presbytery began an internship program for pastors and church planters. They also held a Book of Church Order retreat and worked to establish foundations for the presbytery. Southern Africa Reformed Mission completed a vision trip allowing several supporting churches to see the work in the region. The vision trip took place in Zimbabwe and beforehand, an event was also held for the women of the Presbytery of Bulawayo. Church planter and missionary Confex Makhalira conducted new members classes and assisted with disaster relief for those affected by Cyclone Anna. Hunter and Laura Quinn completed their support raising efforts and will join the South Africa team once Hunter completes his ordination.

AMERICAS

Colombia — In Bogota, we have seen continued fruitful ministry in the lives of our interns, staff, and students of RUF-Global at the National University of Colombia. We are excited about how God is using studies of Exodus and Acts to help students understand the mission of God and how the people of God fit into that mission. We also get to see students grasping the foundations of Christianity systematically and narratively through our Basics of Christianity and "Jesus Storybook Bible" studies. Interns and student leaders have stepped up to develop stronger community. We are looking forward to how the Lord will use conversations about the church and a new church plant to move students into communities where they can grow and serve for decades to come.

Panama — In 2022, Christ's Community Presbyterian Church relaunched Sunday services, and almost every Sunday there are new people, many of

whom are becoming part of the church's community. The church also resumed various ministry activities: youth, women's ministries, and weekly Bible study and prayer. Overall, CCPC is in a process of refocusing its long-term vision, which includes growing the body, finding a more suitable location, developing ministry activities that fit their vision, growing leaders, and looking for opportunities to mature in Christ. Part of the vision is to reach the Indigenous people groups of Panama. Currently they're investing in discipleship relationships and leadership development in villages in the eastern provinces among the Emberá and Kuna people groups.

Despite being a global city, Panama has little history of Reformed churches. Currently, there are three congregations in this country of over 4.5 million people, and two of those were started in the last few years: one by our team and the other by Brazilians. The need for churches with sound doctrine is great. In 2023, our hope is to work together for the Reformed Church of Panama both in vision and in establishing a formal denomination in Panama.

Chile — Fundación CEMIPRE is a ministry of the Presbyterian Church in América Chile, focused on showing mercy in Jesus' name to the visually impaired. Participants in the ministry learn needed life skills such as reading Braille, walking with canes, and learning how to use public transportation. These participants also hear the gospel and are discipled when they come to faith. Through recent years, we have fostered greater local ownership of CEMIPRE Foundation's ministry. We now have local church members serving on the board, a network of area churches that send volunteers to serve, and greater local financial support. In December a local ministry put on a concert in a downtown church to benefit CEMIPRE. Churches provided the needed lighting, sound equipment, food, and transportation for interested visually impaired people. All proceeds from the sellout event went in support of the CEMIPRE Foundation.

GLOBAL MUSLIM MINISTRY

Overview — Since establishing a particular division within Mission to the World to engage the Muslim World some 20-plus years ago, there continue to be unique needs and opportunities in supporting missionaries to work among the over 2.4 billion souls in this challenging area of the world. Though the world has turned much of its attention to the war between Russia and Ukraine, the Muslim World continues to suffer from the 20-year war in Afghanistan and

the relocation of the many refugees from that region. There are also unique and unprecedented opportunities in the Arabian Peninsula, despite the ongoing fighting. The refugee crisis from the war in Syria still reverberates and opens doors for relationship and gospel sharing in many countries where there is greater openness. The Rohingya migration and persecution has allowed the Church to engage this unreached people group in new ways. With the crises in Sri Lanka and Iran, we are seeing opportunities for gospel advancement like never before. And so we echo Jesus' call to prayer, "The harvest is plentiful but the workers are few." (Matthew 9:37)

Praise be to God as He is answering our prayer. This year we have seen a record number of new missionaries mobilized and equipped to serve in the Muslim World. We have set a goal to mobilize eight units a year over the next seven years. Join us in asking the Lord of the Harvest to raise up new laborers to replace those that are retiring and to meet the new opportunities we are being invited into.

Asian Crescent — This region of GMM enjoys the challenge of being home to two-thirds of the world's Muslims. It currently operates out of a hub in a Muslim majority Southeast Asian country where MTW missionaries are engaged with local Presbyterians in urban church planting. Pandemic lockdowns caused enough of a disruption that two congregations essentially started anew after emerging from lockdowns. One of these congregations was blessed to purchase worship space. In the broader region, we made significant progress toward laying groundwork and recruiting and training personnel for two additional ministry hubs to better serve this vast region.

Central Asia — We are seeing men and women from Iran coming to Christ and starting churches in record numbers around the world. We are assisting them with mentoring, networking, and theological training. The numbers of older and new believers in this region is small, but there is growing openness to the gospel since the pandemic. Central Asia continues to need theological education for the many church leaders who have little to no Bible training. The work in the Holy Land continues as we partner with PCA churches, the local church, the Bible society, and seminary leaders for theological education, refugee ministry, church development and outreach.

Mobilization — New workers are needed to pioneer works in North Africa, the Middle East, Central Asia, and throughout the Asian Crescent. We do not

APPENDIX H

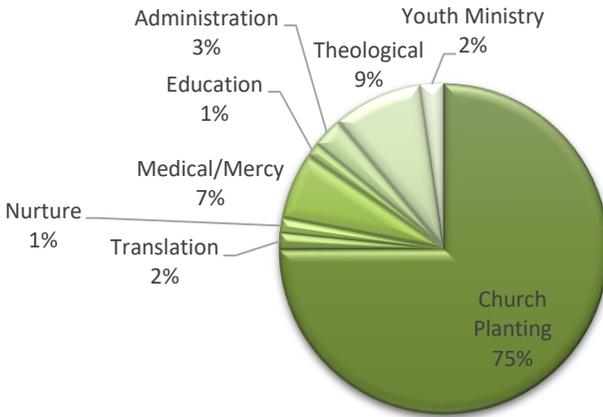
currently have teams in several of the countries in these locations, but there is growing interest from national partners and the PCA denomination to mobilize efforts to see the gospel of the kingdom advance in these Muslim majority areas.

MTW MISSIONARY STATISTICS

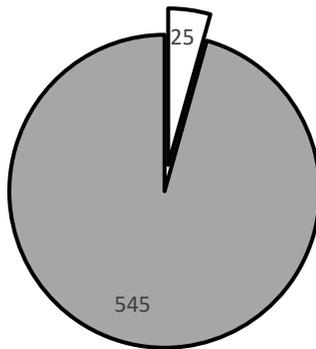
As of December 31, 2022, the MTW missionary family consisted of the following:

LONG-TERM MISSIONARIES		570
1. Church Planting		403
MTW-Direct	396	
Campus Ministries	5	
Cooperative Ministries	2	
2. Theological Education		50
MTW-Direct	48	
Cooperative Ministries	2	
3. Other		109
MTW-Direct:	66	
Administration	9	
Education	6	
Medical	20	
Nurture/Counseling	3	
Mercy Ministry	15	
NEXT Generation Ministry	13	
Cooperative Ministries:	21	
Administration	8	
Education	2	
Medical	2	
Nurture/Counseling	0	
Translation Support	9	
Project Missionaries	22	
4. Leave of Absence		8
COUNTRIES		100
SHORT-TERM MISSIONARIES		1167
Two-Year	66	
Salaried Fellows: 2-11 months	5	
Global Service Volunteers	70	
Volunteer Trip Participants	921	
Medical Volunteer Trip Participants	105	
NATIONAL PARTNERS		1063
Indigenous church-planting partners		

Long-Term Missionaries - Ministry Type



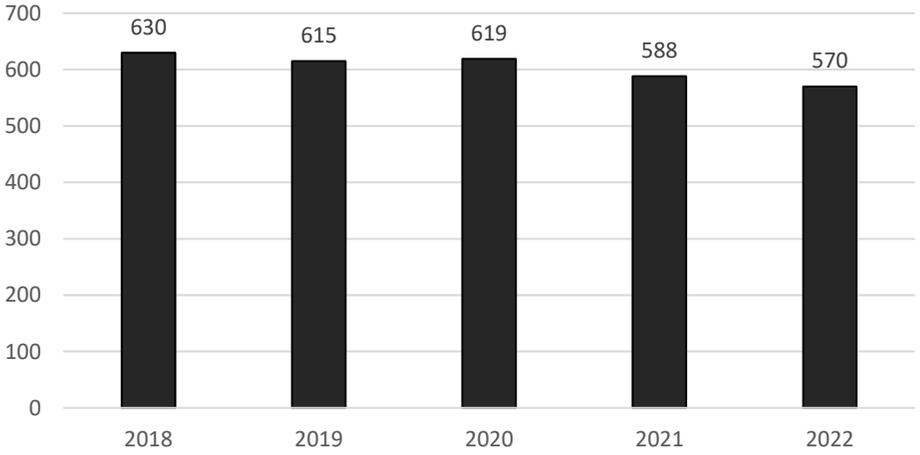
MTW-Direct vs. Co-op/On-Loan Missionaries



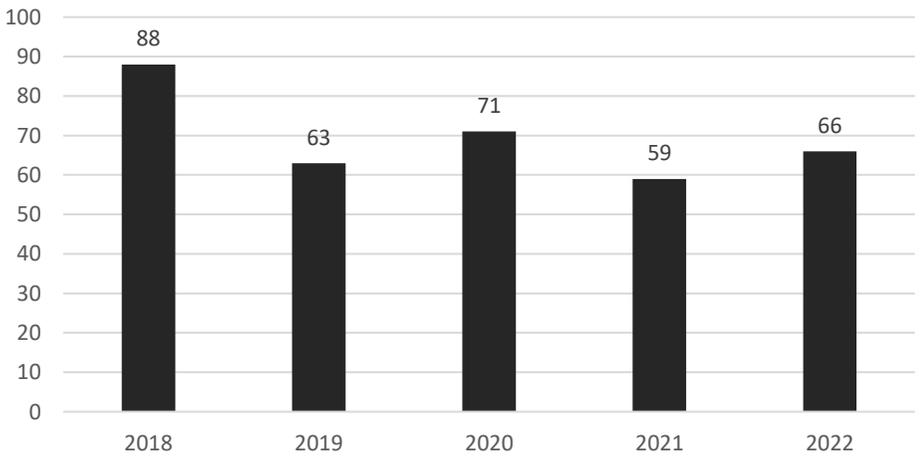
■ Co-op / On Loan ■ MTW-Direct

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Long-Term Missionaries

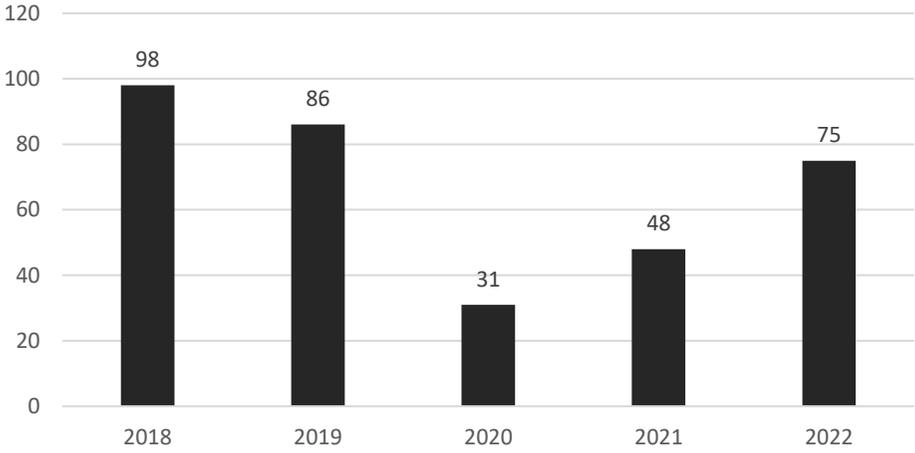


Two-Year Missionaries

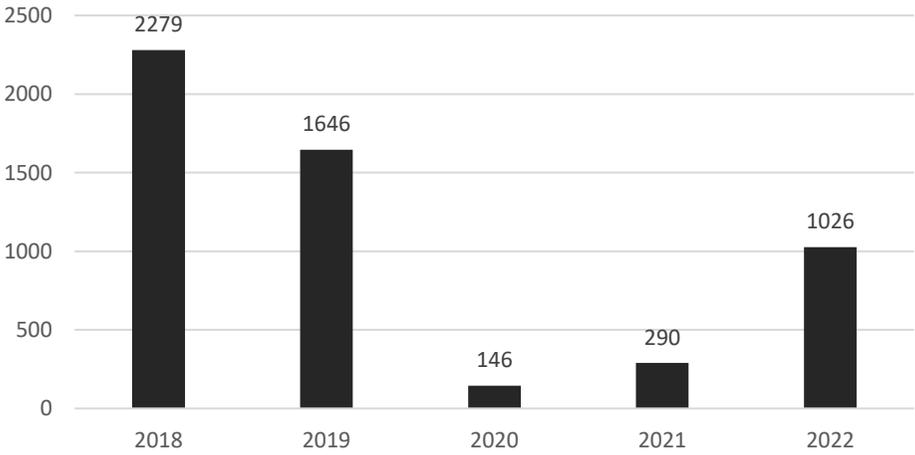


MINUTES OF THE GENERAL ASSEMBLY

Interns (2-11 months)

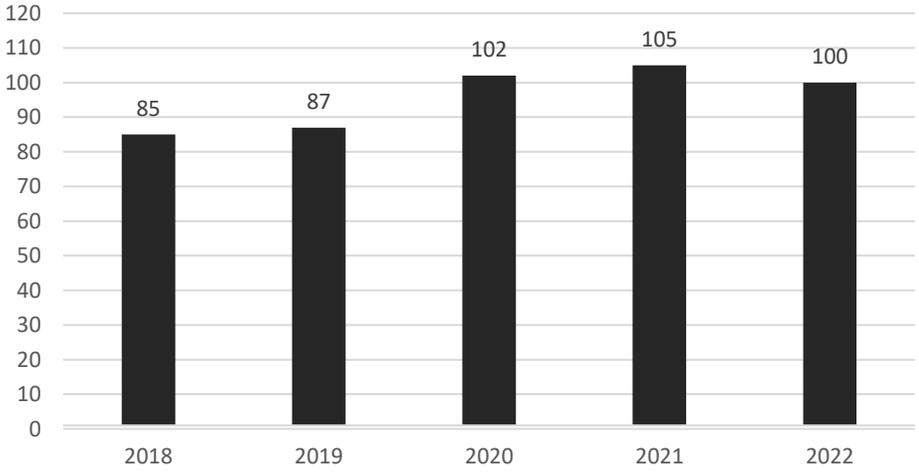


1-3 Week Trip Participants

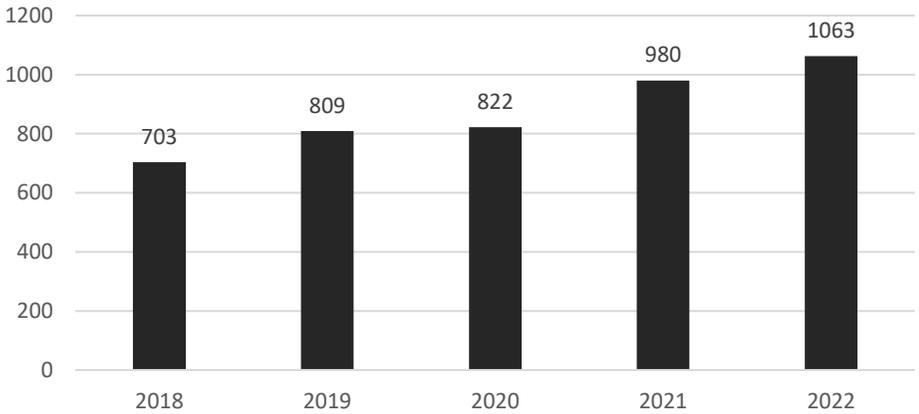


APPENDIX H

Countries



National Partners



Recommendations:

The Committee on Mission to the World (CMTW) makes the following recommendations to the Fiftieth General Assembly of the Presbyterian Church in America:

1. That the General Assembly urge churches to set aside the month of November, 2023, as a month of prayer for global missions, asking God to send many more laborers into His harvest field. (MTW will offer a 30 Days of Prayer Calendar, which your church can download from mtw.org/30DOP in the fall as well as other prayer resources);
2. That the General Assembly urge churches to set aside a portion of their giving for the suffering peoples of the world; to that end, be it recommended that a special offering for relief and mercy (MTW Compassion offering) be taken during 2023 and distributed by MTW (MTW offers bulletin inserts by mail, or ones that can be downloaded at mtw.org/compassion);
3. That the General Assembly urge churches to set aside Sunday, November 5, 2023, as a day of prayer for the persecuted church worldwide;
4. Having performed an annual review of our coordinator, we give thanks to our gracious Lord for His gift to the Church in the person of Dr. Lloyd Kim, who continues to serve and lead humbly and effectively in the glorious cause of missions around the world. CMTW enthusiastically recommends that Dr. Kim be re-elected Coordinator;
5. That the proposed budget of MTW, as presented through the Administrative Committee, be approved;
6. That the minutes of the meeting of CMTW of March 9–10, 2022, be accepted; and
7. That the minutes of the meeting of CMTW of September 28–29, 2022, be accepted.
8. Regarding MTW’s 2021 Financial Audit: that the Committee of Commissioners reviewed the financial audit for calendar year ending December 31, 2021. They also noted per CMTW’s minutes that CMTW had accepted the audit.
9. That Overture 7 from Southern New England Presbytery “Amend RAO 4-21.d for Committees of Commissioners to Review Committee

APPENDIX H

and Board Compliance and Policies” be answered with reference to the answer provided by the Administrative Committee.

Respectfully submitted,
TE Patrick Womack, Chairman
Committee on Mission to the World

Attachment 1

LONG-TERM MISSIONARIES

(as of December 31, 2022)

Adams, Rev./Mrs. Trey (Kiki)	Burnham, Mr./Mrs. Bob (Andrea)
Aeschliman, Rev./Mrs. Richard (Betsy)	Burrack, Ms. Pamyla
Alms, Ms. Bethany	Cain, Mr./Mrs. Adam (Michelle)
Ambrose, Dr./Mrs. Mark (Laura)	Cain, Rev./Mrs. Brooks (Riva)
Andino, Mr. Chris	Call, Rev./Mrs. Ray (Michele)
Aschmann, Rev./Mrs. Rick (Betty)	Canales, Rev./Mrs. John (Mary Jo)
Bailey, Rev./Mrs. Richard (Teresa)	Carr, Rev./Mrs. Bill (Susan)
Bakelaar, Mr./Mrs. Peter (Diane)	Carter, Ms. Brenda
Bales, Rev./Mrs. Cartee (Colleen)	Carter, Rev./Mrs. Michael (Cathalain)
Barnett, Ms. Ellen	Cary, Ms. Elisabeth
Bauserman, Ms. Rachel	Chambers, Mr./Mrs. Garry (Anita)
Baxley, Rev./Mrs. Andrew (Kelly)	Chapin, Mr./Mrs. Craig (Yumiko)
Bersach, Rev./Mrs. Manny (Terri)	Chase, Mr./Mrs. Matt (Carly)
Bocanegra, Mr./Mrs. Mark (Megumi)	Chia, Rev./Mrs. Dean (Eileen)
Boling, Mr./Mrs. Peter (Jenny)	Cho, Mr./Mrs. Dale (Sunny)
Bonham, Rev./Mrs. Nathaniel (Nikki)	Choi, Mr./Mrs. David (Julie)
Bolton, Ms. Rosemary	Chung, Ms. Grace
Brink, Mr./Mrs. Daniel (Katy)	Church, Rev./Mrs. Ben (Kim)
Brinkerhoff, Ms. Jane	Clow, Mr./Mrs. John (Kathy)
Brock, Rev./Mrs. Chris (Donnette)	Cobb, Rev./Mrs. Donald (Claire- Lise)
Brook, Rev./Mrs. Elijah (Jessie)	Coluccia, Rev./Mrs. Vincenzo (Judith)
Brooks, Mr./Mrs. David (Gwen)	Congdon, Rev./Mrs. Joe (Felicity)
Brown, Ms. Roberta	Conroy, Mr./Mrs. Dennis (Rhonda)
Buerger, Rev./Mrs. John (Ellen)	Cordell, Mr./Mrs. Bradley (Sara)
Burkemper, Mr./Mrs. Jamie (Jennifer)	Coulbourne, Rev./Mrs. Craig (Ree)

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Craig, Mr./Mrs. Scott (Kathy)
 Crane, Rev./Mrs. Richard
 (Robyn)
 Crocker, Ms. Cheryl
 Crusey, Rev./Mrs. Todd (Liz)
 Culmer, Dr. Dave
 Davidson, Dr./Mrs. Charles
 (Bonita)
 Davila, Mr./Mrs. Rodney (Jana)
 Davis, Mr. David
 Davison, Mr./Mrs. Jonas
 (Christina)
 DeWitt, Dr./Mrs. Charles (Carol)
 DeWitt, Mr. Jim
 Diaso, Dr./Mrs. David (Dawn)
 Dillon, Mr./Mrs. Scott (Meghan)
 Dishman, Rev./Mrs. Peter
 (Lauren)
 Dix, Mr./Mrs. Taylor (Katherine)
 Dortzbach, Rev./Mrs. Karl
 (Debbie)
 Dougherty, Mr./Mrs. Derek
 (Laura)
 Eastman, Mr./Mrs. Jay (Holly)
 Ebbers, Mr./Mrs. Derek
 (Shannon)
 Eide, Rev./Mrs. Jonathan (Tracy)
 Etienne, Rev./Mrs. Esaie
 (Natacha)
 Fitzpatrick, Rev./Mrs. Joe (Bev)
 Fleeman, Rev./Mrs. Lenden
 (Gemma)
 Flores-Klingsmith, Ms. Chery
 Floyd, Mr./Mrs. Ross (Angela)
 Gahagen, Mr./Mrs. Craig
 (Heather)
 Galage, Mr./Mrs. Tim (Therese)
 Garofalo, Rev./Mrs. Santo (Mary
 Ellen)
 Gee, Mr./Mrs. Jake (Anna-
 Claire)

Gildard, Mr./Mrs. James (Jacki)
 Gim, Mr./Mrs. John (Carol)
 Goeglein, Ms. Lydia
 Goodrich, Rev./Mrs. Richey
 (Keli)
 Goodwin, Rev./Mrs. Sam
 (Elizabeth)
 Graber, Rev./Mrs. Ben (Anna)
 Grady, Ms. Miriam
 Graham, Mr./Mrs. Eric (Anna)
 Greete, Rev./Mrs. Richard
 (Crissy)
 Gregoire, Mr./Mrs. Dan
 (Rebecca)
 Grotton, Mr./Mrs. David
 (Danielle)
 Grubb, Mr./Mrs. Glenn
 (Sharlene)
 Gullett, Mr./Mrs. Foster (Laura)
 Hacquebord, Rev./Mrs. Heero
 (Anya)
 Halbert, Rev./Mrs. Aaron
 (Rachel)
 Halbert, Mr./Mrs. Alex (Maggie)
 Hale, Mr./Mrs. Robert (Deborah)
 Han, Mr./Mrs. Beyongseob
 (Kyungsoon)
 Harrell, Mr. Frank
 Hart, Mr./Mrs. Tim (Beverly)
 Henry, Rev./Mrs. DH (Emily)
 Henry, Mr./Mrs. Paul (Crystal)
 Henson, Dr./Mrs. Nathan
 (Kristen)
 Hill, Rev./Mrs. Scott (Ruth)
 Hinkle, Rev./Mrs. Lee (Shannon)
 Holliday, Mr./Mrs. Tim (Kristy)
 Hoot, Rev./Mrs. Trevin (Ruthie)
 Hurrie, Rev./Mrs. Shaun (Becky)
 Ilderton, Rev./Mrs. Rob (Jenny)
 Iverson, Rev./Mrs. Dan (Carol)

MINUTES OF THE GENERAL ASSEMBLY

Iverson, Rev./Mrs. Jonathan
(Maggie)
Jacobs, Mr. Joshua
Jensen, Rev./Mrs. Ben (Julie)
Jesch, Mr./Mrs. Matt (Esta)
Johnson, Ms. Darlene
Johnson, Ms. Melanie
Jones, Mr./Mrs. Clay (Hannah)
Jung, Rev./Mrs. Jim (Claudia)
Karnar, Ms. Linda
Kazen, Ms. Kersten
Kelly, Mr./Mrs. Eric (Megan)
Kim, Dr./Dr. Lloyd (Eda)
Kim, Mr./Mrs. Mark (Rachel)
Kim, Rev./Mrs. Young (Eunice)
King, Ms. Julia
Kirkland, Rev./Mrs. Philip (Joy)
Knowlton, Mr./Mrs. Keith
(Rachel)
Kooi, Mr. Brent
Kreider, Mr./Mrs. Derek
(Catalina)
Krieger, Ms. Karis
Lamos, Mr./Mrs. Jud (Jan)
Larsen, Dr./Mrs. Eric (Rebecca)
Lee, Rev./Mrs. James (Shine)
Lee, Mr. John
Lee, Mr./Mrs. Chris (Janna)
Lee, Rev./Mrs. Michael (Tricia)
Lee, Rev./Mrs. Paul (Susan)
Lennox, Mr./Mrs. Patrick
(Regina)
Letchworth, Rev./Mrs. Bill (Mae
Lee)
Lim, Rev./Mrs. Tim (Moon
Sook)
Love, Dr./Mrs. Tim (Laura)
Lowther, Mr./Mrs. Roger (Abi)
Lundgaard, Mr./Mrs. Kris (Paula)
Lupton, Rev./Mrs. Andrew
(Laura-Kate)
Luther, Rev./Mrs. Phillip (Kay)
Mahaffey, Mr./Mrs. Philip
(Karina)
Mailloux, Rev./Mrs. Marc
(Aline)
Makhalira, Mr./Mrs. Confex
(Mwai)
Marlowe, Dr./Mrs. Jeff (Mischa)
Marshall, Rev./Mrs. Verne
(Alina)
Martin, Mr./Mrs. David (Jill)
Matthias, Ms. Elizabeth
May, Dr./Mrs. Andrew (Krista)
McAlpin, Mr./Mrs. Brett
(Valerie)
McCafferty, Rev./Mrs. Brennan
(Becca)
McCall, Mr./Mrs. John (Lorena)
McGinty, Mr./Mrs. Coby
(Pamela)
McMahan, Mr./Mrs. Mike
(Robin)
McNeill, Mr./Mrs. Don (Fran)
McReynolds, Mr./Mrs. Bryan
(Rebe)
Mills, Mr./Mrs. Tim (Rhianna)
Mirabella, Rev./Mrs. Tom
(Karen)
Mitchell, Rev./Mrs. Pete (Ruth)
Moore, Rev./Mrs. Brian (Megan)
Mugari, Rev./Mrs. Jorum (Evah)
Nairn, Mr./Mrs. Andrew (Megan)
Nakah, Dr./Mrs. Victor (Nosizo)
Nantz, Dr./Mrs. Quentin (Karen)
Newkirk, Dr./Mrs. Matt
(Caroline)
Newkirk, Ms. Susan
Newsome, Rev./Mrs. Wayne
(Amy)
Norris, Mr./Mrs. Kirk (Anna)

APPENDIX H

Norton, Mr./Mrs. Clarke
(Khrystyia)

Oh, Dr./Mrs. Michael (Pearl)

Olivares, Rev./Mrs. Oscar
(Nancy)

Parker, Ms. Laura

Patterson, Mr./Mrs. Jim (Mary
Alice)

Pervis, Mr./Mrs. David (Erin)

Pfeil, Mr./Mrs. Jon (Sarah)

Phillips, Ms. Carolyn

Pike, Rev./Mrs. Mel (Martha)

Pixley, Ms. Debbie

Pohl, Rev./Mrs. Craig (Stacy)

Polk, Rev./Mrs. Jason (Liz)

Powell, Mr./Mrs. Jon (Olya)

Powlison, Rev./Mrs. Keith (Ruth)

Price, Ms. Robin

Quinn, Mr./Mrs. Hunter (Laura)

Ramsay, Rev./Mrs. Richard
(Angelica)

Rarig, Dr./Mrs. Steve (Berenice)

Rayl, Rev./Mrs. Brett (Taylor)

Reiter, Mr./Mrs. Ryan (Joy)

Rice, Ms. Carrie

Richards, Ms. Debbie

Robertson, Rev./Mrs. Steve
(Amy)

Roby, Mr./Mrs. Brian (Sheryl)

Rockwell, Mr./Mrs. Larry
(Sandra)

Romer, Mr./Mrs. Mikael
(Zuzanna)

Rudd, Mr./Mrs. Marcus
(Heather)

Rug, Rev./Mrs. John (Cathy)

Russell, Dr./Mrs. Julian
(Christiana)

Sabin, Mr./Mrs. Mike (Eli)

Sale, Mr./Mrs. Zach (Joy)

Saunders, Mr./Mrs. Jeff (Katie)

Schafer, Mr./Mrs. Jason (Mandy)

Sexton, Mr./Mrs. John
(Elizabeth)

Shadburne, Mr./Mrs. Andy
(Missy)

Shepherd, Rev./Mrs. Doug
(Masha)

Sinclair, Rev./Mrs. Bruce (Pam)

Sindler, Rev./Mrs. Frank (Cindy)

Smith, Rev./Mrs. Luke (Sokha)

Sproull, Mr./Mrs. Todd (Cindy)

Stannard, Mr./Mrs. Luke
(Michelle)

Stanton, Rev./Mrs. Dal (Beth)

Stava, Rev./Mrs. Jonas (Pattie)

Stephens, Rev./Mrs. Noah
(Karleigh)

Stevens, Ms. Carla

Stewart, Mr./Mrs. Robert (Lisa)

Stoddard, Rev./Mrs. David
(Eowyn)

Stodghill, Mr./Mrs. John (Karen)

Stogner, Rev./Mrs. Phil (Wendy)

Swanson, Mr./Mrs. Joel
(Stephanie)

Sweet, Mr./Mrs. Robbie (Lydia)

Tafferner, Mr./Mrs. Mario
(Elsbeth)

Taylor, Rev./Mrs. Nate (Erin)

Thomae, Rev./Mrs. David (Jan)

Traub, Rev./Mrs. Will (Judi)

Vos, Ms. Nelly

Wadhams, Mr./Mrs. Michael
(Lindie)

Warren, Mr./Mrs. Andy (Bevely)

Watanabe, Rev./Mrs. Gary (Lois)

Webb, Mr./Mrs. Jacob (Suzanne)

Wessel, Rev./Mrs. Hugh
(Martine)

White, Mr./Mrs. David (Robin)

White, Ms. Rebecca

MINUTES OF THE GENERAL ASSEMBLY

Wilkes, Rev./Mrs. Larry (Mandy)
Williams, Mr./Mrs. Bert (Nancy)
Williams, Mr./Mrs. Steve (Rita)
Wilson, Mr./Mrs. Tom (Teresa)
Wood, Mr./Mrs. Kenton
(Adriana)

Wright, Dr./Mrs. Tom (Lucy)
Young, Rev./Mrs. Dan (Becky)
Young, Rev./Mrs. Steve (Sarah)

In addition to this list there are 65 long-term missionary units serving in restricted access countries.

Attachment 2

TWO-YEAR MISSIONARIES

(as of December 31, 2022)

Bean, Rev./Mrs. Dawson
(Shanna)
Beasley, Mr./Mrs. Stan (Connie)
Brinkley, Ms. Elizabeth
Claburn, Mr. Chris
Conroy, Ms. Abigail
Crews, Ms. Virginia
Curl, Mr. Joshua
DeBoer, Ms. Shannon
De Bruin, Ms. Molly
Evans, Ms. Adair
Hart, Ms. Rachel
Jacobson, Ms. Katie
Kim, Mr. David
Koh, Ms. Rachel
Kovak, Ms. Lubica
Lother, Mr./Mrs. Jesse (Reba)
McFarland, Mr. Peter
McKinney, Mr./Mrs. Jacob
(Shawnda)
McWhorter, Mr./Mrs. Carter
(Caroline)
Nam, Rev./Mrs. David (Susanna)

Nash, Mr./Mrs. John (Ginna)
Rabe, Ms. Rachel
Rutherford, Ms. Ginny
Scanio, Ms. Libby
Sheppard, Mr. Andrew
Smith, Mr./Mrs. Robert (Jeanne)
Sprague, Mr./Mrs. William
(Jessica)
Stovall, Ms. Lauren
Stugart, Ms. Rachel
Thomas, Mr./Mrs. Jake
(Courtney)
Van der Swaagh, Rev./Mrs. Kirk
(Barbara)
Velez, Mr./Mrs. Angel (Wally)
Wallace, Ms. Holly
Warren, Mr./Mrs. Randy (Debra)
Winenger, Mr./Mrs. Matt
(Kathryn)
Wong, Mr. Thomas
Wright, Ms. Barbara
Ziehr, Mr./Mrs. Matt (Jaime)

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

Attachment 3

RETIRING MISSIONARIES

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

Codington, Rev. Lewis/Mrs. Elsbeth – South Korea
effective December 31, 2022

DeHoog, Rev. Lee/Mrs. Emma – Global Muslim Ministries
effective May 31, 2022

Dinkins, Ms. Ruth – Brazil
effective October 31, 2022

Lyle, Mr. Joe/Mrs. Ann – Taiwan
effective April 30, 2022

Tanzie, Rev. Robert/Mrs. Joanne – Spain
effective December 31, 2022

Attachment 4

PROVISIONAL PRESBYTERIES

Below is the report of MTW's work with the Nicaragua provisional presbytery which is outside the USA for 2016-2022. We have listed attendees by elder status and name.

NICARAGUA

October 24, 2016

Attendance: TE Lyle Caswell, Tony Elswick (MTW), TE Jonathan Winfree, TE Dax Gibson, TE Andrew Lamb, TE Michael Lee, TE Stan McMahan, RE Jamie Brown, RE David Smith

TE Gibson reminded the commission of its principal goal: to see three national teaching elders trained, ordained, and installed to pastor three self-governing churches with ruling elders who have also been duly trained, ordained and installed. The elders, both teaching and ruling, will be examined, ordained, and installed by this commission.

That TE McMahan, TE Caswell, TE Lamb, and Tony Elswick (MTW) comprise the ordination process team. They were tasked to report back to the commission no later than April 10, 2017.

October 10, 2017

Attendance: TE Lyle Caswell, Tony Elswick (MTW), TE Jonathan Winfree, TE Dax Gibson, TE Andrew Lamb, TE Stan McMahan

The body determined that it would be most caring to Mario to eliminate him from the training while maintaining him in the Third Mill course, which does not presume pastoral ministry.

February 9, 2018

Attendance: TE Lyle Caswell, TE Dax Gibson, TE Andrew Lamb, TE Stan McMahan, RE David Smith, Tony Elswick (MTW)

Received TE Caswell's and missionary Tony Elswick's examinations and recommendations to receive Richard Fuentes, Melvin Berrios Urbina, and Noel Lopez Montoya as applicants for care and internship with the presbytery. RE David Smith pronounced Richard, Noel, and Melvin interns according to BCO 19-10. Their names were written on the roll of the presbytery as interns under care.

MINUTES OF THE GENERAL ASSEMBLY

June 12, 2018

Attendance: TE Lyle Caswell, TE Tony Elswick, TE Dax Gibson, TE Andrew Lamb, TE Stan McMahan, RE Jamie Brown, RE Dwight Smith

April 13, 2021

Attendance: TE Lyle Caswell, TE Tony Elswick, TE Dax Gibson, TE Andrew Lamb, TE Stan McMahan, TE Steve Robertson, RE Bryan Wintersteen

August 4, 2021

Attendance: TE Lyle Caswell, TE Tony Elswick, TE Dax Gibson, TE Andrew Lamb, TE Stan McMahan, TE Jonathan Winfree, Mr. Alvaro Ramirez (translator)

December 16, 2021

Attendance: TE Lyle Caswell, TE Tony Elswick, TE Dax Gibson, TE Andrew Lamb, TE Stan McMahan, RE Bryan Wintersteen

February 7, 2022

Report of Commission to Ordain/Install

Attendance: TE Tony Elswick, TE Dax Gibson, TE Andrew Lamb, TE Steve Robertson

The Nicaragua provisional presbytery ordained and installed Mr./Rev. Richard Fuentes and Noel Lopez Montoya as pastors of Iglesia Presbiteriana Gracia Salvadora in Esteli, Nicaragua.

APPENDIX I

PRESBYTERIAN CHURCH IN AMERICA FOUNDATION, INC. REPORT TO THE FIFTIETH GENERAL ASSEMBLY

The PCA Foundation is pleased to report that, by God’s grace, the PCA Foundation engaged in 2022 in significant work of the Church as set forth in the Great Commission. We are pleased to see how the Lord continued even through a difficult year to enable the PCA Foundation to advance and manifest His Kingdom.

Total gifts to the PCA Foundation during 2022 were \$59.9 million. These gifts include a number of gifts of appreciated non-cash property or proceeds of its sale (real estate, S corporation stock, cryptocurrency).

We are pleased to report that the PCA Foundation distributed, or granted to ministry, \$32.4 million during 2022. Distributions to PCA churches were \$15.7 million, distributions to PCA Committees and Agencies were \$5.7 million, and distributions to other Christian ministries were \$11.0 million.

We continue to look for opportunities to work with PCA churches and their members, and other individuals and families, to increase giving to advance and reveal the Kingdom. Among other initiatives, we intend to launch free tax-efficient giving seminars for PCA churches in 2023.

The 2022 distributions and grants to ministry by the PCA Foundation were as follows:

	<u>12/31/2022</u>
Mission to the World	\$ 684,000
Mission to North America	462,000
Committee on Discipleship Ministries	38,000
Administrative Committee	514,000
RBI-Ministerial Relief	54,000
Reformed University Fellowship	3,278,000
Covenant College	258,000
Covenant Theological Seminary	178,000

MINUTES OF THE GENERAL ASSEMBLY

PCA Foundation	84,000
Ridge Haven	142,000
<i>Total Committees & Agencies</i>	\$ 5,692,000
PCA Churches	15,657,000
Other Christian Ministries	11,055,000
<i>Total</i>	\$ 32,404,000

The PCA Foundation’s total assets were \$200.3 million as of December 31, 2022, a decrease of \$154.5 million over the December 31, 2021, total assets of \$354.8 million. The primary reasons that total assets decreased \$154.5 million during 2022 were that gifts to the PCA Foundation to fund accounts exceeded grant distributions by \$27.5 million, and asset valuation decreased \$182.0 million due to financial market losses, including the temporary write down of a business interest asset from a 2021 complex gift donation. Much of the funds contributed to the Foundation go out as grants within a relatively short period of time — often within the same or the following year. Therefore, the PCA Foundation may realize significant amounts as both contributions and grants in a given year, meaning that total assets may stay about the same from year to year; however, in some years the Foundation may experience substantial increases or decreases.

The PCA Foundation has and continues to make significant progress in serving with members and friends of the PCA. Over the last 20 years, total assets have grown from \$26.0 million to \$200.3 million. These total assets provide a sound base for future financial support of PCA Churches, PCA Committees and Agencies, and other Christian ministries.

Coincident with the growth of its assets over the last 20 years, the PCA Foundation has received \$529.3 million in gifts, and made distributions to ministries totaling \$221.3 million.

During 2022, the PCA Foundation continued its increased intentional outreach to individuals and families, churches, presbyteries and ministries.

The president of the Foundation presented at one presbytery meeting, and met with numerous individual donors, prospective donors, financial advisors, and

church finance and stewardship personnel within the bounds of Evangel, Great Lakes, Metro Atlanta, Houston Metro, and North Texas presbyteries. In 2023, the Foundation will present tax-efficient giving strategies in seminars, both live and via Zoom, sponsored by individual PCA churches.

In response to the COVID-19 pandemic in early 2020, the Foundation introduced an online giving program for PCA churches. For each church that chose to participate, the PCA Foundation provided the church with a link to a secure online giving page to which it could direct its members and donors via the church's website or email or other notification methods. The PCA Foundation imposes a very small charge to defray part of the costs of the service, but no charge to churches that also maintain a church designated fund. Since the program's inception, the PCA Foundation has processed over \$23.7 million in grants to PCA churches resulting from over sixty-five thousand donations.

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

Because the main focus of the PCA Foundation is not on raising funds for its own operations, or for any other particular ministry, it has a unique opportunity and niche within the PCA. We assist Christians to carry out their charitable desires, working with them to provide for and make substantial, effective grants that support the propagation of the Gospel and reveal the work of the Gospel in the hearts of believers. By suggesting and facilitating tax-efficient giving strategies such as appreciated non-cash giving and accelerated giving, we enable donors to convert significantly more income tax into Kingdom funding. Our most popular giving-granting tools are the Advise & Consult Fund® and Increase Fund, both of which are donor-advised funds. We also create, manage, and receive endowments, charitable trusts, bequests, and church, presbytery, and PCA-ministry designated funds.

In the first part of this year, the PCA Foundation completed the structuring and creation of a trust on which it worked throughout 2021, under which it will receive and hold most contributions and make most grants. The Foundation

MINUTES OF THE GENERAL ASSEMBLY

will continue to make improvements to the trust structure during 2023. The trust arrangement will facilitate conversion of the maximum amount of income tax into Kingdom funding in gifts of S corporation stock (the most common form of business wealth for giving).

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

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

Please continue to pray that I will be faithful as the Foundation president and will experience and live out the love of Christ in this calling. Also, please pray for the board and staff of the Foundation as they seek to continue leading the PCA Foundation successfully into the future. The PCA Foundation is financially sound, although suffering the effects of the market downturn and volatility in 2022 that continues in 2023, and the attendant employment shortage, and is postured well for continued growth.

Recommendations:

1. That the financial audit for the PCA Foundation, Inc. for the calendar year ended December 31, 2022, by Capin Crouse, LLP be received and acknowledged.
2. That the General Assembly approve the proposed 2024 Budget of the PCA Foundation, Inc. with the understanding that it is a spending plan and will be modified as necessary by the PCA Foundation’s Board of Directors to accommodate changing circumstances during the year.
3. That the Minutes of Board meetings of August 5, 2022, and March 3, 2023, be approved.

4. That the General Assembly answer Overture 7 from Southern New England Presbytery, “Amend *RAO* 4-21.d to Permit Committees of Commissioners to Review Committee and Board Compliance with Material Policies” with reference to the answer provided by the Administrative Committee.

Respectfully Submitted,
Timothy W. Townsend
President

**PRESBYTERIAN CHURCH IN AMERICA
FOUNDATION, INC.
SUPPLEMENTAL REPORT TO THE
FIFTIETH GENERAL ASSEMBLY**

The PCA Foundation is pleased to submit this supplemental report to the General Assembly, containing two additional recommendations, one with respect to Overture 29 from Southern New England Presbytery, related to risk management policies, and one with respect to how the Foundation is required to distribute undesignated gifts it receives among the committees and agencies of the General Assembly.

The PCA Foundation’s Additional Recommendations are:

5. That the General Assembly answer Overture 29 from Southern New England Presbytery, “Direct the Board of the PCA Foundation to Adopt a Policy on Risk Management” in the affirmative, as amended:

Be it resolved to direct the Board of Directors of the PCA Foundation ~~annually to review and assess its policies for the to adopt a policy requiring prudent and conservative~~ management of the risks associated with the activities of the Foundation; ~~to continue to fulfill its duty of requiring Board~~ oversight of the Foundation’s risk management; and ~~to addressing~~ financial, reputational, and legal risks as well as any other risks identified by the Board.

MINUTES OF THE GENERAL ASSEMBLY

Be it resolved to direct the Board of Directors of the PCA Foundation annually to review and assess its policies for the management of the risks associated with the activities of the Foundation; to continue to fulfill its duty of oversight of the Foundation's risk management; and to address financial, reputational, and legal risks as well as any other risks identified by the Board.

Rationale:

The Board of Directors and senior management of the PCA Foundation believe ongoing identification and management of legal, financial, and reputational risks is among their greatest responsibilities, and the Board in fact already has adopted risk management policies as part of the Presbyterian Church in America Foundation, Inc. Estate & Gift Design Policy Guidelines ("Guidelines").

The Foundation Board first adopted the Guidelines in 1995, but has since amended and restated them a number of times. The Board most recently adopted a restatement of the Guidelines on March 2, 2007, and most recently amended the Guidelines on March 6, 2020.

The president of the PCA Foundation served for thirteen years prior to his call to the PCA Foundation as general legal counsel to the largest Christian public foundation and donor-advised fund sponsor. His primary responsibility as general legal counsel was to assess and mitigate legal and financial risks, and he served as part of the executive team, one of the highest concerns of which was reputational risk. The president accordingly is highly sensitive to legal, financial, reputational, and other risks.

The Board has charged the president to review and reconsider the Guidelines in advance of every regular meeting of the Board, and to recommend to the Executive Committee of the Board and to the Board any amendments to the Guidelines he believes necessary or useful.

The Guidelines require for the acceptance by the Foundation for its own account of gifts of any property other than cash, cash equivalents, or publicly-traded securities the review and approval of at least two directors serving on the Executive Committee or Finance Committee of the Board.

APPENDIX I

The Guidelines also provide that at least two directors serving on such committees also must approve acceptance by the Foundation as trustee of any split-interest trust any contribution of certain classes of property, including encumbered property, S corporation stock, and partnership interests.

The Guidelines generally require for the acceptance of any gift of real property, among other things, a title search, a Phase I environmental study report, title insurance, and due diligence review by the Foundation's legal counsel that includes review of financial and other obligations related to the property, potential nuisances, title records, Phase I reports, surveys, zoning requirements, tax lien records, and other matters.

The Guidelines require use of specimen gift agreements developed by legal counsel for the Foundation, and require Foundation personnel to urge prospective donors to seek their own legal and other professional counsel.

The risks related particularly to gifts of non-cash property – what the drafter(s) of Overture 29 call “complex gifts” – fall primarily into two categories, liability for environmental clean-up (CERCLA), and obligations for indemnity or other financial obligations imposed on owners of the gifted property pursuant to shareholders agreements, property covenants, or sale agreements.

The risk of CERCLA liability is managed by the requirement of the Guidelines for a clean Phase I environmental survey, and by visual inspection of the property.

The risk of indemnity or other financial obligations is managed by the identification and avoidance of all shareholder contractual obligations and property covenants, and the limitation of all liability for contractual covenants, representations, and warranties to cash amounts within the donor's donor-advised fund at any given time, as well as by the requirement in the Foundation's specimen gift agreement that the donor indemnify the Foundation for any liability arising from or related to the Foundation's receipt, ownership, or liquidation of the gifted property.

No receipt of a complex gift exposes the Foundation to any risk of loss of its nonprofit tax-exempt status.

MINUTES OF THE GENERAL ASSEMBLY

In the PCA’s presbyterian form of ecclesiastical government, and according to our constitution, the General Assembly exercises oversight of the Foundation’s work by virtue of its appointment of the members of the Foundation’s Board of Directors (related to the General Assembly as a committee), and its receipt of annual reports from the Board.

Administrative Committee	6%
Christian Discipleship Ministries	6%
Ridge Haven	6%
Covenant Theological Seminary	8%
Covenant College	8%
Geneva Benefits (Relief Fund)	8%
Reformed University Fellowship	14%
Mission to North America	20%
Mission to the World	24%

The Foundation’s Board of Directors has fulfilled and will continue to fulfill its oversight responsibilities according to our constitution by adopting, reviewing, and updating from time to time reasonable risk management policies, hiring a president qualified by training and experience, and supervising his work, and requiring engagement of qualified legal counsel.

6. That the General Assembly adopt the following schedule for the distribution by the Foundation of undesignated and unadvised gifts:

Rationale

The 48th General Assembly approved an amendment to the Bylaws of the PCA Foundation that requires the Foundation to distribute each undesignated and unadvised gift, after retaining 5% of such gift, to the permanent committees and agencies of the PCA in accordance with the schedule most recently prescribed by the General Assembly.

The Board of Directors of the Foundation recommends that the General Assembly prescribe a schedule roughly equivalent to the committees’ and agencies’ most recent “Ministry Asks” under the Partnership Shares

APPENDIX I

Giving Program, plus an allocation for the ministerial relief fund of Geneva Benefits.

Respectfully Submitted,
/s/ RE Timothy W. Townsend, President

MINUTES OF THE GENERAL ASSEMBLY

Attachment 1

**PCA FOUNDATION
PLANNED GIVING REPORT**

January 1, 2022, through December 31, 2022

New Gifts "IN"		\$59,880,000
Total Distributions Made		\$32,404,000
Distributions Made:	12/31/2022	<u>%</u>
Total C&A	\$ 5,692,000	18%
PCA Churches	<u>15,657,000</u>	<u>48%</u>
TOTAL PCA	16,470,000	66%
Other Christian	<u>11,055,000</u>	<u>34%</u>
TOTAL	<u><u>\$32,404,000</u></u>	<u>100%</u>

APPENDIX I

1980 through December 2022

Total Gifts “IN”		\$605,448,000
Total Distributions Made		\$271,812,000
Distributions Made:	<u>Amount</u>	<u>%</u>
Total C&A	\$ 56,970,000	21%
PCA Churches	<u>118,722,000</u>	<u>44%</u>
TOTAL PCA	175,692,000	65%
Other Christian	<u>96,120,000</u>	<u>35%</u>
TOTAL 1980 – December 2022	<u><u>\$271,812,000</u></u>	<u><u>100%</u></u>

APPENDIX J

REPORT OF THE BOARD OF DIRECTORS OF GENEVA BENEFITS GROUP TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

We are pleased to present our 2023 Report to the General Assembly on behalf of the Board of Directors and staff of Geneva Benefits Group.

President's Report

In 2022 we rolled out our new brand, Geneva Benefits Group, with the hope that it would more accurately capture the broad scope of employee benefits we provide for pastors and ministry workers in the PCA. We were encouraged and overwhelmed by all the doors the Lord has opened to us to serve the church in the past year.

In the book of Exodus, after the Israelites crossed the Red Sea into the Promised Land, they grumbled and complained about God's perceived lack of care and provision. In yet another demonstration of his loving kindness, the Lord provided them with bread from heaven and water from a rock. Then, in Exodus 17, we read about the battle at Rephidim. As Joshua went out to battle, Moses stood on the top of the hill with God's staff in his hand. When Moses raised the staff above his head, we are told, "Israel prevailed." But Moses grew weary, and he needed the help of Aaron and Hur to lift his arms above his head for him. A rather simple and insignificant task, lifting Moses' arms above his head. But that changed the course of the battle, ultimately leading to Israel's victory of the Amalekites.

When I reflect on this passage it occurs to me that the Lord regularly uses the ordinary - dew, rocks, help from friends; to accomplish the extraordinary. Here at Geneva, we recognize that our privilege is to lift the arms of others so they can do the work of ministry. Our staff is not on the plain of Rephidim and we don't hold the staff in our hand. Rather, we stand beside those who serve, holding their arms so they can faithfully fulfill their callings. In this way, we provide "strength for today." When ministry workers grow weary, we are there to hold. When the day grows long, we are there to hold. When the battle has

been won, we are there to celebrate with them what God has done. In 2022 we were able to hold up the arms of many who serve. We strengthened our grip to help those serving our church experience greater financial and emotional health.

Strength for Today - Financial Health

In a year marked by difficult economic forces, we were able to help pastors and ministry workers move towards greater financial health. We did this in a handful of ways. First, we made changes to our retirement plan investment line-up which further reduced the overall expense ratio of the plan and made more of our investment portfolio subject to our biblical values screen. In addition, we began evaluating financial planning software to better assist those we serve with budgeting and financial stewardship tools far beyond just retirement planning. In 2021 we were only the second church plan in the U.S. to offer a qualified longevity annuity within their retirement plan. This late-in-life income (LILI) solution is an excellent tool for anyone who is concerned they or their spouse runs the risk of out-living their retirement savings.

As we say regularly at Geneva, financial health only has value if our pastors and ministry workers are also spiritually and emotionally healthy.

Strength for Today - Emotional Health

Several years ago, we began to provide benefits that enable pastors and ministry workers to grow emotionally and spiritually healthy. Our first attempt at this was through our counseling program called ServantCare. As a benefit that ran through presbyteries, we found it difficult to administer and hard for individuals to enroll. Eventually, we converted it into a billable benefit like dental or vision insurance. This program was so popular we began to look for ways to expand it. In 2022 we partnered with Full Strength Network (FSN) to offer “Geneva Counseling.” Now, for less than \$200 a year, PCA employees can enroll in Geneva Counseling and gain access to 12 counseling or coaching sessions a year plus 12 additional sessions for their spouse or teenage child. Geneva Counseling also provides access to a host of digital content through their website. We have seen this program grow 20% in the last year with over 500 individuals enrolled.

MINUTES OF THE GENERAL ASSEMBLY

In 2022, we received a \$1 million grant from the Lilly Endowment to provide programs to help address economic challenges facing pastoral leaders. Through this grant, we are launching several initiatives to help pastors and ministry workers grow in their longevity and health. The first is a sabbatical matching fund for small, low budget churches. In 2023, we will pilot a program to match up to \$10,000 per church (up to five churches) to provide for their pastor's sabbatical. These pilot churches will help us evaluate and refine our program for a broader launch in 2024.

Another practice that is proven to enhance ministerial wellbeing is participation in moderated, peer-to-peer cohorts. By having a safe place to talk about the challenges and difficulties of ministry, pastors are encouraged, refreshed, and equipped to press on. As we explored this, we began talking with the creator of NXTGEN, TE Chris Vogel. In 2022 MNA hired Chris to serve as the PCA's Church Planting and Vitality Coordinator. We are thrilled Chris is serving our denomination in this new role. Chris was aware of the work Geneva had been doing to develop mentored peer-to-peer cohorts and he offered Geneva the opportunity assume oversight of NXTGEN. We are thrilled to have NXTGEN as the initial framework for what we hope can become a denomination wide cohort program.

As you can tell, we are working hard to seek and promote the emotional and spiritual health of PCA pastors and ministry workers. To that end we plan to hire a Director of Ministerial Wellbeing in 2023. This Director will be responsible for overseeing our sabbatical matching program, our peer-to-peer cohorts, the rest of our wellbeing programs, and Geneva's Relief program.

Bright Hope for Tomorrow

When we look at how the Lord has allowed us to come alongside so many, I give thanks for the privilege we have. We serve those who serve in ministry so that they may faithfully give themselves wholeheartedly to their calling. But we don't do this work alone. We can't hold both arms of our church servants by ourselves. We work with church administrators, sessions, search committees, and finance teams. As we hold one arm, they lift up the other. It is our hope and prayer that as we do this work, pastors and ministry workers grow healthier and stronger. We pray we are paving the way for a bright hope for the future of our denomination. We see a bright hope for tomorrow for the PCA as spiritually and financially healthy pastors and ministry workers are

strengthened to proclaim the gospel. For the Israelites, the victory on the plain of Rephidim was just the beginning of their conquest of the Promised Land, a land they could call their own and find rest. As we know, it was from that same land their true Redeemer and Lord gave himself to secure their eternal home and rest.

Market Update

2022 was a rollercoaster year for the U.S. economy. The year started strong on a high note following remarkably positive returns in 2021. However, as unemployment dropped to 3.5% - a 50-year low - inflation began to increase persistently. Russia's invasion of Ukraine added volatility to the outlook which significantly disrupted all markets negatively. 2022 is only the third year since 1926 that both stocks and bonds in the U.S. posted negative annual returns. It joined 1931 and 1969 for this unfortunate honor. Over the course of the year, the Federal Reserve Board (FED) raised interest rates seven times from 0-.25% to 4.25%-4.5% to drive inflation lower.

The end of the year brought some encouraging long-term signs for the U.S. economy. Inflation rates seem to be cooling, dropping below 8% to 7.1% (CPI), unemployment remains low, and China's economy is beginning to open after being locked down for COVID for much of 2022. Europe also is showing early signs of economic stability and renewed growth. In addition, rising interest rates have forced companies to exercise greater fiscal discipline regarding borrowing and cash flow. In the short term, this enabled value stocks to outperform their growth peers. But long-term, it has the potential to produce healthier and stronger companies. The resilience of the U.S. economy and U.S. worker are wonderful things to observe.

All this ambiguity in the data has left economists divided. Will the FED be able to help the economy make a soft landing? Is a recession unavoidable? Some economists even coined a new term for what they believe may happen, a "slowcession:" a gradual slowing of economic growth such that economic conditions soften but do not result in a recession. On the other hand, if a recession comes, will it be long and deep or short and shallow? Trying to ascertain what the economy will do in the next twelve to eighteen months is a fool's errand. Whether we experience a deep recession with a hard landing or none at all, we remain convinced that retirement plan participants should

maintain a long-range perspective by remaining in a risk appropriate portfolio for your age and anticipated date of retirement.

We stand by our conviction that when approaching investing for the future, having a long-term perspective is best. Here at Geneva, we are here to help you with the complexities of retirement so you can grow more generous in every season of ministry. Don't hesitate to reach out. We are here to serve you.

Summary of 2022 Operations

In 2022, total 403(b) Retirement Plan assets under management decreased by 16% from \$906,697,169 to \$803,533,486. This decrease can be attributed to comparative market performance over the prior year. The Retirement Plan continues to be the employee benefit plan with the largest amount of participation with over 9100 retirement accounts at year-end 2022, an account increase of over 6%.

Participation increased by 4% for the Group Insurance benefit plans offered, approaching 4700 insured employee lives.

With almost 4700 participants, Life Insurance Plans experienced no plan design changes in 2022. Offered through MetLife, the Life Insurance Plans include such features as will preparation, portability, estate services, and accelerated benefit offerings, all with limited (or no) medical underwriting for new employees.

Disability insurance, including both long-term and short-term disability, has 3250 participants. Offered through Unum, the Long-Term Disability Plan provides elements of top-tier group disability benefits, such as retirement income protection, cost of living adjustments, and claims payment until Social Security full retirement age. Geneva's Short-Term Disability Plan covers the loss in income for the period between the loss and when long-term coverage begins.

There were no changes to the Dental Plan or the Vision Plan. While less financially important than the disability or life insurance plans, both plans promote tax-efficient employee benefit offerings and boast large national networks.

Geneva's counseling and wellbeing benefit has been a very popular and well-utilized service growing to over 500 participants. Offered through Full Strength Network, churches utilize the program if participating in any insurance product offered by Geneva.

Geneva has recommended a Property and Casualty Liability insurance carrier for organizations since 2000. Since 2017, we have recommended Brotherhood Mutual to churches, schools, and ministries. Brotherhood Mutual specializes in providing insurance to Christian organizations and seeks to provide PCA organizations with special group-affiliated pricing. Brotherhood Mutual and related companies also provide commercial auto, worker's compensation, mission travel insurance, legal assistance, and payroll processing.

Since 1973, the Relief Fund has provided pastors and their widows with critical financial assistance and support. We give thanks to God for his provision that met the increased needs of our pastors, widows, and ministry workers. In 2022, we provided \$609,289 of financial assistance to PCA church servants through 385 financial assistance awards. Through our Cherish program, wives of PCA teaching elders were able to meet with a qualified Christian counselor. We invested \$65,026 in this much-needed program to provide pastors' wives with access to 768 counseling sessions.

We are pleased to report that as needs increased, so did generosity. In 2022, generous individuals, churches, and private foundations gave \$1,121,610 to the Ministerial Relief Fund. We thank every church that supports Ministerial Relief whether through gifts or participating in our special Look After offering in support of retired pastors and widows at Christmas time. We invite all churches to prayerfully consider sharing about Ministerial Relief with your congregations and initiating them to participate in a special offering in support of our retired pastors, widows, and ministry workers in need. We will provide you with everything you need.

Relevant Legislative and Regulatory Updates (Source: Conner & Winters, LLC)

Inflation Reduction Act

President Biden signed the Inflation Reduction Act into law on August 16, 2022. The Inflation Reduction Act includes the following provisions aimed at reducing the costs of prescription drugs:

MINUTES OF THE GENERAL ASSEMBLY

- Government to negotiate maximum prices for brand name drugs that do not have generic competition. Negotiated prices not available to commercial purchasers.
- Drug manufacturers must pay a rebate to the government if the price of a brand name drug rises faster than inflation, but prices paid by the commercial market are not included in calculating the rebate.
- Three-year extension of enhanced subsidies for coverage purchased through an Affordable Care Act (“ACA”) exchange.
- \$35 monthly copayment cap for insulin for Medicare beneficiaries. The cap does not apply to employer plans.
- HDHPs are not required to have a deductible for insulin.

Following the enactment of the Inflation Reduction Act, President Biden signed an Executive Order directing the Department of Health and Human Services (“HHS”) to consider testing new health care payment and delivery models that would lower drug costs and promote access to innovative drug therapies for Medicare and Medicaid enrollees.

SECURE 2.0

The SECURE 2.0 Act includes several provisions/exemptions of interest to the Church Alliance, including:

- Exempting church plans from expanded access to multiple employer plans for Section 403(b) plans. Many church retirement plans already operate as multiple employer plans; therefore we were concerned about potential unintended consequences.
- Exempting church plans from the bill’s automatic enrollment requirements. The Church Alliance appreciates that prior congressional action made automatic enrollment available to church plans, giving church retirement plans the option and flexibility to work with employers to implement enrollment options that work best given their particular denominational polity.
- Allowing surviving spouses to use the same methodology for calculating their required minimum distributions if they elect to remain in their deceased spouses’ employer plans than if they had

rolled over those plan assets to an IRA. This is effective for calendar years beginning after 12/31/2023.

- Allowing individuals age 60, 61, 62 and 63 to make higher catch-up contributions to the greater of \$10,000 or 50% more than the regular catch-up amount in 2025. This is effective for taxable years beginning after 12/31/2024.
- Providing an exemption for employees with compensation of \$145,000 or less (indexed) from the requirement that all catch-up contributions be subject to Roth tax treatment. This is effective for taxable years beginning after 12/31/2023.
- Allowing de minimis financial incentives (not from plan assets) to encourage enrollment in retirement plans. This is effective for plan years beginning after the date of enactment of the legislation.
- Making enhancements to the Saver's Credit, including switching it to a federal matching contribution that must be deposited into a taxpayer's IRA or retirement plan. The match is 50% of IRA or retirement plan contributions up to \$2,000 for qualifying individuals effective for taxable years beginning after 12/31/2026.
- Creating a national "lost and found" database for 401(k) plans hosted by the Department of Labor. This is intended to help individuals locate 401(k) or pension plans they may have lost track of or are no longer able to find. This would not apply to church retirement plans.
- Seeking to allow 403(b) plans to participate in collective investment trusts. By way of background, the Church Plan Investment Clarification Act and the PATH Act amended the securities laws and tax law, respectively, to allow church 403(b)(9) plans to participate in collective investment trusts. The SECURE 2.0 provision builds on this by amending the tax laws to allow 403(b)(7)s to participate in collective investment trusts. However, the SECURE 2.0 Act does not make the corresponding securities law changes to allow plans to utilize this provision at this time. There is interest from stakeholder groups in pursuing these changes in the next Congress.
- Allowing student loan payments to be treated as elective deferrals for matching purposes. This provision allows employees to receive matching contributions in their retirement plan for payments they make towards their student loans.

MINUTES OF THE GENERAL ASSEMBLY

Retirement Plan Limits for 2023

The cost-of-living and required statutory limit adjustments applicable to retirement plans for 2023 are as follows:

Contribution limit for defined contribution plan under Code § 415(c)	\$66,000 (\$5,000 increase)
Elective deferral limit under Code § 402(g)	\$22,500 (\$2,000 increase)
Age 50 catch-up contribution limit under Code § 414(v)	\$7,500 (\$1,000 increase)

Staff

The Geneva staff is thankful to the Lord for His faithfulness and everlasting love to his Church this past year and eagerly awaits the opportunities and challenges in store for our future. We believe that God will continue to bless our ministry to others as we remain faithful to Him. We welcome the prayers and partnership of participants and churches this year and into the future. It is our privilege to serve those who minister in the Presbyterian Church in America.

Donald S. Aldin, Director of Retirement Readiness and Data/Technology
David L. Anderegg Jr., Senior Financial Planning Advisor
Andrew E. Beiriger, Staff Accountant
Thomas P. Bryant, Benefits Advisor
Gary D. Campbell, Investment Specialist
Heather S. Chambliss, Director of Business Operations
Paul S. Chi, Financial Planning Advisor
Edward W. Dunnington, President
Peggy N. Henry, Retirement Planning Administrator
Ingrid Krein, Retirement Planning Specialist
Grace L. Kang, Benefits Advisor
Chester R. Lilly III, Vice President of Operations
Stephen M. Maginas, Financial Planning Advisor
Jonathan B. Medlock, Vice President of People and Culture
Mark S. Melendez, Director of Benefit Services

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Bonita K. Nowak, Customer Service Manager
Vickie M. Poole, Operations and Relief Assistant
Teresa Reese, Director of Finance
Sophia M. Rivera, Marketing Coordinator
Sandra N. Robertson, Benefits Advisor
Stephanie S. Simpson, Staff Accountant
Emily E. White, Benefit Services Administrator
Michael J. Yoon, Donor Relations Assistant
Christine M. Zurbach, Director of Philanthropic Giving and Marketing

Recommendations

1. That the General Assembly approve the minutes of the Board of Directors meetings dated September 23, 2022, November 18, 2022, and March 10, 2023;
2. That the General Assembly receive the 2022 Audited Financials as reviewed by Capin Crouse LLP;
3. That the General Assembly approve the 2024 Operating Budget with the understanding that it is a spending plan and will be adjusted as necessary by the Board of Directors to accommodate changing conditions during that fiscal year;
4. That the General Assembly approve the 2024 Trustee Fee Agreements for the 403(b) Retirement Plan Trust, the Health and Welfare Benefit Trust, and the Ministerial Relief Trust;
5. That the General Assembly exhort PCA Presbyteries, churches, and related ministries to review and utilize the PCA Call Package Guidelines in creating compensation packages for Teaching Elders;
6. That the General Assembly urge member churches to participate in an annual offering to Ministerial Relief or to budget regular benevolence giving to support relief activities through the Ministerial Relief Fund;
7. That the General Assembly answer **Overture 7** from Southern New England Presbytery “Amend *RAO 4-21.d* to Permit Committees of Commissioners to Review Committee and Board Compliance with Material Policies” with reference to the answer provided by the Administrative Committee.

Grounds

Geneva Benefits Group currently attempts to follow the guidelines mentioned in the overture. Since the overture refers to all the Committees and Agencies, it is wise to present a single response to the General Assembly through the Administrative Committee.

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It is our privilege to serve those who minister in the Presbyterian Church in America.

Respectfully Submitted,

Jim Wert
Chairman, Board of Directors

Rev. Ed Dunnington, CFP®
President

APPENDIX K

A REPORT OF REFORMED UNIVERSITY FELLOWSHIP TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

Introduction

Ministry to colleges represents an essential part of the mission of the Presbyterian Church in America. The college years have increasingly become a time for questioning authority, scrutinizing absolutes, throwing out old premises, and reinventing the self. Students must learn to navigate the milieu of converging thought, and Reformed University Fellowship is thankful to be part of this unfolding campus narrative to reach students for Christ and equip them to serve. The passion and vigor of college students have proved, over the last 200 years, to affect the Church globally, significantly engaging the world with mission and purpose. The story of redemption playing out is more significant than any story that we can imagine.

Reformed University Fellowship goes to the campus with a fixed theology (The Westminster Standards) and a flexible methodology that allows us to contextualize to suit various campus personalities and demographics. We are not limited in how and where we preach the Gospel, and we know that a large percentage of people come to faith in Jesus between the age of 18 and 25.

To engage the current academic culture, Reformed University Fellowship sends ordained PCA ministers to serve on the college campus, preach the Gospel of Christ, build Christ's Church, and ultimately prepare students to live all of life under the Lordship of Christ. This is a concrete expression of our commitment to our covenant children and our obedience to the Great Commission to reach students for Christ and equip them to serve.

The Permanent Committee for Reformed University Fellowship wishes to thank all of our churches, presbyteries, and the General Assembly for their oversight, financial support, prayers, and encouragement for our campus ministers, staff, and interns, who have served on 182 campuses across the globe.

Reformed University Fellowship

Reformed University Fellowship (RUF) offers the truth of God's Word to covenant children, students who are searching as well as equipping believers. By working within the context of the Church, we follow Christ's leadership as He builds His Kingdom. Students are instructed in Evangelism and Missions, Growth in Grace, Fellowship and Service, and a Biblical World-and-Life View. An ordained PCA minister leads each RUF, actively working to accomplish goals in these four major areas. RUF strengthens the Church by reaching students who may not know Christ, as well as equipping those who know Him to serve, and to love Jesus for a lifetime. (See submitted attachment for a list of RUF, RUF-I, and Global campus ministers, campuses served, and Presbytery committees.)

Reformed University Fellowship International

There are currently 21 RUF-I Campus ministries. We began RUF-I at Cal Berkeley and the University of Florida in January of 2023. We plan to add two more campus ministries in June 2023 (Vanderbilt and UC San Diego). We have 6 RUF-I Campus Staff and 7 Interns. We will add our second RUF-I Area Coordinator in June 2023, with the hire of Joe Slater. In January 2023, we held our RUF-I Training in Denver, CO. We focused our training on building out the RUF-I Philosophy of Ministry.

Reformed University Fellowship Global

We currently have 4 RUF-G, where we have an American TE (Traditional Model). These RUF-Globals are in Tokyo, Japan; L'viv, Ukraine; Bogota, Colombia; and Dakar, Senegal. We currently have 2 RUF-Globals that national ordained Presbyterian ministers lead in Mexico City, Mexico, and Kampala, Uganda (National Model). In 2022 we initiated a pilot program of training non-ordained MTW and Serge missionaries who are engaged in campus ministry in three different cities, Cluj, Romania (Serge); Sofia, Bulgaria; and Tokyo, Japan. We are considering making this program, called the "RUF Affiliate Model," an official part of RUF-Global. Currently, two seminary interns, William Stabler and Jenelle Eggleston are working with RUF-Global and focusing on mission trip opportunities for RUF-National campus ministers, campus staff, interns, and students to continue to grow in our formational philosophy of ministry goal of evangelism and missions.

MINUTES OF THE GENERAL ASSEMBLY

Ministry Distinctives

Weekly large group, small groups, and one-on-one staff-student meetings provide the structure for campus ministry. Each type of meeting is essential in ministering to college students. In large group meetings, students gather to sing, pray, and hear the good news of Jesus taught from the scriptures. Small groups focus on study, prayer, and fellowship, and many are led by junior and senior students, under the direction of the campus minister, campus staff, and interns. One-on-one meetings between students and staff members offer in-depth discipleship, evangelistic encounters, and accountability in trust-confidence relationships, as well as counseling. RUF emphasizes the development of a biblical world-and-life view. As students learn to think biblically, they will make a lasting difference in the Church and the world. A key distinctive of RUF is its connection to the Church. Through exhortation by their campus minister, attendance with friends at local churches, involvement in the campus community, and exposition of Biblical truth, college students learn to love the Church and develop a lifelong commitment to involvement with God's people. RUF provides a bridge maintaining (or establishing) connection to the Church as students make the transitions from home to college to work and family life. RUF does not exist to perpetuate a campus ministry but to grow the Church.

Campus Interns, Staff & Ministry Fellows

Launched in 1980, the Intern Program has trained over 900 interns. In the last 30 years, the program has grown at a rate of 13% per year. Emily Nixon, Assistant Vice President of Internships, continues to lead the department and this year we have 137 full-time and three part-time young men and women (all recent college graduates) that currently work directly with a campus minister and receive on-the-job training in evangelism, small group leadership, and one-on-one ministry. While interns minister to college students, they also participate in a study program focusing on biblical and theological training. After their internship with Reformed University Fellowship, interns move into both vocational ministry and the broader marketplace with a deepened understanding of God's Word and experience in His service. The campus intern, as well as campus staff, are equipped to be "an instrument for noble purposes, made holy, useful to the Master and prepared to do any good work" (II Timothy 2:21). (See Attachment.)

The Campus Staff department within RUF exists to provide a long-term vocational ministry position for women who desire to work on the college

campus. While most of our Campus Staff come directly from serving two years as an RUF intern, we have begun expanding outside of that channel to bring in qualified candidates to meet the growing demand on campus. The RUF Campus Staff department held its annual assessment in February of 2023. Thirteen candidates were assessed, and the department hopes to hire 12 for the campus staff position starting in June 2023. Casey Cockrum, Assistant Vice President of Campus Staff, led the three-day assessment and had seven other staff join her to help determine the candidates fit for the department. We are so encouraged by these women joining the campus staff ranks. Their addition will bring the anticipated campus staff number up to 63 across the ministry. The Lord continues to bring us amazing women to serve in the campus staff role, and we're grateful for the continued growth.

The RUF Fellows Program is designed to provide financial support to current and former RUF Campus Interns who are pursuing a seminary degree for future vocational ministry. The program is intended to reward interns who have demonstrated a passion for and have exhibited an ability to excel in ministry. Like the RUF internship program, The Fellows Program encourages participants to learn about ministry, more so than to accomplish it. The Program is open to all interns regardless of their current or prospective employment relationship with RUF. Started in June of 2022, the RUF Fellows Program currently has 16 participants.

Summer Conference May 2023:

We are so excited to be back at Laguna Beach Christian Resort for SuCo2023! We will be welcoming RUF students from all over the country for four weeks this summer, with Harvard University Campus Minister Michael Whitham serving as the Summer Conference Director.

Week 1 - April 30-May 5

Week 2 - May 7-12

Week 3 - May 14-19

Week 4 - May 20-25

Wives Retreat

We are incredibly grateful for the role wives play in RUF's ministry to college students, and All Wives Weekend plays a vital role in encouraging them in their marriages and ministry. We were so glad to be together in Austin, January 13-15, 2023.

MINUTES OF THE GENERAL ASSEMBLY

Staff Training

December training in Denver for Campus Ministers and Campus staff had 227 people in attendance. As I said in the fall, RUF training attends to the development of the entire person to create healthy ministers and ministries. The stated purpose of training is “to train pastors/staff, so they learn to understand and do ministry faithfully and fruitfully.” To that end, Alan Noble (Dr. O Alan Noble is Associate Professor of English at Oklahoma Baptist University and author of numerous books and articles) spent a day teaching on Justification: Existential & Theological. We also had sessions on Ministry Dynamics to African American Students, Development - How Much Do I ask a Donor For? and Understanding Your RUF Benefits for Sustaining Ministry and Navigating the Economy. RUF-I staff training took place the first week of January in Denver, Sam Chako taught the staff and focused on Ministry and Evangelism to Indian Students.

RUF Assessment

From February 21 to 23, RUF held winter assessment in St. Louis, Missouri, on Covenant Seminary’s campus, with 18 campus minister candidates and 11 female campus staff candidates. RUF continues to collaborate with area coordinators and national staff to enhance the necessary hard skills and emotional and cultural intelligence elements of assessment. Pre-screening protocol has helped to say “no” in the application stage and reduced unnecessary assessments’ costs and labor. We will hold our second regional assessment July 11-13 in Atlanta, GA and anticipate up to 20 candidates. We are building an assessor list of current and former campus ministers and wives to help with the increased staffing needs of regional assessments. Finally, we instituted a zoom assessment orientation meeting for all new assessors, which we will continue going forward.

RUF Cross-Cultural Advancement - Assistant Coordinator Russ Whitfield

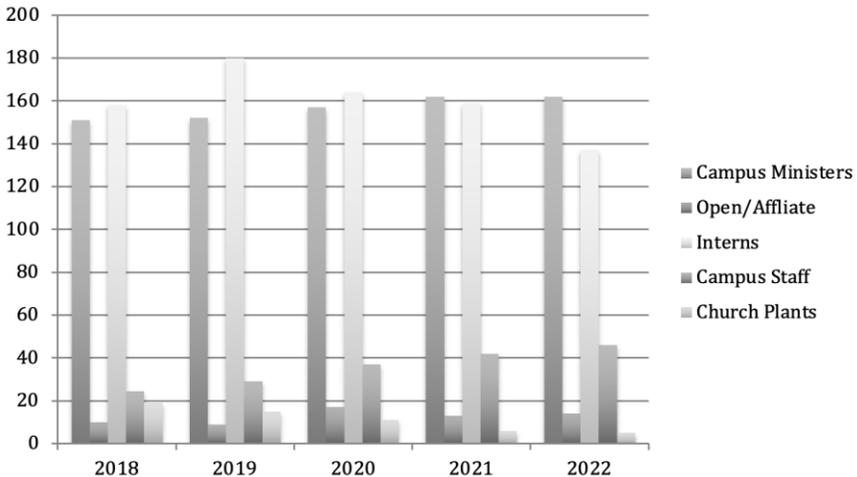
Over the past few months, we have continued to press forward in our cross-cultural growth by leading our area coordinators through the Intercultural Development Inventory (IDI). Each debrief meeting that I conducted with our area coordinators during December training was encouraging and fruitful, helping us to identify shared language and concepts for honestly assessing where we are and how we advance toward our mission of reaching students for Christ and equipping them to serve. Furthermore, I conducted a group debrief with assistant coordinator, Michael Gordon, and the area coordinators

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to hear feedback, answer questions, and to think together about cross-cultural shepherding strategy. It was a very fruitful conversation covered in humility, teachability, biblical conviction, and pastoral insight. I think every supporter of RUF should know that our area coordinators are a tremendous gift to our entire organization- this is a faithful group of shepherds who are shepherding our campus ministers through significant contextual challenges for the benefit of the students we serve. From a high-level perspective, we have now completed IDI assessments for all our senior staff and all our area coordinators—a very significant step in our organizational development in cross-cultural mission. Please continue to pray for us as we dig deeper into cross-cultural growth and seek to discern best practices for getting some of these helpful frameworks on the ground in ministry, policy, recruiting, and training.

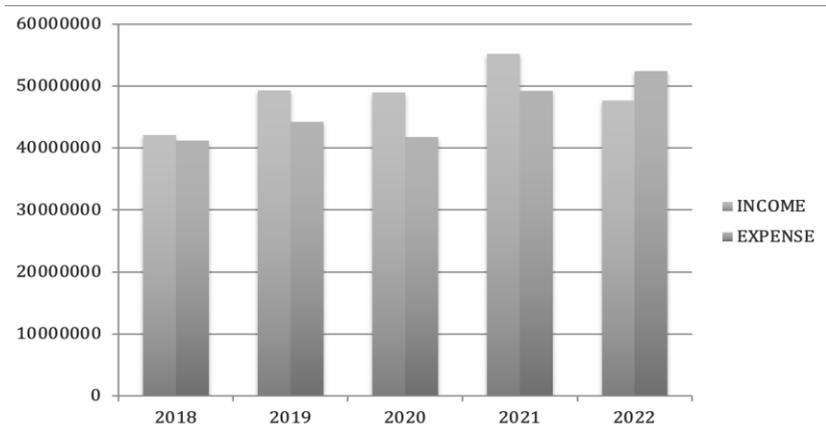
Growth

Headcount Growth - Overall Ministry



MINUTES OF THE GENERAL ASSEMBLY

Income Growth Vs. Expenses Year-to-Year - Overall Ministry



RUF's Vision for the Church

University Church Planting initiative concluded at the end of 2022, yet RUF continues to be a pipeline for leadership in the PCA. Currently, over 195 former RUF Campus Ministers are serving our Church as church planters, pastors, associate pastors, assistant pastors, and denominational staff. Thousands of RUF Alumni are serving in the Church, enforcing the fact that RUF is not just about perpetuating campus ministry but about enriching the Church. We are working with MNA to provide similar opportunities for campuses and for campus ministers who feel called to plant churches.

Conclusion

God is at work through the ministry of RUF. RUF strives to engage the culture and carry out the kingdom priorities of the Church. God brings together students and ministers from many different walks of life to accomplish His purposes. We hope that each person influenced by Reformed University Fellowship will, in turn, affect many other people in the course of his or her life. The Church is strengthened as students learn to love and seek out the Church and are trained to serve as future church leaders.

Recommendations

1. That the General Assembly approve the minutes of the meetings of the Committee on Reformed University Fellowship for October 5, 2022, and March 22, 2023.
2. That the General Assembly receive the financial audit for Reformed University Fellowship for the fiscal year ending December 31, 2022 by Carr, Riggs, & Ingram, LLP.
3. That the action on 2024 budget for Reformed University Fellowship be deferred until the Report of the Committee on Administration for the Administrative Committee's recommendation to the General Assembly.
4. That the General Assembly receive as information the submitted attachment.
5. That the General Assembly receive the Permanent Committee response to Overture 7.
6. That the General Assembly re-elect RE Will W. Huss, Jr. as National Coordinator of Reformed University Fellowship for the 2022/2023 term.

MINUTES OF THE GENERAL ASSEMBLY

Attachment 1

**REFORMED UNIVERSITY FELLOWSHIP
CAMPUS MINISTRIES**

(For the Year Ending December 31, 2022)

PRESBYTERIES

CAMPUS AND STAFF

**Alabama Joint Committee on
Campus Work (Evangel,
Southeast Alabama, Warrior,
Providence and Gulf Coast*)**

Evangel Presbytery

Jacksonville State University

TE Daniel Hightower

Samford University

Open

**University of Alabama-
Birmingham**

TE Brad Owens

Stephen Merwin

Birmingham Southern College

TE Gary Purdy

**Southeast Alabama
Presbytery**

**Auburn University & RUF1
Affiliate**

TE Tanner Crum

TE Michael Alsup (RUF1)

Warrior Presbytery

University of Alabama

TE Stewart Swain

Providence Presbytery

Alabama A&M University

Marcus Nobles

**University of Alabama –
Huntsville**

TE Vinnie Athey

Arizona Presbytery

University of Arizona

TE Matt Esswein

Calvary Presbytery

Anderson University

TE John Boyte

Clemson University & RUFIAffiliate

TE Reid Jones

TE Brian Howard (RUFIAffiliate)

Erskine College

TE Jonathan Cook

Furman University

TE Tom Hart

Wofford College

TE Oliver Pierce

Catawba Valley Presbytery

Davidson College

TE Andrew Goyzueta

Central Carolina Presbytery (NC)

Johnson & Wales University

Kevin Kaye

Queens College (ARP Affiliate)

TE Josh Grimm

University of North Carolina-Charlotte

TE John Baber

Central Georgia – Savannah River Joint Committee

Central Georgia Presbytery

Mercer University

TE Marlin Harris

Valdosta State

TE John Gordy

Wesleyan College

Open

Columbus State University

TE Tim Grider

MINUTES OF THE GENERAL ASSEMBLY

Savannah River Presbytery

Georgia Southern University

TE Nathanael Miller

Savannah College of Art & Design

TE Martin Antoon

Central Indiana Presbytery

Indiana University

TE Eric Whitley

Purdue University

Nate Osner

Chesapeake Presbytery

Johns Hopkins

TE Jacob Jasin (RUF-I)

**University of Maryland –
Baltimore County**

TE Trip Beans

Chicago Metro Presbytery

Northwestern University

TE Chris Colquitt

TE Ian Hammond (RUF-I)

Mike Hernberg (RUF-I) (CMA)

Eastern Carolina Presbytery

Duke University

TE Matt Mahla

East Carolina University

TE Skylar Adams

**North Carolina Central
University**

TE Kris Cooper

North Carolina State University

TE Chuck Askew

**University of North Carolina –
Chapel Hill**

TE Simon Stokes

**University of North Carolina –
Wilmington**

TE Sam Kennedy

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Eastern Pennsylvania Presbytery	Lehigh University TE Michael Goodlin
Fellowship Presbytery	Winthrop University TE Mark Ashbaugh
Florida Joint Committee on Campus Work (Central Florida, Gulf Coast, North Florida, Southern Florida, Sun Coast and Southwest Florida)	
Central Florida Presbytery	University of Central Florida TE Hardy Reynolds
Gulf Coast Presbytery	Florida State University TE Kelly Jackson University of South Alabama Open
Gulfstream Presbytery	Florida Atlantic University TE Jeff Lee
North Florida Presbytery	University of Florida TE Steve Lammers University of North Florida TE Tommy Park
Suncoast Presbytery	Florida Gulf Coast University TE Lucas Tanner
Southwest Florida Presbytery	University of South Florida TE Aldo Mondin
Great Lakes Presbytery	University of Michigan TE Robert Knuth

MINUTES OF THE GENERAL ASSEMBLY

Heartland Presbytery	Kansas State University TE Jonathan Dunning
Heritage Presbytery	Delaware State (HBCU) TE Daryl Wattle University of Delaware & RUFIAffiliate Open TE Rick Gray (RUFIAffiliate)
Highlands Presbytery	Appalachian State University TE Rob Herron Western Carolina University TE Andrew Shank
Hills and Plains Presbytery	Oklahoma State University TE Wilson Van Hooser University of Arkansas TE Austin Royal University of Oklahoma Open University of Tulsa TE Caleb Harlan
Houston Metro Presbytery	Rice University Open University of Houston TE Brooks Harwood
Low Country Presbytery	College of Charleston TE Jacob Lee South Carolina State Joel Brown
Metropolitan New York Presbytery	Columbia University and RUFIAffiliate TE Eric Lipscomb TE Andrew Terrell (RUFIAffiliate)

NYC City Campus
TE Matthew Terrell
**Gotham Student Movement –
Hunter College & Fordham
University-Lincoln Center**
TE Wei Ho
Queens College – NYC
TE Jeffrey Jou
New York University
TE Graham Girard (RUF-I)

**Mid-South Joint Committee
(Covenant, Grace, and
Mississippi Valley)**

Covenant Presbytery

Arkansas State University
Open
Delta State University
TE Ro Taylor
Rhodes College
TE John Craft
Mississippi State
TE Joe Johnson
University of Memphis
TE John Crosby
University of Mississippi
TE Austin Braasch

Grace Presbytery

**University of Southern
Mississippi**
TE Davis Morgan

Mississippi Valley Presbytery

Belhaven University
TE Bentley Crawford
Jackson State University
TE Anthony Forrest
Mississippi College
TE Jeff Jordan

MINUTES OF THE GENERAL ASSEMBLY

Missouri Presbytery

University of Missouri

TE David Barnes

Washington University at St. Louis

TE Tim Price

Nashville Presbytery

Austin Peay State University

TE Will Cote

Belmont University

TE Kevin Twit

Middle Tennessee State University

TE Weston Duke

Nashville Presbytery, continued

Tennessee Tech University

Ryan Angel

Vanderbilt University

TE Chase Daws

Western Kentucky University

TE James Jardin

New Jersey Presbytery

Rowan University

Will Bausch

New River Presbytery

West Virginia University

TE Peter Green

**North Georgia Joint Committee
(Georgia Foothills, Metro
Atlanta, NW Georgia)**

Georgia Foothills Presbytery

University of Georgia

TE Ben Coppedge

TE Jeff Thompson (RUF-I)

Metro Atlanta Presbytery

Emory University

TE George Hamm

Georgia Tech & RUF1 Affiliate

TE Michael Phillips

TE Tracey West (RUF-I)

**Northwest Georgia
Presbytery**

North Texas Presbytery

Northern California Presbytery

**Northern New England
Presbytery**

Ohio Presbytery

Kennesaw State University
TE Chris Blackman

Baylor University
TE Way Rutherford
Southern Methodist University
TE Conrad Quiros
TE Fee Kennedy (RUF-I)
Texas Christian University
TE Bradford Green
Texas Tech University
TE Davis Sweatt
University of North Texas
TE Justin Smith
**University of Texas-Tyler/Tyler
Junior College**
TE John (JB) Wilbanks
**RUFU University of Texas –
Dallas**
TE David Billingslea
University of Texas - Arlington
TE Nate Waddell

San Jose State
Kyle Grow
Stanford University
TE Crawford Stevener
**University of California –
Berkeley**
TE John Kong
University of Hawaii
Andrew Kawata

University of Vermont
TE John Meinen

Kent State University
TE Nate Bower

MINUTES OF THE GENERAL ASSEMBLY

Ohio Valley Presbytery

University of Kentucky

TE Nick Bratcher

University of Louisville

Open

Pacific Presbytery

University of California – Los Angeles

TE Matthew Trexler

University of California – Santa Barbara

TE Johnathan Keenan

University of Southern California

TE Alex Watlington

Pacific Northwest Presbytery

Boise State

TE Drew Burdette

University of Washington

TE David Birnie

Western Washington University

Tommy Hannah

Oregon State University

Open

Palmetto Presbytery

University of South Carolina & RUFIAffiliate

TE Sammy Rhodes

TE Scott Andes (RUFIAffiliate)

Piedmont Triad Presbytery

Wake Forest University

TE Chris Horne

Winston Salem State

TE Jonah Hooper

Pittsburgh Presbytery

University of Pittsburgh

TE Gavin Breeden

Indiana University of Pennsylvania

David Augustine

Platte Valley Presbytery	University of Nebraska TE Thomas Kuhn
Potomac Presbytery	George Mason University RUFIAffiliate TE Matthew DeLong (RUFIAffiliate) Howard University TE Cyril Chavis Chris Reed (CMA) University of Maryland TE Chris Garriott
Rio Grande Presbytery	New Mexico State University Daniel Davalos
Rio Grande Presbytery, continued	University of Texas El Paso Ed Ovalle University of New Mexico Charlie Fiorillo
Rocky Mountain Presbytery	Colorado State University TE Wes Calton US Air Force Academy TE Jeff Kreisel University of Colorado, Colorado Springs TE Jonathan Clark Montana State University TE Cody Janicek
Siouxlands Presbytery	University of Minnesota TE Brandon Haan North Dakota State University Open
South Coast Presbytery	University of California – Irvine TE Derek Rishmawy

MINUTES OF THE GENERAL ASSEMBLY

South Texas Presbytery

Texas A&M University & RUFIAffiliate

Austin McCann

TE Titus Bagby (RUFIAffiliate)

Texas A&M University Corpus Christi

Open

Trinity University

Open

University of Texas – Austin & RUFIAffiliate

TE Jordan Griesbeck

TE Terry Dykstra (RUFIAffiliate)

University of Texas-San Antonio

TE Lee Wright

Southern Louisiana Presbytery

Louisiana State University

TE Ande Johnson

Tulane University

TE Matt Roelofs

Southern New England Presbytery

Boston University

TE Nathan Dicks

Brown University/RISD

TE Travis Hutchinson

Harvard University

TE Michael Whitham

MIT

TE Solomon Kim

University of Connecticut

Open

Susquehanna Valley Presbytery

Millersville University

TE Chris Peter

Pennsylvania State University & RUFIAffiliate

TE Cameron Smith

TE Richard Smith (RUFIAffiliate)

Tennessee Valley Presbytery

Carson Newman University

TE Chandler Rowlen

**University of Tennessee –
Chattanooga**

TE John Mark Scruggs

University of Tennessee

Knoxville & RUFIAffiliate

TE Mac Holt

TE Lee Leadbetter (RUFIA)

**Virginia Joint Committee
(Blue Ridge, Tidewater, and
James River**

Blue Ridge Presbytery

James Madison University

TE Joe Slater

University of Virginia

TE Josiah Carey

Virginia Tech

TE Heath McLaughen

Liberty University – Lynchburg

TE Ben Spivey

Washington and Lee University

TE Willis Weatherford

Tidewater Presbytery

Christopher Newport University

TE Peter Lyon

College of William and Mary

TE Ben Robertson

James River Presbytery

Virginia Commonwealth

University

Open

West Hudson Presbytery

Rutgers University

TE Joe Fischer

Westminster Presbytery

East Tennessee State University

TE Will Barbour

MINUTES OF THE GENERAL ASSEMBLY

Wisconsin Presbytery

**University of Wisconsin –
Milwaukee**

TE Nick Bratcher

**University of Wisconsin –
Madison**

TE Cameron Brown

MTW Affiliations

**National Autonomous
University of Mexico**

Barush Sanchez

Bogota, Columbia

TE Peter Dishman

Will Schaufelberger (CMA)

L’VIV, Ukraine

TE Kirk Norris

Malaysia

TE Curtis Shields

West Africa

TE Collin Jennings

Tokyo, Japan

Jeff Saunders

Serge

Granada, Spain

Aaron Gray

Reformed University Fellowship Current Interns and Staff

1st Year Interns:

Josh Anderson - Mississippi State	Mary Ellen McCrary - Carson Newman
Anna Ayers - RUF-I Clemson	Christina McWhite - Winston-Salem State
Skye Green - UAB	Carlee Miller - University of California Irvine
Olivia Bedenbaugh - Belhaven	Breanne Moench - Central Florida
Jessie Benton - Vermont	Cassia Mugge - Missouri
Hannah Blankenship - RUF-I Texas A&M	Hannah Murphy - Tulsa
Justin Blizard - Baylor	Rachel Nguyen - Oklahoma State
Annie Brawner - Virginia	Henry Oakley - NC State
Jackson Cole - UNC	Ben Pate - Columbia
Snyder Combest - Duke	Emma Pearson - Texas A&M
Noel Coppedge - RUF-I South Carolina	Thaddeus Perkins - Boise State
Bailey Cowen - UNC Wilmington	Nic Recasens - Indiana
Matthew Dernberger - Western Carolina	Becca Romano - South Florida
Chris Duncan - Auburn	Gabrielle Ross - UNC Charlotte
Anna Russell Earrey - Georgia Southern	Tim Sandridge - Illinois
Diana Florian - RUF-G Colombia	Madison Schipper - Winthrop
Ben Floyd - Washington	Katie Schlenker - Virginia Tech
Lily Gerrell - Mississippi State	Slaton Schneider - Wake Forest
Abby Green - University of Texas	Betsy Scott - Georgia Tech
Mallory Green - Mercer	Jessica Shaver - Penn State
Justin Helms - Memphis	Mary Claire Sides - Alabama
Myles Hendrick - Arkansas	Anne Morgan Trapnell - Tennessee
Walt Horton - TCU	Joshua Valdez - Houston
Emily Jacob - Queens University	Caleb Warner - Michigan
Ian Jameson - Christopher Newport	Roger Zhao - UCLA
Andrew Jerome - Florida State	SJ Zinets - Penn State
Joshua Joo - Emory	
Larissa Kanz - Millersville	
Georgia Kibler - East Carolina	
Ellie Kinnicutt - Kentucky	
Mary Neill Lucas - Davidson	
Caroline Marshall - Vanderbilt	

MINUTES OF THE GENERAL ASSEMBLY

2nd Year Interns:

Savannah Arneson - South Carolina
Izzy Augustin - UAH
Grace Bailey - Georgia
Emma Kate Ballinger - Auburn
Braxton Berkel - UMBC
Stephen Berry - UT Chattanooga
David Brashier - Kentucky
David Carter - Mercer
Lauren Childers - Northwestern
Anna Cole - UNC
Parker Crane - Florida
Walker Crow - Ole Miss
Caroline Dean - Ole Miss
George Devaney - Texas A&M
Madeleine Dorst - Southern California
Kate Ezzell - Washington
Stewart Fowler - Air Force
Jason Francoeur - Howard
JT Gilbert - RUF-I Auburn
Paty Glory - UTSA
Coleman Green - Wash U
Peyton Gunder - Western Kentucky
Carey Helmes - Memphis
Daniel Hernandez - RUF-G Colombia
Johnathan Hillerman - Belmont
Summer Huelle - Rhodes
Cameron Hughes - Cal
Lydia Johnson - Clemson
Josh Johnston - LSU
Chris Kaylor - Virginia
Noah Kershner - Georgia Tech
Gina LaRusso - TCU
Matt Lay - James Madison
Andrew Lear - Virginia Tech
Jordan Lewis - Central Florida
Enjeh Liu - Harvard
Kelley Long - MIT
Owen Merrell - Rice
Maggie Mertz - Nebraska
Kate Nobles - Furman
Clay Oliver - South Carolina
Sydney Outen - LSU
Caroline Owens - Emory
Anna Plybon - Washington & Lee
Susannah Porier - Southern Miss
Jessica Qian - Wash U
Allie Randall - North Florida
Jimmy Rao - Boston
Natalie Rhea - Valdosta State
Clayton Roederer - North Texas
Rachel Rubio - New Mexico State
Sarah Schmidt - SCAD
Eva Schmitt - Western Carolina
Nate Scott - RUF-I Georgia Tech
Spencer Sipe - Vanderbilt
Nathaniel Stallings - Texas-Tyler
Knox Stapleton - Kansas State
Tyler Thiessen - Belhaven
Georgia Upshaw - NC State
Niccol Vargas - RUF-G Colombia
Danny Waller - App State
Abby Walter - Meredith
Matthew Wheaton - RUF-I Penn State
Emily Williams - UCLA
Rachel Wilson - Florida State

3rd Year Interns:

Lucy Burton - Trinity
 Madison Daniels - College of
 Charleston
 Jacob Dirrim - Oklahoma State
 Jenelle Eggleston - RUF-G Columbia
 Jasmine Espinosa - Florida Atlantic
 Etta Farlow - Belmont
 Taylor Gumm - UConn
 Leslie Howe - Western Kentucky
 Sam Johnson - Alabama
 Isaac Jones - UNC

Nicholas Manley - University of
 Texas Zac McGee - Florida
 Atlantic
 Jeffrey Neikirk - Tennessee Tech
 Jessica Rockhold - Georgia Tech
 Paulina Rodriguez - RUF-G
 Columbia
 Sophie Rooks - UConn
 Rebecca Spurgeon - Arkansas
 Sean Walsh - Samford
 Haley Williams - City Campus

RUF Campus Staff:

Maggie Aldin - Samford
 Latasha Allston – Howard
 Katherine Ashbaugh - Winthrop
 Caysie Ashton - UGA
 Cayla Ball – James Madison
 Annie Kate Barr - Virginia
 Joy Beans - UMBC
 Alex Bosgraf – Boise State
 Caroline Capper - USC
 Anne Michal Carter - Mississippi
 College
 Emily Cartledge - James Madison
 Kathleen Chitty – Stanford
 Catherine Cook – Harvard
 Cindy Cook - GA Tech RUF-I
 Emily Crutcher - UTK
 Lauren Dishman - Bogota
 Kate Donnell - WCU
 Bethany Ekdome - Tulsa
 Kaylee Epps - Ole Miss
 Molly Farrll - Texas RUF-I
 Janelle Grove – George Mason RUF-I

April Johnson - Mississippi State
 Serena Jones - Boston U
 Chelsea Kelly – William & Mary
 Morgan Kendrick - UC Berkeley
 Shaunna Kennedy - UNCW
 Jenn Kriesel - Air Force
 Ava Ligh - Columbia
 Sarah Lyon - CNU
 Savannah Medvedev - Charleston
 Callie Miller – Pittsburgh
 Kimmy Mota - Houston
 Kelley Murphree - UAH
 Jamie Pastori – UT Chattanooga
 Abby Plott - Texas Tyler
 Ann Beverly Prideaux - Furman
 Kelly Sanford - UCLA
 Monse Santiago - Cal State San
 Marcos
 Olivia Shields – Baylor
 Elle Shuford - Alabama
 Joy Sous - Belmont
 Laura Straka – Emory

MINUTES OF THE GENERAL ASSEMBLY

Hanna Hammond - Northwestern
RUF
Heidi Hill - SMU RUF
Grace Hoyme - UCSB
Amy Hudson – UAB
Hannah Humphreys - SMU
Amanda Jakana - Maryland
Leslie Janikowsky – Rhodes College
Zurielly Jennings - Senegal

Hailey Tarbell - UT Dallas RUF
Megan Terrell - City Campus
Kristen Thompson - Wash U
Wendy Twit - Belmont
Grace Valenti - NC State
Victoria Wallenstein - FSU
Carissa Waller - App State
Mary Hannah Winslett -
Birmingham Southern

RUF National Staff:

National Coordinator, Will Huss
Associate Coordinator, John Pearson
Coordinator Emeritus, Rod Mays
Chief Financial Officer, Kathy Leedy
Chief Operating Officer, Dennis Shackelford
Chief Advancement Officer, Kevin Teasley
Chief Organizational Development Officer, Keith Berger
Assistant Coordinator RUF-N, Michael Gordon
Assistant Coordinator RUF-I & G, Chad Brewer
Assistant Coordinator of Interns & Campus Staff, Mitch Gindlesperger
Assistant Coordinator of Cross Cultural Advancement, Russ Whitfield
Area Coordinator, JR Foster
Area Coordinator, Pat Roach
Area Coordinator, Derek Bates
Area Coordinator, Jason Little
Area Coordinator, Britton Wood
Area Coordinator, SJ Lim
Area Coordinator, Chris Morrison
Area Coordinator, Curtis McDaniel
Area Coordinator, Mike Wenzler
Area Coordinator, Colin Peters
Area Coordinator, Richie Sessions
Director of Ministry, Communication and Events, Emily Miller

APPENDIX K

Director of Interns, Emily Nixon
Director of Campus Staff, Casey Cockrum
Director of Accounting, Cheryl Lundy
Director of Annual Giving, George Crook
Director of Donor Services, Michelle Stone
Director of Marketing, Elisabeth Givens
Director of HR & Benefits, Courtney Hulteen
Assistant Director of Communications & Events, Jake Wynn
Assistant Director of Accounting, Davia Lester
Assistant Director of Accounting, Alana Lowe
Assistant Director of Donor Services, Amy Work
Assistant Director of Marketing, Kelly Berkompas
Assistant Director of Advancement Communications, Anna Grider
Accounting Associate, Nadine Maturine
Donor Services Associate, Deanna Paschal
Donor Services Associate, Ashley Walden
Regional Events Associate, Cathy Wilkins
RUF-I & RUF-G Mobilizer, William Stabler
Donor Service Assistant, Sojin Chi
Benefits Admin Assistant, Katie Silcox
Executive Assistant, Anna Brown
Intern and CS Assistant, Elizabeth Williams
Intern Care Assistant, James Post
Intern Care Assistant, Daniel Tortorici
Intern Recruiting Assistant, Calais Eledui
Events Assistant, Caroline Clayton
Accounting Assistant, Mary Jo Scheufler
Administration Assistant to the Chief Organizational Development
Officer, Ellie Stackhouse

APPENDIX L

RIDGE HAVEN BREVARD, NC – CONO, IA REPORT TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

Ridge Haven continues to see the Lord abundantly minister on both of our campuses with a record attendance of 13,500 in 2022. We completed our 5.1M Capital Campaign allowing us to construct three year-round cabins in time for use last fall and to refurbish four group lodges on our Brevard campus. We also opened “Badger Barn,” our new 12,000 sq ft indoor, multi-purpose gymnasium and are currently constructing three additional year-round cabins which each will be able to house up to 28 adults or campers to help accommodate our growing summer and year-round ministries.

At our campus at Cono, Iowa, we finished the required sprinkling of buildings before they could be used and refurbished three youth group lodges enabling us now to host up to 175 guests. We are also debt free at both campuses.

Later this year on our Brevard campus we will start on a new Camp Store and Soda/Coffee Shop in proximity to the new gym. At the Cono campus we are making plans to expand our RH Cono Christian School. The school currently has junior high and high school students, and we plan to include elementary grades next fall. We are thankful for the interest in the community to add these younger students furthering the outreach of the ministry and allowing us to use the facilities more fully year-round.

Last year we announced the launch of our new Gap Year Program. We were thrilled to have eight participants this past fall. This program, in addition to our two-year Internship program for college age adults, and our Camp Summer Internship (CSI) program for high school students are all designed to encourage and train the Church’s next generation of lay leaders. We hope by involving youth and college age students in ministry and providing them with a continuum of mentorship and service opportunities, that they will be able to develop their leadership skills and a passion for serving the Kingdom.

In the summer our CSI High School students are the same age as many campers and therefore require a lot of oversight and accountability. In most cases, it would be more productive, and certainly more cost effective, to hire workers to do these summer jobs. Instead, we hire extra college and full-time staff to train, supervise, and be responsible for the students in this program because we realize the Lord has given us a huge opportunity -- a gold mine -- that we do not want to neglect for the sake of efficiency. The students participating in the CSI program have a heart to serve, a zeal for the Lord and those around them, and they crave mentorship.

We also know our college age summer staff are uniquely equipped to impact these potential high school leaders in ways older adults cannot. Through years of camp ministry, we know how much campers look up to their counselors and often want to be “just like them” when they grow up. When they see men and women just a few years older than themselves living out the gospel and modeling it through their words and actions, it encourages them in their own walk with the Lord. This respect from a camper creates a tremendous responsibility and opportunity for the summer staff leaders to be the hands and feet of Jesus shining the light of the gospel into the hearts of youth the devil is actively fighting against. We hope to impact lives with the gospel and plant a seed for lay leadership in the hearts of our high school youth through our CSI program.

We live in an age where kids are leaving the church in unprecedented numbers, as early as middle school. We think there is no better way to help turn this tide than to target, train and invest in these young potential leaders, preparing them to in turn minister to other youth. How do we do this through our ministries? Primarily by providing an opportunity. First, we provide an opportunity for service in God’s Kingdom work. Through engaging in gospel ministry students harness their gifts and see the Spirit at work as the Lord’s Kingdom advances over darkness. Second, we provide a gospel community for them to live in while engaging in ministry. The chance to hear the gospel presented daily, encourage and support one another, have hands on discipleship, and build long lasting friendships with fellow Christians is invaluable to a young believer. Third, we provide an opportunity to witness the power of God changing hearts. Thousands of kids and staff come through Ridge Haven each summer and their lives are transformed by the gospel and our summer staff not only have a chance to witness it in others but experience this life changing grace in their own lives.

MINUTES OF THE GENERAL ASSEMBLY

By cultivating this call to leadership at an early age and providing these opportunities, we trust the Lord will continue to use these kids throughout their lives as servants of His Church. It is for His glory we endeavor to press forward and continue investing in the next generation. Through our campers, our CSIs, our college age summer staff, and our full-time staff, we hope to fill the fields of ministry with laborers for His Kingdom.

In addition to our summer ministry, we are pleased to be able to also provide a location for groups of all types and ages (youth, college, women, men, families, and church groups) as well as individuals to come to retreat throughout the year. CDM, MTW, MNA, RUF, Geneva Benefits Group, and Covenant College have all used our facilities as a site to gather for retreats and training. We are very grateful for their partnership and support.

Our prayer in all of this is that Ridge Haven will be a place for people of all ages to experience refreshment, renewal, rejuvenation, and rest in the Lord.

Please pray for us and the privilege we have to serve the Church in this way. We are so thankful for all the wonderful support from our PCA family. We stand amazed at what the Lord is doing at Ridge Haven, and He is using you to do it. Thank you.

Recommendations:

1. That the Ridge Haven 2024 Budget, and revised 2023 Budget, as presented through the AC Budget Review Committee be approved.
2. That the 2021 audit dated July 8, 2022, performed by Robins, Eskew, Smith & Jordan, be received.
3. That the following minutes of the Board of Directors of Ridge Haven be approved: March 14-16, 2022, and September 12-14, 2022.
4. That February 18, 2024, be a day for our churches to pray for the ministries of Ridge Haven.
5. That the General Assembly answer Overture 7 from Southern New England Presbytery, "Amend *RAO* 4-21.d to Permit Committees of Commissioners to Review Committee and Board Compliance with Material Policies," with reference to the answer provided by the Administrative Committee.

APPENDIX M

REPORT OF THE COOPERATIVE MINISTRIES COMMITTEE TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

The Cooperative Ministries Committee (CMC) is designed to unite the leaders of our various agencies and institutions with the elected leaders of the General Assembly in coordinated ministry to advance the mission of the PCA as a whole. The simple goal is to have all the horses in the harness pulling in the same direction. That goal is achieved by relational camaraderie as well as by ministry strategizing, denominational assessment, and shared insights regarding best practices and resources for advancing Christ's mission in our challenging times.

The Cooperative Ministries Committee met on January 18, 2023.

Committee members reported on the work of the various Committee and Agencies and, as a whole, the CMC rejoices to report that many examples of interagency cooperation, communication, and collaboration were shared (*RAO* 7-3).

In light of the General Assembly's Study Committee Report on Domestic Abuse and Sexual Assault, the CMC discussed means for its various committees and agencies to receive and respond to reports of abuse and how the rights of all parties should be preserved and protected through the process. After a time of discussion, the following motions were approved:

- **MSP** That a subcommittee of MNA, CDM, and AC be established (*RAO* 7-3e) to identify resources for churches to help them know how to identify and respond to abuse, as well as a schematic of steps to take when responding to reports of possible abuse.
- **MSP** That the CMC suggest to the RPR committee through the Stated Clerk that the RPR committee confidentially report to the Stated Clerk's Office all final judicial decisions taken by a presbytery against a teaching elder (i.e., admonishments, censures, depositions, suspensions, etc.).

MINUTES OF THE GENERAL ASSEMBLY

Unique accreditation implications for Covenant College and Covenant Seminary related to board composition were discussed.

The committee reviewed the categories into which it divided strategic planning discussions (RAO 7-3.c), noting progress, and citing their discussion of the DASA report as fitting those categories well.

Members of the CMC are the chairmen and chief administrative officers of the General Assembly permanent Committees and Agencies. The current Moderator and the immediate past five moderators of the General Assembly are advisory members, having six-year terms.

Respectfully submitted,

/s/ RE John R. Bise, Moderator 49th General Assembly

/s/ TE Bryan Chapell, Stated Clerk of PCA, Secretary of CMC

APPENDIX N

REPORT OF THE INTERCHURCH RELATIONS COMMITTEE TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

Membership

- RE Billy Ball, Evangel (Class of 2025)
- TE Bryan Chapell – PCA Stated Clerk, Northern Illinois (ex officio member, RAO 3-2 j.)
- TE Dave Gilleran, Blue Ridge (Alternate)
- RE Brad Isbell, TN Valley (Class of 2024)
- TE Roy Taylor, Calvary (Chairman – Class of 2024)
- TE Wallace Tinsley, Fellowship (Class of 2025)
- RE Jimmy Walters, Calvary (Secretary – Class of 2023)
- RE Dennis Watts, MS Valley (Alternate)

Other

- TE Cartee Bales, Missouri (MTW advisory member)
- TE Billy Park, Korean Southeastern (Korean liaison advisory member)
- Ms. Heidi Harrison (Recording Secretary)

Meetings

The committee met twice via Zoom calls.

- September 14, 2022
- March 22, 2023.

Items Discussed

- Invitation to send fraternal delegate to the OPC, June 7-13, 2023. RE Brad Isbell was appointed.
- Other General Assemblies and General Synods.
- NAPARC 2023.
- Received reports from Stated Clerk Bryan Chapell from attending the ARP General Synod in June 2022 and the Presbyterian Church of Brazil in July 2022.

MINUTES OF THE GENERAL ASSEMBLY

- Received a report of TE Hernando Saenz of attending the General Assembly of the Presbyterian Church of Mexico in June of 2022.
- Received a report from Stated Clerk Bryan Chapell that he had notified the National Association of Evangelicals that the PCA had withdrawn from the NAE.
- The death of IRC member, TE E. Marvin Padgett, Jr. on December 18, 2022. TE Padgett served as both a ruling elder and a teaching elder in the PCA in Nashville Presbytery. He was the coordinator of Reformed University Ministries and Executive Director of Great Commission Publications, a joint ministry of the PCA and OPC. He was Executive Vice-President of Crossway Books. He was seventy-eight years old.
- TE David Gilleran was seated as a voting member for the March meeting upon the death of TE Marvin Padgett, *BCO* 14-1.11, and *RAO* 8-4 g.
- The termination of fraternal relations with Gaehyuk (Reformed) Korean Presbyterian Church because they have merged with another Korean denomination with whom we have fraternal relations.
- The committee elected officers for the assembly year of 2023-2024
 - Chairman – TE Roy Taylor
 - Vice-chairman – RE Billy Barnes
 - Secretary – RE Jimmy Walters
- Proposed response to Overture 2 from Covenant Presbytery that the PCA apply for admission to the International Conference of Reformed Churches.
- The appointment of the chairman and Stated Clerk to appoint delegates to other General Assemblies and General Synods.
- The authorization for the chairman and Stated Clerk to write the report to the General Assembly.

Recommendations

1. That the fraternal relations with Gaehyuk (Reformed) Korean Presbyterian Church be terminated because they have merged with another Korean denomination with whom we have fraternal relations.
2. That visiting ministers be introduced to the General Assembly, *BCO* 13-13.
3. That the minutes of September 14, 2022, be approved without exception.
4. That the minutes of March 22, 2023, be approved without exception.

APPENDIX N

5. That the General Assembly answer Overture 2 from Covenant Presbytery (“Request PCA Join International Conference of Reformed Churches (ICRC)”) by postponing consideration until the IRC sends representatives to the next meeting of the ICRC in Korea, 2026, investigates the costs involved, and reports to the following General Assembly.

Grounds:

- a. ICRC rules require that a denomination attend an ICRC meeting first before applying for membership. The next meeting of the ICRC is in 2026 in Korea.
- b. There are financial issues. The overture estimates that the costs for the PCA’s membership in the ICRC would be approximately \$9,880/year, but the overture does not specify how the costs would be borne nor reflect how the estimated costs are formulated in a manner consistent with the ICRC Regulations (IX.1.c).

Respectfully Submitted,
TE Roy Taylor, Chairman

APPENDIX O

REPORT OF THE COMMITTEE ON CONSTITUTIONAL BUSINESS TO THE FIFTIETH GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA

I. Introduction

The Committee on Constitutional Business (CCB) met prior to the 50th General Assembly at the PCA Administrative Offices in Lawrenceville, GA on April 24, 2023.

Attendance at the meeting was as follows:

Teaching Elders

Larry Hoop, chairman – Present
Scott Phillips – Present
Jason Piland - Present
Joel St. Clair– Present
Robert Cathcart (Alt) – Present

Ruling Elders

Matthew Fender – Present
Fredric Marcinak– Present
Bryce Sullivan – Present
Edward Wright – Present
Chris Shoemaker (Alt) – Present

General Assembly Stated Clerk, Rev. Dr. Bryan Chapell was also present.

II. Advice on Proposed Changes to the Constitution

The Stated Clerk referred the following overtures to the Committee:

- A. Overture 3 from James River Presbytery: "Amend *RAO* 14-9.h and *RAO* 15-8.g to Limit General Assembly Debate"

In the opinion of the CCB, Overture 3 is **not in conflict** with the Constitution.

Adopted 8-0-0

- B. Overture 5 from Tidewater Presbytery: "Change *BCO* 8-6 Regarding Chaplain Administration of Sacraments"

APPENDIX O

In the opinion of the CCB, Overture 5 is **in conflict** with other parts of the Constitution in that it permits a Chaplain to “receive and hold the membership of newly baptized Christians,” when membership is always and only with the visible church (*BCO* 6).

Because a Chaplain does not represent a congregation, he cannot hold membership. Furthermore, children of believers are non-communing members of their parents’ church “through the covenant and by right of birth” (*BCO* 6-1), and therefore are to be baptized by a minister and may be baptized by a Chaplain.

Adopted 8-0-0

- C. Overture 6 from South Texas Presbytery: “Amend *BCO* 13-6, 21-4.b, and 24-1 To Require Criminal Background Checks of all Minister and Officer Candidates”

In the opinion of the CCB, Overture 6 is **not in conflict** with the Constitution.

Adopted 8-0-0

- D. Overture 7 from Southern New England Presbytery: "Amend *RAO* 4-21.d for Committees of Commissioners to Review Committee and Board Compliance and Policies"

In the opinion of the CCB, Overture 7 is **not in conflict** with the Constitution.

Adopted 8-0-0

- E. Overture 8 from Arizona Presbytery: “Amend *BCO* 31-10 for Non-censure Suspension Option During Investigation”

In the opinion of the CCB, Overture 8 is **in conflict** with *BCO* 13-1, 2; 43 where the proposed lines 40-42: “Even in extraordinary circumstances, the accused shall have no greater access to information from the court or right to speak before the court than his accuser(s)” limit the rights of a member of Presbytery.

Additionally, the phrase “in coordination with lower courts” (line 28) is in conflict with original jurisdiction as expressed in *BCO* 11-4.

Adopted 8-0-0

MINUTES OF THE GENERAL ASSEMBLY

- F.** Overture 9 from Arizona Presbytery: “Amend *BCO* 7 to Codify the Biblical Standard for Church Officers Related to Human Sexuality”

In the opinion of the CCB, Overture 9 is **not in conflict** with the Constitution.

Adopted 8-0-0

- G.** Overture 10 from Northern New England Presbytery: "Amend *BCO* 32-19 to Clarify Use of Professional Counsel in Cases of Process"

In the opinion of the CCB, Overture 10 is **in conflict** with *BCO* 8-9, 13-1 in that it removes the right of full participation from some members of the Court.

Additionally, we note the vagueness of the phrase “corporate resources” and the ambiguous phrase “admitted to the bar” not sufficiently clear for a party to know whether he may utilize a representative that is licensed to practice law in another jurisdiction or whose license to practice law is inactive.

Adopted 8-0-0

- H.** Overture 11 from Platte Valley Presbytery: "Amend *BCO* 15-4, 45-1, and 45-4 to Allow Objections by GA Commissioners to SJC Decisions"

In the opinion of the CCB, Overture 11 is **not in conflict** with the Constitution.

Adopted 8-0-0

- I.** Overture 13 from Northern California Presbytery: “Amend *BCO* 35-1 and 35-7 to Allow All Persons as Witnesses in Cases of Process”

In the opinion of the CCB, Overture 13 is **not in conflict** with the Constitution.

Adopted 7-0-1

- J.** Overture 14 from Northern California Presbytery: “Amend *BCO* 32-19 Regarding Use of Professional Counsel in Cases of Process”

APPENDIX O

In the opinion of the CCB, Overture 14 is **in conflict** with BCO 8-9, 13-1 in that it removes the right of full participation from some members of the Court.

Additionally, we note the vagueness of the phrase “corporate resources” and an apparent internal inconsistency in the language in sections B.i and B.ii with section A of the proposed changes.

Adopted 8-0-0

- K.** Overture 15 from Session of Bryce Avenue Presbyterian Church, White Rock, New Mexico: “Amend *BCO* 53 To Disallow Exhortation, Preaching, or Teaching by Women in Worship”

In the opinion of the CCB, Overture 15 is **not in conflict** though we note it widely broadens the meaning of “public worship” beyond what is currently contemplated by the current Directory of Worship and that compliance with BCO 26-2 would be required in order to gain constitutionality.

Adopted 8-0-0

- L.** Overture 16 from Catawba Valley Presbytery: “Amend *BCO* 7 to Codify the Biblical Standard for Church Officers as Related to Self-Description by Biblical Sins”

In the opinion of the CCB, Overture 16 is **not in conflict** with the Constitution.

Adopted 8-0-0

- M.** Overture 17 from the Session of Meadowview Reformed Presbyterian Church, Lexington, NC: “Amend *BCO* 7 Regarding Men Who Hold Office”

In the opinion of the CCB, Overture 17 is **not in conflict** with the Constitution.

Adopted 8-0-0

- N.** Overture 21 from Session of First PC, Montgomery, Alabama: “Amend *BCO* 33-1 and 34-1 Specifying Causes and Processes for Original Jurisdiction Requests”

MINUTES OF THE GENERAL ASSEMBLY

In the opinion of the CCB, Overture 21 is **not in conflict** with the Constitution.

Adopted 8-0-0

- O.** Overture 22 from the Session of First Presbyterian Church, Montgomery, Alabama: “Amend *RAO* 8-4.h; 17-1; and 19-2 to Specify When Minority Reports Are Permitted”

In the opinion of the CCB, Overture 22 is **not in conflict** with the Constitution.

Adopted 8-0-0

- P.** Overture 23 from Mississippi Valley Presbytery: “Amend *BCO* 8-2 and 9-3 to Require Officers’ Conformity to Biblical Standards for Chastity and Sexual Purity in Self-description”

In the opinion of the CCB, Overture 23 is **not in conflict** with the Constitution.

Adopted 8-0-0

- Q.** Overture 24 from the Chesapeake Presbytery: “Amend *BCO* 8-3 to Include Language from the AIC Report on Human Sexuality for Elder Responsibilities”

In the opinion of the CCB, Overture 24 is **not in conflict** with the Constitution.

Adopted 8-0-0

- R.** Overture 25 from Arizona Presbytery: “Amend *BCO* 31 to Require Expedited and Conflict-free Investigations of Cases Involving Moral Failure or Victim(s)”

In the opinion of the CCB, Overture 25 is **in conflict** with Preliminary Principle 1 and the Westminster Confession of Faith chapter 23 in the proposed change “In cases of alleged criminally chargeable offense, the court and investigation shall show deference to the legal authorities” (lines 42-43). Additionally, there is some ambiguity in the proposed “request to a member of Presbytery” and *BCO* 31-2 with regard to the role of Sessions in responding to reports.

Adopted 8-0-0

APPENDIX O

S. Overture 26 from Northwest Georgia Presbytery: “Amend BCO 7-3 Regarding Titling of Unordained People”

In the opinion of the CCB, Overture 26 is **not in conflict** with the Constitution.

Adopted 6-1-1

T. Overture 27 from Pacific Northwest Presbytery: “Amend BCO 38-1 re Confessions and Offended Parties”

In the opinion of the CCB, Overture 27 is **not in conflict** with the Constitution.

Adopted 7-0-1

III. Advice to Stated Clerk

The CCB received no requests for advice from the Stated Clerk.

IV. Non-Judicial References

The CCB received a request from Grace Presbytery regarding the possibility of one Presbytery taking action toward the dissociation of another Presbytery. The CCB chairman ruled that this request was a non-judicial reference.

The CCB acceded to the request (*RAO* 8-2.B.2) by a vote of 5-1-2.

The CCB responds to the first question posed in the non-judicial reference as follows:

As *BCO* 14-6.e, which enumerates the powers of the General Assembly in regard to the Presbyteries, does not empower the General Assembly to involuntarily dissociate a Presbytery from the PCA, the CCB advises Grace Presbytery that no such procedure exists.

The CCB responds to the second and third questions posed in the Non-Judicial Reference by reference to its answer to the first.

Adopted 8-0-0

V. Advice to the Overtures Committee

The CCB received no requests for advice from the Overtures Committee.

VI. Minutes of the Standing Judicial Commission

The CCB examined the minutes of the Standing Judicial Commission meetings on April 27, 2022; June 2, 2022; August 15, 2022; March 2, 2023, April 5, 2023. The minutes were found to be in order without exception with notations reported to the SJC.

Adopted 8-0-0

The CCB examined the minutes of Standing Judicial Commission on October 20-21, 2022. The minutes were found to be in order with one exception: page 3, lines 1-10 because the SJC did not comply with *OMSJC* 16-1.a when they appointed a committee to “examine the *BCO* 34-1 requests . . . to determine whether they present a state of affairs that requires the SJC to act under *BCO* 34-1 and *OMSJC* 16.1.”

Adopted 6-1-1

VII. Election of Officers for 2022-2023

The following were elected as officers of the Committee for 2023-2024:
Chairman – RE Fredric Marcinak
Secretary – TE Jason Piland

Submitted by:

TE Larry Hoop, Chairman

TE Joel St. Clair, Secretary

**SUPPLEMENTAL REPORT OF THE
COMMITTEE ON CONSTITUTIONAL BUSINESS
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

I. Introduction

The Committee on Constitutional Business (CCB) met prior to the 50th General Assembly at the Renasant Convention Center in Memphis, Tennessee on June 13, 2023.

APPENDIX O

Attendance at the meeting was as follows:

Teaching Elders

Larry Hoop, chairman – Present
Scott Phillips – Present
Jason Piland – Present
Joel St. Clair– Absent
Robert Cathcart (Alt) – Present

Ruling Elders

Matthew Fender – Present
Fredric Marcinak– Absent
Bryce Sullivan – Present
Edward Wright – Absent
Chris Shoemaker (Alt) – Present

Alternate TE Cathcart was seated as a member of the Committee in the absence of TE St. Clair. Alternate RE Shoemaker was seated as a member of the Committee in the absence of RE Marcinak.

II. Advice Concerning amendments to the RAO proposed by CRPR

CRPR has recommended to the 50th General Assembly four changes to the *Rules of Assembly Operations (RAO)*.

In the opinion of the CCB, the proposed changes to *RAO* 16-3.e.5) are **not in conflict** with other portions of the constitution. *Adopted 7-0-0*

In the opinion of the CCB, the proposed changes to 16-3.e.6) are **not in conflict** with other portions of the constitution. *Adopted 7-0-0*

In the opinion of the CCB, the proposed changes to 16-3.e.8) are **not in conflict** with other portions of the constitution. *Adopted 7-0-0*

In the opinion of the CCB, the proposed changes to *RAO* 16-10.a. are **not in conflict** with other portions of the constitution. *Adopted 7-0-0*

Submitted by:

TE Larry Hoop, Chairman

TE Jason Piland, Secretary pro tempore

APPENDIX P

MINUTES OF THE NOMINATING COMMITTEE OF THE GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN AMERICA March 25, 2023

The Nominating Committee of the General Assembly convened in Atlanta, GA on Saturday, March 25, 2023. Chairman RE Frank Cohee called the meeting to order at 9:10 a.m. and opened with prayer. The chairman then led the Committee in a devotional from Ecclesiastes 2.

Attendance was taken and a quorum was declared. The Chairman welcomed the Committee and recognized three guests from the PCA Administrative Committee Office, TE Bryan Chapell, Stated Clerk, Ms. Angela Nantz, Meeting Manager, and Ms. Heidi Harrison, Operations Manager. Seventy-three committee members were in attendance as follows, and three additional members submitted preliminary ballots.

Members attending:

<u>Presbytery</u>	<u>Member</u>	<u>Class</u>
Arizona	TE Kelley Hand	2023
Ascension	TE Jared Nelson	2025
Blue Ridge	TE Stuart Pratt	2025
Calvary	RE Melton Ledford Duncan	2025
Catawba Valley	TE William Thrailkill	2024
Central Carolina	TE Derek Wells	2024
Central Florida	TE Joseph L. Creech	2025
Central Indiana	TE Charles Anderson	2023
Chesapeake	RE Bradley James Chwastyk	2023
Chicago Metro	RE Don Kooy	2024
Covenant	TE Sean Lucas	2025
Eastern Canada	TE Kevin Rogers	2024
Eastern Pennsylvania	TE Taylor Anthony Bradley	2024
Evangel	RE Miles E. Gresham	2023
Fellowship	TE William Marshall	2025
Georgia Foothills	TE Don Aldin	2025
Grace	TE Jim McCarthy	2024

APPENDIX P

Great Lakes	RE Jerome Gorgon	2024
Gulf Coast	TE Dennis W. Shackelford	2025
Gulfstream	TE David Patrick Cassidy	2023
Heartland	TE Rick E. Franks	2024
Highlands	TE Skip Gillikin	2024
Hills and Plains	RE Thomas Kirkeby	2024
Houston Metro	RE Dave Cias	2024
Illiana	TE Alex Eppstein	2023
James River	TE J. Andrew Conrad	2025
Korean Capital	TE Steve Sun Kyo Yoon	2024
Korean Central	TE Paul Chi	2023
Korean Northeastern	TE Hoochan Paul Lee	2024
Korean Southeastern	TE Anthony Lee	2023
Korean South West Orange County	TE James D. Suh	2024
Lowcountry	TE Nick Batzig	2025
Metro Atlanta	TE Hace Cargo	2023
Metropolitan New York	TE E. Bruce O'Neil	2024
Mississippi Valley	RE James Elkin	2024
Missouri	RE John Ranheim	2024
Nashville	RE John Bryant	2025
New Jersey	TE Stephen O'Neil	2023
New River	TE Michael VanDerLinden, Sec	2023
New York State	TE Daniel Wells	2023
North Florida	TE Stephen Spinnenweber	2023
Northern California	TE Benjamin Kappers	2023
Northern Illinois	TE Justin Coverstone	2023
Northern New England	TE Per Almquist	2025
Northwest Georgia	TE Clif Daniell	2025
Ohio	TE Jacob Piland	2025
Ohio Valley	TE Larry C. Hoop	2025
Pacific	TE Kyle Wells	2024
Pacific Northwest	RE Micah Meeuwsen	2024
Palmetto	TE Dale B. Welden	2025
Pee Dee	TE Matthew Dallas Adams	2025
Philadelphia	TE Maranatha Chung	2023
Philadelphia Metro West	RE Nathan Carlson	2024
Piedmont Triad	RE Richard Jones	2025
Pittsburgh	RE Timothy Baird	2023
Platte Valley	TE Andrew Lightner	2023
Potomac	RE Eric Jan	2023

MINUTES OF THE GENERAL ASSEMBLY

Providence	RE Frank Cohee - Chair	2024
Rio Grande	TE Jeffery Douglas White	2024
Rocky Mountain	TE Matthew William Giesman	2025
Siouxlands	TE Nathan Lee	2025
South Coast	TE Robin Lee	2024
South Florida	TE David Barry	2023
South Texas	TE Ben Michael Hailey	2024
Southeast Alabama	TE Parker Johnson	2024
Southern New England	TE Robert Steven Hill	2024
Southwest Florida	TE Jonathan Winfree	2025
Suncoast Florida	TE Geoffrey C. Henderson	2023
Susquehanna Valley	TE Jim Furey	2025
Tidewater	TE Benjamin Cameron Lyon	2023
Warrior	TE Richard Martin Vise Jr.	2025
West Hudson	RE David Talcott	2025
Westminster	TE Robert E. Dykes	2024

Preliminary vote tallies were discussed by the Committee. The Committee approved a slate of nominees for each of the Standing Committees, Agencies, and Commission to be presented to the General Assembly.

Nominations were entertained for Chairman and Secretary of the 2023-2024 Nominating Committee. The Committee elected TE Jared Nelson, Ascension Presbytery, to serve as Chairman and RE Dave Cias, Houston Metro Presbytery, as Secretary.

The Chairman announced that the next meeting of the Nominating Committee will be at General Assembly in Memphis TN, on Wednesday, June 14, 2023, at the close of business. The 2024 meeting will be held in Atlanta, GA, on Saturday, March 23, 2024.

MSP To dismiss the previously appointed subcommittee to address the weighted voting system with thanks.

MSP Chairman Cohee was elected to chair a new subcommittee to evaluate the current weighted voting system and the possibility of making a rule change to single tier voting in reference to Robert's rules. This report is to be presented to the committee at the March 23, 2024 meeting. The Committee will consist of (Convener) RE Frank Cohee, TE Bryan Chapel, and TE Per Almquist.

MSP The Committee adjourned at 12:05 with prayer by Jim McCarthy.

Respectfully Submitted,

RE Frank Cohee, Chairman

TE Michael VanDerLinden, Secretary

ADMINISTRATIVE COMMITTEE

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2026

TE Michael Dixon, Fellowship

RE Danny McDaniel, Houston Metro

Class of 2025

TE Roger G. Collins, TN Valley

RE Richard Dolan, Ga Foothills

TE Steve Jeantet, Suncoast FL

Class of 2024

TE Robert F. Brunson, Metro Atl

RE Frank Cohee, Prov

RE Pat Hodge, Calvary

Class of 2023

TE Jerry Schriver, Metro Atl

RE David Nok Daniel, S. New Eng

TE Kevin DeYoung, Cent Car

Alternates

TE Jon C. Anderson, Blue Ridge

RE Alan Walters, MS Valley

B. To be Elected:

Class of 2027

1 TE and 2 REs

Alternates

1 TE and 1 RE

C. Nominations

Class of 2027

TE Jason Helopoulos, Great Lakes

RE Dave Cias, Houston Metro

RE Alan Walters, MS Valley

Alternates

TE Richard Phillips, Calvary

RE EJ Nusbaum, Rocky Mountain

D. Biographical Sketches:

TE Jason Helopoulos: *Great Lakes*. B.A. History and Secondary Education, Eastern Illinois University, 1999. Th.M Historical Theology and Christian Education, Dallas Theological Seminary, 2003. DMin, Reformed Theological Seminary, in process. Senior Pastor, University Reformed Church, East Lansing, Michigan, 2018-present. Served on RUM Permanent Committee (Alternate), and Nominations and Overtures Committee for multiple years. Great Lakes Presbytery Administrative Committee Chair, 3-times moderator, and on various other committees.

RE Dave Cias: *Houston Metro*. B.A. English & Religion, Hampden-Sydney College. J.D., SMU Law. MDiv, Princeton Theological Seminary. Senior Counsel for a Houston-based oil company. Previously an Associate Attorney at Gibson, Dunn & Crutcher LLP. Member at Christ Church Katy, TX. Serving on the Nominating Committee and on Houston Metro Presbytery's Candidates and Credentials Committee. Previously served as a CoC for Covenant Seminary.

RE Alan Walters: *Mississippi Valley*. B.S. Banking and Finance, Mississippi State University, 1975. M.B.A., Harvard Business School, 1979. Retired Banker, 2021. For over twenty years was the founding CEO of First Commercial Bank in Jackson, MS. Served on the Mississippi Valley Administrative Committee since 2019 and currently the Chairman. Previously worked on the Presbytery MNA Committee. Member of 1st Presbyterian Church, Jackson, MS. RE since 1997.

TE Richard Phillips: *Calvary*. B. A. Economics, University of Michigan, 1982. M.B.A., Strategic Management, Wharton School of Business, University of Pennsylvania, 1992. MDiv, Westminster Theological Seminary 1998, D. D., Greenville Presbyterian Theological Seminary, 2012. Senior Minister, Second Presbyterian Church, Greenville, SC. Currently serves on the boards of the *Alliance of Confessing Evangelicals*, *Philadelphia Conference on Reformed Theology*, *The Gospel Coalition*, and *Westminster Theological Seminary*. Formerly an Assistant Professor of Behavioral Studies and Leadership, United States Military Academy, West Point, 1992-1995.

RE E.J. Nusbaum: *Rocky Mountain*. State Farm Insurance Agent since 1985. 2007, retired as a Naval Captain. Moderator of the 35th GA. Previously, served on GA Committee for Constitutional Business, 2002-2007, 2008-2012 and the Standing Judicial Commission, 2013-2022. Served as CoC for Administration, Ridge Haven, and on Overtures for nine years, and as the Chairman of the Overtures Committee at the 29th GA. Member at Village Seven Presbyterian Church and has served as a RE since 1988.

COMMITTEE ON CONSTITUTIONAL BUSINESS

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2026

TE Jason Piland, Ohio

RE Bryce Sullivan, Nashville

Class of 2025

TE J. Scott Phillips, Prov

RE Matt Fender, James R

Class of 2024

TE Joel Craig St. Clair II, Potomac

RE Fredric Marcinak, Calvary

Class of 2023

TE Larry C. Hoop, Ohio Valley

RE Edward L. Wright, Chesapeake

Alternates

TE Robert D. Cathcart Jr., Calvary

RE Chris Shoemaker, S NE

B. To be Elected:

Class of 2027

1 TE and 1 RE

Alternates

1 TE and 1 RE

C. Nominations

Class of 2027

TE Stephen Tipton, Gulf Coast

RE Chris Shoemaker, S NE

Alternates

TE Per Almquist, N NE

RE John Ward Weis, SE Alabama

D. Biographical Sketches

TE Stephen B. Tipton: *Gulf Coast*. B.A. California State University, Fullerton. M.Div. Reformed Theological Seminary; Ph.D. Evangelical Theological Faculty, Leuven. Senior Pastor, Covenant Presbyterian, Panama City, FL (2022-present). Senior Pastor, Hillcrest Presbyterian, Volant, PA (2010-2022). General Assembly: Assistant Parliamentarian (47th GA, 2019); Overtures (2013 & 2021); RPR (2012-2022, Chair 2018, Vice-Chair 2020-2022); and various Committees of Commissioners. Ascension Presbytery - Administration Committee (2010-2022, Chairman 2012-2014, 2017); Moderator (2019); several Judicial and Study Committees. Gulf Coast Presbytery - Assistant Parliamentarian (2022 -). Guest Moderator for Central Indiana Presbytery. Taught Ecclesiology for a seminary in Asia. Author of articles on church polity.

RE Chris Shoemaker: *Southern New England*. B.S. Physics, M.S. Computer Science, Worcester Polytechnic Institute. Chris is Chief Technology Officer (CTO) of a software development agency. He has been in the PCA since 1990, and a RE and Clerk of Session since 2009. General Assembly: Three years on RPR; five years on Overtures; various Committees of Commissioners including IRC. Attended eight General Assemblies.

Four years as Moderator, Southern New England Presbytery (SNEP). Nine years on SNEP's Leadership Development Team (examining committee). Spent two years with a committee rewriting SNEP's standing rules.

TE Per Almquist: *Northern New England*. Pastor-planter, Free Grace Presbyterian, Lewiston, ME. General Assembly service: Chairman CCB, RPR; vice-chair, RPR; represented PCA at Synod for the Eglise Reformee du Quebec; served on various CoCs. Presbytery: Stated Clerk, Recording Clerk, Northern New England; chair of Ministerial Relations Committee and Review of Session Records; other commissions and ad-hoc committees. Past service: Associate Librarian, Covenant Theological Seminary; Associate Pastor (and clerk of session) Christ the Redeemer Presbyterian, Portland, ME.

RE John Ward Weiss: *Southeast Alabama*. BA in History, Presbyterian College; JD from University of Alabama School of Law; LLM Taxation from New York University School of Law. Attorney for tax and health care regulatory matters, private law practice. Served several terms on GA’s Committee on Constitutional Business, on Overtures Committee, and on Nominating Committee; served as moderator of presbytery. Served in various positions, committees, and commissions in the local church and presbytery: Sunday school teacher, deacon (10 years, including chair), ruling elder (24 years, including Executive Committee and assistant clerk), and more.

BOARD OF TRUSTEES OF COVENANT COLLEGE

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2026

TE Thomas Groelsema, Cent Car
 TE Lance Lewis, N California
 TE Sean McGowan, Gulf Coast
 TE Omari Hill, Cent Car

RE Don Mellott, Pacific NW
 RE Towner Scheffler, Piedmont Triad
 RE Gordon Sluis, MS Valley

Class of 2025

TE Bradley J. Barnes, S New Eng
 TE Alexander Brown, Savannah R

RE David Caines, TN Valley
 RE Mark Griggs, TN Valley
 RE Bradley M. Harris, Covenant
 RE Drew Jelgerhuis, Great Lakes
 RE Sam Smartt, TN Valley

Class of 2024

TE Matthew David Fray, N Texas
 TE Duncan Highmark, Missouri

RE Richard T. Bowser, E. Carolina
 RE Robert Curtis, SW Florida
 RE Martin A. Moore, Ga Foothills
 RE William H. Ryan, South Florida
 RE Stephen E. Sligh, SW Florida

Class of 2023

TE William B. Barclay, Cent Car

RE Bruce W. Terrell, Metro NY

MINUTES OF THE GENERAL ASSEMBLY

TE Robert S. Rayburn, Pacific NW RE John Truschel, S NE
TE Kevin Smith, TN Valley RE R. Craig Wood, Blue Ridge
TE Scott Seaton, Potomac

B. To be Elected:

Class of 2027

7 members total (TE or RE)

One may be from another NAPARC denomination

C. Nominations

TE Scott Seaton, Potomac RE Michael Krammer, TN Valley
TE Thurman Williams, Missouri RE Ken Smith, N Texas
RE John Truschel, Eastern Carolina
RE Robert Wilkinson, Missouri
RE Craig Wood, Blue Ridge

D. Biographical Sketches:

RE Michael Kramer: *Tennessee Valley* B.A. Religion & Economics, Grove City College. 35 years banking and financial services. CEO in multiple turnaround environments. Chairman of the Board South Eastern Trust Company. Served on Board of UC Foundation. Served on Covenant College Foundation Board (Chair of Direct Investment Committee) Active in Young life since the 1970's serving as Adult committee Chair in multiple locations. Endowed a scholarship for volunteer leaders at Grove City and in process at Covenant. Member at First Pres. Chattanooga since 2012. Husband to Meg, father of 3 adult children and 2 grandchildren all walking with the Lord.

TE Scott Seaton: *Potomac* Pastor for Emmanuel Presbyterian Church, Arlington Virginia since planting in 2007, previously served as missionary to Japan with MTW and at Intown Community Church for 14 years. Husband to Chris, father of 3, of which 2 attended Covenant. In Potomac Presbytery served as program committee chair, MNA Chair. Appointed to Board of Covenant College in 2022.

RE Ken Smith: *North Texas* B.S, B.A. Business Administration & Political Science Geneva College, M.P.I.A Economics & Social Development University of Pittsburgh, Ph. D. Business/Strategic Management University of Maryland. Professor and Dean of McLane College of

Business at University of Mary Hardin-Baylor. Served as President of Geneva College 2004-2015. Former Chairman of the Board Geneva College. Served as director of the University of Maryland's Small Business Development Center. Member of Redeemer Presbyterian in Temple, Texas since relocating there in 2015, Elected RE in 2021. Husband to Becky, father of 6, grandfather to 8.

RE John Truschel: *East Carolina* B.A. History & Religion Westminster College, MBA University of Pittsburgh. Managing Director for the Institutional division of Ronald Blue Trust. Chairman and Co-CIO of the new institutional investment committee, former VP of finance & administration at Montreat College, directed finance and business development operations at Gordon College. Member of Christ Central in Durham, NC; this is the fifth church he has served as RE. Husband to Laurie, father of 3, grandfather to 1. Currently on Covenant College Foundation Board as Vice Chair.

RE Robert Wilkinson: *Missouri* MPH & MBA Tulane University, JD Loyola University New Orleans. Retired attorney. Served on the board of Westminster Christian Academy, St. Louis. Long time member Twin Oaks Presbyterian Church, Stated Clerk for Missouri Pres. Husband to Barbara, father of 2, both Covenant graduates. Served on Covenant College Board 2013-2022, Vice Chair 2018-2022

TE Thurman Williams: *Missouri* MDiv Chesapeake Seminary, DMin Covenant Theological Seminary. Senior Pastor New City Fellowship-West End in St. Louis and Director of Homiletics at CTS. Former chair of MNA Permanent Committee. Husband to Evie, father of 4, one attending Covenant. His experience with ministry in minority communities meets a particular need on the board's Student Development committee. Elder since 1998, TE since 2000.

RE Craig Wood: *Blue Ridge* B.A. English, MEd EdD public administration University of Virginia, JD Washington and Lee University. Retired from McGuireWoods where he practiced education and employment law. He has served as Chair of the Board for Serge, Chair of the Board for the Center for Christian Study at the U. of Virginia, Chair of the Board Covenant School in Charlottesville, Virginia. Member Trinity Presbyterian Charlottesville since 1980. Husband to Lisa, father to 5, grandfather to 7. Currently serving as chair of Covenant College Board.

COMMITTEE ON DISCIPLESHIP MINISTRIES

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2027

TE Christopher Lee Hutchings, Ohio RE Randy Stair, Metro Atl
RE Taylor Clement, Missouri

Class of 2026

TE W. Scott Barber, Prov RE Dan Barber, Central Indiana
TE Dean Williams, MS Valley

Class of 2025

TE Thomas Michael Harr Jr., NJ RE Jacob Lightsey Wallace, James R
RE Jeremy Whitley, South Texas

Class of 2024

TE Charles Johnson, Evangel RE Dennis Crowe, Southeast Alabama
TE Dave Lindberg, N Texas

Class of 2023

TE Danny Kwon, Korean E RE Bill Bolling, Chesapeake
RE Jack Wilkerson, Piedmont Triad

Alternates

TE Richard Burguet, Central FL RE Aaron Douglas Raines, Hls and Plns

B. To be Elected:

Class of 2028

2 TEs and 1 RE

Alternates

1 TE and 1 RE

C. Nominations

Class of 2028

TE Richard Burguet, Central FL RE David Hinkley, Great Lakes
TE Robert Cathcart, Calvary

Alternates

TE Dave Vosseller, Savannah R RE Larkin Chapman, MS Valley

D. Biographical Sketches

TE Richard Burguet: *Central Florida.* BA, Christian Education, Belhaven College, 1977. M.Div, Reformed Theological Seminary, 1982. Senior Pastor, New Hope Presbyterian Church, Eustis, Florida. Served at Second Presbyterian Church in Greenville, SC under the leadership of Paul Settle, the PCA's first denominational Christian Education and Publications Coordinator. Has served on multiple presbytery committees (MNA, RUF, Admin, and others). Chaired the Board of Directors for Covenant Christian School in Columbia, SC, and was instrumental in the beginnings of the North East Conference for RYM. He co-authored the books, "The Covenant Disciples Workbook" and "The Parent's Guide to the Covenant Disciples Workbook."

TE Robert Cathcart: *Calvary.* Bachelor of Music Education, University of South Carolina, 1994. M.Div, Reformed Theological Seminary, 1998. D.Min, Erksine Theological Seminary, 2007. Pastor, Friendship Presbyterian Church, Laurens, South Carolina. Has served on multiple presbytery committees (Examinations, Sessional Records, and others). Currently serves Calvary Presbytery as the Recording Clerk. Served on numerous Committee of Commissioners (CDM, CC, PCAF, Nominations, RPR, and CCB). Author of "The Search for Shalom: Refreshing the Weary Saints through the Liturgical Use of the Psalms of Ascent."

RE David Hinkley: *Great Lakes.* Ruling Elder at University Reformed, East Lansing, MI. Serves on staff as the Children and Youth Ministry Coordinator. Currently pursuing an MDiv at Reformed Theological Seminary. Under Care of Great Lakes Presbytery. Responsible for the teaching in the Christian Education ministries of the church, and also training other leaders within the ministry. Very familiar with curriculums for classes and Vacation Bible Schools.

TE Dave Vosseller: *Savannah River.* TE Dave Vosseller, B.A. in Political Science, Bucknell University; M.Div., Covenant Theological Seminary (1998). Senior Pastor, Lakemont Presbyterian Church, Augusta, Georgia (2012- Present). Has served on CoC for Ridge Haven, Covenant Seminary, Covenant College, Reformed University Fellowship, and Committee on Discipleship Ministries. Served as Alternate on Permanent Committee,

MINUTES OF THE GENERAL ASSEMBLY

Committee for Discipleship Ministries (2021). Served Central Georgia Presbytery on Christian Education Committee. Served Chicago Metro Presbytery on Shepherding Committee and Candidates and Credentials Committee, and chaired Candidates and Credentials Committee.

RE Larkin Chapman: *Mississippi Valley*. Ruling Elder at Pinehaven PCA in Clinton, MS. Received his BS in Mathematics, and an MBA in Finance. Currently serves his community as a grain insurance agent. Fourth generation officer of the Presbyterian Church. In each of his churches he has been very active in Christian Education as a Sunday School teacher, worship leader, Bible Study leader and organizer of summer youth programs and retreats.

BOARD OF TRUSTEES OF COVENANT THEOLOGICAL SEMINARY

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2026

TE Russell St. John, Missouri
TE David Sinclair, Calvary

RE James Albritton, Evangel
RE Doug Hickel, Missouri
RE Ron McNalley, N Texas
RE Walter Turner, Pittsburgh

Class of 2025

TE Brian Cosby, TN Valley

RE Samuel N. Graham, Covenant
RE Miles E. Gresham, Evangel
RE Donald Guthrie, Chicago Metro
RE Otis Pickett, MS Valley
RE Curtis S. Shidemantle, Ascension

Class of 2024

TE Hugh M. Barlett, Missouri

RE William Bennett, Evangel
RE Jonathan P. Seda, Heritage
RE Paul R. Stoll, Chicago Metro
RE Gif Thornton, Nashville
RE Frank Wicks Jr., Missouri

Class of 2023

TE Brian C. Habig, Calvary	RE Brewster Harrington, Rocky Mtn
TE Fredric Ryan Laughlin, Missouri	RE Robert B. Hayward Jr., Susq Val
TE Doug Serven, Hls and Plns	RE John Plating, TN Valley

To be Elected:

Class of 2027

6 members total (TE or RE)
 One may be from another NAPARC denomination

C. Nominations

Class of 2027

TE Jimmy Agan, Metro Atl	RE Mark Ensio, Arizona
TE Robert Flayhart, Evangel	RE John Fitch, South Texas
TE Ryan Laughin, Potomac	RE Dwight Jones, Central GA

D. Biographical Sketches

TE Jimmy Agan: *Metro Atlanta*. B.A. Philosophy, Clemson University, 1992; M.Div. Covenant Theological Seminary, 1995; Ph.D. New Testament Exegesis, Aberdeen University, 1999; Senior Pastor, Intown Community Church, Atlanta, GA; Professor of New Testament, Covenant Theological Seminary, 1997–1999, 2007–2015. Served as Director of the Homiletics Program at Covenant; Taught at Erskine Seminary; Advisory Board Member of Covenant Seminary, 2022; Advisory Board Member of Atlanta Collective; Member of Metro Atlanta Presbytery Examining Committee; Past Member and Chairman of Examining Committee for Calvary Presbytery; Past Member of Examining Committee for General Assembly.

RE Mark Ensio: *Arizona*. B.S. Chemical Engineering, MIT; M.S. Chemical Engineering, MIT; President, Ballast Technologies, Inc.; Ruling Elder, Catalina Foothills Presbyterian Church, Tucson, Arizona; Member of Covenant Theological Seminary Board for over 20 years, First Elected in 1995; Helped Plant Bay Area Presbyterian Church; Helped Found Westminster Christian Academy.

RE John Fitch: *South Texas*. B.A. Vanderbilt, 1991; M.D. Vanderbilt, 1995; Pediatrician, Heritage Pediatrics; Ruling Elder, Redeemer Presbyterian Church, San Antonio, TX; Served on South Texas MNA Committee since 2004; Moderator of South Texas Presbytery, 2015; Served Locally on

MINUTES OF THE GENERAL ASSEMBLY

School District Committees; Served on Board of Local Christian Medical Dental Association; Participated in Missions Trips to Dominican Republic, Ecuador, Belize, Peru, Ukraine, and Mexico.

TE Robert Flayhart: *Evangel.* D.Min. Covenant Theological Seminary; Senior Pastor, Oak Mountain Presbyterian Church, Birmingham, AL (1989–Present); Covenant Theological Seminary Board Member for 20 Years; Served on Search Committee for Two Presidents of Covenant Seminary; Chaired Evangel Presbytery MNA Committee; Served on Alabama Church Plant Network Committee.

RE Dwight Jones: *Central Georgia.* BBA University of Georgia, 1988; President, Ocmulgee Fields, Inc.; Ruling Elder, First Presbyterian Church, Macon, GA; Has Served on Covenant Theological Seminary Board; Served as Chairman of Church’s Missions Committee, 2013–2014.

TE Ryan Laughin: *Potomac.* B.S. United States Military Academy, West Point, NY, 1991–1995; M.A. Divinity, Covenant Theological Seminary, 2001–2004; Ph.D. Candidate, Concordia Theological Seminary, St. Louis, MO, 2012–Present; Senior Pastor, McLean Presbyterian Church, McLean, VA, 2022–Present; Senior Pastor, Covenant Presbyterian Church, St. Louis, MO, 2007–2022; Adjunct Professor of Homiletics, Covenant Theological Seminary, St. Louis, MO, 2007–2022; Assistant Pastor, McLean Presbyterian Church, McLean VA, 2004–2007; Board Member, Covenant Theological Seminary, 2014–Present; Chairman, Student Life Committee of Covenant Theological Seminary Board, 2022–Present; Moderator, Missouri Presbytery, 2019–2021; Chairman, Missouri Presbytery RUF Committee, 2012–2017.

COMMITTEE ON INTERCHURCH RELATIONS

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2025

TE Wallace Tinsley, Fellowship

RE Billy Ball, Evangel

APPENDIX P

Class of 2024

TE L. Roy Taylor, Calvary RE James Isbell, TN Valley

Class of 2023

TE David Gilleran, Blue Ridge RE James D. Walters Jr., Calvary

Alternate

Vacancy RE Dennis Watts, MS Valley

B. To be Elected:

Class of 2026

1 TE and 1 RE

Alternates

1 TE and 1 RE

C. Nominations

Class of 2026

TE David Gilleran, Blue Ridge RE Dennis Watts, MS Valley

Alternates

TE Nathan Chambers, Pacific NW RE Aaron Reeves, HIs and Plns

D. Biographical Sketches

TE David P. Gilleran: *Blue Ridge*. Stated Supply, Draper's Valley Presbyterian. Currently serving on IRC, class of 2023. While deployed in 2004-05, he served with and pastored soldiers from Bulgaria, Poland, Romania, Hungary, Slovakia Ukraine, Denmark, Netherlands, Japan, Philippines, and South Korea. Other ministry experience in Iraq and Kuwait. Other GA service: Various Committees of Commissioners (Standing Judicial Business, PCA Foundation, IRC); Review of Presbytery Records. Various Presbytery Committees (examination, leadership, CE). Forty-two years ministry experience; stated clerk of presbytery for the past twelve years.

RE Dennis Watts: *Mississippi Valley*. B.A., Ph.D., Univ. of Mississippi. M.Div., RTS; post-grad certificate, Harvard – Institute for Management and Leadership in Education. Currently an executive for a health care company; served for 28 years in public and private (Christian) higher

MINUTES OF THE GENERAL ASSEMBLY

education. Served past two years as alternate on IRC and represented PCA at the 2022 NAPARC meeting. Member of the PCA since its inception. Multiple times as a GA Commissioner. Served on the boards of several parachurch ministries. Served as deacon and RE. Moderator of presbytery three times; currently serving third term on presbytery's credentials committee.

TE Nathan Chambers: *Pacific Northwest.* Pastor, Wiser Lake Chapel - Lynden, WA. Ph.D. Durham University. Stated clerk of Pacific Northwest Presbytery (PNW) for the past four years. PNW MTW Committee member. Grew up in the Assemblies of God before coming to Reformed convictions; later studied at Regent College in Vancouver, BC under J.I. Packer. Laboring out of bounds at church started by the CRC. Has also spent time in the PCA, Assemblies of God, and Anglican churches.

RE Aaron Reeves: *Hills and Plains.* Self-employed/owner of a family business since 1997. Part of the core group that planted a church in Stillwater, OK, near Oklahoma State University; served as deacon for many years and as RE for four years. Spiritual Formation Committee, Hills and Plains. Met wife at a Navigators Bible Study; adopted a son from South Korea. Serving on the board of a local, Christian pregnancy resource center.

COMMITTEE ON MISSION TO NORTH AMERICA

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2027

TE Dean Faulkner, Cent Car
TE Hansoo Jin, Korean Capital

RE Timothy Threadgill, Miss Valley

Class of 2026

TE Roland Barnes, Savannah R

RE Brent Andersen, Cent Car
RE Jason Kang, Metro Atl

Class of 2025

TE R. Lyle Caswell Jr., SW Florida
TE Robert A. Willetts, Tidewater

RE Ernie Shipman, N New England

Class of 2024

TE Robert Penny, MS Valley

RE Keith W. Goben, Pacific NW
RE Timothy L. Murr, Grace

Class of 2023

TE Robert A. Cargo, Metro Atl
TE Blake A. Altman, Hls and Plns

RE Lance Kinzer, Heartland

Alternates

Vacancy

Vacancy

B. To be Elected:

Class of 2028

1 TE and 2 REs

Alternates

1 TE and 1 RE

C. Nominations

Class of 2028

TE Jeremy Byrd, Great Lakes

RE Brett Doster, Gulf Coast
RE Lance Kinzer, Heartland

Alternates

TE Hunter Brewer, Covenant

RE Samuel Suttle, MS Valley

D. Biographical Sketches

TE Jeremy Byrd. Great Lakes Presbytery. Bachelors, Missions and Biblical studies, Ambassador Baptist College. Masters, Birmingham Theological Seminary. D. Min (in progress) Church Multiplication and Revitalization. Birmingham Theological Seminary. Served on MNA Committee Great Lakes. Working with church plant in Ann Arbor, Detroit area, and Argentina. Currently pastors Christ Church at Ann Arbor.

RE Brett Doster. Gulf Coast. Founded The Front Line Agency, an advertising and public relations agency, consulting on messaging for several Presidential political campaigns in Florida as Senior Advisor and Executive Director, also serving as Deputy Director of the

Florida Office of Tourism in 2001-2003 overseeing bi-partisan economic development efforts. Served in Examinations Committee in presbytery, MNA CoC, and several church ministries focused on church planting and missions.

RE Lance Kinzer. Heartland. Degrees from Wheaton College and University of Kansas School of Law. Served as an Officer in U.S. Army Judge Advocate General's Corps. Practiced law, and served 5 terms in the Kansas House of Representatives, then President of Kansans for life. Serves currently in MNA Permanent Committee. Serves as Clerk of Session at Redeemer Presbyterian Church in Overland Park, KS. Active in teaching Sunday School, leading studies in biblical and systematic theology, leading a home fellowship group. Has aided in several church plants. Currently serving on the Candidates and Credentials Committee for Heartland Presbytery.

TE Hunter Brewer. Covenant Presbytery. Graduate of Samford University, M. Div. and D. Min from Reformed Theological Seminary. Dr. Hunter Brewer is planting Trinity Church PCA in Collierville, TN (suburb of Memphis). Founder and former coordinator of the Mid-South PCA Church Planting Network. Founder and former senior minister of Madison Heights Church PCA in Madison, MS. Adjunct professor at Birmingham Theological Seminary, and church planting coach.

APPENDIX P

Previously served on the Mission to North America Permanent Committee.

RE Samuel Suttle. Mississippi Valley. BS: Belhaven University. M.D. University of Mississippi Medical School, Medical Residency in Family Practice, University of Alabama. Certified Physician, with certifications in Hospice and Palliative Care, Geriatrics, and Medical Director in Long Term Care. Senior Medical Aviation Examiner, Federal Aviation Administration, 1999 to present. Founding member of Christian Medical and Dental Society, 1977.

COMMITTEE ON MISSION TO THE WORLD

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2027

TE Maranatha Chung, Philadelphia RE Theo Hagg, Westminster
TE Owen Lee, Korean Capital

Class of 2026

TE Shaun M. Nolan, Pittsburgh RE John E. Bateman, N Texas
TE Oscar R. Aylor, Eastern Carolina

Class of 2025

TE Brett W. Carl, Tidewater RE Byron Johnson, Metro Atl
TE William E. Dempsey, MS Valley

Class of 2024

TE James E. Richter, TN Valley RE Daryl Brister, Houston Metro
RE David Kliewer, Rocky Mountain

Class of 2023

TE Patrick J. Womack, Suncoast FL RE Hugh S. Potts, Jr., Miss Valley
TE Theodore Hamilton, South Coast

Alternates

TE Dan Seale, Eastern Carolina Vacancy

B. To be Elected:

Class of 2028
1 TE and 2 REs

Alternates
1 TE and 1 RE

C. Nominations

Class of 2028

TE Joshua Rieger, Houston Metro RE Scott Wulff, Ohio
RE Bryan Wintersteen, Evangel

Alternates

TE Tom Patton, Evangel RE Alexander Jun, K SW Orng Co

D. Biographical Sketches

TE Joshua Rieger. Houston Metro. M. Div. Reformed Theological Seminary. US Naval Officer 7 years. Serving at First Presbyterian Church in Jackson, MS. Executive and Missions Minister. Called as a church planter with MTW England. Planted Hexham Presbyterian Church in Hexham, England. Helped Found Gospel Reformation: UK, providing ministry and support to UK churches. Active in the presbytery of the Evangelical Presbyterian Church in England and Wales, an MTW national partner in the UK. Helped oversee the planting of 12 congregations. Commissioner for the EPCEW to the European Council of Reformed Churches twice at their triannual meetings. Trustee and council member for Affinity (formerly the British Evangelical Council) for seven years. Served as the MTW Regional Director for the British Isles and Ireland in 2021-22. Currently serving as Senior Minister of Riverside Church, Beaumont, TX, coming off mission field to be near medical treatment for his wife.

RE Scott Wulff: *Ohio.* BBA, Kent State University. Founder and President, Wulff Enterprises Inc., 1987-Present. Served as ruling elder at Grace Presbyterian in Hudson, OH, and serves their daughter church plant, Trinity PCA in Canton, OH. Traveled to over 60 countries, actively participated in many short-term mission trips and visits to missionaries and church planters worldwide. Active participant in MTW Ambassadors program. Served on the Ohio Presbytery Missions Committee for 9 years,

and multiple terms on the RUF Committee. Organized 3 Mission Conferences.

RE Bryan Wintersteen: *Evangel.* Global Missions Pastor, Briarwood Presbyterian Church, 2015-Present. Briarwood staff supports over 250 missionaries serving in 68 countries across the world, including 57 MTW missionaries. Leads Briarwood's Global Ministry Team of 100 lay leaders, oversees local ministries to International University students, and 3 congregations ministering to Japanese, Korean, and Hispanic speakers. Served on Evangel Presbytery Missions Committee since 2017; and twice on the MTW Committee of Commissioners. Has visited MTW Missionaries in 21 countries since 2015; directly engaged with many Reformed Missions Partnerships through the PCA. He and his wife are the parents of four grown children.

TE Tom Patton. *Evangel.* BS Economics '82 from Georgia Southern M.Div '87 RTS Jackson. 8-years as an MTW church planting missionary in Chiba Japan - from 1988 to 1997. Served almost 25 years as the missions pastor in two PCA churches. Have traveled to quite a few of MTW's fields, participated in a number of MTW's Retreats and Missions Professional Forums: Served for many years on the presbytery MTW committee both In Central Florida Presbytery and in Evangel Presbytery. Serves as Missions Pastor at Oak Mountain Presbyterian.

RE Alexander Jun: *Korean Southwest Orange County.* Ph.D., Education Policy Analysis, USC, 2000. Professor of Higher Education, Azusa Pacific University, 2008-Present. Moderator, 45th PCA General Assembly, 2017. Bi-vocational missionary, Kingdom of Cambodia, 2010-2013. Overseas missions experience including teaching English in Shanghai for one year, and multiple short-term missions trips. Director of Development, MTW Southeast Asia Partnership. Vocationally called as an academician, conducting research on international higher education, qualitative research methods in culture and ethnography, and issues around diversity and social justice. He and his wife Jeany have three children.

**BOARD OF DIRECTORS
PRESBYTERIAN CHURCH
IN AMERICA FOUNDATION, INC.**

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2026

RE Owen H. Malcolm, Ga Foothills
RE W. Russell Trapp, Prov
DE Andrew Schmidt, Cent Car

Class of 2025

TE Martin Wagner, Evangel

RE Willis L. Frazer, Covenant

Class of 2024

TE Patrick W. Curles, Nashville

RE John Alexander, Metro Atl
RE Rob W. Morton, Central GA

Class of 2023

TE Robert Bryant, Palmetto

RE William O. Stone Jr., Miss. Valley

B. To be Elected:

Class of 2027

2 members (TE, RE or DE)

C. Nominations

Class of 2027

TE Solomon Kim, S New Eng

RE William Stone, MS Valley

D. Biographical Sketches

TE Solomon Kim: *Southern New England.* M.Div., Reformed Theological Seminary (Orlando); B.S. Operations Research and Industrial Engineering, Cornell University. Organizing RUF Minister at Massachusetts Institute of Technology (2014-present). Raised funds exceeding \$1.3M for ministry during this time. Commissioner to General Assembly each year since 2015, Committee of Commissioners for Covenant Theological Seminary (2019).

Presbytery Ministerial and Church Relations committee (2017-2019), Leadership Development Committee (2020-present), two judicial commissions. Previous work experience in IT and data analysis. Married to Jane with two children.

RE William Stone: *Mississippi Valley*. Principal at WO Stone Advisors, Ltd. In Jackson MS, financial planning and investment advising. FINRA-Series 7, 66, 63 licensed in 6 states. Life insurance license in 5 states. PCA Foundation Board Member (2007-2011, 2011-2015, 2018-present). Presbytery Christian Education committee (2004-2006), Discipleship committee (2017), Nominations committee (presently), RUF committee (presently). Member, First Presbyterian Church, Jackson MS (1988-present); Deacon (1994-1999); Ruling Elder (1999-present). Board member, Twin Lakes Camp & Conference Center (1993-2007, 2020-present); board chair (2000-2006), capital campaign chair (1999).

**BOARD OF DIRECTORS
GENEVA BENEFITS**

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2026

TE William Chang, K SW Orng Co. RE Ken Downer, Highlands
RE Chris Rogers, Covenant

Class of 2025

TE Roderick Miles, N California RE Paul A. Fullerton, S NE
RE Scott P. Magnuson, Pittsburgh

Class of 2024

TE Andrew E. Field, Metro NY RE Ryan Bailey, Metro Atl
DE Theodore J. Dankovich, Calvary

Class of 2023

RE Cody Dick, Houston Metro
RE David C. Allegood, Pittsburgh
RE James W. Wert Jr., Metro Atl

B. To be Elected:

Class of 2027

3 Members (TE, RE, or DE)

C. Nominations

Class of 2027

RE David Allegood, Pittsburgh

RE L. Robert Clark, TN Valley

RE Huey Townsend, MS Valley

D. Biographical Sketches

RE David Allegood: *Pittsburgh.* B.S. Industrial and System Engineering, University of Florida; MBA Investments/Finance, University of Georgia. Currently Vice President, Total Rewards – Kennametal Inc., Pittsburgh, PA. Previously Senior Director, Executive Compensation & Program Strategy, US Steel; Senior Director, Compensation & Financial Benefits, CB&I. 10+ years of compensation consulting experience at global HR consulting firms. Currently serving on Board of Directors of Geneva Benefits Group.

RE L Robert Clark: *Tennessee Valley.* MBA, Wake Forest University; bachelors engineering degree, US Naval Academy. CFA charterholder and CFP. Senior Portfolio Manager at Southeastern Trust Company, Chattanooga, TN. Previously chief investment officer at Mississippi Public Employees Retirement System (2020-2022). Currently an Advisory Board Member of Geneva Benefits Group.

RE Huey Townsend: *Mississippi Valley.* B.B.A. Banking and Financial Accounting, University of Mississippi. Certified Public Accountant. Currently Chairman of the Board, Guaranty Bank & Trust Company; previously CEO and President. Experience administrating 401(k) plans, employee ownership plans, qualified and non-qualified retirement plans. Married to Laura with two children.

**BOARD OF DIRECTORS
RIDGE HAVEN**

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2027

TE David Sasser Hall, Fellowship
TE Richard Smith, Susq Val

Class of 2026

RE Art Fox, North Florida
RE Ellison Smith, Pee Dee

Class of 2025

TE Larry Doughan, Iowa
Carolina

RE John Randall Berger, East

Class of 2024

TE David Hart Sanders, Pee Dee

RE Pete Austin IV, TN Valley

Class of 2023

TE J. Andrew White, Westminster

RE Dan Nielsen, Savannah R

B. To be Elected:

Class of 2028

2 Members (either TE or RE)

C. Nominations

TE Travis Hutchinson, S New Eng

RE Tuan La, South Texas

D. Biographical Sketches

TE Travis Hutchinson: *Southern New England.* M.Div., Covenant Theological Seminary; B.A. Economics, Covenant College. RUF Campus Minister, Brown University and Rhode Island School of Design. Ridge Haven Committee of Commissioners (2023). Presbytery Session Records committee (presently). Ridge Haven Camp Director (2014, 2019);

MINUTES OF THE GENERAL ASSEMBLY

counsellor (2013). Positive and memorable experience at Ridge Haven as attendee (family camp and youth retreat).

RE Tuan La: *South Texas.* Currently Director of Operations, Camp Eagle, Rocksprings TX (2016-present). Assistant Director, The Wild, Carolina Creek Christian Camps, Huntsville, TX (2014). Hosting Director, Twin Lakes Camp and Conference Center, Florence, MS (2005-2014); Summer Programing Director (2008-2014). All are Christian Camps. Other experience at Twin Lakes (2002-2005), Ridge Haven (2001), and Harvest Ministries (1999, 2000, 2003). Married to Paula, who also has experience in camping ministry.

COMMITTEE ON REFORMED UNIVERSITY FELLOWSHIP

A. Present Personnel

Teaching Elders:

TE Martin Biggs, Hls and Plns
TE Eric Zellner, Southeast Alabama

Ruling Elders:

Class of 2027

RE Justen Ellis, Northwest Georgia

Class of 2026

TE Iron D. Kim, N California

RE Patrick C. Fant III, Calvary
RE Rob Grabenkort, Ga Foothills

Class of 2025

TE Joshua A. Martin, Calvary
TE David Osborne, Eastern Carolina

RE Charles Powell Jr., Evangel

Class of 2024

TE Jackson Howell, Tidewater

RE Charles Duggan III, Central GA
RE Niles McNeel, MS Valley

Class of 2023

TE Ben Hurst Porter, Missouri
TE Jason Sterling, Evangel

RE Michael Martin, Blue Ridge

APPENDIX P

Alternates

TE Kenneth Foster, Heritage

RE Tobe Hester, Lowcountry

B. To be Elected:

Class of 2028

1 TE and 2 REs

Alternates

1 TE and 1 RE

C. Nominations

Class of 2028

TE Kenneth Foster, Heritage

RE Stephen Berry, S New England

RE Tobe Alfred Hester, Lowcountry

Alternates

TE David Felker, MS Valley

RE Floor Nominee

D. Biographical Sketches

TE Kenneth Foster: *Heritage*. Studied at Tennessee Temple University and Covenant Seminary. Ordained Independent Baptist Minister, 1986. Interim Pastor, Alton Park Bible Church, Chattanooga, TN. Ordained in the PCA, 2006. Assistant Pastor, New City Fellowship, Chattanooga, TN, 2006-2007. Assistant Pastor, Grace PCA, Dover, DE, 2007-2013. Associate Pastor, Grace PCA, Dover, DE, 2013-2020. Senior Pastor, Grace PCA, Dover, DE, 2020-Present. Helped start the RUF Committee in Heritage Presbytery, Chaired Committee for 6 years. Served on the RUF Committee of Commissioners, Overture Committee, and MNA Committee of Commissioners. Executive Director of Grace for Dover, a Christian Community Development Organization. Serving on the Delaware Council of Faith-based Partnerships. He and his wife are the parents of two children.

RE Stephen Berry: *Southern New England*. BA, History and Fine Arts, Vanderbilt University. MEd, Vanderbilt University. M.Div., Reformed Theological Seminary. MLIS, University of Southern Mississippi. Ph. D.,

MINUTES OF THE GENERAL ASSEMBLY

Religion, Duke University. Associate Professor and History Department Chair, Simmons University, 2007-Present. Served on the RUF Permanent Committee from 2015-2021. Served on RUF National Coordinator Search Committee. Served on Southern New England Presbytery RUF Committee. Serves at Redeemer Presbyterian Church in Concord, MA.

RE Tobe Alfred Hester: *Lowcountry.* BA, Experimental Psychology, University of South Carolina. Various roles in International Logistics, Global Sales, and Recruiting, 2003-2019. Founder and CEO, Fractional Recruiting, 2019-Present. Leads college-age and post-graduate students in small group Bible study, prayer and counseling. Served on the Overtures Committee. He and his wife Jenni are parents of eight children.

TE David Felker: *Mississippi Valley.* BS, Interdisciplinary Studies, Mississippi State University. M.Div., Reformed Theological Seminary, 2012. College Coordinator, First Presbyterian Church, Jackson, MS, 2008-2012. Discipleship Minister and Young Adults Minister, First Presbyterian Church, Jackson, MS, 2012-2021. Executive Minister, First Presbyterian Church, Jackson, MS, 2021-Present. Served on Mississippi Valley Presbytery Administrative and MTW Committees. He and his wife are the parents of three children.

STANDING JUDICIAL COMMISSION

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2026

TE Art Sartorius, Siouxlans	RE James Eggert, SW Florida
TE Fred Greco, Houston Metro	RE John Bise, Prov
TE Guy Prentiss Waters, MS Valley	RE John Pickering, Evangel

Class of 2025

TE Paul L. Bankson, Central GA Alabama	RE Steve Dowling, Southeast
TE David F. Coffin Jr., Potomac	RE Frederick Neikirk, Ascension
TE Paul D. Kooistra, Warrior	RE R. Jackson Wilson, Ga Foothills

Class of 2024

TE Hoochan Paul Lee, Korean NE RE Howie Donahoe, Pacific NW
 TE Sean M. Lucas, Covenant RE Melton Ledford Duncan, Calvary
 TE Michael F. Ross, Columbus Metro RE Samuel J. Duncan, Grace

Class of 2023

TE David Garner, Phil Metro West RE Daniel A. Carrell, James R
 TE Carl F. Ellis Jr., TN Valley RE Bruce W. Terrell, Metro NY
 TE Charles E. McGowan, Nashville RE John B. White Jr., Metro Atl

B. To be Elected:

Class of 2027

3 TEs and 3 REs

C. Nominations

Class of 2027

TE Rhett Dodson, Ohio RE Dan Carrell, James R
 TE Brad Evans, S New Eng RE John Maynard, Central FL
 TE David Garner, Phil Metro West RE John White, Metro Atl

D. Biographical Sketches

TE Rhett Dodson: *Ohio.* B.A. (Bible) and M.A. (Bible) and PhD. (Old Testament Interpretation) Bob Jones University; Special Student (Apologetics) Westminster Theological Seminary. Senior Pastor, Grace Presbyterian Church, Hudson, Ohio. Previously an alternate on the Theological Examining Committee; has served on numerous GA committees of commissioners, including Overtures, Interchurch Relations, and Ridge Haven. Serves on the Committee on Constitutional Business and Judicial Matters of Ohio Presbytery; moderator of Ohio Presbytery. Instructor and/or Adjunct Professor at Providence Theological Seminary, Geneva Reformed Seminary, and Puritan Reformed Theological Seminary. Multiple publications for Banner of Truth, Eerdmans, Reformed Heritage, and Ligonier.

TE Brad Evans: *Southern New England.* B.A. Penn State University; MDiv Westminster Theological Seminary (Philadelphia); DMin Covenant Theological Seminary. Pastor; retired after serving 45 years in ministry, 38 of which were as Pastor of the Presbyterian Church of Coventry in Connecticut. Previously served on SJC from 2015 to 2019. Served on

MINUTES OF THE GENERAL ASSEMBLY

various GA committees of commissioners, including Administration, MTW, and IAR; served as a floor clerk. Former moderator of Southern New England Presbytery; chaired presbytery Candidates Committee for many years. Married almost 50 years to Patsy; son is a Presbyterian pastor; and daughter is married to a PCA pastor.

TE David Garner: *Philadelphia Metro West.* BS University of North Carolina; ThM Dallas Theological Seminary; PhD Westminster Theological Seminary. Chief Academic Officer, Vice President of Global Ministries, and Professor of Systematic Theology at Westminster Theological Seminary, Philadelphia. Since 1986, has served in pastoral ministry, theological education, missions, and parachurch ministries. Served on various GA committees of commissioners, including Overtures and MTW. From 2011 through 2014, chaired ad interim study committee on Insider Movements. Currently serves on SJC, class of 2023. Chaired presbytery Seminary/Church Relations Committee from 2009-2013; has served on Candidates and Credentials Committee since 2014.

RE Dan Carrell: *James River.* Davidson College; MA Oxford University; JD Stanford University. Practicing attorney 50+ years, currently Chairman of 15-lawyer law firm he founded in Richmond, VA. Soon to complete third term on SJC. Previously served GA as (a) Moderator (39th GA), (b) Chairman of Committee on Constitutional Business, (c) Chair of Administrative committee of commissioners, (d) various other committees of commissioners, including Overtures and Bills and Overtures. Previously served James River Presbytery as Moderator; served on presbytery Candidates and Credentials Committee and Administrative Committee. Married 46 years to Janis, with whom he has two married daughters and three grandchildren.

RE John Maynard: *Central Florida.* Stanford University (Phi Beta Kappa); MBA, University of Texas. Founder and CEO of a medical device distribution company. Has served on Westminster Seminary Board of Trustees since 2002, as Vice-Chairman, Chairman of Governance Committee, and member of Executive Committee. A GA commissioner 10+ years; served on Overtures Committee five years. PCA Ruling Elder since 1991, serving on Personnel, Finance, Pastor Search, Discipling and Building committees; teaches Sunday School; conducts officer training. Served on Board of Trustees of Geneva School (a classical Christian

APPENDIX P

School). Married to Elise since 1977; has four children, and 11 grandchildren.

RE John White: *Metro Atlanta.* LaGrange College. Retired Vice President of The Coca Cola Company. Has served at General Assembly as follows: Moderator (17th GA), assistant parliamentarian (variously since 1990), MNA, ad interim committee on Communications, PCA Creation Study Committee, PCA Federal Vision Study Committee, and PCA Long Range Planning Committee; was finance chair of the Host Committee for the 19th GA. Has served on SJC since 1990; as Chairman, Vice-Chairman or Secretary (variously since 1991). Previously served North Georgia presbytery as moderator and parliamentarian; has served Metro Atlanta Presbytery on various committees and commissions; currently serves as presbytery parliamentarian.

THEOLOGICAL EXAMINING COMMITTEE

A. Present Personnel

Teaching Elders:

Ruling Elders:

Class of 2025

TE Guy Richard, Metro Atl

RE KJ Drake, Inactive

Class of 2024

TE Bruce Baugus, Great Lakes

RE Edward Currie, MS Valley

Class of 2023

TE P. Clay Holland, Houston Metro

RE Richard E. Leino, James R

Alternates

TE Kevin Carr, Siouxlands

RE Joshua Torrey, South Texas

B. To be Elected:

Class of 2026

1 TE and 1 RE

Alternates

1 TE and 1 RE

C. Nominations

Class of 2026

TE Jonathan Master, Calvary

RE Bebo Elkin, MS Valley

Alternates

TE Drew Martin, Cent Car

RE Jim Wert, Metro Atl

D. Biographical Sketches

TE Jonathan Master: *Calvary*. MDiv and ThM from Capital Seminary; PhD in theology from the University of Aberdeen. President of Greenville Presbyterian Theological Seminary, Greenville, SC. Served as a pastor for thirteen years; serves on Calvary Presbytery's Examinations Committee; served on the Candidates and Credentials Committee of prior presbytery. Serves on the board for Alliance of Confessing Evangelicals and as editor for Banner of Truth magazine; was a founding board member and chairman for six years of the Princeton Regional Conference on Reformed Theology; served in the pastor-theologian study program and the Center for Theological Inquiry.

TE Drew Martin: *Central Carolina*. BA in Political Science and Psychology from the University of North Carolina, Chapel Hill; MDiv and MA in Theology from Gordon-Conwell Theological Seminary; PhD from Vanderbilt University, studying Reformation historical theology and the context of the Westminster Assembly. Associate Professor of Systematic Theology and Director of Field Education at Covenant Theological Seminary. Served as a pastor and church planter for fifteen years; co-founded and pastored West Charlotte Church, Charlotte, NC; served for ten years on presbytery examination committees in Nashville and Central Carolina presbyteries; served on numerous PCA committees at local and national levels.

RE Bebo Elkin: *Mississippi Valley*. BA in Greek and Bible, Belhaven College; MDiv from Reformed Theological Seminary; MA in Philosophy from the University of Rhode Island; ThM in Church History from Union Theological Seminary, Richmond, VA; doctoral work, all but dissertation, in Humanities at Florida State University. Retired; part time work with Consulting Services Foundation. GA experience: Theological Examining Committee; Nominating Committee (active); RUF Committee; chaired MNA CoC. Presbytery service past and present: Credentials Committee;

chaired Shepherding Committee; RE for over 28 years at FPC, Jackson, MI; licensed by Mississippi Valley, preaching regularly.

RE Jim Wert: *Metro Atlanta.* Bachelor’s in political science and German, University of North Carolina, Chapel Hill; MBA from Harvard Business School, Baker Scholar. Management Consultant at Wert and Associates. Served on presbytery’s Credentials Committee for 22 years; served on presbytery’s MNA committee. Retiring chairman of the Geneva Benefits Board of Directors; served on PCA Administrative Committee since 2019; Overtures Committee for 12 years; GA Moderator in 2015; chair of PCA’s 50th Anniversary Celebration Committee.

**SUPPLEMENTAL REPORT OF THE
NOMINATING COMMITTEE
TO THE FIFTIETH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH IN AMERICA**

The Nominating Committee of the General Assembly convened in Memphis, Tennessee, at the Renasant Convention Center, on Wednesday, June 14, 2023. Chairman RE Frank Cohee called the meeting to order at 4:50 p.m. with prayer.

Members attending:

<u>Presbytery</u>	<u>Member</u>	<u>Class</u>
Arizona	TE Kelley Hand	2023
Ascension	TE Jared Nelson	2025
Blue Ridge	TE Stuart Pratt	2025
Catawba Valley	TE William Thrailkill	2024
Central Florida	TE Joseph L. Creech	2025
Central Indiana	TE Charles Anderson	2023
Chesapeake	RE Bradley James Chwastyk	2023
Chicago Metro	RE Don Kooy	2024
Evangel	RE Miles E. Gresham	2023
Fellowship	TE William Marshall	2025
Grace	TE John Franklin	2024
Great Lakes	RE Jerome Gorgon	2024
Gulf Coast	TE Dennis W. Shackelford	2025

MINUTES OF THE GENERAL ASSEMBLY

Gulfstream	TE David Patrick Cassidy	2023
Heartland	TE Rick E. Franks	2024
Illiana	TE Alex Eppstein	2023
Iowa	TE Brian V. Janssen	2023
James River	TE J. Andrew Conrad	2025
Korean Northeastern	TE Hoochan Paul Lee	2024
Korean Southwest Orange County	TE James D. Suh	2024
Mississippi Valley	RE James Elkin	2024
Missouri	RE John Ranheim	2024
Nashville	RE John Bryant	2025
New Jersey	TE Stephen O’Neil	2023
New River	TE Michael VanDerLinden, Sec	2023
Northern California	TE Benjamin Kappers	2023
Northern Illinois	TE Justin Coverstone	2023
Northern New England	TE Per Almquist	2025
Northwest Georgia	TE Clif Daniell	2025
Ohio	TE Jacob Piland	2025
Ohio Valley	TE Larry C. Hoop	2025
Pacific	TE Kyle Wells	2024
Pacific Northwest	RE Micah Meeuwssen	2024
Pee Dee	TE Matthew Dallas Adams	2025
Philadelphia	TE Maranatha Chung	2023
Philadelphia Metro West	RE Nathan Carlson	2024
Platte Valley	TE Andrew Lightner	2023
Providence	RE Frank Cohee, Chair	2024
Rio Grande	TE Jeffery Douglas White	2024
Rocky Mountain	TE Matthew William Giesman	2025
South Texas	TE Ben Michael Hailey	2024
Southern New England	TE Robert Steven Hill	2024
Tennessee Valley	RE John Wood	2025
Tidewater	TE Benjamin Cameron Lyon	2023
Warrior	TE Richard Martin Vise Jr.	2025
Westminster	TE Robert E. Dykes	2024

Sixteen floor nominations were reviewed for eligibility, of which none were found to be ineligible.

The Chairman requested volunteers to compile and format the biographical data accompanying the Floor Nominations.

MSP that the Committee adjourn.

Chairman Cohee adjourned the meeting at 5:30 p.m. and closed with prayer.

Respectfully Submitted,
RE Frank Cohee, Chairman
Secretary

TE Michael VanDerLinden,

ADMINISTRATIVE COMMITTEE

Class of 2027 – Teaching Elder

Nominating Committee Nominee Floor Nominee

TE Jason Helopoulos, Great Lakes TE Scott Winchester, Heritage

Alternate

TE Richard Phillips, Calvary TE Mike Hearon, Savannah R

TE Jason Helopoulos: *Great Lakes*. B.A. History and Secondary Education, Eastern Illinois University, 1999. Th.M Historical Theology and Christian Education, Dallas Theological Seminary, 2003. DMin, Reformed Theological Seminary, in process. Senior Pastor, University Reformed Church, East Lansing, Michigan, 2018-present. Served on RUF Permanent Committee (Alternate), and Nominations and Overtures Committee for multiple years. Great Lakes Presbytery Administrative Committee Chair, 3-times moderator, and on various other committees.

TE Scott Winchester: *Heritage Presbytery*. M.A. Reformed Theological Seminary. Business Manager for a large PCA church. Served as both Deacon and RE before ordination. Nominating committee for 5 years. Review of Session Records for Heritage Presbytery. Experienced and discerning bookkeeper, strategic thinker, and engaged servant.

TE Richard Phillips: *Calvary*. B. A. Economics, University of Michigan, 1982. M.B.A., Strategic Management, Wharton School of Business, University of Pennsylvania, 1992. MDiv, Westminster Theological Seminary 1998, D. D., Greenville Presbyterian Theological Seminary, 2012. Senior Minister, Second Presbyterian Church, Greenville, SC. Currently serves on the boards of the *Alliance of Confessing Evangelicals*,

MINUTES OF THE GENERAL ASSEMBLY

Philadelphia Conference on Reformed Theology, The Gospel Coalition, and Westminster Theological Seminary. Formerly an Assistant Professor of Behavioral Studies and Leadership, United States Military Academy, West Point, 1992-1995.

TE Mike Hearon: *Savannah River Presbytery.* BA, Management Information System, N. Alabama University, 1983. M.Div, Birmingham Theological Seminary, 1999. D.Min., Fuller Theological Seminary, 2012. Senior Pastor, First Presbyterian Church, Augusta, GA. Served at Briarwood Presbyterian Church, Birmingham, AL, 1983-1991. Founding staff member of Campus Outreach; Former Director of Campus Outreach International, 2003-2008. Moderator, Savannah River Presbytery, 2022-2023. Member of PCA Nominating Committee, 2021. Served as a Committee of Commissioners, MTW (Chairman, 2022).

BOARD OF TRUSTEES OF COVENANT COLLEGE

Class of 2027

Nominating Committee Nominee

TE Thurman Williams, Missouri

Floor Nominee

TE Joe Cristman, Chicago Metro

TE Thurman Williams: *Missouri* MDiv Chesapeake Seminary, DMin Covenant Theological Seminary. Senior Pastor New City Fellowship-West End in St. Louis and Director of Homiletics at CTS. Former chair of MNA Permanent Committee. Husband to Evie, father of 4, one attending Covenant. His experience with ministry in minority communities meets a particular need on the board's Student Development committee. Elder since 1998, TE since 2000.

TE Joe Cristman: *Chicago Metro.* B. S. Business, University of Illinois (Chicago), 2014. M. Div. Trinity Evangelical Divinity School, 2017. Teaching Elder since 2017. Currently serving as a church planter in suburban Chicago, having previously pastored a congregation in the city of Chicago. Current moderator of the Chicago Metro Presbytery (CMP). Previously served as chairman of the Candidates and Credentials Committee of the CMP.

**BOARD OF TRUSTEES OF
COVENANT THEOLOGICAL SEMINARY**

Class of 2027

Nominating Committee Nominee	Floor Nominee
TE Jimmy Agan, Metro Atlanta	TE Aldo Leon, South Florida

TE Jimmy Agan: *Metro Atlanta.* B.A. Philosophy, Clemson University, 1992; M.Div. Covenant Theological Seminary, 1995; Ph.D. New Testament Exegesis, Aberdeen University, 1999; Senior Pastor, Intown Community Church, Atlanta, GA; Professor of New Testament, Covenant Theological Seminary, 1997–1999, 2007–2015. Served as Director of the Homiletics Program at Covenant; Taught at Erskine Seminary; Advisory Board Member of Covenant Seminary, 2022; Advisory Board Member of Atlanta Collective; Member of Metro Atlanta Presbytery Examining Committee; Past Member and Chairman of Examining Committee for Calvary Presbytery; Past Member of Examining Committee for General Assembly.

TE Aldo Leon: *South Florida.* M.Div. Master's Seminary and Southern Baptist Seminary, Th.M. Southern Baptist Seminary. Senior Pastor of Pinelands PCA. Served as theology professor for LAMP Seminary and MINTS Seminary. Served as church planting assessor for Acts 29 Network and taught on urban church planting.

COMMITTEE ON INTERCHURCH RELATIONS

Class of 2026

Nominating Committee Nominee	Floor Nominee
TE David Gilleran, Blue Ridge McHeard, Savannah R	TE Kenneth

TE David P. Gilleran: *Blue Ridge.* Stated Supply, Draper's Valley Presbyterian. Currently serving on IRC, class of 2023. While deployed in 2004-05, he served with and pastored soldiers from Bulgaria, Poland, Romania, Hungary, Slovakia Ukraine, Denmark, Netherlands, Japan, Philippines, and South Korea. Other ministry experience in Iraq and

MINUTES OF THE GENERAL ASSEMBLY

Kuwait. Other GA service: Various Committees of Commissioners (Standing Judicial Business, PCA Foundation, IRC); Review of Presbytery Records. Various Presbytery Committees (examination, leadership, CE). Forty-two years ministry experience; stated clerk of presbytery for the past twelve years.

TE Kenneth McHeard, *Savannah River*, Asst Pastor Christian Formation, FPC-Augusta, 2021-present Academic Dean, City View Seminary, 2023-present. PCA TE since 2006. GA Recording, 2017-present, RPR Committee, 2013-present, (officer, 2019-21). IRC CoC convened, 2022. Board of directions and President, Salvation Army, Schenectady, NY, 2007-19. Board of Directors, Mid-America, 2017-19.

COMMITTEE ON MISSION TO NORTH AMERICA

Class of 2024

Nominating Committee Nominee

Vacant

Floor Nominee

RE Julian Battle, Savannah R
RE Lindsay Brooks, Philadelphia
RE Greg Hersey, Central Florida

Class of 2028

TE Jeremy Byrd, Great Lakes

TE Ronnie Garcia, Rocky Mountain

RE Julian Battle: serves as a ruling elder at First Presbyterian Church of Augusta. He's also vice-chair for the PCA Unity Fund Board and volunteers with African American Ministries, both are ministries of Mission to North America. RE Battle has previously served as a deacon, usher, and children's ministry volunteer at First Presbyterian. He's a graduate of Georgia Tech with a degree in electrical engineering. The husband of Mary Battle and the father of three kids. He has a heart and passion for serving the PCA beyond his local church. RE Battle will serve the MNA permanent committee faithfully.

RE Lindsay Brooks, *Philadelphia Metro*, elder at Crescent Valley Church. He is a former musician who has a passion for Christian apologetics. He

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serves on fraternal relations team for his presbytery. He's the founder of Philadelphians.com, a public theology and apologetics ministry.

RE Greg Hersey: *Central Florida Presbytery.* RE Greg Hersey serves as DOO Clerk of the Session and is a small group leader at Christ United Fellowship (PCA). He has served at Christ United Fellowship since its inception and eventual particularization. He is a man committed to Jesus, faithful to his wife, and zealous for the Lord's church. He is a gifted administrator, manager, and shepherd. His character, competencies, and commitment to the work of Christ's church make him a suitable nominee to the MNA Permanent Committee.

TE Jeremy Byrd. Great Lakes Presbytery. Bachelors, Missions and Biblical studies, Ambassador Baptist College. Masters, Birmingham Theological Seminary. D. Min (in progress) Church Multiplication and Revitalization. Birmingham Theological Seminary. Served on MNA Committee Great Lakes. Working with church plant in Ann Arbor, Detroit area, and Argentina. Currently pastors Christ Church at Ann Arbor.

TE Ronnie Garcia. *Rocky Mountain Presbytery.* B.S. United States Air Force Academy. M.S. University of Arkansas. MDiv. Covenant Seminary. Served with Briarwood Presbyterian Church for over 13 years planting the very first three PCA churches in Puerto Rico. Extensive knowledge in church planting having planted in both English and Spanish, working with various networks to include Western Church Planting Network (WCPN) and City to City Latin America. Currently serves as Senior Pastor at Denver Presbyterian Church.

COMMITTEE ON MISSION TO THE WORLD

Class of 2028

Nominating Committee Nominee

TE Joshua Rieger, Houston Metro

Floor Nominee

TE Kyle Hackman, Eastern Canada

Alternate

TE Tom Patton, Evangel

TE Rob Pacienza, South Florida

TE Joshua Rieger. Houston Metro. M. Div. Reformed Theological Seminary. US Naval Officer 7 years. Serving at First Presbyterian Church in Jackson, MS. Executive and Missions Minister. Called as a church planter with MTW England. Planted Hexham Presbyterian Church in Hexham, England. Helped Found Gospel Reformation: UK, providing ministry and support to UK churches. Active in the presbytery of the Evangelical Presbyterian Church in England and Wales, an MTW national partner in the UK. Helped oversee the planting of 12 congregations. Commissioner for the EPCEW to the European Council of Reformed Churches twice at their triannual meetings. Trustee and council member for Affinity (formerly the British Evangelical Council) for seven years. Served as the MTW Regional Director for the British Isles and Ireland in 2021-22. Currently serving as Senior Minister of Riverside Church, Beaumont, TX, coming off mission field to be near medical treatment for his wife.

TE Kyle Hackman: *Eastern Canada.* B.A. Intercultural Studies, Moody Bible Institute, 2007. M.Div. Trinity Evangelical Divinity School, 2010. Served on Candidates and Credentials and RUF Committees for Eastern Canada Presbytery. Served on MTW Permanent Committee 2016-2021, Human Resources Sub-Committee. Pastoral internship in Leipzig, Germany; short-term trips to Mexico, Malawi, Czech Republic, and Germany. Assistant and then Associate Pastor, Grace Toronto Church, 2010-2017. Planted Christ Church, Toronto in 2017, particularized 2021. Pastored culturally diverse congregations in Chicago and Toronto.

TE Tom Patton. Evangel. BS Economics '82 from Georgia Southern M.Div '87 RTS Jackson. 8-years as an MTW church planting missionary in Chiba Japan - from 1988 to 1997. Served almost 25 years as the missions pastor in two PCA churches. Have traveled to quite a few of MTW's fields, participated in a number of MTW's Retreats and Missions Professional Forums: Served for many years on the presbytery MTW committee both In Central Florida Presbytery and in Evangel Presbytery. Serves as Missions Pastor at Oak Mountain Presbyterian.

TE Rob Pacienza: *South Florida.* Senior Pastor, Coral Ridge. 15 countries for missions: planted churches in Cuba, disaster relief in Asia & Central America, evangelism training for pastors on 4 continents. Knox Theological Seminary Board. GRN General Council. Founder, Institute

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for Faith & Culture. Presbytery Shepherding, Education committees. B.A., Samford. M.Div., Knox.

BOARD OF DIRECTORS OF GENEVA BENEFITS

Class of 2027

Nominating Committee Nominee

RE Huey Townsend, MS Valley

Floor Nominee

RE S.E. Cody Dick, Houston Metro

RE Huey Townsend: *Mississippi Valley*. B.B.A. Banking and Financial Accounting, University of Mississippi. Certified Public Accountant. Currently Chairman of the Board, Guaranty Bank & Trust Company; previously CEO and President. Experience administrating 401(k) plans, employee ownership plans, qualified and non-qualified retirement plans. Married to Laura with two children.

RE S. E. Cody Dick: *Houston Metro* Currently on Geneva Benefits Investments Committee where he helped to lead changes in the retirement plan over the last four years. Cody serves as Principal and Equity Analyst at the investment management firm of Fayeze Sarofim in Houston. His prior work experience include Merrill Lynch as an investment banker. He holds the Chartered Financial Analyst (CFA) designation.

BOARD OF DIRECTORS OF RIDGE HAVEN

Class of 2028

Nominating Committee Nominee

RE Tuan La, South Texas

Floor Nominee

RE Thomas A. "Tom" Cook Jr., Gulfstream

RE Tuan La: *South Texas*. Currently Director of Operations, Camp Eagle, Rocksprings TX (2016-present). Assistant Director, The Wild, Carolina Creek Christian Camps, Huntsville, TX (2014). Hosting Director, Twin Lakes Camp and Conference Center, Florence, MS (2005-2014); Summer Programing Director (2008-2014). All are Christian Camps. Other experience at Twin Lakes (2002-2005), Ridge Haven (2001), and Harvest Ministries (1999, 2000, 2003). Married to Paula, who also has experience in camping ministry.

MINUTES OF THE GENERAL ASSEMBLY

RE Tom Cook, *Gulfstream Presbytery*. BA Presbyterian College. USC School of Law. Member at Seacrest PCA Delray, FL. Senior Vice President of Vacation Resorts Specialty Division of Brown & Brown Inc. West Palm Beach FL. Tom has served two terms on the board (class of '16, '21). Tom's expert knowledge of the insurance industry has been key in helping RH protect its assets and maintain best practices as a Christian ministry. Tom's prior experience with the board will be helpful during this time of transition with a new executive director. Tom combines a business mindedness with a heart for Christian ministry.

COMMITTEE ON REFORMED UNIVERSITY FELLOWSHIP

Alternate

Nominating Committee Nominee	Floor Nominee
Vacant	RE Jeremy Kath, Nashville

RE Jeremy Kath: *Nashville Presbytery* B.A. Classical Studies, Vanderbilt University. M.A. Ancient History and Mediterranean Archaeology, University of California, Berkeley. 8 years Partner & Investment Advisor, Equitable Trust. Married 17 years, 3 children. Member, Covenant Presbyterian Church Nashville since 2009. Elder at Covenant Presbyterian Nashville since 2019. GA Commissioner in 2022. Supports RUF Ministers and Staff at Vanderbilt University, Nashville; Rhodes College, Memphis; University of California, Berkeley; Ole Miss University.

STANDING JUDICIAL COMMISSION

Class of 2027

Nominating Committee Nominee	Floor Nominee
TE Rhett Dodson, Ohio	TE Charles McGowan, Nashville
RE John Maynard, Central Florida	RE Bruce Terrell, Metro New York

TE Rhett Dodson: *Ohio*. B.A. (Bible) and M.A. (Bible) and PhD. (Old Testament Interpretation) Bob Jones University; Special Student (Apologetics) Westminster Theological Seminary. Senior Pastor, Grace Presbyterian Church, Hudson, Ohio. Previously an alternate on the

Theological Examining Committee; has served on numerous GA committees of commissioners, including Overtures, Interchurch Relations, and Ridge Haven. Serves on the Committee on Constitutional Business and Judicial Matters of Ohio Presbytery; moderator of Ohio Presbytery. Instructor and/or Adjunct Professor at Providence Theological Seminary, Geneva Reformed Seminary, and Puritan Reformed Theological Seminary. Multiple publications for Banner of Truth, Eerdmans, Reformed Heritage, and Ligonier.

TE Charles McGowan: *Nashville.* Served on SJC for last 25 years, being elected by six General Assemblies. B.A. Davidson, B.D. Columbia Seminary, D.D. King College. Pastored over 37 years: Chapel Woods Presbyterian Decatur, GA (1966–78), First Presbyterian Church, Dothan, AL (1978–1988), and Christ Presbyterian Church, Nashville, TN (1988–2003). From 2003–08, served as president of Operation Andrew Group in Nashville, TN. Founded McGowan Search in 2008 helping local Reformed churches, especially those looking for pastors. Moderator of three Presbyteries and Moderator of the 24th General Assembly. Serves on Westminster Theological Seminary Board of Trustees.

RE John Maynard: *Central Florida.* Stanford University (Phi Beta Kappa); MBA, University of Texas. Founder and CEO of a medical device distribution company. Has served on Westminster Seminary Board of Trustees since 2002, as Vice-Chairman, Chairman of Governance Committee, and member of Executive Committee. A GA commissioner 10+ years; served on Overtures Committee five years. PCA Ruling Elder since 1991, serving on Personnel, Finance, Pastor Search, Discipling and Building committees; teaches Sunday School; conducts officer training. Served on Board of Trustees of Geneva School (a classical Christian School). Married to Elise since 1977; has four children, and 11 grandchildren.

RE Bruce Terrell: *Metro New York* BSEd Georgia Southern; MEd University of Georgia; RE in three churches for 33 years. Served SJC for 13 years. Served with MTW in several capacities, the last nine of which as chief operating officer. Served as executive director of Redeemer Pres in NYC. Moderator of 41st GA.

MINUTES
of the
FIFTIETH GENERAL ASSEMBLY
of the
PRESBYTERIAN CHURCH
IN AMERICA
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June 13-15, 2023

Memphis, TN

**FIFTIETH GENERAL ASSEMBLY ACTIONS
SENT DOWN TO PRESBYTERIES**
Proposed amendments to *BCO*: 7-3; 8-2; 9-3; 38-1

THE NEXT MEETING OF THE GENERAL ASSEMBLY:
June 10-14, 2024
Richmond, Virginia

FUTURE GENERAL ASSEMBLIES:
TBD

If your Presbytery would like to learn more about hosting a General Assembly,
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